

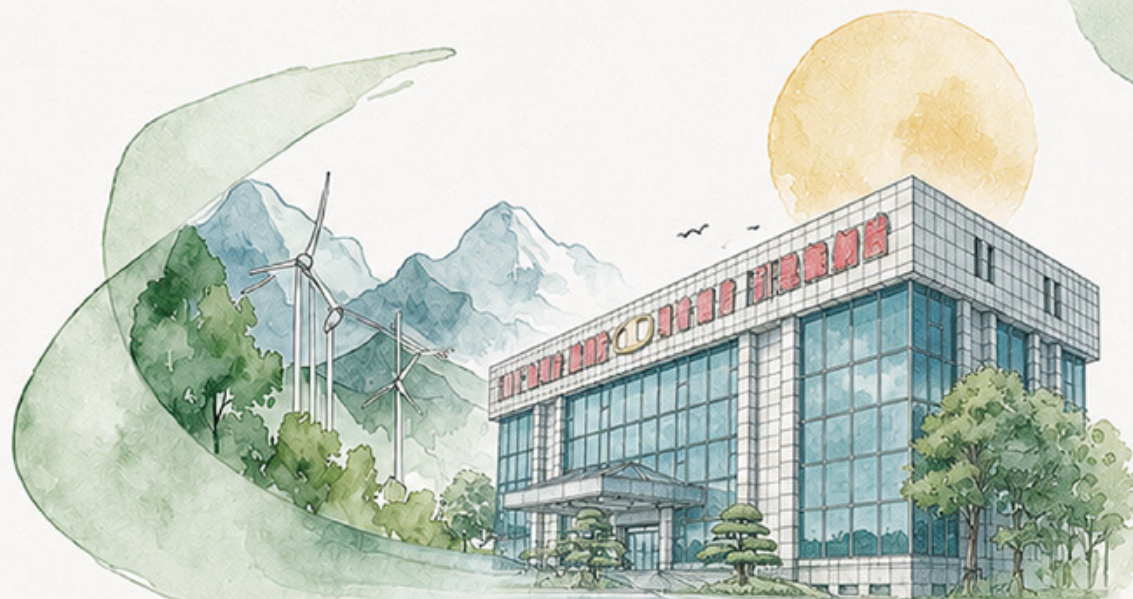
FIRST COPPER
TECHNOLOGY CO., LTD.

2025

Corporate Sustainability Report



第一伸銅科技股份有限公司
FIRST COPPER TECHNOLOGY CO., LTD.



ENVIRONMENT



SOCIAL



GOVERNANCE



About the Report

First Copper Technology Co., Ltd. (hereinafter referred to as "FCC" or "the Company") presents its operational performance to shareholders through its annual report. In accordance with the Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, with reference to the Global Reporting Initiative (GRI) Standards 2021, including the Universal Standards, Sector Standards, and Specific Standards on Significant Topics, the Company prepares its Sustainability Report annually, covering the preceding fiscal year. This report discloses the economic, environmental, and social (including human rights) material topics identified by the Company, along with the associated impacts, disclosure items, and reporting requirements. It further references the Sustainability Accounting Standards Board (SASB) Standards to disclose industry-specific metrics. This report serves as a key communication channel with the public, enabling the Company to address stakeholder concerns and to review and enhance sustainable performance.

To demonstrate commitment as a responsible local corporate citizen and its dedication to protecting the environment, the Company continually discloses climate-related issues (TCFD) including greenhouse gas inventories, working with third-party certification bodies to verify greenhouse gas emissions for Scope 1 and Scope 2.

Data and Information Source

Collected and provided by relevant departments within the company, the data and information in this report are compiled and authored by the ESG Task Force and approved by the Board of Directors for finalization and publication.

Note on Environmental Data

Unless otherwise indicated, environmental data presented in this report refer solely to the Lin Hai Factory and do not include the Head Office, Taipei Branch, or Taichung Business Office.

Period, Scope, and Boundary of the Report

This report covers the period from January 1 to December 31, 2025. The reporting boundaries and scope include FCC's main operational locations, which encompass:

Head Office : No. 170, Chung Cheng 4th Rd., Chien Chin Dist., Kaohsiung City, Taiwan, R.O.C.

Taipei Branch : 11F, 210, Nan Jing East Road, Sec. 3, Taipei, Taiwan, R.O.C

Taichung Business Office : 5F-1., No. 186, Sec. 2, Dungshing Rd., Nantuen Dist., Taichung, Taiwan 408, R.O.C.

Lin Hai Factory : No. 479, Yen Hai 1st Rd., Hsiao Kang Dist., Kaohsiung City, Taiwan, R.O.C.

Contact Information

For any feedback, inquiries, or suggestions regarding this report or FCC's sustainable development efforts, feel free to contact us.

- Jia-Yu Wu/Manager

Tel : +886-7-2814161 #411

E-mail: wendy@hegroup.com.tw

Head Office: No. 170, Chung Cheng 4th Rd., Chien Chin Dist., Kaohsiung City, Taiwan, R.O.C.

- Fei-Peng Shih/Factory Director

Tel: +886-7-8023811 #102

E-mail: h33421@hegroup.com.tw

Lin Hai Factory: No. 479, Yen Hai 1st Rd., Hsiao Kang Dist., Kaohsiung City, Taiwan, R.O.C.

- Company Website: <http://www.fcht.com.tw>

Reference

In addition to complying with Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the report also follows the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) for information disclosure.

External Verification

After performing a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information on this report, KPMG Taiwan issues a limited assurance statement. For the scope and conclusions of the limited assurance statement, please refer to the appendix.

Reporting Period

This is the fifth ESG report issued by the company, issued annually on a regular basis.

Current report: Issued August 2026

Last report: Issued August 2025

Next report: Expected to be issued in August 2027

Letter from the Chairman



Hong-ren
Wang

First Copper Technology Co. Ltd. Chairman

2025 marks a critical turning point for global industry as it moves toward "net-zero transition" and "technological restructuring." Amid the increasing regulatory formalization of international carbon-neutrality policies, urgent supply-chain demand for green materials, and rising demand for high-quality copper alloys driven by AI, electric vehicles, and green energy infrastructure, First Copper (hereinafter "the Company") continues to uphold its core values of "Integrity, Innovation, and Sustainability," treating sustainable development as the cornerstone of the Company's long-term, stable growth.

Green Manufacturing: Deepening Equipment Efficiency and Low-Carbon Transition

As a leader in Taiwan's copper processing industry, we recognize that energy management in smelting and rolling processes is central to environmental sustainability. In 2025, the Company continued to advance process optimization, undertaking key upgrades to production equipment—including the renewal of the AP2 furnace shell and related systems. Through the adoption of high-efficiency thermal energy recovery technology and precision sensor monitoring systems, we significantly improved energy efficiency. In active response to Taiwan's 2050 Net-Zero Emissions pathway, beyond steadily advancing our energy management system, we are also committed to building a circular economy framework, increasing the proportion of recycled copper raw materials used, and reducing the carbon footprint of our products—helping our customers meet green supply chain decarbonization targets and jointly face the challenge of future international carbon border tariffs.

Technology Deepening: Advancing Key Materials for Semiconductor and Energy Transition

Facing the upgrading of global semiconductor packaging technology and electric vehicle power systems, the Company continues to invest in R&D to optimize the physical conductivity and mechanical properties of copper alloys. We focus not only on precision in technical specifications, but also incorporate sustainability thinking into product lifecycle management, ensuring that every type of copper alloy shipped achieves efficient performance while maintaining environmental responsibility and safety.

Letter from the Chairman

Sound Governance and Social Inclusion: People-Centered, Building Resilience

In corporate governance, we are actively aligning with the IFRS S1 & S2 international sustainability disclosure standards to strengthen the transparency and accuracy of information disclosure, and have incorporated ESG risk into daily operational decision-making. We have also comprehensively upgraded our information security protection mechanisms and supply chain risk management systems to ensure business continuity and operational integrity amid digital transformation. On the social front, we place great importance on occupational health and safety management, continuously improving the workplace environment, and strengthening talent development and digital competency transformation to ensure employees can move forward alongside the Company amid rapid technological change.

Looking Ahead: Refining Value, Co-Creating Green Prosperity

Looking toward 2026, despite the many uncertainties brought by geopolitics and global inflation, we remain confident in the long-term development of the copper alloy industry. The Company will continue to invest in green technology and efficient production lines, serving global high-end industrial customers with a more resilient supply chain structure. With the most professional expertise and the most honest management, we will create value for shareholders, contribute green momentum to society, and jointly build a sustainable and prosperous future.

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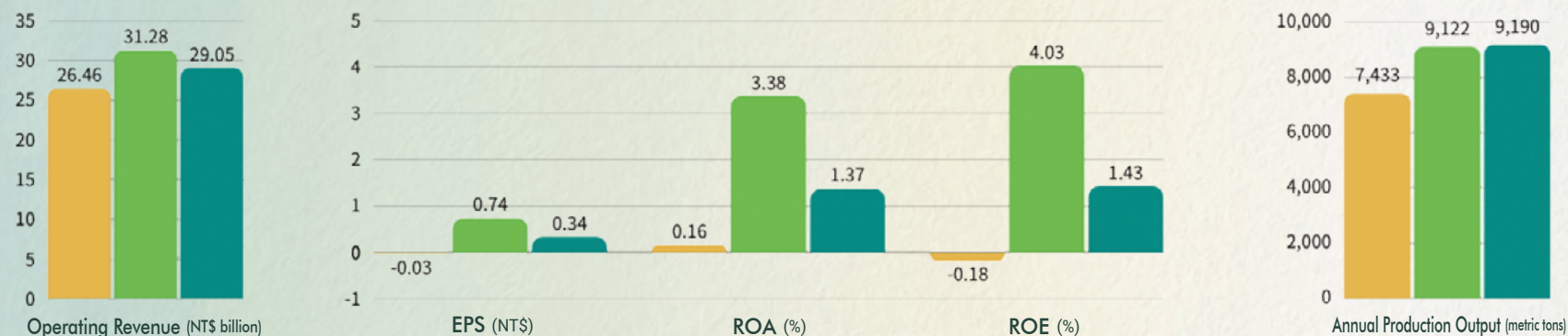
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Sustainability at FCC

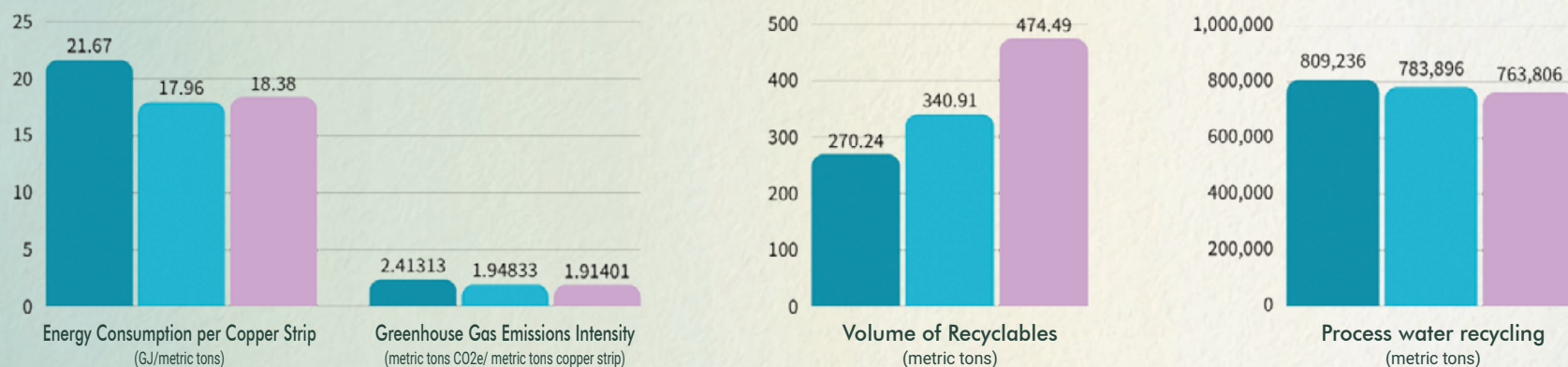
Governance



Governance

- Financial Performance: In 2025, EPS remained positive, with the Company maintaining overall operational and profitability performance despite rising international raw material prices.
- Continued Growth in Annual Production Volume: Production capacity has rebounded from its 2023 low, with annual production volume reaching 9,122 metric tons in 2024 and 9,190 metric tons in 2025, reflecting continued growth in output.

Environment



Environment

- Unit Copper Sheet Energy Consumption: In 2025, energy consumption per unit of copper sheet rose to 18.38 GJ/ton, an increase of 2.4% year-over-year, indicating that finished product yield needs further improvement.
- Continued Decline in GHG Emissions Intensity: Emissions intensity in 2025 was 1.91401 tons CO₂e/ton of copper sheet, down from 2024, demonstrating the effectiveness of carbon emissions management.
- Increase in Resource Recovery Volume: Recovery volume in 2025 reached 474.49 tons, a 39% increase over the previous year, reflecting significant recycling benefits.

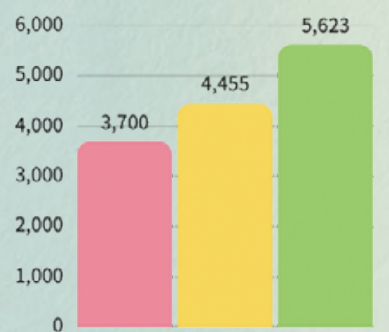


Social

2023

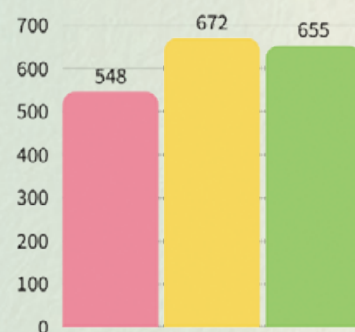
2024

2025



Labor/Management Relations

(Total expenditures on Employee Welfare: NT\$ thousand)



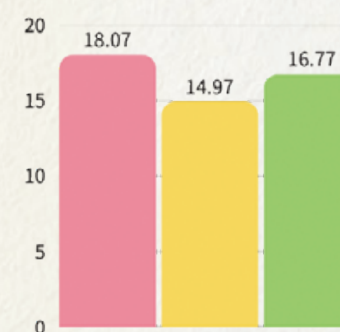
Employee Compensation

(Average annual salaries: NT\$ thousand)



Key Indicators of Occupational Hazards

(Total Injury Index: I.R.)



Occupational Injury Frequency Rate

(Number of injuries/ Million work hours)

Social

- Stable Employee Compensation and Benefits Expenditure: In 2025, average annual salary per employee reached NT\$655 thousand, with total employee benefits expenditure reaching NT\$5,623 thousand, reflecting a stable overall compensation system.
- Occupational Injury Frequency: The disabling injury frequency rate rose from 14.97 to 16.77.
- Decline in Overall Occupational Injury Index: The overall injury severity index declined from 2.02 to 1.44; management practices will continue to be tightened to further strengthen the workplace safety management system.

Awards and Recognitions

Awards Received in 2025

In 2025, First Copper was honored with the top-tier Excellence Award in the "Net-Zero Industry Competitiveness Award," presented by the 21st Century Foundation.

The Net-Zero Industry Competitiveness Award is hosted by the 21st Century Foundation and evaluates companies across five major energy-intensive industries — steel, plastics, cement, paper, and semiconductors — recognizing outstanding achievements in net-zero transition.

In recent years, First Copper has actively pursued its sustainability strategy, regularly publishing corporate sustainability reports that disclose concrete data on corporate governance, greenhouse gas emissions, water resource and waste management, renewable energy deployment, and employee wellbeing.

This award reflects recognition from the organizing body of First Copper's achievements in sustainable development and low-carbon transition. Going forward, the company will continue to deepen its commitment to sustainability as it works toward net-zero emissions and long-term corporate sustainability.



Stakeholder Communication

Stakeholder Engagement and Response

To better understand the perspectives of its diverse stakeholders and to address priority concerns, First Copper established an ESG Sustainability Task Force, led by the C.E.O. The task force integrates cross-functional expertise from finance, shareholder services, sales, production, quality assurance, R&D, internal audit, general administration, procurement, IT, plant operations, and environmental health and safety departments. Through stakeholder surveys and statistical analysis, the company identifies and evaluates material topics raised by employees, customers, government agencies, investors, suppliers, communities, and non-governmental organizations (NGOs). These findings form the foundation for effective communication and response strategies.



Employees

Salary and welfare, Safety and health, Talent development



Government Agencies

Regulatory compliance, Pollution prevention, Carbon management



Suppliers

Supply risks, sustainable supply chain, evaluation management



Customers

Product quality, Satisfaction, Trust



Investors

Financial disclosures, Dividend policy, Two-way communication



Communities

Pollution control, engaging with neighboring factories, giving back to the community



Non-governmental Organizations (NGOs)

Seminars, Info sessions, Industry networking

First Copper is committed to systematically embedding material ESG issues into its internal management practices. Beyond transparently disclosing relevant information in its sustainability reports, the company incorporates ESG priorities into the annual work plans of respective departments. Supported by the ESG Sustainability Task Force, appropriate budgets are allocated to advance key initiatives, monitor outcomes, and ensure timely responses and effective resolutions.

ESG Sustainability Task Force - Organizational Structure

ESG Sustainability Task Force



Corporate Governance Team

- | Management
- | Equity Dept.
- | Finance Dept.
- | Auditing Office



Customer and Supply Services Team

- | Sales
- | IT Dept.
- | Procurement Dept.
- | QC Dept.



Sustainable Environment Team

- | Lin Hai Factory
- | Rolling Dept.
- | Process Dept.
- | Health and Safety Office



Employee Care Team

- | General Affairs Dept.
- | Facility
- | Health and Safety Office



Responsible Investment Team

- | Equity Dept.
- | IT Dept.
- | Finance Dept.

The main responsibilities of each team are as follows:

Strengthen sustainability governance structures, integrate risk management and transparent disclosure, and enhance organizational stability and stakeholder trust.

Focus on value chain management, promote sustainable practices among suppliers, and strengthen product responsibility and customer service quality.

Formulate and implement environmental sustainability strategies, advancing energy conservation, carbon reduction, and circular resource initiatives.

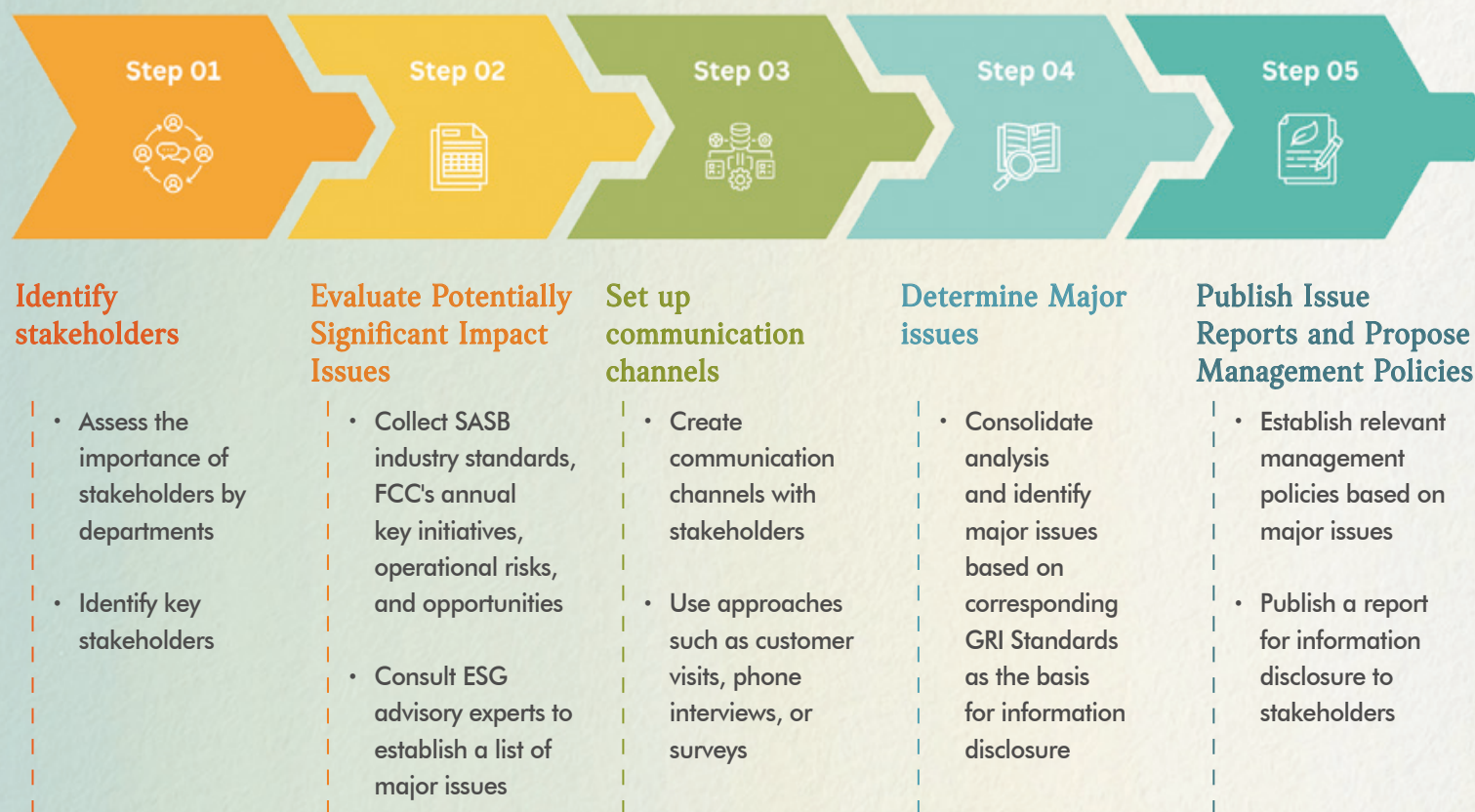
Create a supportive and inclusive workplace, strengthen employee development, safety, and well-being systems, and embed diversity, equity, and inclusion values.

Promote sustainable finance and responsible investment practices, assessing ESG impacts on investment decisions and financial performance.

Stakeholder Communication

Reporting Process

Identifying stakeholders and establishing effective communication with them is a crucial foundation for a company's continuous progress and sustainable development. Through the stakeholder identification process, FCC categorizes specific stakeholders and evaluates the communication channels and issues with each group. This process involves activities such as customer visits, telephone interviews, or surveys to analyze major issues and propose management policies, which will then be incorporated into the current report.



Identifying FCC stakeholders

First Copper's ESG Sustainability Task Force convened meetings to identify key stakeholders, following the AA1000 Stakeholder Engagement Standard (AA1000 SES: 2015). Using the five evaluation criteria—dependency, responsibility, tension, influence, and diverse perspectives—members of the task force engaged in brainstorming sessions based on their day-to-day interactions and records. Through this process, all directly and indirectly related individuals and organizations were identified, discussed, and consolidated into the company's stakeholder framework. The key stakeholders recognized by First Copper are: employees, customers, government agencies, suppliers, shareholders, local communities, and non-governmental organizations (NGOs). These seven categories will serve as the foundation of the company's stakeholder engagement. By employing surveys, interviews, meetings, and public disclosures, First Copper seeks to continuously capture stakeholder concerns and expectations. The insights gathered will guide the company's sustainability strategies and action plans.

Key stakeholders identified and recognized by First Copper



Employees



Customers



Government
agencies



Shareholders



Suppliers



Local
communities



Non-governmental
organizations (NGOs)

Identifying and Prioritizing Key Sustainability Issues

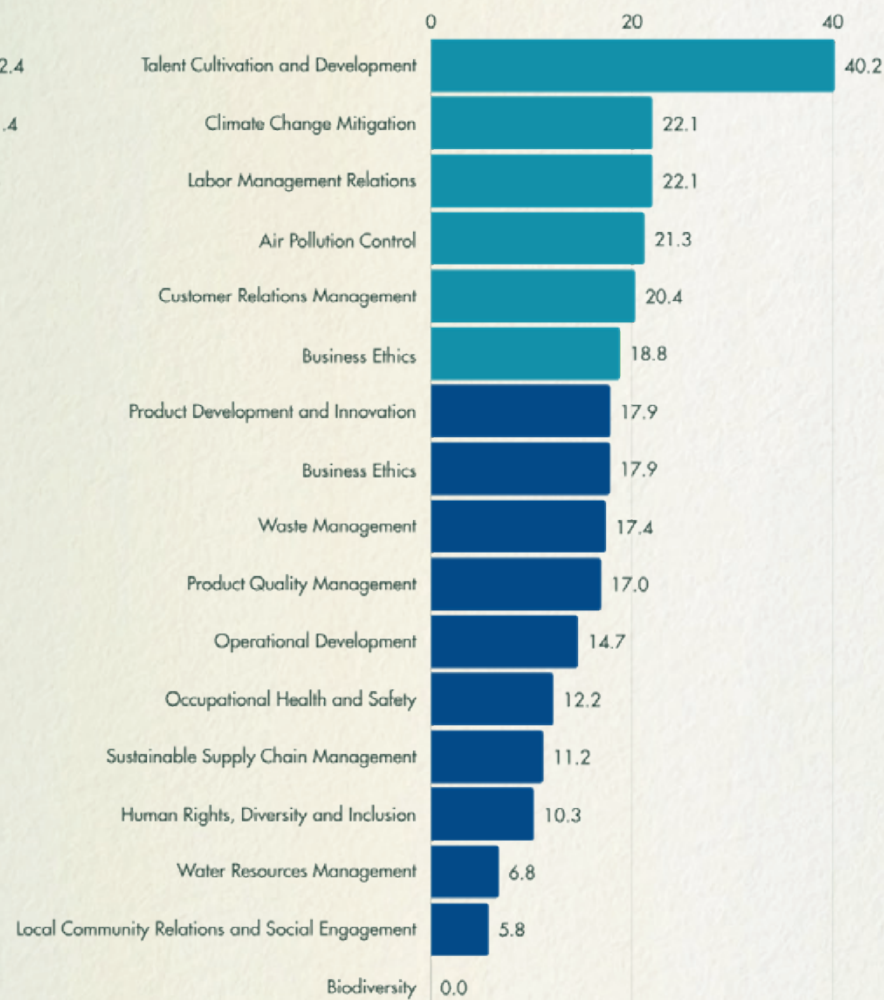
On October 8, 2024, the ESG Sustainability Task Force held a facilitation meeting with external ESG consultants to review stakeholder feedback and operational risks. A total of 17 sustainability topics were identified. Stakeholders were surveyed to assess the likelihood of occurrence, potential positive impacts, and degree of negative impacts associated with each topic. Externally, questionnaires were distributed to stakeholders frequently engaged by respective departments, while internally, surveys were administered to first- and second-level managers as well as selected employees. The results were statistically analyzed, with bar charts generated to visualize findings. Based on this analysis, the top six topics were designated as First Copper's material sustainability issues, forming the basis for disclosures in this report and guiding the company's ongoing efforts in sustainable operations.

Analysis Chart of Major issues

Positive Impact Scores



Negative Impact Scores



First Copper's Communication Channels with Stakeholders

In addition to routine business interactions, First Copper continuously strengthens its communication channels with stakeholders, ensuring attentiveness to the issues of greatest concern and responding to their needs in a timely and transparent manner. The outcomes of these dialogues and initiatives are disclosed in this report, reflecting the company's commitment to accountability and responsiveness. First Copper firmly believes that establishing constructive engagement with stakeholders not only enables the company to better understand evolving social and environmental dynamics and challenges, but also creates greater shared value for both the company and society. This ongoing interaction is viewed as a critical driver of sustainable growth and innovation, ensuring that the company continues to progress while contributing positively to the broader community.

Stakeholders	Objects of Interaction	Issues of Concern	Communication Channels, Approaches and Frequency	Achievements in 2025
 Employees	Permanent staff Temporary staff	Talent recruitment and retention Training and development Physical and mental health and safety Filing mechanism for labor rights complaints Compensation and welfares	Union members' assembly (Annually) Health and safety committee (Quarterly) Labor/Management Meeting (Quarterly) Welfare Committee (Quarterly)	Communication and suggestions on labor rights and working conditions, attended by facilitating management staff. Reviewing occupational safety incidents, personnel training, and tracking improvements through safety audits. Addressing issues of mutual concern between labor and management and engaging in communication and negotiation when employees provide feedback or suggestions. Advocating for increased subsidies for employee welfare, including meals and other benefits.
 Customers	Customers	Product delivery and satisfaction Trust and privacy	Visits(Regularly/As needed) Meetings by request (As needed)	Responding to customers on price, quality, delivery schedule after internal production and sales reviews. Social responsibility of suppliers, cooperating in factory inspections.
 Government	Related regulatory authorities Municipal government	Regulatory compliance Pollution prevention and control Code of professional ethics Carbon emissions and carbon credit management	On-site audits/visits (Conducted by Department of Labor, Department of Environmental Protection, Fire Department non-periodically) Official letters (Issued by Department of Labor, Department of Environmental Protection, Sewage Treatment Plant non-periodically)	Regular inspection of bridge cranes, inspection reports from third-party notary agencies, occupational safety, environmental protection, and fire inspections; supervision testing, issuance of inspection or audit reports, or submission of improvement tracking reports. Reminder of recent occupational safety incidents and preventive measures, recording of sewage discharge volumes. Conduct comprehensive greenhouse gas emissions inspection across the entire company, verified by external validation agencies, and develop carbon emission reduction measures.

Stakeholders	Objects of Interaction	Issues of Concern	Communication Channels, Approaches and Frequency	Achievements in 2025
 Investors	Investors Shareholders Banks	Disclosure of financial information Addressing investor concerns Dividend policy Effective two-way communication Annual report preparation	General shareholders' meeting, Annual report (Annually) Investor conference, Spokesperson (Non-periodically)	Financial report updates and real-time Q&A by senior executives on company operational status and future development. Disclosure of important updates on company operations on website and through media channels.
 Suppliers	Suppliers Contractors Outsourcing vendors	Supply risk management Sustainable supply chain management Supplier evaluation management Contracting and outsourcing safety	E-mail/ Phone/ Document/ Relevant meeting (Non-periodically)	Quality, price, delivery schedule, and service of raw material supply; establishing qualified suppliers; implementing supplier evaluation management procedures. Negotiate procurement contracts and addressing quality control issues through communication channels. Provide hazard notifications for contractors and outsourcing operations and auditing operational safety.
 Communities	Neighborhoods around factories	Pollution Interactions with communities ESG report publication	Neighborhood activities (Reported non-periodically via chief of village) Communication with neighboring factories (Non-periodically) Phone / Invitation (By community development associations, district offices non-periodically)	Appoint personnel to inspect and measure noise and pollution control, and track improvement measures. Participate in safety and health promotion meetings organized by the coastal industrial zone. Community feedback (sponsorship for school green space cleaning and maintenance).
 NGOs	Industry associations Academic institutions	Reporting mechanism of environmental issues Environmental responsibility of products Energy and resource efficiency Green supply chain	Official letter (issued Non-periodically) Industry conferences (Regular or non-periodical)	Appoint company representatives to attend seminars, info sessions, etc. Appoint company representatives to attend industry meetups and market information disclosures.

Identifying and Responding to Key Issues

Through statistical analysis of questionnaire survey results collected from stakeholders and Company employees, the following material topics were identified, and are addressed with corresponding explanations and responses below. This report presents positive and negative impacts separately in bar chart form, from which the ESG Task Force selected the 10 material topics through committee resolution.

Key Issues

Positive Impact

- Product Quality Management
- Waste Management
- Water Resources Management
- Labor Management Relations
- Talent Cultivation and Development
- Occupational Health and Safety



Negative Impact

- Business Ethics
- Customer Relations Management
- Climate Change Mitigation
- Air Pollution Control
- Labor Management Relations
- Talent Cultivation and Development



Scope Definition of Key Issues

As discussed by the ESG Task Force, the scope of positive and negative impacts within each key issue and its relevant external units are defined and indicated in the table below.

Key Issue	↑ Positive / ↓ Negative Impact	Impact on Value Chain					
		Employees	Customers	Communities	Investors	Government	Suppliers
Product Quality Management	↑ High product quality is a key factor in market competitiveness. It enhances customer satisfaction, reduces costs, and improves profitability. ↓ Poor product quality may lead to customer complaints and returns, resulting in revenue loss and reputational damage. In severe cases, it could cause customers to shift orders, directly affecting sales volumes.	☐	☒	-	☐	-	-
Waste Management	↑ Reducing raw material costs and improving efficiency through supply chain and manufacturing process optimization enhances resource utilization. Ensuring waste complies with regulations helps mitigate operational risks. ↓ Increased operating costs and greater challenges in supplier collaboration may affect operational and production efficiency. Improper waste management practices could expose the company to negative public opinion and reputational risks.	☒	☒	-	☐	-	☒
Water Resource Management	↑ Upgrading wastewater treatment facilities improves water efficiency and reduces wastewater discharge costs. ↓ Ineffective wastewater treatment may result in poor water recycling quality, increased treatment costs, and environmental pollution.	☐	-	☐	☐	☐	-
Labor Management Relations	↑ Stable and harmonious labor relations enhance work efficiency and reduce employee turnover. ↓ Labor disputes, distrust, and conflicts may hinder the effective implementation of corporate policies.	☒	-	☐	☐	☐	-
Talent Development	↑ Enhancing employees' capabilities and perspectives helps cultivate knowledge, strengthen skills, and improve their ability to address challenges. ↓ Talent loss may result in diminished market competitiveness.	☒	☐	-	☐	☐	-

Key Issue	↑ Positive / ↓ Negative Impact	Impact on Value Chain					
		Employees	Customers	Communities	Investors	Government	Suppliers
Occupational Safety and Health	↑ A safe and healthy workplace enhances employee productivity and morale, reduces operational costs and legal risks, and strengthens talent attraction and retention—ultimately improving organizational stability and competitiveness. ↓ An unsafe work environment undermines production efficiency, reduces employee adaptability, and increases operational risks. Companies may need to invest heavily in safety equipment upgrades, employee training, and monitoring, which raises operating costs.	●	○	-	□	○	○
Business Ethics	↑ Adhering to principles of integrity and implementing robust internal controls strengthens stakeholder trust and reinforces corporate credibility. ↓ Without an effective ethical risk management framework, companies may face fraud, misconduct, or regulatory violations, leading to reputational damage.	□	○	-	●	-	-
Customer Relationship Management	↑ Understanding customer needs and delivering high-quality products and services enhance client yield and create win-win outcomes, improving customer satisfaction and achieving strategic targets. ↓ Failure to understand customer expectations can lead to communication barriers, loss of trust, and missed opportunities for cross-learning, ultimately impacting sales performance and growth.	-	●	-	-	-	-
Climate Change Mitigation	↑ Proactively addressing climate change by setting carbon reduction targets, conducting GHG inventories, and implementing emissions reduction measures helps mitigate global warming and supports the industry's low-carbon transition. ↓ Ineffective climate governance increases potential operating costs and environmental impacts.	●	○	-	○	-	○
Air Pollution Control	↑ Adopting clean energy and emissions reduction technologies improves energy efficiency, lowers long-term production and energy costs, and reduces environmental taxes and carbon trading expenses. This enhances financial stability, corporate reputation, and market competitiveness, while also improving employee health and productivity. ↓ The high capital investment required for emissions reduction equipment, along with increased operating and maintenance costs, may reduce short-term profitability. Furthermore, evolving government environmental policies may require ongoing adjustments, increasing management burdens.	●	●	●	○	□	●

※ Note: "●" indicates a direct impact on the key topic, with corresponding information disclosed in this report. "○" indicates an impact through business relationships on the key topic.
 "□" indicates an indirect or contributing impact on the key topic.

Key Issue	Description	Strategy	Short-term (1-3 years) Goal and Action Plan	Mid-to-long-term (5-7 years) Goal and Action Plan
Product Quality Management	First Copper implements strict process control and continuous improvements throughout its manufacturing operations. By conducting rigorous product testing, the company ensures compliance with customer requirements as well as regulations on hazardous substances, thereby preventing customer complaints and mitigating potential environmental impacts.	Stable Quality Professional Service Customer Satisfaction	▲ Achieve target yield rates for key copper alloys. ▲ Closely monitor EU directives such as REACH and RoHS, as well as emerging regulations on hazardous and high-concern substances; conduct regular or ad hoc testing through accredited third-party laboratories. ▲ Enhance and implement a comprehensive quality management system to ensure all products meet regulatory and customer requirements. ▲ Conduct regular cleaning, inspections, and timely replacement of consumables for production equipment to enhance product quality stability.	▲ Achieve overall copper alloy yield targets. ▲ Strengthen Audit and Certification Capabilities: reinforcing the company's quality management system by enhancing both internal and external audit mechanisms, as well as engaging in customer certifications, product certifications, and system verifications. Through the continuous application of the PDCA (Plan-Do-Check-Act) cycle, the company ensures ongoing improvement and strengthened quality assurance. ▲ Support for Emerging EV Battery Materials: Establishes specific quality requirements and standards in response to the growing development of pure copper materials for electric vehicle battery packs, which enable effective monitoring and control of production quality, ensuring compliance with the stringent demands of the evolving copper materials market.
Waste Management	First Copper is committed to the responsible recycling, utilization, and disposal of waste to minimize environmental impacts and reduce operational burdens. By improving material utilization efficiency, the company is also able to lower operating costs.	Continuous monitoring and collection of data on waste generation and treatment enable the identification of reduction opportunities.	▲ Conduct assessments to reduce the two largest categories of waste generated by the factory.	▲ Evaluate overall waste streams to identify effective recycling and reduction methods.
Water Resource Management	The production process requires intensive use of water resources. In the event of water restrictions, reduced production could negatively impact economic output. Malfunction of wastewater treatment facilities may also affect the quality of discharged water. To mitigate these risks, First Copper continues to strengthen equipment management in order to minimize environmental impacts, while effectively reducing reliance on municipal water resources through the use of reclaimed industrial wastewater.	Continuous monitoring and collection of data on waste generation and treatment enable the identification of reduction opportunities.	▲ Regularly carry out wastewater reporting and periodic wastewater testing operations. ▲ In response to water shortages and drought, establish additional reclaimed water storage and treatment facilities to enhance the recycling and reuse of water resources in the factory.	▲ Regularly carry out reporting and periodic testing of wastewater. ▲ Continuously upgrade wastewater treatment equipment to improve water quality and enhance the capacity for process water recycling, thereby reducing water consumption intensity and lowering the use of tap water.
Labor Management Relations	Employees are important assets of the company; we value and listen to their voices to increase trust and cohesion. A relationship of mutual trust between labor and management is crucial for the stability of business operations and the company's social image.	The company is committed to complying with labor-related laws, upholding the principle of labor-management mutual prosperity, improving the working environment, and establishing an open, fair, and transparent labor-management relationship.	▲ Regular labor-management meetings to promote mutual cooperation.	▲ Improve labor conditions and create a friendly working environment.
Talent Cultivation and Development	The company is committed to supporting its employees' professional development to enhance overall operational efficiency and strengthen organizational resilience in response to evolving market challenges.	Advancing and training employee expertise, while fostering a culture of continuous learning and growth to build high-performance teams.	▲ Provide internal and external training programs.	▲ Invest in developing employees' career capabilities through targeted training programs designed to help them obtain professional certifications across various functional areas.

Key Issue	Description	Strategy	Short-term (1-3 years) Goal and Action Plan	Mid-to-long-term (5-7 years) Goal and Action Plan
Occupational Health and Safety	The occurrence of major workplace incidents resulting in personnel casualties and equipment damage poses significant risks to the company's operations and reputation, potentially causing substantial losses to the organization.	Provide employees with a safe and healthy work environment and continuously strive to identify and mitigate occupational health and safety risks.	▲ Conducts policy awareness and educational training programs, with each department implementing supervision and promoting disaster reduction activities to enhance immediate safety outcomes.	▲ Maintain ongoing policy awareness and educational training initiatives, ensuring departmental supervision and continued implementation of disaster reduction activities. ▲ Evaluate and plan for safety equipment upgrades, enhanced employee training programs, and comprehensive monitoring systems to establish sustainable safety management practices.
Business Ethics	Integrity and transparency serve as the foundation for enterprises to establish stakeholder trust. Business ethics also constitute necessary measures for preventing fraud, avoiding legal risks, and maintaining good business reputation. The implementation of business ethics has become an important component of corporate sustainable governance.	Adhere to laws and regulations related to corporate operations and business conduct, based on the business philosophy of integrity, transparency, and responsibility.	▲ Comply with laws and regulations related to corporate operations and business conduct, ensuring no occurrence of major illegal or non-compliant incidents. ▲ Establish or revise internal regulations related to ethical integrity.	▲ Comply with laws and regulations related to corporate operations and business conduct, ensuring no occurrence of major illegal or non-compliant incidents. ▲ Establish or revise internal regulations related to ethical integrity to meet social, economic, or relevant stakeholder requirements.
Customer Relations Management	The company aims to meet customer needs while enhancing mutual communication channels and customer satisfaction.	Proactively seek to understand customer needs and resolve customer issues, providing high-quality and high-efficiency services to achieve a mutually trusting win-win strategy.	▲ Establish effective communication channels with customers to avoid impacting customer production and operations. ▲ Improves sales network understanding and collection of customer demand databases.	▲ Conduct customer visits to understand customer needs and market information, providing feedback to the factory for quality improvement. ▲ Regularly coordinate with the factory regarding production and sales to share customer and market demands. ▲ Conducts regular customer satisfaction surveys to help identify areas for improvement and enhance customer relationships.
Climate Change Mitigation	Recognizing the significant impact of climate change risks on corporate operations, the company is committed to reducing and mitigating the substantial operational impacts and influence that climate risks may pose to business continuity.	Systematically identify climate change-related disaster risks and associated opportunity areas, implementing comprehensive response strategies to address these challenges effectively.	▲ Adopt the Task Force on Climate-related Financial Disclosures (TCFD) framework to establish a robust management structure for addressing climate risks and enhancing organizational resilience. ▲ Conduct comprehensive identification of climate change-induced disaster risks and related opportunity areas, developing and implementing targeted response strategies to address identified challenges. ▲ Install solar photovoltaic systems on self-owned facility rooftops to meet the 10% renewable energy requirement for large electricity consumers, demonstrating compliance with regulatory mandates.	▲ Advancing energy conservation and carbon reduction improvements to optimize energy utilization efficiency across operations. ▲ Expand into the green energy copper alloy market, positioning to capitalize on emerging sustainable technology opportunities. ▲ Reinforce corporate resilience and adaptive capacity against climate-related disasters to ensure operational continuity under changing environmental conditions.
Air Pollution Control	Taiwan faces increasingly severe air pollution challenges, with winter skies often shrouded in hazy smog. This environmental reality underscores the critical responsibility for enterprises to reduce air pollutant emissions and contribute to maintaining air quality standards.	Utilize clean energy sources and ensure the proper operation of air pollution control equipment to minimize air pollutant emissions and support environmental sustainability objectives.	▲ Conduct regular air pollution compliance reporting and implements scheduled air pollution monitoring operations. ▲ Establish solar power generation systems.	▲ Explore possibilities of implementing carbon reduction equipment to minimize air pollutant emissions.

Ch. 1

Operations and Governance

- 1-1 Operational Development
- 1-2 Financial Performance
- 1-3 Corporate Governance
- 1-4 Business Ethics
- 1-5 Operational Risk Management
- 1-6 Information Security Risk Management
- 1-7 Climate-related Risk Management
- 1-8 Supply chain Management



Operational Development

Industry Development and Business Strategy

Looking ahead to 2025, the global economic environment will continue to be shaped by geopolitical tensions, inflationary pressures, and supply chain restructuring, with market demand shifting rapidly and industry competition intensifying. In the face of these external challenges, the Company will continue to closely monitor industry trends and evolving market demand, flexibly adjusting its operational strategies and strengthening its core competitive advantages to enhance business resilience and long-term sustainability. With the rapid growth of electric vehicles, energy conservation and carbon reduction initiatives, and artificial intelligence (AI) applications, demand for semiconductors, high-performance computing, and electronic materials continues to rise, driving the materials industry toward higher performance, greater precision, and more diversified applications. In response to these market trends, the Company will focus in 2025 on three key application areas — automotive, electronics, and vapor chambers — actively developing high value-added, high-margin products to meet customers' growing demand for high-quality, high-reliability materials.

In terms of product development, as applications for red copper, high thermal conductivity materials, and high-performance copper alloys continue to expand, and as AI computing demand rises rapidly, the market for data center and high-end server thermal dissipation modules is experiencing robust growth, driving corresponding growth in demand for high electrical and thermal conductivity materials. The Company has actively strengthened its process technology, quality management, and production capacity allocation for these materials, continuing to enhance product performance and supply capability in order to capture opportunities in the next generation of thermal management applications. In addition, as the semiconductor industry continues to advance, demand for high-end materials is increasing accordingly. The Company will continue to invest in the research and development of key materials with high strength, high softening resistance, and low internal stress, enhancing material performance and process stability, strengthening its capacity to support high-end process applications, and further raising the technical barrier and value-added of its products. In terms of process and product positioning, the Company will continue to advance secondary processing of copper sheets and stamped product development, actively introducing new products and equipment to enhance customization capabilities and broaden product application scope, in order to meet diverse customer needs and generate new growth momentum.

In regards to market positioning, the Company continues to pursue a market diversification strategy. In addition to deepening its presence in existing Southeast Asian markets, the Company is actively expanding into emerging markets with high growth potential, such as India, thereby diversifying market risk and broadening its global footprint to enhance overall operational stability and competitiveness. Looking ahead, the Company will continue to uphold its principles of sound operations and sustainable development, further deepening technology research and development, optimizing process efficiency, enhancing product value, and expanding into international markets — advancing toward its goal of becoming a high-end materials supplier, creating long-term value shared by customers, shareholders, and employees, and realizing its vision of sustainable corporate operations.



Industry Development & Business Strategy



Industry Development

- ✦ Prioritize supply of semiconductor and LED materials to meet domestic customer demand.
- ✦ Expand orders for tin-plated materials used in automotive connectors and terminals, while promoting advanced alloy tin-plated materials.
- ✦ Ensure stable supply of Cu-Ni-Si series materials to meet customer requirements.
- ✦ Promote Cu-Sn-Ni alloy as a material for lithium battery packs.
- ✦ Maintain stable supply of high-conductivity and high-thermal-conductivity materials for AI and server industries.



Business Strategy

- ✦ Advance semiconductor product R&D in high strength, high softening resistance, and low residual stress to support high-end product demand.
- ✦ Enhance the quality and capacity of high-thermal-transfer materials in response to increasing demands for server cooling efficiency driven by AI computing growth.
- ✦ Continue developing new products and models in secondary-processed copper stamping.
- ✦ Diversify export markets by strengthening Southeast Asia while expanding into India to reduce regional risks.

Introduction

Founded in 1969, FCC initially focusing on copper refining and processing. In 1974, a new 16,530 sqm factory was expanded in the Lin Hai Industrial Zone, equipped with a full set of automatic copper refining and rolling equipment. In 1982, another new factory of over 66,120 sqm was expanded, introducing the latest production technologies for various copper alloy products. In 1989, the company was listed on the Taiwan Stock Exchange. FCC's copper alloy production technology originates from Mitsubishi Shindoh Co., Ltd., Japan., supplying various high-quality Copper and Copper Alloy Strips including Brass, Copper, Bronze, Phosphor Bronze, Nickel Silver, Lead frame Copper, Eco-friendly Tin-plated Copper, and special terminal materials, which are known for their excellent quality, stability, and variety, to domestic public and private sectors, the semiconductor industry, the electronics industry, and exports to Southeast Asia, Hong Kong, China, Northeast Asia, the United States etc.

Company Info

Head Office: No. 170, Chung Cheng 4th Rd.,
Chien Chin Dist., Kaohsiung City, Taiwan, R.O.C

Chairman : Wang, Hong-Ren

General Manager: Hung, Mao-Yang

Founded date: July 8th, 1969

Capital Amount: NT\$3.596 billion (Listed on
TWSE on Oct 20th, 1989)

Main Products and Services:

Development and sales of copper strips, brass strips, phosphor bronze strips, high-performance copper strips and special alloys strips.

Factory and Size

Lin Hai Factory (68,765 sqm) : No. 479, Yen Hai 1st Rd., Hsiao Kang Dist.,
Kaohsiung City, Taiwan, R.O.C.

Hsiao Kang Factory (16,530 sqm) : No. 20, Taiji Rd, Hsiao Kang Dist.,
Kaohsiung City , Taiwan, R.O.C. (rented)

Website | <http://www.fcht.com.tw>



Lin Hai Factory



Head Office in Kaohsiung



Aerial view of Lin Hai Factory

Product Introduction and Operational Overview

Widely applied in products for electronics, semiconductors, automotive, and household appliances, copper alloy materials are massively used. The modern desire for high efficiency in various electronic products, alongside advancing technologies, has caused a significant increase in demand for copper products. To meet multifaceted demands, First Copper is committed to developing a variety of alloy copper strips in response to customer requirements for strength and conductivity.

Copper

Oxygen Free Copper C1010,C1020

- ✦ Characteristics
C1010(OFE)(Oxygen Free Electronic): Excellent electrical and thermal conductivity, processability, ductility, and high purity. Free from hydrogen embrittlement during the heating process.
- C1020(OFC)(Oxygen Free Copper): Excellent electrical and thermal conductivity, processability, ductility, and high purity. Free from hydrogen embrittlement during the heating process.
- ✦ Application
Electrical materials, terminal materials, printed circuit boards, vapor chambers, automotive battery sets, etc.

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Electrolytic Tough Pitch (ETP) Copper Phosphorus Deoxidized Copper C1100,C1100P,C1201,C1220,C1221

- ✦ Characteristics
C1100/C1100P: Excellent electrical and thermal conductivity, processability, ductility, corrosion resistance, and weather resistance.
- C1201/C1220/C1221: Great processability, ductility, weldability, corrosion resistance, weather resistance, and electrical and thermal conductivity.
- ✦ Application
Electrical materials, terminal materials, vapor chambers, copper tape for wire and cable shielding, air cushions, water tank covers, power transformer busbars, badges, pot art, etc.

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Copper Vapor Chamber ▲

Brass

Brass

C2600, C2680, C2801, C2801S

✦ Characteristics

C2600: Beautiful color, good processability, ductility, suitable for stretching, easy to electroplate or paint, more suitable for use in art materials.

C2680: Beautiful color, good processability, ductility, suitable for stretching, easy to electroplate or paint, with good solderability.

C2801/C2801S: Good intermediate processability, high strength and corrosion resistance. Adding tin enhances its sound quality, making it suitable for copper cymbals.

✦ Application

Used for stretching processing, connectors, terminals, artworks, buttons, tubular locks, and consumer electronics materials.

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Red Brass

C2100, C2200, C2300, C2400

✦ Characteristics

Fine luster, good processability, extensibility, corrosion resistance and weather resistance.

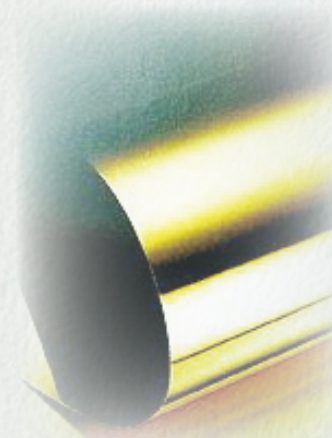
✦ Application

Applied in building materials, personal accessories, cosmetic accessories, tubular locks, zipper heads, etc.

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Brass Artwork ▲



Mirror-finish Brass ▲

Phosphor Bronze

Phosphor Bronze C5050,C5191,C5210,C5240

- ✦ Characteristics
C5050: High electrical conductivity, Anti-stress corrosion, High heat resistant.
- C5191: Electrical materials, connecting terminals, etc., with high strength and hardness characteristics.
- C5210: Excellent fatigue resistance and elasticity, ideal for high performance electronic connectors.
- C5240: Fatigue-resistant with high elasticity and high strength, most suitable for high-performance telecommunications terminals and connectors.
- ✦ Application
Mobile phones, NB connectors, recording heads, terminal materials, slides, switching components, telecommunications components, etc.



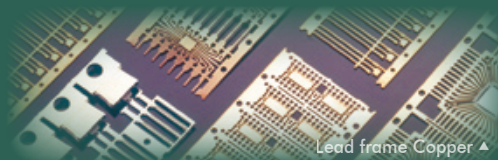
Phosphor Bronze ▼

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High-performance Copper

Lead frame Copper Alloy C194,C19210

- ✦ Characteristics
C194: High strength, high electrical conductivity (60% IACS or higher), fine crystal structure, strong corrosion resistance, good weldability, high softening resistance.
- C19210: High electrical conductivity (85% IACS or more), good processability, strong corrosion resistance, high softening resistance.
- ✦ Application
LED lighting and backlights, transistors, diodes, ICs, chips, lead frames, heat sinks, automotive fuses, automotive terminals.



Lead frame Copper ▲

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Copper Tin Alloy C1441,C14415

- ✦ Characteristics
C1441/C14415: High conductivity (80/90% IACS), good thermal conductivity, high corrosion resistance, easy to electroplate, high softening temperature.
- ✦ Application
Lead frames, automotive water tanks, freezer fins, electrical switches, relays.

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Special Alloys

Corson C19010, C7025, C7026, MAX126

- ✦ Characteristics
Corson: A high-reliability and high-performance copper alloy, particularly notable for its application of metal aging treatment. This treatment effect is akin to re-calendaring, enhancing the material's hardness and strength, while increasing its conductivity and elongation.
- ✦ Application
It can be applied to electrical connection parts in both signal and power, making it particularly suitable for use in automotive terminals, connector and IC lead frame materials and smartphones. Corson tin-plated materials are commonly used in connector applications.



Special Copper Alloy C50715, C50710

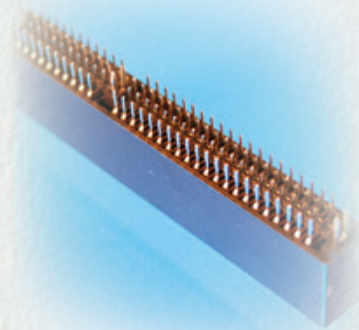
- ✦ Characteristics
High strength and good processability, high softening temperature and easy to electroplate.
- ✦ Application
Mainly used for automobile terminals, electrical terminals and connectors.



Special Terminal Material ▲

Tin Brass C4250

- ✦ Characteristics
Mechanical strength is higher than Brass C2600 and close to Phosphor Bronze C5191 with a higher conductivity than C5191. Good heat resistance.
- ✦ Application
Widely used for automobile terminals.

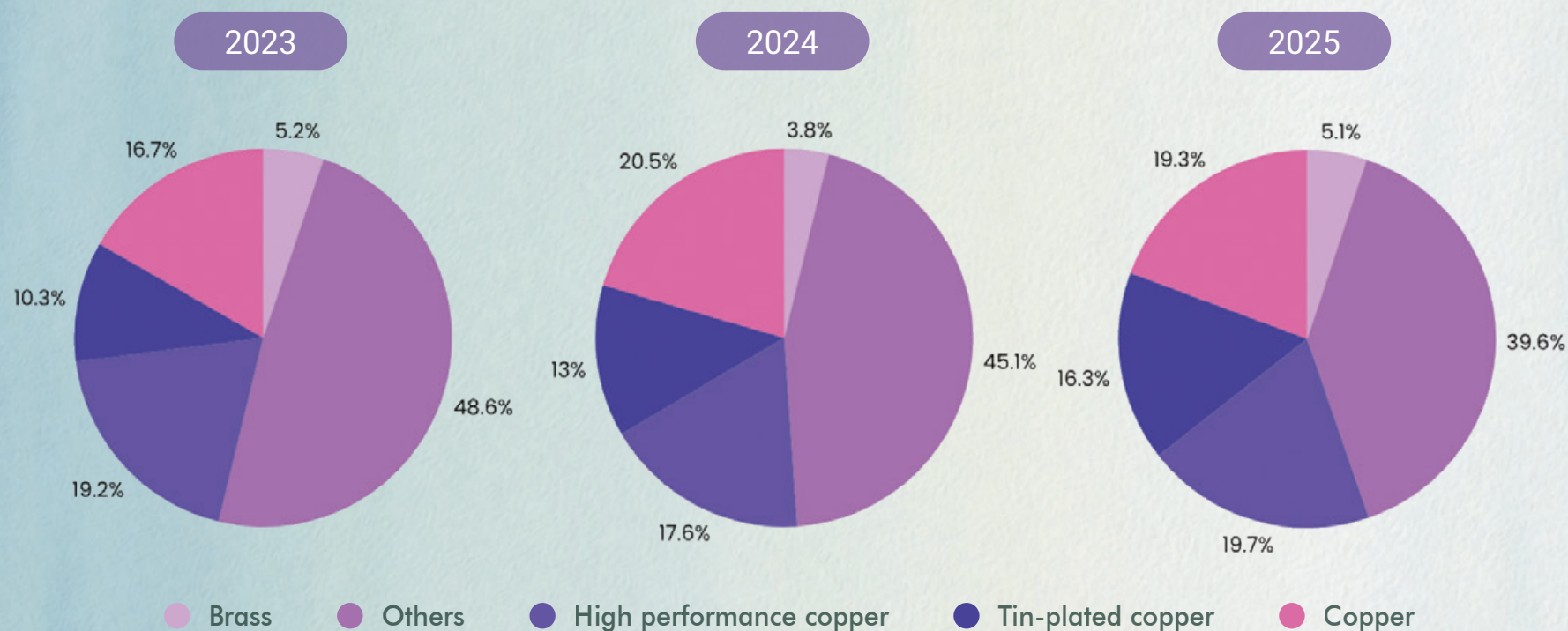


Special Terminal Material ▲

Sales Overview

FCC supplies various Copper Alloy Strips including Brass, Copper, Phosphor Bronze, High-performance alloys, Special alloys to customers in Taiwan, Mainland China, Southeast Asia and the Middle East. In Taiwan, FCC's total sales volume of all alloys holds approximately 27% of the Taiwan market. High-end products such as high-performance copper and special alloys capture over 60% of the Taiwan market. The direct sales ratio between domestic and export markets is approximately 74:26.

Sales Ratio of Alloys in 2023-2025



Sales Volume and Value (Thousand NT\$/metric tons)

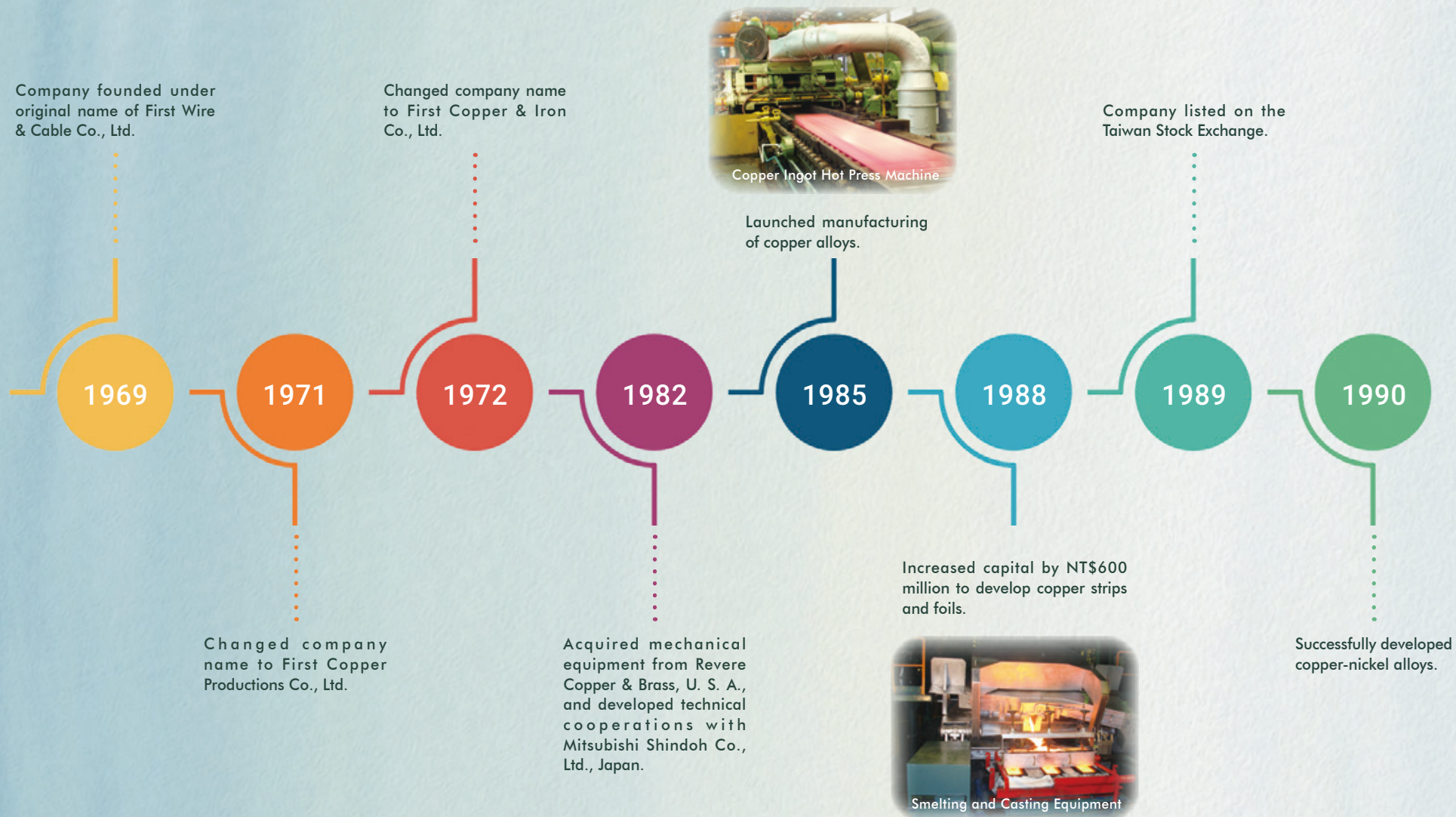
Domestic

Type \ Year	2023		2024		2025	
	Volume	Value	Volume	Value	Volume	Value
Brass	411	101,117	291	75,779	353	101,560
Copper	1,283	406,868	1,966	676,844	1,624	578,828
High performance copper	1,681	551,755	1,764	616,037	1,718	623,003
Tin-plated copper	341	103,626	660	206,992	739	244,966
Others	3,982	766,551	4,515	845,672	3,087	573,668
Total	7,698	1,929,917	9,196	2,421,324	7,521	2,122,025

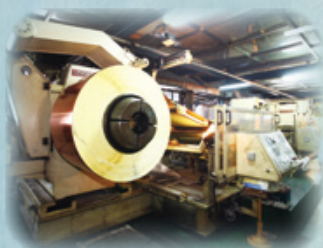
Export

Type \ Year	2023		2024		2025	
	Volume	Value	Volume	Value	Volume	Value
Brass	109	27,291	135	35,930	150	39,551
Copper	382	118,873	347	115,178	274	92,931
High performance copper	238	75,761	226	76,720	220	76,521
Tin-plated copper	692	221,670	811	280,480	862	288,920
Others	870	272,637	582	198,443	810	285,281
Total	2,291	716,232	2,101	706,751	2,316	783,204

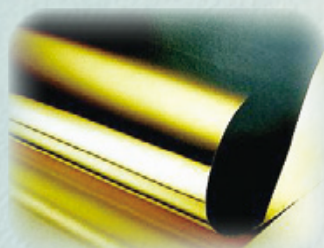
Company Milestones



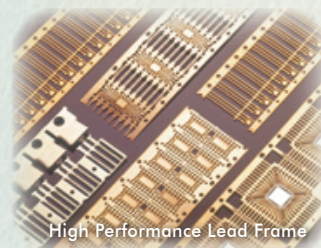
Company Milestones



Increased capital by NT\$500 million to renew and upgrade equipment.



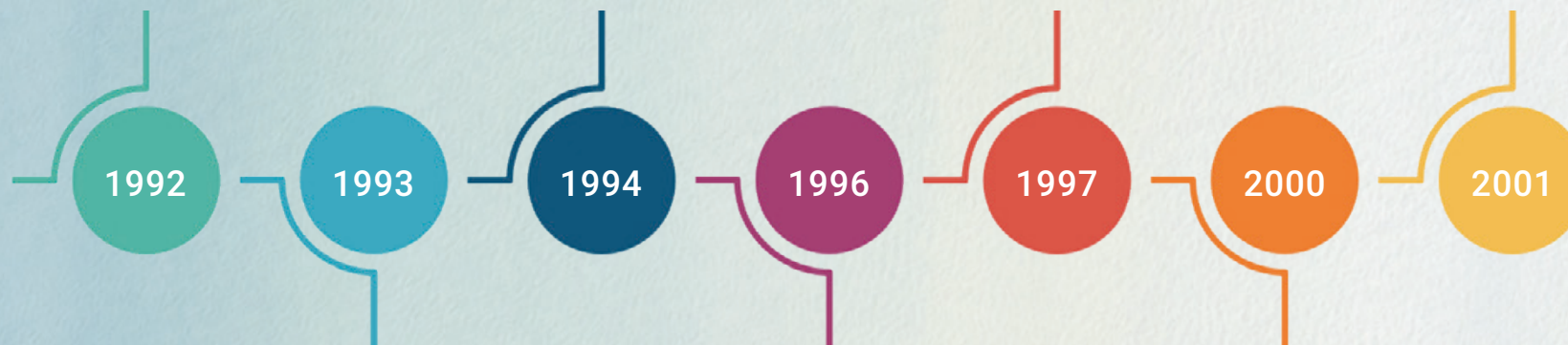
Successfully developed mirror-finish copper strips; monthly production volume exceeded 2,000 metric tons.



High Performance Lead Frame

Increased capital by NT\$800 million, and collaborated with the Industrial Technology Research Institute (I.T.R.I.) to develop semi-conductor lead frame materials.

Increased capital by NT\$500 million to expand production scale to 3,300-3,600 metric tons per month.



Trademark registered by N.B.S.



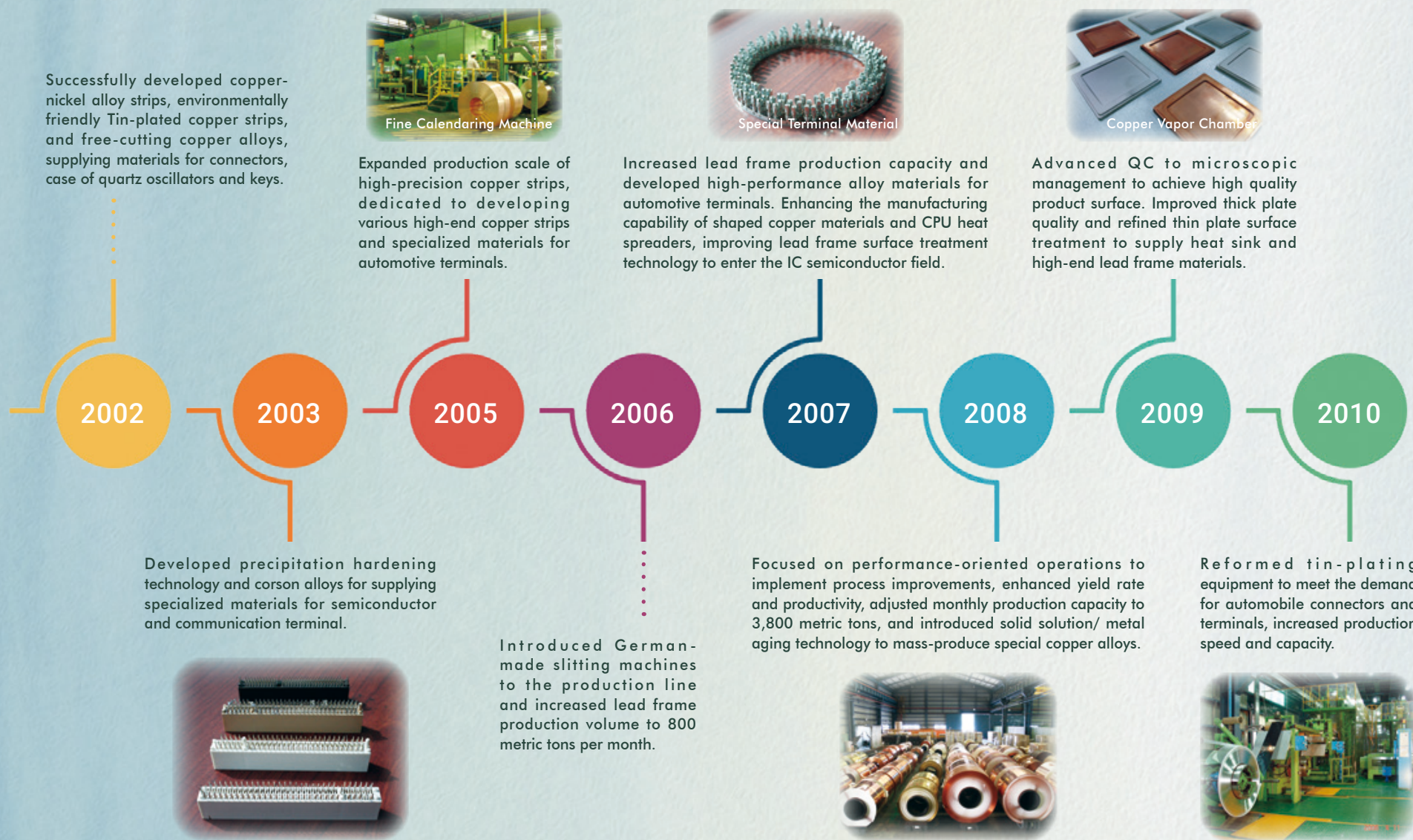
Certified by the B.C.I.Q. with ISO-9002 certification; adopted IBM's MIS Manufacturing Execution System (MES).

Transformed to a high-tech copper producer, supplying materials for electronics and semi-conductor industry. Company renamed as First Copper Technology Co., Ltd.

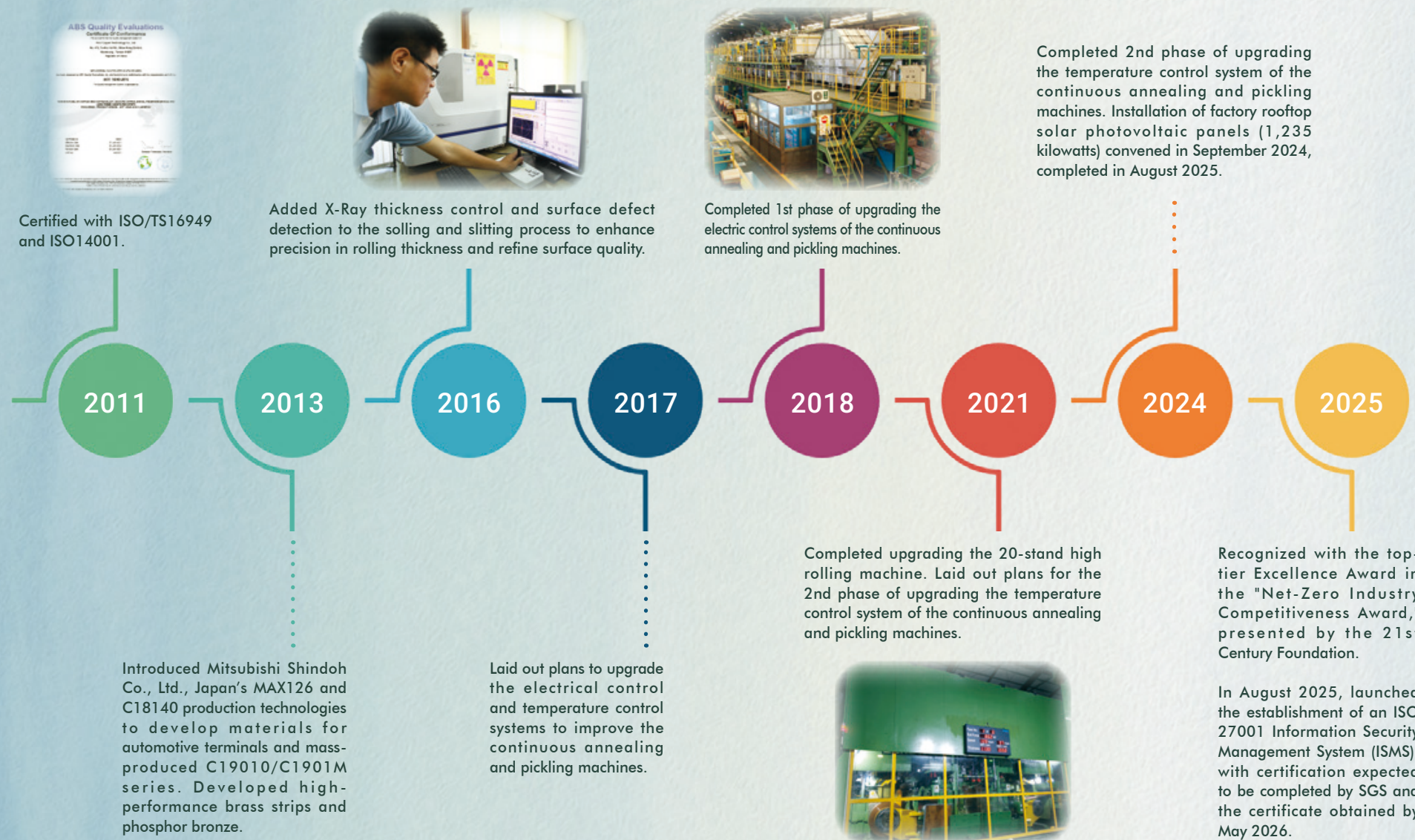


First Copper Technology Co., Ltd.

Company Milestones



Company Milestones



External Participation and Engagement

Taiwan Metal Industry Association

FCC values product quality and the environmental impact of the manufacturing process. In addition to holding international certifications such as ISO9001, IATF16949, and ISO14001, the company actively participates in relevant industry association activities, which enables leveraging industry cooperation and member exchanges to stay informed about trends, market information, and government labor regulations. This involvement allows for collaborating with other businesses, staying current with market and technological advancements, and enhancing the company's brand image and market presence.



D-U-N-S® Registered™

Dun & Bradstreet (D-U-N-S ® Registered™) provides an internationally recognized business identification. FCC is listed in the D-U-N-S global database and assigned a unique number after undergoing the D&B's investigation process and review, establishing an accessible channel with potential partners, international companies, and governments.



D-U-N-S® Registered™ certificate ▲

Presenting the D-U-N-S® Registered™ e-certificate to customers or displaying it at trade shows helps establish trust during initial interactions with customers.

Operational Performance

Operational Performance in 2025

The Company sets annual operating budgets and capital expenditure budgets each year, which are reported to the Board of Directors for approval. At each Board meeting, the Accounting Department explains the financial performance, and the General Manager reports on the operational business status during Board meetings and monthly management meetings, ensuring that the highest governance level accurately grasps and supervises the progress of budget achievement. In 2025, copper prices were shaped by multiple factors, overall trending upward amid volatility. On the demand side, explosive growth was driven by strong demand from electric vehicles, energy infrastructure development, and AI-related power needs. On the supply side, declining ore grades, disruptions from disasters and production stoppages at mines in Indonesia and Chile, and escalating geopolitical risks all disrupted the stable output of copper ore, making it difficult to close the supply-demand gap in the short term. In 2025, FCC's revenue declined due to competition from international peers and the absorption of lower-priced orders. In addition, rising copper prices increased raw material procurement costs, which drove up production costs and eroded product profitability, resulting in an operating loss; however, FCC recorded net income for the period due to cash dividends received from its parent company. FCC continues to advance the development of copper alloys for automotive components, environmentally friendly re-melted tin-plated terminal and connector materials, and advancing process R&D for ultra-thick copper heat dissipation materials. The company also focused on improving product quality and production yields to reduce costs, thereby supporting both revenue growth and profitability.

In 2025, First Copper reported capital of NT\$3.596 billion and revenue of NT\$2.905 billion, representing a decrease of NT\$223 million or 7.13% compared with 2024. Government subsidies received during the year amounted to NT\$615 thousand.

(Detailed financial information can be found in our financial report disclosed on www.fcht.com.tw)

FCC's Operational Performance in 2025 (in thousand NTD)

2024	2025
Operating Revenue 3,365,769	Operating Revenue 3,141,593
Economic Value Distributed Generated (A) 3,365,769	Economic Value Distributed Generated (A) 3,141,593
Operating Costs 2,877,232	Operating Costs 2,792,090
Employee Salaries and Benefits 196,068	Employee Salaries and Benefits 190,183
Payments to Providers of capital 207,607	Payments to Providers of capital 169,055
Payments to Government 11,241	Payments to Government 5,359
Community Investment 60	Community Investment 60
Economic Value Distributed (B) 3,292,208	Economic Value Distributed (B) 3,156,747
Economic Value Retained (A-B) 73,561	Economic Value Retained (A-B) (15,154)

Corporate Governance

Corporate Governance

Upholding the principles of integrity and sustainable development, FCC fulfills its social responsibilities in accordance with company law, securities regulations, and other pertinent legislation. Committed to establishing an effective corporate governance structure and improve operational efficiency, 'The FCC Corporate Governance Practice Principles' has been established to focus on goals such as safeguarding shareholder rights, reinforcing board functions, optimizing audit committee roles, respecting stakeholder interests, and enhancing information transparency. The Remuneration Committee was established in 2011, followed by the introduction of independent Directors and the formation of an audit committee in 2018, replacing the role of supervisors to strengthen the board's independence and management.

Board of Directors

The Board of Directors, as the company's highest governing body, is entrusted with overseeing corporate management and operational performance, including responsibilities of appointing executives, monitoring the execution of objectives, setting operational and sustainability policies, reviewing sustainability issues (including environmental, human rights and economic impacts), and approving proposals. The board comprises seven Directors, including three independent Directors, and board members were selected for their expertise in business management, accounting, financial analysis, or relevant professional experience.

Board of Directors (serving until June 19, 2027)

Title	Name	Gender	Experience
Chairman	Wang, Hong-Ren	Male	Chairman, Hua Eng Wire & Cable Co., Ltd. Chairman, First Copper Technology Co., Ltd. Chairman, Hua Ho Engineering Co., Ltd. Chairman, Taiwan Times Co., Ltd.
Director	Liu, Chung-Jen	Male	Chairman, Hua Eng Wire & Cable Co., Ltd. Chairman, First Copper Technology Co., Ltd. Chairman, Hua Ho Engineering Co., Ltd. Chairman, Taiwan Times Co., Ltd.
Director	Wang, Wen-ling	Female	Director, Hua Eng Wire & Cable Co., Ltd. Director, First Copper Technology Co., Ltd.
Director	Wang, Ming-Jen	Male	Director, Hua Eng Wire & Cable Co., Ltd. Director, First Copper Technology Co., Ltd. Director/ Chairman, Taiwan Times Co., Ltd.
Independent Director	Hu, Lee-Ren	Male	Independent Director / Member of the Remuneration Committee and Audit Committee, First Copper Technology Co., Ltd. Chairman/ Chairman, Gains Investment Corp. Assistant Vice Chairman of Financial Division, China Steel Corp. Director, CDIB & Partners Investment Holding Corporation. Director, Bionime Corporation.
Independent Director	Cheng, Tiao-Hsiang	Male	Chairman, Bankers Association of Tainan. Manager, Bank of Taiwan Tainan Branch. Chairman, Bankers Association of Kaohsiung Manager, Bank of Taiwan Fengshan Branch. Manager, Bank of Taiwan Gangshan Branch. Manager, Bank of Taiwan Lujiaodong Branch. Independent Director / Member of the Remuneration Committee and Audit Committee, First Copper Technology Co., Ltd. Independent Director / Member of the Remuneration Committee and Audit Committee, NeoCore Technology Co., Ltd.
Independent Director	Huang, Jen-Tsung	Male	Adjunct Associate Professor, Department of Financial Management, National Sun Yat-sen University. Independent Director / Member of the Remuneration Committee and Audit Committee, First Copper Technology Co., Ltd. Independent Director / Member of the Remuneration Committee, Ample Electronic Technology Independent Director / Member of the Remuneration Committee and Audit Committee, MAYO Human Capital Inc. Supervisor, Ruipeng Technology Co., Ltd.



Functional Committees/ Departments	Functions and Responsibilities
Audit Committee	Assist the Board of Directors in executing its supervisory and regulatory compliance duties, ensuring the quality and integrity of the company's accounting, auditing, and financial reporting processes.
Remuneration Committee	Assist the Board of Directors in implementing and evaluating the company's overall compensation and welfare policies, including remuneration for directors and managers.
Audit Office	Ensure the company complies with operational regulations and monitors the ethical conduct of personnel. Conduct audits on departments according to the annual audit plan approved by the board of Directors, reporting the audit results and improvement plans to enhance audit effectiveness.
ESG Task Force	Led by the General Manager, this team is responsible for deciding on ESG sustainable development initiatives, including corporate governance, business integrity, environmental protection, risk management, key stakeholder issues, and social responsibility. Additionally, the team supervises the execution of ESG strategies, such as management policies, KPI indicators, and other ESG- related improvement proposals.
Management Department	Responsible for accounting, cost, stock affairs, finance, general affairs, procurement, reinvestment, computerized operations, and other matters.
Business Department	Responsible for the company's operation, delivery, and trade, as well as business matters in Taipei and Taichung.
Lin Hai Factory	Responsible for the company's operational plan, manufacturing, inspection, quality assurance, production technology, product and material development.

Operation of the Board of Directors

The Board of Directors meets at least once in a quarter. Each Director possesses the necessary professional knowledge, skills, and leadership abilities to perform their duties. In accordance with legal regulations, the company's articles of association, and shareholder resolutions, they provide operational guidelines, financial planning, and expert advice for business development. If a board member has a conflict of interest regarding a matter under discussion, either personally or as a representative of a corporation, they must abstain from the discussion and voting to avoid harming the company's interests. This rule also applies to the Director's spouse, relative within the second degree of kinship, or a company with controlling interest or subordinate relationship with the Director. No conflicts of interest avoidance were required in 2024.

Board Meeting Resolutions in 2025

Date	Meeting	Resolutions
March 3, 2025	2025 1st Board of Directors Meeting	1. Approved the issuance of the Statement on Internal Control System for 2024. 2. Approved the evaluation of the independence and competency of the certified public accountants engaged for financial report auditing.
August 4, 2025	2025 3rd Board of Directors Meeting	1. Approval of the preparation of the 2024 Sustainability Report. 2. Approval of amendments to the "Internal Control System for Stock Affairs Operations." 3. Approval of the review of directors' various forms of remuneration. 4. Approval of amendments to the "Measures for Calculating Employee Compensation Payments." 5. Approval of the review of the policies, systems, standards, structure, performance, and evaluation methods for managers' compensation.
November 3, 2025	2025 4th Board of Directors Meeting	1. Approval of the 2025 Audit Plan. 2. Approval of employee salary adjustments.

Note: The resolutions listed above pertain to disclosures related to ESG issues. Complete details can be found at: <https://www.fcht.com.tw/index.php?option=module&lang=cht&task=pageinfo&id=172&index=2>

Board of Directors Report

In 2025, approximately 17 ESG-related topics were reported to the Board of Directors. These included, for example, business performance reports, financial status reports, internal audit reports, information security management, board performance evaluations, implementation of integrity management, and intellectual property management plans and their execution. In addition, the respective functional units communicated the following key matters with the Board: business plans, audit plans, internal control systems, annual financial statements (including earnings distribution), quarterly financial reports, the election of directors and independent directors, the appointment of members to the Remuneration Committee, managerial promotions and remuneration, allocation of employee and director compensation, evaluations of the independence and competency of external auditors, as well as revisions to corporate governance-related policies and regulations.

Extended Training for the Board of Directors

To enhance and elevate Directors' knowledge in legal, economic, environmental, and sustainable development areas, FCC arranges for Directors to take ESG-related sustainability courses, which includes but not limited to finance, business, legal affairs, accounting, risk management, sustainability, internal control systems, and financial reporting responsibilities.

In 2025, the Board of Directors collectively completed 48 hours of continuing education, with each director averaging more than 6 hours of training.

To continuously strengthen the Board's oversight and governance capabilities regarding climate change issues, the Company arranged for Directors to attend the 2025 Cathay Sustainable Finance and Climate Change Summit. Through participation in this professional forum, directors' understanding of climate-related risks and opportunities was enhanced, supporting the advancement of the Company's sustainability strategy. For details regarding further study for the board of Directors in 2025, please refer to the 2025 Annual Report under the section "Recent Director Education Initiatives".

2025 Board of Directors Status of ESG - related coursework

Training Course	Organized by	Participants	Training time (hours)
2025 KPMG Leadership Academy	Taiwan Investor Relations Institute	5	3
2025 Cathay Sustainable Finance and Climate Change Summit	Taiwan Stock Exchange Corporation	4	6
Corporate Governance Seminar	Taiwan Academy of Banking and Finance	3	3

The Audit Committee

The Audit Committee meets at least once each quarter. Details regarding meeting occurrences and member attendance rates can be found in the FCC's annual reports for each respective year. To enhance corporate governance and strengthen the board's functions, the Audit Committee was established in 2018 in accordance with the Securities and Exchange Act and the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies. The committee's organizational regulations were subsequently defined.

Comprising three independent directors, with at least one possessing expertise in accounting or finance, the Audit Committee assists the board in overseeing responsibilities for ensuring the fair presentation of the company's financial statements, the selection/dismissal and independence assessment of certified financial auditors, effective implementation of internal controls, compliance with relevant laws and regulations, and management of existing or potential risks. The committee also engages in discussions with the company's auditors and reviews their independence.

In 2025, the Audit Committee convened four times with an attendance rate of 91.67%.

The Remuneration Committee

The Fifth Remuneration Committee comprises three independent directors, who regularly review the company's policies, systems, standards, and structures for the evaluation of performance and compensation of directors and managers. In 2025, the Compensation Committee held three meetings with an attendance rate of 100%.

As a critical element in corporate governance, the Compensation Committee was established in 2011 to assist the board of directors in evaluating the company's overall compensation and welfares policies. It oversees the compensation of directors and executives, ensuring the integrity of the company's compensation system, and establishing organizational regulations to ensure compliance with these objectives.

Performance Evaluation of Board, Directors and Functional Committees

To enhance corporate governance and improve the effectiveness of the board of directors, the company has formulated the Board Performance Evaluation Guidelines in accordance with Article 37 of the Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies. The performance evaluation of the board of directors, individual directors and functional committees has been carried out annually since 2020.

Evaluation criteria for the Board of Directors encompass five main aspects

1) participation in company operations, 2) enhancement of decision-making quality, 3) board composition and structure, 4) director selection and continuing education, and 5) internal controls.

Evaluation criteria for each Board Member encompass six main aspects

1) understanding of company goals and missions, 2) awareness of director responsibilities, 3) participation in company operations, 4) management of internal relationships and communication, 5) professional competence and continuing education, and 6) internal controls.

Evaluation criteria for functional committees encompass five main aspects

1) participation in company operations, 2) understanding of committee responsibilities, 3) enhancement of decision-making quality for committees, 4) composition and selection of committee members, and 5) internal controls.

With consideration to the independence of the Board of Directors, the performance evaluation involves self-assessment questionnaires by directors, then collected by the company's administrative body, which analyzes the evaluation results based on assessment indicators and scoring criteria, then presents the results in the first-quarter board meeting of the following year, serving as a basis for review and improvement. Details regarding the 2025 performance evaluation, please refer to the 2025 Annual Report under the section Evaluation Report on the Board, Members and Functional Committees.

Business Ethics

Business Integrity

FCC's core value is integrity, committing us to conduct business in accordance with Company Law, Securities and Exchange Act, Commercial Accounting Act, Political Contributions Act, Anti-Corruption Act, Government Procurement Act, Public Official Conflicts of Interest Avoidance Act, relevant regulations for TWSE/GTSM listed companies, and other applicable commercial laws.

Policies and Procedures

Developing a management philosophy of integrity, transparency, and accountability, based on ethical conduct, and establishing robust corporate governance and risk management mechanisms to foster a sustainable operating environment is the foundation of our integrity policy. It includes clear and comprehensive guidelines on ethical business practices and preventive measures against unethical behavior (hereinafter referred to as preventive measures), including operational procedures, codes of conduct, and training programs.

FCC's preventive measures policy should at least cover the following unethical behavior |

1. Bribery and corruption.
2. Illegal political contributions.
3. Improper charitable donations or sponsorships.
4. Offering or accepting undue gifts, services, or other improper benefits.
5. Violation of trade secrets, trademarks, patents, copyrights, and other intellectual property rights.
6. Unfair competition practices.
7. Actions in research, procurement, manufacturing, provision, or sale of products and services that directly or indirectly harm the interests, health, and safety of consumers or other stakeholders.

Operational Risk Management

Risk Management

To implement a robust self-supervision mechanism and promptly respond to environmental changes, we continuously adjust the design and execution of our internal control systems. We enhance the quality and efficiency of our internal audit department in accordance with the guidelines outlined in the Regulations Governing the Establishment of Internal Control Systems by Public Companies to ensure ongoing effectiveness. Monthly risk management meetings are convened by production, operations, procurement, and accounting departments to control risks regarding metal raw material procurement and sales, as well as to assess risk categories, potential risks, managing strategies and practices.

Based on the risk assessment results, the Audit department will draw up an annual audit plan then present to the board of directors. Upon the approval of the board, the audit affairs will be reported to Audit Committee, with the audit manager attending board meetings to present findings. In addition to annual audit plan, examining and reviewing deficiencies in internal control systems, audits will be conducted as needed or directed by the board. Audit reports are reviewed and verified by independent directors. The Audit Department prepares tracking reports on identified deficiencies and improvements for management's review of internal control system enhancements.

All internal units and subsidiaries shall conduct self-assessments at least once annually. Results are reported to the General Manager and Chairman to assess the implementation of self-supervision, prioritizing improvements based on the significance and urgency of the impact. Significant operational policies, investment projects, asset acquisitions or disposals, and bank financing are evaluated and analyzed by relevant departments and approved by the board of directors. The audit unit devises and executes annual audit plans based on risk assessment results to enforce oversight and manage various risk factors effectively. As per shareholder meeting resolutions, the company adheres to risk management principles of "no lending funds to others" and "no endorsing or guaranteeing for others."

| Internal Control |

To enhance corporate governance, FCY established the internal control system in accordance with the Regulations Governing the Establishment of Internal Control Systems by Public Companies, ensuring that below goals are achieved,

- ▲ Operational effectiveness and efficiency: profitability, performance, and the safeguarding of assets.
- ▲ Reliability, timeliness, transparency, and compliance of reporting: Internal/external and financial/non-financial reporting. External financial statements in accordance with principles such as the Regulations Governing the Preparation of Financial Reports by Securities Issuers, generally accepted accounting principles, and appropriate approvals are obtained for transactions.
- ▲ Compliance with relevant laws and regulations.

| Code of Conduct |

To enhance employee management and efficiency, the company has established "Work Rules" to regulate behavior. These rules are provided upon hiring and served as guidelines for training and management. Disciplinary measures are in place for employees who exploit their positions for illegal gains, accept gifts or services, receive kickbacks, embezzle funds, or engage in other unethical activities.

To foster a culture of integrity and strengthen risk control management, the company adopted clear principles such as the "Integrity Management Code," "Code of Ethical Conduct," and "Procedures for Ethical Management and Guidelines for Conduct." These principles are explicitly stated in regulations and external documents, demonstrating the commitment of the board and management to actively implement integrity policies.

These principles are rigorously enforced in internal management and business activities, and widely promoted to instill an ethical and transparent corporate culture. Relevant code of conducts has been continuously promoted, especially the prohibition of bribery. Anti-bribery policies are communicated to suppliers and partners, who are required to sign an integrity commitment to prevent procurement malpractices.

The company maintains accessible grievance channels through a dedicated section on the website titled "Stakeholder Communication and Contact Information.", providing approach for stakeholders to submit suggestions or complaints, with designated personnel handling correspondence and calls.

The company ensures open communication between management and employees through direct dialogues in labor-management meetings.

To prevent insider trading and improper information leakage, and to ensure the consistency and accuracy of public disclosures, the company mandates annual external training for directors, managers, and relevant personnel. Employees are educated on regulations and prohibited from disclosing significant information to unauthorized individuals or seeking out non-public company information unrelated to their duties.

Risk Management and Prevention

Risk category	Potential risks	Strategies and actions in 2025	Achievements	Dept. responsible
Finance	Interest rates	To mitigate interest rate risk, properly arrange the duration of liabilities and the structure of fixed or floating interest rates.	The financial performance is briefed by the accounting department at each board meeting. The general manager reports on operational status during both board meetings and monthly management meetings, ensuring top governance levels monitor and supervise budget achievement progress.	Finance
		Utilize best financing tools based on weekly, monthly, and annual budget needs to reduce funding costs.		
		Actively maintain good relationships with correspondent banks to secure the best in-terest rates.		
	Exchange rates	Monitor exchange rate trends daily, gather market information, and adjust export financing schedules accordingly. Mitigate exchange rate risk by balancing foreign currency assets and liabilities through natural hedging and financing methods like foreign currency accounts receivable financing.		
Supply chain and raw material	Discontinuation of equipment components and raw materials	Proactively respond to market intelligence and development trends with technical and production units.	The procurement unit continues to provide alternative raw material information for evaluation by the requisitioning unit and collaborates with the technical unit on production line equipment upgrades. Supplier KPIs consistently meet company requirements, maintaining the domestic priority procurement strategy.	Procurement
		Continuously develop alternative materials to avoid supply disruptions and reduce dependency on a single supplier.		
		Prioritize local procurement to flexibly meet production demands.		
Market	Supply-demand imbalances	Base production plans on order forecasts, simulating various production and sales scenarios for dynamic coordination.	In 2025, the protracted Russia-Ukraine war, the US-China trade war, and the tariffs imposed by the United States on trading partners worldwide, compounded by broader geopolitical conflicts, continued to disrupt supply stability across industries. Although demand driven by AI-related growth remained robust, customers continued to place orders cautiously as copper prices remained elevated. In response, the Company has worked with customers to secure forecasted order volumes and has aligned production with sales planning to stabilize output, effectively mitigating the risks posed by market volatility. During this period, the Company paid close attention to the needs of bellwether customers—those whose ordering patterns tend to lead broader economic trends—remaining ready to respond promptly to urgent order and supply requirements as they arose. While the economy showed signs of recovery in 2025, the Company has sustained order growth alongside recovering customer demand and stabilized factory production capacity, while remaining prepared to respond to potential geopolitical conflicts and economic cycle fluctuations going forward.	Business
	Sudden changes	Stay informed about industry, market, and customer developments to guide sales strategies.		
	Price	Set reasonable sales prices based on cost analysis and industry benchmarks.		
	Qualification	Obtain third-party inspection reports for products with hazardous substances as required by customers, regularly have samples inspected by third-party testing organizations.		

Risk Management and Prevention

Risk category	Potential risks	Strategies and actions in 2025	Achievements	Dept. responsible
Climate change	Carbon emission control	Continue energy-saving and carbon reduction initiatives. Expand solar power generation to reduce reliance on external energy sources. Identify climate change-related risks and opportunities through cross-departmental reviews.	Installation of rooftop solar power panels in Lin Hai factory with a capacity of 1,235.78 KW, approximately 10% of the factory's contracted electricity capacity. Total electricity generated: 1,162,891KW.Held a meeting on March 31, 2023, to review climate change-related risks and opportunities and outlined Task Force on Climate-related Financial Disclosures (TCFD) response measures and actions.	Lin Hai factory
Environmental Health and Safety	Environmental health and safety management	Increase the number of employees with fixed crane operation certifications to re-duce accident rates. Strengthen occupational safety and health management by implementing ISO 45001.	42 foreign workers completed education and training on fixed crane operation during 2022-2024. 14 foreign workers obtained technical certificates for fixed crane operation as of year-end 2025. Disabling Injury Frequency Rate (F.R.) increased to 16.77 in 2025, up 1.3 from 2024. Health safety training and awareness programs are receiving positive results, and will continue to be conducted to reduce injury rates.	Lin Hai factory
Management	Personnel Labor Management Relations	Enhance personnel training to cultivate leaders and prevent skill gaps, ensuring smooth company operations. Promote equal pay, transparent promotions, and interdepartmental exchanges to im-prove corporate identity and reduce turnover rates.	Employee benefit costs increased by NT\$224,000 compared to 2024, representing a 9.2% rise.	General affairs
Information Security	Safety concerns on information system	Continuously update cybersecurity equipment to protect, manage, and monitor systems and network behavior. Establish data backup and redundancy mechanisms. Regularly conduct disaster recovery simulations. Promote the importance of cybersecurity, intellectual property, and personal data protection.	In compliance with regulatory requirements, the Company continues to maintain ISO/IEC 27001 Information Security Management System (ISMS) certification, ensuring the effective implementation of its information security management framework. Through ongoing education, training, and information security awareness campaigns, the Company continues to strengthen information security awareness among all employees.	MIS
Factory management	Waste disposal Dated equipment Workforce shortage Process improvement	Manage factory waste by finding qualified disposal vendors, signing contracts, and completing waste removal operations. Improve and update peripheral facilities, electronic control systems, hydraulic units, and cooling and lubrication systems for rolling equipment. Plan to repair and replace the deformed and high-risk heating furnace structure of the AP Line. Address the shortage of succession person-nel by planning multi-skill training programs and implementing a foreign worker supplementation plan. Expand the thick copper plate supply market, ensuring all plant equipment is optimized for the best production design, yield, and higher profit margins.	In 2025, contracts were signed with 11 qualified waste disposal companies to effectively handle and dispose of the company's generated waste. Dated equipment's electrical control systems are gradually being replaced to enhance production efficiency, product quality, and operational safety. The electrical control system of the AP LINE heating furnace structure has been upgraded, and replacements on the furnace body are being scheduled. In 2025, 103 training sessions were arranged for on-the-job staff to enhance their multi-skilled capabilities. To address workforce shortages and time-consuming training, experienced and technically capable foreign mid-level workers were recruited as a scheme in the foreign worker supplementation plan. In response to quality requirements for thick plate products, improvement plans for the rough rolling production process and equipment additions are underway to enhance product yield.	Lin Hai factory

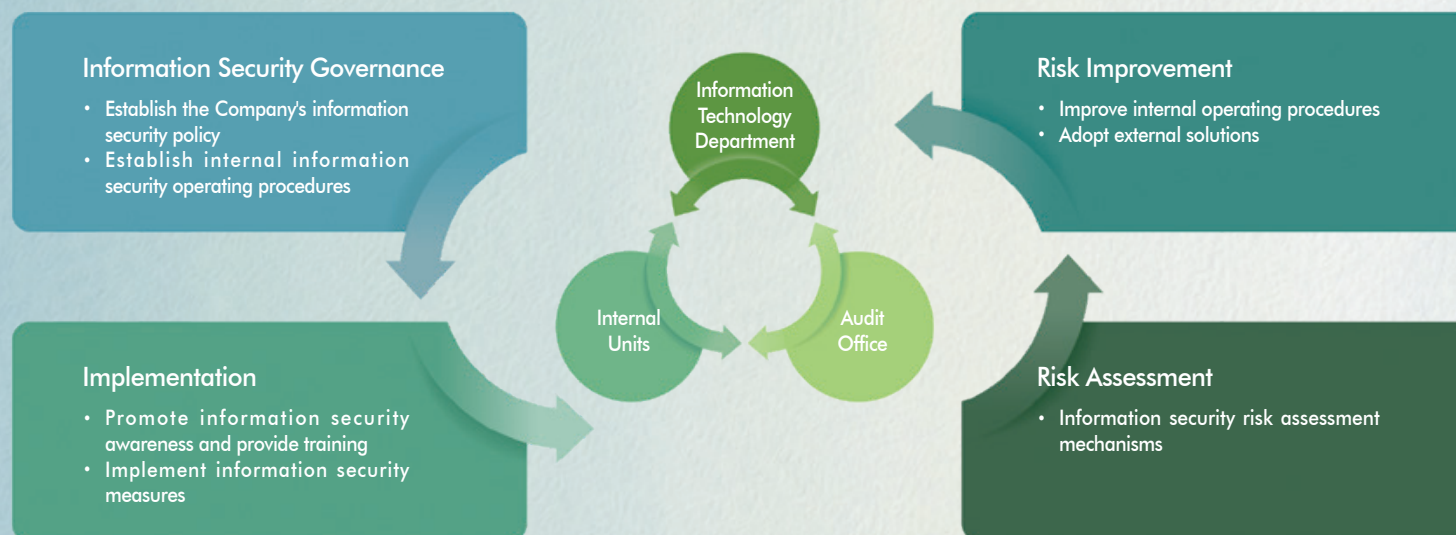
Information Security Risk Management

Information Security Risk Management Framework

- ✦ The Information Technology Department is the unit responsible for information security at the Company, tasked with planning, implementing, and driving information security management initiatives, as well as promoting information security awareness.
- ✦ The Company's Audit Office serves as the oversight unit for information security governance. When audits identify deficiencies, the relevant unit is required to submit an improvement plan, report it to the Board of Directors, and undergo regular follow-up tracking to reduce internal information security risk.
- ✦ The framework operates on a cyclical management model to ensure objectives are achieved and continuous improvement is maintained.

Information Security Policy | Management Approach

To ensure the effective operation and implementation of the Company's information management systems, and to safeguard the confidentiality, integrity, and availability of critical information systems, the Company is committed to the secure operation of its information systems, equipment, and networks in support of sustainable business operations.



Concrete Management Programs

Information Security Management Program

Item	Description	Actions taken
Account access management	Management of personnel accounts, access privileges, and system operation activity	- Personnel account management and review - Personnel account audits
Access control	Controls over personnel access to internal/external systems and data transmission channels	- Internal/external access control measures - Activity log tracking
External threats	Internal vulnerabilities, malware infection vectors, and protective measures	- Host/computer vulnerability scanning and patching - Virus protection and malware detection
System availability	Handling of system availability status and service disruptions	- System/network status monitoring and alert mechanisms - Data backup measures, on-site/off-site backup mechanisms - Regular disaster recovery drills

Resources Invested in Information Security Management

- ① **Personnel** Currently, two staff members in the Information Technology Department jointly oversee information security matters.
- ② **Initiatives** Initiatives: In August 2025, the Company launched the establishment of an ISO/IEC 27001 Information Security Management System (ISMS), with certification expected by May 2026. The Company continues to carry out information security management operations in accordance with its management system, holding regular information security management meetings, conducting internal audits, management reviews, and disaster recovery drills to continuously enhance the effectiveness of its information security management. With respect to information infrastructure risk, in addition to obtaining fire insurance for critical equipment, the Company has entered into maintenance service agreements with professional service providers for regular equipment maintenance and system monitoring, ensuring the stable operation of information systems and information security.

Climate-related Risk Management (TCFD)

Climate-related Risk Management

Referencing the Task Force on Climate-related Financial Disclosures (TCFD) guidelines issued by the Financial Stability Board (FSB) in 2017, FCC has established a climate risk management framework based on four core elements—Governance, Strategy, Risk Management, and Metrics and Targets, and the framework is presented in this sustainability report to provide stakeholders with a clear understanding of how FCC addresses climate-related risks.

Climate-related Risk and Opportunity Scenario Analysis

Climate-related risks and opportunities	Scenario	Description
Physical risks	SSP5-8.5 Worst scenario of global warming in the IPCC 6th Scientific Evaluation Report	In a high-carbon pathway where global warming exceeds 4°C, the frequency and intensity of extreme weather events are expected to rise significantly, posing substantial operational risks. Potential impacts on the company include more severe typhoons and changes in storm patterns, short but intense rainfalls leading to flooding, rising average temperatures increasing the number of consecutive dry days, resulting in drought conditions, which could disrupt operations and supply stability.
Transition risks and opportunities	SSP1-2.6 Low-Emission Scenario 2050 Net Zero Pathways and Strategies Intended Nationally Determined Contribution (INDC) Climate Change Reponse Act	In a proactive decarbonization pathway where global warming is limited to below 2°C, accelerated policy measures, low-carbon technological innovation, and consumer behavior shifts will be critical. Key implications include installation of renewable energy generation facilities to reduce reliance on external electricity supply; a 23–25% reduction in emissions by 2030 compared with the baseline year (2005); achieving net zero emissions by 2050, and introduction of carbon pricing mechanisms, including carbon fees and border carbon taxes. Water scarcity may result in additional water usage charges. Market trends and customer demand will increasingly require energy-efficient, low-carbon, and environmentally friendly products, driving R&D into copper alloys for green energy applications.

Climate-Related Risk and Opportunities

Category		Risks	Potential financial impact	Opportunities	Potential financial impact	Preventive measures and plan
Transitional risks	Policies and regulations	Carbon border taxes and carbon fees	Operational cost hike (mid-term)	- Adopt low-carbon energy and enhance energy substitution / diversification - Install green energy equipment - Implement high-efficiency production processes to reduce resource consumption	Reduced operating cost (long-term)	- Participate in forums to stay updated on domestic and international trends and developments (such as climate regulations, carbon neutrality, and carbon trading mechanisms) - Continuously conduct greenhouse gas inventories following ISO 14064-1 standards
		Major electricity user clause (Note 1)	Operational cost hike (Short-term)		Added asset value (mid-term)	- Implement ongoing energy-saving and carbon reduction initiatives to improve energy efficiency - Evaluate the installation of solar photovoltaic systems on rooftops to meet the 10% renewable energy demand for major electricity users
		Water usage fees imposed	Operational cost hike (Mid-term)		Reduced operating cost (long-term)	- Monitor water usage statistics regularly and promptly address abnormal water consumption - Inspect and replace leaking and old water pipes to ensure efficient water circulation and conservation
	Market	Changes in market trends and end-user demand	Changes in income composition and sources (Long-term)	Market entry of green energy copper alloy	Increased operating revenue (long-term) Increased RD cost (mid-term)	- Strengthen competitiveness in the green energy copper alloy market and seize opportunities from electric vehicles - Continuously develop products to meet the demands of electric vehicles and charging stations
Physical risk	Immediacy	Increased severity of extreme weather events such as typhoons, floods, and droughts	Increased capital expenditures (short-term) Decreased operating income (due to production interruptions) (short-term)	Strengthening resilience and adaptive capacity against climate-related disasters	Increased capital expenditures (short-term) Enhancing climate resilience to reduce potential business losses from operational disruptions (long-term)	- Set up an emergency response organization for immediate response to reduce disaster losses - Convene pre-typhoon meetings before the rainy season and typhoon season - Conduct regular inspections of rain drains and drainage pumps - Install emergency power generation systems and water storage systems for contingencies - Regularly clean and maintain drainage ditches - In the event of water shortage or droughts, install more water reuse storage and processing systems, and enhance the reuse of water resources in factories

※ Note: 1: The "Regulations Governing the Installation of Renewable Energy Generation Equipment by Electricity Power Users above a Certain Contract Capacity" — commonly known as the "Major Electricity User Clause" — officially took effect on January 1, 2021, and mandates that users with contracted capacities exceeding 5,000 kW to install renewable energy facilities equivalent to 10% of their contracted capacity within 5 years.
2: Short-term refers to through 2026; medium-term refers to 2027–2030; long-term refers to 2031–2050.

Objectives for Climate Change Risk Management



Governance

The ESG Task Force is responsible for the discussion on and management of climate-related risks and opportunities.

Strategy

Identify climate-related risks and opportunities, and evaluate their potential impact on FCC's business, strategy, and financial performance.



Risk management

Through the TCFD-recommended framework, identify climate-related risks and opportunities, and develop strategic plans accordingly.



Metrics and objectives

Short-term objective: Using 2022 as the baseline year, in five years:
 1) Reduce water consumption by 3%.
 2) Decrease greenhouse gas emissions by 3%.
 Long-term objective: Align with government policies to achieve an annual energy-saving rate of 1%.



Supply Chain Management

FCC's External Procurement

Among First Copper's external procurement items, bulk metal raw materials (copper, zinc) and equipment — which are not produced domestically in Taiwan — must be imported. To enhance supply chain flexibility, shorten lead times, and reduce unnecessary transportation within the supply chain, the Company prioritizes local Taiwanese suppliers wherever possible, in order to support domestic industry and reduce the environmental impact associated with raw material and goods transportation.

In 2025, First Copper's domestic procurement value — excluding bulk metal raw materials and equipment — totaled NT\$204,063 thousand, accounting for 72.79% of total procurement value.

Overseas procurement value excluding bulk metal raw materials and equipment totaled NT\$61,719 thousand, accounting for 2.69% of total procurement value. Compared to 2024, there was no significant change in the procurement value disclosed in this report.

Procurement Value Over the Past

Three Years (thousand \$NTD)

2023		2024		2025	
Domestic	Foreign	Domestic	Foreign	Domestic	Foreign
146,186	38,410	226,563	44,159	204,063	61,719

Procurement Policy

FCC's procurement policy is dedicated to "green procurement" and "energy conservation and carbon reduction." The procurement unit coordinates with internal purchasing requests across departments to align with green and low-carbon principles in both procurement and contracted engineering projects. For example, in the 2025 packaging category, procurement of recyclable and reusable materials totaled NT\$2,392 thousand, representing 22.80% of total annual packaging material procurement value. Environmentally friendly and energy-efficient engineering projects totaled NT\$10,487 thousand, representing 26.78% of total annual contracted engineering value — a figure that has continued to rise year over year compared to the previous two years. Driven by its responsibility to protect the earth and the environment, FCC promotes environmentally friendly procurement policies and places strong emphasis on the potential harm hazardous substances pose to the environment. The Company continues to entrust all factory waste to licensed vendors for lawful disposal, maintaining strict controls over the handling of environmentally hazardous waste to protect the environment from pollution.

Green procurement expenditure

over the past three years (thousand \$NTD)

2023		2024		2025	
Recyclable packaging material	Energy-saving projects	Recyclable packaging material	Energy-saving projects	Recyclable packaging material	Energy-saving projects
2,621	6,134	3,578	7,996	2,392	10,487

Supplier Assessment and Selection

FCC has established a "Supplier Management and Control Procedure" to select suppliers and ensure that raw material quality meets standards. We implement supplier screening and management practices, and maintain a "Qualified Supplier List." Suppliers undergo periodic written evaluations or site visits to monitor their performance, ensuring the quality and stability of raw material supply to meet FCC's production and operational needs.

2025 Supplier Composition

2025						
Category	Electromechanical Materials	Packaging Materials	Other Raw Materials	Office/ Administrative Materials	Bulk Raw Materials	Engineering & Maintenance
Procurement ratio	5.9%	0.4%	1.0%	0.01%	89.33%	3.36%

Supplier's Integrity Commitment

To ensure integrity in transactions between vendors and the procurement unit, FCC requires all new suppliers to sign an "Integrity Commitment Letter" prior to conducting business (100% coverage). This letter sets out strict integrity management requirements applicable to all of the Company's business counterparties, including:

1. Suppliers shall not request, promise, or deliver any bribes or improper benefits to employees, related parties, or designated persons of FCC.
2. Suppliers commit not to induce or entice employees of FCC to leave their positions or breach their duties for their own or others' interests.

For further information on the Integrity Commitment, please refer to <http://www.fcht.com.tw/userfiles/Investors/F2022incorruptible.pdf>



Supplier's Corporate Social Responsibility(CSR) and Continuous Improvement

To fulfill our global citizenship responsibility and address the serious challenges posed by climate change, FCC not only complies with government regulations but also continues to invest in eco-friendly, energy saving and carbon reduction equipment to mitigate our environmental impact during the manufacturing process. Going forward, our supplier management strategy will take a proactive stance, integrating environmental, social, and economic considerations, aiming to identify and mitigate supply chain risks while leveraging our influence to foster sustainability and drive positive industry-wide change.

FCC requires suppliers to commit to fulfilling corporate social responsibility, including:

Environment

1. Comply with and obtain legally required environmental permits, maintained on a regular basis
2. Reduce and prevent waste pollution, and seek alternative materials
3. Conserve energy/resources and develop the circular economy and renewable energy
4. Manage hazardous substances with safe storage, use, and recycling; track hazardous waste disposal
5. Manage and conserve water resources; ensure wastewater discharge is lawfully treated and monitored
6. Manage solid waste and noise in compliance with regulations
7. Control and monitor air emissions in compliance with regulations
8. Ensure products do not contain prohibited substances
9. Mitigate and adapt to climate change, in alignment with government carbon reduction targets
10. Protect biodiversity and natural forests
11. Commit to local procurement and reducing product transportation costs
12. Ensure raw materials comply with RoHS restricted-substance requirements

Human Rights

1. Prohibit forced labor
2. Prohibit child labor
3. Ensure employee wages meet minimum wage requirements, with compensation and benefits provided in accordance with the law
4. Provide working hours and rest periods in compliance with regulations
5. Ensure employees' freedom of assembly and collective bargaining
6. Prohibit improper discrimination in the workplace
7. Prohibit verbal or other forms of harassment; provide appropriate space for religious observance

Ethical Standards

1. Operate with integrity; prohibit any bribery, corruption, extortion, theft, or other improper benefits, including any improper financial transactions
 2. Maintain transparency in corporate information disclosure; prohibit misrepresentation of supply chain conditions
 3. Uphold confidentiality obligations regarding the intellectual property and trade secrets of business partners
 4. Protect channels for employees to file complaints anonymously
 5. Protect the personal data and privacy of all business partners
 6. Comply with fair trade, advertising, and competition regulations
 7. Prohibit unauthorized subcontracting
 8. Prohibit the use of conflict minerals; ensure that tantalum, tin, tungsten, gold, and cobalt
 9. contained in products are sourced in compliance with the OECD (Organisation for Economic Co-operation and Development) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- Strictly comply with all integrity management regulations established by Hua Rong governing business counterparties

Labor Safety

1. Provide a safe working environment and protective equipment
2. Provide pregnancy-friendly facilities
3. Establish mechanisms to prevent, manage, and track occupational injuries and diseases, and ensure employees can avoid hazards
4. Provide emergency response measures, equipment, and training
5. Provide medical and first-aid services
6. Conduct regular health examinations
7. Install machine guarding to reduce accidents
8. Maintain clean public sanitation, dining, and accommodation spaces and equipment
9. Maintain effective health and safety communication channel

The Commitment to Corporate Social Responsibility Pledge

The procurement unit has promoted supplier sign-off on the "Commitment to Corporate Social Responsibility Pledge," requiring suppliers to fulfill their corporate responsibilities to society. Since the initiative began in 2021, a total of 190 suppliers have signed the pledge to date, with 100% of new suppliers in 2025 having signed. Suppliers are required to commit to actively practicing corporate social responsibility.

In conducting business operations and manufacturing, suppliers must comply with provisions relating to labor health and safety, ethics and integrity, environmental protection, prohibition of minerals and related products sourced from conflict regions such as the Congo, and continuous improvement. Suppliers also confirm their commitment to complying with domestic and international corporate social responsibility laws and standards, ensuring the supply chain provides a safe working environment in which employees are treated with respect and dignity. At the same time, enterprises must uphold environmental responsibility and ethical standards in their operations, jointly fulfilling their commitment to corporate social responsibility.

Suppliers who have signed the "Commitment to Corporate Social Responsibility Pledge" |

Year	2023	2024	2025
Signed (volume)	23	51	44
Signed (%)	100%	100%	100%



For further information on the
CSR Commitment Pledge, visit

<http://www.fcht.com.tw/userfiles/Investors/F2022responsibility.pdf>



Ch. 2

Products and Services

- 2-1 Product and Services Introduction
- 2-2 Quality Management and Customer Service
- 2-3 R&D and Innovation
- 2-4 Achievements



About Our Products and Services

Committed to upholding the spirit of sustainable service with high quality and low cost, FCC manufactures in-house from smelting to slitting.

Smelting equipment is divided into two main categories: Vertical Semi-Continuous Casting (VCC) and Horizontal Continuous Casting (HCC). Our smelting technology continuously improves through testing and research, aiming to produce high-quality copper ingots and coils.

FCC's copper strip products feature high-precision thickness control and flatness. We have introduced high-tension leveling equipment from Germany, operating with 4-stand and high-precision 20-stand rolling mills, meeting thickness requirements from 4.0mm to 0.07mm.

Bell-type annealing furnaces (BF furnaces) are used for heat treatment, with protective gases to prevent copper strips from oxidation, maintaining their bright properties. Bearing advantages of temperature and speed, Open Continuous Annealing and Pickling machines (AP Line) are used to achieve uniform crystallization refinement (Grain size: below 10 μ m).

Surface treatment technology collaborate with brush suppliers to produce copper materials with fine and uniform textures.

FCC is dedicated to innovating new products with the nature of manufacturing, primarily categorized into R&D Technology and Production Technology.

R&D Technology

Customer Needs	Design Assessment	Prototype Production	Final Confirmation
Review and verify customer specifications and requirements.	Design the manufacturing process and production plan based on specification.	Prototype is produced by the production control department, while tracked, logged and revised by R&D personnel at each production stage.	Samples undergo component tests, mechanical performance tests and product quality Inspections, and are then provided to the customer for confirmation.

Production Technology

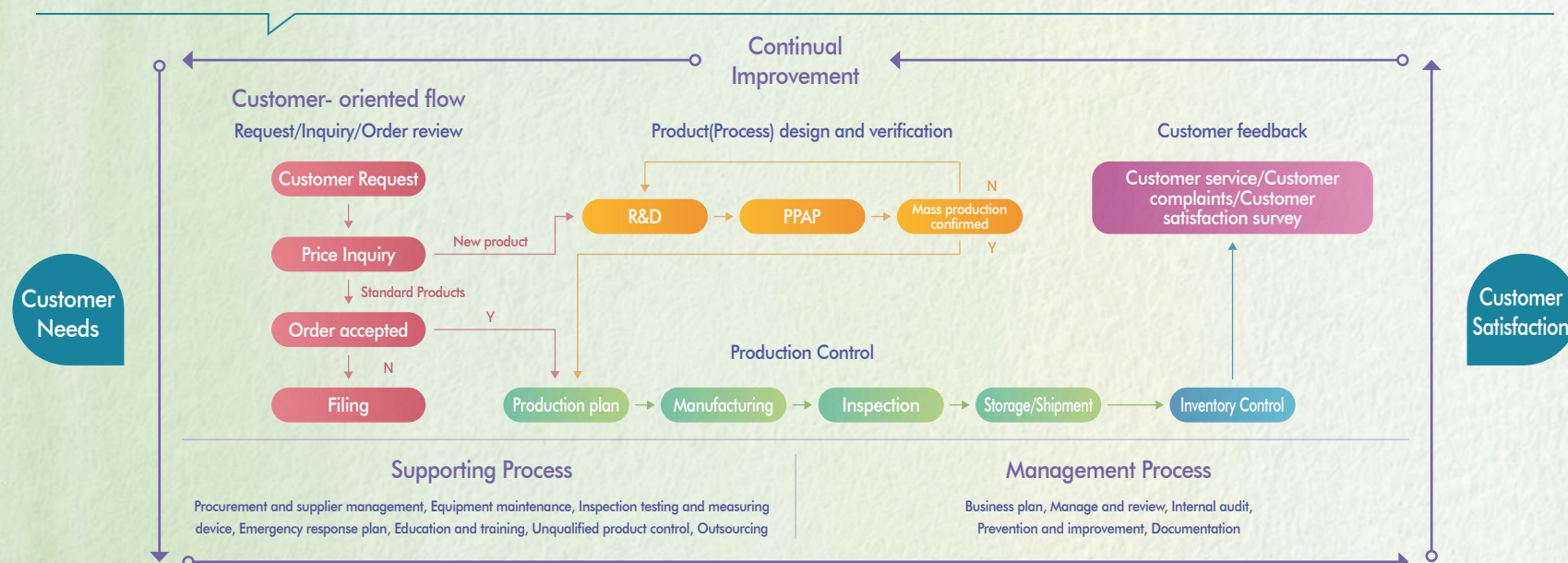
Product Planning	Equipment Calibration	Project Tracking	Mass Production
The production process is designed and optimized by the R&D team.	Production equipment is calibrated based on process design requirements from the R&D team.	The project is managed by the production control department, while tracked and logged by R&D personnel.	Product results are optimized and prepared for mass production.

Quality Management and Customer Service

Quality Management Strategy

To pursue product stability and sustainable operation, FCC maintains a rigorous approach in all stages from R&D to manufacturing and quality management, adhering to the principles: 'Stable Quality, Professional Service, and Customer Satisfaction.' In addition to the ISO9001 certification, FCC actively joined the automotive supply chain, and obtained ISO/TS 16949 certification in 2011. To meet the new IATF 16949:2016 standards, we enhanced management in 'Product Safety,' 'Corporate Social Responsibility,' 'Risk Analysis,' and 'Process Management Responsibilities' while enhancing supplier management, obtaining the IATF 16949:2016 certification in 2018. Our quality management system adopts a process-oriented structure, including customer-oriented, management, and support processes, combined with the PDCA cycle and statistical analysis for continuous improvement, ultimately achieving customer satisfaction.

Relationship Flowchart



PDCA Cycle of Quality Control System



Customer Service and Privacy Protection

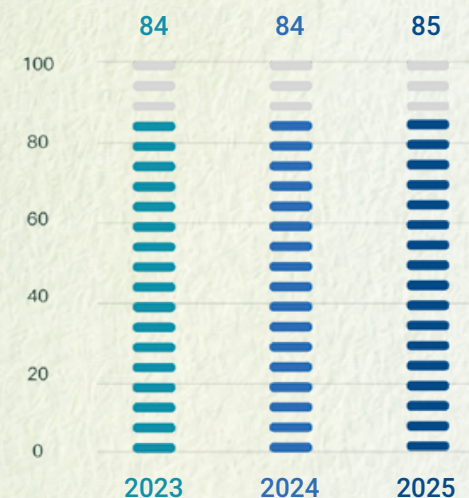
FCC communicates with customers through various channels, including email, phone, fax, and messaging apps. Additionally, we regularly visit customers to communicate face-to-face, listening to their feedback on products and understanding their current and future needs. Maintaining stable product quality and building strong partnerships with customers is one of our key efforts towards sustainable operations. We will continue to enhance the quality of value-added products and provide professional services to meet customer needs. When handling customer specifications or confidential information, we enforce strict internal protocols to ensure confidentiality and protect customer privacy, guaranteeing that information is never disclosed to unauthorized third parties.

Customer Satisfaction Survey

To understand customer satisfaction with FCC products and to guide future product improvements, ensuring we better meet customer needs, an annual customer satisfaction survey is conducted through email, telephone interviews, or on-site visits to clients. In 2025, we surveyed 14 customers, representing approximately 62% of total sales for the year. The survey evaluated satisfaction levels in product quality, delivery times, service, and coordination.

The survey results reflected a rise in overall customer satisfaction rate compared to that of 2024.

Customer Satisfaction Survey Results



Customer Affirmation

FCC supplies products to domestic public and private sectors and exports to Southeast Asia, Hong Kong, mainland China, Northeast Asia, and other regions, spanning various industries such as electrical appliances, semiconductor, household products, electronics, and automotive industries. Our quality and service have earned recognition from customers, fostering partnerships for mutual growth.



Excellence awards and medals received from customers. ▲

Quality Control and Product Safety

FCC's quality control for products spans from process design to shipping. It begins with reviewing customer specifications, followed by incoming material inspection, in-process checks, and final product inspection. Each stage of the process ensures rigorous quality control over product quality aspects.

Quality Control Framework



FCC conducts product inspections using precision testing equipment, including chemical composition analysis tools such as SPARK-OES (Optical Emission Spectrometer) and ICP-OES (Inductively Coupled Plasma-Optical Emission Spectrometer); mechanical performance testing tools such as tensile testing machines, Vickers hardness testers, conductivity meters, surface roughness testers, and X-ray coating thickness measurement devices. In addition, inspection tools and facilities for thickness, width, and various dimensional aspects ensure meticulous product inspection.

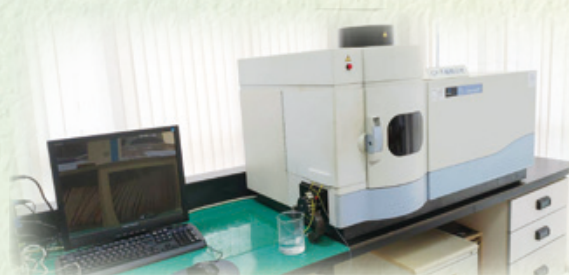
Product Quality Control and Safety

To ensure the accuracy of inspection equipment and maintain stable testing performance, FCC's testing equipment is regularly calibrated by professional technicians and is also periodically sent to a Taiwan Accreditation Foundation(TAF) calibration laboratory for calibration. Given that FCC produces basic copper materials for industrial, electronic, and automotive products, without specific product safety regulations that would pose customer safety concerns, there haven't been any customer complaints related to product safety or penalties.

Our products comply with the EU RoHS and REACH standards. We regularly commission SGS testing to verify compliance, and all tested items consistently meet 100% of RoHS requirements. Copper alloy products also confirm compliance with REACH standards regarding high concern substance content, and there were no complaints related to violations of RoHS or REACH regulations in 2025.



▲ Tensile Testing Machines



▲ ICP- Optical Emission Spectrometer



▲ SPARK-Optical Emission Spectrometer

To ensure smooth and efficient operation and product quality, FCC has established equipment maintenance control procedures. These procedures are tailored to the maintenance requirements of each equipment, including daily inspections, monthly, quarterly, annually cleaning and maintenance and ordinary management of breakdown repairs.



Equipment Failure Repair ▲



Cleaning and Maintenance ▲

Product Labeling

FCC ensures all products are clearly labeled as per company or customer specifications. This includes material specs, copper coil numbers, incoming serials, weight, customer codes, and product certifications like CNS marks. RoHS labeling is added as requested by customers on outer packaging.

Products bearing the CNS mark are labeled with the mark and the certification number according to regulatory requirements. We strictly adhere to labeling regulations and have not encountered warnings or penalties due to non-compliant labeling practices in 2025.

In acts of marketing, FCC accurately describe product features and certifications in catalogs, maintaining integrity in customer interactions, avoiding exaggerated claims or improper labeling that could result in warnings or penalties, which were not encountered in 2025.

 第一伸銅科技股份有限公司 FIRST COPPER TECHNOLOGY CO., LTD.	
ISO-9001 IATF-16949	品質管理系統 
ALLOY. 品名：	SER.NO. 序號：
SPEC. 規格：	
CLIENT. 客戶：	NET.WT. 淨重：
COIL.NO. 編號：	MFG.NO. 製號：
公司(07)2814161(10線) 工廠(07)8023811(6線)	



Product label. ▲

R&D and Innovation

R&D Focus and Progress

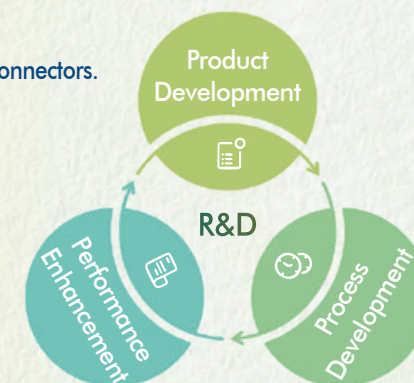
FCC has developed over 70 different alloy types, catering to market and customer demands by researching and developing customized products. The company focuses on new product development, performance enhancement, and process improvement testing. In recent years, there has been a proactive approach to equipment upgrades. In 2018, the first phase of electronic control system updates was implemented for the Continuous Annealing and Pickling machines. By July 2021, the transformation of the 20-stand high precision rolling mill was completed. In 2024, the second phase of furnace temperature control system updates for the Annealing and Acid Rinse machines and updates to the slitting equipment's electronic control system have been completed. These initiatives aim to stabilize production processes, enhance product quality, and support the company's sustainable development goals.

3 Primary Focuses

- ✦ Product Development: Grasp market dynamics to develop new products of high value and quality and provide customers with applicable materials.
- ✦ Process Development: Optimize production conditions, conduct process research and testing to reduce production costs and increase operational efficiency.
- ✦ Performance Enhancement: Study appropriate conditions and conduct trials based on customer requirements to meet their needs.

R&D progress in 2025

- ✦ Gradual expansion of copper alloys for automotive parts and eco-friendly reflow tin-plated materials for terminals and connectors.
- ✦ Research on copper vapor chamber with low internal stress, high flatness, and no hair line surface.
- ✦ Research and development of ultra-thick plate copper vapor chamber.
- ✦ Research and development of low internal stress etching materials for high-performance copper alloys.
- ✦ Development and cast-testing of low-oxygen copper C1030. Incremental promotion of C2100/C2600 perforated alloy.
- ✦ Development and promotion of new copper alloy materials for lithium battery packs.
- ✦ Research on improving performance of high-performance copper with high strength and softening resistance.
- ✦ Development of new high-conductivity, high-strength alloys.
- ✦ Anisotropy Improvement Testing for Copper Alloys.
- ✦ Research and Development of New Copper-Nickel-Tin (Cu-Ni-Sn) Allo.



Innovative Products

Products In Time with the World



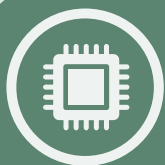
Renewable energy: Due to global concerns regarding the Accord de Paris (Paris Agreement) and sustainability issues such as climate change, the world has placed significant emphasis on the green energy industry. Copper has become an essential material in efficient renewable energy technologies such as solar and wind power, playing an indispensable role in energy transmission.

Representative Materials: Copper, high-performance copper



Electric Vehicles (EVs): In response to international environmental and carbon emission policies, promoting EV development plays a significant role. Consequently, FCC continues to develop products to meet the substantial increase in copper demand for EVs and charging stations.

Representative Materials: High-performance copper, special alloy copper, tin-plated copper



Semiconductors: With the demand for high-tech slim designs, lead frame processes are evolving towards etching to enhance production efficiency and precision. FCC develops process technologies to provide high-quality, low-stress copper strips for customer's processing needs.

Representative Materials: High-performance copper



Heat Sink: With rapid advancements in AI and the high transmission demands of 5G, the heat dissipation requirements for high-power and energy-consuming chips have increased, and copper is the essential material for such requirements. FCC develops and produces copper strips with over 100% IACS electrical conductivity, suitable for server chips, 5G base stations, and various heat dissipation needs.

Representative Materials: Copper



Automotive Materials

With its excellent conductivity and reliability, copper has become a crucial component in vehicle manufacturing. Our products are widely used in automotive materials, including terminal materials, automotive fuses, busbars, automotive substrates, and relays, etc.

Terminals		Busbars and Automotive Substrates	
C5191/C5210	High strength and hardness, excellent fatigue resistance, and good elasticity. Suitable for high-performance electronic connectors and automotive terminals.	C194	High strength, high conductivity, high temperature softening resistance, and good stress corrosion and stress relaxation resistance.
C50715/C50710	High strength, good processability, high temperature softening resistance, and easy to electroplate. Suitable for automotive terminals and plug-in components.	C151	High thermal conductivity, high electrical conductivity, and high temperature softening resistance, ideal for heat dissipation applications.
C2100/C2200/C2300	Fine luster, good processability, drawability, and corrosion resistance. Predominantly used in drawing applications, such as automotive lamp caps.	C1814	High strength, high conductivity, high temperature softening resistance, and good stress corrosion and stress relaxation resistance. Suitable for automotive terminals and electronic components.
C2600/C2680	Good processability, ductility, drawability, easy to electroplate or paint, good weldability.		
C19010/C7025/ C7026	High strength, high temperature softening resistance, corrosion resistance, and high conductivity. Suitable for high-strength conductive materials.		
C1814	High strength, high conductivity, heat resistance, and good stress corrosion and stress relaxation resistance. Suitable for automotive terminals and electronic components.		

匯流排及車用基板材料		繼電器材料	
C1020	Extremely high thermal and electrical conductivity, excellent processability, ductility, corrosion resistance, and weather resistance. No hydrogen embrittlement at high temperatures.	C19210	High electrical conductivity, good processability, easy to electroplate, and high temperature softening resistance.
C1100	High thermal and electrical conductivity, used in applications requiring efficient heat and electrical transfer, such as terminals and water heater covers.	C1441	High electrical conductivity and good heat resistance and thermal conductivity, widely used in automotive radiators and heat dissipation fins.
C151	High thermal conductivity, high electrical conductivity, and high temperature softening resistance, ideal for heat dissipation applications.	C151	High thermal conductivity, high electrical conductivity, and high temperature softening resistance, ideal for heat dissipation applications.
C1814	High strength, high conductivity, high temperature softening resistance, and good stress corrosion and stress relaxation resistance. Suitable for automotive terminals and electronic components.	C4250	Offers good wear and fracture resistance as well as elasticity, suitable for manufacturing elastic parts such as switches, relays, and contact components.

Eco-friendly Tin-plated Product

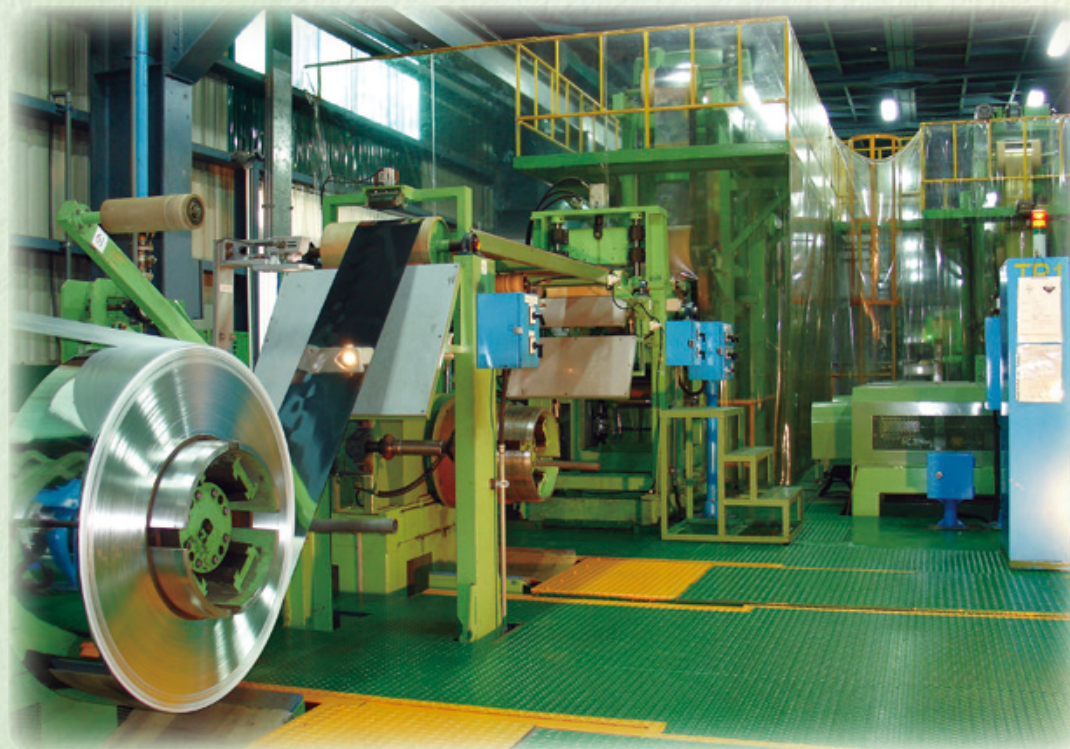
In response to the rapidly changing and diverse market, FCC has not only focused on strengthening the development of copper processing, developing high-strength, high-conductivity alloys and advanced surface treatment technologies but has also gradually introduced secondary processing techniques to supply a wider range of products to meet market demands. In 2001, we collaborated with Mitsubishi Shindoh Co., Ltd., Japan to introduce eco-friendly electroplating equipment for producing tin-plated copper strips.

Eco-friendly Tin-plated Product

Characteristics: Uniform and well-bonded tin layer, excellent heat peel resistance, glossy surface to prevent from tin whisker and burrs (Higebari) during perforating

Applications: Automotive terminals, 3C electronic connectors

Trends: In view of the requirements of the 2004 International Environmental Protection Convention, cadmium-lead electroplating products have been classified as non-green products. Following the 2006 European WEEE regulations, which suggest the promotion of Reflow tin-plated copper products, another non-tariff trade barriers is expected to emerge internationally. To meet these environmental demands, FCC successfully developed Reflow tin-plated copper strips, becoming the first Taiwanese company to develop eco-friendly tin-plated copper strips.



Reflow tin. ▲



Achievements

ISO 9001: 2015

ISO 9001:2015 Quality Management System is established by the International Organization for Standardization (ISO). This standard is based on several quality management principles, including a focus on customer needs, the involvement of top management, process approaches, and continual improvement. The implementation and certification of the ISO 9001:2015 standard aim to consistently meet customer needs and legal requirements, thereby gaining customer trust in the quality of products and services. It helps address operational risks and opportunities, supports continuous improvement, and establishes a foundation for sustainable Development.



▲ ISO9001certificate

IATF 16949: 2016

IATF 16949:2016, developed by the International Automotive Task Force (IATF) based on the ISO 9001:2015 framework, is a quality management system standard tailored for the automotive industry. It focuses on the quality requirements of automotive parts manufacturers and related service providers, with core principles emphasizing process management and customer orientation, while promoting the goal of achieving “zero defects” in automotive manufacturing processes.

The introduction of this quality management standard into the automotive supply chain not only ensures compliance with ISO 9001:2015 requirements but also incorporates additional management practices, methods, and tools specific to automotive applications. These requirements strengthen process development, performance monitoring, and quality assurance across the entire lifecycle—from product development and manufacturing to post-delivery service. Certification to IATF 16949:2016 further enhances customer confidence in First Copper’s quality management system.



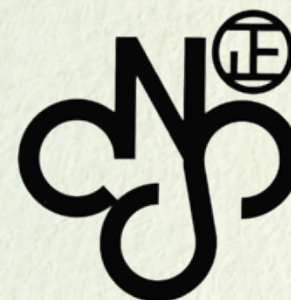
▲ IATF16949 certificate

Achievements

CNS Mark

The CNS Mark, issued by the Bureau of Standards, Metrology and Inspection (BSMI) under the Ministry of Economic Affairs, certifies that products comply with national quality standards and that manufacturers' quality management systems align with international requirements. As a government-supervised certification, it provides assurance that products are of consistent quality and can be trusted by customers.

Obtaining the CNS Mark demonstrates full compliance with national quality standards. Beyond enhancing product reputation and adding brand value, it also increases visibility through government-led promotion and information platforms. The CNS Mark serves as a trusted symbol, enabling customers to confidently select products with verified quality.



▲ CNS Mark



CNS Mark certificate ▲

ISO 14001 : 2015

ISO 14001:2015, established by the International Organization for Standardization (ISO), provides a systematic framework for implementing practical measures and driving continuous improvement. It aims to reduce environmental impacts, safeguard the global environment, and balance ecological protection with socio-economic development, thereby fostering both corporate and environmental sustainability.

Through the implementation and certification of ISO 14001:2015, companies can systematically manage resources across the product lifecycle, reduce costs, and minimize waste. This includes promoting waste reduction, recycling, and reuse initiatives to achieve both environmental protection and cost efficiency. In addition, by ensuring compliance with domestic and international environmental regulations and taking preventive actions, companies can reduce pollution and mitigate the risk of regulatory violations.



▲ ISO14001 certificate

Ch. 3

Environmental Protection

- 3-1 Green Production and Environmental Protection
- 3-2 Energy Saving and Carbon Reduction
- 3-3 Pollution Prevention
- 3-4 Waste Management
- 3-5 Regulatory Compliance

Cleaner Production and Environmental Protection

The Earth's natural resources are limited. To conserve the earth's natural resources, it is crucial to prevent pollution, reduce waste, seek alternative energy sources, and encourage recycling. These efforts aim to foster environmental conservation and striving for sustainable development.



Environmental Protection Strategy

Environmental Strategy: Regulatory compliance, improvement, pollution prevention

FCC integrates environmental protection into every aspect of our product lifecycle, focusing on reducing the impact on land, air, water, and ecosystems. To ensure sustainability, we are committed to comply with all environmental and regulatory requirements and strive to improve environmental practices and reduce pollution. Our commitments include:

- ① Compliance with government environmental and regulatory requirements
- ② Enhance resource efficiency through energy saving, waste reduction, water conservation, and recycling.
- ③ Waste reduction, recycling, and pollution prevention.
- ④ Promote environmental awareness internally and foster communication with external stakeholders to address environmental issues effectively.



Use of Resources

Our main materials for producing copper alloy strips and plates include electrolytic copper plates, zinc, tin, and recycled copper. Primary materials such as copper strip protective paper, PE film, packaging tapes, and pallets. Electrolytic copper plates are sourced from Japan, China, Korea, Chile, Peru, copper strip protective paper, PE film from Japan and Taiwan. We recycle materials such as pallets and metal straps internally, along with recycling copper strip protective paper and PE film through certified vendors. Our waste management practices adhere to environmental regulations and ISO 14001 standards.

Raw Materials Usage

Usage of Primary Raw Material and Others

Item (in metric tons)	2023		2024		2025	
	Quantity	Ratio (Note 1)	Quantity	Ratio	Quantity	Ratio
Electrolytic copper plates	3,632.655	25.71%	3,704.757	25.91%	3,461.110	22.60%
Zinc	824.742	5.84%	765.992	5.36%	873.258	5.70%
Tin	18.450	0.13%	16.351	0.11%	16.383	0.11%
Recycled copper	9,748.611	68.99%	9,693.404	67.79%	10,890.881	71.12%
Copper strip protective paper	98.009	0.69%	104.525	0.73%	113.023	0.74%
Copper strip protective PE film	24.933	0.18%	30.276	0.21%	34.333	0.22%
Casting quantity	14,129.981		14,299.048		15,313.644	

* Note 1: The usage ratio in 2023 was miscalculated and has been modified in the 2024 Sustainability Report.

Energy Saving and Carbon Reduction

The goal of energy saving and carbon reduction

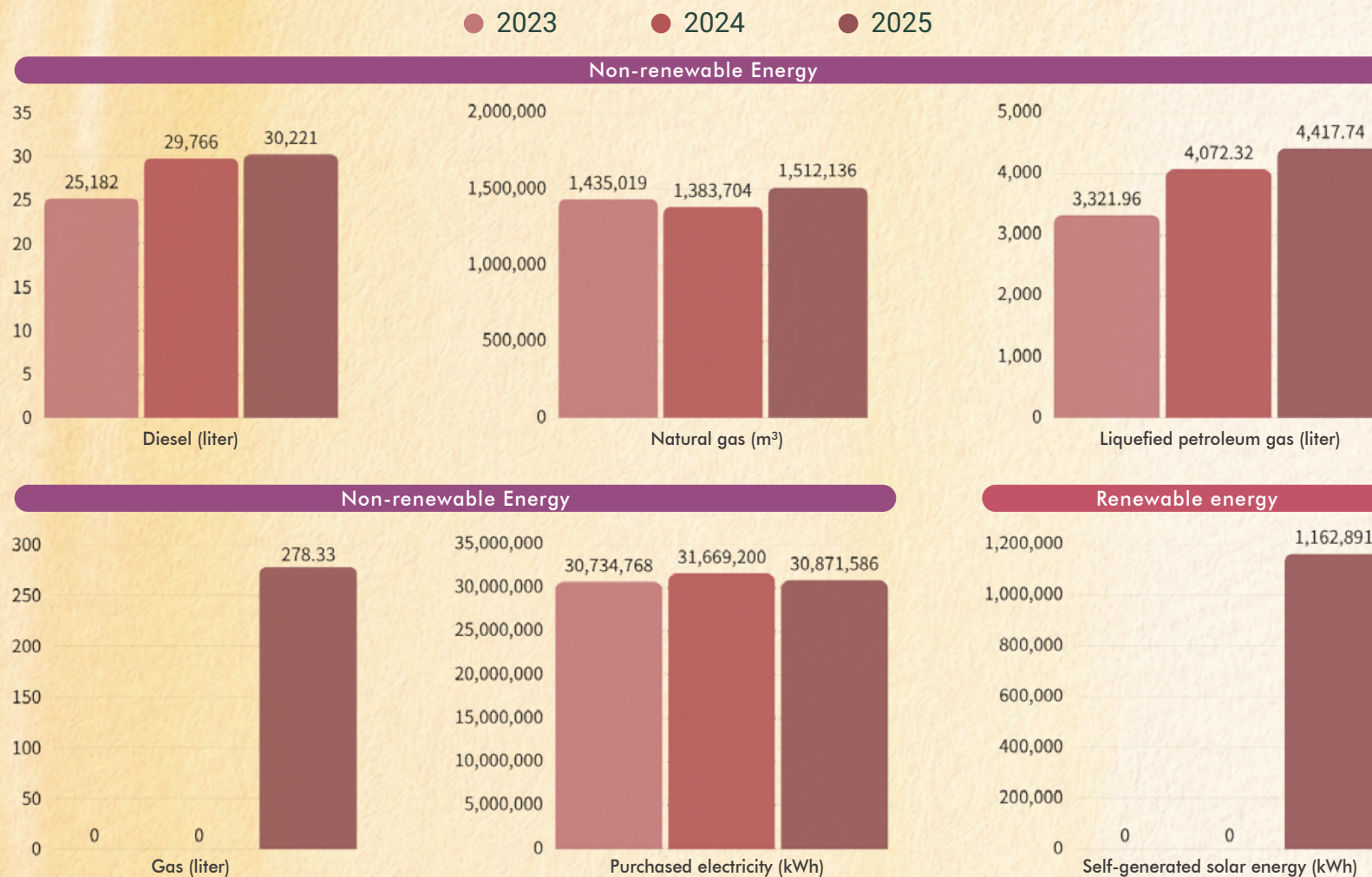
In response to climate change, FCC is committed to sustainable development, FCC is dedicated to focusing on process improvements aimed at reducing the frequency of copper rolling and pickling to lower energy resource consumption and improve energy resource efficiency. Additionally, we are installing solar power generation and replacing old facilities to achieve our goals of energy conservation and carbon reduction.

Internal Energy Resources Consumption

Energy consumed in production operations include electricity, natural gas, liquefied petroleum gas, diesel, etc. Natural gas accounts for most direct energy usage, while purchased electricity predominates as the main indirect energy source. In 2025, the percentages of total heat values for direct and indirect energy use were 32.87% and 67.13%, respectively. Purchased electricity accounted for 64.70% of indirect energy, while reusable energy accounted for 2.44%. FCC Lin Hai factory's energy intensity in 2025 was 18.38 (total heat value 171,822.53 GJ/ annual production output 9,346.936 metric tons).



Energy Resources Consumption



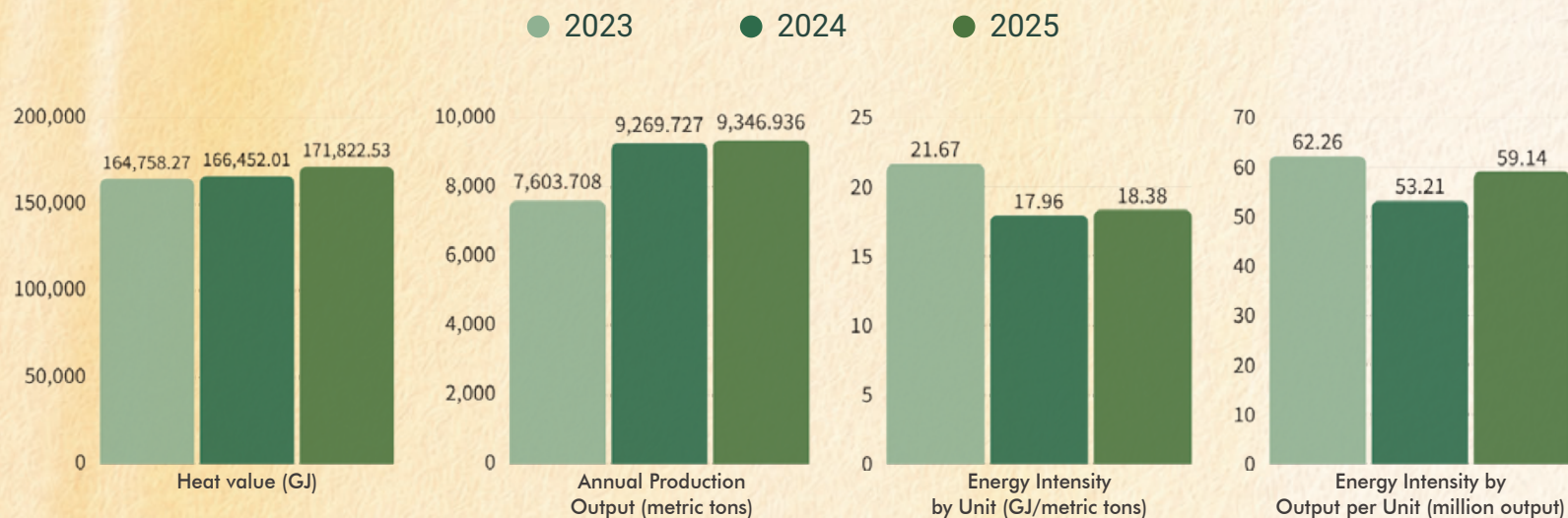
※ Note: 1. Direct energy includes diesel, natural gas, liquefied petroleum gas while indirect energy includes electricity.
2. The data is compiled from Taiwan Power Company's electricity consumption records and the procurement records of diesel, liquefied petroleum gas, and natural gas.

3. The conversion factors for various energy heat values are based on the Energy Common Units Conversion Table by the Energy Administration, Ministry of Economic Affairs.
4. 1 liter Diesel = 8,400 kcal; 1 kg liquefied petroleum gas = 1.786 liters, 1 liter = 6,635 kcal; 1 cubic meter Natural gas = 9,000 kcal; 1 kWh Electricity = 860 kcal, 1 kcal = 4.187 kilojoules (KJ).

Total Heat Value of Energy Resources Consumption (in GJ)



Energy Intensity



Greenhouse Gas and Carbon Inventory

As the global shift towards a low-carbon economy progresses, corporations are increasingly pivotal in managing environmental risks. To implement rigorous carbon management practices, an ISO14064-1 greenhouse gas inventory system of FCC was established in 2022, making sure that the emissions data from all units are regularly collected, completed with internal and external verification, ensuring precise tracking of annual greenhouse gas emissions and supports continuous improvements in energy efficiency.

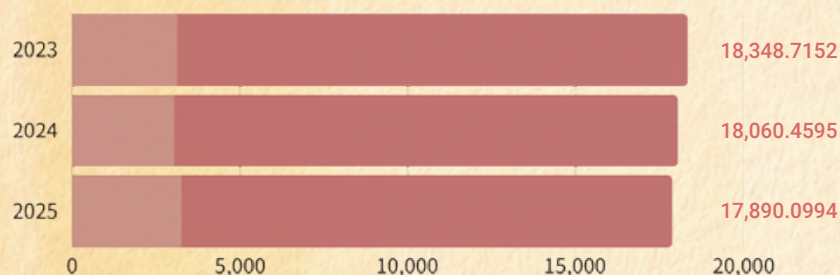
The greenhouse gas inventory report of 2025 underwent external verification by KPMG from March 30-31, 2026. The emission intensity was 1.91401 (17,890.0994 metric tons CO₂e/Annual production output 9,436.936 metric tons).

Internal Greenhouse Gas Emission (in metric tons CO₂e/year)



Greenhouse Gas Emissions

Total emission - Scope 1 + Scope 2
(in metric tons of CO₂e / year)

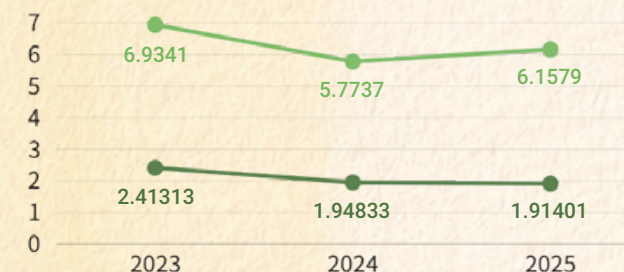


※ Note: 1. Since 2022, First Copper's greenhouse gas (GHG) inventory has covered emissions from Head Office, Taipei Branch, Taichung Office, and Linhai Plant.
2. Energy Intensity = Greenhouse Gas Total Emission (in metric tons CO₂e) / Annual Output (in metric tons) Energy Intensity by Output per Unit = Greenhouse Gas Total Emission (in metric tons CO₂e) / Annual Output (in million \$NTD)

Greenhouse Gas Emission Intensity

Energy Intensity by Output per Unit
(in CO₂e metric tons/million \$NTD)

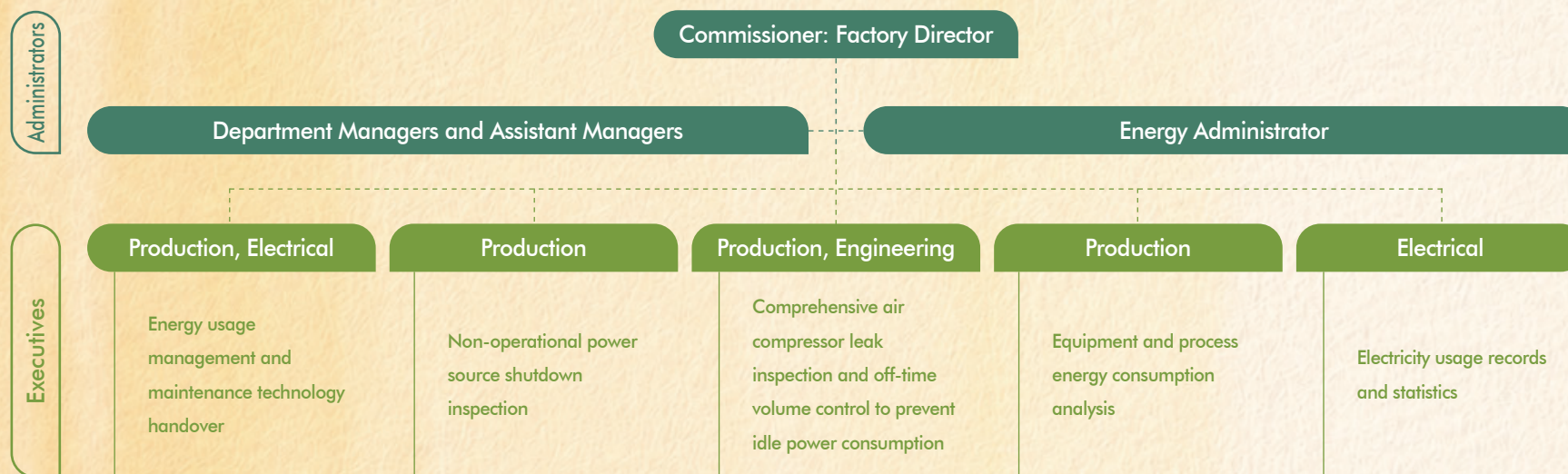
Energy Intensity by Unit
(in metric tons of CO₂e/metric tons)



Energy Saving and Carbon Reduction

To enhance environmental sustainability and reduce greenhouse gas emissions effectively, FCC's Lin Hai factory has set up an Energy Saving Task Force, convened by the factory director, led by managers, assistant managers from departments and energy administrator, with assistance from team leaders of departments such as Production, Engineering, Electrical, Facilities, Safety, and Quality Assurance. The team convenes regular quarterly meetings to review progress, assess energy consumption, and identify areas for improvement and set up annual energy-saving objectives and goals for the following year are set at the end of each year. Monthly reviews ensure that these goals are met through engineering controls and administrative management principles. Strategies include reducing electricity consumption, minimizing waste, improving energy efficiency, and implementing recycling practices to reduce overall energy consumption. Additionally, the introduction of solar power generation supplements energy supply, reducing reliance on fossil fuels.

Energy Saving Task Force



Energy Saving and Carbon Reduction

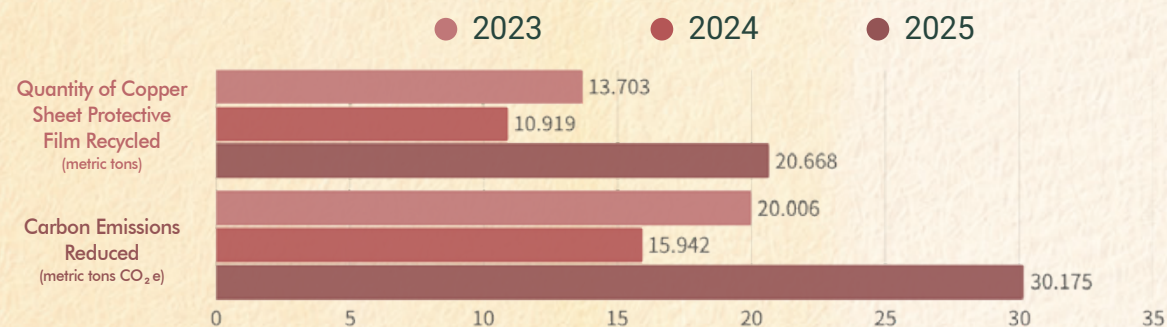
On-going energy-saving and carbon reduction initiatives are currently underway. At the Lin Hai factory, Mercury lamps have been replaced with LED lights throughout in 2022, while dated air compressors were replaced in 2021-2024, and rooftop solar panels were installed in 2024-2025. Mechanical equipment such as pumps, motors, air compressors, transformers, etc., are planned to be converted to variable-frequency control or upgraded to high-efficiency equipment.

Energy conservation and carbon reduction measures

Year/Item	Energy Saving Initiatives	Actions	Before	After
2023	Replaced: chiller, air compressor. Repairs and maintenance: Chilled water tank, air compressor system.	Replacement of one 50RT chiller. Replacement of one 200HP high-efficiency air compressor. Cleaning of heat dissipation materials and filters. Maintenance of the air compressor system.	Old chiller: 37.5RT, efficiency 0.91 kW/RT. Old air compressor: 150HP, efficiency 6.3 kW/CMM. Cooling water system reduction before maintenance: 10A. Air compressor system reduction before maintenance: 3A.	New chiller: 50RT, efficiency 0.79 kW/RT. New air compressor: 200HP, efficiency 4.76 kW/CMM. Cooling water system current reduction: 1.63A. Air compressor system current reduction: 4.7625A.
2024	Rooftop solar panels installed at Lin Hai factory.	Install rooftop solar panels at the factory with the copper strips.	Installed capacity: 735 kW. Estimated annual generation: 804,325–858,480 kWh.	Rooftop solar panel: completed at capacity: 735 kW.
2025	Install rooftop solar panels at Lin Hai factory. Replace consumables in air compressor system.	Install rooftop solar panels at the packaging factory. Air compressors used by entire factory.	Planned capacity: 500 kW. Estimated annual generation: 547,500–584,000 kWh. Air compressor system current reduction: 2A after replacement of consumables.	Solar project scheduled for 2025 operation, expected to reduce electricity consumption by 1.78%.

* Note: Data source: Ministry of Economic Affairs (MOEA), Energy Administration – “Energy Saving Targets and Implementation Plans” (2023–2025), as reported in the “Energy Network Reporting System for Productive Industries.”

Since January 2022, the company has implemented an in-plant recycling initiative for copper sheet protective film. During the copper slitting process, the protective film is collected and reused by the packaging unit or utilized by the processing unit in the production of back-pressure materials. This initiative contributes to the reduction of carbon emissions.



* Note: The calculation is based on the emission factor for Daolin paper (1.46E+0 kg CO₂e/kg) as announced in 2018 on the Product Carbon Footprint Information Platform.

Solar Energy

In accordance with government green energy policies, FCC plans to install solar panels on the rooftop of Lin Hai factory. The planned installed capacity is 1,235.78 KW, approximately 10% of the factory's contracted electricity capacity.

In December 2024, the rooftop solar panel installation at the plant was completed, with an installed capacity of 736.19 kW and connected to the plant's power grid in March 2025. The rooftop solar panel installation at the Packaging Plant was completed in May 2025, with an installed capacity of 499.59 kW and connected to the plant's power grid in May 2025.

Photo of solar Energy



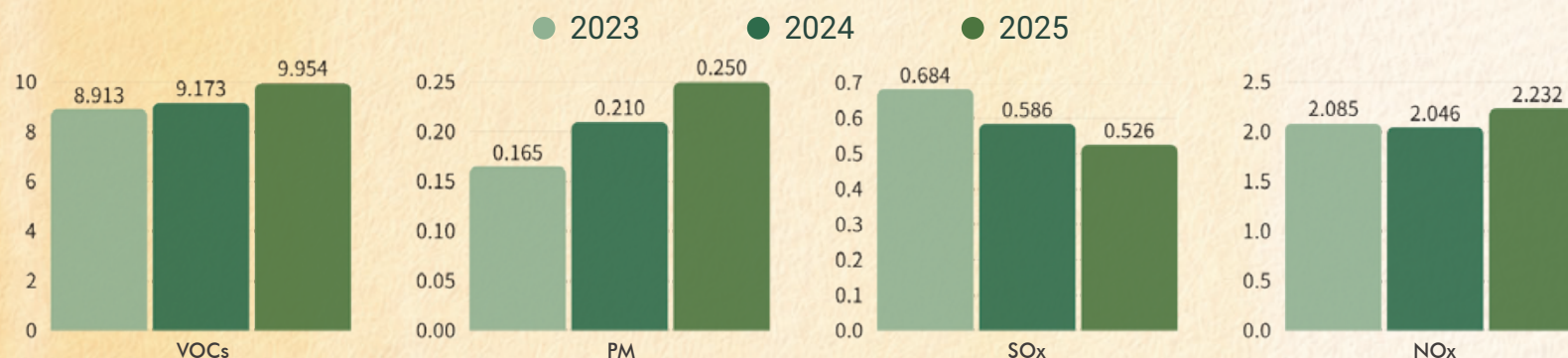
Pollution Prevention

As a specialized manufacturer of copper alloy strips and plates, FCC has aimed for sustainable development since its establishment. In response to global warming and environmental changes, we strive for harmonious and sustainable growth, effectively managing and controlling hazardous substances in our processes to prevent environmental pollution. No toxic chemicals were used in the Lin Hai factory, ensuring employees safety and health.

Air Pollution Management and Emissions

The emissions of various air pollutants for 2025 are detailed in the table below. Fixed pollution sources are equipped with pollution control devices, targeting pollutants such as volatile organic compounds (VOCs), particulate matter (PM), sulfur oxides (SOx), and nitrogen oxides (NOx). The pollution control devices include baghouse dust collectors, scrubbers, and various filters. We comply with the Air Pollution Control Act, conducting regular testing and reporting of fixed source emissions. All processes and facilities have obtained the necessary operating permits, and emissions are properly treated before release. The detected values of air pollutants are below the regulatory limits, and no additional control equipment is currently required.

Fixed pollution emissions (in metric tons)



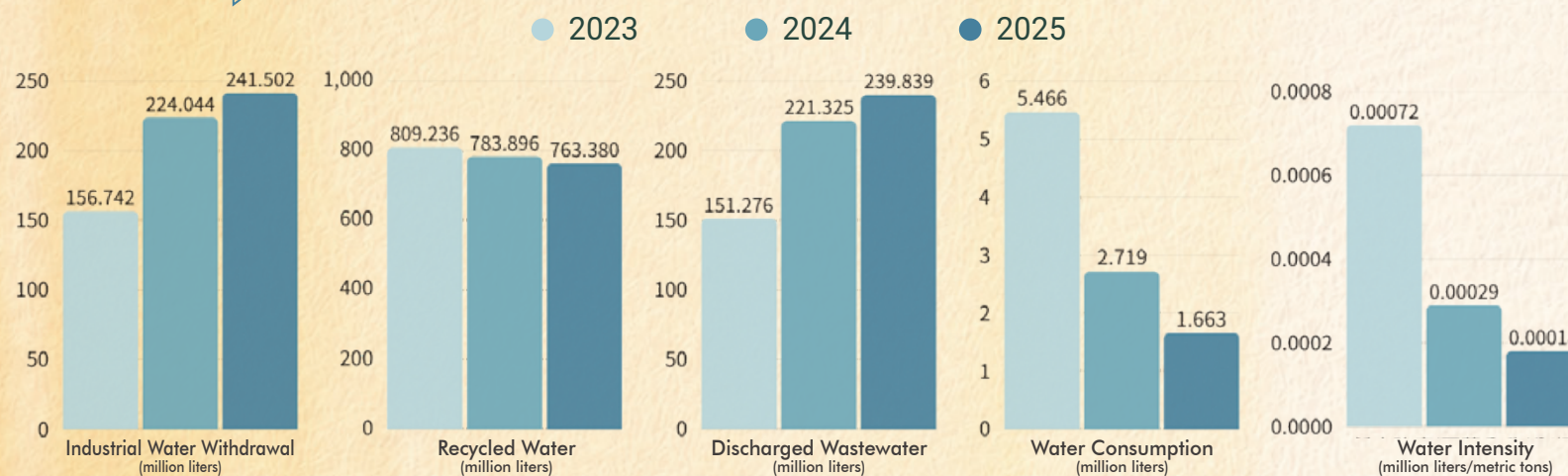
* Note: 1. All data are rounded up to three decimal places. 2. Data source: Stationary Pollution Sources of Information Disclosure Management Platform.
3. The data on the Stationary Pollution Sources of Information Disclosure Management Platform by the Ministry of Environment is in the "Report Completed" status.

Water and Wastewater Management

The Lin Hai factory sources its water from municipal supplies and adheres to all regulatory requirements for water pollution control, including semi-annual inspections and regular wastewater testing. The factory operates two wastewater treatment facilities to handle both industrial and domestic wastewater. Daily wastewater treatments are recorded as per regulations, and emergency responses are executed as per authorized documents to prevent contamination of external water bodies. Treated industrial wastewater is mostly recycled through softening processes for reuse in production and partly discharged into dedicated sewers for treatment at the Kaohsiung Lin-hai Industrial Park's wastewater facility, meeting all regulatory standards.

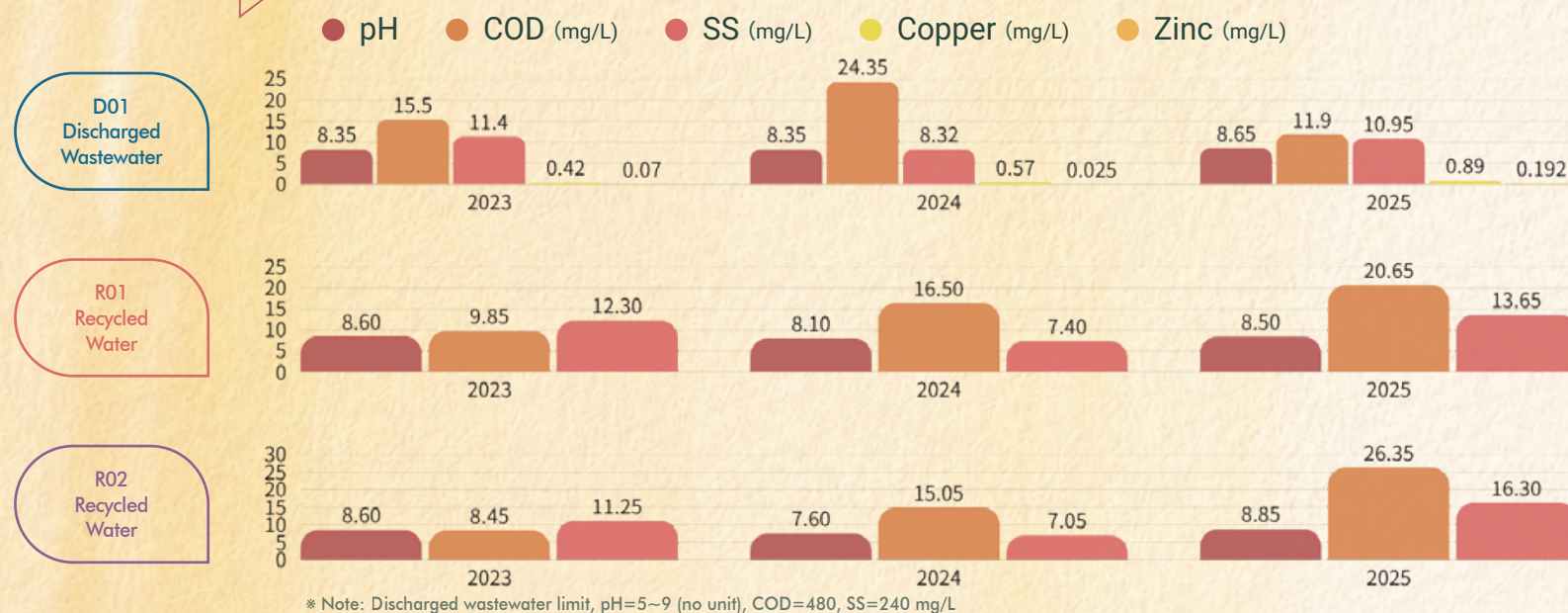
In 2025, two instances of copper content in wastewater discharge exceeded regulatory limits, totaling approximately 0.63 kilograms, while in another two instances the hydrogen-ion concentration of discharged wastewater amounted to 9.16 and 9.86 respectively, exceeding the regulatory limit of 9.0. Corrective actions were promptly implemented, and all remaining discharges met compliance standards. The factory has enhanced its water recycling capabilities in recent years, increasing reuse frequency in production processes. Ongoing efforts focus on water conservation and reducing municipal water consumption.

Water usage (in metric tons)

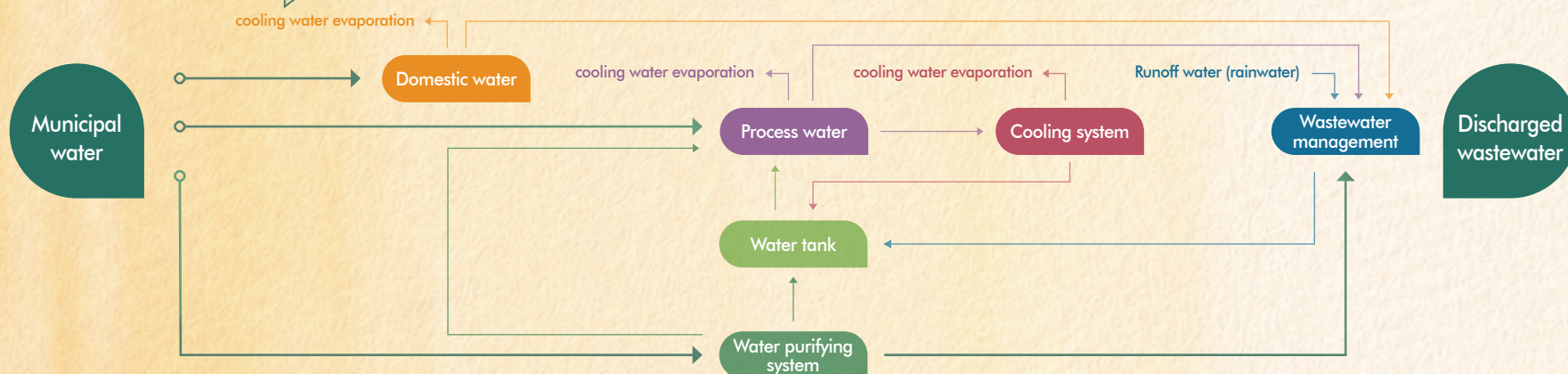


* Note: 1. 1 million liters = 1 thousand cubic meters. Water consumption intensity (million liters/metric tons) = Water consumption (million liters) / Annual production output (metric tons).
 2. Industrial Water Withdrawal in 2022-2023 is equivalent to Municipal Water; Industrial Water Withdrawal in 2024 is 201.322 (Municipal Water) + 22.722 (Rainwater) = 224.044 million liters.

Discharged Wastewater Quality Inspection



Water Cycle



Waste Management



Industrial Waste Management

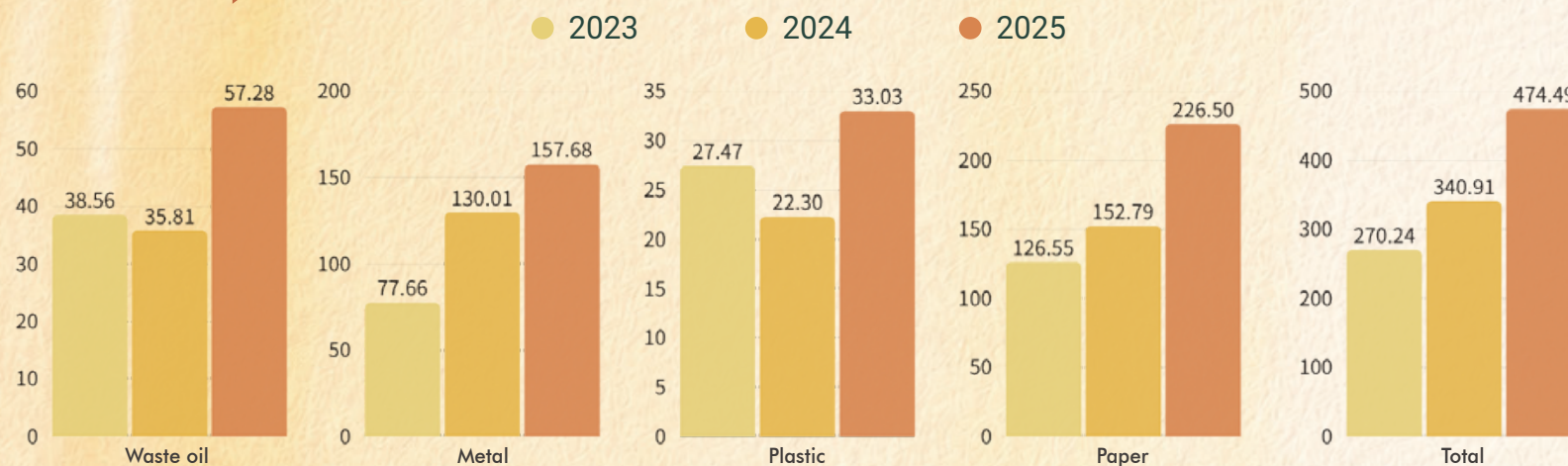
To effectively manage waste storage, FCC categorizes and stores waste at appropriate locations in the factory according to the Waste Disposal Act. Reusable waste is processed using existing in-house equipment and suitable technology to convert it into usable raw materials. Non-reusable waste is handled by certified waste disposal agencies approved by environmental authorities, with options for external recycling or processing. We carefully select waste disposal and recycling contractors to ensure all waste is legally and properly managed. Hazardous waste is exclusively handled by qualified domestic disposal companies to ensure legal compliance.

Waste Treatment and Recycling

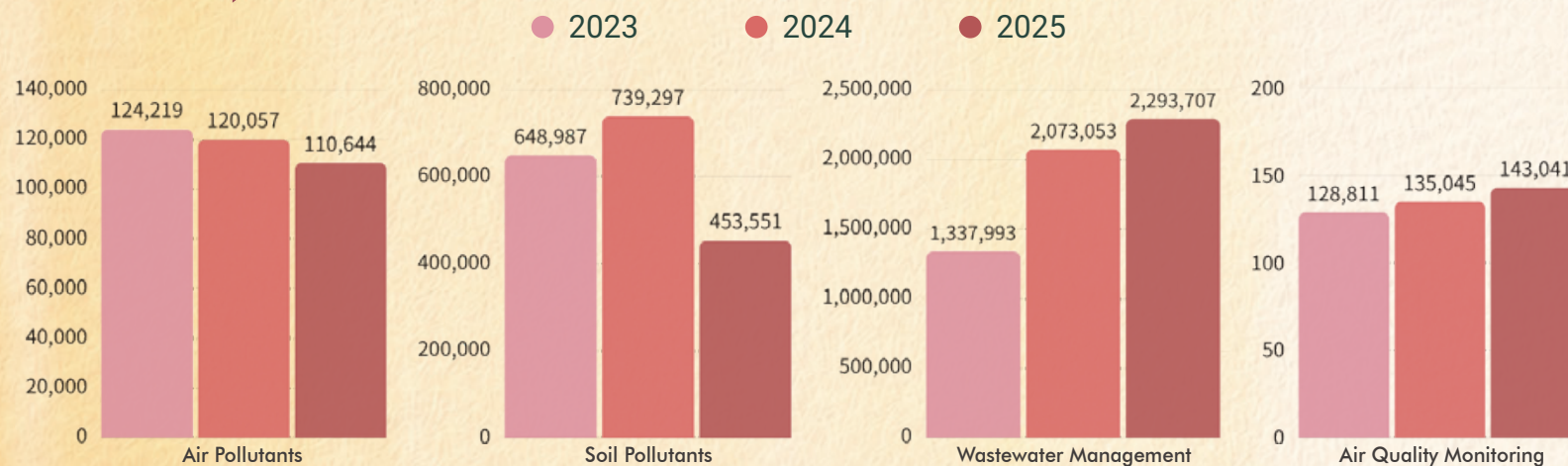
Promoting waste classification and resource recycling serves as a yearly objective, encouraging all departments to segregate waste properly, reducing environmental pollution and enhancing resource reuse. Factory waste is categorized as general industrial waste or hazardous industrial waste, and stored according to the Waste Disposal Act before being processed by certified agencies. Waste is reported online using triplicate forms (except for certain R-code wastes exempted by authorities). Upon completion, waste management agencies submit a report online to confirm that waste has been handled accordingly.

FCC is committed to environmentally friendly waste management policies. We prioritize mitigating the impact of hazardous substances and ensure all waste is handled by certified companies, strictly controlling the disposal of harmful waste to protect the environment from pollution.

Recycled Resources (in metric tons)



Expenditure on Environmental Protection (in NT\$)



Waste Disposal Volume

In 2022, we enhanced pallet recycling to reduce the output of waste wooden pallets and extended the operation time of the frame-type sludge dewatering machine to lower the moisture content and weight of wastewater sludge. Procurement of a new frame-type sludge dewatering machine has been planned in 2024 to replace the belt-type sludge dewatering machine , further reducing wastewater sludge production.

Industrial Waste Disposal Volume (Unit: metric ton)

Waste Category	Waste Type	Final Treatment	2023	2024	2025
General Industrial Waste	Waste Wood Pallets	Incineration	58.970	55.350	63.050
	Household Waste	Incineration	84.960	81.770	64.760
	Waste Oil Mixture	Recycled	131.210	266.624	320.610
	Waste Lubricating Oil	Recycled	38.560	35.780	57.140
	Waste Refractories	Recycled	51.130	34.380	80.340
Total Volume			364.830	473.904	585.900
Hazardous Industrial Waste	Wastewater Sludge	Recycled	396.680	388.048	379.188
	Copper Containing Waste	Landfill	56.920	46.490	83.240
	Asbesto Tiles	Landfill	0.000	0.000	15.760
	Baghouse or Precipitor Ash	Recycled	4.580	5.730	9.355
Total Volume			458.180	440.268	487.543
Total weight of Hazardous Waste Recycled			401.260	393.778	388.543
Total Waste			823.010	914.172	1,073.443
Waste per metric tons of Copper Strips			0.108	0.099	0.115

Regulatory Compliance

To ensure timely and accurate verification, acquisition, identification, registration, and communication of relevant legal and regulatory requirements, FCC has established a comprehensive system for collecting and managing documents related to environmental, labor safety, and other requirements. This system covers various environmental considerations, including air pollution control, water pollution control, waste disposal, toxic chemical management, noise control, labor safety and health management, and fire safety regulations.

Non-compliance Issues and Improvement Measures in 2025

	Violation and description	Improvement Measures	Fine
Case 1	An employee operating an overhead crane failed to check cargo for potential hazards, resulting in cargo dropping and the employee's left foot was injured.	1. Reinforce safety protocols for crane operations. 2. Immediate measures: · Reinforce safety protocol for moving copper rolls with crane (cannot be moved with rack). · Should the above situation occur, do not support with bare hands to avoid being injured.	100,000 \$NTD



Ch.4

Healthy and Friendly Workplace

4-1 FCC Employees

4-2 Talent Cultivation

4-3 Happy Workplace

4-4 Occupational Health
and Safety



FCC Employees



Maintaining harmonious labor relations is a fundamental and crucial issue when it comes to corporation development. At FCC, employees are regarded as the company's most valuable asset. We strive to create a pleasant and harmonious work environment to boost employee productivity and competitiveness, forming the foundation of our sustainable development. The average age of our employees is 45.97 years, whose loyalty and dedication are vital in promoting a win-win workplace.

Talent Structure

As of 2025, FCC employed a total of 238 individuals, all in full-time positions to ensure job security. Salaries are determined based on the "Labor Standards Act" and are aligned with meritocracy principles. We uphold equality in recruitment, irrespective of race, gender, age, religion, nationality, or political stance, and conduct recruitment through open and fair selection processes. Promotions, transfers, and talent development measures are based on individual capabilities and performance evaluations. The average employee tenure is 14.28 years, with an employee turnover rate of 7.56%. Due to the high temperature working environment and physically demanding nature of the job, which requires physical labor and shift work, recruiting new employees can be challenging. We address this by improving company benefits, enhancing the work environment, and encouraging current employees to refer new hires, which helps increase recruitment and retention rates. Our workforce is predominantly male, with 3.8% of our supervisors being female. FCC supports and ensures employment opportunities for those with disabilities. As of 2025, four individuals with disabilities have been employed, exceeding the legal requirement. Additionally, 60 foreign workers have been employed.

2025 Employee Composition

(Employment Contract and Type / Gender / Age)

Employment Contract and Type		Gender	Age	Head count	%
Employment Contract	Temporary	Male	Under 30	7	2.94
			30~50	51	21.43
			Over 50	96	40.33
		Female	Under 30	2	0.84
			30~50	12	5.04
			Over 50	10	4.2
	Fixed Term (Foreign workers)	Male	Under 30	30	12.61
			30~50	30	12.61
		Fixed Term (Retired)		Over 65	7
Employment Type	Permanent	Male	Under 30	37	15.55
			30~50	81	34.04
			Over 50	96	40.33
		Female	Under 30	2	0.84
			30~50	12	5.04
			Over 50	10	4.2
Total Headcount				238	100

2025 Employee Turnover

Category	Gender	Age	2024		2025	
			Head count	%	Head count	%
New Employees	Male	Under 30	11	4.78	10	4.20
		30~50	21	9.13	13	5.46
		Over 50	9	3.91	6	2.52
	Female	Under 30	0	0	2	0.84
		30~50	1	0.43	1	0.42
		Over 50	0	0	1	0.42
Departed Employees	Male	Under 30	5	2.17	1	0.42
		30~50	21	9.13	10	4.20
		Over 50	11	4.78	12	5.04
	Female	Under 30	1	0.43	0	0
		30~50	1	0.43	1	0.42
		Over 50	0	0	1	0.42

* Note 1: Employees who joined company within one year are considered new employees. New employee ratio = Number of new employees / Number of employees at year-end (December 31, 2025). Departed employee ratio = Number of departed employees / Number of employees at year-end (December 31, 2025).

* Note 2: In 2024, 11 male employees over 50 years old departed from the company, 5 of whom were retirees; during the same year, 1 female employee in the age range of 30-50 years old departed as a retiree. In 2025, 12 male employees over 50 years old departed from the company, 7 of whom were retirees.

Due to the physically demanding nature of our work environment, recruiting new employees is challenging, and some current employees find it difficult to adapt to our workplace culture. Although the number of departed employees is close to the number of new hires, we have actively improved company benefits and the work environment to retain existing employees and attract new ones. After deducting the number of retirees, the turnover rate of male employees significantly decreased, while that of female employees remained low and stable.

Employee Diversity

Expected head count of indigenous staff	2
Actual head count of indigenous staff	0
Foreign workers	60

* Note: Foreign workers include 55 Indonesians and 5 Thai.

Gender Ratio in Management

Title	Gender	Head count	%
Section (Deputy) Chief	Male	12	44.5
	Female	2	7.4
(Assistant) Manager	Male	9	33.3
	Female	1	3.7
(Assistant) Factory Director	Male	1	3.7
	Female	0	0
(Vice) Chairman and higher	Male	2	7.4
	Female	0	0
Total		27	100

* Due to the nature of FCC operations which are primarily production-based, the number of male supervisors exceeds that of female supervisors.

Employee with disabilities

Expected head count	2
Actual head count	4

Talent Cultivation

Talent is the foundation of corporate sustainability, and company growth is inseparable from the training and development of its employees. Establishing employee development programs and learning channels to provide space for self-development and growth is a key driver for continuously advancing at FCC. Embracing a philosophy of all-inclusive participation, FCC promotes talent cultivation and training resource allocation for all genders and ages. Annual education and training are planned based on strategic needs and business policies, encouraging our employees to absorb new knowledge and expertise externally, as well as to learn from experienced professionals internally. This approach enhances learning effectiveness and integrates learned skills directly into the work, thereby improving work quality and efficiency.

Training and Development

The training and development system at FCC is divided into 'new employee training' and 'on-the-job training' |

New Employees

Focuses on company history, HR regulations, introduction to work environment, occupational safety, labor health and safety, quality and environmental policies, and practical on-site training. Pre-employment training helps new employees quickly adapt to company environments, management regulations, including understanding human rights standards. Operational procedures are guided by senior employees to ensure new employees familiarize with co-workers, working environment and enhance their professional skills.

In 2025, 20 new employees received training in work regulations and workplace safety and health codes with 100% coverage rate, so as to have a better understanding of our management systems and job functions, enhancing their sense of belonging and work efficiency.



The training and development system at FCC is divided into 'new employee training' and 'on-the-job training' |

On-the-job Training

Training content is differentiated based on job functions into external and internal training. External training includes participation in educational programs hosted by external organizations, relevant certification courses, seminars, observations, or overseas visits. Internal training refers to educational programs organized within the company, taught by either external or internal instructors.



External Training

Total external training time in 2025 amounted to 459 hours, detailed as below:

Course Description	Number of Courses	Head count	Total hours
Health and Safety Management	18	20	256
Emergency and First Aid Training	9	9	79
Radiation Protection Training	12	15	48
Health and Safety Training of Lifting Equipment Operation	11	11	76
Total	50	55	459

Internal Training

Based on job requirements, competency development needs, and performance results, a suitable training plan is reviewed before the start of each year. Budgets are allocated according to the plan to arrange employee development courses. Internal training is conducted according to the annual plan, with internal instructors generally or external instructors as needed. In 2025, there were a total of 53 internal training sessions with a 100% execution rate, meeting KPI targets. Details are as follows:

Course Description	Number of Courses	Head count	Total hours
Production Process Operations	13	102	13
Quality Inspection and Control	8	51	10
Production Equipment Maintenance	2	8	2
Environmental and Occupational Safety	12	207	18
Emergency First Aid Training	1	14	1
Fire Safety Training	2	26	5
New Employee Training	10	20	40
Quality Management	5	12	9
Total	53	440	98

In addition to the training programs, FCC provides diverse learning opportunities, including job coaching, where supervisors demonstrate and explain essential job skills, and job rotation evaluation, providing opportunities to gain experience in different areas. This multifunctional training equips employees with a broad set of skills and knowledge, fostering a mutually beneficial environment for both the company and its employees.

Performance Appraisal

FCC has established an Employee Performance Evaluation Management Procedure to fairly and reasonably assess the performance and contributions of employees and supervisors at all levels over a given period. Initial evaluations are conducted by direct supervisors (40% of the final score) and then reviewed and signed off by higher-level supervisors (60% of the final score) to ensure accuracy and avoid bias. The company's year-end bonuses are linked to individual annual performance evaluations. Performance results influence the adjustment of year-end bonuses, salaries, and promotions. Promotion criteria include tenure, education, performance evaluations, and professional skills. Eligible employees can be nominated for promotion by their unit supervisors. Promotions are finalized upon approval by the factory's personnel evaluation committee and the company's review process.

Evaluation Targets	Applicable to	Evaluation Criteria	Review Cycle
Senior-level personnel	Assistant managers and above	Planning ability, Management ability, Interpersonal skills, Leadership ability, Responsibility and loyalty	Annually
	Section and team leaders	Execution and control, Teamwork, Taking initiative, Competence enhancing, Loyalty	Monthly
Indirect support personnel	Senior staffs, staffs, guards, and temporary or contract personnel in supporting position	Workload, Work efficiency, Work attitude, Cooperation, Environmental awareness	Monthly
Direct production personnel	On-site production staff and contract personnel	Work skills, Work performance, Work attitude, Teamwork, Cooperation	Monthly
Sales personnel	Non-supervisory sales staff and contract personnel	Sales performance, Work efficiency, Cooperation, Work quality, Work attitude	Quarterly

In 2025, following the performance evaluation criteria, seven employees were promoted, including one assistant manager, four section heads, one (managing) engineer and one assistant (managing) engineer, recognizing their exemplary performance and serving as a model for other employees striving for career advancement.

Happy Workplace

Labor Relations Management | Harmonious Labor Relations

Harmonious labor relations make for the cornerstone of growing businesses, and FCC has established various personnel management regulations in accordance with labor laws and implements humane management practices. During employee training sessions, information about employee rights and regulations is disseminated. Additionally, a grievance hotline and mailbox are provided to facilitate communication on labor issues. FCC proactively implements various employee welfare measures and respects the voice of labor unions. Regular labor-management meetings are held to coordinate labor relations, promote cooperation and a grievance system is in place to integrate differing opinions through open communication channels and to reduce and resolve potential labor disputes.

FCC held regular labor-management meetings in 2025, focusing on strengthening recruitment and retaining talent. Discussions on the key topic had led to recruiting through job banks and employee referrals. The Compensation Committee discussed and approved salary increases for 2025, recognizing employees' hard work and contributions to retain talent. On July 30, 2025, the FCC Union held a general assembly of union representatives. Discussions with management focused on adjusting employee cash supplements, aiming to build a harmonious working environment based on solid labor relations.

Salary, Welfare and Wellbeing

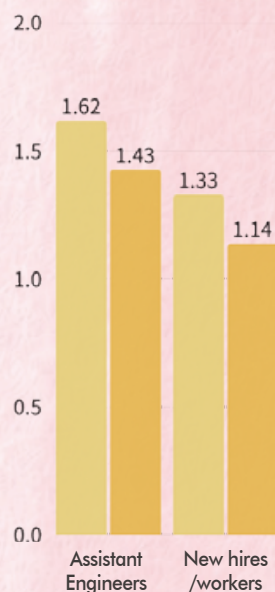
FCC's compensation package includes a base salary and various allowances, determined by position, individual qualifications, professional skills, and job performance. Salaries are adjusted with position changes and do not differ with gender. The company offers a competitive remuneration system with salaries above the national starting salaries to attract and retain outstanding talent, as well as to reward grassroots employees. Salary adjustments have been made for three consecutive years.

FCC emphasizes gender equality, eliminating workplace gender discrimination and adhering to the "Gender Equality in Employment Act" to ensure equal pay for equal work and create a friendly and equal working environment. Equal starting salaries are made for both genders, ensuring no significant difference in average salaries between men and women. Salary differences across positions result from tenure and performance variations.

FCC values employee feedback and conducts satisfaction surveys annually, focusing on the employee satisfaction with the company environment, professional standards, company policies, goals, training, and welfare systems. Survey result averages are above 98%. For employees with lower satisfaction scores, individual interviews and communications are conducted to understand and address their concerns.

Entry-level personnel in 2025
Salaries were higher than
the minimum wage

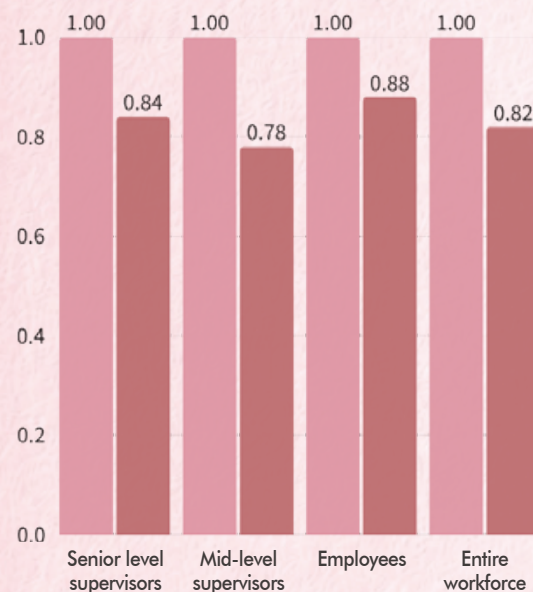
Male Female



* Note: The multiples of entry-level/new personnel salary compared to the minimum wage in 2025.

The Gender Pay Ratio /
Comparison among different levels
of management and staff

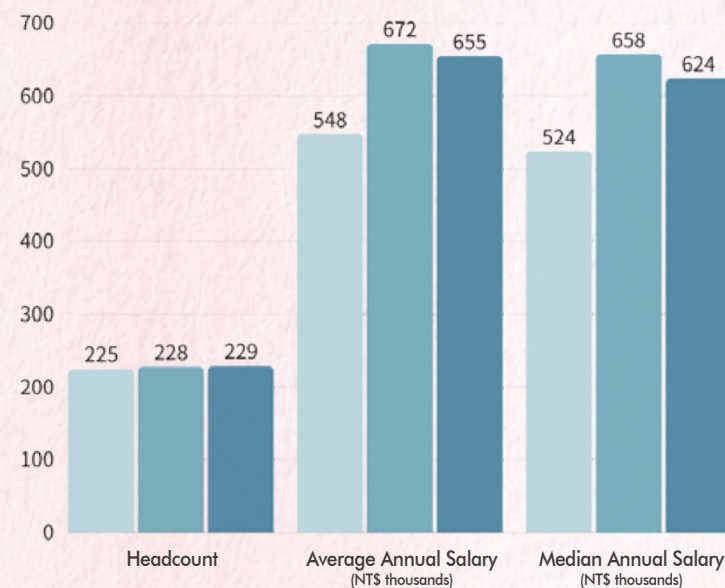
Male Female



* Note: Salaries include a base salary, meal allowances, transportation allowances, efficiency bonuses, and managerial allowances.

Salary information for full-time
employees not holding
managerial positions

2023 2024 2025



* Note: In 2025, the average salary decreased compared to the previous year. Although there was a salary adjustment this year, the decrease was due to the company's net operating loss. This led to a decrease in employees' remuneration stipulated in the Company's Articles and bonuses distributed according to the Company's management regulations.

Pay Ratio Disclosure

In 2025, the ratio of the annual total compensation of FCC's highest-paid individual to the median annual total compensation of all employees (excluding the highest-paid individual) was 2.94. The ratio of the percentage increase in annual total compensation for FCC's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) was 0.

Employee Welfare

To ensure comprehensive welfare policies for employees, Hua Eng and First Copper jointly established the Hua Eng United Employee Welfare Committee. The committee is responsible for reviewing, promoting, and supervising employee welfare programs; planning, managing, and utilizing the employee welfare fund; auditing the allocation of welfare expenditures; reporting on financial status; and overseeing other welfare-related matters. The committee is composed of 11 representatives: one appointed by management as an ex officio member, two elected by Hua Eng employees, five elected by the Hua Eng labor union, and three elected by the First Copper labor union. The members then elect one among themselves to serve as Chairperson. Except for the ex officio member, all terms last two years, with eligibility for re-election. The committee convenes once every three months. In addition to standard welfare measures, the company regularly organizes a variety of recreational and cultural activities to promote healthy lifestyles, reduce work-related stress, and encourage camaraderie and cooperation among employees across different facilities. These initiatives not only strengthen employee well-being and physical health but also foster a stronger sense of unity and belonging within the company. On Labor Day, nearly 500 employees and their families joined the company's Family Day hike and lottery—an outdoor event designed to foster well-being and community.

FCC provides several benefits to our employees |

Safety and Health Care	Work and Holiday Bonuses	Recreation	Family Care	Security and Assurance
- Regular health check-ups for Employees - Doctor consultation services - Health promotion seminars - On-site medical station - Uniforms and safety shoes	- Employee compensation - Special contribution bonuses - Year-end bonuses - Labor Day gifts - Mid-Autumn Festival bonus - Employee birthday bonus	- Employee cafeteria and meal programs - Employee travel subsidies - Employee recreational activity subsidies - Year-end celebration events	- Wedding gifts, congratulatory banners, and flower arrangements for employees' children - Condolence money, mourning banners and flower arrangements for employees, their spouses or children - Scholarships for employees and their children - Childbirth bonus for employees and their spouses - Parental leave - Breastfeeding rooms - Partnership agreements with nearby kindergartens for childcare services	- Labor insurance - National health insurance - Group accident insurance for employees - Severance pays for retired employees - Retirement plaques for long-serving employees

Expenditures on Employee Welfare (in NTD)

Item / Year	2023	2024	2025
Meal subsidy	2,165,072	2,877,504	3,178,688
Average daily head count in employee cafeteria	163	156	165
Birthday and retirement bonuses	381,444	550,460	1,154,668
Marriage, funeral, and childbirth subsidies	150,000	55,000	32,000
Travel subsidies	422,500	388,400	486,500
Children's scholarships	109,500	94,500	111,000
Event subsidies	472,000	489,369	660,824
Total	3,700,516	4,455,233	5,623,680

* Note: Special Bonus for Dragon Boat Festival was distributed in 2025 after discussion with the Employee Welfare Committee.



Retirement Pension Contribution and Allocation

To secure employees' livelihood while working for the company and after retirement, FCC has established employee retirement procedures in accordance with the Labor Standards Act and the Labor Pension Act, which includes providing stable retirement pension contributions and payments. Under the Labor Standards Act, labor pension reserve funds (referred to as the old mechanism) are contributed monthly at 6% of the total employee salary, deposited into the designated account at the Bank of Taiwan supervised by the Labor Pension Fund Supervisory Committee. Annually, the estimated retirement benefits required for eligible employees are supplemented to make up the difference in the reserve fund, ensuring employees receive their entitled retirement benefits upon retirement. Under the Labor Pension Act, retirement pensions (referred to as the new mechanism) are contributed monthly at 6% of the insured salary to the individual retirement pension account at the Bureau of Labor Insurance.

In 2025, seven employees retired under the old mechanism. In accordance with labor regulations, the company provides retirement pensions to retired employees based on their entitlements.

Healthcare

FCC employs a part-time on-site occupational medicine physician and a full-time nurse in accordance with Article 3 of the Labor Health Protection Regulations to manage on-site health services, ensuring a friendly and healthy workplace environment for all employees. Their main responsibilities include:

- ✦ Implementation of health education, promotion, and sanitation guidance for employees.
- ✦ Prevention and treatment of work-related injuries and illnesses, health counseling, and emergency care.
- ✦ Advising employers on suitable job assignments for employees.
- ✦ Analysis, evaluation, management, and storage of employees' physical and health examination records, and health management.
- ✦ Research reports on occupational health, and preservation of injury and disease records.
- ✦ Assisting employers and occupational safety and health personnel in preventing work-related diseases and improving the work environment.



Healthcare

Due to the busy work schedules of employees, which may lead to irregular routines, imbalanced nutrition and insufficient physical training, First Copper proactively offers the following care programs to our employees:

- ✦ Colon cancer screening.
- ✦ Health promotion through regular blood pressure measurements at fixed times daily to facilitate early detection and treatment.
- ✦ Healthy diet initiatives: Apart from the employee cafeteria providing lunch and dinner, cold drinks are intermittently provided during summer.

Employees requiring physical health care will receive specialized consultations and advice from the occupational physician regarding dietary improvements and overall health improvement.

Human Rights Protection

FCC strictly complies with human rights-related regulations, striving to protect employees' basic human rights and ensuring their legal rights and interests. We support the Universal Declaration of Human Rights and the International Labor Organization Conventions, advocating for fair treatment and respect for every employee. We commit to:

Human Rights Protection

- ✦ Support and respect the protection of human rights, ensuring our business partners and suppliers also adhere to the same human rights standards.

Prohibition of Child Labor and Forced Labor

- ✦ Ensure that neither we nor our business partners and suppliers employ child labor or use coercion, threats, or any illegal methods to force labor or administer corporal punishment.

Respect for Freedom of Association

- ✦ Respect employees' rights to form unions and participate in collective bargaining according to laws and customs.

Human Rights Protection

Elimination of Discrimination and Ensuring Equal Employment Opportunities

- ✦ Embrace the diversity of all employees and prohibit discrimination against anyone because of their characteristics, including race, class, language, ideology, religion, political affiliation, origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical and mental disability, or past union membership.

Establishing a Safe and Healthy Work Environment

- ✦ Comply with occupational safety and health policies, promptly correct or report any potential threats, and promote environmentally friendly technologies.
- ✦ Prohibit any behavior that is rude, hostile, violent, intimidating, threatening, or harassing, and oppose corruption, including extortion and bribery.

Preventing Harassment

- ✦ Promote the Gender Equality in Employment Act, creating a harassment-free work environment; no tolerance on sexual harassment, including unwelcome sexual advances, requests for sexual favors, or other unwelcome verbal or physical conduct of a sexual nature.

Confidentiality of Personal Information

- ✦ Protect the personal information of employees, board members, customers, job applicants, and partners; acquire and use personal information only for legitimate business purposes.

To implement gender equality in the workplace, FCC has established the Measures for the Preventing, Correcting Workplace Sexual Harassment, Related Complaint Procedures and Disciplinary Policy, and regularly conducts related awareness activities. Work-life balance is one of FCC's core values. In creating a female-Happy Workplace, employees are entitled to PMS leave, maternity leave, prenatal checkup leave and paternity leave. For employees dealing with personal matters, in addition to personal and sick leave, and family care leave under the Labor Standards Act, they can also apply for unpaid leave in cases of childcare, military service, serious illness, or injury, with the option to apply for reinstatement after the leave period to balance personal and family needs.

To protect the rights and interests of all employees, FCC ensures compliance with government regulations and provides prior notice within the stipulated time frame in the event of significant operational changes that may affect labor rights. According to occupational health management results based on employee health checkup reports, 122 employees were individually interviewed and counseled, and 30 employees subsequently sought out professional medical consultation to ensure proper treatment.

FCC's Four Major Labor Health Protection Plans were carried out as detailed below

1

Ergonomic Hazard Prevention Plan: Based on the analyzing data from employee-completed musculoskeletal symptom surveys, this plan involves on-site visits by physical therapist and occupational medicine physician, focusing on ergonomic hazards in various departments, providing appropriate improvement suggestions and conducting regular follow-ups.

2

Abnormal Workload-triggered Illnesses Prevention Plan: Based on the abnormal workload-triggered illnesses risk identification and assessment form, categorize employees into low, medium, and high-risk levels. Further assessment on every indicator determines if an interview is necessary or merely recommended. On-site healthcare personnel then arrange interviews and provide health guidance and communicate the interview results to the employees' supervisors to assist in adjusting work assignments appropriately. In 2024, after conducting the prevention screening of abnormal workload-triggered illnesses, two employees out of 37 interviewed was identified as in high-risk health condition and required work adjustments.

3

Workplace Violence Prevention Program: To protect employees from unlawful harm while performing their duties, potential risks are identified through workplace hazard assessments and risk evaluation forms. Measures include providing a secure and safe working environment, appropriately adjusting manpower allocation, conducting preventive training courses, and posting clear channels for reporting and appeals. Dedicated email addresses (fl130@hegroup.com.tw, fl110@hegroup.com.tw) are publicly displayed in the workplace to facilitate reporting and ensure transparency. In 2025, the company revised its Workplace Violence Prevention Program. Under the revised framework, the Occupational Safety and Health Office / Plant Affairs Department receives reports and complaints, which are then investigated by the Prevention and Response Task Force. The task force conducts incident investigations, provides necessary protective measures, and delivers training programs to employees. These efforts aim to safeguard employees from both physical and psychological harm in the workplace.

4

Maternity Health Protection Plan: The plan involves educating and informing about maternity health hazards. Pregnant employees complete a workplace hazard assessment form to evaluate the impact of their work on maternal health, providing excellent maternity protection measures for female employees. In 2025, the plan was assessed to create a supportive environment for maternity protection.



Occupational Health and Safety (OHS) and Accident Prevention

Managing Safety and Health

OHS Management Policy: 'Respect life, safety first'. Due to the high complexity of equipment at Lin Hai factory and numerous potential dangers in the work environment, FCC's equipment operators and maintenance personnel are all under various dangerous conditions. Under such circumstances, industrial safety, health, and operational maintenance are equally crucial to ensure the safety of all colleagues. Based on this philosophy, we are dedicated to promoting safety and health practices to ensure a good working environment for all employees. Our goal is to integrate safety and production management, reducing production process accidents and ultimately achieving zero incidents.

We are committed to:

- Promoting safety and health responsibilities for everyone, establishing a framework and achieving safety and health management goals and performance through continuous improvement.
- Respecting life, valuing safety of all personnel and preventing injuries and health-affected issues. The safety and health of contractors are as important as those of our employees.
- Educating employees on proper safety principles and promoting physical health care, enhancing the safety and health awareness and responsibility of all employees to fully implement safety and health duties.
- Adhering to relevant safety and health regulations and stipulating the safety and health requirements with contractors.
- Adopting proper management measures to control risks associated with confined spaces, falls, cranes, forklifts, vehicles, chemical hazards, and injuries or electric shocks from non-isolated power sources.
- Establishing effective communication channels with contractors and regulatory authorities to ensure they understand FCC's safety and health practices.
- Conducting regular reviews of safety and health management to ensure the appropriateness and effective implementation of this policy.

Management and Execution

In 2020, FCC implemented the ISO 45001 Occupational Health and Safety Management System. Through utilizing the PDCA (plan-do-check-act) cycle, the company enforces comprehensive health and safety management to create a healthy working environment. Safety production management is carried out in an institutionalized, documented, and systematic manner, actively conducting education and training, regulatory audits, hazard identification, and risk assessments. High-risk items are included in emergency response plans or designated as special control standards. Depending on the factory's technical capabilities, costs, and impact levels, OHS consideration is established as management plans and prioritized improvement goals, which are followed and reviewed by the safety and health unit semi-annually. The plans and goals will be discussed at the quarterly safety, health, and environmental meetings to ensure the completion of improvement projects on schedule. This continuous cycle of hazard identification and risk assessment is integrated into the annual operations, thereby establishing a more comprehensive safety and health management system.

Labor Safety and Health Committee

FCC has established an Occupational Safety and Health Committee, which functions to deliberate, coordinate, and recommend matters related to labor safety and health. The organizational structure includes:

- | | |
|---|--|
| <ul style="list-style-type: none"> ✦ Chairperson: Director of the Lin Hai Factory ✦ Four members: Assistant Factory Director and managers/ assistant managers from Processing, Facility, and Technology departments. ✦ Four labor Representatives: The Chairman of the Corporate Union and representatives elected by the union | <ul style="list-style-type: none"> ✦ Occupational Safety Personnel: Head of the Safety and Health Office ✦ Medical Personnel: Medical staff from the Facility Department |
|---|--|

The meetings of the Occupational Safety and Health Committee primarily focus on reviewing the items stipulated by occupational safety and health regulations. Committee members discuss proposals based on the implementation of occupational safety and health, reviewing workplace injury incidents that happened on a 3-month basis and track annual employee health checkup results. They propose review and improvement measures to other units to reduce accidents and enhance employee safety. The committee also promotes relevant safety and health regulations to improve safety and health awareness and ensure workers comply with safety and health regulations and the proper use of protective equipment in the work environment. Safety and health personnel conduct ad-hoc audits to make sure the implementation status.

Summary of the Occupational Safety and Health Committee Meeting in 2025



Resolutions

- ✦ Arrange for newly promoted foremen, section chiefs, and engineers to receive Level C Occupational Safety and Health Affairs Manager training.
- ✦ Arrange for foreign migrant workers to participate in the overhead crane certification exam.
- ✦ Arrange for foreign migrant workers to receive forklift training and certification exams.
- ✦ Include "Glycated Hemoglobin" (HbA1c) as a mandatory item in employee health examinations.
- ✦ As the finishing rolling department has already had 2 slipping accidents this year (2025), it is recommended that the safety shoes provided by the factory possess CNS 20345 SR-A, SR-B, or SR-C anti-slip certification.



Implementation Status

- ✦ One employee completed safety training in 2025.
- ✦ In 2025, a total of 4 foreign workers obtained overhead crane licenses.
- ✦ In 2025, a total of 3 foreign workers obtained forklift licenses.
- ✦ "Glycated hemoglobin" (HbA1c) has been included as a mandatory item in the 2025 annual employee health examinations.
- ✦ Assistant Manager Liu of the Plant Department submitted a request to the Purchasing Department for high-traction safety shoes, which will be provided to personnel in the Rough Rolling and Precision Rolling Sections for trial use.
- ✦ Anti-slip mats and oil-absorbent cotton used by all units must be inspected daily and replaced as needed.

Workplace Maintenance

For the safety of the work environment and the health of the employees, smoking is strictly prohibited inside the factory. The air conditioning systems and cooling towers in the office are regularly maintained to ensure the health of office staff. The office lighting system is regularly maintained and measured, ensuring an illumination level above 300 lumens to facilitate office work.

Employee Health Checkups

According to labor health protection regulations and the actual conditions in the factory, regular health check-ups are conducted for both general and special operations employees, with continuous tracking and management by medical personnel.

In November 2025, general labor health check-ups were conducted, along with special health check-ups for employees working under conditions involving high temperatures, noise, ionizing radiation, and nickel. Medical personnel performed statistical analysis on the health check-up results and reports, then interviewed employees with abnormal results and provided health consultations. In 2025, the company's contract occupational physician had six on-site service visits. Dedicated medical personnel provided 152 health consultation services, enhancing the prevention of occupational disease and the promotion of health among employees.



Regular Health Check-ups ▲



Health Consultations with On-site Service Physician ▲



Key Work Environment Maintenance

For chemical substances used in production activities, safety reference sheets are provided for on-site workers, ensuring they understand how to prevent harm. The usage and discharge amounts of regulated chemicals are recorded and inspected, with control of operating areas. In areas where dust is generated during the smelting process, dust collection equipment is installed. In areas where noise exceeds the permissible standards, warning signs are posted, and earplugs are provided to staff for protection. The safety and health unit also conducts ad-hoc inspections to ensure compliance and the use of earplugs, thereby protecting the health of on-site workers.

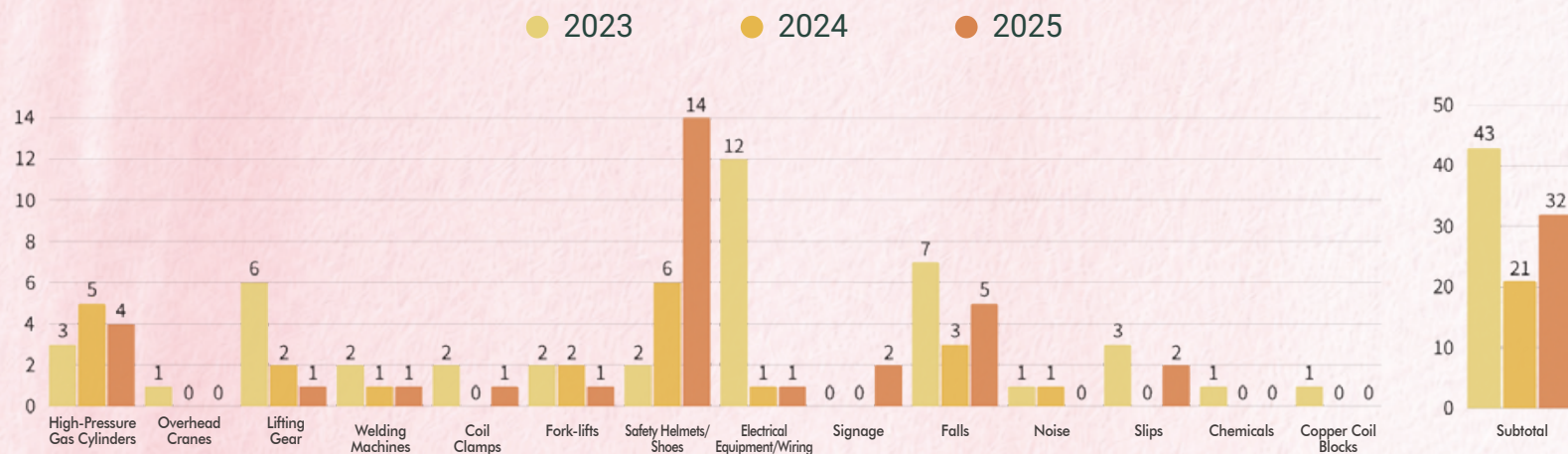
Work Environment Measurement Items and Results

Measurement Item	Noise	Sulfuric Acid	Nickel (Metal and Insoluble Compounds)	CO ₂ Concentration	Wet Bulb Globe Temperature (WBGT)
Permissible Exposure Limit	85 dB	1mg / m ³	1mg / m ³	5000 ppm	Moderate Work Standard: 28°C
2025.02.25	<85 dB (9 people) >85 dB (4 people)	0.004	< 0.007	545 ~ 794	19.5 ~ 20.5
2025.05.22	---	---	---	---	28.4 ~ 29.9
2025.08.21	<85 dB (13 people) >85 dB (3 people)	< 0.002	< 0.007	499 ~ 767	26.5 ~ 28.2
2025.11.20	---	---	---	---	19.7 ~ 22.7

Ensuring Employee Safety

To ensure the safety and health of employees and to prevent accidents, the factory has a dedicated safety and health management unit. In addition to reviewing matters related to the work environment, safety, and health during the quarterly Safety and Health Committee meetings, they also conduct ad-hoc on-site safety inspections. They identify and report safety concerns with equipment, near accidents and abnormal items that could harm employees, issuing deficiency improvement notices. Supervisors are required to propose corrective measures, and the issue is closed only after follow-up verification is completed.

On-Site Safety Deficiency Inspection Stats



* Note: The number of deficiencies has gradually decreased each year after conducting safety inspections and requesting improvements. Given that non-compliance issues are still occasionally found, the Safety and Health Office will continue to enforce improvements to ensure that the work environment meets safety and health regulations and requirements.

Reducing Occupational Hazards

Statistics show that the most common injuries among employees in the factory are cuts, abrasions, and crush injuries. Cuts mainly occur during copper strip rolling and slitting operations, while abrasions and crush injuries are caused by copper strips, machinery or objects hitting or crushing employees. The primary cause is the failure to fully implement standard operating procedures and work processes. To prevent such accidents from reoccurring, in addition to requiring regular inspections by on-site engineers and unit supervisors, regular safety education and training will be conducted to ensure that employees remember the precautions and how to protect themselves and enhance their awareness of hazards. To further improve the work environment and safety, FCC has established a dedicated Environmental, Safety, and Health unit. In addition to reviewing work environment, safety, and health-related matters at the quarterly Safety, Health, and Environmental Protection meetings, they also organize safety and health training and disaster drills.

In 2025, the Safety and Health Office conducted 21 sessions of safety and health training, new employees training, first aid training, and fire safety training.

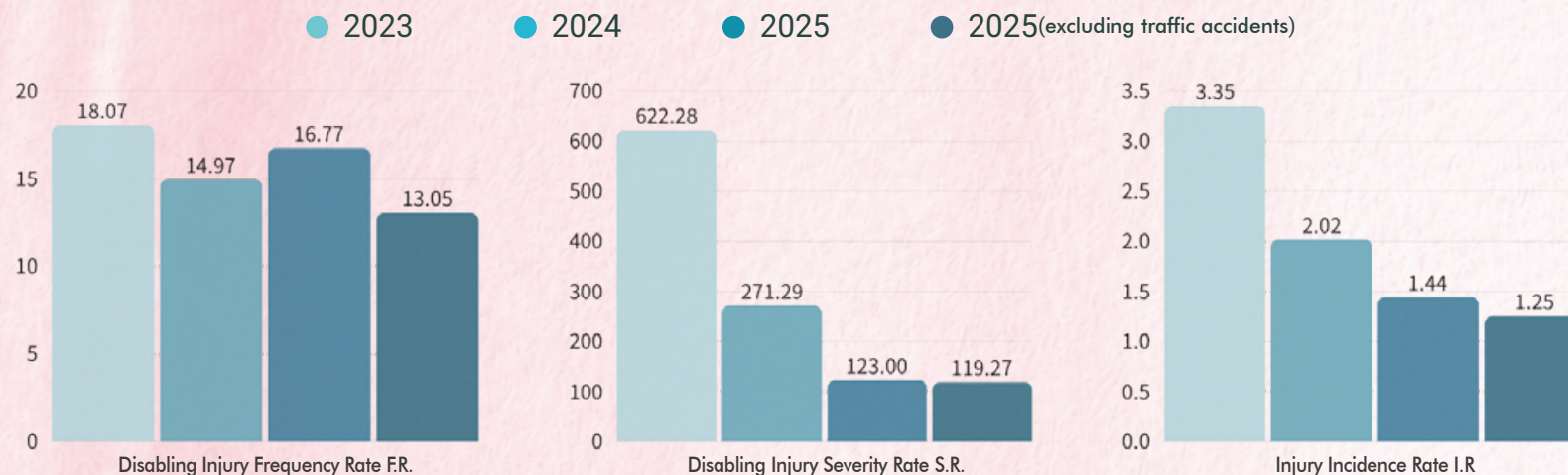
Occupational Safety, Health, and Fire Safety Training

Training Date	Training Theme	Description
5/8~9, 5/15~16, 8/7, 8/14	Safety and Health Training	1. General Hazard Awareness Training; 2. Occupational Accident Case Analysis; 3. Introduction to RoHS Regulations; 4. Internal RoHS Standard Limits; 5. Handling Methods for Non-compliant RoHS Items; 6. Explanation of Special Customer Requirements for Hazardous Substances; 7. CPR and AED Usage Training
1/10, 2/4, 2/18, 5/5, 5/13, 6/3, 9/5, 9/26, 10/4, 11/18, 11/26, 12/9	New Employees Training	1. Work rules; 2. Safety and health regulations; 3. Environmental policies
4/17	First Aid Training	1. CPR and AED usage training; 2. First aid medication usage training; 3. Personal health management
3/21, 9/18	Fire Safety Training	1. Fire safety awareness; 2. Operation of fire safety equipment



Fire Safety Training ▲

Occupational Accident Key Indicators



Occupational Accident Prevention and Improvement

To achieve occupational accident prevention and improvement, the Lin Hai factory implemented several safety and health improvement measures in 2024, aiming to prevent workplace accidents among employees. The main improvement initiatives are as follows:

1

Training Course for Category C Occupational Safety and Health (OSH) Management Supervisors: To strengthen management-level safety awareness and competencies, the company arranged for a total of 1 employee, including section chiefs, team leaders, and engineers, to complete training as Category C Occupational Safety and Health (OSH) Management Supervisors.

2

Training for Foreign Workers – Overhead Crane License: A total of 26 Indonesian foreign workers were enrolled in overhead crane license training and completed the program. In 2025, four foreign workers successfully obtained their crane operation licenses.

3

Training for Foreign Workers – Forklift Operator License: A total of three foreign workers were enrolled in overhead crane license training and completed the program in July 2025. In September 2025, three foreign workers successfully obtained their crane operation licenses.

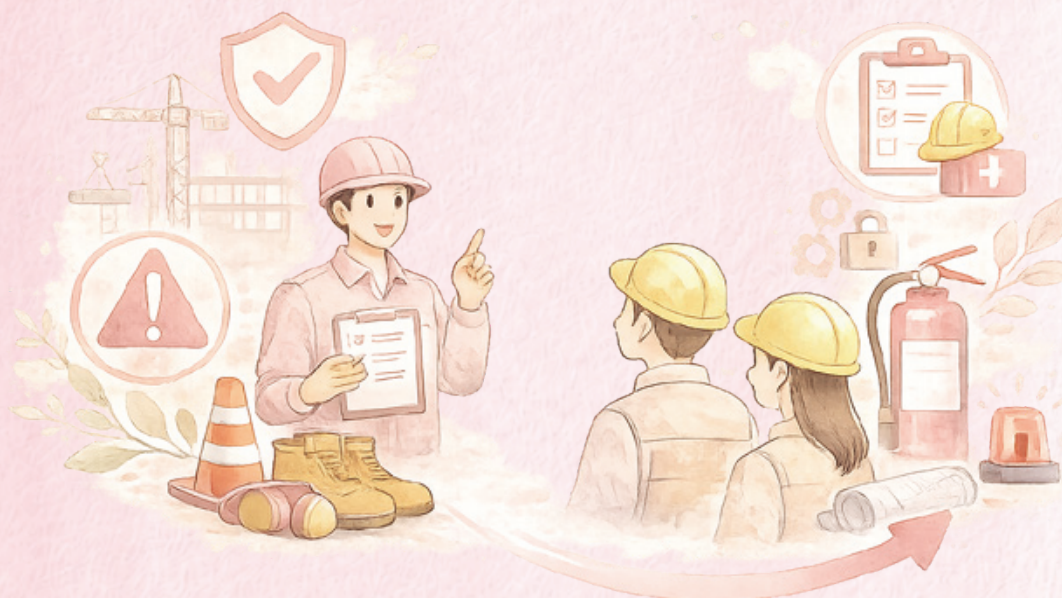
4

Requested purchase for high-traction safety shoes, which will be provided to personnel in the Rough Rolling and Precision Rolling Sections for trial use.

Managing Contractor Safety

Besides our commitment to corporate sustainability, we extend our requirements to contractors within the factory. We rigorously control the inspection of personnel, vehicles, and construction tools upon contractor entry, ensuring that engaged contractors' qualifications are verified by supervisory personnel before implementation. Safety personnel will inform contractors of safety and environmental requirements and potential risks at the pre-construction safety meetings and conduct ad-hoc inspections during construction. In addition to coordinating construction electricity, supervisors will keep monitoring the construction progress. Environmental arrangements must be made in advance, with on-site personnel separated and safety signs posted to protect everyone and the environment.

To ensure contractor operations are conducted in accordance with FCC's safety and health policy, the company has established the Contractor Safety and Health Management Procedures, which is implemented when construction contractors enter the site. Our company's supervisory personnel will oversee and manage the contractors according to these regulations to ensure safety of the construction.



Ch. 5

Social Care and Giving Back

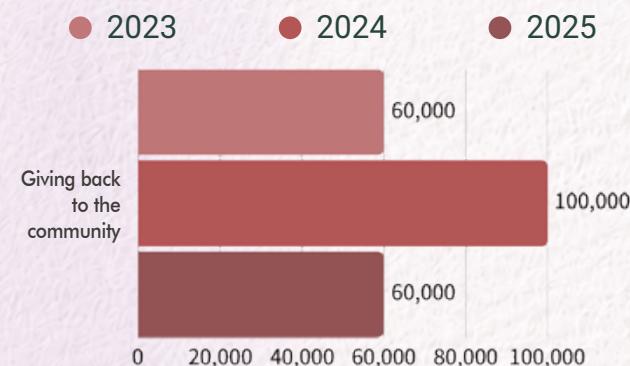
5-1 Social Care and Giving Back



Social Care and Giving Back

Guided by the philosophy of "Taking from society, giving back to society", FCC is committed not only to sustainable operations and employee well-being but also to actively supporting and participating in community service and local philanthropic initiatives. The company continuously improves in-plant equipment to minimize impacts on neighboring communities. Measures include the installation of low-noise cooling towers and enhancements to dust collection and soundproofing systems, effectively reducing noise disturbances for local residents. In addition, First Copper regularly expresses appreciation to local firefighters and police officers for their dedicated service. In 2025, the company participated in community initiatives such as schoolyard green space maintenance and sponsored charity events. Efforts to foster strong neighborhood relations also included regular environmental noise monitoring, with all results meeting regulatory standards, thereby ensuring the quality of life for surrounding communities.

Sponsorship for community activities (in NTD)



Ch. 6

Appendix

- GRI Index
- SASB Index
- Sustainability Disclosure Indicators - Steel Industry (Appendix 1-6)
- Climate-Related Information of TWSE/ TPEX Listed Company (Appendix 2)
- Greenhouse Gas Inventory and Verification Status
- KPMG' s Limited Assurance Statement

GRI Content Index

| This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, referencing the GRI Standards Content Index. |

| Applicable Standards: GRI 1: Foundation 2021 | | Applicable GRI Sector Standards: None |

GRI Standards	GRI Code	Disclosure Topic	Chapter	Page No.	Remarks
The Organization and Its Reporting Practices	2-1	Organizational details	Introduction	24	
	2-2	Entities included in the organization's sustainability reporting	Introduction	24	
	2-3	Reporting period, frequency and contact	About the Report	2	
	2-4	Restatements of information	-	-	No information has been restated. In case of any errors, they will be noted in the relevant sections.
	2-5	External assurance	About the Report	2	
Activities and workers	2-6	Activities, value chain and other business relationships	Our Products and Services	58-70	
	2-7	Employees	FCC Employees	89-90	
	2-8	Workers who are not employees	Supply Chain Management	53-56	
Governance	2-9	Governance structure and composition	Corporate Governance	37	
	2-10	Nomination and selection of the highest governance body	Corporate Governance	37	
	2-11	Chair of the highest governance body	Letter from the Chairman	3-4	
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance	37	
	2-13	Delegation of responsibility for managing impacts	Corporate Governance	37	
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance	38	
	2-15	Conflicts of interest	Business Ethics	43	
	2-16	Communication of critical concerns	Stakeholder Communication	9-20	
	2-17	Collective knowledge of the highest governance body	Corporate Governance	37	
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance	42	
	2-19	Remuneration policies	Corporate Governance	41	
	2-20	Process to determine remuneration	Corporate Governance	41	
	2-21	Annual total compensation ration	Happy Workplace	95	
	2-22	Statement on corporate sustainability strategy	Letter from the Chairman	3-4	
	2-23	Policy commitments	Business Ethics	43	
	2-24	Embedding policy commitments	Business Ethics	43	
Strategy, Policies and Practices	2-25	Processes to remediate negative impacts	Operational Risk Management	44-47	
	2-26	Mechanisms for seeking advice and raising concerns	Operational Risk Management	44-47	
	2-27	Compliance with laws and regulations	Regulatory Compliance	87	
	2-28	Membership associations	External Participation and Engagement	35	
	2-29	Approach to stakeholder engagement	Stakeholder Communication	9-20	
Stakeholder Engagement	2-30	Collective bargaining agreements	-	-	No collective bargaining agreements were made in 2025

GRI Standards		GRI Code	Disclosure Topic	Chapter	Page No.	Remarks
Material Topics	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Stakeholder Communication	9-20	
		3-2	List of material topics	Stakeholder Communication	9-20	
		3-3	Management of material topics	Stakeholder Communication	9-20	
Economic Performance	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Financial Performance	36	
		201-2	Financial implications and other risks and opportunities due to climate change	Climate-related Risk Management (TCFD)	50-52	
		201-3	Defined benefit plan obligations and other retirement plans	FCC Employees	96-101	
		201-4	Financial assistance received from government	Financial Performance	36	
	GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Happy Workplace	95	
		202-2	Proportion of senior management hired from the local community	FCC Employees	90	
	GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management	53	
	GRI 205: Anti-corruption 2016	205-1	Locations that have conducted corruption risk assessments	Operational Risk Management	44-45	
		205-2	Communication and training about anti-corruption policies	Business Ethics	43	Operating Procedures, Codes of Conduct, and Guidelines
		205-3	Confirmed corruption activities and actions taken	Business Ethics	43	No report on such incidents in 2025
	GRI 207: Tax 2019	207-1	Approach to tax	-	-	Not applicable to FCC (domestic company)
		207-2	Tax governance, control, and risk management	-	-	Not applicable to FCC (domestic company)
Environmental Topics	GRI 301: Materials 2016	301-1	Materials used by weight or volume	Cleaner Production and Environmental Protection	73	
		301-2	Recycled input materials used	Cleaner Production and Environmental Protection	72	
		301-3	Reclaimed products and their packaging materials	Cleaner Production and Environmental Protection	72-73、79	
	GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Saving and Carbon Reduction	73-75	
		302-3	Energy intensity	Energy Saving and Carbon Reduction	73、76	
		302-4	Reduction of energy consumption	Energy Saving and Carbon Reduction	78-80	
	GRI 303: Water and effluents 2018	303-3	Water withdrawal	Pollution Prevention	82	
		303-4	Water discharged	Pollution Prevention	82	
		303-5	Water consumption	Pollution Prevention	82	
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Energy Saving and Carbon Reduction	77	
		305-2	Energy indirect (Scope 2) GHG emissions	Energy Saving and Carbon Reduction	77	
		305-4	GHG emissions intensity	Energy Saving and Carbon Reduction	77	
		305-5	Reduction of GHG emissions	Energy Saving and Carbon Reduction	78-80	
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pollution Prevention	81	
	GRI 306: Waste 2020	306-3	Waste generation	Waste Management	84-86	
		306-4	Waste diverted from disposal	Waste Management	86	
		306-5	Waste directed to disposal	Waste Management	86	
	GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Management	53-56	
		308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management	53-56	

GRI Standards		GRI Code	Disclosure Topic	Chapter	Page No.	Remarks
Social Topics	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	FCC Employees	90	
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Happy Workplace	96-97	
		401-3	Parental leave	Happy Workplace	100	
	GRI 4023: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	102-103	
		403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	103、105-109	
		403-3	Occupational health services	Occupational Health and Safety	105	
		403-4	Participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	91-92、103-104	
		403-5	Occupational health and safety training	Occupational Health and Safety	91-92、108	
		403-6	Promoting worker health	Happy Workplace	98-101	
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	103-109	
		403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	102-104	
		403-9	Work-related injuries	Occupational Health and Safety	109	
		403-10	Work-related ill health	Occupational Health and Safety	109	
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Cultivation	92	
		404-2	Programs for upgrading employee skills and transition assistance programs	Talent Cultivation	91-93	
		404-3	Percentage of employees receiving regular performance and career development reviews	Talent Cultivation	93	
	GRI 405: Employee Diversity and Equal Opportunities 2016	405-1	Diversity of governance bodies and employees	FCC Employees	89-90	
		405-2	Ratio of basic salary and remuneration of women to men	Happy Workplace	95	
	GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Happy Workplace	101	
	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	R&D and Innovation	65-68	
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-	-	No report on such incidents in 2025
	GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Quality Management and Customer Service	64	
		417-2	Incidents of non-compliance concern-ing product and service information and labeling	-	-	No report on such incidents in 2025
		417-3	Incidents of non-compliance concern-ing marketing communications	-	-	No report on such incidents in 2025
	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	48-49	No report on such incidents in 2025
	-	-	Social activities, social relation and community engagement	Social Care and Giving Back	112	



SASB Index

Topics	SASB Code	Metric	Page No.
Greenhouse Gas Emissions	M-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions limiting regulations	77 0%
	EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	76-80
Air Quality	EM-MM-120a.1	Emissions of the following air pollutants(metric tons): (1) CO (2) NO _x (excluding N ₂ O) (3) SO _x (4) Suspended Particulates (PM ₁₀) (5) mercury (Hg) (6) lead (Pb) (7) volatile organic compounds (VOCs)	(2) 2.232 metric tons (3) 0.526 metric tons (4) 0.250 metric tons, data for Total Suspended Particulates (TSP); no data for PM ₁₀ . (7) 9.954 metric tons Other items are not required by regulations for testing and reporting; therefore, there is no relevant data. For more information, please refer to page 81.
Energy	EM-MM-130a.1	(1) Total energy consumption (2) percentage grid electricity (3) percentage renewable	(1) 171,822.53 GJ (2) 64.70% (3) 2.44%
Water Resources	EM-MM-140a.1	(1) Total water withdrawal (thousand cubic meters) (2) Total water consumption (thousand cubic meters)	(1) 241.502 thousand cubic meters, nil. (2) 1.633 thousand cubic meters, nil. Note: According to the "Aqueduct Water Risk Atlas" by the World Resources Institute, Kaohsiung is classified as Low to Medium (1-2), so there is no water withdrawal from high or very high baseline water-stressed areas. For more information, please refer to page 82-83.
	EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	For more information, please refer to page 82-83.
Waste and Hazardous Material	EM-MM-150a.4	Total weight of non-mineral processing waste produced	1,073.443 metric tons. For more information, please refer to page 86.
	EM-MM-150a.5	Total weight of tailings (waste) produced	Not applicable. FCC uses electrolytic copper plates, zinc and tin ingots for melting and casting processes, without direct extraction from ores.
	EM-MM-150a.6	Total weight of tailings produced	Not applicable. FCC uses electrolytic copper plates, zinc and tin ingots for melting and casting processes, without direct extraction from ores.

Topics	SASB Code	Metric	Page No.
Waste and Hazardous Material	EM-MM-150a.7	Total weight of hazardous waste	487.543 metric tons. For more information, please refer to page 86.
	EM-MM-150a.8	Total weight of hazardous waste recycled	388.543 metric tons. For more information, please refer to page 86.
	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	0 times
	EM-MM-150a.10	Description of waste and hazardous materials management and process in operating and non-operating locations	Refer to page 84.
Impact on Biodiversity	EM-MM-160a.1	Description of environmental management policies and practices for active sites	72-87
	EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Not applicable.
	EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Not applicable.
Safety, Human Rights, and Indigenous Peoples' Rights	EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Not applicable.
	EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Not applicable.
	EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Prohibit engagement of conflict minerals from regions such as the Republic of Congo.
Community Relations	EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	9-20
	EM-MM-210b.2	(1) Number and (2) duration of non-technical delays	9-20
Labor Practices	EM-MM-310a.1	(1) Number and (2) duration of non-technical delays	89-90
	EM-MM-310a.2	Percentage of active workforce employed under collective agreements	No strikes and lockouts happened in 2025.
Workforce Health & Safety	EM-MM-320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	(1) No mining activities, not applicable (2) No mining activities, not applicable (3) No mining activities, not applicable (4) Refer to page 89-93, 98-109.

Topics	SASB Code	Metric	Page No.
Business Ethics	EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	37-56
	EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	FCC products are made in Taiwan, and ranked 25 in the 2025 Corruption Perception Index
Impact on Biodiversity	EM-MM-540a.1	Tailings Storage Facilities Inventory: (1) Facility name, (2) Location, (3) Ownership status, (4) Operational status, (5) Construction method, (6) Maximum allowed storage capacity, (7) Current volume of tailings stored, (8) Consequence classification, (9) Date of most recent independent technical review, (10) Material findings, (11) Mitigation measures, and (12) Site-specific Emergency Preparedness and Response Plan (EPRP)	No mining activities in (1)-(12), not applicable
	EM-MM-540a.2	Percentage of mine sites where acid rock drainage is (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	No mining activities, not applicable
	EM-MM-540a.3	Percentage of (1) proven and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	No mining activities, not applicable

Sustainability Disclosure Indicators - Steel Industry (Appendix 1-6)

編號	指標	指標種類	年度揭露情形	單位	備註
1	Total energy consumption, Percentage of purchased electricity, Utilization rate (renewable energy/total energy), Total self-generated and self-use energy	Quantitative	171,822.5338 GJ, 64.6964 %, 2.4370 %, 4,187.3612 GJ	Gigajoules (GJ), Percentage (%)	
2	Total fuel consumption, Percentage of coal, Percentage of natural gas, Percentage of renewable fuels	Quantitative	56,472.1483 GJ, 0 %, 97.85%, 0 %	Gigajoules (GJ), Percentage (%)	
3	Total water withdrawn and total water consumption	Quantitative	241.5021 m ³ , 1.6631 m ³	Thousand cubic meters (m ³)	
4	Total waste generated, Percentage of hazardous waste, Percentage recycled	Quantitative	1,073.4430 (t), 45.4186 %, 0 %	Metric tons (t), Percentage (%)	
5	Number of employees in and rate of occupational accidents	Quantitative	9 people, 3.66%	Count, Percentage (%)	
6	Production by product category	Quantitative	Copper Plates: 2,457.9635 (t), Red Brass Plates: 347.1732 (t), Brass Plates: 907.2814 (t), Phosphor Bronze Plates: 97.7656 (t), High-performance Copper Plates: 2,595.5307 (t), Tin Brass Plates: 1,674.4460 (t), Copper Alloy Plates: 34.7414 (t), Tin Copper Alloy Plates: 522.9120 (t), Cupronickel Plates: 36.9866 (t), Zinc Copper Alloy Plates: 9.9700 (t), Bronzeware: 662.1660 (t)	Metric tons (t)	

Climate-related Information of TWSE/TPEX Listed Companies

| Implementation of Climate-related Information |

Item	Best Practice Examples for Implementation																				
Describe the board’s and management’s oversight and governance of climate-related risks and opportunities.	Recognizing the growing impact of climate change on business operations, FCC has identified climate change as a material issue and a key enterprise risk. The Sustainability Development ESG Task Force, chaired by the C.E.O., serves as the highest-level body responsible for climate governance. Since 2023, the Task Force has reviewed the Company’s climate strategies and targets, managed climate-related risks and opportunities, monitored implementation progress, and reported to the Board of Directors.																				
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	FCC closely monitors global climate trends and regulatory developments, integrating climate considerations into its sustainability strategy. We continually analyze risks and opportunities, define clear targets, and implement carbon reduction measures. A summary of identified risks and opportunities is presented below: (1) 4 Key Risks: <table><tr><th>Period</th><th>Risks</th><th>Impact</th><th>Response and Actions</th></tr><tr><td>Mid to Long term</td><td>1. Carbon Border Adjustment and Carbon Fee Implementation 2. Renewable Energy Requirement for High Electricity Users</td><td>Increase in operating costs.</td><td>1. Participation in forums to stay informed on domestic and global climate developments (e.g., Climate Change Response Act, carbon neutrality, and carbon trading mechanisms). 2. Continue GHG inventory in line with ISO 14064-1 standards. 3. Implement ongoing energy conservation and carbon reduction measures to enhance efficiency. 4. Install rooftop solar PV systems to fulfill the 10% renewable energy requirement for high electricity users.</td></tr><tr><td>Short to Mid term</td><td>Increasing severity of extreme weather (typhoons, floods, droughts, etc.)</td><td>Higher capital expenditure and potential revenue loss due to production disruption.</td><td>1. Establish emergency response teams to reduce disaster losses. 2. Convene typhoon preparedness meetings prior to the rainy and typhoon seasons. 3. Conduct regular inspections of drainage systems and pumping equipment. 4. Install backup generators and water storage systems. 5. Perform routine dredging of drainage channels.</td></tr><tr><td>Short to Mid term</td><td>Rising Water Costs and Resource Constraints</td><td>Increase in operating costs.</td><td>1. Continuously monitor water usage data and promptly address anomalies. 2. Inspect and replace leaking or aging water pipes and ensure proper functioning of water circulation systems, while promoting water conservation and resource efficiency.</td></tr><tr><td>Mid to Long term</td><td>Shifting Market Trends and Customer Demands</td><td>New revenue opportunities Increase in development costs</td><td>1. Enhance competitiveness in green energy copper alloy markets and improve product quality. 2. Develop materials to meet the rising demand for EVs, charging stations, and other low-carbon applications.</td></tr></table>	Period	Risks	Impact	Response and Actions	Mid to Long term	1. Carbon Border Adjustment and Carbon Fee Implementation 2. Renewable Energy Requirement for High Electricity Users	Increase in operating costs.	1. Participation in forums to stay informed on domestic and global climate developments (e.g., Climate Change Response Act, carbon neutrality, and carbon trading mechanisms). 2. Continue GHG inventory in line with ISO 14064-1 standards. 3. Implement ongoing energy conservation and carbon reduction measures to enhance efficiency. 4. Install rooftop solar PV systems to fulfill the 10% renewable energy requirement for high electricity users.	Short to Mid term	Increasing severity of extreme weather (typhoons, floods, droughts, etc.)	Higher capital expenditure and potential revenue loss due to production disruption.	1. Establish emergency response teams to reduce disaster losses. 2. Convene typhoon preparedness meetings prior to the rainy and typhoon seasons. 3. Conduct regular inspections of drainage systems and pumping equipment. 4. Install backup generators and water storage systems. 5. Perform routine dredging of drainage channels.	Short to Mid term	Rising Water Costs and Resource Constraints	Increase in operating costs.	1. Continuously monitor water usage data and promptly address anomalies. 2. Inspect and replace leaking or aging water pipes and ensure proper functioning of water circulation systems, while promoting water conservation and resource efficiency.	Mid to Long term	Shifting Market Trends and Customer Demands	New revenue opportunities Increase in development costs	1. Enhance competitiveness in green energy copper alloy markets and improve product quality. 2. Develop materials to meet the rising demand for EVs, charging stations, and other low-carbon applications.
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Item	Best Practice Examples for Implementation																				
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Describe the financial impact of extreme weather events and transformative actions.	(1) With respect to extreme climate events (such as operational disruptions or flooding that may result in financial losses) and transition actions (including compliance costs arising from carbon reduction policies and regulations, expenditures related to green and low-carbon industry transformation, and reputational risks associated with pollution-intensive sectors), the corresponding financial impacts are detailed in Item 2 above. (2) FCC will continue to utilize the ESG Sustainability Task Force to mitigate the adverse impacts of climate-related risks on business operations. Looking ahead, we will, based on scenario analysis results, recalibrate its risk-bearing capacity and asset risk pricing, and assess the potential business, strategic, and financial implications for First Copper. (3) By effectively managing risks associated with extreme weather events and the transition toward a low-carbon economy, FCC incorporates climate-related risks into its operational decision-making, ensuring risks are identified and addressed. At the same time, we recognize the global challenges of climate change and resource depletion, and are fully committed to energy conservation and carbon reduction through both mitigation and adaptation measures.																				
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	FCC recognizes climate change as a strategic business risk and has integrated it into its enterprise risk management framework, which covers operational, legal and compliance, and environmental (including climate) risks across ESG dimensions (Environmental, Social, Governance).																				

Item	Best Practice Examples for Implementation										
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	FCC has established a four-step climate risk management process: <table> <tr> <th>Management Process</th><th>Content</th></tr> <tr> <td>Identification</td><td>(1) Annual identification of climate risks and opportunities in line with ESG planning. (2) Cross-departmental collaboration under the ESG Task Force. (3) Reference to domestic and international climate risk reports.</td></tr> <tr> <td>Assessment</td><td>(1) Evaluate impacts based on business characteristics (finance, supply chain, operations, market, environment, EHS, IT security). (2) Assess impact pathways, time horizons, geographic exposure, and financial implications.</td></tr> <tr> <td>Treatment</td><td>(1) Prioritize risks by significance and urgency. (2) Formulate control strategies and mitigation actions.</td></tr> <tr> <td>Monitoring</td><td>The audit unit develops audit plans based on risk assessments, and implements monitoring mechanisms to ensure effectiveness of climate risk management.</td></tr> </table>	Management Process	Content	Identification	(1) Annual identification of climate risks and opportunities in line with ESG planning. (2) Cross-departmental collaboration under the ESG Task Force. (3) Reference to domestic and international climate risk reports.	Assessment	(1) Evaluate impacts based on business characteristics (finance, supply chain, operations, market, environment, EHS, IT security). (2) Assess impact pathways, time horizons, geographic exposure, and financial implications.	Treatment	(1) Prioritize risks by significance and urgency. (2) Formulate control strategies and mitigation actions.	Monitoring	The audit unit develops audit plans based on risk assessments, and implements monitoring mechanisms to ensure effectiveness of climate risk management.
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Treatment	(1) Prioritize risks by significance and urgency. (2) Formulate control strategies and mitigation actions.										
Monitoring	The audit unit develops audit plans based on risk assessments, and implements monitoring mechanisms to ensure effectiveness of climate risk management.										
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	(1) In consideration of the potential impacts of climate change risks on its operations, FCC has adopted the framework of the Task Force on Climate-related Financial Disclosures (TCFD). Through this framework, FCC systematically identifies, assesses, and discloses climate-related risks and opportunities, and has established a comprehensive management structure based on the four pillars of "Governance," "Strategy," "Risk Management," and "Metrics and Targets." This structure enables us to identify both physical risks and transition opportunities associated with climate change, implement corresponding response strategies, and mitigate the potential operational and financial impacts arising from climate-related risks. (2) At present, FCC has not applied scenario analysis to evaluate climate-related financial impacts under different timeframes and conditions.										
If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	Aligned with its low-carbon operational management indicators and long-term goals, FCC is committed to achieving a 3% reduction in greenhouse gas (GHG) emissions by 2027 and net-zero carbon emissions by 2050, through measures addressing both Scope 1 and Scope 2 emissions, as well as increasing the proportion of renewable energy use. The progress achieved is as follows: GHG Emissions (Scope 1 and Scope 2): In 2025, total GHG emissions amounted to approximately 17,890.0994 metric tons of CO₂e per year, representing a 19.97% reduction compared to 2022, thereby advancing steadily toward the 2050 net-zero target. Renewable Energy Deployment: FCC has planned the installation of a 1,235.78 kW solar photovoltaic system, with an expected annual generation capacity of 929,400 kWh for on-site consumption. In addition, on December 25, 2024, FCC replaced one air compressor (AR2), further supporting government policies on green energy and carbon reduction.										
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Not applicable.										

Item	Best Practice Examples for Implementation
If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	(1) The interim target is to achieve a 3% reduction in carbon emissions by 2027, with continued efforts toward the 2050 net-zero goal. Implementation activities include the phased installation of solar photovoltaic systems, replacement of air compressors, and ongoing process energy-efficiency improvements. (2) The implementation activities carried out in 2025 are detailed in Section 6.(2) above.
Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (fill out separately in points 1-1 and 1-2 below).	Detailed below.

Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

| Greenhouse gas inventory information |

Period	Amount Generated (in metric tons)	Emission Volume of Greenhouse Gases (tons CO ₂ e / annually)			Intensity (tons CO ₂ e / tons)
		Scope 1	Scope 2	Total emissions	
2024	9,269.727	3,026.1593	15,034.3002	18,060.4595	1.94833
2025	9,346.936	3,234.6232	14,655.4762	17,890.0994	1.91401

* Note1: Direct emissions (Scope 1, emissions directly from sources owned or controlled by the company), energy indirect emissions (Scope 2, greenhouse gas emissions indirectly generated from purchased electricity, heat, or steam), and other indirect emissions (Scope 3, emissions resulting from company activities not included in energy indirect emissions, but from sources owned or controlled by other entities).

* Note2: The scope of coverage for direct emissions and energy indirect emissions shall follow the schedule prescribed under Article 10, Paragraph 2 of these Standards. Disclosure of other indirect emissions may be made voluntarily.

* Note3: Greenhouse gas inventory standards: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 issued by the International Organization for Standardization (ISO).

* Note4: Greenhouse gas emissions intensity may be calculated per unit of product/service or revenue; however, at minimum, the data calculated based on revenue (NT\$ million) shall be disclosed.

Greenhouse gas inventory information

Period	Amount Generated (in metric tons)	Emission Volume of Greenhouse Gases (tons CO ₂ e/annually)			Intensity (tons CO ₂ e/million NTD)	Assurance Institute	Description	Feedback/ Outcome
		Scope 1	Scope 2	Total emissions				
2024	9,269.727	3,026.1593	15,034.3002	18,060.4595	5.7737	KPMG	ISAE 3410 / Limited Assurance	None.
2025	9,346.936	3,234.6232	14,655.4762	17,890.0994	6.1579	KPMG	ISAE 3410 / Limited Assurance	None.

※ Note1: In accordance with the timeline prescribed under Article 10, Paragraph 2 of these Standards, if the company has not obtained a complete assurance opinion on its greenhouse gas (GHG) inventory by the date of publication of the annual report, it shall state: "The complete assurance information will be disclosed in the sustainability report." If the company does not prepare a sustainability report, it shall state: "The complete assurance information will be disclosed on the Market Observation Post System (MOPS)," and shall disclose the complete assurance information in the annual report of the following year.

※ Note2: The assurance provider shall comply with the relevant requirements for sustainability report assurance providers as stipulated by the Taiwan Stock Exchange Corporation (TWSE) and the Taipei Exchange (TPEX).

※ Note3: Best practices for disclosure can be found on the Taiwan Stock Exchange Corporate Governance Center website: <https://cgc.twse.com.tw/>

Greenhouse gas Reduction Targets, Strategies, and Action Plan

Reduction Target: Using 2022 as the baseline year, FCC aims to reduce greenhouse gas emissions by 3% within five years (by 2027).

Reduction Strategy: Develop and install renewable energy equipment to reduce reliance on external energy sources.

Action Plan: In 2025, FCC has installed rooftop solar power generation systems at the Lin Hai Factory, with a total installed capacity of approximately 1,235.78 kW, accounting for 10% of the Lin Hai Factory's contracted electricity capacity. In 2025, a total of 1,162,891 KWh power was generated.

※ Note1: Implementation shall follow the timeline prescribed under Article 10, Paragraph 2 of these Standards.

※ Note2: The baseline year shall be the year in which the greenhouse gas inventory is completed within the consolidated financial reporting boundary. For example, pursuant to Article 10, Paragraph 2 of these Standards, companies with paid-in capital exceeding NT\$10 billion must complete the inventory of the 2024 consolidated financial report by 2025, and thus the baseline year shall be 2024. If the company has completed the inventory of its consolidated financial report earlier, the earlier year may be used as the baseline year. Data for the baseline year may be calculated using a single year or an average of multiple years.

※ Note3: Disclosure content may refer to the best practice reference examples provided on the Taiwan Stock Exchange Corporate Governance Center website.

Limited Assurance by CPA Firm (2025 ESG Limited Assurance Report)



安侯建業聯合會計師事務所
KPMG

高雄市前金區601301中正路211號12樓之6
12th Fl., -6, No. 211, Chung Cheng 4th Road,
Kaohsiung, 801301, Taiwan (R.O.C.)

電話 Tel +886 7 213 0888
傳真 Fax +886 7 271 3721
網址 Web kpmg.com/tw

會計師有限確信報告

第一伸銅科技股份有限公司 公鑒：

本會計師接受第一伸銅科技股份有限公司（以下簡稱「第一伸銅公司」）之委託，對第一伸銅公司民國一一四年度（2025年度）永續報告書（以下簡稱「報告書」）中所揭露之特定績效指標（以下簡稱「確信標的資訊」）執行有限確信程序並出具報告。

確信標的資訊與適用基準

第一伸銅公司依據永續會計準則理事會（Sustainability Accounting Standards Board, 「SASB」）發布之金屬與採礦（Metals & Mining）行業指引所揭露之確信標的資訊及其適用基準詳列於附件一。

管理階層之責任

第一伸銅公司應設定其永續績效和報等目標，包括辨識利害關係人及重大性議題，並依前述適用基準編製及允當表達民國一一四年度（2025年度）報告書內所涵蓋之確信標的資訊，且負責建立及維持與報告書編製有關之必要內部控制，以確保報告書所報導之確信標的資訊未存有因於舞弊或錯誤之重大不實表達。

會計師之責任

本會計師係依據財團法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊查核或核閱之確信案件」規劃並執行工作，以對第二段所述之確信標的資訊是否存有重大不實表達出具有限確信報告。另，本會計師執行有限確信時，對與有限確信相關之內部控制取得必要之瞭解，以設計當時情況下適當之有限確信程序，惟其目的並非對第一伸銅公司民國一一四年度（2025年度）永續報告書之相關內部控制設計或執行之有效性提供任何確信。

獨立性及品質管理規範

本會計師及所隸屬會計師事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。此外，本會計師所隸屬會計師事務所遵循品質管理準則，維持完備之品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令相關之書面政策及程序。

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KPMG, a Taiwan partnership and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.



所執行程序之彙總說明

本會計師係針對第二段所述之確信標的資訊執行有限確信工作，主要執行之確信程序包括：

- 取得第一伸銅公司民國一一四年度（2025年度）報告書，並閱讀其內容；
- 訪談第一伸銅公司管理階層及相關員工，以瞭解用以蒐集及產出確信標的資訊之相關作業流程與資訊系統；
- 基於對上述事項所取得之瞭解，就報告書揭露之特定資訊執行分析性程序，或於必要時檢視核對相關文件，以獲取足夠及適切之有限確信證據。

上述確信程序係基於本會計師之專業判斷，包括辨識確信標的資訊可能存有重大錯誤或不實表達之範圍並評估其潛在風險，設計足夠且適切之確信程序暨評估確信標的資訊之表達。本會計師相信此項確信工作可對本確信報告之結論提供合理之依據。惟本會計師對於有限確信案件風險之瞭解及考量低於對合理確信案件者，所執行程序之性質及時間與適用於合理確信案件者不同，其範圍亦較小，因此有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。

先天限制

第一伸銅公司民國一一四年度（2025年度）報告書內容涵蓋非財務資訊，對於該等資訊之揭露內容可能涉及第一伸銅公司管理階層之重大判斷、假設與解釋，故不同利害關係人可能對於該等資訊有不同之解釋。

結論

依據所執行之程序及所獲取之證據，本會計師並未發現第二段所述確信標的資訊有未依適用之適用基準編製而須作重大修正之情事。

其他事項

本確信報告出具後，第一伸銅公司對任何確信標的資訊或適用基準之變更，本會計師將不負責就該等資訊重新執行確信工作之責任。

安侯建業聯合會計師事務所

會計師：張永祥



事務所地址：高雄市前金區中正路211號12樓之6
民國一一五年八月三日

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附件一：確信標的資訊彙總表

編號	報告書對應章節	確信標的資訊	適用基準											
1	附錄 (SASB 索引表) -溫室氣體排放	➢ 範疇 1 之全球總排放量，其中排放限制法規所涵蓋之排放百分比。 請參考77頁，0%。 (P.77頁資訊)(含範疇2總排放量) <table border="1"> <thead> <tr> <th rowspan="2">年度</th><th colspan="3">溫室氣體排放量(公噸 CO2e/年)</th></tr> <tr> <th>範疇1</th><th>範疇2</th><th>總排放量</th></tr> </thead> <tbody> <tr> <td>2025年</td><td>3,234,6232</td><td>14,655,4762</td><td>17,890,0994</td></tr> </tbody> </table>	年度	溫室氣體排放量(公噸 CO2e/年)			範疇1	範疇2	總排放量	2025年	3,234,6232	14,655,4762	17,890,0994	EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emissionslimiting regulations
年度	溫室氣體排放量(公噸 CO2e/年)													
	範疇1	範疇2	總排放量											
2025年	3,234,6232	14,655,4762	17,890,0994											
2	附錄 (SASB 索引表) -空氣品質	➢ 揭露以下空氣污染物的排放量(公噸)： - 氮氧化物 (不包括氧化亞氮)：2.232公噸 - 硫氧化物：0.526公噸 - 懸浮微粒(PM10)：0.250公噸，此為總懸浮微粒(TSP)的數據，無 PM10檢測的數據。 - 揮發性有機化合物(VOCs)：9.954公噸 - 其他項目非屬法規要求檢測及申報項目，故無相關數據。 - 更多相關資訊請參考81頁	EM-MM-120a.1 Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N₂O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)											
3	附錄 (SASB 索引表) -能源管理	(1) 總能源消耗：171,822.53 GJ (2) 電網電量百分比：64.70% (3) 可再生能源百分比：2.44%	EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable											
4	附錄 (SASB 索引表) -水資源管理	➢ 總取水量(千立方公尺)於基礎水壓力高或極高區域之百分比： 241,502千立方公尺，無 ➢ 總耗水量(千立方公尺)於基礎水壓力高或極高區域之百分比： 1,663千立方公尺，無 ➢ 說明：根據世界資源研究所的「流域水風險地圖集」，顯示高雄為 Low to Medium(1-2)，故並無在高或極高基礎水壓力地區取水。更多相關資訊請參考82-83頁	EM-MM-140a.1 (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress											

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編號	報告書 對應章節	確信標的資訊	適用基準								
5	附錄 (SASB 索引表) -水資源管理	➢ 與水質許可、標準及法規相關之未遵違事件數量：請參考82-83頁 (P.82頁資訊) 2025年有2次廢水排放水質中之「銅」含量大於納管標準，合計約0.63公斤，另有2次廢水排放水質中之氯離子濃度指數(pH 值)為9.16及9.86大於納管標準9.0，已立即進行改善，廢排放廢污水水質皆符合法規之納管標準。	EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards and regulations								
6	附錄 (SASB 索引表) -廢棄物和危險材料管理	➢ 產生之非礦物廢棄物之總重量(公噸): 1,073.443 公噸，索引至86頁。 (P.86頁資訊) <table border="1"><thead><tr><th>廢棄物類別</th><th>2025年</th></tr></thead><tbody><tr><td>一般事業廢棄物 總量</td><td>585.900</td></tr><tr><td>有害事業廢棄物 總量</td><td>487.543</td></tr><tr><td>非礦物廢棄物之 總重量</td><td>1,073.443</td></tr></tbody></table>	廢棄物類別	2025年	一般事業廢棄物 總量	585.900	有害事業廢棄物 總量	487.543	非礦物廢棄物之 總重量	1,073.443	EM-MM-150a.4 Total weight of non-mineral waste generated
廢棄物類別	2025年										
一般事業廢棄物 總量	585.900										
有害事業廢棄物 總量	487.543										
非礦物廢棄物之 總重量	1,073.443										
7	附錄 (SASB 索引表) -勞動實踐	➢ 罷工及停工之次數及期間： 2025年報告期間無發生罷工和停工事件。	EM-MM-310a.2 (1) Number and (2) duration of strikes and lockouts								

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第一伸銅科技股份有限公司
FIRST COPPER TECHNOLOGY CO., LTD.

07-2814161 | fs100@hegroup.com.tw

No. 170, Zhongzheng 4th Rd., Qianjin Dist., Kaohsiung City 801, Taiwan (R.O.C.)