



**2024 Global Lighting Technologies Inc.
Sustainability Report**

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About the Report

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This sustainability report is the first issued by Global Lighting Technologies Inc. (stock code: 4935) (hereinafter referred to as “Global Lighting”, the “Company”, “we”, or “our” in this report). In accordance with the Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, this inaugural Sustainability Report was prepared in 2025. In the future, the Company will continue to compile and publicly disclose relevant information on an annual basis. Through this report, the Company discloses sustainable development strategies and performance across three major dimensions of Environment (E), Social (S), and Corporate Governance (G). The goal is to deepen communication and build mutual trust with stakeholders, while jointly advancing global sustainable development objectives.

Scope and Boundary of the Report

The reporting period covered in this report spans the full calendar year from January 1 to December 31, 2024. The scope of disclosed data, frequency of publication, and financial information are aligned with the Company’s financial reporting practices. The scope of this report includes GLT’s implementation results and performance data on key economic, governance, social, and environmental issues. To ensure the completeness of the annual report and activity performance, some content also includes actions taken as early as January 1, 2024, and extends to relevant information beyond December 31, 2024. The scope of disclosure primarily focuses on the Company and our operational sites in Taiwan (GLT-Taiwan and its Tongluo Branch). Subsidiaries included in consolidated financial statements and overseas locations are not covered in the scope of this report. Any information related to additional reporting locations will be specified in the content. As 2024 marks the first year that GLT prepared a sustainability report, there is no restatement of information.

The scope of disclosure in the report is shown in the following table:

Subsidiary Included in the Consolidated Financial Statements of GLT	
Entities disclosed in the report	<ul style="list-style-type: none"> ● Headquarters: Global Lighting Technologies Inc. ● Subsidiary: Global Lighting Technologies Inc. (GLT-Taiwan, including Tongluo Branch)
Entities not disclosed in the report	<ul style="list-style-type: none"> ● Solid State Display Limited ● Solid State Electronics Limited ● Solid State Opto Limited ● Solid State Technology Limited ● Shining Green Limited ● Global Lighting Technologies Inc. (GLT-USA) ● Shanghai Global Lighting Technologies Inc. ● Suzhou Opto Technologies Inc. ● Zhongshan Global Lighting Technologies Limited Co. ● Hao-Yuan Technologies Inc. ● Asensetek Incorporation ● Global Lighting Technologies (Vietnam) Limited Liability Company ● Global Lighting Technology (Thailand) Company Limited

Principles for Compiling the Report

This report is structured with reference to the Universal Standards 2021 released by the Global Reporting Initiative (GRI) in 2021, serving as the basis for information disclosure. It also aligns with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies, the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) standards. GLT's 2024 Sustainability Report has been assured by TUV NORD Taiwan Co., Ltd. using AA1000AS Type 1 Moderate Level of Assurance. The assurance covers both GRI and SASB frameworks to ensure that the report meets the quality principles of accuracy, balance, clarity, comparability, reliability, and timeliness. In addition, the financial data presented in the report has been audited and certified by Deloitte & Touche and is expressed in New Taiwan Dollars. Performance metrics related to quality, environmental management, and occupational health and safety are presented using internationally recognized indicators. Some data are sourced from publicly available information on government websites and are presented using generally accepted numerical descriptions. Where estimates are used, they are indicated in the relevant sections. The information and data in this report were provided by various departments and factories of the headquarters, compiled and edited by the Sustainability Report Preparation Team, and finalized for publication after approval by the Sustainability Development Committee and resolution of the Board of Directors. The Company has established procedures for the preparation and assurance of the sustainability report and incorporated them into its internal control system. Related internal audits will be conducted in 2025.

Item	In Accordance With the Certification Standards	Third-Party Certification Agency
Financial information	<ul style="list-style-type: none"> ● Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and Generally Accepted Auditing Standards 	Deloitte & Touche
Environmental and Quality Management	<ul style="list-style-type: none"> ● ISO 9001: 2015 Quality Management System ● ISO 14001: 2015 Environmental Management System ● IATF 16949: 2016 Automotive Quality Management System Certification ● ISO 14064-1: 2018 Greenhouse Gas Inventory Standards 	TUV NORD Taiwan Co., Ltd. (TUV NORD), United Registrar of Systems Taiwan Ltd. (URS)
Safety and hygiene	<ul style="list-style-type: none"> ● ISO 45001: 2018 Occupational Safety and Health Management System 	TUV NORD Taiwan Co., Ltd. (TUV NORD)
※ Link of the Company's website: https://www.glthome.com.tw/product-03		

Date of Report Publication

This is the first sustainability report prepared by Global Lighting Technologies Inc. The Company will publish “Sustainability Report” regularly on an annual basis.

- Current Version: Issued in August 2025.
- Next Version: Issued in August 2026.

Contact Information

If you have any questions, guidance, or suggestions regarding this report, please feel free to contact us.

- Contact person: Sustainable Development Committee Task Force
- Tel: 03-426-2828
- E-mail: ir@glthome.com.tw
- Website: <https://www.glthome.com.tw/service-31-page72>



Message from the Chairman

GLT upholds "environmental friendliness", "social inclusion", and "sustainable innovation" as its core values for sustainable development, using these principles to guide the formulation of its development goals and strategies. The Company is committed to promoting economic growth while actively practicing environmental protection to minimize negative impacts on the natural environment. It fulfills its social responsibilities to foster social harmony and stability, and enhances innovation while adhering to the principles of transparency and integrity in governance to support long-term, steady corporate development. These values have been deeply integrated into GLT's daily operations. Through concrete actions, the Company not only ensures its own sustainable operation but also contributes to global sustainable development.

Environmental Friendliness

GLT is committed to promoting environmental protection and regards environmental friendliness as one of the core principles of the Company's development. In the product design and production process, we combine the circular economy with energy conservation and carbon reduction to improve resource utilization efficiency, and introduce new energy-saving equipment to reduce energy consumption and carbon emissions. We have introduced intelligent and automated production lines to further reduce resource waste and environmental pollution. Through these efforts, we can reduce the negative impact of production on environment and contribute to protecting the global environment.

Social Inclusion

GLT has always been committed to fulfilling its corporate social responsibility and promoting social harmony and stability. We actively create a friendly working environment, pay attention to the health, safety and well-being of employees, and provide comprehensive benefits and career development opportunities. In addition, GLT also regularly supports education, sports, and arts and cultural activities to give back to society, promote the common progress of culture and society, and work with all parties to create a harmonious social environment.

Sustainable Innovation

GLT upholds the core corporate values of "vitality, integrity, and innovation", and has cultivated its core technologies to remain a leader in the industry. Guided by the business philosophy of "sustainable operation, profit generation, and customer value sharing", the Company demonstrates outstanding execution capabilities. The Company continues to invest resources in core optical technologies to improve the energy efficiency and added value of its products, and explore new applications in the global market to ensure that the Company's products are highly competitive. In the future, we will continue to drive technological innovation within the industry while ensuring the Company's long-term and stable growth. It will further strengthen corporate governance by adhering to the principles of transparency, integrity, and accountability, ensuring regulatory compliance in its operations, and enhancing its internal audit and risk management systems to safeguard the interests of shareholders and all stakeholders.



Chairman Mr. Mang-Shiang Lee

李 滿 祥



General Manager Mr. Chung-Lin Tsai

蔡 宗 霖

2024 Sustainability Performance and Highlights

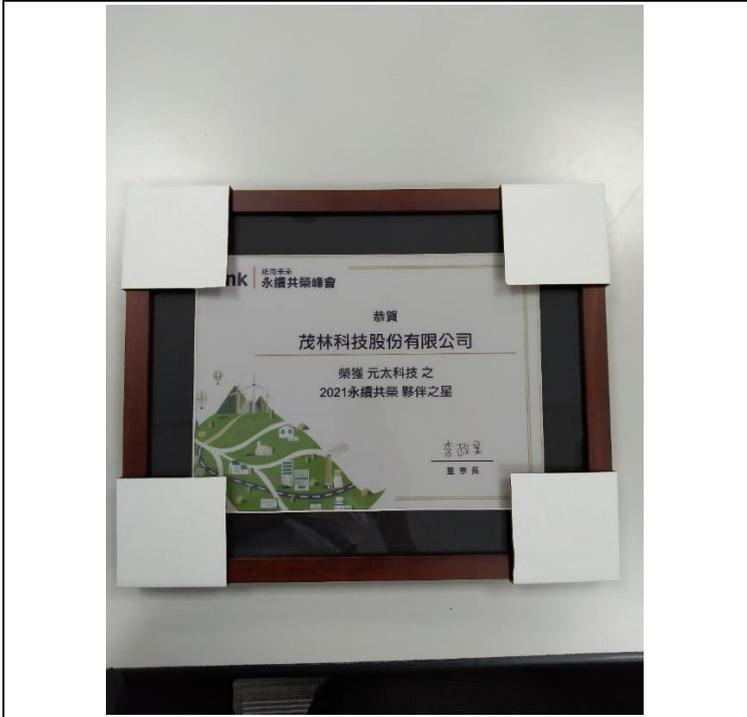
E Environment
There were no violations of any laws and regulations related to environmental protection in 2024.
In 2024, 60% of packaging materials were recycled and reused, saving NT\$2,958,502.
In 2024, GLT-Taiwan upgraded pumps and added inverter load reduction, and deactivated air conditioners on two unused production lines at Tongluo Branch, saving a total of 504,225.6 kWh of electricity.
S Social
All products produced in 2024 complied with RoHS and REACH, with a pass rate of 100%.
No violations of human rights occurred in 2024.
In 2024, GLT invested a total of NT\$733,289 in education and training, with a total of 10,623.5 training hours.
In 2024, GLT invested a total of NT\$170,540 in occupational safety and health training, with a total training time of 1,957 hours.
There were no major occupational accidents or deaths in 2024.
In 2024, 99% of suppliers signed the "GLT Integrity Commitment" and 88% signed the "Supplier Code of Conduct".
In 2024, there were 4 donations in total, with a total of NT\$1,600,000 in charity donations.
In 2024, a total of 5 art and cultural exhibitions were held, with a combined exhibition period of 368 days, to strengthen the art and cultural literacy and social participation awareness of employees.
In 2024, childcare allowance of NT\$2,661,842 was distributed.
The Company's Occupational Safety and Health Committee includes one labor representative from migrant workers.
G Corporate Governance
The corporate governance evaluation score in 2024 was 21%-35%, and the market capitalization of NT\$5 billion-NT\$10 billion fell into a range of 11%-20%.
The result of the Board of Directors' performance evaluation in 2024 was good.
In 2024, the average attendance rate of directors at the Board of Directors' meetings was 100%, and the functional committees of the Board held a total of 14 meetings.
In 2024, the Company invested NT\$247,947 thousand in R&D, and the ratio of R&D expenditure to net revenue was 3.57%.
There were no violations of business integrity, anti-competitive behavior, antitrust and monopoly practices in 2024.
There was no loss of customer data or privacy violations in 2024.

Note: Currency is expressed in NTD.

Awards and Honors Over the Years

Year	Partners	Awards/Cooperation Details
2021	Eink Sustainable Co-Prosperity Summit	Sustainable and Prosperous Partner Star Award
2021	Gentex	Best Supplier of the Year Award
2022	Eink Sustainable Co-Prosperity Summit	Excellent Supplier Partner Award
2023	Gentex	Best Supplier of the Year Award

2021_ Eink Sustainable Co-Prosperity Summit_Sustainable Co-Prosperity Partner Star Award



2021 Gentex Supplier of the Year Award



2022_ Eink Sustainable Co-Prosperity Summit_Excellent Supplier Partner Award



2023 Gentex Supplier of the Year Award



I. Promote Sustainable Light Transmission

1.1 About GLT

2-1	Organization details
2-6	Activities, value chains and other business relationships
2-28	Membership of public association

Company Profile

Global Lighting Technologies Inc. was incorporated in the Cayman Islands on July 28, 2000, and specializes in the design, manufacture, and sales of plastic light guide plate applications and plastic components. The Company uses optical microstructures (microlens) as its core technology to develop and manufacture larger, thinner and more energy-efficient products. GLT also owns a variety of manufacturing technologies and basic patents, as well as service layout of global subsidiaries.

The Company is a leading manufacturer of professional light guide plate applications. Over the years, we have continuously conducted research and development in the field of optics. We have developed our own optical design software specifically for light guide plates to shorten product development timelines. By investing in ultra-precision machining processes, we accurately implement optical designs on our products, break through traditional processes and significantly reduce manufacturing costs to provide customers with the most cost-competitive and optimal products.

In today's life, people are inseparable from rich information displays. LCD displays can be seen everywhere, such as mobile phones, laptops, and tablet displays. Liquid crystal displays are non-active light-emitting devices and require light guide plate and backlight module to provide light sources. In the early days of the Company, we focused on the application of medium and small-sized light guide plates and backlight modules, which were adopted by major mobile phone and digital camera manufacturers in the United States and Japan. In recent years, in response to the demand for thinner electronic products, we have independently developed new processes to provide solutions for infinitely thinner light guide plates, becoming a major supplier of light guide plates for IT use worldwide. At the same time, our light guide plates for ultra-thin TVs have also successfully obtained certification from TV brand manufacturers in Japan, South Korea, China, and Europe.

Basic Information of the Company			
Corporate Name	Global Lighting Technologies Inc.		
Market	Listing	Stock code	4935
Industry Category	Optoelectronics industry		
Date of Establishment	2000(established)		
Location of Headquarters	Registered address: P.O. Box 309, Uglan House, Grand Cayman KY1-1104, Cayman Islands Contact Address: No. 1149, Section 3, Minquan Road, Zhongli District, Taoyuan City		
Other Operating Locations	Global Lighting Technologies Inc. Address: No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City Global Lighting Technologies Inc. Tongluo Branch Address: No. 6, Tongke 1st Road, Tongluo Township, Miaoli County, Hsinchu Science Park Global Lighting Technologies Inc. (GLT-USA) Address: 55 Andrews Circle, Brecksville, OH 44141 Shanghai Global Lighting Technologies Inc. Address: 1468 Tingwei Road, Shanyang Town, Jinshan District, Shanghai, China Suzhou Opto Technologies Inc. Address: No. 468-470, Songshan Road, Xushuguan, SND, Suzhou City, Jiangsu Province, China Zhongshan Global Lighting Technologies Limited Co. Address: The northwest side of the 1st floor and the west side of the 2nd floor of Building A, Wistron Zhongshan Optoelectronic Park 1, Linhai Industrial Park, Torch Development Zone, Zhongshan City, PR China Global Lighting Technologies(Vietnam)Limited Liability Company Address: Lot CN13, Dong Van III Industrial Park, Ha Nam Province, Vietnam Global Lighting Technology (Thailand) Company Limited Address: 700/2, Mu 1, Khlong Tamru Sub-district, Mueang Chon Buri District, Chon Buri Province, Thailand Japan Office Address: 2B, Apartment 2122, Nihonbashi Kayaba-Cho, Chuo-Ku, Tokyo		
Paid-in Capital	NT\$1,288,641 thousand	Number of employees	582 people (GLT-Taiwan, including Tongluo Branch)

Company Appearance	GLT-Taiwan	GLT-Taiwan Tongluo Branch
		

Shareholding structure

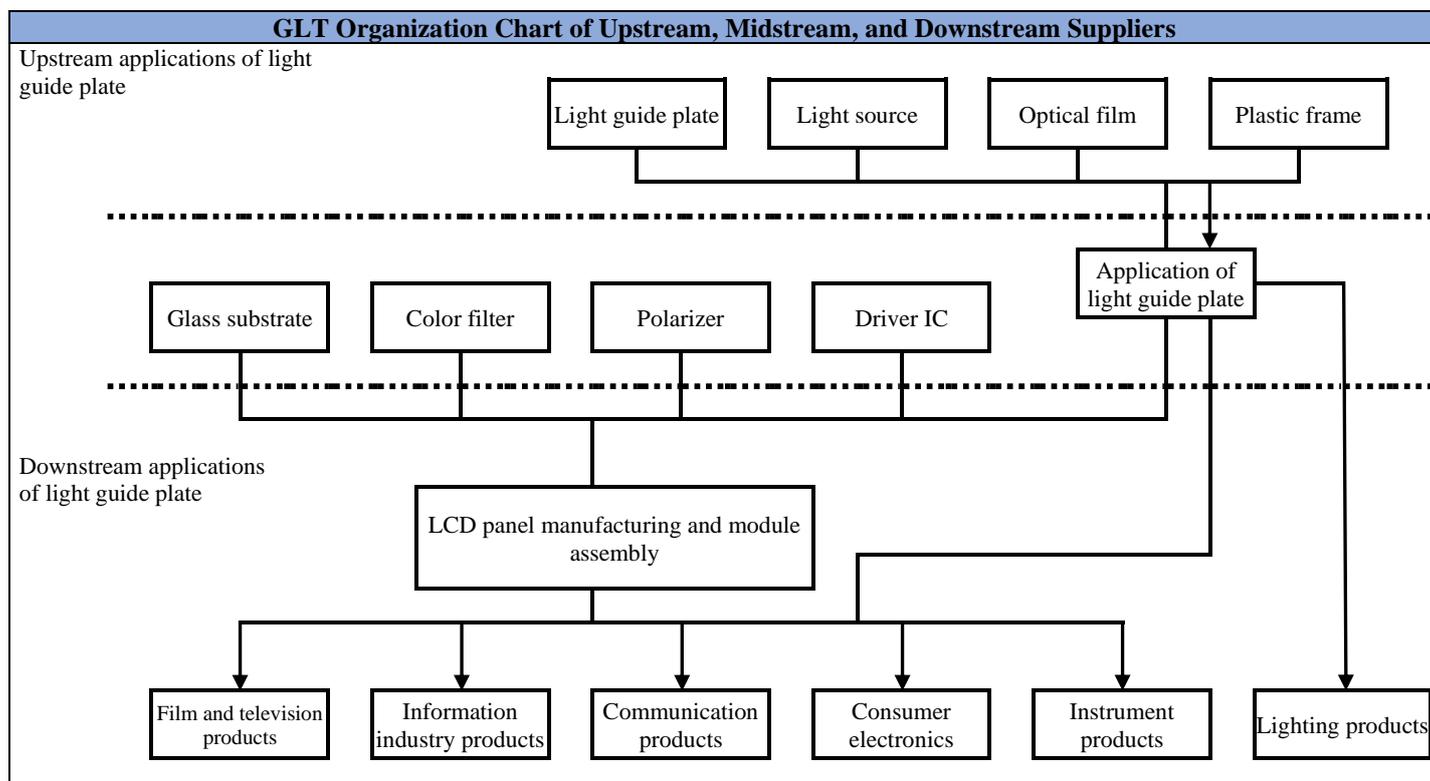
Shareholder Structure		
As of March 30, 2025		
Shareholders	Number of shares held	Percentage (%)
Government agencies	0	0.00
Financial institutions	306,280	0.24
Other legal persons	25,872,431	20.08
Individual	66,947,952	51.95
Foreign institutions and individuals	35,737,428	27.73
Investment institutions and individuals in mainland China	0	0.00

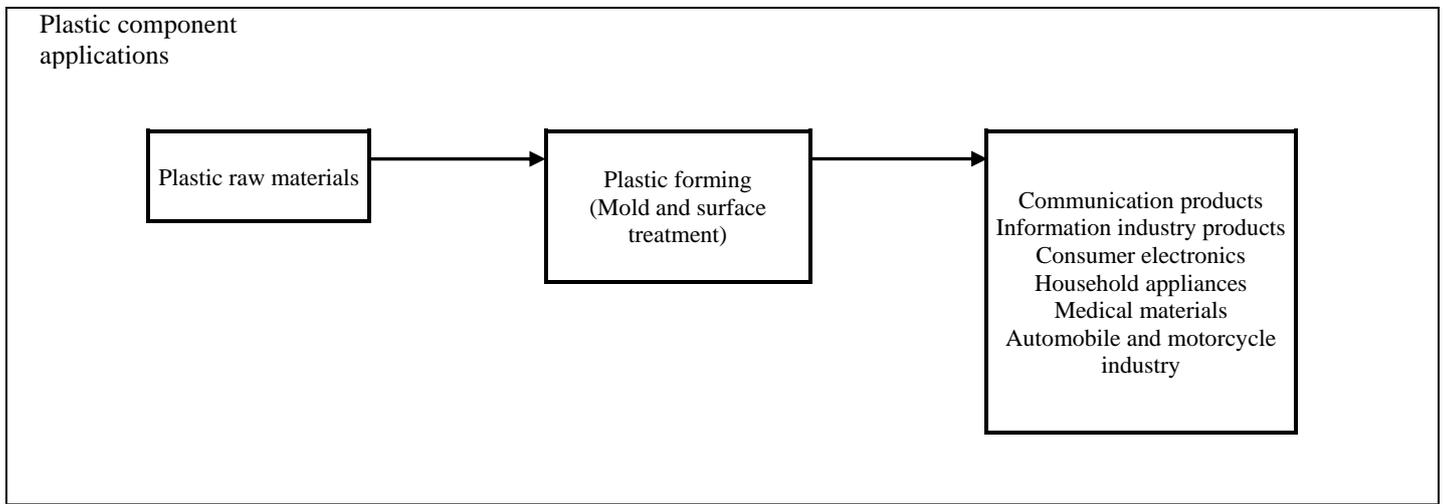
Business Items and Sales Products

The business scope of GLT primarily covers the research and development, manufacturing, and import and export trading of optoelectronic product components for the application of light guide plates and control components. The scope further extends to the manufacturing, wholesale, and import/export of electronic components, molds, and plastic parts. At the same time, the Company is actively expanding its domestic and overseas investment and collaboration in fields such as consumer electronics, biotechnology and medical applications, and computer hardware. Through its venture capital activities, the Company also supports domestic IC design startups as well as small and medium-sized semiconductor technology enterprises with international competitiveness. The Company's products are sold worldwide, with Asia accounting for the majority of sales. The main product sales regions and volumes for 2024 are shown in the table below.

Product/Service Items			
Products or Services	Sales Area	Sales Volume	Sales Volume Unit (PCS)
Plastic components	Worldwide	32,793	1,000 pieces
Application of light guide plate	Worldwide	11,606	1,000 pieces

Light guide panel is mainly used to provide uniform and sufficient brightness to the panel, and is also widely used in various information, communication, consumer products and LCD panels. The upstream materials of traditional backlight modules include light guides, light sources, optical films and plastic frames, etc., while the downstream materials can be assembled by LCD panel modules and then applied to panels of consumer electronics. However, the main business of the Company is light guide board application products. In addition to being used as key components of LCD screen panel, light guide board can be directly used in a number of electronic products, such as luminous keyboard, electronic books, car and wearable products, etc. The application range is more diversified. The organization chart of upstream, midstream, and downstream suppliers is as follows:





Business and R&D Achievements

Despite the challenging global economic environment in 2024, the market and product demand that the Company has been cultivating in recent years still show signs of a slight recovery, allowing both revenue and profits to grow compared to 2023.

In order to strengthen its global manufacturing presence, the Company initiated a factory construction project in Vietnam in 2024, and the new factory would be completed by mid-2025. The new factory in Vietnam is expected to be completed by mid-2025. The Company also plans to establish a new manufacturing facility in Thailand, which will enable us to provide customers with services from a greater variety of manufacturing locations in the future.

In terms of research and development, GLT continues to strengthen its core competencies in optical design and precision manufacturing. In response to industry development trends, the Company is enhancing both its software and hardware infrastructure. In 2024, the Company invested NT\$250 million in research and development expenses and NT\$580 million in capital expenditures in order to further enhance its competitive advantage. By leveraging precision manufacturing technology, the Company entered the biotechnology and medical markets in 2024, successfully achieving our objective of expanding product lines. GLT will maintain its focus on product research and development, smart manufacturing, and process automation. The Company will actively invest in the exploration of innovative technologies and increase the added value of its products through modular design, thereby offering customers more comprehensive product solutions.

Business Plan Overview

GLT closely monitors changes in the economic environment and consumer market, continuously developing new customers and new products using existing technologies. We actively expand our technology to other fields of application to minimize the dependency and risks of single regions or markets. The main areas of focus are follows:

1. Through strategic investments and collaborations, our objective is to develop new applications for our products.
2. Improve the capacity for module design and manufacturing in order to market high-value-added module products.
3. We are actively implementing intelligent and automated production to align with the future global manufacturing layout.
4. Consistently improve the structure of the sales products to enhance the profitability of the company.

Participation in Public Associations and Academic Societies

GLT actively participates in the activities of relevant public associations. By communicating with peers, we can not only continuously improve our own capabilities, but also gain insights and analysis from different perspectives. It also helps us understand industry trends and formulate clear development goals and sustainable development for the Company in the future. The following table lists the public associations in which the Company participates.

Industry Associations, Other Membership Associations, and National or International Advocacy Organizations	Membership Qualification
Taiwan Display Union Association	Annual member
Taiwan Flat Panel Display Materials & Devices Association	Annual member
NTU Industry-Academia Technology Alliance for Digital Transformation and Sustainable Development	Member
Taoyuan City Industrial Association	Member
Taiwan Science Park Industrial Association	Member

1.2 Stakeholder Engagement

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Stakeholder engagement policy

For stakeholder engagement, the Company adopts the AA1000 Stakeholder Engagement Standards (AA1000 SES), following its five core principles: dependency, responsibility, influence, diverse perspectives, and tension. To ensure the comprehensiveness of stakeholder identification, the Company also draws upon the spirit of GRI Standards. Potential stakeholders of the Company include shareholders and other investors, financial institutions, government agencies, employees and other workers, customers, consumers, business partners, suppliers, local communities, non-governmental organizations, social welfare organizations, industry associations, and others. The Company also references stakeholder groups identified by industry peers. Through consultation with external experts, stakeholders are evaluated based on the Company's actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts. The results of AA1000 SES identification are discussed with senior management. Stakeholders with a total score exceeding 10 points are identified as the Company's key stakeholders for 2024.

The Company discussed with external experts and considered the AA1000 SES identification results, identifying five major categories of stakeholders: employees and other workers, shareholders and other investors, government and regulatory authorities, consumers /customers, and suppliers / contractors.



Stakeholder Communication Channels

GLT has established open and direct communication channels to facilitate smooth communication with stakeholders and ensure transparency in the exchange of relevant information. Through communication channels, we understand the issues of concern to stakeholders and provide relevant corporate social responsibility information, moving towards the realization of corporate sustainable management philosophy. The following table shows the communication channels and results of GLT's stakeholders:

Stakeholder Communication Channels and Effectiveness						
Stakeholders	Significance to GLT	Issues of concern		Communication channels	Frequency	Communication effectiveness
Employees and other workers	Labor-management relations, talent development, and a diverse and friendly working environment	<ul style="list-style-type: none"> ● Economic performance ● Labor/management relations ● Salary and benefits ● Occupational safety and health ● Training and education 	<ul style="list-style-type: none"> ● Employee diversity and equal opportunity ● No discrimination ● Freedom of association and collective bargaining ● Forced and compulsory labor ● Sustainable operation 	<ol style="list-style-type: none"> 1. Labor-management meeting 2. Education and training 3. Employee mailbox 	<ol style="list-style-type: none"> 1. Once a quarter 2. Irregular 3. Immediate processing 	<ol style="list-style-type: none"> 1. Improve unsafe machines and equipment; conducted regular inspections to identify 67 missing items and track improvements. 2. Multiple on-the-job education and training sessions were held, with a total of 760 participants. 3. There were a total of 26 promotional materials.
Shareholders and other investors	The Company's mission is to create maximum operating benefits for shareholders and disclose company information transparently.	<ul style="list-style-type: none"> ● Economic performance ● Anti-corruption ● Anti-competitive behavior ● Taxation 	<ul style="list-style-type: none"> ● Sustainable operation ● Occupational safety and health ● Customer privacy 	<ol style="list-style-type: none"> 1. Annual report, annual shareholders' meeting 2. Legal person briefings, domestic and foreign legal person interviews, and telephone conferences 	<ol style="list-style-type: none"> 1. Regular 2. Regular 	<ol style="list-style-type: none"> 1. The shareholders' meeting on May 28, 2024 was conducted in person and via video conferencing, with a 52.87% electronic voting rate. The financial and annual reports were uploaded and published on the Company's website for investors' reference. 2. Participated in 2 corporate briefing sessions in 2024 3. Irregular legal person visits and telephone conferences. 4. There were 29 material information in Chinese and English.
Government and competent authorities	The Company complies with all tax laws and regulations of the National Taxation Bureau and maintains good communication channels.	<ul style="list-style-type: none"> ● Economic performance ● Taxation ● Energy ● Emission ● Water resources ● Waste 	<ul style="list-style-type: none"> ● Labor/management relations ● Occupational safety and health ● Customer health and safety ● Sustainable operation 	<ol style="list-style-type: none"> 1. Various declaration forms and official document communications 2. Instant mail and telephone communication 3. Cooperated with the competent authorities in evaluation and 	<ol style="list-style-type: none"> 1. Irregular 2. Irregular 3. Irregular 4. Irregular 	<ol style="list-style-type: none"> 1. 6 business tax returns (filed once every two months) 2. Business income tax return in May every year 3. Irregular telephone communication. 4. The corporate governance evaluation score in 2024 was 21%-35%, and the market capitalization of NT\$5-NT\$10

			<p>substantive review</p> <p>4. Participated in various seminars or promotional meetings to understand the latest policies and legal amendments</p>		<p>billion fell into a range of 11%-20%.</p> <p>5. The 2024 annual financial report was audited once and found to have no omissions.</p> <p>6. Compliance with various statutory standards such as labor, environmental protection, safety and health.</p>
Customers/consumers	<p>GLT is committed to becoming a global leading provider of optoelectronic technology solutions. Customers are our core stakeholders and are important to the Company's continued growth and competitiveness.</p>	<ul style="list-style-type: none"> ● Materials ● Energy ● Emission ● Occupational safety and health ● No discrimination ● Economic performance ● Freedom of association and collective bargaining ● Child labor ● Forced and compulsory labor ● Customer health and safety ● Marketing and labeling ● Customer privacy ● Sustainable operation 	<p>1. Business review meeting.</p> <p>2. Technical briefings and product requirement interviews.</p> <p>3. Customer technology and service platform: Provides multiple instant communication channels, including email and instant messaging tools (such as Teams), to quickly respond to and serve customers.</p> <p>4. Customer satisfaction survey: We conduct comprehensive customer satisfaction surveys annually to gain a deeper understanding of customers' expectations and suggestions regarding product quality, service experience, and corporate sustainability performance, which serve as an important basis for continuous optimization of operational strategies.</p> <p>5. Online resources and</p>	<p>1. Once a week</p> <p>2. Irregular</p> <p>3. Immediate</p> <p>4. Once a year</p> <p>5. Irregular</p>	<p>1. Business review meeting in 2024: 52 sessions.</p> <p>2. Visit customers from time to time to share the latest product information and technology applications, and enhance customers' understanding of the Company's innovation capabilities and solutions.</p> <p>3. Through multiple communication channels, customers can contact the sales person immediately to provide immediate response and service.</p> <p>4. The total customer satisfaction survey scored a total of 90.37 points in 2024, in line with the target of better than 80 points.</p>

			dedicated services: We provide dedicated services through our official website, including technical support and product information, to help customers access the resources they need at any time.			
Suppliers/contractors	A stable supply chain is important to the Company's production and operations. Therefore, it is necessary to maintain good cooperative relationships and smooth communication channels with suppliers to ensure a stable supply of raw materials and services.	<ul style="list-style-type: none"> ● Economic performance ● Procurement practices ● Supplier environmental evaluation ● Supplier social evaluation 	<ul style="list-style-type: none"> ● Occupational safety and health ● Marketing and labeling ● Customer privacy ● Sustainable operation 	<ol style="list-style-type: none"> 1. e-mail. 2. Dedicated telephone line/communication software. 3. On-site audits and annual audits. 4. Meeting 5. Field visits 	<ol style="list-style-type: none"> 1. Immediate 2. Immediate 3. Once a year 4. Irregular 5. Irregular 	<ol style="list-style-type: none"> 1. Report and track supplier delivery anomalies on a daily basis. 2. In 2024, we conducted on-site and written audits of 13 suppliers, with a passing rate of 100%. 3. 99% of new suppliers signed the "GLT Integrity Commitment" and 88% signed the "Code of Conduct Statement". 4. No external reports or complaints were received in 2024. 5. 34 contractors completed education and training.

1.3 Analysis and Identification of Material Topics

3-1	Define the content and scope of material topics
3-2	List of material topics

GLT identifies its material topics through a four-step process based on “Understanding the organizational context”, “Identifying the actual and potential impacts of sustainability issues”, “Assessing the significance of the impacts”, and “Disclosing and reporting sustainability topics”. This process involves analyzing issues related to the Company’s business activities, business relationships, and sustainability context to determine the material topics for 2024 and ensure that stakeholders can find information aligned with their concerns in the sustainability report. In the management of GRI 3 material topics, the Company will effectively respond to issues of concern to all stakeholders.

STEP 1 Understand the organizational context	The sustainability topics related to GLT included 31 sustainability issues identified based on the GRI Standards and SASB Standards.
STEP 2 Identify the actual and potential impacts of sustainability issues	External experts evaluate the Company’s actual and potential negative impacts, as well as actual and potential positive impacts on the economy, environment, and society (including people and human rights) through a questionnaire. The scores for each topic across these dimensions are then totaled and ranked. Topics with total score exceeding 30 points are defined as material topics for the Company. However, topics listed by SASB are given priority in the materiality determination regardless of score.
STEP 3 Assess the significance of impact	The scoring results are reviewed and approved through discussions between external experts and heads of the Company’s first-level departments and their directly affiliated second-level units during the sustainability working group meeting. Based on operational experience and analysis of the significance and likelihood of each issue’s impact, the Company identified 9 material sustainability issues.
STEP 4 Disclosure of sustainability topics	Based on the analysis of material sustainability issues, external experts conducted a comprehensive assessment of the issues, taking their nature, and collaborated with various company departments into account. Ultimately, the 9 material sustainability issues were summarized into 7 key management topics, which were responded and communicated with stakeholders through the sustainability report.

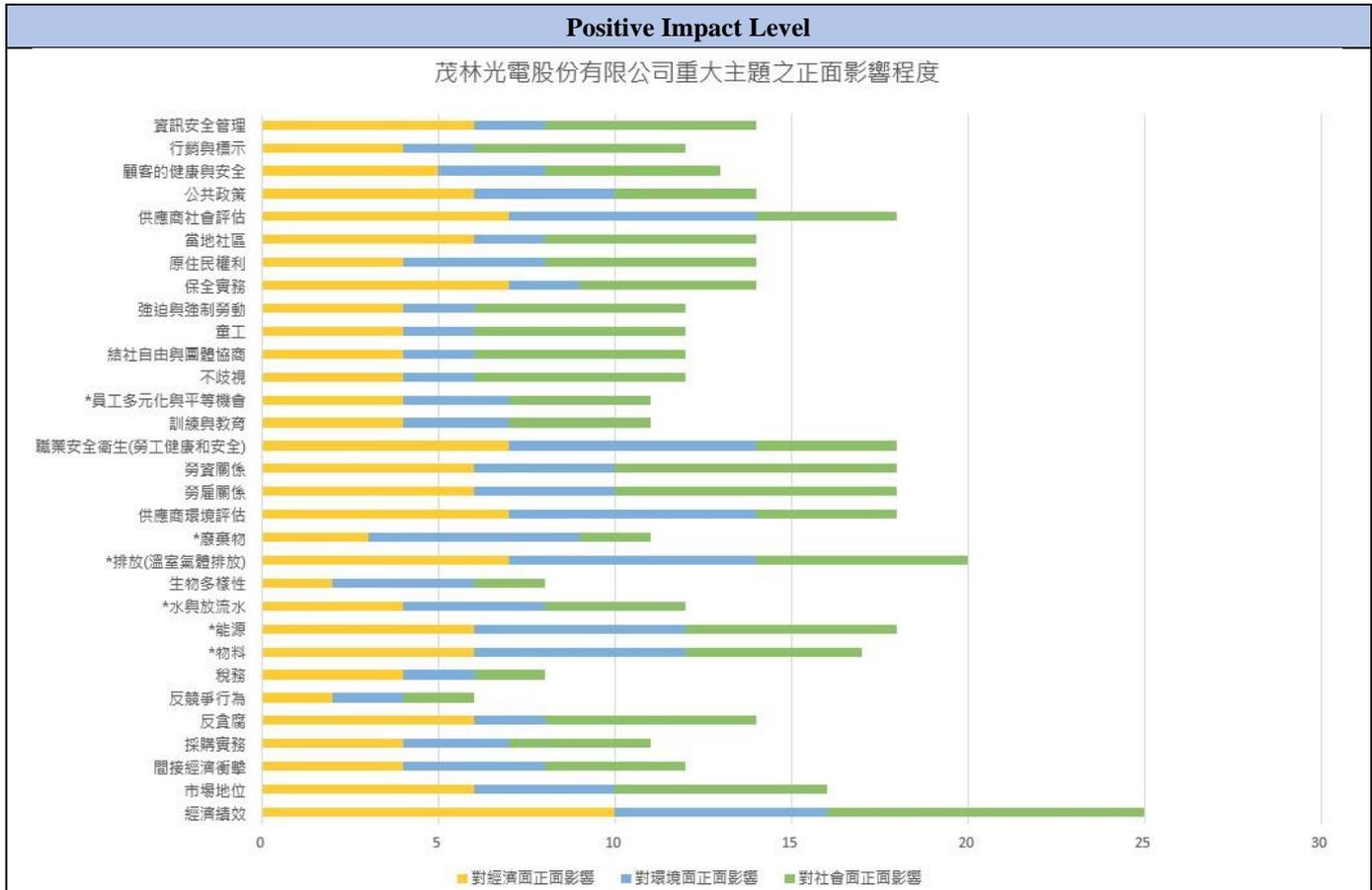
The nine material issues identified by the Company were economic performance, emissions (greenhouse gas emissions), supplier social assessment, supplier environmental assessment, energy, occupational health and safety (labor health and safety), labor-management relations, industrial relations, and information security management.

Major Topic Identification Results

Based on the above analytical steps, the material issues of concern to GLT for 2024 were identified as the foundation of this report. The report presented the related performance and management outcomes for each material topic, which served as strategic goals for planning and implementing sustainable operations in 2024.

Major Topic Identification Results					
Material Topics					
1 Economic performance	2 Energy management (energy, emissions)	3 Supplier social assessment	4 Supplier environmental assessment	5 Occupational safety and health (labor health and safety)	6 Labor/management relations
7 Information security management					

Other Topics					
8 Market position	9 indirect economic impacts	10 Procurement practices	11 Anti-corruption	12 Anti-competitive behavior	13 Taxation
14 Materials	15 Water and effluents	16 Biodiversity	17 Waste	18 Training and education	19 Employee diversity and equal opportunity
20 No discrimination	21 Freedom of association and collective bargaining	22 Child labor	23 Forced and compulsory labor	24 Security practices	25 Indigenous peoples' rights
26 Local communities	27 Public policies	28 Customer health and safety	29 Marketing and labeling		

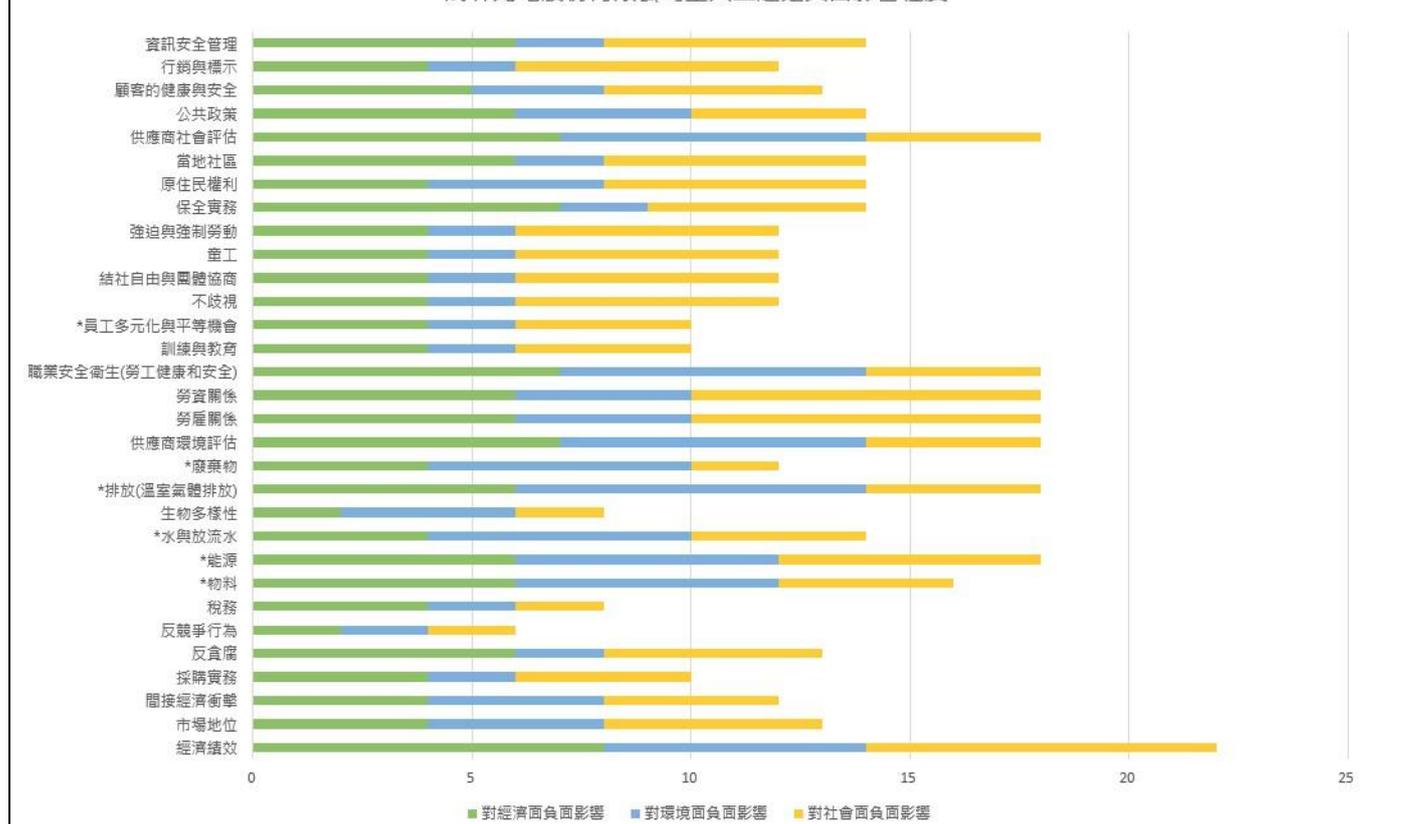


茂林光電 GLT 重大主題之正面影響程度	GLT Major Issues' Positive Impact Extent
對經濟面正面影響	Economic Aspect Positive Impact
對環境面正面影響	Environmental Aspect Positive Impact
對社會面正面影響	Social Aspect Positive Impact
資訊安全管理	Information Security Management
行銷與標示	Marketing and labeling
顧客的健康與安全	Customer health and safety
公共政策	Public Policy
供應商社會評估	Supplier social assessment
當地社區	Local Community
原住民權利	Indigenous Rights
保全實務	Conservation Practices

強迫與強制勞動	Forced and Compulsory Labor
童工	Child Labor
結社自由與團體協商	Freedom of Association and Collective Bargaining
不歧視	Non-Discrimination
員工多元化與平等機會	Employee diversity and equal opportunity
訓練與教育	Training and education
職業安全衛生	Occupational health and safety
勞資關係	Labor relations
勞雇關係	Employment relations
供應商環境評估	Supplier environmental assessment
廢棄物	Waste
排放	Emissions(greenhouse gas emissions)
生物多樣性	Biodiversity
水與放流水	Water and effluent
能源	Energy
物料	Materials
稅務	Taxation
反競爭行為	Anti-competitive practices
反貪腐	Anti-corruption
採購實務	Procurement practices
間接經濟衝擊	Indirect economic impacts
市場地位	Market position
經濟績效	Economic performance

Negative Impact Level

茂林光電股份有限公司重大主題之負面影響程度



茂林光電 GLT 重大主題之正面影響程度	GLT Major Issues' Positive Impact Extent
對經濟面正面影響	Economic Aspect Positive Impact
對環境面正面影響	Environmental Aspect Positive Impact
對社會面正面影響	Social Aspect Positive Impact
資訊安全管理	Information Security Management
行銷與標示	Marketing and labeling
顧客的健康與安全	Customer health and safety
公共政策	Public Policy
供應商社會評估	Supplier social assessment
當地社區	Local Community
原住民權利	Indigenous Rights
保全實務	Conservation Practices
強迫與強制勞動	Forced and Compulsory Labor
童工	Child Labor
結社自由與團體協商	Freedom of Association and Collective Bargaining
不歧視	Non-Discrimination
員工多元化與平等機會	Employee diversity and equal opportunity
訓練與教育	Training and education
職業安全衛生	Occupational health and safety
勞資關係	Labor relations
勞雇關係	Employment relations

供應商環境評估	Supplier environmental assessment
廢棄物	Waste
排放	Emissions(greenhouse gas emissions)
生物多樣性	Biodiversity
水與放流水	Water and effluent
能源	Energy
物料	Materials
稅務	Taxation
反競爭行為	Anti-competitive practices
反貪腐	Anti-corruption
採購實務	Procurement practices
間接經濟衝擊	Indirect economic impacts
市場地位	Market position
經濟績效	Economic performance

List of Material Topics

ESG aspects	List of material topics	Description of the organization's policies or commitments related to the material topics (Explain its importance)	Description of the impact (Economic, environment, people (including human rights))	Main parties affected (Groups affected by the organization's operations)	Corresponding chapter
Governance	Economic performance	Through strategic investments and collaborations, our objective is to develop new applications for our products. Improve the capacity for module design and manufacturing in order to market high-value-added products. Consistently improve the structure of the sales products to enhance the profitability of the company.	Economic - Actual positive impacts: When economic performance improves, companies have more resources to invest in product development, cross-sector applications, and expand production locations, which can attract investor attention, increase stock prices, and further promote economic growth. Environment - Actual positive impacts: Introduction of intelligent and automated production, and new energy-saving equipment to further reduce resource waste and environmental pollution. People/Human rights - Actual positive impacts: When economic performance improves, companies have more resources to improve employees' working conditions, increase salaries and benefits, strengthen employee training and career development opportunities, and protect employees' basic rights and interests.	<ul style="list-style-type: none"> ➤ The Company (cause) ➤ Government and competent authorities (contribute) ➤ Employees (contribute) ➤ Suppliers and contractors (contribute) ➤ Shareholders and other investors (contribute) ➤ Customers and consumers (direct impact) 	2.3 Operational performance
Environmental aspect	Energy management (Energy, emissions)	1) Introduce low-loss, low-energy, and low-pollution production processes to achieve optimal energy/resource efficiency and pollution prevention/control. 2) Select recyclable and reusable resources to achieve resource recycling and waste reduction goals.	Environment - Actual positive impacts: Implement circular economy and carbon reduction to reduce the negative impact of plastic products on the environment. Economic - Potential negative impacts: The relevant units may suffer losses from property or business reputation and may violate the law.	<ul style="list-style-type: none"> ➤ The Company (cause) ➤ Employees (cause) ➤ Shareholders and other investors (contribute) ➤ Government and competent authorities (contribute) ➤ Suppliers and contractors (contribute) ➤ Customers and consumers (contribute) 	4.4 Energy conservation and carbon reduction
Social risks	Supplier environmental /social evaluation	Policy: The supplier management procedures stipulate that new suppliers must sign the "Supplier/Contractor Code of Conduct Compliance Declaration" to commit that all business activities conducted by themselves (the suppliers) and	Economic - Actual positive impacts: 1. Enhance corporate image: By encouraging suppliers to commit to environmental protection, it helps to enhance their brand image and attract more environmentally conscious consumers or customers. 2. Reduce long-term costs: In terms of environmental issues, although capital investment is required in early stages, in the long run, long-term operating costs can be reduced by improving resource utilization	<ul style="list-style-type: none"> ➤ The Company (cause) ➤ Suppliers and contractors (contribute) ➤ Employees and other workers (contribute) ➤ Customers and consumers (direct impact) 	3.3 Supply chain management

ESG aspects	List of material topics	Description of the organization’s policies or commitments related to the material topics (Explain its importance)	Description of the impact (Economic, environment, people (including human rights))	Main parties affected (Groups affected by the organization’s operations)	Corresponding chapter
		<p>their subcontractors comply with applicable international and local laws and regulations, uphold fair competition, conduct business with integrity, strictly adhere to business ethics, actively fulfill social responsibilities, and comply with the latest version of “Responsible Business Alliance (RBA)” Code of Conduct, which includes provisions on labor protection, human rights, and environmental sustainability. In accordance with the supplier management procedures, major raw material suppliers/automotive raw material suppliers are audited once a year. The audit content includes supplier’s sustainable development projects, including sustainable management goals, recycling, environment, labor, society, human rights and other projects). To ensure that suppliers perform as promised.</p>	<p>efficiency and reducing waste.</p> <p>3. Promote innovation: The improvement process can enable suppliers to find more environmentally friendly technologies and processes, which help to promote technological innovation capabilities and enhance competitiveness.</p> <p>People/Human rights - Actual positive impacts:</p> <p>1. Improve working environment: Human rights assessments can ensure that suppliers provide a safe and healthy working environment to reduce the risk of injury and illness to workers.</p> <p>2. Promote fair treatment: Human rights assessments help ensure that workers receive fair wages and treatment, and prevent discrimination and exploitative practices.</p> <p>3. Enhance corporate reputation: By paying attention to human rights issues, the Company can enhance its image of social responsibility and attract more consumers or customers.</p> <p>Environment - Potential negative impacts:</p> <p>1. Increased compliance costs: Implementation of human rights assessments and improvement measures requires capital investment, which may increase initial operating costs of the Company.</p> <p>2. Supply chain challenges: Suppliers may not be able to meet human rights standards immediately, which may lead to supply chain disruptions or the need for new suppliers.</p> <p>Economic - Potential negative impacts:</p> <p>1. Potential legal risks: If suppliers fail to comply with human rights regulations, they may face fines and legal risks, further affecting their economic performance.</p> <p>Environment - Actual positive impacts:</p> <p>1. Pollution reduction: Through environmental assessments, suppliers can identify and reduce sources of pollution in their supply chains, thereby reducing contamination of air, water, and soil.</p>		

ESG aspects	List of material topics	Description of the organization's policies or commitments related to the material topics (Explain its importance)	Description of the impact (Economic, environment, people (including human rights))	Main parties affected (Groups affected by the organization's operations)	Corresponding chapter
			<p>2. Promote resource conservation: Environmental assessment helps improve resource utilization efficiency, reduce waste and promote a circular economy.</p> <p>3. Improve ecological protection: Suppliers can conduct environmental assessments to ensure that their supply chains comply with environmental regulations and protect biodiversity and natural ecosystems.</p> <p>Environment - Potential negative impacts:</p> <p>1. Increased costs: Implementing environmental assessments and improvement measures requires capital investment, which may increase the initial operating costs of the enterprise.</p> <p>2. Supply chain challenges: Suppliers may not be able to meet environmental standards immediately, which may lead to supply chain disruptions or the need to find new suppliers.</p> <p>3. Compliance risk: If suppliers fail to comply with environmental regulations, they may face fines and legal risks, further affecting the stability of product supply.</p>		
Social risks	Occupational safety and health (labor health and safety)	Policies on environmental management and occupational safety and health management systems: Protecting the global environment and workplace safety and health is our obligation.	<p>Economic - Potential negative impacts: Major accidents can cause damage to factory buildings that impact company operations, requiring reconstruction funds, fines for violations of regulations, and compensation for injuries and illnesses.</p> <p>People/Human rights - Actual positive impacts: We provide a good working environment to reduce the risk of occupational injuries and diseases.</p> <p>People/Human rights - Potential positive impacts: Equal medical care must be provided to injured or sick personnel.</p>	<ul style="list-style-type: none"> ➤The Company (cause) ➤Government and competent authorities (contribute) ➤Employees and other workers (contribute) ➤Shareholders and other investors (contribute) ➤Customers and consumers (direct impact) 	5.4 Health and safety
Social risks	Labor/management relations	We attach great importance to labor rights and implement human rights policies such as non-discrimination, prohibition of	<p>People/Human rights - Actual positive impacts:</p> <p>1. Eliminate employment discrimination and sexual harassment, and build a safe and equal working environment</p>	<ul style="list-style-type: none"> ➤The Company (cause) ➤Employees and other workers (direct impact) ➤Government and competent 	5.3 Employee Benefits and Protection

ESG aspects	List of material topics	Description of the organization's policies or commitments related to the material topics (Explain its importance)	Description of the impact (Economic, environment, people (including human rights))	Main parties affected (Groups affected by the organization's operations)	Corresponding chapter
		child labor, forced and compulsory labor, and diversity.	<p>Economic - Actual positive impacts: Good labor-management relations help to establish a stable working environment and improve employee satisfaction, thereby reducing employee turnover and reducing the Company's costs incurred in recruiting and training new employees.</p> <p>Economic - Potential negative impacts: If a Company fails to comply with relevant laws such as the Labor Standards Act, it may lead to employee dissatisfaction and even trigger strikes or lawsuits, thereby increasing external costs.</p>	<p>authorities (contribute)</p> <ul style="list-style-type: none"> ➤ Shareholders and other investors (contribute) 	
Social risks	Information security management	<p>In order to ensure the continuous operation of the Company, reduce corporate information security risks, and prevent threats to information assets, GLT has formulated an "Information Security Policy" and related operating procedures to regulate its information security.</p> <p>In accordance with Article 9 of the "Regulations Governing the Establishment of Internal Control Systems by Public Companies", the Company has established an information security organization and formed an Information Security Committee, chaired by the general manager. The committee regularly reviews the effectiveness of information security policies and objectives. Each quarter, the person responsible for information security reports and communicates the importance of information security to</p>	<p>Economic - Potential positive impacts: The impact of information security management on the economy is mainly reflected in protecting corporate assets and reducing potential losses. Effective information security measures can prevent the leakage, tampering or destruction of sensitive data, ensure the continuous operation of the enterprise and minimize operational losses.</p> <p>In addition, if companies can respond and handle cybersecurity threats quickly, it will help maintain their reputation and customer trust, thereby promoting economic development.</p> <p>Environment - Potential positive impacts: The impact of information security management on the environment is mainly reflected in the effective use of resources and the reduction of environmental pollution. When enterprises conduct information security management, they will be involved in the management and disposal of hardware equipment. For example, after scrapping expired equipment, they will entrust professional manufacturers to recycle it, and scrapped hard drives are also outsourced to professional manufacturers for physical destruction and recycling. These measures help reduce the environmental pollution caused by electronic waste.</p> <p>In addition, when conducting information security</p>	<ul style="list-style-type: none"> ➤ The Company (cause) ➤ Government and competent authorities (contribute) ➤ Employees and other workers (contribute) ➤ Suppliers and contractors (contribute) ➤ Shareholders and other investors (contribute) ➤ Customers and consumers (direct impact) 	3.2 Products and services

ESG aspects	List of material topics	Description of the organization's policies or commitments related to the material topics (Explain its importance)	Description of the impact (Economic, environment, people (including human rights))	Main parties affected (Groups affected by the organization's operations)	Corresponding chapter
		<p>employees. An annual report on information security implementation and plans for the coming year is also submitted to the Board of Directors.</p> <p>GLT's information security strategy is based on 20 CIS Critical Security Controls. There were no major information security incidents during the year. Internal audits of related operations were conducted, and the Company also worked in coordination with external auditor reviews and customer security assessments to implement and enhance information security risk management.</p>	<p>management, GLT also takes energy use and management into consideration, and is constantly moving towards the goal of paperless operation, ensuring that energy consumption and environmental burden are reduced while protecting information.</p> <p>People/Human rights - Potential positive impacts: The impact of information security management on people is mainly reflected in the protection of personal data and privacy. Effective information security measures can prevent the leakage and abuse of personal data and protect the privacy of employees and customers.</p> <p>In addition, when conducting information security management, GLT will conduct employee education and training to enhance employees' information security awareness and reduce information security incidents caused by negligence or malicious behavior. The impact of information security management on human rights is mainly reflected in protecting personal privacy and preventing the abuse of surveillance.</p> <p>Resolution 68/167 adopted by the United Nations General Assembly emphasizes that in the digital age, the right to privacy should be protected from unlawful or arbitrary surveillance and data collection. GLT's official website publishes its privacy policy for logging into the official website.</p> <p>GLT also complies with relevant laws and standards when conducting information security management to ensure that the privacy rights of employees and customers are not violated, and establishes an effective supervision and remediation mechanism.</p>		
<p>Description of major impacts on the topics:</p> <ol style="list-style-type: none"> 1. Cause: The Company's actions or inaction may result in negative impacts. 2. Contribute: The organization's activities lead to, promote or induce the emergence and attention of material topics. 3. Directly related: Directly causing direct impact on relevant stakeholders. 					

II. Corporate Governance of GLT

2.1 Management Approach to Material Topics

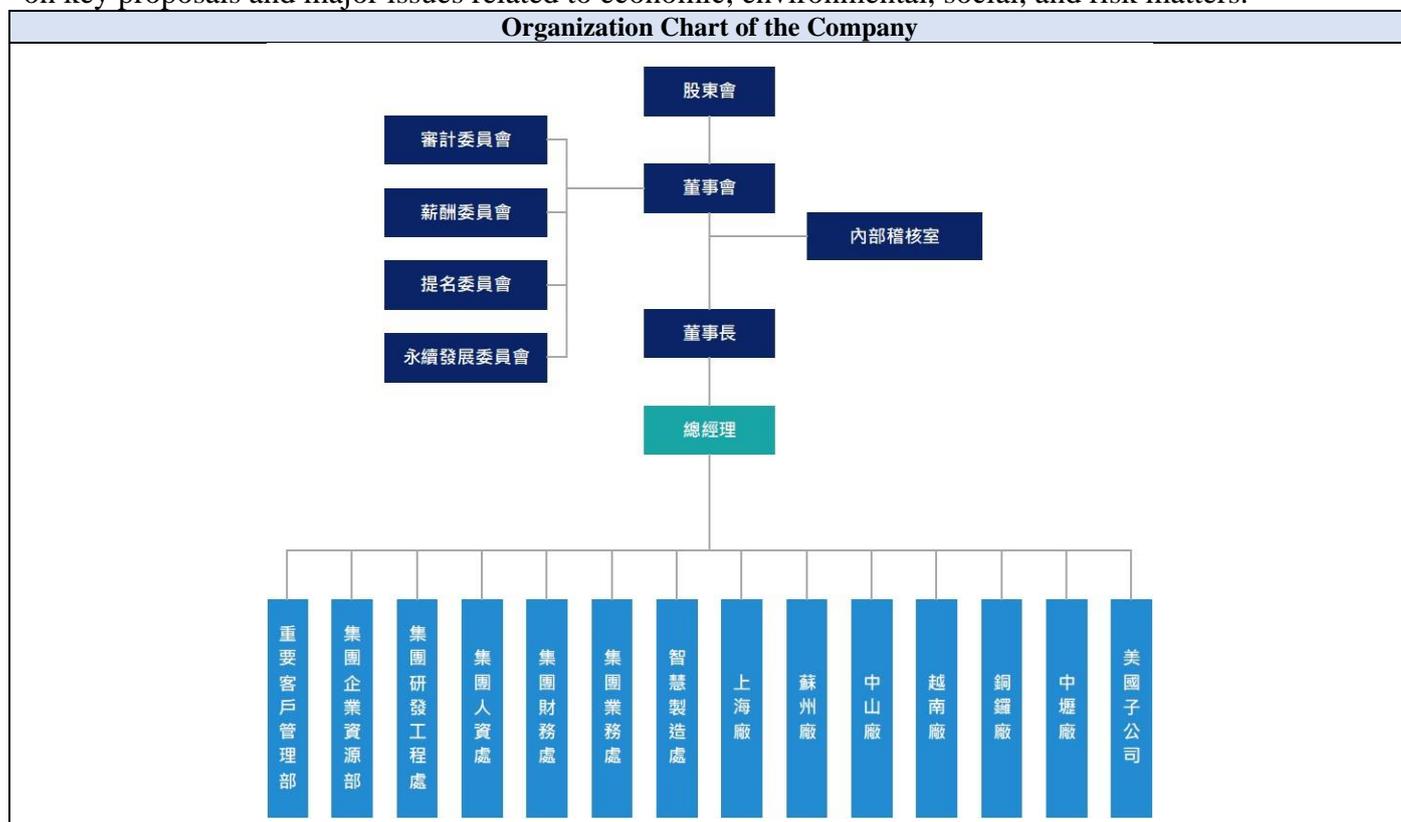
Name of material topic	Economic performance		
Sustainability Principles (Issue) Response	GRI 201 Economic Performance	Affected stakeholders	Governments and regulatory agencies, employees, suppliers and contractors, shareholders and other investors, clients and consumers
Major reasons	Good economic performance means that the Company can generate stable revenue and profits, laying a solid foundation for future investment planning and global manufacturing layout. In addition, it can also support the Company to continuously cultivate talents, develop new technologies and processes to cope with market challenges and fierce competition in the industry. At the same time, a sound financial condition will also help the Company establish long-term and stable cooperative relationships with banks, thereby obtaining more advantageous financing conditions and bringing better returns to shareholders, customers and suppliers.		
Impacts and effects	<ul style="list-style-type: none"> ■: Improve competitiveness and innovation: More resources can be invested in technological innovation and product development to enhance the Company's market competitiveness. ■: Attract investment: Attract domestic and foreign investors and increase capital inflow. ■: Sustainable development: More resources and motivation to promote environmental protection and corporate social responsibility. ▲: Increased initial costs: In order to invest more resources in strengthening core competitiveness and achieving sustainable development, capital expenditures and expenses will increase ▲: Affect the Company's image <p style="text-align: right;">■: Positive impact ▲: Negative impact</p>		
Policy/Strategy	Corporate governance, integrity management, and sustainable development.		
Goals and targets	<p>Cultivate diversity and professionalism of the Board of Directors. Improve the operation and communication of the Board of Directors and various functional committees, and enhance the effectiveness of supervision and decision-making. Strengthen relationships with stakeholders and establish effective communication mechanisms. Strengthen the close integration of corporate governance with the environment and society to promote sustainable development of enterprises. Cultivate awareness and participation of all employees in ESG issues.</p> <ul style="list-style-type: none"> ●Short-term goal: Improve information transparency so that investors can obtain important information in real time. ●Medium and long-term goals: Improve corporate governance and profitability, and be included in the upper-middle-tier classes in corporate governance evaluations. 		
Management evaluation mechanism	<p>Integrate sustainable information to strengthen internal control mechanisms and risk management to prevent potential risks and crises. Strengthen communication management with stakeholders. Hold senior management meetings monthly to continuously strengthen internal control and risk management mechanisms. Regularly disclose relevant financial information and important news to avoid penalties for disclosure omissions. Formulate the business plan every year and review the plan achievement rate every month</p>		
Execution and performance	<p>The internal performance evaluation of the Executive Board and each functional committee is conducted annually, with the evaluation scores in 2024 ranging from 99.57 to 100. The Company reviews the discrepancies between budget and actual revenue and profit monthly, and proposes improvement measures for situations where targets are not met, in order to enhance operational resilience and decision-making efficiency. In 2024, a total of 12 management meetings were held, successfully preventing potential risks and crises, and driving revenue in 2024 to grow by 17% compared to 2023.</p>		
Preventive or remedial measures	Optimize the corporate governance structure to respond to changes in the internal and external environment and ensure the implementation of the Company's long-term development strategy.		

2.2 Governance Structure

2-9	Governance structure and composition
2-10	Nomination and selection of the highest governing body
2-11	Chairperson of the highest governance body
2-12	Role of the highest governance body in overseeing impact management
2-13	Person in charge of impact management
2-14	Role of the highest governance body in sustainability reporting
2-15	Conflict of interest
2-16	Communicate key milestones
2-17	Collective intelligence of the highest governance body
2-18	Performance evaluation of the highest governing body
2-19	Remuneration policy
2-20	Remuneration determination process

Organizational Chart of the Company

The Board of Directors is the highest governance body of GLT. In addition to executing duties in accordance with laws, regulations, the Articles of Incorporation, and resolutions of the shareholders' meeting, the Company has established various committees under the Board to enhance its functions and strengthen management mechanisms. These include the Audit Committee, the Remuneration Committee, the Nominating Committee, and the Sustainability Development Committee, each organized based on their respective authorities and functions. These committees are responsible for discussing and making decisions on key proposals and major issues related to economic, environmental, social, and risk matters.



股東會	Shareholders' meeting
審計委員會	Audit Committee
薪酬委員會	Remuneration Committee
董事會	Board of Directors
內部稽核室	Internal Audit Office
提名委員會	Nominating Committee
董事長	Chairman
永續發展委員會	Sustainable Development Committee

總經理	General Manager
美國子公司	GLT-USA
智慧製造處	Smart Manufacturing Division
上海廠	GLT-Shanghai
中山廠	GLT-Zhongshan
蘇州廠	GLT-Suzhou
越南廠	GLT-Vietnam
銅鑼廠	GLT-Taiwan Tongluo Branch
中壢廠	GLT-Taiwan
集團業務處	Group Sales Division
集團財務處	Group Finance Division
集團人資處	Group Human Resources Division
集團研發工程處	Group R&D Engineering Division
集團企業資源部	Group Corporate Resources Department
重要客戶管理部	Important Customer Management Department

The business contents of the Company's main departments are as follows:

Department	Main Responsibilities
Chairman's Office	Formulate the Company's operational goals and strategic directions for future development.
General Manager's Office	Implement the resolutions of the "Board of Directors" and manage all company affairs.
Internal Audit Office	Responsible for the Company's chief internal auditor, the establishment and audit of internal control system, and ensuring the effective implementation of internal control system.
Important Customer Management Department	Responsible for all business related matters of important customers.
Group Corporate Resources Department	Coordinate ERP system analysis and maintenance business.
Group R&D Engineering Division	Coordinate R&D design, optical development, new product introduction and other related businesses.
Group Human Resources Division	Coordinate the management of the Group's human resources.
Group Finance Division	Coordinate the formulation of policies and related operations for the Group's finance, accounting, taxation and business analysis matters.
Group Sales Division	Plan and maintain performance goals and marketing strategies, customer development and maintenance.
Smart Manufacturing Division	Coordinate the integration of smart technologies and promote the application of automation, information security, AI and digital transformation.
GLT-Shanghai	Manufacturing and production.
GLT-Suzhou	Manufacturing and production.
GLT-Zhongshan	Manufacturing and production.
GLT-Vietnam	Manufacturing and production.
GLT-Taiwan Tongluo Branch	Manufacturing and production.
GLT-Taiwan	Manufacturing and production.
US subsidiary	Sales and application engineering services in Europe and America.

Structure and Diversity of Directors

The Board of Directors of the Company places great emphasis on efficiency, transparency, diversity, and professionalism. Article 23 of the “Corporate Governance Best Practice Principles” stipulates that Board composition should take diversity into consideration. For the Company’s own operations, business model, and development needs, appropriate diversity policies should be formulated, which may include but are not limited to, the following two major categories of criteria:

- I. Basic qualifications and values: gender, age, nationality and culture, etc.
- II. Professional knowledge and skills: operational judgment, accounting and financial analysis, industry knowledge, legal expertise, international market perspective, business management, leadership, decision-making and crisis management capabilities.

The Company is led by Mr. Mang-Shiang Lee as Chairman and Mr. Chung-Lin Tsai as General Manager, who are jointly responsible for leading and managing the Company's operations. Since the Chairman does not concurrently hold the position of General Manager or Chief Executive Officer, there is no conflict of interest.

The members of the Company’s Board of Directors are elected in accordance with "Procedures for Election of Directors", "Articles of Incorporation", relevant laws and regulations, and the candidate nomination system. The current Board of Directors has a total of 7 members, with professional backgrounds covering technology, information technology, biomedicine, finance, etc., and a Nominating Committee was established in 2021 to strengthen the selection mechanism for directors and independent directors.

Based on the Company’s specific diversity management policy, the following four goals have been achieved:

1. The number of independent directors exceeding 1/3 of the total number of directors
2. Independent directors have served less than three consecutive terms
3. At least one female director among the directors
4. No director concurrently serves as a manager of the Company

For the Company’s Procedures for Election of Directors, please refer to the Company’s official website - Important Regulations (<https://www.glthome.com.tw/responsibility-54-74>).

The following table provides information on each Board member:

Information on the Board of Directors						
Title	Name	Gender	Age	Date of First (election) Appointment	Major Academic and Career Experience	Currently Holding Concurrent Positions in the Company and Other Companies
Chairman	Mang-Shiang Lee	Male	Over 50 years old	2000/07/28	<ul style="list-style-type: none"> ● CEO of Global Lighting Technologies Inc. ● Chairman of Shinny Plastics Corp. ● EMBA, Scientific Management Group, National Chengchi University ● Department of Chemistry, Chung Yuan Christian University 	<ul style="list-style-type: none"> ● Chairman, Solid State Electronics Limited ● Chairman, Solid State Opto Limited ● Chairman, Solid State Technology Limited ● Chairman, Solid State Display Limited ● Chairman, Shining Green Limited ● Chairman, Global Lighting Technologies Inc. ● Chairman, Global Lighting Technologies Inc. (GLT-USA) ● Chairman, Hao-Yuan Technologies Inc. ● Director, Cornerstone Intellectual Property Foundation ● Director, J-MEX Inc. ● Director, SMOBIO Technology, Inc. ● Convener of the Nominating Committee and Sustainable Development Committee, Global Lighting Technologies Inc.
Director	Wistron Corporation Representative: Jiann-Shiun Lin	Male	Over 50 years old	2019/06/24	<ul style="list-style-type: none"> ● Director, President and CEO of Wistron Corporation ● Wistron Technologies CEO of Wistron Corporation ● Business Group President of Wistron Corporation ● Master of Business Administration of the State University of New York at Stony Brook 	<ul style="list-style-type: none"> ● Director, President and CEO, Wistron Corporation ● Director, Zhongshan Global Lighting Technologies Co., Ltd. ● Director, WiSuccess Asset Management Corporation ● Director, Wistron (Hong Kong) Co., Ltd.
Director	Tzu-Hsin Chang	Male	Over 50 years old	2016/06/14	<ul style="list-style-type: none"> ● President of Cheng Sung Co., Ltd. ● Consultant of Wistron Corporation ● Department of Automatic Control, Feng Chia University 	<ul style="list-style-type: none"> ● Chairman, Furishi Management Consulting Co., Ltd. ● Representative of the Corporate Director, UVAT Technology Co., Ltd. ● Supervisor, DragonJet Corporation ● Consultant, Wistron Corporation ● Consultant, U-Neuron Biomedical Inc. ● Consultant, Fujin Tree Creative Technology Co., Ltd. ● Consultant, Aethertek Technology Co., Ltd.
Director	Ching-	Male	Over	2022/05/26	<ul style="list-style-type: none"> ● Director of 	<ul style="list-style-type: none"> ● None

Information on the Board of Directors						
Title	Name	Gender	Age	Date of First (election) Appointment	Major Academic and Career Experience	Currently Holding Concurrent Positions in the Company and Other Companies
	Ling Wang		50 years old		Shanghai Global Lighting Technologies Inc. ● Director of Suzhou Opto Technologies Inc. ● President of Global Lighting Technologies Inc. ● Plant Manager of Shinny Plastics Corp. ● EMBA, Pacific Western University (undergraduate) ● Department of Mechanical Engineering, Nan Jeon Institute of Technology	
Independent Director	Su-Lee Wen Tsai	Female	Over 50 years old	2022/05/26	● Founding Dean of College of Fashion & Textiles, Fu-Jen Catholic University ● PhD in Technology and Management, Rensselaer Polytechnic Institute	● Independent Director, Taiwan TAFFETA Fabric Co., Ltd. ● Honorary Professor, College of Fashion and Textiles, Fu Jen Catholic University ● Consultant, Yu-Yao Investment Co., Ltd. ● Convener of the Audit Committee, Remuneration Committee and Sustainability Development Committee, Global Lighting Technologies Inc.
Independent Director	Ho-Hsiang Hsu	Male	Over 50 years old	2022/05/26	● Chairman of Chen Hsiang Co., Ltd. ● Department of Industrial Electrical Engineering, Lunghwa Institute of Technology	● Independent Director, Kee Fresh & Safe Foodtech Co., Ltd. ● Remuneration Committee, Nominating Committee, and Sustainability Development Committee members, Global Lighting Technologies Inc.
Independent Director	Ching-Yi Chang	Male	Over 50 years old	2022/05/26	● Vice President of Pell Bio-Med Technology Co., Ltd. ● Special	● Director, Arlitech Electronic Corp. ● CEO, Logiscool Taiwan Ltd. ● Sustainability Development Committee Member, Global Lighting Technologies Inc.

Information on the Board of Directors						
Title	Name	Gender	Age	Date of First (election) Appointment	Major Academic and Career Experience	Currently Holding Concurrent Positions in the Company and Other Companies
					Assistance of the Chairman of Unity Opto Technology Co., Ltd. ● Senior Management Consultant, Deloitte Taiwan ● Lead team, Deloitte Taiwan ● College of Law and Business, National Chung Hsing University	
Note: 1. There are 7 Board members aged 50 and above, including 6 male and 1 female. 2. The term of office of the current Board of Directors is from May 26, 2022 to May 25, 2025.						

Core items of diversity	Name of Director	Mang-Shiang Lee	Jiann-Shiun Lin	Tzu-Hsin Chang	Ching-Ling Wang	Su-Lee Wen Tsai	Ho-Hsiang Hsu	Ching-Yi Chang
	Expertise and skills	Ability to make sound operational judgments	√	√	√	√	√	√
Accounting and financial analysis ability		√	√			√		√
Industry knowledge		√	√	√	√		√	√
Understanding of international markets		√	√	√	√	√	√	√
Business management		√	√	√	√	√	√	√
Leadership ability		√	√	√	√	√	√	√
Decision-making ability		√	√	√	√	√	√	√
Crisis management		√	√	√	√	√	√	√

Operation of Directors

The Board of Directors held five meetings (A) in 2024. The attendance of directors was as follows:

Title	Name	Number of Actual Attendance (B)	Actual Attendance Rate (%) [B/A]
Chairman	Mang-Shiang Lee	5	100%
Director	Representative of Wistron Corporation: Jiann-	5	100%

Title	Name	Number of Actual Attendance (B)	Actual Attendance Rate (%) [B/A]
	Shiun Lin		
Director	Tzu-Hsin Chang	5	100%
Director	Ching-Ling Wang	5	100%
Independent Director	Su-Lee Wen Tsai	5	100%
Independent Director	Ho-Hsiang Hsu	5	100%
Independent Director	Ching-Yi Chang	5	100%

Independence and Conflicts of Interest of Directors

Of the seven current Board seats of GLT, three are independent directors, accounting for 43%. Conditions listed in paragraphs 3 & 4 of Article 26-3 of Securities and Exchange Act did not happen among GLT Directors; nor did the condition of spouse & within the second degree of relationship. The Company has established “Communication Mechanism between Independent Directors and Auditors” and has clearly stipulated in its “Rules of Procedure for Board of Directors Meetings” that if any independent director expresses dissenting or reserved opinions, such views must be fully documented in the meeting minutes of the Board. In addition, the Company explicitly states that the Board must not obstruct, refuse, or evade the performance of duties by independent directors. Independent directors are also entitled to request that the Board assigns relevant personnel or engages experts to assist with their tasks, ensuring they can effectively fulfill their responsibilities and enhance both the board’s and the Company’s operational performance.

According to the Company’s “Rules of Procedure for Board of Directors Meetings”, directors must disclose any material conflict of interest between themselves (or the legal entities they represent) and the matters under discussion at a given Board meeting. If such a conflict is likely to harm the Company’s interests, the director must refrain from participating in discussions and voting, and must recuse themselves from the process. Furthermore, they may not act as a proxy for other directors in voting. If a director’s spouse, a relative within the second degree of kinship, or a company with which the director has a control or subordinate relationship has a conflict of interest in the matter, the director will be deemed to have a personal interest in the matter as well. As of the end of 2024, no directors of the Company recused themselves from any resolutions involving conflicts of interest.

Sustainable Operation of the Board of Directors

To fulfill the Company’s sustainable development goals and strengthen its sustainability governance framework, in accordance with Article 27, Paragraph 3 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies” and Article 9, Paragraph 1 of the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”, the Company established a Sustainable Development Committee on August 13, 2024 and enacted the “Sustainable Development Committee Charter”. The Committee is required to meet at least once per year and may convene additional meetings as necessary. Members are appointed by resolution of the board and must be no fewer than three, including at least one director to oversee the committee’s work. The selection of Sustainability Development Committee members is conducted by the Nominating Committee, which evaluates candidates based on qualification criteria. Upon approval, nominations are submitted to the board for discussion and appointment. The Sustainability Development Committee consists of eight members, including the Chairman of the Board, three independent directors, and four senior executives. Committee members are required to possess relevant professional backgrounds or practical experience in environmental, social, or corporate governance areas to support the Company’s promotion of sustainability policies and goals. Under the Sustainability Development Committee, three working groups have been established, “Environmental Sustainability”, “Social Inclusion”, and “Corporate Governance”, led respectively by the Plant Manager, Chief Human Resources Officer, and Chief Financial Officer (who also serves as the Corporate Governance Officer). These working groups are responsible for the implementation of committee and Board resolutions, compilation of execution plans, and handling of other sustainability-related matters. The Company is committed to integrating the concept of sustainability into all operational decisions and actions while

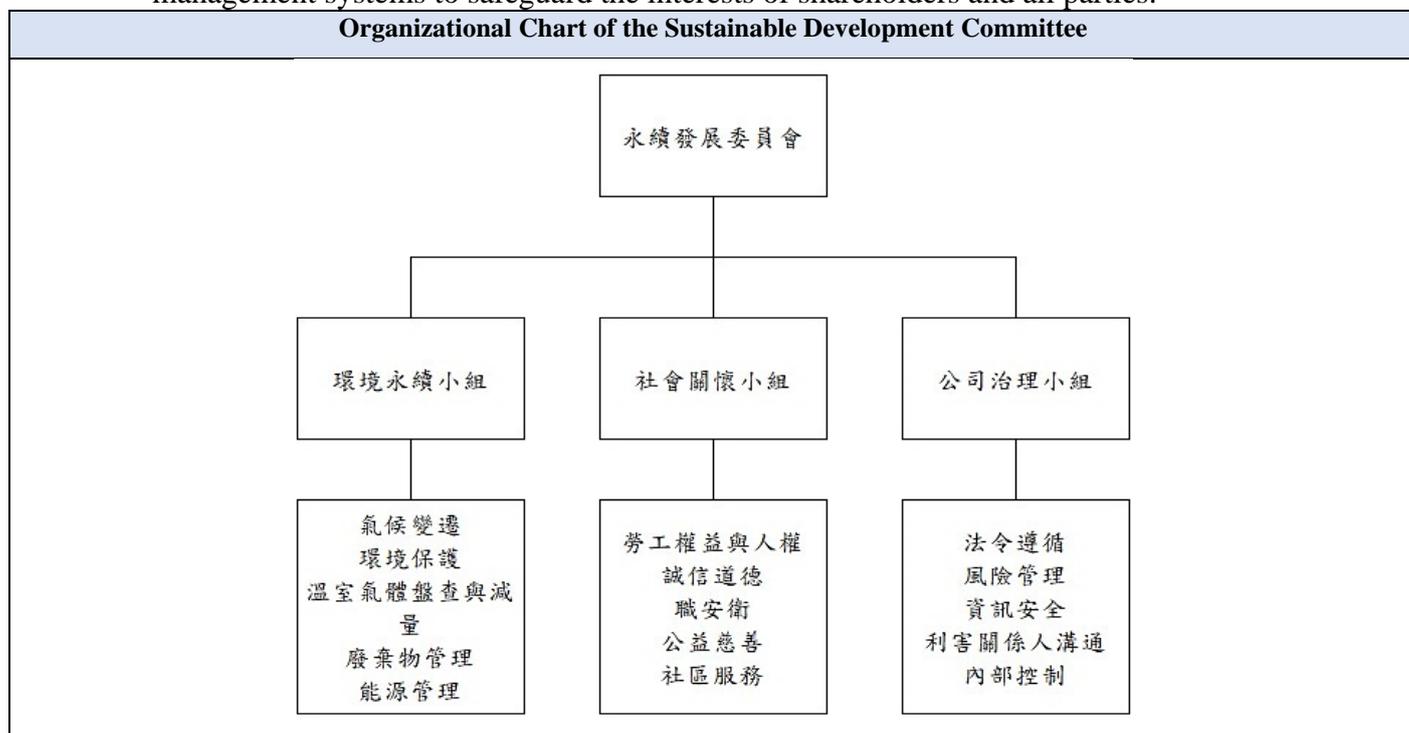
establishing diverse channels of communication with stakeholders to jointly contribute to the sustainability of society and the environment.

GLT upholds "environmental friendliness", "social inclusion", and "sustainable innovation" as its core values for sustainable development, using these principles to guide the formulation of its development goals and strategies. The Company regularly reports to the Board of Directors annually on the implementation of sustainability goals and risk management, intellectual property management plans, information security risks, corporate integrity management, and communication with various stakeholders. This year, the Company reported its 2025 sustainability goals to the Board of Directors on December 18, 2024. The content and related data of this report are compiled by the sustainability team of each department and reviewed by the heads of the responsible departments. The report will be reviewed by the Sustainability Development Committee, submitted to the Board of Directors for discussion, and published after approval by the Board of Directors.

GLT's sustainable development goals are as follows:

- In the product design and production process, we combine the circular economy with energy conservation and carbon reduction, introduce intelligent and automated production lines, and introduce new energy-saving equipment to improve the production environment and resource efficiency. We continue to optimize core optical technologies, expand product applications, reduce energy consumption, provide high optical efficiency, high quality, energy-saving products, and enhance added value and market competitiveness.
- We have established an electronic signature and approval system and actively improve existing operating processes to gradually promote paperless office, reduce paper waste and promote the sustainable use of resources.
- We strengthen cooperation with suppliers, enhance global manufacturing capabilities, reduce costs, and achieve supply chain diversity and risk management.
- We promote a diverse and friendly workplace, focus on employee health, safety and well-being, provide comprehensive welfare measures, and create a comprehensive culture of care.
- We regularly support education, sports, and arts and cultural activities to give back to society and promote cultural development.
- We continue to improve information transparency, regularly disclose the implementation status of ESG and financial projects, and enhance stakeholder trust.
- We strengthen corporate governance, uphold the principles of transparency, integrity and responsibility, ensure compliance with company operations, and strengthen internal audit and risk management systems to safeguard the interests of shareholders and all parties.

Organizational Chart of the Sustainable Development Committee



永續發展委員會	Sustainable Development Committee
環境永續小組	Environmental Sustainability Working Group
社會關懷小組	Social Care Working Group
公司治理小組	Corporate Governance Working Group

氣候變遷 環境保護 溫室氣體盤查與減量 廢棄物管理 能源管理	Climate change Environmental protection Greenhouse gas inventory and reduction Waste management Energy management
勞工權益與人權誠信道德 職安衛 公益慈善 社區服務	Labor rights and human rights integrity and ethics Occupational safety and health Public welfare and charity Community service
法令遵循 風險管理 資訊安全 利害關係人溝通 內部控制	Legal compliance Risk management Information security Stakeholder communication Internal control

The Company's Board of Directors convenes Board meeting once every quarter, and a total of five Board meetings were held in 2024 (with an average attendance rate of 100% among directors). Each Board meeting includes a report on the implementation status of resolutions from the previous meeting. Additionally, each department reports important financial and operational matters to the Board and presents proposals for discussion and resolution. To ensure that the directors have sufficient time to review the agenda items, meeting handbook is sent to the directors seven days prior to each meeting. Any questions or concerns regarding the proposals are thoroughly discussed to reach consensus and make well-considered decisions that promote the Company's development and growth. In 2024, the Board reviewed and resolved a total of 51 proposals related to operational matters as well as environmental, economic, social, and governance issues.

+-Nature	Number of Agenda Items	Description of Important Resolutions
Operations and environment	4	<ul style="list-style-type: none"> ● The Company has secured insurance coverage for business interruption and machinery and equipment to partially transfer potential risks. Additionally, a mutual backup mechanism has been established among production plants to enable swift resource allocation and maintain stable operations in the event of unforeseen incidents. ● Regular audits are conducted for contractors and partners. For most main materials, the Company has established a list of two or more qualified suppliers to diversify procurement risks and enhance supply chain stability. For certain specialized materials supplied by a single vendor, the Company continuously monitors market changes and evaluates alternative supply options. ● Two greenhouse gas inventories have been completed in accordance with the ISO 14064-1:2018 standard, and the progress of these inventories is reported to the Board of Directors on a quarterly basis. ● Select energy-efficient and water-saving equipment, and transition all internal processes to an online approval system, replacing traditional paper-based methods. This initiative aims to reduce electricity consumption and carbon emissions. The Company is continually enhancing its manufacturing processes, prioritizing the physical and mental well-being of its employees, and fostering a more supportive work environment. The Company also continues to improve its production processes, is committed to the physical and mental health of its employees, and creates a more friendly working environment.
Economic	17	<p>Each department head reports important financial and business matters to the Board of Directors and submits proposals for discussion and resolution at the Board meeting. Each meeting will report on the implementation status of proposals of the previous meeting.</p>
Social risks	5	<ul style="list-style-type: none"> ● The factory has two licensed occupational health nurses who provide monthly on-site services along with occupational physicians. In 2024, a total of 16 visits were conducted, with 259 interviews conducted. In 2024, general health checkups were conducted for employees, with a total of 399 employees participating, achieving a 100% participation rate. A total of 32 employees underwent special health examinations, 13 from GLT-Taiwan (for noise, dust, and ionizing radiation) and 19 from Tongluo Branch (for noise and dust), all with 100% participation. ● In 2024, GLT-Taiwan obtained Health Promotion label of the Healthy Workplace Certification; Tongluo Branch obtained Healthy Start label of the Healthy Workplace Certification. GLT-Taiwan organized two health promotion activities and three health seminars. Tongluo Branch held two health seminars, established yoga and aerobic strength training clubs, promoted healthy meals, and distributed monthly employee health newsletters. ● In 2024, the Occupational Safety and Health Committee and the ISO 14001 & ISO 45001 system promotion meetings were held quarterly to report progress with committee members and labor representatives. ● Annual public safety inspections and fire equipment maintenance declarations were conducted for the buildings. One internal fire response drill and one full-site evacuation drill were carried out in 2024. Monthly e-newsletters were used to promote occupational safety and health, environmental management, fire safety, workplace friendliness (including protection against unlawful infringement, gender equality, and sexual harassment prevention), and traffic safety awareness. In 2024, multiple on-the-job training sessions were held, with a total of 760 participants. ● GLT-Taiwan reported zero occupational accidents, while Tongluo Branch reported two. Both cases have been reviewed and corrective actions have been completed.
Governance	25	<ul style="list-style-type: none"> ● In light of the Group's global strategic framework and the significant fluctuations in international markets, our Company's Finance Department maintains continuous communication with banks to monitor exchange rate and interest rate dynamics. Additionally, we promptly adjust foreign currency levels within manageable limits to effectively minimize foreign exchange risk. ● With regard to banking credit risk, all Group companies have selected well-rated financial institutions as their banking partners, including Taipei Fubon Bank, Taishin International Bank and CTBC Bank. In Mainland China, the Group mainly works with the four major state-owned banks, while in Southeast Asia, state-owned or Taiwanese banks are the main banking partners. ● To ensure liquidity and the Group's cash safety level, the Company does not engage in high-risk derivatives, forward foreign exchange and option trading instruments. ● Each unit keeps abreast of the latest policies and legal amendments through various e-newsletters/awareness sessions/external training courses.

Date of Meeting	Nature of Meeting	Report and Discussion Contents
2024/02/26	Board of Directors	<ul style="list-style-type: none"> ● Report on the progress of Greenhouse gas Inventory (including consolidated entities) ● Revisions were made to certain provisions of "Procedures for Ethical Management and Guidelines for Conduct"
2024/05/07	Board of Directors	<ul style="list-style-type: none"> ● Report on the progress of Greenhouse gas Inventory (including consolidated entities)
2024/08/13	Board of Directors	<ul style="list-style-type: none"> ● Report on the progress of Greenhouse gas Inventory (including consolidated entities) ● Establishment of the Company's Sustainable Development Committee ● Established some provisions of the Company's "Risk Management Policy" and renamed it "Risk Management Policy and Procedures"
2024/11/05	Board of Directors	<ul style="list-style-type: none"> ● Report on the progress of Greenhouse gas Inventory (including consolidated entities) ● Established the Company's "Procedures for the Preparation and Assurance of the Sustainability Report" ● Establishment of the Company's "Sustainability Information Management Guidelines"
2024/12/18	Board of Directors	<ul style="list-style-type: none"> ● Report on sustainable development goals and risk management ● Report on implementation of the intellectual property management plan ● Report on information security risk management ● Report on implementation of corporate integrity management ● Report on communication with stakeholders

Audit Committee

In order to improve the supervisory responsibilities of the Board of Directors and strengthen the Board of Directors' management mechanism, the Company has established an Audit Committee. The scope of duties of the Audit Committee is as follows:

1	Formulation of or amendment to the internal control system.
2	Assessment of the effectiveness of the internal control system.
3	Formulation of or amendment to the procedures for acquiring or disposing of assets, derivatives trading, lending funds to others, and making endorsements or guarantees to others
4	Items that involve the director's own interests.
5	Significant asset or derivative transactions.
6	Significant loans, endorsements or guarantees of funds.
7	The offering, issuance, or private placement of equity-type securities
8	Appointment, dismissal and compensation of CPAs.
9	Appointment and dismissal of finance manager, accounting manager, and chief internal auditor
10	Annual and semi-annual financial reports.
11	Other important matters stipulated by the Company or competent authorities.

The Company's Audit Committee is composed of three independent directors, with Independent Director Su-Lee Wen Tsai as the convener. The Audit Committee's primary objectives are to oversee the following matters:

- I. Fair presentation of the Company's financial statements.
- II. The selection (dismissal) and independence and performance of CPAs.
- III. Effective implementation of the Company's internal controls.
- IV. The Company complies with relevant laws and regulations.
- V. Control of existing or potential risks of the Company.

The Company's Audit Committee operates in accordance with "Audit Committee Organization Charter" and holds meetings at least once a quarter. A total of 5 Audit Committee meetings (A) were held this year, with the attendance of independent directors as follows:

Information on Audit Committee Operations				
Title	Name	Number of Actual Attendance (B)	Attendance by Proxy	Actual Attendance Rate (%) [B/A]
Independent Director	Su-Lee Wen Tsai	5	0	100
Independent Director	Ho-Hsiang Hsu	5	0	100
Independent Director	Ching-Yi Chang	5	0	100

Note:

- The current term of the Audit Committee is from May 26, 2022 to May 25, 2025.
- The results of the independent directors' proposals and the implementation of conflict of interest proposals were disclosed in the 2024 Annual Report and the Company's official website.
- The communication between the independent directors and the head of internal audit and CPAs was disclosed in the 2024 Annual Report and on the Company's website under "Home → Corporate Social Responsibility → Corporate Governance Audit Committee".

Remuneration Committee

To enhance the Company's corporate governance and strengthen the professionalism of the Board of Directors, the Company established its "Remuneration Committee Charter" on May 20, 2011, in accordance with Article 14-6 of the Securities and Exchange Act and the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company whose Stock is Listed on the Stock Exchange or Traded Over the Counter". On the same day, a resolution was approved by the Board of Directors to formally establish the Remuneration Committee. The committee currently consists of three members, with Independent Director Ms. Su-Lee Wen Tsai serving as the primary convener. Depending on the needs of the meeting, the Company's directors, relevant department heads, internal auditors, or other personnel may be invited to attend and provide necessary information. Members of the committee are expected to exercise their duties with the care of a prudent manager and faithfully perform the following responsibilities, with their recommendations submitted to the Board of Directors for discussion:

I	Establish and regularly review the performance evaluation of directors and managerial officers in conjunction with the remuneration policies, systems, standards, and structure.
II	Regularly evaluate and determine the remuneration of the Company's directors and managerial officers.

The operation of the Company's Remuneration Committee is conducted in accordance with the "Remuneration Committee Charter". The Committee holds at least two regular meetings per year to assist the Board in periodically reviewing the remuneration of directors and managers, and in establishing performance evaluation and compensation structures, policies, and systems. The Remuneration Committee held a total of two meetings this year. The attendance of independent directors was as follows:

Information on Remuneration Committee Operations				
Title	Name	Number of Actual Attendance (B)	Attendance by Proxy	Actual Attendance Rate (%) [B/A]
Convener	Su-Lee Wen Tsai	2	0	100
Member	Ho-Hsiang Hsu	2	0	100
Member	Huey-Min Chen	2	0	100

Note:

- The current term of the Remuneration Committee is from August 15, 2022 to May 25, 2025.
- The implementation of the results of independent directors' proposals was disclosed in the 2024 Annual Report and on the Company's website under "Home → Corporate Social Responsibility → Important Regulations → Remuneration Committee".

Salary Structure

The Company pays fixed remuneration to independent directors after the Board of Directors approves the decision, taking into account factors such as the responsibilities, risks, and time commitment of independent directors. The Chairman of the Board also holds a position in subsidiary of the Group and receives fixed salary from that subsidiary. The amount of directors' remuneration is determined in accordance with the Company's Articles of Incorporation, taking the scope and value of services provided by the directors to the Company into consideration, as well as the remuneration levels offered by industry peers. In addition, if the Company generates profit in a given year, up to 1.5% of the before-tax earnings may be allocated as directors' remuneration, as stipulated in the Articles of Incorporation.

Review Process

According to the Company's "Articles of Incorporation", the determination of directors' remuneration takes the Company's business strategy, profitability, future development prospects, and industry conditions, as well as the level of involvement and contribution of each director to the Company's operations (such as participation in the Audit Committee or attendance at key business meetings) into account. Reasonable remuneration is granted based on the recommendations of the Remuneration Committee, which are then submitted to the Board of Directors for approval and implementation.

Risk Connection

In order to ensure that the performance of key managerial personnel is closely aligned with the Company's strategy and that the overall remuneration package remains competitive, the Company has established "Remuneration Committee Charter". Remuneration for key managers consists of salary and bonuses. Salary is determined with reference to the Company's business strategy and profitability, and considers the individual's professional expertise, scope of responsibilities, and market competitiveness. Bonuses are based on individual performance evaluations, the Company's operational performance, and the rational correlation with future risks. However, in the event of major risk incidents such as those that impact the Company's reputation, reflect poor internal management, or involve employee misconduct, bonuses may be reduced or withheld.

Relationship Between Remuneration and ESG Performance

I	The Remuneration Committee establishes and reviews the performance evaluation and compensation policies, systems, standards, and structures for directors and managers. The committee includes independent directors to provide external compensation recommendations and holds at least two meetings per year to review and ensure the competitiveness and reasonableness of salaries.
II	The remuneration of the President and Vice President includes salary, bonus, retirement benefits, etc., and is disclosed regularly in the Company's annual report. The Company is committed to continuously promoting the sustainable concepts of "Environment (E), Society (S), and Governance (G)", formulating medium and long-term goals, and hoping to create harmonious and prosperous development between the Company and society. Therefore, in addition to considering industry competitiveness, the overall remuneration of managers also includes the development of sustainable environment and talent cultivation in the evaluation factors of fixed and variable remuneration. ESG performance is incorporated into the evaluation factors of variable rewards, and a certain percentage of bonus is increased when the set ESG target performance is achieved. By aligning the interests of the Company and managers, corporate sustainability becomes a common goal.
III	The remuneration of managers includes salary, bonus, severance pay, etc., and the structure can be divided into fixed and variable components. Fixed remuneration is determined based on factors such as the responsibilities and relative importance of the position; variable remuneration is based on the execution and achievement of the operational strategies and goals for which the executive is responsible. This includes financial performance indicators (e.g., return on equity (%), operating profit margin (%), earnings per share) and sustainability indicators (e.g., promotion of sustainable development, integration of core corporate competencies, minimization of environmental footprint, innovation of social value).

Head of Corporate Governance

The head of corporate governance of GLT is the Chief Financial Officer. Governance-related affairs are jointly handled by the Finance Department, Board Secretary, and Intellectual Property and other responsible units. Prior to board meetings, directors' opinions are sought in order to plan and formulate the agenda, and all directors are notified at least seven days in advance and provided with sufficient meeting materials to facilitate their understanding of the proposals. The date of shareholders' meeting is registered annually in accordance with legal deadlines. Meeting notices, agendas, and minutes are prepared and submitted within the statutory timeframe.

Scope of functions of the Governance Team of the Company:

- Execute related affairs for the Board of Directors meetings and shareholders' meetings
- Prepare meeting minutes for the meetings of the Board of Directors and shareholders' meetings
- Assist directors in their appointment and continuing education.
- Provision of information required for performance of duties by the Directors
- Assist the Directors in regulatory compliance
- Other matters set forth in the Company's Articles of Association or contracts.

The business execution priorities for 2024 were as follows:

1.	Establish a corporate governance structure
2.	Formulate and modify the regulation related to corporate governance
3.	Provide information necessary for directors to perform their duties
4.	Arrange continuing education of directors
5.	Assist the Board of Directors and shareholders' meeting in their procedures and legal compliance
6.	Register the date of the shareholders' meeting in advance, prepare meeting notices, meeting manuals, and meeting minutes within the statutory period, and register company changes when revising the Articles of Incorporation or re-electing directors
7.	Deal with the performance evaluation of board members
8.	Deal with the Company information disclosure and website maintenance
9.	Deal with the insurance of director liability

Continuing Education of the Head of Corporate Governance				
Organizer	Name	Course Title	Date of Course	Number of Hours
Securities & Futures Institute	Mei-Chen Chuang	Practical Session on Sustainability Disclosure	2024/05/30-2024/05/31	9
		2024 Insider Equity Trading Compliance Information Session	2024/11/29	3
The total training hours of continuing education for this year were 12 hours				

Chief Internal Auditor

The internal audit department of GLT is an independent unit reporting to the Board of Directors. In addition to reporting on the implementation of internal audit at regular Board meetings, it also reports to the Audit Committee and the Chairman from time to time to practice the spirit of corporate governance.

The audit unit shall prepare an annual audit plan based on the identified risks, submit it to the Audit Committee and the Board of Directors for approval, and use this plan as the basis for implementation. Upon completion of the audit, the audit unit shall issue an audit report for review by the Audit Committee.

Each internal unit and subsidiary of the Company is required to conduct an annual self-evaluation of its internal control system. The audit unit is responsible for examining whether each operation is properly executed and for compiling the self-evaluation results into an audit report. This ensures that management can promptly identify and continuously monitor any internal control deficiencies or irregularities, thereby effectively reducing risk and enhancing the transparency of corporate governance.

In 2024, the audit unit reported five times to the Audit Committee and the Board of Directors, and discussed and communicated with independent directors on internal control and other related issues.

Performance Evaluation of the Board of Directors

To implement sound corporate governance and enhance the effectiveness of the Board of Directors, the Board of Directors of GLT approved the “Regulations Governing the Board Performance Evaluation” on November 8, 2019. The policy stipulates that the board shall conduct an internal performance evaluation annually for the board as a whole, individual directors, and functional committees, and that an external performance evaluation must be conducted at least once every three years. The Board of Directors’ Secretariat is responsible for conducting this evaluation at the end of each year using an internal self-evaluation questionnaire. The statistical results of the evaluation are submitted and reported to the Board of Directors. At the same time, the performance evaluation results will be used as a reference when selecting or nominating directors. The implementation details of these regulations are as follows:

Assessment Interval	Assessment Period	Scope	Assessment Method	Assessment Content
Once a year	January 1 to December 31, 2024	The entire Board of Directors, individual board members and functional committees, and the Sustainability Development Committee	Performance evaluation shall be conducted through internal self-evaluation by the Board, self-evaluation by Board members, peer evaluation or other appropriate means.	Report on the results of the Board of Directors’ self (peer) evaluation

The Company completed the 2024 self (peer) evaluation of the Board of Directors in the first quarter of 2024 and reported the results to the Board on February 27, 2025. The content is as follows:

The performance evaluation of the Board of Directors shall include at least the following five aspects:

1	Degree of involvement in the Company’s operations
2	Improve the quality of the Board of Directors’ decision-making
3	Composition and structure of the Board of Directors
4	Election and continuing education of directors
5	Internal control

The total average score for 2024 was 100 points, indicating that the Board of Directors was functioning well.

The measurement items for individual directors’ self-performance evaluation shall include at least the following six aspects:

1	Understanding the Company’s goals and missions
2	Awareness of directors’ responsibilities
3	Degree of involvement in the Company’s operations
4	Internal relationship management and communication
5	Professional and continuing education of directors
6	Internal control

The total average score for 2024 was 99.57 points, indicating that individual directors had a high level of awareness of their responsibilities and effectively performed supervisory and decision-making functions.

The performance evaluation items of the Audit Committee should include at least the following five aspects:

1	Degree of involvement in the Company’s operations
2	Understanding the duties of the Audit Committee
3	Improve the decision-making quality of the Audit Committee
4	Composition of the Audit Committee and selection of members
5	Internal control

The total score for 2024 was 100 points, indicating that the Audit Committee was functioning well.

The performance evaluation items of the Remuneration Committee should include at least the following five aspects:

1	Degree of involvement in the Company’s operations
2	Understanding the duties of the Remuneration Committee
3	Improve the decision-making quality of the Remuneration Committee
4	Composition of the Remuneration Committee and selection of members
5	Internal control

The total score for 2024 was 100 points, indicating that the Remuneration Committee was functioning well.

The performance evaluation items of the Nominating Committee should include at least the following five aspects:

1	Degree of involvement in the Company's operations
2	Understanding the duties of the Nominating Committee
3	Nomination review and decision
4	Improve the decision-making quality of the Nominating Committee
5	Composition of the Nominating Committee and selection of members
6	Internal control
The total score for 2024 was 100 points, indicating that the Nominating Committee was functioning well.	

The performance evaluation of the Sustainable Development Committee shall include at least the following five aspects:

1	Degree of involvement in the Company's operations
2	Understanding of the duties of the Sustainable Development Committee
3	Improve the decision-making quality of the Sustainable Development Committee
4	Composition of the Sustainability Committee and selection of members
5	Internal control
The total score for 2024 was 100 points, indicating that the Sustainable Development Committee was functioning well.	

The above evaluation results show that the Board of Directors is functioning well. The 2024 internal self-evaluation results for the performance of the Board of Directors, individual directors, and each functional committee were all rated as good, reflecting a certain level of recognition by both directors and independent directors of the current governance framework of the Board of Directors.

Continuing Education for Directors

In this era of rapid change, GLT places great emphasis on the continued education of its Board members, not only to keep them informed of the latest trends and regulations but also to enhance corporate governance and decision-making capabilities. As such, we proactively arrange training programs. In 2024, GLT's directors collectively completed a total of 42 hours of continuing education, meeting the annual requirement of 6 hours per director as stipulated in the "Guidelines for the Continuing Education of Directors and Supervisors of TWSE/TPEX Listed Companies". The directors' training details were as follows:

Collective intelligence of governance units						
Title	Name	Date of Course	Organizer	Course Title	Number of Hours	Total hours
Chairman	Mang-Shiang Lee	2024/03/22	Taiwan Stock Exchange (TWSE)	CDO Taiwan Launch Event	3	6
Chairman	Mang-Shiang Lee	2024/05/03	Securities and Futures Institute	Promotion Conference for Sustainable Development Practices	3	
Corporate Director Representative	Jiann-Shiun Lin	2024/09/20	Taiwan Corporate Governance Association	AI and the Open Source Era – An Analysis of Legal Risks for Businesses	3	6
Corporate Director Representative	Jiann-Shiun Lin	2024/09/20	Taiwan Corporate Governance Association	Building a Sustainable Competitive Advantage through a DEI Culture	3	
Director	Tzu-Hsin Chang	2024/09/25	Taipei Exchange (TPEX)	The First Session of Insider Equity Promotion Seminar for OTC and Emerging Companies	3	6
Director	Tzu-Hsin Chang	2024/12/05	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3	
Director	Ching-Ling Wang	2024/10/07	Chinese National Association of Industry and Commerce	2024 Taishin Net Zero Forum	3	6
Director	Ching-Ling Wang	2024/11/26	Taiwan Corporate Governance Association	Analysis of Unethical Corporate Management and Securities Violations	3	

Independent Director	Su-Lee Wen Tsai	2024/03/01	Taiwan Corporate Governance Association	How the Audit Committee Interprets and Utilizes Audit Quality Indicators (AQI)	3	6
Independent Director	Su-Lee Wen Tsai	2024/04/26	Taiwan Corporate Governance Association	How to Read Financial Statements - A Lesson for Board Members and Supervisors Without a Financial Background	3	
Independent Director	Ho-Hsiang Hsu	2024/10/07	Chinese National Association of Industry and Commerce	2024 Taishin Net Zero Forum	3	6
Independent Director	Ho-Hsiang Hsu	2024/11/19	Securities and Futures Institute	Sustainability Development Committee and Chief Sustainability Officer Roundtable	3	
Independent Director	Ching-Yi Chang	2024/01/18	Accounting Research and Development Foundation	Corporate ESG: Environment, Society, and Governance - Analysis of Related Court Cases and Legal Liabilities	3	6
Independent Director	Ching-Yi Chang	2024/06/13	Securities and Futures Institute	How can the Board of Directors ensure the sustainable operation of a company? - Starting from the discovery and cultivation of talents	3	

2.3 Operational Performance

201-1	Direct economic value generated and distributed by the organization
201-4	Financial assistance received from the government

As of December 31, 2024, GLT's operating revenue increased by NT\$1,006,154 thousand compared to 2023, a growth of 16.94%. The Company's financial information for the last two years is as follows:

Overview of GLT's Operating Performance in the Past Two Years		
Item/Year	2023	2024
Operating revenue (NT\$ thousands)	5,939,876	6,946,030
Operating cost (NT\$ thousands)	5,058,661	5,860,685
Gross profit (NT\$ thousands)	881,215	1,085,345
Operating income (NT\$ thousands)	183,727	302,863
Non-operating income and expenses (NT\$ thousands)	221,851	216,983
Net income before tax (NT\$ thousands)	405,578	519,846
Net income after tax (NT\$ thousands)	331,402	528,935
Total comprehensive income for the period (NT\$ thousands)	284,696	777,184
Earnings per share (NT\$)	2.57	4.10
Employee benefit amount (NT\$ thousands)	115,785	66,464
Dividends (NT\$ thousands)	193,296	283,501
Employee salaries (NT\$ thousands)	860,458	998,680
Retained economic value (NT\$ thousands)	84,905	285,324
Payment to investors (NT\$ thousands)	198,309	285,227
Payment to the government (NT\$ thousands)	92,709	14,213
Community investment (NT\$ thousands)	1,100	1,600

Note:

1. Payments to investors refer to dividends paid to all shareholders, plus interest paid to lenders (including interest on any form of debt and loans) and unpaid dividends payable to preferred shareholders.
 2. Payments to the government include all taxes (including sales tax, income tax, and property tax) and fines.
 3. Employee benefits under "Employee salaries (including employee benefits)" include expenses such as labor and health insurance premiums and pension contributions. This refers to the total monetary amount of benefits provided to employees (excluding costs directly related to job duties such as training, protective equipment, or other work-related items). Another category, "Employee welfare amount", refers to the funds allocated by the Company to the Employee Welfare Committee for non-monetary benefits provided to employees, such as company trips, health check-ups, and holiday gift boxes.
 4. Community investment refers to donations and contributions.
 5. The currency is New Taiwan Dollars.
 6. Retained economic value: "Direct economic value generated" - "Distributed economic value".
- *Direct economic value generated: Revenue.
 *Distributed economic value: Operating costs, employee salaries and benefits, payments to lenders, payments to governments by country, and community investments.

Financial Subsidies from Government

In order to promote the development of GLT in different fields, the Company actively seeks subsidies by participating in government counseling programs or plans so that employees can feel at ease in their work performance. In 2024, the Company received financial subsidies from the following government agencies, as shown in the following table:

Item	Subsidy Unit	Subsidy Amount (NT\$)
Maternity allowance	Ministry of Labor	2,289
Total		2,289

Note: Tax exemptions, subsidy programs, and epidemic subsidies are all considered financial subsidies from government.

Overview of Market, Production and Sales

In terms of market share, the Company focuses on high-end and differentiated products in the application of light guide plates and light control elements, so we are unable to provide market share statistics for reference.

The favorable and unfavorable factors and corresponding countermeasures for the development prospects are as follows:

(1) Favorable factors

The Company's main products are large-size, desktop LCDs, laptops LCDs, e-books and light-emitting keyboards, and light guide plate applications for automotive and wearable products. There are also various light-emitting components, e-sports peripherals, buttons, warning light and other niche products. Due to the diverse end-use of light guide plates, all the products that need to guide light are potential markets.

With the innovative light guiding technology development, simultaneously driving the demand for consumer electronics products, the demand for light-emitting components will also increase. Therefore, the demand for large-size and thin light guide plates is expected to grow in the future.

The Company has been dedicated to the research and development of light guide component technology for many years and has many years of production experience and optical design background. With the world-class prospective key light guide plate process technology, it will effectively improve the Company's product quality, raise the production efficiency and reduce the cost.

(2) Unfavorable factors

The continued expansion of mainland China's panel industry in recent years has led to fierce price competition. In addition, the innovative technologies of OLED and Mini/Micro LED have gradually matured and entered actual mass production stage, which has affected the growth space of light guide plates.

(3) Countermeasures:

1. We continue to invest in R&D resources to increase product added value by improving optical design technology and more precise optical structures.
2. We continue to evolve our production processes and provide more competitive products and quality through intelligent production lines.
3. We directly participate in the product design process of brand manufacturers and develop towards integrating other material supply modules.

Sales (Service) Region						
Sales Region \ Year	2022		2023		2024	
	Amount	Percentage (%)	Amount	Percentage (%)	Amount	Percentage (%)
Asia (Outside Taiwan)	8,061,509	82.91	4,353,015	73.29	4,879,003	70.24
R.O.C.	1,208,559	12.43	954,701	16.07	1,348,639	19.42
USA	400,030	4.11	594,156	10.00	663,420	9.55
Others	53,478	0.55	38,004	0.64	54,968	0.79
Total	9,723,576	100.00	5,939,876	100.00	6,946,030	100.00

R&D Results and Expenses

GLT continues to strengthen its R&D centers across various regions, consistently and extensively investing in the cultivation of optical talent, precision machining, and process development. The Company is dedicated to expanding the applications of optical products, aiming for large-size, slim, diversified, and high-efficiency energy-saving solutions. It remains attentive to technological trends in related industries and is fully committed to advancing cutting-edge research to maintain its technological leadership and become a world-class, premier optical component application manufacturer.

In 2024, GLT had invested a total of NT\$247,947 thousand in R&D technology. The research and development status in recent years is shown in the following table.

Year	R&D Results
2020	<ol style="list-style-type: none"> 1. Developed 3D light guide plate, which can be mounted on products with ergonomic design. 2. High-brightness/darkness contrast front panel for reflective reading displays. 3. Ring-shaped lighting structure with timing lighting control to create a uniform breathing flicker or running light visual effect. 4. Ultra-thin uniform light guide film, with thickness reduced to 50um, which can be bent and fitted to the luminous area at will. 5. Introduced rol-to-roll bonding process to provide composite products with light guide film and both upper and lower layers of optical adhesive.
2021	<ol style="list-style-type: none"> 1. Developed a new generation micro-nano mould processing equipment with dot angle controllable. 2. Developed high replication mold to improve the yield and stability of the process. 3. Atomization design, which can be used for light guide plate for exterior components. 4. Silicone light guide plate with elastic and compressive properties. 5. Thin touch module that combines multi-layer luminescence and touch functions, suitable for NB. 6. Optical structural plate with a light splitting effect, which can replace the diffusion plate as a key component of mini displays. 7. Dots with directional selectivity of light sources, which can be used for lighting display of multiple light sources in different directions with timing.
2022	<ol style="list-style-type: none"> 1. Light guide plate paired with optical diaphragm to present an infinite visual extension effect of the light guide module. 2. Light guide plate paired with protective cover to meet different totem display applications when not lit and when lit. 3. Stacking multiple layers of ultra-thin light guide plates is applied to components A and C of notebook computers. 4. Integrated light guide plate with touch pad to increase the display function of the touch area. 5. Extremely small and angle precisely controllable light guide dots (diameter<20um, depth<5um). 6. Applying Mini-LED to IT products enables the creation of extremely thin and energy-saving backlight modules.
2023	<ol style="list-style-type: none"> 1. Our proprietary network computing software, when integrated with a distinct network architecture, has the potential to boost efficiency by 15-20% or decrease energy usage by 30%.

	<p>2. By combining Mini LED with a new dot matrix structure in the light guide plate and dispensing encapsulation technology, optical efficiency can be effectively increased.</p> <p>3. Apply infinitely extended visual products to brand logos, NB shells and the exterior of casing.</p> <p>4. Develop a transparent light guide panel capable of displaying dynamic patterns on its transparent surface.</p> <p>5. Successfully engineered bi-directional light guide panel products by introducing a novel manufacturing process that incorporates a distinctive network structure.</p>
2024	<p>1. Developing materials that can replace traditional flexible printed circuit boards (FPCs) by using innovative materials produced through additive manufacturing processes. These materials are in line with ESG trends and, when combined with specialized optical designs, allow products to maintain equivalent high efficiency.</p> <p>2. Enhance the application of Mini-LED technology by developing advanced light distribution structures to improve uniformity. Additionally, by integrating RFID technology, the backlight module can wirelessly emit light. This design reduces the module's thickness by 45% compared to commercially available products, while increasing luminous efficiency by 80%.</p> <p>3. Develop a light guide module that simultaneously integrates a range of visual effects, including infinite scrolling effects, dynamic effects, and localized special lighting effects, all within a single module.</p> <p>4. The development of specialized microfluidic channels and related products for biomedical testing can significantly reduce the amount of reagents used in biomedical testing and accelerate the acquisition of test results.</p>

Unit: NT\$ thousands

R&D expenses over the years					
Item \ Year	2020	2021	2022	2023	2024
R&D expense	186,930	200,822	252,526	245,672	247,947
Net revenue	11,205,768	10,883,071	9,723,576	5,939,876	6,946,030
R&D expenses as a percentage of net revenue	1.67%	1.85%	2.60%	4.14%	3.57%

Tax Management

GLT strives to ensure the transparency and legality of tax governance and prudently manages tax risks. The Company complies with the following tax laws and establishes tax-related policies during its operations:

I. Tax governance objectives	<ul style="list-style-type: none"> • Ensure tax compliance and promote a stable, transparent and sustainable business environment. • Maintain transparency in tax administration and maintain good cooperative relations with global and local tax authorities. • Identify and manage tax risks in a timely manner to support the Company's long-term development and stakeholder trust.
II. Tax governance structure	<ul style="list-style-type: none"> • Top management commitment: The Company's Board of Directors is responsible for overseeing tax governance policies and integrating them into the overall governance framework. • Tax dedicated team: The Company has established a dedicated tax team consisting of internal tax experts and legal advisors, which is responsible for formulating, implementing and monitoring tax policies. • Tax decision-making mechanism: Major tax matters must be approved by the Board of Directors or senior management to ensure that decisions are in line with the Company's governance principles and compliance.
III. Tax control policies	<ul style="list-style-type: none"> • Tax compliance: <ol style="list-style-type: none"> 1. Comply with all tax laws and regulations wherever the Company operates. 2. Ensure accurate and timely completion of tax declaration and tax payment. • Internal tax control: <ol style="list-style-type: none"> 1. Establish internal control processes for tax compliance and regularly inspect and monitor tax-related businesses. 2. Implement strict tax audit procedures to prevent misreporting, omissions or other non-compliance.

	<ul style="list-style-type: none"> •Tax information disclosure: <ol style="list-style-type: none"> 1. Publicly disclose tax-related information in annual reports or ESG reports, such as tax contributions and changes in tax rates. 2. Ensure the transparency of tax data and enhance stakeholder confidence.
IV. Tax risk management policy	<ul style="list-style-type: none"> •Tax risk identification and assessment: <ol style="list-style-type: none"> 1. Periodically conduct tax risk assessments and formulate corresponding response strategies. 2. Identify potential risks, including changes in tax laws and cross-border tax risks, etc. •Risk response strategies: <ol style="list-style-type: none"> 1. Establish a tax dispute response mechanism to properly handle disagreements with tax authorities. 2. Follow the principle of "risk minimization" and avoid transactions with high tax risks. • Transfer pricing and cross-border taxation: <ol style="list-style-type: none"> 1. Follow the OECD's Base Erosion and Profit Shifting (BEPS) guidelines to ensure that transfer pricing policies are consistent with market fairness principles. 2. Properly manage tax risks in cross-border transactions and ensure the legality and compliance of cross-border transactions.
V. Link to ESG principles	<ul style="list-style-type: none"> • Tax and social responsibility: <ol style="list-style-type: none"> 1. GLT's tax payment is an important part of its corporate social responsibility, supporting the economic development of the local community and the country. 2. Ensure tax strategies are aligned with ESG principles and balance corporate profits with social benefits. • Stakeholder engagement: <ol style="list-style-type: none"> 1. Regularly communicate tax policies with investors and other stakeholders to ensure transparency and trust in tax governance. 2. Integrate tax strategies with the Company's sustainable development goals to achieve long-term win-win results for all parties.
VI. Continuous improvement and review	<ul style="list-style-type: none"> • Policy updates: Tax governance, control and risk management policies are reviewed at least annually to ensure they remain relevant to changes in laws and business needs. • Performance monitoring: Establish key performance indicators (KPIs) to evaluate the effectiveness of tax governance and risk management. • Professional training: Regularly provide professional knowledge training for the tax team to ensure that the team can cope with the latest tax challenges.

GLT implements corporate governance and complies with relevant laws and regulations. It also communicates with the Company's stakeholders through various channels and actively participates in tax initiatives to support the implementation of various new tax policies and jointly create a good tax environment.

Website Address of GLT	
Website for Financial Statements	https://www.glthome.com.tw/service-50-64
Website for Annual Reports	https://www.glthome.com.tw/shareholder-meeting
Corporate Governance	https://www.glthome.com.tw/responsibility-54-71

2.4 Legal Compliance

2-23	Policy commitments
2-24	Incorporate policy commitments
2-25	Procedures for remediating negative impacts
2-26	Mechanisms for seeking advice and raising concerns
2-27	Regulatory compliance

Reporting Channels for Employees and Other Stakeholders

GLT is committed to ensuring a fair and transparent appeals process and providing an effective and appropriate complaint mechanism. Our complaint channel is simple, convenient, and unobstructed. Employees can also use this channel to make suggestions for improvements. GLT will respond appropriately to complaints and suggestions from employees. Any stakeholder who discovers a possible violation of ethics and integrity may also file a complaint or communicate through the following means:

Whistleblowing and Suggestion Channels	
Acceptance Unit	Human Resources Department
Correspondence Address	No. 1149, Section 3, Minquan Road, Zhongli District, Taoyuan City/No. 6, Tongke 1st Road, Tongluo Township, Miaoli County
Contact Number	(03)426-2828 #5119
Email	5119@glthome.com.tw , ir@glthome.com.tw

Upon receiving reports, complaints, or suggestions for improvement, the Company's Human Resources Department centrally handles the cases, completing registration and verification within three working days. After preliminary classification, general suggestions (such as environmental improvements or equipment repairs) are forwarded to the relevant responsible units for handling. For whistleblowing or complaint cases, the highest-ranking HR executive leads the investigation and compiles the findings and recommended actions. In all cases, appropriate responses will be given to the reporter in accordance with the principle of confidentiality, and subsequent improvement and implementation progress will be tracked.

In 2024, a total of four cases were accepted for general recommendations, all of which were investigated and handled in accordance with procedures, and no major violations or conflicts of interest occurred.

Other Relevant Legal Compliance

If the Company's annual cumulative fines amount to more than NT\$1 million, we will consider it a major incident. During the reporting period in 2024, the Company did not have any major violations, nor were there any incidents of anti-competitive behavior, antitrust, or monopolistic practices. Only a few minor issues related to occupational safety and health and the Labor Standards Act were identified; these have since been addressed through employee training and improvements to factory equipment. We will continue to monitor relevant laws and regulations and update company regulations in a timely manner to ensure compliance with legal requirements, fulfill our corporate social responsibilities, and provide employees with a safe and reliable workplace environment.

Statistics of Violations				
Type of Penalty	Type of Item	Content of Penalty	Description of Violation of Regulations	Improvement Measures
Penalty incidents	(Zhongli) Occupational safety and health	Article 057, Paragraph 1 of the Occupational Safety and Health Facilities Rules Article 058, Paragraph 1, Clause 5 of Occupational Safety and Health Facilities Rules	A fine of NT\$100,000	<ul style="list-style-type: none"> ● Install interlock safety door ● The control panel has been relocated outside the safety door for operation
	(Tongluo) Occupational safety and health	Article 241 of the Occupational Safety and Health Facility Rules and Article 6, Paragraph 1 of the Occupational Safety and Health Act	A fine of NT\$100,000	<ul style="list-style-type: none"> ● The insulating sleeve of the anti-static gun has been extended to prevent electric shock
	(Tongluo) Occupational safety and health	Article 043, Paragraph 1 of the Occupational Safety and Health Facility Rules and Article 6, Paragraph 1 of the Occupational Safety and Health Act	A fine of NT\$100,000	<ul style="list-style-type: none"> ● Additional light curtains and protective covers have

Statistics of Violations				
Type of Penalty	Type of Item	Content of Penalty	Description of Violation of Regulations	Improvement Measures
	health			<ul style="list-style-type: none"> been installed on the equipment ● Adjustment of education and training content
	(Zhongli) Labor Standards Act	Overtime work without additional wages as required	A fine of NT\$100,000	<ul style="list-style-type: none"> ● The calculation of wages for overtime work has been handled in accordance with regulations
Total	Number of incidents: 4; Total fines: NT\$400,000.			

Corporate governance related laws and regulations	Labor rights related laws and regulations	Environmental protection related laws and regulations	Products related laws and regulations
<ul style="list-style-type: none"> ●No violation of the Company Act ●No violation of the Business Act ●No violation of securities and financial regulations ●No political donations ●No corruption incidents 	<ul style="list-style-type: none"> ●No violation of gender equality laws ●No forced labor ●No child labor ●No infringement of freedom of association and collective bargaining ●No discrimination or human rights violations ●Violation of occupational safety and health regulations (3 cases) ●Violation of Labor Standards Act (1 case) 	<ul style="list-style-type: none"> ●No violation of environmental laws and regulations. 	<ul style="list-style-type: none"> ●No prohibited or controversial products ●No violations of marketing-related laws and regulations, or voluntary codes ●No instances of heavy fines imposed due to violations of laws and regulations in the provision and use of products and services ●No legal proceedings arising from anti-competitive, antitrust and monopoly practices ●No violation of customer privacy ●No violation of marketing and communication regulations

Note:

1. According to Article 26, Paragraph 3 of the Financial Supervisory Commission, a major penalty is defined as single case with cumulative penalty not exceeding NT\$1 million.

Ethical Corporate Management

To help establish a corporate culture of ethical business practices and promote sound development, GLT has adopted the “Ethical Corporate Management Best Practice Principles” in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”. The Company adheres to principles of integrity, corporate governance, and human rights protection, and continually strengthens employees’ legal compliance awareness and ethical conduct through training programs and internal communication mechanisms. The implementation status in 2024 was as follows:

- New employee training

For new employees, educational courses covering topics such as human rights protection, ethical business conduct, regulatory compliance, workplace equality, and corporate ethics are arranged at the time of onboarding to ensure they fully understand and comply with the Company’s relevant policies and internal regulations. Since 2024, all new employee training has been fully incorporated into the above course content, and the new employee training rate has reached 100%.

- Promotion of “Code of Ethical Conduct” and "Ethical Corporate Management Best Practice Principles” for supervisors

In 2024, the Company conducted training sessions for management-level staff on the Code of Ethical Conduct and Ethical Corporate Management Best Practice Principles. These sessions used case studies and emphasized key regulatory points to enhance understanding and execution of ethical business concepts, standards of professional conduct, and legal compliance, thereby reinforcing management’s role in setting an example and upholding its responsibilities.

During the course of business activities, no one shall directly or indirectly offer, promise, request, or accept any improper benefits, nor engage in any conduct that is unethical, illegal, or in violation of fiduciary duties, for the purpose of obtaining or retaining benefits. The Company must strictly adhere to the following ethical standards and codes of conduct: Absolutely no bribery or acceptance of bribes is allowed, the provision of illegal political donations is strictly prohibited, improper charitable contributions or sponsorships are not permitted, offering or accepting unreasonable gifts, hospitality, or other improper benefits is forbidden, misappropriation of trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights is strictly prohibited, unfair competition is never allowed, and throughout the R&D, procurement, manufacturing, provision, or sale of products and services, no actions either directly or indirectly may harm the rights, health, or safety of consumers or other stakeholders.

GLT has established relevant regulations to improve its business management system, enhance work efficiency, and promote the healthy development of its employees. The “Fair Competition Agreement” requires all employees to abide by laws and ethical standards when performing relevant business activities, comply with confidentiality agreements regarding intellectual property rights, creations and confidential information, and relevant non-compete clauses upon leaving the Company. In addition, new suppliers and third parties are required to sign the “Code of Conduct” and “GLT Integrity Commitment” to establish a fair, honest, trustworthy, and transparent trading environment. The rules to be followed are as follows:

Preventive Measures	
I.	Offering and accepting bribes.
II.	Illegal political donations.
III.	Improper charitable contributions or sponsorships.
IV.	Offering or accepting unreasonable gifts, hospitality, or other improper benefits
V.	Misappropriation of trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights.
VI.	Engaging in unfair competition.
VII.	Products and services that directly or indirectly harm the rights, health, and safety of consumers or other stakeholders during the research and development, procurement, manufacturing, provision, or sale of products and services.

GLT strictly prohibits any form of corruption, bribery, extortion and misappropriation of public funds, sets standards for fair trade, no false advertising and maintaining fair competition, and complies with relevant government laws and regulations on labor, environmental protection, safety and health. We are committed to integrating corporate social responsibility policies into all aspects of the Company’s operations to ensure the sustainable development and fulfill its social and environmental responsibilities. The Company has established corporate governance regulations. These regulations are implemented after approval by the Board of Directors, submitted to shareholders’ meetings, and made available on the company website for

stakeholders to review. The Company also continuously promotes internal regulations and policies through various channels to strengthen employees' understanding of issues related to ethical corporate management and compliance and internal control. Specific measures include:

- Internal communication channels

Through internal e-newsletters and regular department meetings, we regularly remind and publicize important company policies and internal regulations to help employees maintain correct legal compliance concept.

- Legal compliance education materials

We periodically produce promotional materials on anti-corruption, sexual harassment prevention, and human rights policies, and require employees to read and confirm them to improve compliance with regulations and the implementation of code of ethics.

Important Internal Regulations of GLT			
01.	Articles of Incorporation	12.	Ethical Corporate Management Best Practice Principles
02.	Rules of Procedure for Shareholders' Meetings	13.	Sustainable Development Best Practice Principles
03.	Procedures for Election of Directors	14.	Regulations Governing the Board Performance Evaluation
04.	Rules of Procedure for Board of Directors Meetings	15.	Procedures for Managing and Preventing Insider Trading
05.	Audit Committee Charter	16.	Procedures for Ethical Management and Guidelines for Conduct
06.	Remuneration Committee Charter	17.	Regulations Governing Management of Human Rights Policy
07.	Nominating Committee Charter	18.	Supplier Management Procedures
08.	Sustainable Development Committee Charter	19.	Information Security Policy
09.	Code of Ethical Conduct	20.	Risk Management Policy and Procedures
10.	Corporate Governance Best Practice Principles	21.	Regulations Governing Performance Evaluation
11.	Rules Governing Financial and Business Matters Between this Corporation and its Related Parties		

Note: The above-mentioned regulations and procedures are disclosed on the Company's official website. Please visit "Official Website/ Corporate Social Responsibility/ Important Regulations" at the following link: <https://www.glthome.com.tw/responsibility-54-74?open=sidebar>

Protection of Human Rights

The Company has formulated "Human Rights Policy" that clearly stipulates the prohibition of child labor, the elimination of forced labor, illegal discrimination, and the guarantee of equal employment opportunities. At the same time, we gradually improve human rights management in the supply chain by collecting relevant human rights issues, conducting materiality screening and assessment, taking preventive and mitigation measures, and implementing feedback and continuous improvement processes. In order to safeguard gender equality in the workplace, eliminate discrimination, and prevent incidents of discrimination, the Company actively promotes education and training related to gender equality and human rights, ensuring that employees understand and implement human rights policies and fostering an inclusive and fair work environment. During the reporting period, no discrimination incidents occurred in 2024.

GLT regards the respect for human rights and the creation of a dignified work environment as important. The Company adheres to international labor and human rights standards, including the "United Nations Global Compact", the "Universal Declaration of Human Rights", the "UN Guiding Principles on Business and Human Rights", the "OECD Guidelines for Multinational Enterprises", and the "ILO Tripartite Declaration of Principles", among others. It also complies with national labor-related laws and regulations such as the Labor Standards Act, Employment Services Act, and Gender Equality in Employment Act, treating and respecting all individuals equally. The Company strictly follows Article 45-1 of the Labor Standards Act, which prohibits child labor, and conducts regular reviews to ensure compliance with policies concerning child or underage labor, forced labor, sexual harassment, labor-management communication, and

freedom of expression. Additionally, all employees are required to participate in training programs on relevant human rights policies during the period. The implementation of the Company’s relevant policies is as follows:

GLT’s Human Rights Policy and Implementation	
Item	Implementation status
Provide a fair working environment	There will be no unfair or discriminatory treatment based on gender, race, socioeconomic status, nationality, age, marital status, family status, language, religion, political party, appearance, height, physical or mental disability, etc.
Providing a safe and healthy working environment	1. The Company values the safety and health of its employees and has established an occupational safety and health management organization to continuously improve the working environment and sanitary conditions, striving to reduce the risk of occupational hazards and protect the physical and mental health of its employees. 2. Implement workplace safety and health management: ●Standard operating procedures for prevention of human hazards ●Code of Practice for Protecting Maternal Health in the Workplace ●Operational specifications for preventing diseases caused by abnormal workload ●Hazard Identification and Risk Assessment Practices for Preventing Unlawful Infringement in the Workplace
Respect for human rights in the workplace	The Company complies with government labor laws and regulations, does not employ child labor, regularly monitors and manages employee attendance, and does not use forced labor. The Company provides employees with smooth communication channels and builds a harmonious workplace environment for labor-management relations.
Implementation of information security	In order to respect the privacy rights of all stakeholders and protect the collection and legal use of personal information, the Company has established a comprehensive information security management mechanism to control data access and prevent data leakage.
Smooth complaint channels	If employees encounter any problems within the Company, they can file a complaint with the Human Resources Department through the Company's complaint channel. In order to maintain gender equality in the workplace and provide employees and job seekers with a work and service environment free from sexual harassment, dedicated complaint hotline and email address are established for sexual harassment prevention. During the investigation, all complaints will be handled confidentially and the complainant’s name or other relevant information that can be used to identify the complainant will not be disclosed to protect the complainant.

Through internal and external oversight, as well as the implementation and promotion of corporate social responsibility policies, GLT continues to strengthen its welfare systems related to human rights protection policies, and fulfill its corporate social responsibility in a more proactive and efficient manner. We regard international human rights as a key implementation project for the Company and devote our full efforts to it. We will continue to work hard in the future. We firmly believe that companies play a key role in fulfilling their social responsibilities and influence the promotion of human rights around the world. We will continue to strengthen our human rights protection system, work hand in hand with relevant stakeholders to build a more just, equal, and sustainable future, and continuously improve education, training, and outreach. In the future, the Company plans the following measures:

- Improve the internal learning management system, enhance learning convenience and effectiveness management through the digital learning platform, and effectively track training status and learning outcomes.
- For high-risk positions and management levels, we plan advanced professional ethics, regulatory compliance and anti-corruption courses to strengthen professional compliance risk management capabilities.
- Regularly review course effectiveness and continuously optimize education and training content through test assessment and satisfaction survey mechanisms to ensure that training outcomes meet corporate governance objectives and regulatory requirements.

Due Diligence on Human Rights

The Company has established "Labor and Human Rights Management Procedures" that clearly prohibits the use of child labor, eliminates forced labor, and illegal discrimination, and ensures equal employment opportunities. By collecting relevant human rights issues, conducting materiality screening and assessment, taking preventive and mitigation measures, and implementing feedback and continuous improvement processes, we will gradually improve human rights management in the supply chain. In order to safeguard gender equality in the workplace, eliminate discrimination, and prevent incidents of discrimination, the Company actively promotes education and training related to gender equality and human rights, ensuring that employees understand and implement human rights policies and fostering an inclusive and fair work environment.

GLT follows international labor and human rights standards, including the "United Nations Global Compact", the "Universal Declaration of Human Rights", the "UN Guiding Principles on Business and Human Rights", the "OECD Guidelines for Multinational Enterprises", and the "ILO Tripartite Declaration of Principles", and complies with national laws and regulations such as the Labor Standards Act, the Employment Services Act, and the Gender Equality in Employment Act, in formulating this management procedure to ensure all individuals are treated equally and with respect.

In order to protect all employees from physical or mental harm that could result in physical or psychological illness during the performance of their duties, the Company has established "Written Declaration on the Prohibition of Workplace Sexual Harassment". It conducts one workplace harassment prevention training session per year for all employees and, based on need, holds seminars for management to promote communication, relieve stress, and mitigate frustration. All employees share the responsibility of maintaining and ensuring a workplace free from unlawful conduct. Anyone who witnesses or becomes aware of any workplace misconduct should immediately report it via the employees' complaint hotline ((03)426-2828#5119) or the internal complaint email (5119@glthome.com.tw). The Human Resources Department is the designated unit responsible for handling complaints. Reported cases will be investigated confidentially by Complaint Investigation Team, and the Complaint Review Committee will make decisions regarding the case. If the complaint is substantiated, disciplinary action will be taken in accordance with corporate management regulations. If the incident involves criminal liability, the Company may also refer the case to the judicial authorities. The Company will implement penalties according to the approved content and conduct follow-up, assessment, and supervision to prevent the recurrence of illegal workplace infringements. Retaliation against complainants, reporters, or those assisting in investigations is strictly prohibited. Violators will be punished according to corporate management regulations. In addition, the Company will keep the identity of the complainant confidential and provide assistance and compensation measures such as health guidance, job adjustments or changes, and physical and mental health tracking.

We will continue to promote corporate social responsibility and ensure that every employee can work in a safe, respectful and inclusive environment through the continuous improvement and implementation of various regulations and policies. GLT pledges to continue strengthening its human rights policies and improving workplace ethics in the future, creating a win-win situation for every worker, the Company, and society, thereby achieving the goal of sustainable operations.

Complaint Channel	
Contact unit	Human Resources Department
Telephone	(03)426-2828 #5119
Mailbox	5119@glthome.com.tw

Risk Management

To improve supervisory functions and strengthen management functions, GLT's Board of Directors has established several functional committees to clearly define the goals and responsibilities of relevant personnel, assets and financial management, and to ensure the implementation of risk assessments. The Board of Directors is the highest unit of risk management for GLT. It has formulated corresponding risk management policies and measurement standards, carried out various risk management and assessments, and formulated response and improvement measures to deal with possible risks.

Risk Type	Responsible Unit	Risk Items (including but not limited to)
Operational risk	Each department/unit	Business interruption, supply chain disruption, damage to property and equipment, sales and purchase concentration, and outsourcing/third-party liability.
Financial risk	Finance Department	Exchange rate fluctuation risk, credit risk, liquidity risk, and operational risk.
Human resource risk	Human Resources Department	Labor-management relations, human rights issues, and corporate talent development management.
Legal compliance risk	Each department/unit	Potential losses caused by failure to comply with relevant regulations of the competent authorities, including labor laws, company laws, securities trading regulations, import and export regulations, unauthorized acts, omissions in terms and conditions, inadequate regulations, etc., which may render the contract invalid.
Information security risk	Information Department	Computer crime/hacking/malicious code and viruses, lack of systems and facilities to support business needs, technical/system failures/computer room security.
Work hazard risk	Safety and Health Office	The probability of occurrence of major hazardous events and the risk of losses, including possible losses caused by improper occupational safety and health, safety protection emergency response, or other human management operations.
Other risks	Each department/unit	In addition to the above risks, there are risks arising from external factors, such as climate change, epidemic diseases and major external hazards.

III. Commitment to Sustainable Supply Chain

3.1 Management Approach to Material Topics

Name of Material Topic	Supplier Environmental & Social Assessment		
Sustainability Principles (Issue) Response	GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment	Affected Stakeholders	Suppliers and contractors, employees and other workers, clients and consumers
Major Reasons	A stable supply chain is important to the Company’s production and operations. If suppliers/manufacturers fail to comply with environmental regulations, they may face penalties under relevant regulations, which may affect delivery or operations. In addition, if suppliers provide GLT with products or parts that do not meet environmental standards, it may cause contamination to products or services, resulting in high fines and damage to the Company’s image.		
Impacts and Effects	The Company maintains a friendly cooperative relationship with its suppliers, which can facilitate its economic development and contribute to environmental protection. However, if suppliers ignore the law, it will have a serious negative impact on the Company’s production operations. <ul style="list-style-type: none"> ■: Cost savings: By reducing waste and improving efficiency, businesses can reduce operating costs. ■: Market access: Compliance with environmental standards helps enter the international market and increase sales opportunities. ■: Brand image: Environmental compliance enhances the corporate image and attracts more environmentally conscious consumers or customer groups. ■: Long-term benefits: Sustainability measures bring long-term economic benefits, such as energy savings and waste reduction. ▲: Increased initial costs: Compliance with environmental regulations may increase initial investment and operating costs, indirectly affecting sales and competitiveness. <p style="text-align: right;">■: Positive impact ▲: Negative impact</p>		
Policy/Strategy	New suppliers shall sign the “Supplier/Contractor Code of Conduct Compliance Declaration” provided by GLT, committing that all business activities of both themselves and their subcontractors will be conducted in compliance with applicable international and local laws and regulations. They shall uphold fair competition, conduct business with integrity, strictly adhere to ethical standards, actively fulfill social responsibilities, and comply with the latest version of the Responsible Business Alliance (RBA) Code of Conduct. They also commit to regularly reviewing updates to the aforementioned Code of Conduct and agree to comply with its provisions regarding labor, human rights, and the environment.		
Goals and Targets	The Company conducts supplier audits every year in accordance with the supplier management regulations. In addition, when investigating new suppliers, we should educate them on the importance of environmental protection and have them sign a declaration document. The signing objectives are as follows: <ul style="list-style-type: none"> ●Short-term goal: By 2024, the proportion of signing the Code of Conduct Statement reached >85%, and the proportion of signing the Integrity Commitment reached 99%. ●Medium and long-term goals: By 2025, the proportion of companies signing the Code of Conduct Statement will be >95% 		
Management Evaluation Mechanism	The Company’s supplier management procedures clearly stipulate that when evaluating new suppliers, we must require them to sign “Supplier/Contractor Code of Conduct Compliance Declaration”, which includes statements on labor, human rights, and environmental protection.		
Execution and Performance	The Company has added “Code of Conduct Declaration” to the “Supplier Management Procedures” and requires new suppliers to sign it according to the procedures. In 2024, the Company had 114 new suppliers, of which 100 suppliers had signed the Code of Conduct, resulting in a signing ratio of 88%. In 2024, the number of audited suppliers was 13, and all 13 suppliers were qualified.		
Preventive and Remedial Measures	If a supplier is unable to comply with “Supplier/Contractor Code of Conduct Compliance Declaration” provided by GLT, we will provide guidance or select another supplier that can cooperate.		

Name of Material Topic	Information security management		
Sustainability Principles (Issue) Response	Customized topics	Affected Stakeholders	Government and regulatory agencies, employees and other workers, suppliers and contractors, shareholders and other investors, clients and consumers
Major Reasons	<p>As the manufacturing industry becomes increasingly digitalized and globalized, companies need to process a large amount of sensitive information such as customer design drawings, technical specifications, order information, and communication records during their operations. For GLT, failure to properly manage such data may not only lead to data breaches and operational disruptions but also result in the loss of customer trust, contract breaches, legal liabilities, and reputational damage, ultimately impacting the Company's long-term competitiveness and market position in the international supply chain. Therefore, the Company regards information security and customer privacy protection as key issues to ensure sustainable operations and operational resilience.</p> <p>From the stakeholders' perspective, domestic and international clients, brand manufacturers, and investors are placing increasing importance on information security management mechanisms and risk control capabilities. This is especially true in an environment where outsourced manufacturing, cross-border data processing, and cloud-based infrastructures are becoming more prevalent. Customers now expect suppliers to have concrete and effective cybersecurity governance mechanisms in place. Competent authorities have also put forward stricter requirements for personal data protection (such as GDPR and the Personal Information Protection Law), requiring companies to be more cautious in data processing to comply with regulations and industry standards.</p> <p>As a result, the issue of "customer privacy" has become one of the core management priorities in the Company's internal information governance. It is the foundation of customer trust, a key to supply chain stability, and an essential pillar in protecting brand reputation. It holds high relevance and significant impact for both the Company and its stakeholders and has been identified as a priority sustainability issue for the Company.</p>		
Impacts and Effects	<p>A good information security protection system can prevent the leakage of customer information and increase their trust in the Company.</p> <ul style="list-style-type: none"> ■: Lower risk costs: Effective information security management can reduce economic losses caused by data leakage or system interruption and protect the Company's financial stability. ■: Improve competitiveness: Good information security management can enhance the trust of customers and partners and improve the Company's market competitiveness. ■: Reduce paper usage: Digitalization and information security management can reduce dependence on paper and help protect the environment. ■: Protect personal privacy: Information security management can effectively protect the personal data of employees and customers and prevent privacy leaks. ■: Improve the working environment: Through information security education and training, employees can better understand and comply with security regulations, thereby improving the security of the overall working environment. <p>▲: Initial investment cost: Establishing and maintaining an information security management system requires a large investment, which may put pressure on the Company's short-term financial situation.</p> <p>▲: Electronic waste: Information security management requires regular updates of hardware equipment, which may generate electronic waste and have potential negative impacts on the environment.</p> <p>▲: Monitoring stress: Excessive information security monitoring may cause employees to feel stressed, affecting their job satisfaction and mental health.</p> <p style="text-align: right;">■: Positive impact ▲: Negative impact</p>		
Policy/Strategy	<ul style="list-style-type: none"> ●Based on the principles of information security management, the Company has formulated the "Information Security Policy" and "Personal Data Protection Standards" as the standards for the management of customer data and information assets. Although the Company has not implemented the ISO/IEC 27001 information security management system, it uses the ISO 27001 framework as a standard and gradually integrates IT and OT security architectures to strengthen cross-departmental risk protection capabilities. ●The information security policy covers measures such as data classification, access control, information security incident reporting, employee education and training, system backup and information security auditing. For processes and information systems involving customer data, departments are required to implement controls according to their authority and responsibilities to reduce potential risks. The Company also signs information security and confidentiality agreements with major suppliers to ensure consistent standards and enforcement of information security across the entire supply chain. 		
Goals and Targets	<ul style="list-style-type: none"> ●Short-term goal: Focus on asset inventory, vulnerability scanning, log monitoring, and the establishment of basic protection measures to strengthen basic management and immediate response capabilities. The participation rate for information security training in all departments reached 100% throughout the year, 		

	<p>and the pass rate for post-class exams reached 100%.</p> <ul style="list-style-type: none"> ● Mid-term goal: Focus on data protection, perimeter defense, configuration management, and security awareness training to enhance overall protection depth and user awareness. It is expected that plans for social drills and vulnerability scanning will be implemented in 2025. ● Long-term goal: This includes establishing an information security management system, obtaining ISO 27001 certification, institutionalizing information security incident drills, and collaborating on supply chain security to build a sustainable and resilient information security governance system.
<p>Management Evaluation Mechanism</p>	<ul style="list-style-type: none"> ● Internal audit and external evaluation: The Company conducts internal audits and external evaluations regularly to ensure the effectiveness of information security management. For example, GLT conducted self-evaluation of its internal control system in August 2024 and December 2024, which was reviewed by the audit unit. The Company's internal control system was audited by Deloitte Taiwan on June 2024 and January 2025. ● Information security incident reporting management: The Company has formulated the "Information Security Incident Reporting Procedures", which includes the responsibilities for incident reporting, information security incident classification, handling principles and handling time limits. These measures help to detect, report and handle information security incidents early, ensuring the effectiveness of information security management. ● Information security incident drills: The Company regularly conducts information security incident drills to test the response capabilities of various departments to information security incidents. For example, GLT conducted an information security incident drill on September 26, 2024, simulating a situation where the ERP/MES system could not operate to ensure that production could continue. ● Continuous improvement: The Company will continuously improve its information security management measures based on audit and evaluation results. For example, GLT conducted multiple internal audits and external assessments in 2024 and made improvements based on the results to enhance the effectiveness of information security risk management.
<p>Execution and Performance</p>	<ul style="list-style-type: none"> ● In accordance with the 2024 internal control self-evaluation exercise, each department of the Company conducted an evaluation of internal control system of its relevant responsibilities and operations before the end of the year and submitted it to the audit unit for review. ● In the information security incident drill conducted on September 26, 2024, the Company successfully simulated the situation where the ERP/MES system could not operate and tested the response capabilities of various departments to information security incidents, and achieved the main objectives of the drill. ● In order to strengthen information security awareness and compliance, our Information Technology Department developed a simplified illustrated operating guide and FAQ package in 2024. This information was announced to all employees via internal emails and electronic bulletin boards, encouraging them to proactively review and implement these guidelines. This will help increase employees' familiarity with information security regulations and effectively reduce potential risks caused by improper operations. In order to ensure the effectiveness of the promotion, the Company has also set a number of key performance indicators (KPIs) for education and training to track results, including: 100% participation rate in cybersecurity training for all departments throughout the year and 100% pass rate for post-class quizzes, demonstrating that the educational content has been successfully transformed into actual employee knowledge and actions.
<p>Preventive and Remedial Measures</p>	<ul style="list-style-type: none"> ● The Company continuously improves its information security management measures based on the results of internal audits and external assessments. For example, GLT conducted multiple internal audits and external assessments in 2024 and made improvements based on the results to enhance the effectiveness of information security risk management. ● In the December 2024 information security report, the Company detailed the review and improvement of information security risk management, and expanded the frequency and participants of the Information Security Committee reports in accordance with the previous resolution to integrate relevant information for smooth progress.

3.2 Products and Services

Customer Satisfaction Survey

GLT regularly conducts customer satisfaction surveys on its top ten customers and potential emerging customers each year to gain a deeper understanding of their expectations and suggestions for product quality, service experience, and corporate sustainability performance, which serve as an important reference for continuously optimizing its operating strategies. The survey covers seven major aspects, including: product quality, service attitude, professional knowledge, product performance, product delivery time, support efficiency, customer complaint handling and customer satisfaction. The rating scale is divided into five levels: "very satisfied", "satisfied", "average/acceptable", "unsatisfied", and "very unsatisfied". The customer service goal is to achieve an overall rating of "satisfactory" or above, and strive for zero "dissatisfied" or below ratings.

In the 2024 customer satisfaction survey analysis report, a total of 18 customers were surveyed, with an overall score of 90.38 points. The overall rating was "satisfied", and no customer gave "unsatisfied" or lower ratings. This result fully demonstrates that GLT's professional performance in technology research and development, product quality and customer service has been highly recognized by customers.

Product Safety Certification

All products manufactured by GLT have passed testing and verification according to international, national and customer specifications, and are 100% compliant with safety standards. The products are mainly used in light-emitting components for televisions, monitors, illuminated keyboards, automotive rearview mirrors, and e-readers. Based on customer requirements, labels indicate that the products are "compliant with RoHS and REACH regulations" and include unique barcodes or QR codes for supply chain traceability and inquiry. The Company has obtained ISO 9001 quality management system certification, and our automotive products also comply with IATF 16949 automotive quality management system certification. The Company adheres to the concept of environmental protection. Our product design and manufacturing process fully comply with the RoHS and REACH regulations of most customers. Some light guide plate products have also obtained GP (Green Partner) Certification in response to specific customer requirements (such as SONY), demonstrating the Company's commitment to and philosophy of green supply chain management.

During the reporting period of 2024, there were no penalties for violations of regulations regarding product and service safety information labeling and marketing, nor were there any cases of products being banned from sale or removed from shelves in accordance with the law, or violating regulations regarding product marketing and communications (including advertising, promotion, and sponsorship). We believe that in the future, by continuously optimizing our internal management processes and strengthening our external partnerships, the Company will be able to achieve sustainable development and bring more positive impacts to society and the environment.

Certificate photos
SONY GP Certificate

SONY

2023/3/22

グリーンパートナー環境品質認定通知書
Notification of Green Partner Certification

Attn : Global Lighting Technologies Inc.

拝啓 貴社益々ご清栄のこととお慶び申し上げます。
平素は、弊社環境品質保証活動に多大なるご協力を賜り、お礼申し上げます。
貴社のグリーンパートナー環境品質認定手続きが完了しましたのでご通知申し上げます。
今後とも弊社環境品質保証活動にご協力を賜りますようお願い致します。 敬具
Thank you for your kind support on Sony Green Partner Activities.
We would like to inform you that Green Partner Certification has been authorized.
Your continuous cooperation on Sony environmental quality assurance activities is highly appreciated.

認定範囲 / Scope of Green Partner Certification

ファクトリーコード	マニファクチャラー名称 (英文)	工場名称 (英文)	監査期限
Factory Code	MC Name	FC Name	Expiry Date
FC014239	Global Lighting Technologies Inc.	Global Lighting Technologies, Inc.	20260630
FC014240	Global Lighting Technologies Inc.	GLT OPTICAL INC.	20260630

ソニー株式会社 / Sony Corporation
調達センター / Procurement Center
グリーンパートナー事務局 / Green Partner Secretariat

IATF 16949:2016 Automotive Quality Management System Certification

Certificate of Registration

This certificate has been awarded to

Global Lighting Technologies Inc.
No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, 320, Taiwan (R.O.C.)

in recognition of the organization's Quality Management System which complies with

IATF 16949:2016

The scope of activities covered by this certificate is defined below
Assembly of Backlight Modules. (Excludes Product Design under Clause 8.3)
- [USI CEM725]

Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
27 January 2024	2	26 January 2027	2

Revision Date	Revision Number	Original Certificate Issue Date	Schema Number
27 January 2024	2	04 February 2022	0408432

For detailed explanation for the data fields above, refer to <http://www.urs-holdings.com/regist-and-regulations>

Issued by Mukesh Singhal - On behalf of the Schemes Manager

ISO 14001:2015 Environmental Management System

ISO 9001:2015 Quality Management System

TUVNORD

Certificate

Management system as per
ISO 9001:2015

The Certification Body TÜV NORD Taiwan Co., Ltd. confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC.
No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan

with the locations according to the annex

operates a management system in accordance with the requirements of ISO 9001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope
Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting Assembly of Wearable Devices and Navigation Devices

Certificate Registration No. 44 900 092239	Valid from 2024-05-11
Audit Report No. TW-1101/2024	Valid until 2027-05-10
	Initial certification 2009-05-11

Taipei, 2024-05-06 Certification Body at TÜV NORD Taiwan Co., Ltd.

TÜV NORD Taiwan Co., Ltd.
RM. A1, 9FL., No. 333,
Tung-Hua S. Rd., Sec. 2,
Taipei, Taiwan
tuv-nord.com/tw

TÜV®
ROC, TW101, RC

TUVNORDGROUP

ISO 45001:2018 Occupational Safety and Health Management System



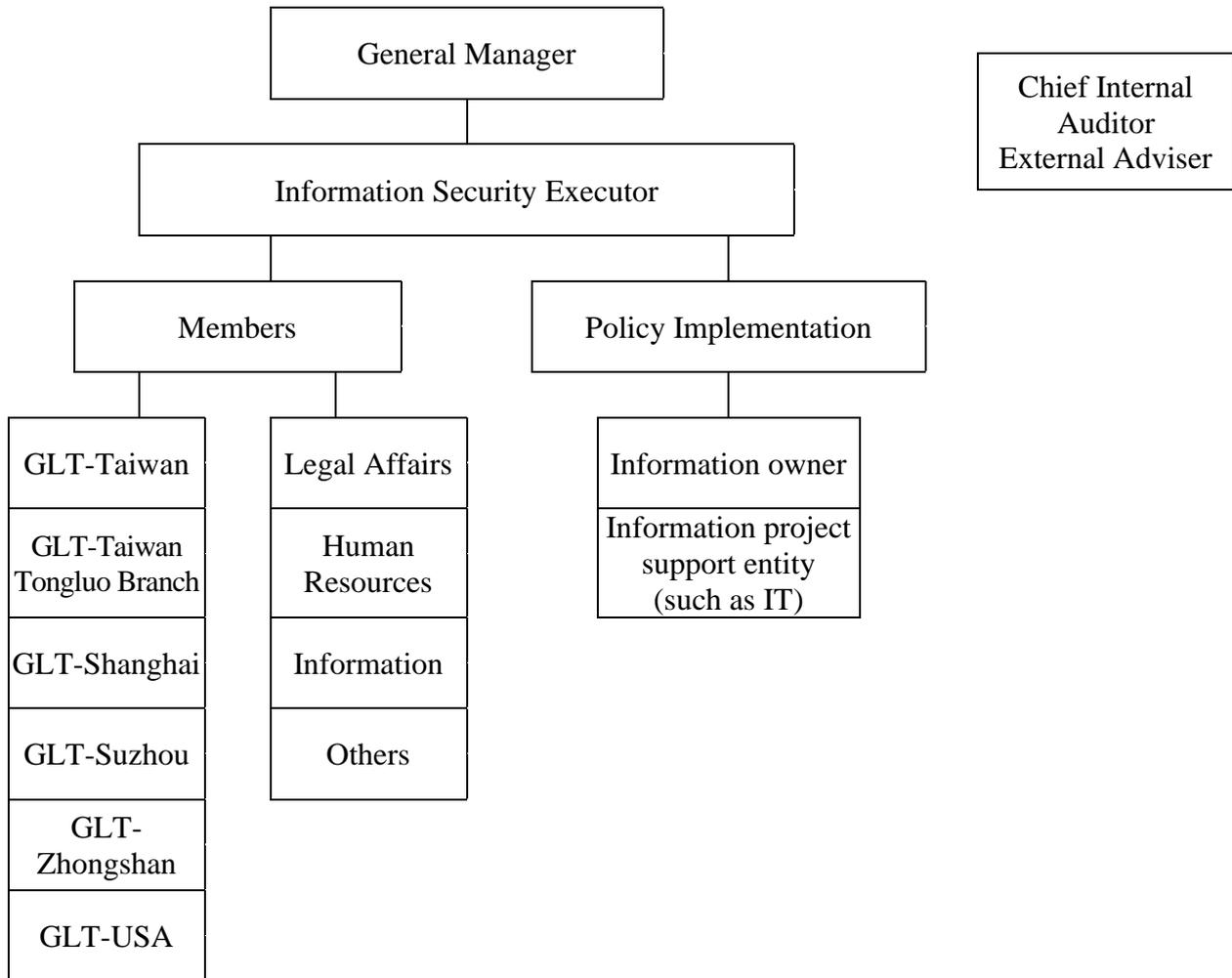
Customer Privacy and Information Security Management

The Company clearly declares and implements information security and requires all employees to strictly comply with and strengthen the maintenance of information security. To ensure the continuous operation of information system, the Company's information officer is responsible for coordinating and implementing information security policy to prevent unauthorized modification or use of data and systems, as well as preventing hackers, various viruses, intrusions and damage. Information officers also conduct information security education and training for employees on an irregular basis to strengthen their information security knowledge and response capabilities, prevent potential internal and external risks in the information environment, and reduce threats or impacts on company operations.

To ensure business continuity, reduce corporate information security risks, and prevent threats to information assets, GLT has established an "Information Security Policy" and related operating procedures to regulate the Company's information security. The Group Chief Operating Officer is responsible for overseeing the execution of information security plans across subsidiaries, managing information software, hardware, and data protection, and coordinating information security operations across departments. The report to the Board of Directors was presented on December 18, 2024.

The audit results for 2024 showed no complaints of privacy violations, information leaks, theft or loss of customer data. The Company will continue to protect customer data with care.

About the Company's information security risk management framework:



The specific management plan and resources invested in information security management are as follows:

Information Security Control Measures	Completed Projects in 2024
Hardware asset counting	<ul style="list-style-type: none"> ● Equipments asset management acquisition and establishment of monitoring platforms ● Dashboard establishment to automatically collect and store an up-to-date list of assets
Software asset counting	<ul style="list-style-type: none"> ● Assessment and procurement of a new version software development platform
Continuous vulnerability management	<ul style="list-style-type: none"> ● Establish a information security vulnerability scanning server. ● This year, two vulnerability scans were conducted on the Shanghai server. ● The AD server has discontinued the use of SSL and transitioned to the TLS 1.2 encryption protocol.
Privileged account control	<ul style="list-style-type: none"> ● Monitor daily for any new privileged accounts using the existing platform. ● Key mainframe equipment, including the Shanghai firewall, core switch, and MES, will use a jump server for login and facilitate two-factor authentication.
Secure configuration management	<ul style="list-style-type: none"> ● Regular backup of the firewall and Core Switch configuration files.
Maintenance, supervision, and analysis	<ul style="list-style-type: none"> ● This year, an Elastic Log Server was set up to collect login information from the firewall and AD server.
Email and browser access protection	<ul style="list-style-type: none"> ● Mail Server credentials updated once. ● The Mail Server underwent three major patch updates. ● Complete Spam Server replacement, including one major software update and 10 minor version updates. ● Implement SPF and DMARC email authentication protocols to prevent spammers and phishers from sending emails on behalf of unauthorized domains.
Prevention of malware	<ul style="list-style-type: none"> ● Adjustment of the server's antivirus software scanning time ● Enable automatic anti-malware scans when connecting removable media ● Prohibition of automatic execution of content from removable media

Restriction and control of network communication ports	<ul style="list-style-type: none"> ● The firewall underwent three major version updates this year. ● Remote connections to the SQL Server are allowed only through a specific port.
Data recovery	<ul style="list-style-type: none"> ● Backup recovery exercise 1. Data restoration: ERP backup and restoration drills are conducted once a year. 2. VM whole system restoration: Perform a whole BPM system restoration test once.
Network device security configuration	<ul style="list-style-type: none"> ● Regularly review and update network device configuration settings (configuration files are backed up monthly)
Perimeter defense	<ul style="list-style-type: none"> ● This year, the Tongluo Fire Wall Policy has been adjusted. ● Block IPs from North Korea, Bulgaria, and Russia to reduce potential security risks and cyber attacks. ● Cease the use of Meetinggreat remote connections and transition to Citrix remote connections to improve the security of remote work connections. ● The Company has engaged a vendor to maintain its external website, which includes 24/7 monitoring services. Daily backups are performed, with data restoration available for up to seven days. Additionally, a CDN service has been configured to safeguard the original server.
Data protection	<ul style="list-style-type: none"> ● Procurement of 200 sets of endpoint control systems and 120 sets of new encryption and decryption software. ● At the end of the year, all decommissioned hard drives will be entrusted to professional vendors for physical destruction, and video documentation will be maintained as proof.
Access control	<ul style="list-style-type: none"> ● The engineering QMS has been implemented on a cloud platform where all access records are fully retained and the "read only, no download" feature has been enabled to comply with ISO standards. ● Gradually establish the websites of various departments on cloud servers.
Wireless network access	<ul style="list-style-type: none"> ● Non-certified equipment that is connected to the wireless network is considered untrusted and is subject to relevant filtering and isolation.
Account monitoring and control	<ul style="list-style-type: none"> ● Monitor daily for any new privileged accounts using the new platform.
Security awareness and training program	<ul style="list-style-type: none"> ● This year, an information drill will be conducted. ● Implement information security education & training (twice). ● This year, the information security colleagues participated in five information security training courses and attended one external firewall training session.
Application software security	<ul style="list-style-type: none"> ● Procure a new version of the application software development platform to prevent XSS attacks that inject malicious code.
Response and management of emergencies	<ul style="list-style-type: none"> ● This year, the maintenance and tracking of service downtime event reports (13 entries) were completed.
Penetration test and red team attack and defense exercise	<ul style="list-style-type: none"> ● Review of current training needs for information security personnel

3.3 Supply Chain Management

308-1	New suppliers are screened using environmental criteria
414-1	New suppliers are screened using social criteria

Procurement Overview of Operating Locations

GLT transacted with 720 suppliers in 2024, and its main raw materials were basically divided into optical films, PCBAs, FPCAs, LEDs, plastic components, and plastic pellets, etc. In the future, GLT will continue to strive to establish long-term and stable cooperative relationships with suppliers, continuously improve supply chain management processes to enhance overall operational efficiency, and uphold its commitment to fulfilling its corporate social responsibility to ensure that the quality, reliability, and environmental protection of its products meet higher standards. We hope that in the future we can provide customers with better products and services and achieve the goal of sustainable development. The Company's domestic and foreign procurement amounts and proportions are shown in the following table:

Contract type	Procurement location	2023		2024	
		Number	Percentage of purchase amount to total purchase amount (%)	Number	Percentage of purchase amount to total purchase amount (%)
Labor (contracting and services)	Domestic	468	7.71	483	7.38
	Overseas	12	0.37	11	0.59
Property (raw materials)	Domestic	119	59.32	132	57.80
	Overseas	18	27.68	19	31.30
Engineering (construction and equipment)	Domestic	68	4.91	74	2.80
	Overseas	0	0.00	1	0.12
Total		685	100	720	100

Note:
1. Domestic refers to Taiwan; overseas refers to locations outside Taiwan (e.g., the United States, Vietnam, etc.).

Supplier Evaluation

The selection of suppliers by GLT is based on an evaluation of samples and quotations provided during procurement. A "New Supplier Evaluation Form" is issued to the Quality Assurance and Engineering Department for auditing. Upon passing the evaluation, a "Supplier Questionnaire" is sent out, and the supplier is required to provide relevant company documentation, including system certificates, a business registration certificate, and Supplier/Contractor Code of Conduct Compliance Declaration. The company information is then verified through the Ministry of Economic Affairs' Commercial and Industrial Registration Public Information system before being submitted to the responsible supervisor for review. After approval by the unit supervisor, the supplier's basic information is established in the ERP system. Subsequently, materials specialist enters the supplier information into the system to create a list of qualified suppliers in the ERP system.

GLT identifies potential new suppliers through various channels, including recommendations from clients, other suppliers, or internal departments, online platforms or e-commerce, newspapers and magazines, trade exhibitions, or inquiries into competitors of existing suppliers. For automotive product suppliers, holding an ISO 9001 certificate is a minimum requirement. Priority is given to suppliers that also possess ISO 14001, ISO 45001, or ISO 28000 certifications, have hazardous substance-free (HSF) controls in place, are members of supply chain security programs, or have previously developed such plans. Distributors must hold relevant certification for the brands they represent.

During the reporting period, the Company added 114 new suppliers in 2024, of which 31% held ISO 9001 certificates, 11% held ISO 14001 certificates, 88% signed the Supplier Code of Conduct, and 99% signed the GLT Integrity Commitment. The supplier evaluation method is shown in the following table:

Supplier Capability Evaluation		
On-Site Evaluation	Written Audit or Third-Party Certification	Exemption From Audit
Suppliers of important materials that constitute the Company's products are considered major suppliers. Suppliers whose hazardous substance risk level is assessed as high risk and suppliers of key materials related to the automotive industry must also submit new product review report samples for PPAP approval. The purchasing department is responsible for convening the quality assurance and engineering department to conduct an evaluation at the supplier's location. The evaluation departments will each fill out their comments on the "Supplier Evaluation/Audit Form". The evaluation scores of each department are combined to determine the supplier's grade, and this information will be attached to the "New Supplier Evaluation Form".	Suppliers of non-critical materials that constitute the Company's products are considered secondary suppliers and may be exempt from on-site evaluations, but they must conduct a self-assessment and provide "Supplier Assessment/Audit Form". Alternatively, a written assessment is not required but third-party certification must be submitted. For automotive product suppliers, the supplier must at least have an ISO 9001 certificate.	Distributors/traders/group affiliates/customer-designated manufacturers of mass-produced materials who are considered difficult to assess may be exempted from audits. However, if there are any issues with quality, production capacity, or delivery time, on-site inspections will be arranged to ensure that production capacity and delivery time are met, material costs are reduced, and quality is improved.

Rating of Existing Suppliers of Raw Materials			
Grade	Score	Judgment	Description
A	91-100	Outstanding supplier	No flaw
B	71-90	Qualified suppliers	Response to assessment deficiencies and improvement measures
C	41-70	Qualified suppliers	If a supplier's audit score does not reach the qualified supplier score, it must improve its level to Grade B within three months from the audit date. If it fails to improve within the time limit, it will be considered an unqualified supplier.
D	0-40	Disqualified suppliers	Suspension of business transactions

Supplier Evaluation Results

The supplier management procedures clearly stipulate that when evaluating new suppliers, they must be required to sign “Supplier/Contractor Code of Conduct Compliance Declaration”, which includes statements on labor, human rights and environmental protection. GLT added a total of 114 new suppliers in 2024, 14 of which did not sign the declaration. Failure to sign the declaration indicates that selecting this supplier involves high risks in terms of labor employment, occupational safety, and environmental management. There may be problems such as environmental pollution, inefficient use of resources and waste, which may have a negative impact on environmental protection. The proportion of suppliers that did not sign the declaration was 12% (14/114). When investigating new suppliers, the Company should promote the importance of environmental protection to the suppliers and have them sign declaration document. If the supplier is unable to cooperate, we will try to persuade or select another supplier that can cooperate. We are still in the counseling and persuasion phase, and the rate of termination of partnerships is zero. This demonstrates that the Company has a certain level of expertise in supplier selection and management, and also demonstrates our utmost commitment to quality and sustainability. We hope that in the future we will continue to work together with suppliers and partners to pursue better quality and a better future.

ISO 14001 Environmental Management System



Certificate

Management system as per
ISO 14001: 2015



The Certification Body TÜV NORD Taiwan Co., Ltd. confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC.
No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City,
Taiwan



with the locations according to the annex

operates a management system in accordance with the requirements of ISO 14001:2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope
**Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting
Assembly of Wearable Devices and Navigation Devices**

Certificate Registration No. 44 104 092263
Audit Report No. TW-1102/2024

Valid from 2024-05-22
Valid until 2027-05-21
Initial certification 2009-05-22



Visit our database to verify the validity of the certificate.

Taipei, 2024-05-08

Lia-Teng Chang
Certification Body at TÜV NORD Taiwan Co., Ltd.

TÜV NORD Taiwan Co., Ltd.
RM. A1, 9FL., No. 333,
Tung-Hua S. Rd., Sec. 2,
Taipei, Taiwan
tuv-nord.com/tw



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ROC, TW1102, RC

TUVNORDGROUP

IV. Green Environmental Protection

4.1 Management Approach to Material Topics

Name of Material Topic	Energy management (energy, emissions)		
Sustainability Principles (Issue) Response	GRI 302 Energy GRI 305 Emissions	Affected Stakeholders	Employees, shareholders and other investors, governments and regulatory authorities, suppliers and contractors, customers and consumers
Major Reasons	After discussions among external consultants, internal managers and employees at the initiation meeting of the sustainability report, the topic of emissions was identified as relatively important to the Company. If greenhouse gas and emission management is not implemented, the Company may face penalties under relevant regulations in the future. Responsible emission management can reduce the Company's cost risks and improve the competitiveness of its products in terms of sustainability.		
Impacts and Effects	<p>Through energy management, we can reduce greenhouse gas emissions, protect the environment and reduce damage, reduce energy costs and enhance financial stability, and promote the Company's long-term sustainable development.</p> <p>■: Implement circular economy and carbon reduction to reduce the negative impact of plastic products on the environment.</p> <p>▲: Operating costs will continue to increase with electricity price adjustments.</p> <p>▲: Resulting in an increase in greenhouse gas emissions.</p> <p>▲: When the supply and demand of electricity is out of balance, it may cause frequent power outages and inconvenience to people's lives.</p> <p>▲: Relevant units suffer property or reputation losses and may violate the law.</p> <p>▲: The emission of various greenhouse gases has caused global average temperature to rise year by year.</p> <p>▲: Regulations on the establishment of renewable energy and carbon fees increase corporate operating costs.</p> <p style="text-align: right;">■: Positive impact ▲: Negative impact</p>		
Policy/Strategy	<p>Policies on environmental management and occupational safety and health management systems: Protecting the global environment and workplace safety and health is our obligation.</p> <p>The Company selects recyclable and reusable resources to achieve resource recycling and waste reduction goals. By reviewing our overall carbon reduction efforts annually and collaborating with relevant departments to develop emission reduction strategies, we aim to reduce our impact on the environment and demonstrate our commitment to society and the environment.</p>		
Goals and Targets	<p>The Company's greenhouse gas emission targets are set as follows, with 2024 as the base year:</p> <ul style="list-style-type: none"> ●Short-term goal: Reduce greenhouse gas emissions by 1% within 5 years. ●Medium-term goal: Reduce greenhouse gas emissions by 5% by 2040. ●Long-term goal: Reduce greenhouse gas emissions from all operating locations by 10% by 2050. <p>The Company's energy conservation goals are as follows:</p> <ul style="list-style-type: none"> ●Short-term goal: Reduce electricity consumption by 1% ●Medium-term goal: Reduce electricity consumption by 1% ●Long-term goal: Reduce electricity consumption by 1% 		
Management Evaluation Mechanism	<ul style="list-style-type: none"> ●The Company conducts annual emission management assessments in accordance with ISO 14001 and ISO 14064-1 procedures. ●The energy-saving project is based on the ISO 14001 environmental management system, with implementation results reviewed annually and commissioned for third-party verification. ●If the target is not achieved, deficiencies will be reviewed and continuous improvements will be made through the ISO 14001 environmental management system. 		
Execution and Performance	<ul style="list-style-type: none"> ●If the target is not achieved, deficiencies will be reviewed and continuous improvements will be made through the ISO 14001 environmental management system. ●Introduction of low-loss, low-energy, and low-pollution production processes to achieve optimal energy/resource efficiency and pollution prevention/control. ●Select recyclable and reusable resources to achieve resource recycling and waste reduction goals. ●Energy-saving measures: <p>In 2024, GLT-Taiwan upgraded its chilled water circulation pumps and added inverters to reduce operational load, achieving energy-saving and carbon reduction benefits. The energy-saving calculation for this project was as follows: fixed-speed pumps were replaced with variable-frequency pumps consisting of one 40HP pump and three 30HP pumps. The pump replacement project in 2024 saved approximately 300,000 kWh of electricity, equivalent to a reduction of 142,200 kgCO₂e/kWh. In response to energy conservation and carbon reduction sustainability goals, GLT-Taiwan Tongluo Branch has shut down the air conditioning systems for two production lines (Line 7 and Line 10) that are currently not in operation. Based on estimated air conditioning power consumption, the total electricity savings during the 2024 reporting period amounted to 195,873.6 kWh. Applying the 2024 electricity carbon emission factor of 0.474 kgCO₂e/kWh, this resulted in an estimated reduction of 92,844.0864 kgCO₂e/kWh.</p>		
Preventive or Remedial Measures	<ol style="list-style-type: none"> 1. Replace inefficient and outdated public equipment and comply with government's energy conservation policies. 2. Periodically maintain equipment efficiency through regular maintenance. 3. Energy management performance is regularly reviewed in ISO 14001 management audit meetings and continuously improved. 		

4.2 Climate Change Management

201-2	Financial impacts and other risks and opportunities resulting from climate change
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Under the impact of rapid global climate change, GLT has strengthened its climate change risk adaptation measures to ensure the continuous operation of its services without disruption. These efforts aim to reduce potential operational impacts and are expected to mitigate the global effects caused by climate change, fulfilling the Company's responsibility to protect the global living environment and human health. GLT has referenced the four core elements of Task Force on Climate-related Financial Disclosures (TCFD) framework to identify actual and potential risks and opportunities that may arise during operations. The Company has adopted corresponding response and management measures, with promotion strategy and implementation plan as follows:

Climate Change Risks, Opportunities, and Financial Impacts	
Governance Unit	The Risk Management, Environmental Sustainability, Social Inclusion, and the Corporate Governance Team of the Company conduct annual risk assessments on environmental, social, and corporate governance issues related to the Group (including consolidated and parent company only financial statements) according to established principles. This includes relevant policies on climate change. The management consistently monitors and evaluates the feasibility of implementation, and reports on sustainable development and risk management to the Board of Directors annually. The Board of Directors oversees the accountable departments and offers timely improvement recommendations based on the report findings, while also regularly reviewing the progress of strategies.
Risk Category	<ul style="list-style-type: none"> • Policies and regulations - Strengthening emissions reporting obligations • Market - Increased energy costs • Immediate/physical - Increased severity and frequency of extreme weather events Potential impacts: <ul style="list-style-type: none"> • Increased cost of building carbon reduction equipment • Decreased revenue due to customer migration • Increased cost of purchasing renewable energy • Extreme rainfall may cause disruption to operations at the Group's business locations or affect work safety
Opportunity Category	Resource efficiency - Reducing paper usage <ul style="list-style-type: none"> • Products and services - Develop low-carbon products and services • Resilience - Participate in renewable energy projects and adopt energy-saving measures Potential impacts <ul style="list-style-type: none"> • Adjust service process (paperless) • Innovative customer service solutions to increase revenue • Enhance corporate image and market value of the Company
Strategy	<ul style="list-style-type: none"> • All business interruptions and machinery and equipment are insured with property insurance to transfer some of the possible risks, and at the same time establish a mechanism for mutual backup production capacity among factories. • Regularly audit outsourcers/partners and establish more than two qualified suppliers for major materials to disperse procurement risks and improve supply chain stability. • Select energy-saving and water-saving equipment, change internal work processes to online approval, and replace traditional paper operations to achieve the goal of reducing electricity consumption and carbon emissions. The Company also continues to improve its production processes, is committed to the physical and mental health of its employees, and creates a more friendly working environment. <ol style="list-style-type: none"> 1. Business disruption: Extreme weather events may cause operational disruptions such as work stoppages, logistical obstructions, or supply chain disruptions, thereby impacting revenue and cash flow. 2. Equipment loss and repair costs: Extreme weather may cause damage to capital expenditures such as equipment and facilities, thereby increasing the cost of repairing or replacing equipment. While having property and casualty insurance can help mitigate some financial losses, high premiums or uncovered risks can still put financial strain on finances. 3. Transition costs: The transformation of energy structure to cope with climate change requires a large amount of capital investment. These transitional actions may result in increased costs in the short term and require companies to make strategic planning and investments in the long term.
Risk Management	The Company identifies, assesses, and manages various types of risks in accordance with its internal management regulations. On August 13, 2024, the Board of Directors approved amendments to certain provisions of the "Risk Management Policy" and renamed it "Risk Management Policy and Procedures". The revised version outlines five key elements: risk identification, risk analysis, risk assessment, risk response, and monitoring and review mechanisms. The Audit Committee has also been incorporated into the risk management organizational structure to assist the Board of Directors in fulfilling its risk management responsibilities.
Indicators and Targets	The Company has designated 2024 as the base year for greenhouse gas emissions. The short-term target is to reduce greenhouse gas emissions by 1% within five years; the medium-term target is to achieve 5% reduction by 2040; and the long-term target is to reduce greenhouse gas emissions at all operating locations by 10% by 2050.

Financial Impact	<p>Operating costs: Climate change may lead to an increase in extreme weather events such as floods, droughts and typhoons, which may increase the Company’s costs in responding to disasters, repairing infrastructure and maintaining stable production. In addition, in order to reduce carbon emissions, more resources need to be invested in improving energy efficiency, which in turn increases operating costs.</p> <p>Asset value: Extreme weather events can directly impact the Company’s physical assets, particularly infrastructure, factories, and equipment.</p> <p>Operating revenue: As customer requirements and market changes, the proportion of environmental protection and renewable energy is gradually increasing, which in turn affects production costs and the price and demand of end products.</p> <p>Capital expenditure: In order to cope with climate change risks, companies may need to increase investment in infrastructure upgrades, disaster response, and carbon emission reduction technologies, leading to increased capital expenditures.</p> <p>The Company will conduct financial sensitivity analysis and scenario simulation in accordance with the international standard (TCFD framework). The initial framework is expected to be completed by the end of 2026. Starting in 2027, relevant assessment tools and financial impact estimation models will be gradually introduced to enhance the completeness and comparability of financial disclosures regarding climate risks. Progress will be made in the following areas:</p> <ul style="list-style-type: none"> • Inventory current financial indicators and their relevance to climate change, and establish a list of financial items corresponding to climate risks. • Collect and analyze the cost inputs of climate change (such as disaster recovery and energy efficiency improvements) as basis for future estimates. • Continue to monitor international disclosure standards and formulate the Company’s financial disclosure framework.
Carbon Pricing Basis	<p>No internal carbon pricing is used as a planning tool, so it is not applicable.</p>
Greenhouse Gas Inventory Plans, External Guarantee or Assurance	<p>According to the Financial Supervisory Commission’s order No. 11203852314 dated November 13, 2023, the Company is required to disclose information on greenhouse gas inventory, carbon reduction targets, strategies, and concrete action plans starting in 2027, and to complete assurance disclosures starting in 2029.</p> <p>The Company completed the verification of its greenhouse gas inventory on May 27, 2025, and obtained greenhouse gas verification statement in June 2025. The sustainability report will be issued following the resolution of the Board of Directors in August 2025.</p>

4.3 Materials Management

Use of Raw Materials

GLT mainly uses raw materials such as plastic pellets, protective films, light guide plates, and housings (plastic shells), as well as non-measurable-weight items like film and tape, all of which are non-renewable resources. The Company closely monitors the use of raw materials and is committed to reducing raw material consumption through ISO 14001 management cycles and risk assessments, thereby minimizing the impact on the environment and enabling the sustainable recycling of Earth's resources.

To continuously promote raw material conservation and resource recycling, we will conduct random inspections of the Company's raw materials to ensure that current usage complies with the principles of environmental sustainability. We also evaluate production processes and product designs to find more efficient ways to ensure the use of raw materials while reducing waste and loss. In the future, GLT will continue to move towards the goal of net-zero carbon reduction, achieving a win-win situation for the environment and the economy. The consumption of raw materials by the Company is shown in the figure below:

Statistics of Materials Used by GLT in the Past Two Years			
			Unit: Metric tons
Name of raw material	Is it renewable	2023	2024
Plastics	Non-renewable	2,619.60	3,663.80
Protective film	Non-renewable	128.51	172.94
Light guide plate	Non-renewable	85.58	96.54
Housing	Non-renewable	50.96	56.37

Note:

1. Material types include: Raw natural resources such as ore, iron, wood, and plastic pellets; lubricants, semi-finished components or parts used in machines; and packaging materials.
2. Non-renewable refers to resources that cannot be replenished in the short term, such as metals, minerals, and oil; renewable refers to resources that will grow again after being harvested.
3. Data source: Based on the 2023 carbon footprint survey data and 2024 procurement data using the same survey method.

Recycling and Reuse of Materials

During the reporting period of 2024, GLT did not use recycled materials as raw materials for production. In terms of packaging material reuse, the Company adopted reusable cartons in 2024, significantly reducing the use of disposable packaging materials, thereby demonstrating our commitment to environmental protection and concretely implementing sustainable environmental management. The use of recycled cartons is presented with quantified data from two departments. TCL: 100% of cartons used came from suppliers (the GLT-Suzhou and GLT-Shanghai). After extracting parts for assembly and processing, the finished products were repackaged and shipped in the original cartons. No newly purchased cartons were used, achieving a 100% reuse rate. The estimated shipment volume for 2024 was 53,371 cartons. TGM: After shipping to customers, used cartons were collected back from them. In 2024, the estimated shipment volume was 62,366 cartons, with 16,208 cartons recovered, achieving a reuse rate of 26%.

Through these practices, we fulfill our environmental commitment during operations and highlight the importance we place on packaging reuse and environmental protection. We will continue exploring more methods to contribute to environmental efforts, striving for sustainable development and advancing toward a greener future with all stakeholders.

Department	Unit	Shipment Volume in 2024	Recycling Volume in 2024	Recycling Ratio
TGM	Carton	62,366	16,208	26%
TCL	Carton	11,224	11,224	100%
Gentex	Carton	42,147	42,147	100%
Total	Carton	115,737	69,579	60%

4.4 Energy Conservation and Carbon Reduction

302-1	Energy consumption within the organization
302-3	Energy intensity
302-4	Reduce energy consumption
305-1	Direct (Scope 1) greenhouse gas emissions
305-2	Indirect energy (Scope 2) greenhouse gas emissions
305-3	Other indirect (Scope 3) greenhouse gas emissions
305-4	Greenhouse gas emission intensity
305-5	Reduction of greenhouse gas emissions
305-6	Emissions of ozone-depleting substances
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions

Energy Consumption

The energy used by GLT in its operations is mainly electricity, which is used for production operations, indoor lighting, air conditioning and other equipment. In order to use energy more efficiently, we are committed to continuously improving our processes, reducing energy consumption, and creating a more environmentally friendly working environment. We will uphold the concept of sustainable development and continue to work hard to contribute to mitigating climate change and create a better living environment.

Statistics of GLT's Energy Consumption for the Past Two Years			
Quantitative indicators	Unit	2023	2024
Electricity consumption	kWh/year	16,122,400	16,617,600
	GJ	58,040.64	59,823.36
Gasoline consumption	L/year	2,651.435	6,119.28
	GJ	86.59	194.94
Diesel consumption	L/year	4,623.2688	2,139.3870
	GJ	162.60	77.41
Total energy consumption	GJ	58,289.82	60,095.71
Organization-specific metrics	Operating revenue (NT\$ million)	5,939.876	6,946.030
Energy intensity	GJ/operating revenue (NT\$ million)	9.8133	8.6518

- Note:
- The statistics of energy consumption are based on data from GLT-Taiwan and its Tongluo Branch.
 - The calorific value of electricity is converted to 1kWh=0.0036GJ.
 - The emission factors are sourced from the Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table Version 6.0.4 and the Greenhouse Gas Inventory Guidelines (May 2022 edition), with a conversion of 1 kcal = 4.1868 KJ.
 - For 2022 to 2023, the conversion factors were based on the calorific values provided in Version 6.0.4 of the EPA's Emission Factor Management Table: gasoline at 7,800 kcal/L and diesel at 8,400 kcal/L; 1 kcal = 4.1868 KJ.
 - For 2024, the calorific values were based on the Ministry of Economic Affairs Energy Administration's announcement in February 2025: gasoline at 7,609 kcal/L, diesel at 8,642 kcal/L, and natural gas at 8,000 kcal/m³; 1 kcal = 4.1868 KJ.

Greenhouse Gas Emissions

In 2023, GLT adopted ISO 14064-1 to voluntarily conduct greenhouse gas inventory, aiming to improve energy usage and reduce greenhouse gas emissions year by year, thereby contributing to environmental sustainability.

Through greenhouse gas inventory, we commit to continuous efforts to reduce operating procedures that cause adverse harm to the environment and achieve the goal of sustainable development. This is not only the Company's commitment to sustainability, but also a manifestation of our responsibility to future generations. We will strive to improve relevant processes based on the results of the inventory and work together to build a healthy and beautiful global environment. The greenhouse gas emissions from GLT's operating locations over the past two years are shown in the following table:

GLT's Greenhouse Gas Emissions in the Past Two Years		
	Unit: metric tons CO ₂ e	
Item	2023	2024
Scope 1: Direct greenhouse gas emissions	425.5756	323.5922
Scope 2: Indirect greenhouse gas emissions	7,964.4656	7,876.7424
Scope 3: Other indirect emission sources	13,815.0337	18,506.3894
Total emissions = Scope 1 + Scope 2 + Scope 3	22,205.0749	26,706.7240
Organization-specific metrics (revenue in NT\$ million)	5,939.876	6,946.030
Greenhouse gas emission intensity (total of Scope 1+2+3/operating revenue (NT\$ million))	3.7383	3.8449

Note:

- The statistics of greenhouse gas emissions are based on data from GLT-Taiwan and its Tongluo Branch.
- Scope 1 refers to emissions that come directly from sources owned or controlled by the Company. These include stationary combustion sources, process emissions, mobile combustion sources from transportation, and fugitive emissions. Emission factors are calculated based on the most recent data announced by the Bureau of Energy, Ministry of Economic Affairs, Version 6.0.4 (IPCC Sixth Assessment Report).
- Scope 2 refers to indirect energy emissions, such as purchased electricity.
- Scope 3 refers to indirect emissions from raw materials/services, such as waste transportation and treatment, and front-end energy use when purchasing goods.
- The types of greenhouse gas emissions include: Carbon dioxide (CO₂), Methane (CH₄), Nitrous oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF₆), and Nitrogen trifluoride (NF₃).
- Purchased electricity applies the carbon emission factors for electricity announced by the Bureau of Energy, Ministry of Economic Affairs: 2021 electricity emission factor = 0.509 kgCO₂e/kWh, 2022 electricity emission factor = 0.495 kgCO₂e/kWh, 2023 electricity emission factor = 0.494 kgCO₂e/kWh, and 2024 electricity emission factor = 0.474 kgCO₂e/kWh.
- Method for compiling greenhouse gas emissions: Operational Control Approach.



意見書

組織型溫室氣體查驗意見書

經本公司依據 ISO 14064-1 組織層級溫室氣體排放與移除之量化及報告附指引之規範
與 ISO 14064-3 溫室氣體聲明之查證附指引之規範完成查驗並符合下列標準要求

授予

茂林光電科技(開曼)股份有限公司

查驗地址

桃園市中壢區民權路三段 1149 號

上述組織的溫室氣體排放量與相關標準要求如下

報告書年份 : 2024

組織型溫室氣體

直接溫室氣體排放量(類別 1)	: 323.5922	公噸二氧化碳當量
能源間接溫室氣體排放量(類別 2)	: 7,876.7424	公噸二氧化碳當量
其他間接溫室氣體排放量(類別 3-6)	: 18,506.3894	公噸二氧化碳當量
總溫室氣體排放量	: 26,706.7240	公噸二氧化碳當量

實質性 : 5%

合理保證等級 : 直接溫室氣體排放量(類別 1)、能源間接溫室氣體排放量(類別 2)

有限保證等級 : 其他間接溫室氣體排放量(類別 3-6)

意見書編號 GHG-253446062

版次 : V1.1

查驗日期 : 2025-05-27

核發意見書日期 : 2025-06-15

台灣德國北德技術監護顧問股份有限公司
大中華區副總裁暨台灣區總經理

台灣德國北德技術監護顧問股份有限公司
台北市敦化南路二段 333 號 9 樓 A1 室

Air Pollution Prevention

The Company's relevant emissions are as follows. We will work with our employees to enhance environmental awareness and strive to reduce environmental pollution caused by process exhaust gases to achieve sustainable development goals and corporate social responsibility.

Statistics of GLT's Ozone-Depleting Substances in the Past Two Years		
Unit: kg		
Name of ozone-depleting substances	2023	2024
R22	196.42	196.42

Note: Ozone-depleting substances include: Chlorofluorocarbons (CFCs) such as R11, R12, R22, Hydrochlorofluorocarbons (HCFCs), Halons, Carbon tetrachloride (CCl₄), 1,1,1-Trichloroethane, Hydrobromofluorocarbons (HBFCs), and Methyl bromide.

Air Pollution Emissions of GLT in the Past Two Years		
Unit: Metric tons		
Test items	2023	2024
	Emissions volume	Emissions volume
Volatile organic compounds (VOCs)	6.373	7.535
	0.161	0.17
Total suspended particulates (TSP)	0.042	0.032
Sulfur oxides (SO _x)	0.223	0.17
Nitrogen oxides (NO _x)	0.495	0.379

Note:

- Major gases include: Nitrogen oxides (NO_x), Sulfur oxides (SO_x), Persistent organic pollutants (POPs), Volatile organic compounds (VOCs), Hazardous air pollutants (HAPs), Particulate matter (PM), and other gas categories specified in relevant regulations.
- Volatile organic compounds (VOCs) are based on data from GLT-Taiwan and its Tongluo Branch; others are based on data from Tongluo Branch.
- The data is sourced from the Environmental Protection Administration's Regulated Pollution Source Information Inquiry System.

Energy-Saving Achievements

As a global corporate citizen, GLT actively engages in issues such as climate change, resource conservation, and sustainable development. The Company is committed to fulfilling its corporate social responsibility and working together to preserve the overall ecological environment. It has made “Environmental Safety and Health (ESH)” and “Green Products” key priorities in its business operations. Under the belief that “protecting the Earth’s environment and ensuring workplace safety and health is our duty”, the Company promotes ESH initiatives and green, non-hazardous product activities, providing environmentally friendly products to countries worldwide and ensuring a safe and healthy work environment for all employees.

At the same time, we place great emphasis on energy conservation, waste management, greenhouse gas emissions, and green product development. We comply with relevant regulations and are dedicated to continuous improvement. We also educate our upstream suppliers on international environmental requirements for production processes and products, as well as on future environmental trends. GLT ensures that its products comply with international regulations and customer expectations, earning recognition from major domestic and international clients and becoming their trusted green partner in protecting our environment.

Since the products of GLT are non-terminal products, energy statistics for the products and services have not yet been compiled. In 2024, the Company upgraded its chilled water circulation pumps and added inverters to enable load reduction operations, achieving energy-saving and carbon-reduction benefits. The relevant savings calculations are as follows: This project involved replacing one 40HP fixed-speed pump and three 30HP fixed-speed pumps with variable-frequency pumps. The energy-saving project in 2024 was estimated to save approximately 300,000 kWh, which translated to a reduction of 142,200 kgCO₂e/kWh. In response to energy conservation and carbon reduction sustainability goals, GLT-Taiwan Tongluo Branch has shut down the air conditioning systems for two production lines (Line 7 and Line 10) that are currently not in operation. Based on estimated air conditioning power consumption, the total electricity savings during the 2024 reporting period amounted to 195,873.6 kWh. Applying the 2024 electricity carbon emission factor of 0.474 kgCO₂e/kWh, this resulted in an estimated reduction of 92,844.0864 kgCO₂e/kWh.

The Company categorizes energy loss into two main areas: Energy losses caused by personnel operations and production processes, as well as production equipment that can be optimized, replaced due to high energy consumption, or upgraded with new energy-saving solutions, are addressed in detail as follows:

- I. Losses in personnel operations and production processes
 - (1) Personnel reviewing energy consumption are instructed to use switch with adjustable timer.
 - (2) Production personnel and equipment production can be planned as much as possible in the regional time (simultaneous/same region)
- II. Production equipment plan to optimize and replace equipment with high energy consumption or add new energy-saving solutions
 - (1) Inventory and statistical analysis were conducted to identify equipment with higher proportion of energy loss.
 - (2) Optimization measures include upgrading energy-consuming equipment (e.g., converting fixed-speed exhaust fans to variable-frequency models or changing manual switches to automatic ones)
 - (3) Replacing outdated or inefficient production equipment
 - (4) Utilizing government-recommended academic institutions to assist with energy-saving solutions (such as energy monitoring systems and intelligent energy-saving operations)

These achievements not only reflect our commitment to environmental sustainability and energy efficiency but also contribute to cost savings in our operations. In the future, the Company will continue to promote energy conservation and carbon reduction through innovations in production technology and upgrades to relevant equipment, thereby contributing to the sustainable development of both society and the global environment.

4.5 Water Management

GLT-Taiwan is located in Zhongli District, Taoyuan City, with its primary water source being Shimen Reservoir. According to water resource risk assessment tools, the region where GLT-Taiwan operates is classified as having a medium-to-low water risk. GLT-Taiwan Tongluo Branch is located in Central Taiwan, primarily relies on Liyutan Reservoir for its water supply. Based on the same assessment tools, the area where the headquarters is situated also falls under the medium-to-low water risk category.

The Company has long been committed to water conservation and environmental protection. In terms of water-saving initiatives, it has fully upgraded to water-efficient toilets and installed water-saving devices on faucets. By promoting water conservation in daily operations and actively improving both process-related and domestic water consumption, the Company strives to maximize the efficient use of available water resources. The water-saving plan for GLT-Taiwan Tongluo Branch in 2024 was as follows:

Water-Saving Measures at GLT-Taiwan Tongluo Branch	
1. Water dispenser	By discontinuing the use of water dispensers, approximately 12 liters of water were saved per unit, totaling 60 liters across five units
2. Air conditioning condensate is collected along with rainwater	The review value calculated based on the usage plan was 39 CMD
3. Rainwater recycling	The review value calculated based on the usage plan was 22 CMD

Over the past two years, GLT has seen no significant changes in water usage. In the future, we will continue to conserve water and continuously improve water resource management policies to support environmental protection.

Water Consumption of GLT in the Past Two Years		
	2023	2024
Water intake (million liters)	79.50	79.08
Water discharge (million liters)	41.51	44.1
Water consumption (million liters)	38.77	34.98
Water circulation within the factory (million liters)	-	-
Water recycling rate (%)	-	-
Organization-specific metrics (units)	Turnover (NT\$ million)	Turnover (NT\$ million)
Organization-specific metrics	5,939.876	6,946.03
Water intensity	0.0134	0.0114

Note:

1. Water consumption = Water intake - Water discharge.
2. Water recycling rate = In-plant circulating water volume/(Water intake + In-plant circulating water volume) * 100%.
3. Water intensity is calculated as: Water intake (million liters)/Organization-specific metric.

Wastewater Discharge

GLT-Taiwan discharges treated wastewater into surface water bodies (specifically Laojie Creek), while Tongluo Branch's wastewater is directed into the sewer system of Tongluo Park in the Hsinchu Science Park. The wastewater discharge volumes and water quality monitoring results over the past two years are shown in the table below. In 2024, GLT-Taiwan discharged 5.92 million liters of wastewater, and Tongluo Branch discharged 1.05 million liters. After 24-hour continuous monitoring and treatment, both the Chemical Oxygen Demand (COD) and Biochemical Oxygen Demand (BOD) levels remained within the regulatory limits. This demonstrates that our wastewater treatment systems effectively control pollutant emissions and comply with relevant environmental protection standards.

GLT's Wastewater Discharge Standards and Monitored Values Over the Past Two Years				
Test items	2023		2024	
	Emission standard (ppm)	Annual average monitoring value (ppm)	Emission standard (ppm)	Annual average monitoring value (ppm)
BOD	330	9.45	330	13
COD	600	35.35	600	32.8

4.6 Waste Management

Waste Management

The waste generated by the manufacturing process at GLT-Taiwan was relatively small, so the main waste generated by operational activities is general waste (formerly known as domestic waste), accounting for 62.396%. In addition, GLT-Taiwan Tongluo Branch generated waste during the packaging process, weighing approximately five tons during the reporting period. General industrial waste is mainly sent to public or private treatment facilities for processing or is handled in accordance with the resource recycling and reuse regulations under the “Waste Disposal Act”. Hazardous industrial waste is transported to either the Integrated Industrial Waste Treatment Center under the guidance of the Ministry of Economic Affairs or qualified Class A public or private waste treatment facilities, or handled according to relevant reuse regulations. All third-party waste disposal companies we engage are equipped with GPS tracking systems and possess legally compliant transportation licenses, ensuring that waste is managed safely and lawfully.

During the reporting period of 2024, GLT had no incidents of major leakage, further reinforcing our commitment to environmental protection.

Waste Statistics of GLT in 2024			
Waste composition items	Hazardous/non-hazardous	Exit	
		Waste generation (tons)	Treatment method
D-0899 Waste fiber or other mixtures of cotton, cloth, etc.	Non-hazardous	1.51	Incineration (excluding energy recovery)
D-0299 Waste plastic mixture		26.03	
D-1801 General waste generated by business activities		43.86	
D-0701 Waste wood pallets		2.00	
D-0803 Waste fabrics		1.22	Physics

4.7 Concern for Biodiversity

GLT-Taiwan Tongluo Branch is located within the Hsinchu Science Park Tongluo Campus, which lies within a critical and potential habitat for the leopard cat, a Class I protected species. According to the ecological survey results from 2021 to 2022, Tongluo Park area is home to a variety of species. Tongluo Park of the Hsinchu Science Park Bureau is located within both critical and potential habitats of leopard cat, a first-class protected species. In response, the Hsinchu Science Park Bureau is promoting the designation of “Leopard Cat Corridor” within Tongluo Park, aiming to create an ecological passage for leopard cats to move and interact between populations. These connecting corridors will be established within park land or other suitable areas, using aboveground, at-grade, or underground routes to link conservation zones and parkland, thereby connecting habitat areas on both ends. The plan includes the use of setback green belts and multi-layered vegetation, as well as fencing measures along surrounding roads to guide leopard cats toward the corridors. Additionally, the initiative will integrate existing drainage ditches by adding openings, nets, or climbing ramps to create leopard-cat-friendly facilities. These measures aim to minimize disturbance to the native species’ ecosystems. Ten monitoring points will be set up to record leopard cat activity. Survey results indicate a low frequency of leopard cat activity in the park, but the Leopard Cat Corridor demonstrates a feasible approach to balancing enterprise development with wildlife habitat preservation. The Company’s operations will not affect biodiversity. Regarding the environment, the maintenance instructions for air, water, and waste are as follows:

1. For air pollution control, the most advanced VOC combustion Regenerative Thermal Oxidizer (RTO) system is adopted, achieving an air pollution treatment efficiency of over 95%
2. Water resource usage and discharge measures include initiatives such as using reclaimed water for irrigation and recovering condensate water. All wastewater discharges comply with the standards set by water resource protection zones and the competent water management authorities
3. Regarding waste management, production waste is sorted and recycled as much as possible to align with the principles of circular economy.
4. Off-site environmental monitoring and surveillance have been newly implemented to maintain the surrounding environment

V. Employee Care and Social Impact

5.1 Management Approach to Material Topics

Name of Material Topic	Labor/management relations		
Sustainability Principles (Issue) Response	GRI 401 Labor and Employment Relations GRI 402 Labor/Management Relations	Affected Stakeholders	Employees and other workers, government and regulatory agencies, shareholders and other investors
Major Reasons	GLT attaches great importance to labor human rights and implements human rights policies such as non-discrimination, prohibition of child labor, forced and compulsory labor, and diversity.		
Impacts and Effects	<p>The Company eliminates employment discrimination and sexual harassment, creates a safe and equal working environment, does not violate labor laws, and avoids labor-management disputes. If a company has a stable working environment, employee satisfaction will increase; if a company does not comply with labor standards laws and other relevant laws, it may increase external costs due to negative events.</p> <ul style="list-style-type: none"> ■: Provide employees with a good working environment, attract and retain outstanding talents, and create an equal working environment. ■: Reduce employee turnover ▲: No negative impact on the economy, environment, or human rights due to human rights policies in 2024 ■: Positive impact ▲: Negative impact 		
Policy/Strategy	<p>The Company has established fair and transparent labor-management relations and formulated relevant policies to ensure the rights and interests of workers</p> <ol style="list-style-type: none"> 1. Labor rights protection: Comply with local labor laws and regulations 2. Diversity and inclusion in the workplace: Promote gender equality, anti-discrimination policies, and establish an employee mailbox complaint mechanism 3. Communication and consultation mechanism: Hold regular labor-management meetings to encourage employees to participate in company decision-making 4. Workplace safety and health: Establish a sound occupational safety and health management system to ensure employees work in a safe environment 		
Goals and Targets	<ul style="list-style-type: none"> ● Short-term goal: Ensure compliance with regulations and achieve zero violations. ● Medium-term goal: Strengthen employee benefits, improve employee retention rate, and reduce turnover rate. ● Long-term goal: To achieve a win-win situation through collaboration between labor and management, fulfill our corporate social responsibility, and build an ideal society that is people-oriented. 		
Management Evaluation Mechanism	GLT reports on the Company’s retention rate and new hire rate through quarterly labor-management meetings, reviews the effectiveness of the implementation of labor-management policies and measures, and ensures compliance with labor laws and corporate sustainable development goals.		
Execution and Performance	<ul style="list-style-type: none"> ● The Company will adjust its management policies and implementation methods in a timely manner based on employee mailboxes or changes in labor-related laws and regulations to ensure that the policies meet the latest needs and are continuously optimized. ● The Company’s employee recruitment and turnover rates are declining year by year. ● GLT had no labor disputes in 2024. 		
Preventive and Remedial Measures	<ul style="list-style-type: none"> ● Enhance the promotion of relevant labor laws and regulations. In the event of labor disputes, we will first seek a consensus solution with the employees involved. If an agreement cannot be reached, we will contact the relevant departments for coordination and mediation, with the primary goal of establishing a good and friendly workplace. ● The Company has established a HR department mailbox for employees to use when filing complaints, so as to keep an eye on employees’ situations and establish an effective communication channel. 		

Name of Material Topic	Occupational safety and health (labor health and safety)		
Sustainability Principles (Issue) Response	GRI 403 Occupational Safety and Health	Affected Stakeholders	Governments and regulatory agencies, employees and other workers, shareholders and other investors, clients and consumers
Major Reasons	Workplace health and safety can reduce operational risks, minimize operational losses due to occupational injuries and diseases, and enhance the Company's competitiveness.		
Impacts and Effects	<p>Good occupational safety and health management enables employees to work with peace of mind and enhances cohesion, avoiding the risk of facing occupational safety penalties that could affect customer satisfaction.</p> <p>■: A healthy physical, mental and spiritual environment, a safe workplace and a friendly workplace can improve productivity, reduce losses caused by occupational hazards and reduce business interruption management risks.</p> <p>▲: Failure to properly take care of worker health and safety may lead to frequent occupational accidents, frequent government audits, increased staff turnover, and damage to the corporate image.</p> <p>■: Positive impact ▲: Negative impact</p>		
Policy/Strategy	The Company's environmental management and occupational safety and health management system policy: Protecting the global environment and workplace safety and health is our obligation. In addition to operating and focusing on performance, companies should also comply with occupational safety and health laws and share the responsibility for worker safety.		
Goals and Targets	<p>● Short and medium-term goals:</p> <ol style="list-style-type: none"> 1. The Company's disabling injury frequency rate (FR) and disabling injury severity rate (SR) are lower than one-third of "Total Injury Index for the Previous Three Years" published by the Occupational Safety and Health Administration of the Ministry of Labor across various industries. 2. The number of occupational diseases was 0. 3. The number of work safety incidents was 0. 4. Obtain healthy workplace certification by 2025. <p>● Long-term goals:</p> <ol style="list-style-type: none"> 1. The Company's disabling injury frequency rate (FR) and disabling injury severity rate (SR) are lower than one-fourth of "Total Injury Index for the Previous Three Years" published by the Occupational Safety and Health Administration of the Ministry of Labor across various industries. 2. The number of occupational diseases was 0. 3. The number of work safety incidents was 0. 4. Health checkup items in 2026: Reduce BMI abnormality rate to 45%. 		
Management Evaluation Mechanism	GLT has introduced the ISO 45001 occupational safety and health management system, regularly reviews the implementation results every year, and entrusts third-party verification.		
Execution and Performance	<p>● In 2024, active management measures were implemented to safeguard labor health and safety, these included promoting safety awareness through e-newsletters, reporting and improving near-miss incidents, conducting safety protection assessments starting from machine design, placing importance on fire safety by continuously improving on-site fire protection facilities, and carrying out emergency response drills. The results and effectiveness of corrective actions were reviewed within the Occupational Safety and Health Committee.</p> <p>● If goals were not achieved, deficiencies were examined and continuously improved through the ISO 45001 occupational safety and health management system.</p> <p>● Health checkup items in 2024: BMI abnormality rate was 47.5%.</p>		
Preventive or Remedial Measures	<ol style="list-style-type: none"> 1. Prevention of negative impacts on labor health and safety - conduct on-the-job training, regular inspections, review and improve deficiencies, and strengthen safety and health management. 2. Remedial measures for negative impacts on labor health and safety - convene relevant departments to review deficiencies, identify the root causes of deficiencies, conduct reviews and make continuous improvements to eliminate risks. 3. In 2024, the Company experienced two occupational hazards, one caused by electrostatic induction and the other by mechanical entrapment. Hazard analysis was conducted for both incidents and improvement measures were formulated and completed, such as lengthening the insulating sleeve and adding protective enclosures. 		

5.2 Talent Recruitment and Training

2-7	Employees
2-8	Non-employee workers
2-30	Collective agreements
401-1	New employees and former employees

Personnel Structure

There are a total of 582 employees at the Company's operating locations in Taiwan. In terms of gender, there are 275 males (47.25%) and 307 females (52.75%). In addition, during the reporting period of 2024, the total number of contractors at the Company's operating locations in Taiwan was 55. We hope that we can continue to provide a high-quality working environment in the future and attract more outstanding talents to join us. Therefore, we held a total of four labor-management meetings in 2024 to jointly create a good and friendly workplace atmosphere.

Information on Employees of the Company								
Item/Gender		Female			Male			Total score
Region	Age	Under 30 years old	30-50 years old	Over 51 years old	Under 30 years old	30-50 years old	Over 51 years old	
Taiwan, ROC	Number of employees	139	145	23	103	150	22	582
	Number of full-time employees	139	145	23	103	150	22	582
	Number of part-time employees	0	0	0	0	0	0	0

Note:

1. Employee: An individual who has an employment relationship with an organization in accordance with national laws or relevant applicable requirements (in Taiwan, this refers to employees who have labor insurance coverage).
2. Regular employee: An individual who signs an indefinite contract.
3. Non-guaranteed hours employee: An employee who is not guaranteed a minimum or fixed number of hours per day, week, or month, but may be available to work on demand.
4. Full-time employee: Individuals whose working hours are subject to the definition of Labor Standards Act. In Taiwan, the working hours shall not exceed 8 hours per day and 40 hours per week.
5. This table is calculated based on the number of people.
6. This table showed the actual number of employees as of December 31, 2024.

Information on Non-Employee Workers of the Company		
Worker type	Contractual relationship with the Company	Total number of workers in 2024 (persons)
Dispatched personnel	Contract	42
Sanitation worker	Contract	7
Security personnel	Contract	6
Total (persons)		55

Note:

1. This table showed the actual number of employees as of December 31, 2024.

Employment of Local Residents

To promote harmonious and sustainable development with the local community and enhance employee job stability, we give more consideration to local Taiwanese residents during the recruitment process. The GLT-Taiwan employs 100% local residents in senior management positions above the deputy manager level. In addition, there are no senior management-level personnel or above affiliated with the GLT-Taiwan Tongluo Branch. In the future, we will continue to build close ties with the local community and work together to achieve new milestones in economic development. The job classification of employees at GLT's Taiwan operations over the past two years was as follows:

Composition of GLT's Employees in the Past Two Years				
Year		2023		2024
Item/Gender	Age	Number of people		Number of people
Senior manager	Male	Under 30 years old	0	0
		30-50 years old	19	18
		Over 50 years old	11	10
	Female	Under 30 years old	0	0
		30-50 years old	2	1
		Over 50 years old	2	2
Total number of senior executives		34	31	
Number of non-senior executives	Male	Under 30 years old	98	103
		30-50 years old	139	132
		Over 50 years old	9	12
	Female	Under 30 years old	110	139
		30-50 years old	140	144
		Over 50 years old	18	21
Total number of non-senior executives		514	551	
Total number of full-time employees		548	582	

Note: Deputy manager level and above are defined as senior managers.

Hiring Rate of New Employees

Statistics of New Employee Recruitment Rate of GLT in the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age/Item	Number of people	Rate of new hires (%)	Number of people	Rate of new hires (%)	Number of people	Rate of new hires (%)	Number of people	Rate of new hires (%)
Under 30 years old	76	13.87	76	13.87	62	10.65	9	1.55
30-50 years old	11	2.01	10	1.82	8	1.37	89	15.29
Over 50 years old	0	0.00	0	0.00	0	0.00	0	0.00
Total number of new hires	173				168			
Total number of employees	548				582			
Total hiring rate of new employees (%)	31.57				28.87			

Note:

1. The number of new employees does not include those who leave the Company during the period.
2. New hire rate for male (female) employees by age group = Number of newly hired male (female) employees in that age group during the year/Total number of employees at operational locations at year-end.
3. Overall new hire rate = Total number of new hires during the year / Total number of employees at operational locations at year-end.

Employee Turnover rate

In 2024, GLT had a total of 132 employee resignations, resulting in a turnover rate of 22.68%, which represented an 18.38% decrease compared to 2023. The significant drop in employee turnover was mainly due to reduction in the number of voluntary resignations.

Statistical Table of Employee Turnover Rate at GLT in the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age/Item	Number of people	Turnover rate (%)						
Under 30 years old	63	11.50	104	18.98	44	7.56	45	7.73
30-50 years old	27	4.93	30	5.47	22	3.78	19	3.26
Over 50 years old	1	0.18	0	0.00	2	0.34	0	0.00
Total number of employees who resigned	225				132			
Total number of employees	548				582			
Total turnover rate (%)	41.06				22.68			

Note:

1. The categories of employees who leave the Company include: resignation, dismissal, retirement, group transfer, and leave without pay.
2. The turnover rate of male (female) employees in this age group = The number of male (female) employees who resigned in that age group during the year/The total number of employees at operating locations at year-end.
3. Total employee turnover rate = Number of employees who resigned in the year/Total number of employees at operating locations at year-end.

Employee Training

The training of new employees is the primary task of the Company's education and training. On the day of reporting in, new employees will receive an introduction to the Company and an explanation of the system, as well as safety and health education and training. The purpose is to help new employees fully understand the Company's operating model, corporate culture and related business in the shortest possible time, so that they can quickly integrate into the team and apply their strengths effectively.

In 2024, the Company continued to promote occupational safety and health education and training courses covering disaster prevention and fire drills, to enhance employees' safety awareness and reduce the risk of disasters. At the same time, the Company also actively strengthened the professional skills of its employees, with a particular focus on core areas such as R&D engineering and artificial intelligence (AI). We also invited well-known lecturers in the industry to teach to ensure the forward-looking and practical nature of course content.

In order to meet the learning needs of different employees, in addition to providing physical courses, employees who are unable to attend physical courses also have online synchronous learning options to enhance learning flexibility and convenience. In addition, the Company will continue to expand the diversity of courses based on employee feedback, covering a wider range of professional fields and topics to further enhance overall learning outcomes. After the courses are completed, we conduct satisfaction surveys and collect opinions, and continuously optimize the training content based on employees' suggestions to ensure that the education and training meet their needs and achieve a win-win goal for employees and the Company.

Employee Training Statistics of GLT in 2024

Item/Category		Management Position		Non-Management Position		Direct Personnel		Indirect Personnel	
		Male	Female	Male	Female	Male	Female	Male	Female
Total number of people	Person	50	17	225	290	145	246	130	61
Total training hours	Hour	2,829.5	542	3,469.5	3,782.5	1,710.5	3,369	4,588.5	955.5
Average training hours	Hour/person	56.59	31.8824	15.42	13.0431	11.7966	13.6951	35.2962	15.6639
Training costs	NT\$	301,519	53,712	276,884	101,174	54,506	28,762	527,973	122,048

Note:

1. Production line management personnel at the supervisor level and above.
2. This table summarizes the training status of employees throughout the year (excluding those who have resigned).

Photos of GLT's Education and Training in 2024

Semiconductor industry boom



Education and training of direct personnel



Workplace mental health and stress management



Biomedical course: Silk Fibroin



Occupational safety and health courses in 2024



Fair Performance Management System

In order to improve the performance of individuals, departments, and the entire organization, the Company's performance management includes goal setting, communication and coaching, compensation and rewards, career development, etc., to ensure overall strategy and strengthen the development functions of managers and employees.

GLT has established a fair and equitable performance evaluation system. All full-time employees undergo performance evaluations twice a year. Supervisors conduct performance interviews with employees (including interviews on employee development goals), provide specific feedback, and help employees optimize their performance.

Evaluation method for direct personnel: Monthly evaluations will be implemented after three months of employment. This applies to both foreign and domestic direct personnel. Domestic direct personnel will also participate in annual evaluations twice a year.

Indirect personnel (such as administrative and management positions) are evaluated twice a year. Through regular and timely performance evaluation, management effectiveness is strengthened and used as a basis for rewards, punishments and development.

Evaluation Statistics of GLT in 2024				
Item	Management position	Non-management position	Direct personnel	Indirect personnel
Percentage of male employees who received evaluations (%)	96.15%	100%	100%	97.20%
Percentage of female employees who received evaluations (%)	100%	100%	100%	100%
Employees subject to evaluation exclude foreign migrant workers, students in industry-academia collaboration programs, and newly hired personnel with less than three months of service; therefore, the evaluation coverage rate did not reach 100%.				

Employing Employees from Diverse Ethnic Groups

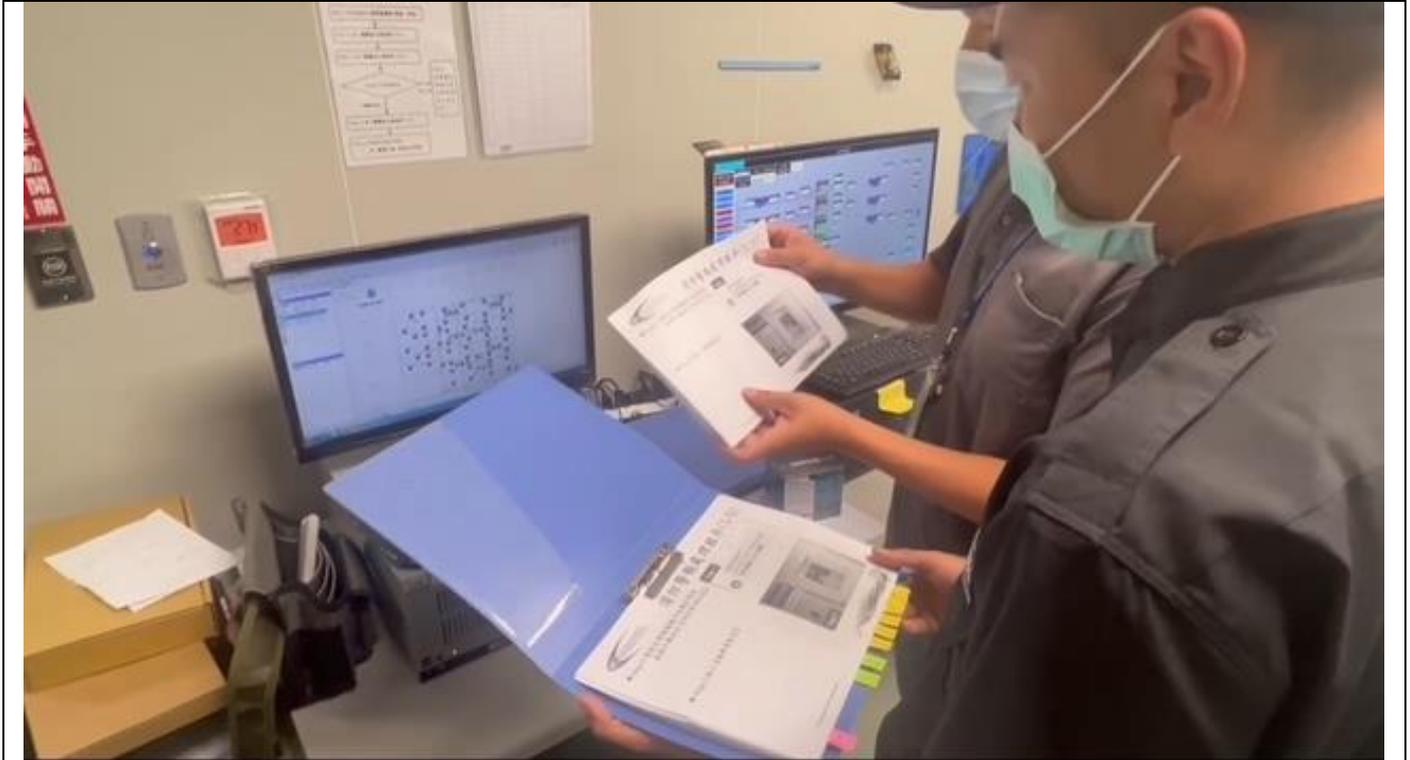
To promote a diverse workforce, all employees are treated equally in promotions and education and training regardless of their background. The following table shows the distribution and hiring status of multi-ethnic employees in the past two years:

Statistics of Diverse Employees of GLT in the Past Two Years			
Year		2023	2024
Item/Gender	Number of people	Number of people	Number of people
Minority or disadvantaged groups	Male	Under 30 years old	0
		30-50 years old	4
		Over 51 years old	2
	Female	Under 30 years old	0
		30-50 years old	0
		Over 51 years old	0
Total minority or disadvantaged groups		6	5
Minority or disadvantaged groups: Groups with certain specific conditions or characteristics (such as economic, physical, political, or social factors) that may suffer greater negative impacts from organizational activities compared to the general population.			

Security Training

GLT places a high priority on safety and protection. The Company's security system is managed by Royal Ranger Security. Security personnel operate in accordance with Article 10-2 of the Security Services Act, undergo annual occupational safety and health training, and also receive human rights education and training, achieving a 100% training rate. This enhances their emergency response capabilities and daily professional performance. We will continue to improve the professionalism of our security personnel to safeguard the safety of all employees and visitors, ensuring that we consistently uphold our commitment to safety and earn the trust and support of all stakeholders.

Security Education and Training



5.3 Employee Benefits and Protection

2-21	Total annual remuneration ratio
201-3	Defined benefit obligations and other retirement plans
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees).
401-3	Parental leave
402-1	Minimum notice period for operational changes

Remuneration System

Country/Region	The ratio of annual total remuneration of the highest-paid individual in the Company to the median annual total remuneration of all employees (excluding the highest-paid individual).	The ratio of increase in annual total remuneration of the highest-paid individual in the Company to the increase in annual total remuneration of employees (excluding the highest-paid individual).
Taiwan, ROC	10.48	1.21

Note:

- The chairman is not considered the highest-paid individual unless also serving as General Manager/CEO.
- Formula for the annual remuneration median ratio: Annual salary of the highest-paid individual for the year/Median annual salary of the individual for the year.
- Formula for the annual remuneration increase ratio: Percentage increase in annual salary of the highest-paid individual for the year/Median percentage increase in annual salary of the individual for the year.
- Remuneration structure: Refers to salary paid from January 1 to December 31, 2024, and includes base salary, allowances, bonuses, incentives, and overtime pay, among others.

To ensure market competitiveness, GLT conducts annual market salary survey. The standard salary for male and female entry-level employees is 1.2 times higher than the local minimum wage. Salary adjustments are made based on job roles and individual performance, without gender-based discrimination. The ratio of standard salary for entry-level male and female employees to the local minimum salary in 2024 was as follows:

Country/Region	Ratio of standard salary of male entry-level employees to local minimum wage	Ratio of standard salary for female entry-level employees to local minimum wage
Taiwan, ROC	1.2	1.2

During the reporting period in 2024, the majority of direct personnel (including technical staff) at the Company's GLT-Taiwan were women, resulting in female direct personnel earning higher remuneration than their male counterparts. In addition, at the Company's GLT-Taiwan Tongluo Branch, there was a notable gender pay gap among indirect personnel, mainly because several male employees in that category held supervisory positions. The remuneration ratios for each employee position in 2024 were as follows:

Employee Remuneration Statistics of GLT in 2024						
Remuneration ratio by job category	Number of people		Total annual salary New Taiwan dollars (NT\$)		Remuneration ratio	
	Female	Male	Female	Male	Female	Male
Management position	18	57	21,187,381	92,754,992	1.00	1.38
Non-management position	341	260	165,661,561	152,627,822	1.00	1.20
Direct personnel	295	182	129,420,472	83,619,180	1.00	1.04
Indirect personnel	64	135	57,428,470	161,763,634	1.00	1.33

Note:

- The ratio of male to female salary remuneration (annual salary ratio) is calculated as "Average annual salary of men in the same category/Average annual salary of women in the same category".
- Management members at the production line supervisor level and above.

Retirement System and Implementation

The Company complies with the “Retirement Management Regulations”, “Labor Standards Act”, and “Labor Pension Act” established by the Ministry of Labor to handle employee retirement matters in accordance with the law. In accordance with the “Labor Standards Act”, the Company allocates 2% of total monthly salary of employees under the old pension system as Labor Retirement Reserve Fund, which is supervised by the Labor Retirement Reserve Supervisory Committee. As of now, the balance in the retirement reserve account was NT\$34,890 thousand. According to the “Labor Pension Act”, the Company contributes no less than 6% of each employee’s monthly salary to their individual pension accounts set up with the Bureau of Labor Insurance. As of December 31, 2024, the Company contributed to retirement plans for a total of 382 employees, including 74 under the old system and 308 under the new system.

The Company is subject to the following provisions of the Labor Standards Act. Employees may voluntarily retire under any of the following circumstances:

- I. Those who have worked for the Company for 15 years or more and are 55 years of age or older.
- II. Those who have worked for the Company for 25 years or more.
- III. Those who have worked for the Company for 10 years or more and are 60 years of age or older.

Implementation of Parental leave

According to the Labor Standards Act, employees who meet the requirements can apply for parental leave with pay, with a maximum period of two years. During the parental leave period, the Company will retain employees’ positions and allow them to apply for reinstatement after the leave period expires. The following is information on parental leave provided by the Company in the past three years:

Statistics on Parental Leave Without pay of GLT									
Year	2022			2023			2024		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave without pay A	28	13	41	23	15	38	23	17	40
Number of employees who actually applied for parental leave without pay during the year B	0	4	4	3	3	6	0	0	0
Number of employees scheduled to return to work from parental leave during the year C	0	2	2	2	2	4	0	0	0
Number of employees who actually returned to work from parental leave during the year D	0	2	2	2	2	4	0	0	0
Number of employees who actually returned to work from parental leave in the previous year E	0	2	2	0	0	0	1	1	2
Number of employees who remained employed for at least one year after returning from parental leave in the previous year F	0	2	2	0	0	0	2	2	4
Parental leave return-to-work rate for the year % (D/C)	-	100%	100%	100%	100%	100%	-	-	-
Parental leave retention rate for the year % (F/E)	-	100%	100%	-	-	-	50%	50%	50%

Calculation method:

1. Number of people who should be reinstated = Number of people on parental leave expected to be reinstated in that year.
2. Number of people retained in year N = Number of people who actually returned to work in year N-1 and are still employed on December 31, year N.

Announcement Period for Operational Changes

GLT strictly abides by local government laws and international regulations, and attaches great importance to issues such as labor human rights, occupational safety and health. The Company currently does not have a labor union or other collective agreements. To safeguard the rights and interests of our employees, we comply with the relevant provisions of the Labor Standards Act. If the Company undergoes significant operational changes or terminates its employment relationship with an employee, the labor contract with the employee will be terminated in accordance with government regulations. The notice period for termination shall be as follows:

- I. For those who have continued to work for more than three months but less than one year, a ten-day advance notice shall be given.
- II. For those who have continued to work for more than one year but less than three years, a 20-day advance notice shall be given.
- III. For those who have continued to work for more than 3 years, 30 days' notice shall be given in advance.

Column_Internal activities for Employee Benefits

The Company's employee welfare measures include free meals, labor insurance, health insurance, group insurance, and a new system of employee retirement, employee dividends and stock options, bonus distribution, and annual health checks. In addition, there are also three gift certificates issued by the Welfare Commission, wedding and funeral subsidies, employee travel activities, birthday gift certificates, cakes, and other benefits. The office environment is beautiful, and a coffee lounge is set up for employees to rest. We also provide employees with opportunities to participate in various educational training and seminars to improve their abilities and enhance their competitiveness.

To support employees' families and foster a secure and stable working environment, and enable employees to grow together with the Company without worries and achieve a win-win outcome, the Company provides childcare allowance program. For each child born to an employee or their spouse, a monthly childcare allowance of NT\$5,000 is granted from birth until the child reaches six full years of age. This tangible measure helps ease the burden of childcare and demonstrates the Company's commitment to family support and employee well-being.

In addition, the Company has a gymnasium equipped with treadmill, weightlifting machine, massage chair, basketball machine, billiard table, etc., for employees to exercise and relax. We hold monthly birthday parties and quarterly departmental gatherings. During specific holidays such as Mother's Day and Father's Day, the Company provides sweet gifts to each employee. At Christmas, we hold Christmas dinner party, providing a variety of meals and drinks for employees to enjoy. During the party, we also arrange lottery activities to share the fun with our employees.

The Company places great importance on employees' physical and mental health. In addition to establishing various sports clubs (such as basketball, badminton, and cycling clubs) and offering yoga and strength training classes, we also organize outdoor activities like hiking and cycling to encourage employees to spend time outdoors and improve their physical fitness. And, we continue to sponsor the Cycling Angel Shenzhou Dream Fulfillment Public Welfare Campaign, which helps children at home care centers through sports and public welfare. We encourage these young people to work hard to learn, exercise their physical and mental health, and strengthen their originally insufficient self-confidence. Starting from Taiwan, we traveled about 1000 kilometers through Hangzhou, Shanghai, Suzhou, Yangzhou, and other places, and the Company's employees have actively participated in this public welfare activity.

Company trip



2024 Good Luck Dragon Arrives (Auspicious Start of Work)



2024 GARMIN RUN



2024 Long-Service Employee Awards (20-Year Golden Lecture, 15-Year Golden Medal) and Christmas Party Event



5.4 Health and Safety

403-1	Occupational Safety and Health Management System
403-2	Hazard identification, risk assessment and accident investigation
403-3	Occupational health services
403-4	Participation, consultation and communication of workers related to occupational safety and health
403-5	Training for workers on occupational safety and health
403-6	Promotion of workers' health
403-8	Workers covered by the occupational safety and health management system
403-9	Occupational injuries

Occupational Safety and Health Management

As a manufacturing base for light guide plates, backlight modules, wearable devices, and navigation product assembly, GLT regards environmental protection, occupational safety and health, and green products as one of the Company's key operational priorities. Guided by the belief that "protecting the Earth's environment and ensuring workplace safety and health is our obligation", the Company promotes initiatives related to environmental protection, occupational safety and health, and the production of green, non-hazardous products. We are committed to providing environmentally friendly products in line with global trends and to creating a safe, healthy, and friendly working environment for all personnel in the facility. The factory has obtained ISO 45001: 2018 Occupational Health and Safety Management System certification, which remains in continuous operation. All activities under the Company's environmental, safety, and health management system cover both GLT-Taiwan and its Tongluo Branch.

The safety and health framework includes policies on occupational safety and health, identification and assessment of workplace hazards, management of machinery and equipment, control of hazardous chemicals, environmental sampling plans and strategies, procurement and contractor change management, safety and health operating standards, occupational safety and health education and training, personal protective equipment management, health examinations, health management and promotion, and prevention of physical hazards. These policies are compiled into standard operating procedure documents, made available on the Company's internal website and are regularly reviewed and updated, which form the foundation for building a safe, healthy, and friendly workplace. The Company is committed to annually reviewing the direction, implementation methods, and effectiveness of the system. This includes performance monitoring and measurement, incident investigations, audits, management reviews, and corrective and preventive measures, to ensure the system remains compliant with legal and regulatory requirements.

Through the structure of the occupational health and safety management system, the Company manages internal risks and opportunities by implementing effective preventive and protective measures to eliminate or reduce occupational health and safety risks, thereby providing a safe, healthy, and friendly workplace. The occupational health and safety management system applies to all workers at the Company, including all employees (582 people), non-employee workers (55 people), and the working environment, with no exclusions for any specific group. All personnel are 100% covered and protected under the same safety standards.

Occupational Safety Certification of GLT

ISO 45001: 2018 Occupational Safety and Health Management System Certification

TUVNORD

Certificate

Management system as per ISO 45001: 2018



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC. No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan



with the locations according to the annex

operates a management system in accordance with the requirements of ISO 45001: 2018 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting Assembly of Wearable Devices and Navigation Devices

Certificate Registration No. 44 126 21 82 0127 Audit Report No. 2.5-2803/2024

Valid from 2024-06-17 Valid until 2027-06-16 Initial certification 2021-06-17



Visit our database to verify the validity of this certificate.

Taipei, 2024-05-30 Certification Body at TÜV NORD CERT GmbH.

TÜV NORD Taiwan Co., Ltd. RM. A1, 9FL., No. 333, Tung-Hua S. Rd., Sec. 2, Taipei, Taiwan tuv-nord.com/tw



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Annex

to Certificate Registration No. 44 126 21 82 0127 ISO 45001: 2018

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC. No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan



Certificate Registration No.	Location	Scope
44 126 21 82 0127-001	Global Lighting Technologies (Taiwan) Inc. No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan	Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting Assembly of Wearable Devices and Navigation Devices
44 126 21 82 0127-002	Global Lighting Technologies Inc, Tonglou branch No. 6, Tongke 1st. Rd., Tonglou Township, Miaoli County 36645, Taiwan	Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting

End of the List

Taipei, 2024-05-30 Certification Body at TÜV NORD CERT GmbH.

TÜV NORD Taiwan Co., Ltd. RM. A1, 9FL., No. 333, Tung-Hua S. Rd., Sec. 2, Taipei, Taiwan tuv-nord.com/tw



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ISO 45001: 2018 Occupational Safety and Health Management System Certification

TUVNORD

Certificate

Management system as per ISO 45001: 2018



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC. No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan



operates a management system in accordance with the requirements of ISO 45001: 2018 at the location

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC. No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan

will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting Assembly of Wearable Devices and Navigation Devices

Certificate Registration No. 44 126 21 82 0127-001 Audit Report No. 2.5-2803/2024

Valid from 2024-06-17 Valid until 2027-06-16 Initial certification 2021-06-17



Visit our database to verify the validity of this certificate.

Taipei, 2024-05-30 Certification Body at TÜV NORD CERT GmbH.

TÜV NORD Taiwan Co., Ltd. RM. A1, 9FL., No. 333, Tung-Hua S. Rd., Sec. 2, Taipei, Taiwan tuv-nord.com/tw



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TUVNORD

Certificate

Management system as per ISO 45001: 2018



The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC. No. 1149, Sec. 3, Minquan Rd., Zhongli Dist., Taoyuan City, Taiwan



operates a management system in accordance with the requirements of ISO 45001: 2018 at the location

GLOBAL LIGHTING TECHNOLOGIES INC. TONGLUO BRANCH No. 6, Tongke 1st. Rd., Tonglou Township, Miaoli County 36645, Taiwan

will be assessed for conformity within the 3 year term of validity of the certificate.

Scope

Manufacturing of Light Guides, Back Light Modules, and Ceiling Lighting

Certificate Registration No. 44 126 21 82 0127-002 Audit Report No. 2.5-2803/2024

Valid from 2024-06-17 Valid until 2027-06-16 Initial certification 2021-06-17



Visit our database to verify the validity of this certificate.

Taipei, 2024-05-30 Certification Body at TÜV NORD CERT GmbH.

TÜV NORD Taiwan Co., Ltd. RM. A1, 9FL., No. 333, Tung-Hua S. Rd., Sec. 2, Taipei, Taiwan tuv-nord.com/tw



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Protection measures for work environment and employees' personal safety

1. Implementation of ISO 45001 Occupational Safety and Health Management System
2. Regularly implement occupational safety and health education and training to improve employees' safety and health awareness and capabilities
3. Special health examinations are conducted annually for workers working in jobs that pose particular health risks, and general health examinations are conducted every two years for employed workers.
4. Workplace environmental monitoring is conducted every six months to ensure that workers' hazard exposure is below standard values, and the monitoring results are publicly announced.
5. Implement access control to ensure factory safety

Safety Management Committee

The Company has established an Occupational Safety and Health Committee in accordance with the Occupational Safety and Health Management Regulations. The Committee comprises a Chairman, an Executive Secretary, and members, including occupational safety and health personnel, heads, supervisors, and managers of various departments, engineering and technical personnel related to occupational safety and health, medical and nursing staff engaged in workers' health services, and labor representatives, with labor representatives accounting for more than one-third of the total number of committee members. In 2024, four Occupational Safety and Health Committee and ISO 14001 & ISO 45001 System Continuous Promotion Meetings were held to review, coordinate and make recommendations on safety and health related matters. Implementation of the Company's employee participation in consultation and communication and occupational safety management.

Contractors must apply for and be regulated to enter the factory, and education and training must be provided. High-risk operations must be applied for and regulated, and contractors entering the factory must comply with safety and health management matters. Inspections must be strengthened within the factory to prevent accidents and ensure the safety of all personnel.

Occupational Safety and Health Committee



403-4

茂林光電科技股份有限公司 職業安全衛生委員會

廠區	主任委員	委員兼 執行秘書	委員	委員	委員	委員	總計 人數	勞工 代表 1/3	開會 頻率	會議辦理事項
	代理雇主	職業安全 衛生人員 (秘書)	主管、監 督、指揮 人員	工程技術 人員	醫護人員	勞工代表				
中壢	1	4	7	2	2	9	25	符合 (含移工 代表1名)	3個月 /次	一、對雇主擬訂之職業安全衛生政策提出建議。 二、協調、建議職業安全衛生管理計畫。 三、審議安全、衛生教育訓練實施計畫。 四、審議作業環境監測計畫、監測結果及採行措施。 五、審議健康管理、職業病預防及健康促進事項。 六、審議各項安全衛生提案。 七、審議事業單位自動檢查及安全衛生稽核事項。 八、審議機械、設備或原料、材料危害之預防措施。 九、審議職業災害調查報告。 十、考核現場安全衛生管理績效。 十一、審議承攬業務安全衛生管理事項。 十二、職業安全衛生管理系統推動及管理審查。
銅鑼 分公司	1	2	3	3	0	5	14	符合		

茂林光電科技股份有限公司 職業安全衛生委員會	Occupational Safety and Health Committee of Global Lighting Technologies Inc.
廠區	Factory area
主任委員	Chairman
代理雇主	Employer's agent
委員兼執行秘書	Member and Executive Secretary
職業安全衛生人員 (秘書)	Occupational Safety and Health Personnel (Secretary)
委員	Member
主管、監督、指揮人員	Managers, supervisors, and instructors
委員	Member
工程技術 醫護人員人員	Engineering technology Medical staff
委員	Member
委員	Member
勞工代表	Labor representatives
總計人數	Total number of people
勞工代表 1/3	Labor representatives 1/3
開會頻率	Frequency of meeting
會議辦理事項	Meeting matters
中壢	Zhongli
符合 (含移工代表 1 名)	Eligible (including 1 migrant worker representative)
3 個月 / 次	3 months/time
一、對雇主擬訂之職業安全衛生政策提出建議	I. Provide suggestions to employers on occupational safety and health policies
二、協調、建議職業安全衛生管理計畫。	II. Coordinate and propose occupational safety and health management plans.
三、審議安全、衛生教育訓練實施計畫。	III. Review the implementation plan for safety and health education and training.
四、審議作業環境監測計畫、監測結果及採行措施。	IV. Review the work environment monitoring plan, monitoring results and measures to be taken.
五、審議健康管理、職業病預防及健康促進事項。	V. Review matters concerning health management, occupational disease prevention and health promotion.
六、審議各項安全衛生提案。	VI. Review various safety and health proposals.
七、審議事業單位自動檢查及安全衛生稽核事項。	VII. Review the automatic inspection and safety and health audit of business units.
八、審議機械、設備或原料、材料危害之預防措施。	VIII. Review preventive measures for hazards caused by machinery, equipment, raw materials, or supplies.
九、審議職業災害調查報告。	IX. Review the occupational hazard investigation report.
十、考核現場安全衛生管理績效。	X. Assess on-site safety and health management performance.
十一、審議承攬業務安全衛生管理事項。	XI. Review safety and health management matters related to contracted business.
十二、職業安全衛生管理系統推動及管理審查	XII. Promotion and management review of occupational safety and health management systems
銅鑼分公司	Tongluo Branch
符合	Eligible

Matters handled by the Occupational Safety and Health Committee
I. Make recommendations on occupational safety and health policies formulated by employers.
II. Coordinate and propose occupational safety and health management plans.
III. Review the implementation plan for safety and health education and training.
IV. Review the work environment monitoring plan, monitoring results and measures to be taken.
V. Review matters concerning health management, occupational disease prevention and health promotion.
VI. Review various safety and health proposals.
VII. Review the automatic inspection and safety and health audit of business units.
VIII. Review preventive measures for hazards caused by machinery, equipment, raw materials, or supplies.
IX. Review the occupational hazard investigation report.
X. Assess on-site safety and health management performance.
XI. Review safety and health management matters related to contracted business.
XII. Promotion and management review of occupational safety and health management systems.

Hazard Identification and Risk Assessment

In order to effectively prevent occupational accidents, GLT has established Operating Procedures for Safety and Health Hazard Identification and Risk Assessment. The scope of hazard identification and risk assessment covers: work arrangements, social factors, organizational culture, routine and non-routine activities (including work environment, processes, raw materials, activities, products and services, human factors, work methods, etc., internal, external, and potential emergency situations, personnel (including dispatched workers, contractors, visitors, neighbors, etc.), changes, and other hazards affecting occupational safety and health. All personnel responsible for identifying potential hazards and assessing associated risks must undergo training in hazard identification and risk assessment to ensure they possess the capability to recognize risks. The procedures specify unacceptable risk levels and require improvement measures such as elimination, substitution, and engineering controls for such risks. After improvements, risk reassessments are conducted to confirm whether risks have been reduced to acceptable levels. If the desired results are not achieved, a review must be undertaken, and continuous improvements made until the risks become acceptable.

For new equipment procurement and process changes, occupational safety and health assessments are carried out during the mechanical equipment design stage, and compliance with safety and health protection specifications is confirmed in advance to enhance operational safety. Regular hazard identification and risk assessments are conducted for various operations, with independent identification and graded management for unlawful infringement risks and maternity-related workplace risks. Unacceptable risks are addressed through system reform and improvement measures.

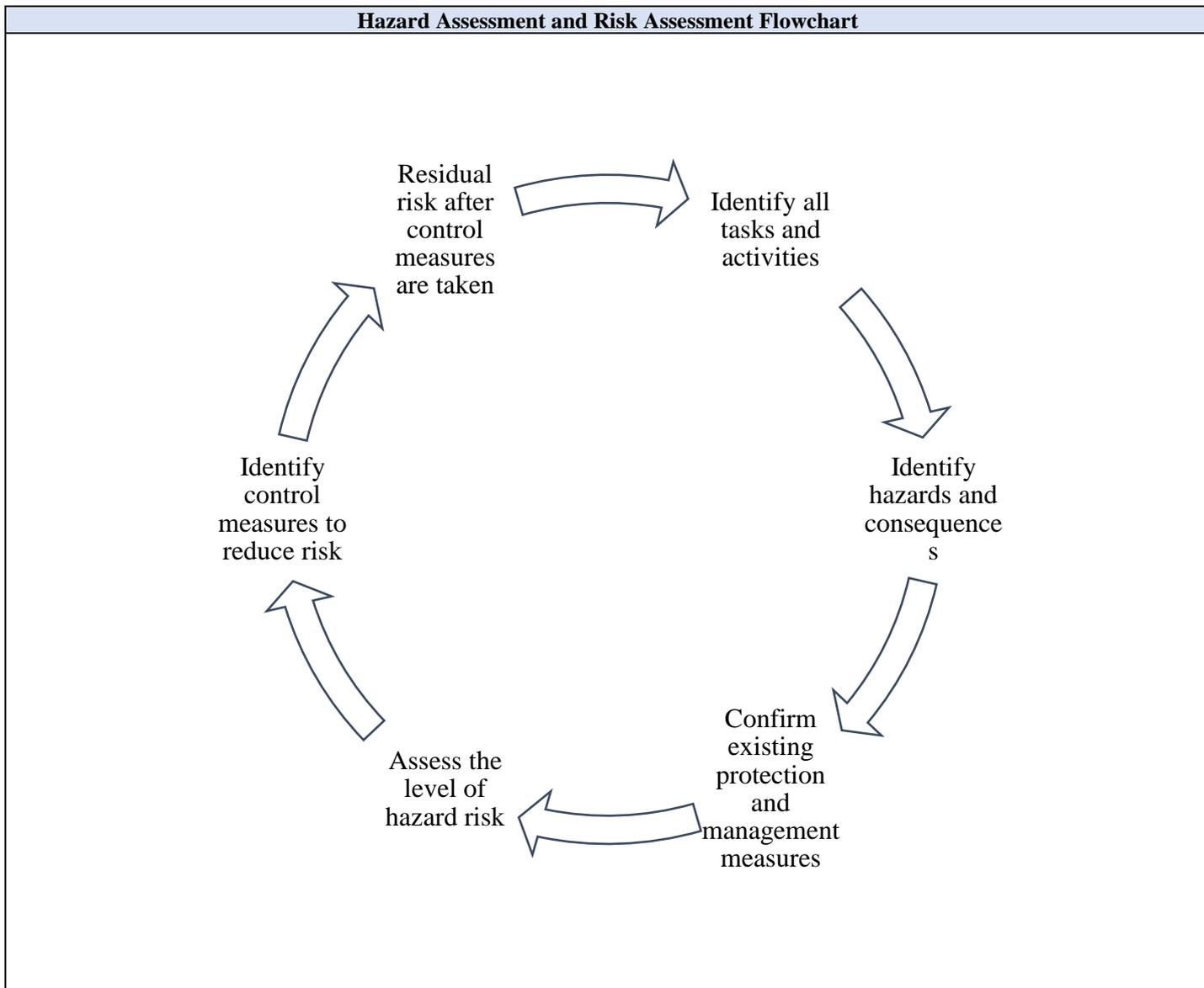
Within the factory, regular inspections are carried out for electrical safety, chemical usage safety, machinery safeguarding, and firefighting equipment. Any abnormalities or safety concerns are documented as deficiencies and tracked for corrective action.

An annual occupational safety and health management plan is formulated, and the ISO 45001 Occupational Safety and Health Management System has been implemented within the factory for many years. Continuous improvement is carried out through the system, with the ultimate goal of achieving zero workplace accidents. Ongoing management measures include regulatory identification, regular inspections, training and education, safety promotion, hazard identification and risk assessment, contractor management, procurement management, workplace environment monitoring, and emergency response. Any abnormal conditions detected are immediately rectified, and the results of plan implementation and progress on deficiency corrections are reported to the Occupational Safety and Health Committee.

Regular emergency response training and drills are conducted. Emergency response training includes fire prevention, evacuation and escape procedures, use of fire extinguishers/fire hydrant boxes, injury handling, internal and external reporting of emergencies, explanation of the right to withdraw from situations that may cause injury or illness without penalty, and earthquake evacuation procedures. Emergency response drills for each group include reporting drills, full-site evacuation drills, fire

extinguisher/fire hydrant operation drills, and emergency casualty handling drills. Drill results are reported to the Occupational Safety and Health Committee, where deficiencies are discussed and continuous improvements are made.

If employees have concerns regarding workplace safety and health, they may report them through traditional or multimedia channels such as written letters, email, bulletin boards, phone calls, suggestion boxes, meetings, training sessions, or direct communication, enabling both internal and external communication. The handling of complaints or reports must ensure objectivity, fairness, and impartiality, while protecting the rights and privacy of victims, complainants, or whistleblowers. It must also ensure that complainants or whistleblowers are not subject to retaliation. Through these processes, the Company aims to establish a safer workplace.



Accident Investigation Process

In the event of an accident within the factory, on-site personnel must immediately suspend operations and report to the department supervisor the details of the incident, including the personnel involved, time, location, work conditions, and injury status. The injured person shall be sent to the medical room or treated by trained first-aid personnel. The accident scene must be preserved in its entirety or documented through photographs and backed-up surveillance footage.

If an occupational accident occurs within the factory involving death, multiple injuries, or injuries requiring hospitalization, the occupational safety unit must notify the labor inspection agency within eight hours and compile relevant information for inspection. Depending on the circumstances, accident investigations require the cooperation of labor representatives and relevant units. Upon completing the investigation, the responsible unit shall formulate response measures to prevent recurrence and implement improvements within a prescribed period, with the occupational safety unit verifying the results. The responsible unit must complete an “Accident Investigation Form” or “Minor Injury/Near-Miss Incident Investigation Form” as required.

It must also update the risk identification in accordance with the “Safety and Health Hazard Identification and Risk Assessment Form”, and promote the improvement and preventive measures to all employees. Relevant promotion records must be submitted to the occupational safety unit for archiving. Occupational accident details and statistics shall be reported monthly to the labor inspection agency for record and posted in the workplace. The Occupational Safety and Health Committee shall convene every three months to review occupational accident investigation reports.

Accident Investigation Flowchart

職場事故處理流程圖



職場事故處理流程圖	Workplace accident handling flowchart
事故通報	Accident report
現場人員向直屬主管報告「人員、時間、地點、作業狀況及受傷情形」	On-site personnel report “personnel, time, location, operation status and injuries” to their immediate manager
現場人員→主管	On-site personnel → manager
事故發生後立即	Immediately after the accident
緊急處置	Emergency treatment

主管通知工安單位,並將傷者送至醫護室或由急救人員處理	The manager notifies the industrial safety unit and sends the injured to the medical room or to emergency personnel for treatment
主管、工安單位	Managers, industrial safety units
事故發生後立即	Immediately after the accident
現場保全	On-site security
維持事故現場完整或拍照、備份監視器畫面	Maintain the integrity of the accident scene or take photos and back up surveillance camera footage
工安單位	Industrial safety unit
持續至調查啟動前	Until the start of the investigation
勞檢通報判定	Judgment of labor inspection report
若屬死亡、多人受傷或住院等職災、需向勞動檢查機構通報	If the accident involves death, multiple injuries, or hospitalization, the labor inspection agency must be notified
工安單位	Industrial safety unit
八小內完成通報	Complete the report within eight hours
事故調查	Accident Investigation
工安單位會同勞工代表及相關單位進行現場調查	The industrial safety unit will conduct on-site investigations together with labor representatives and relevant units
工安單位、勞工代表等	Industrial safety units, labor representatives, etc.
調查作業同日啟動	The investigation is launched on the same day
調查表填寫	Fill out the questionnaire
事故單位須於期限內完成調查表填寫	The accident unit must complete the survey form within the deadline
事故單位	Accident unit
三個工作日內	Within three working days
對策提出與改善	Response measures and improvements
根據調查結果提出再發防止對策，並按期完成改善	Propose response measures to prevent recurrence based on the survey results and complete improvements on schedule
事故單位	Accident unit
按調查要求之時程	According to the time schedule of the investigation
風險評估更新	Risk assessment update
依「危害鑑別及風險評估表」更新風險項目，納入新發現	Update risk items according to the “Hazard Identification and Risk Assessment Table” to include new findings
事故單位	Accident unit
完成改善後	After completing the improvement
宣導與存檔	Promotion and archiving
將改善及預防措施宣導至全體同仁，並將宣導記錄送交工安單位存檔	Promote improvement and preventive measures to all employees and submit promotion records to the industrial safety department for archiving
事故單位、工安單位	Accident unit, industrial safety unit
完成改善後	After completing the improvement
定期審議與公開	Regular review and disclosure
每月進行職災月報及公告，每季委員會進行審議職災報告	Monthly occupational accident reports and announcements are issued, and the committee reviews occupational accident reports every quarter
職安衛委員會	Occupational Safety and Health Committee
季度/每月底	End of quarter/month
緊急應變階段	Emergency response stage

通報保全階段	Notification and preservation stage
調查分析階段	Investigation and analysis stage
改善預防階段	Improvement and prevention stage
監督管理階段	Supervision and management stage

Occupational Safety Education and Training

GLT has always placed great importance on employees' occupational safety and health. In 2024, various occupational safety and health training programs and emergency response drills were conducted. New employees are required to undergo orientation training, while current employees (including supervisors) receive regular annual in-service training. Training is provided with translation support according to employees' nationalities. All employees must participate in emergency response drills, which are complemented by monthly awareness campaigns to continuously strengthen safety and health awareness. Initial and refresher training for occupational safety and health-related certifications such as occupational safety and health management Personnel, nursing personnel for workers' health services, and supervisors of special and hazardous operations are all conducted in compliance with regulations by qualified training institutions.

During the reporting period, a total of NT\$170,540 was invested in occupational safety and health training. These training programs focus on safety awareness and skill enhancement, helping reduce human errors, lowering the probability of accidents, and creating a safer and more comfortable work environment for the Company.

Statistics of Occupational Safety and Health Training Items		
Name of training course	Number of trainees	Training costs (NT\$)
Occupational safety and health education and training - new employees (including employees and non-employees)	505	Internal factory training
Occupational safety and health education and training - on-the-job/job change (including employees and non-employees)	760	Internal factory training
Self-defense firefighting team and emergency response drill (including employees and non-employees)	617	Internal factory training (Zhongli) and 50,000 (Tongluo)
On-the-job training for forklift operators	4	2,600
(Zhongli) Occupational safety and health education and training - contractor hazard notification	34	Internal factory training
(Zhongli) On-the-job training for Class A occupational safety and health supervisors	2	2,600
(Zhongli) On-the-job training for nursing personnel in the labor health service	1	1,300
(Zhongli) On-the-job training for forklift operators	3	2,100
(Zhongli) On-the-job training for dust operation supervisors	1	1,300
(Zhongli) On-the-job training for crane operators	1	700
(Zhongli) On-the-job training for operators of fixed cranes with a lifting load of more than 0.5 tons but less than 3 tons	1	700
(Tongluo) Initial safety and health training for fixed crane operators	19	69,200
(Tongluo) ISO 45001 Occupational safety and health management system internal auditor training	3	23,940
(Tongluo) Initial training for operation supervisor of organic solvents	1	5,000
(Tongluo) Initial training for fire prevention managers	2	3,200
(Tongluo) Initial training for first aid personnel safety and health education	2	5,000
(Tongluo) On-the-job training for first aid personnel safety and health education	2	1,000
(Tongluo) On-the-job training for forklift operators	1	500
(Tongluo) On-the-job training for Class A occupational safety and health supervisors	1	1,500
(Tongluo) On-the-job training for occupational safety and health managers	1	2,500

Note:

1. The number of people and expenses for occupational safety and health training in this table are based on data from GLT-Taiwan and its Tongluo Branch.
2. Including employees and non-employees whose work and/or workplace is controlled by the organization. Workers who are not employees but whose work and/or workplace are controlled by the organization, such as dispatched workers, visitors, cleaners, construction workers, contractors, outsourcers, etc. (Supplementary note: The first three columns of non-employees include dispatched employees, contractors, and visitors)
3. The occupational safety and health-related education and training include general training or training targeting specific occupational hazards and dangerous conditions.

On-the-job training on safety and health for general workers and supervisors



Emergency response drills



Monthly awareness campaign

作業安全
an toàn khi làm việc
การทำงานอย่างปลอดภัย

作業前確認安全防護裝置效能正常
Xác nhận các thiết bị bảo vệ an toàn đang hoạt động bình thường trước khi vận hành
เป็นหน้าที่ของพนักงานก่อนเริ่มการทำงานว่าอุปกรณ์ป้องกันความปลอดภัยใช้งานได้จริง

機械、設備稼働中、禁止把手伸入
Khi máy móc, thiết bị đang hoạt động cấm đưa tay vào máy
เมื่อเครื่องจักรและอุปกรณ์กำลังทำงาน ห้ามเอามือเข้าไปในเครื่อง

發生危害、使用「緊急停止開關」
Nếu xảy ra nguy hiểm, hãy sử dụng "công tắc dừng khẩn cấp" để giảm mức độ nghiêm trọng
หากเกิดอันตรายให้ใช้ "สวิทช์ฉุกเฉิน" เพื่อลดความรุนแรงของอุบัติเหตุ

有安全疑慮請告知主管
Có vấn đề bất thường về an toàn vui lòng báo cáo với chủ quản
หากมีข้อสงสัยเกี่ยวกับความปลอดภัย โปรดแจ้งหัวหน้างาน

2024.12 茂林光電工作室
ICON : Noun Project

『地震』安全注意事項
động đất mức cần chú ý
"แผ่นดินไหว" ข้อควรระวังเพื่อความปลอดภัย

大地震後會有餘震，下列注意事項：
Để có dư chấn sau một trận động đất lớn. Cần thực hiện các biện pháp phòng ngừa sau:

1. 請勿搭乘電梯、人員疏散樓梯
Hàng hóa đi thang máy, nhân viên vui lòng đi cầu thang bộ

2. 天花板變形或掉漆區域，已屬嚴禁制，尚未復原前，請勿靠近該區域
Khu vực trần nhà bị biến dạng hoặc bị đổ đã được báo hiệu. Vui lòng không tiếp cận khu vực đó cho đến khi nó được khôi phục

3. 地震時若重要訊息保護裝置避免受擾，應立即按「趴下、掩護、穩住」的動作，躲在桌下或桌邊
หากพบว่ามีข้อมูลสำคัญที่อาจได้รับผลกระทบจากสั่นไหวเพื่อหลีกเลี่ยงการรบกวนข้อมูล "趴下 掩護 穩住" และขอความช่วยเหลือหากจำเป็น

2024.04 茂林光電工作室
ICON : Noun Project

人力搬運安全注意事項
di chuyển vật nặng cần chú ý
ข้อควรระวังเพื่อความปลอดภัยในการจัดการตัวมี

懷孕中女性
สตรีมีครรภ์
持續性作業 10kg 以下
กิจกรรมต่อเนื่องต่ำกว่า 10kg
持續性作業 6kg 以下
กิจกรรมต่อเนื่องต่ำกว่า 6kg

產後未滿6個月
สตรีหลังคลอดน้อยกว่า 6 เดือน
持續性作業 15kg 以下
กิจกรรมต่อเนื่องต่ำกว่า 15kg

產後6個月未滿1年
สตรีหลังคลอดน้อยกว่า 1 ปี
持續性作業 30kg 以下
กิจกรรมต่อเนื่องต่ำกว่า 30kg

2024.05 茂林光電工作室
ICON : Noun Project

騎乘機車、微型電動二輪車
要確實戴好安全帽
Cần xác nhận đã đeo nón bảo hiểm an toàn khi lái xe máy hoặc xe máy điện
ข้มอเตอร์ไซค์ต้องสวมหมวกนิรภัย
อย่าลืมสวมหมวกนิรภัย

OK NG NG NG

未繫
太鬆

2024.05 茂林光電工作室
ICON : Noun Project

Occupational Injury Statistics

To prevent occupational injuries and diseases, we must strictly implement the occupational safety and health management system and ensure that the workplace meets safety standards. In addition to routine safety precautions, we continue to conduct various occupational safety education and training to enable every worker to deal with various possible safety risks. In 2024, the Company experienced two occupational injuries, one caused by electrostatic induction and the other by mechanical entrapment. Hazard analysis was conducted for both incidents, and improvement measures were formulated and completed, such as lengthening the insulating sleeve and adding protective enclosures. The Company will continue to work hard to achieve a safe working environment with zero accidents and zero occupational injuries.

Statistics of Occupational Injuries of Employees of GLT in 2024		
Category	Item	Taiwan, ROC
Total working hours	Total working hours for female employees	601,064
	Total working hours for male employees	526,472
	Total working hours	1,127,536
Number of recordable occupational injuries (including fatalities and serious occupational injuries)	Total number of female occupational injuries (times)	2
	Total number of male occupational injuries (times)	-
	Total number of occupational injuries (times)	2
Deaths caused by occupational injuries (%)		-
Serious occupational injury rate (%)		-
Recordable occupational injury rate %		1.77

Note:

1. This table includes GLT-Taiwan and its Tongluo Branch.
2. Occupational injury fatality rate = (Number of deaths caused by occupational injuries/Total hours worked) * 1,000,000.
3. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities)/Total hours worked] * 1,000,000.
4. Recordable occupational injury ratio = [Number of recordable occupational injuries (including fatalities and serious injuries)/Total hours worked] * 1,000,000.
5. Serious occupational injuries refer to occupational injuries that cannot be recovered within 6 months.
6. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.

Statistics of Non-Employee Occupational Injuries for GLT in 2024		
Category	Item	Taiwan, ROC
Total working hours	Total working hours for female employees	11,864
	Total working hours for male employees	28,504
	Total working hours	40,368
Number of recordable occupational injuries (including fatalities and serious occupational injuries)	Total number of female occupational injuries (times)	-
	Total number of male occupational injuries (times)	-
	Total number of occupational injuries (times)	-
Deaths caused by occupational injuries (%)		-
Serious occupational injury rate (%)		-
Recordable occupational injury rate %		-

Note:

1. This table includes GLT-Taiwan and its Tongluo Branch.
2. Occupational injury fatality rate = (Number of deaths caused by occupational injuries/Total hours worked)*1,000,000.
3. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities)/Total hours worked] * 1,000,000.
4. Recordable occupational injury ratio = [Number of recordable occupational injuries (including fatalities and serious injuries)/Total hours worked] * 1,000,000.
5. Severe occupational injuries refer to occupational injuries that cannot be recovered within 6 months.
6. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.

Employee Health

GLT has always attached great importance to the health of its employees, provides services that go beyond regulatory requirements, and conducts health examinations every two years. In addition, for long-term night-shift workers and laborers in section-level supervisory positions, five health examinations are

conducted, including thyroid blood tests, 12-lead electrocardiograms, and blood tests for liver disease/cancer. For middle-aged and older employees (aged 45 and above), in response to the increased risk of cardiovascular disease and in accordance with the “Occupational Safety and Health Guidelines for Middle-aged and Elderly Workers” announced by the Occupational Safety and Health Administration, the aforementioned five health examinations are also included. Through more comprehensive health examinations, we can safeguard the health of our employees, conduct early diagnosis and treatment, and avoid the occurrence of diseases.

Regarding the management of our employees after health examinations, we discuss grading criteria with occupational physicians and adopt different treatment measures based on the grading. Use envelopes and seal them properly before issuing individual employee health checkup reports and grading levels to maintain the confidentiality of personal data. In accordance with the Occupational Safety and Health Act, historical inspection data shall be properly preserved and not used for any purpose other than health management. It will not be used as a reference for personnel decisions such as work evaluation, promotion, transfer or renewal, and will not result in any favorable or unfavorable treatment of the workers.

As part of the four major programs addressing ergonomic hazards and abnormal workloads, questionnaire surveys are conducted annually in conjunction with health examinations. Using the corporate health management tool “weCare” system, hazard identification, case assessment, and management are carried out. Employees identified as having suspected ergonomic hazards or medium-to-high abnormal workload levels are scheduled for interviews and evaluations with an occupational physician. In 2024, a total of 2 employees suspected of sexual harassment and 13 employees with abnormal workloads were interviewed. Maternal health protection program: A total of 11 people were interviewed. In addition, the results of special health examinations placed two people (working in noise-related industries) under Level 4 health management. The Company has implemented improvement measures, including strengthening the promotion of wearing protective gear, and providing education and care for occupational physicians and nurses.

Number of Employees Undergoing Health Examinations in 2024			
Health check category		GLT-Taiwan	Tongluo Branch
General health check	Inspection items	Regulatory items + additional urinalysis (8 items) + blood test (25 items) + abdominal ultrasound	
	Number of inspectors (persons)	310	89
Special health checks	Inspection items	Noise, dust, ionizing radiation	Noise, dust
	Number of inspectors (persons)	13	19

2024 Health Examination Tiered Management Measures Table				
Management level	Level 1	Level 2	Level 3	Level 4
Percentage of people	15.3%	48.1%	34.8%	1.8%
Color identification	Blue	Green	Yellow	Red
Judgment criteria	All normal	Some abnormalities (no need to seek medical attention)	Abnormal and requires medical attention (follow up within 3 months)	Major Abnormalities require medical attention (Follow up within 1 month)
Organizer	Occupational health nurse	Occupational health nurse	Occupational health nurse/Occupational physician	Occupational health nurse/Occupational physician/Medical institution
Improvement measures	Data retention	Group health education	Individual health education	Individual health education
Joint improvement measures	Organize health promotion courses, publicity and activities			
Number of interviews	A total of 209 people were interviewed by doctors and nurses for on-site services.			

2024 Employee Health Checkup Photos



Health promotion measures:

We provide an environment where employees can enjoy these basic health services (depending on the characteristics of the factory and the number of employees, the planning and setting of items will vary):

Item/Factory area	GLT-Taiwan	Tongluo Branch
Workplace health services	<ol style="list-style-type: none"> 1. One medical room. 2. Blood pressure monitors, weighing scales, beds, and dressing carriages are provided. 	<ol style="list-style-type: none"> 1. One health care station. 2. Blood pressure monitors and weighing scales are available.
First aid kit	<ol style="list-style-type: none"> 1. 5 first aid boxes and 1 first aid kit. (A card with dressing change steps is included for staff reference) 2. Check the appearance, expiration date and replenishment of medical supplies every quarter. 	<ol style="list-style-type: none"> 1. 6 first aid kits. (A card with dressing change steps is included for staff reference) 2. Check the appearance, expiration date and replenishment of medical supplies every quarter.
Breastfeeding room	<ol style="list-style-type: none"> 1. Sofa with reclining back and table. 2. Power socket. 3. Bottle drying machine. 4. Breast milk storage bags, labels, pens. 5. A dedicated refrigerator for storing breast milk. 6. Trash can with a lid. 7. Health education book on the benefits of breastfeeding. 8. Establish regulations for the use of breastfeeding (collection) room. 	<ol style="list-style-type: none"> 1. Table and armchair. 2. Bed. 3. Power socket. 4. A dedicated refrigerator for storing breast milk. 5. Trash can with a lid. 6. Health education book on the benefits of breastfeeding. 7. Establish regulations for the use of breastfeeding (collection) room.

Column_Health Promotion

The top ten abnormalities in health checkups are analyzed to identify major health issues, such as abnormal BMI, blood lipids, and blood pressure, etc., health promotion activities, lectures, and health e-newsletters are arranged, and courses and activities are adjusted based on annual needs.

We provide a safe, friendly, fair, comfortable and healthy environment (depending on the characteristics of the factory and the number of people, the item settings may vary):

Item/Factory area	GLT-Taiwan	Tongluo Branch
AED emergency equipment	1. Located in the lobby, regularly maintained every year	1. No settings.
Gym	1. Located on the 2nd floor. 2. Equipped with treadmill, stationary bike, elliptical glider, elliptical trainer, abdominal exercise machine, dumbbells, basketball arcade machine, table tennis, inversion table, and electric massage chairs.	1. No settings.
Lounge area	1. Sofa seating area, coffee machine, microwave, and refrigerator.	1. No settings.

2024 Health Promotion Achievements

1. Healthy meals: Provided healthy lunch on workdays, limited to 40 portions per day.
2. Regular sports clubs: Weekly exercise clubs including yoga, aerobic strength training, and badminton.
3. Health e-newsletters (11 issues): Topics included Daily Healthy Eating, Quit Smoking for Lifelong Health, Cancer Screening 4+1, Wound Care Updates, Understanding GI and GL Values, COVID-19 Updates, Heat-Related Illness Prevention, Insect Hazard - Rove Beetles, Annual Health Checkup Overview, “Heart” Health Issues Not to Ignore, and Understanding Fatty Liver. Actively provide free government resources for everyone’s reference and use.
4. Seminars (5 sessions): Understanding Metabolic Syndrome, Relieving Neck, Shoulder, Lower Back, and Back Pain for Office Workers, Workplace Mind-Body Balance Techniques, Bodyweight Stretching Exercises, and Awareness and Prevention of Hidden Diseases. A total of 89 participants attended the courses in 2024.
5. Health promotion activities: COVID-19 XBB (Moderna) vaccination with 90 participants, Garmin Run (5K, 10K, 21K) with a total of 78 participants including employees and their families.
6. Health Promotion Label for Healthy Workplace (GLT-Taiwan), Health Activation Label for Healthy Workplace (Tongluo Branch)
7. Event photos and certificate photos

Health promotion seminar (Remedies for Shoulder, Neck, Back and Waist Pain for Office Workers)	Yoga Club
	

COVID-19 XBB (Moderna) vaccination



Health promotion seminar (Understanding Metabolic Syndrome)



Health Promotion Label Certificate for Healthy Workplace Certification
GLT-Taiwan

證書編號：HPAA1130596

健康職場認證
健康促進標章

茂林光電科技股份有限公司

致力於推動職場菸害防制暨健康促進，積極落實職場無菸及健康促進措施，建立優良之健康工作環境，經評定符合健康職場認證-健康促進標章。



署長吳昭軍

本證有效期間：114年1月1日至116年12月31日

Certificate No.: HPAA1130596

Badge of Accredited Healthy Workplace

This is to certify that

GLOBAL LIGHTING TECHNOLOGIES (TAIWAN) INC.

continually strives to implement comprehensive health promotion and tobacco control policy and procedures which represent excellence and achievement of healthy working environment. It has been proved to be qualified for accreditation badge for a healthy workplace.



Director General Chao-Chun Wu

This Certificate remains valid from Jan. 1, 2025 until Dec. 31, 2027

證書編號：HPAB1131186

健康職場認證 健康啟動標章

茂林光電科技股份有限公司
銅鑼分公司

致力於推動 職場菸害防制暨健康促進，經評定符合
健康職場認證-健康啟動標章。



署長 吳昭軍

本證有效期間：114年1月1日至116年12月31日

Certificate No.: HPAB1131186

Badge of Accredited Healthy Workplace

This is to certify that

**GLOBAL LIGHTING TECHNOLOGIES INC.
TONGLUO BRANCH**

continually follows the health promotion and tobacco control policy. It has been proved to be qualified for accreditation-badge for a preliminary healthy workplace.



Director General *Chao-Chun Wu*

This Certificate remains valid from Jan. 1, 2025 until Dec. 31, 2027

5.5 Social Feedback

By supporting local non-profit organizations, GLT can enhance its brand recognition, which has a positive impact on its corporate image. It can also enable employees to develop an emotional connection with the surrounding environment and increase their sense of belonging because they participate in the growth and change of their community. In the future, we will work tirelessly to make more contributions to society so that more people can benefit. The participation of the Company in public welfare activities is summarized in the table below:

List of Charity Activities		
Name of charity event	Amount	Description
Sports Charity Donation (Cyclist Angels Association of Taiwan) 12th Cyclist Angels Charity Dream Ride Journey on July 11, 2024	600,000	Supported charity cycling trip for children from schools and orphanages
“E-Start: Reading for the Future” jointly with E Ink and other companies, established mobile e-reader library in Yunlin County	300,000	Together with E Ink and other companies, established mobile e-reader library for Yunlin County
Participated in technology, art, eco-friendly, and innovation projects	500,000	Supported artists and students in developing their creations by using the Company’s employee lounge as an exhibition and performance venue, fostering employees’ artistic learning and cultural literacy
Provided scholarships to Minghsin University of Science and Technology	200,000	To help disadvantaged or low-income students continue their education
Note: News link for the 12th Cyclist Angels Charity Dream Ride Journey https://www.ettoday.net/news/20240711/2775641.htm		

Participated in technology, art, eco-friendly, and innovation projects	“E-Start: Reading for the Future” Mobile E-Reader Library
	

2024 · 彩色時代 · 創新未來	2024 · Colorful Era · Innovative Future
永續共榮峰會	Sustainability Co-Prosperity Summit
感謝茂林光電科技股份有限公司贊助參與	Thank you to Global Lighting Technologies Inc. for sponsoring and participating
2024e 啟讀出未來 - 電子書閱讀器行動圖書館專案	2024 “E-Start: Reading for the Future” Mobile E-Reader Library Project
元太科技董事長	Chairman, E Ink Holdings Inc.
李政晃	Cheng-Huang Li

5/22 課程

什麼是光?

折射與反射

3D 投影-原理與實作

6/19 課程

色彩與錯覺

光電知識小學堂

時間: 2024.5.22

地點: 楊明國中



講師簡歷: 吳健君

擅長: 各式光學設計
導光板與背光模組開發
各式(mini) LED應用



12th Taiwan Cyclist Angels Charity Dream Ride Event 2024 Charity Activity Plan

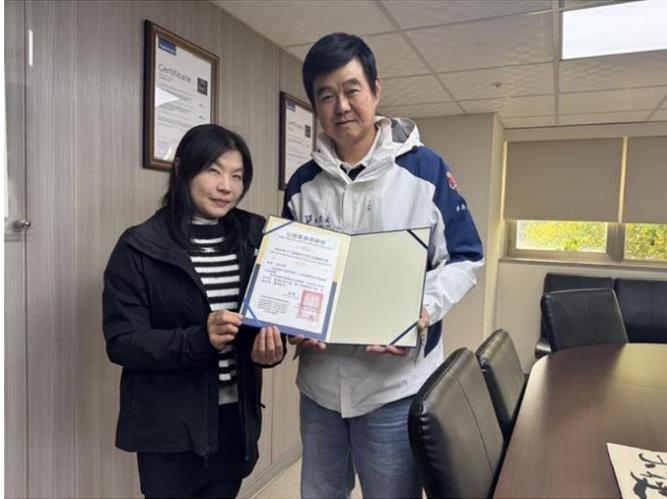
GLT assists youth in remote mountainous areas through sports education, enables junior high and elementary students to broaden their horizons and enhance diverse learning opportunities through sports-related activities. The Company fulfills its social responsibility by promoting humanistic care, low-carbon environmental protection, and attention to disadvantaged youth.

The Company actively encourages employees to participate in caring activities for disadvantaged groups in the community, providing appropriate support with empathy. Adhering to the principle of “Taken from society, give back to society”, the Company invests resources and efforts in areas such as caring for vulnerable populations, and promoting culture and sports. For example, over the years, it has continuously supported the Cyclist Angels Charity Dream Ride program, helping economically disadvantaged youth and special education students through sports charity initiatives, allowing children to learn and grow happily within well-organized sports teams. Looking forward to the future, GLT will continue to promote precise assistance to the needy and involve employees and their families in meaningful social welfare activities.

GLT supports the Cyclist Angels Association

1. During the 2024 Taiwan Cyclist Angels Sports Charity Event, the Company’s corporate visuals were fully displayed throughout the event
Item names, sports apparel, event articles, and school websites, etc.
2. During the 2024 Taiwan Island Tour, we provided sponsorship of one support vehicle for cycling timekeeping
3. Provided sponsorship funding of NT\$600,000 for 2024 sports charity activities

Mr. Min-Chung Yang, Chairman of the Cyclist Angels Association, presented Certificate of Honor and Appreciation to GLT, which was accepted on behalf of the Company by Senior Manager Jui-Ling Huang of the Human Resources Department. February 4, 2025



2024 Cyclist Angels Activities from October to December, this will be the final charity event of the year. Nine schools across Taiwan conducted both online and offline activities, with approximately 1,200 students participating in December.



2024單車天使協 10-12月事項

二、SH150校際運動學分競賽

10月25日—苗栗南和國中
10月31日—桃園楊明國中
10月31日—新竹北埔國中
10月31日—彰化萬合小學

三、破風鴨公益教學活動

十月課程：
10月8日-彰化萬合小學—史泰
10月9日-新豐福明國中—史泰
10月14日-苗栗南和國中—謝昱婷
10月15日-嘉義東石國中—謝昱婷
10月15日-彰化萬合小學—王研
10月18日-新竹北埔國中—葉智清
10月23日-桃園楊明國中—董均文
10月27日-新竹北埔國中—董均文
10月28日-苗栗南和國中—王研、簡時翰

十一月課程：
11月4日-苗栗南和國中—理學組
11月10日-新竹北埔國中—單車駕照
11月11日-苗栗南和國中—騎行路線
11月12日-彰化萬合小學—騎行路線
11月15日-新竹北埔國中—創意組
11月17日-新竹北埔國中—理學組
11月18日-苗栗南和國中—藝術組
11月19日-嘉義東石國中—創意組
11月20日-桃園楊明國中—單車駕照
11月26日-嘉義東石國中—騎行路線

十二月課程：
12月1日-新竹北埔國中—工學組
12月3日-彰化萬合小學—藝術組
12月10日-新竹北埔國中—騎行組
12月17日-新竹北埔國中—單車駕照
12月18日-桃園楊明國中—工學組
12月24日-彰化萬合小學—護理組

一、小星廚環台公益教學

單車天使11月校際活動

一、校園反毒宣導活動

地點：新竹縣
活動：社團舉辦道路騎行活動宣導反毒並到小學舉辦騎行台體檢

二、嘉義東石女足友誼賽

由東石國中女足兼單車社隊員參與校際友誼賽
地點：嘉義縣
友誼賽：東石國中、六嘉國中

三、苗栗僑鄉聯合運動會

由苗栗縣南和國中、南和小學、平頂小學、城中小學聯合舉辦校際運動會

四、11月破風鴨課程總結：

11/4 南和國中——理學組、11/10北埔國中——單車駕照、
11/11南和國中——騎行路線、11/12萬和國小——騎行路線、
11/17北埔國中——理學組、11/18南和國中——藝術組、
11/19東石國中——創意組、11/20楊明國中——單車駕照

五、11月小星廚課程總結：

11/13臺東演茂國中—莊鬱偉
11/19彰化萬合小學—楊俊民
11/29苗栗南和國中—曾彥傑

2024單車天使台灣校際騎行「媽祖騎跡-輪霸西濱」圓夢成功

五星土耳其11日52,900元 報名贈熱氣球體驗

▲2024單車天使台灣校際騎行，抵達茂林光電中壢廠終點站。(圖/記者楊淑媛攝)

記者楊淑媛／桃園報導

在茂林光電董事長李滿祥率員工列隊接迎下，2024單車天使騎行隊伍成員們，11日傍晚依序衝過位於茂林光電中壢廠的終點線，宣布第12屆單車天使圓夢公益之旅台灣段「媽祖騎跡-輪霸西濱」活動圓夢成功。分享會中，北埔國中一名同學說，因參加這次騎行，他改變自己熬夜的作息，挑戰自己，台下聆聽的李滿祥董事長堆滿讚許的笑容。

Column_Donation of eBooks

Global leader in electronic paper, E Ink Corporation, announced today (the 11th) that 22 partner companies within the electronic paper ecosystem have jointly established the “E-Start: Reading for the Future” mobile e-reader library for 40 elementary schools in Yunlin County. A total of 1,024 color e-readers were donated, each preloaded with 108 high-quality books suitable for lower, middle, and upper grade levels, totaling over 110,000 e-books. The total donation was valued at nearly NT\$30 million, benefiting more than 15,000 students in Yunlin County.

It is well known that reading can enhance children’s cognitive, language, comprehension, reasoning, and other abilities. However, during digital learning, children are easily distracted by instant messages, multimedia content, and games on computers. Additionally, prolonged use of electronic devices can negatively impact their eyes. Therefore, under the trend of digital reading, cultivating the use of eye-friendly reading devices that aid concentration is a key factor in improving children’s reading skills and literacy development.

The “E-Start: Reading for the Future” project targets one county each year. Every year, E Ink collaborates with ecosystem partner companies to develop electronic paper based e-readers that are gentle on the eyes and preload diverse, rich e-book content to provide students with eye-friendly digital reading devices.

Now in its eighth year, the project has expanded to Yunlin County. E Ink has rallied 22 ecosystem partners including Netronix Inc., Readmoo eBooks, UBright Optronics Corporation (Zhunan), Fitipower Integrated Technology Inc., Xuan-Tong System Integration Co., Ltd., G-TECH Optoelectronics Corporation, Corning Taiwan, Marketech International Corporation, L & L INTERIORS INC, Kuen Yuh Machinery Engineering Co., Ltd., Himax Technologies, Inc., Global Lighting Technologies Inc., JHEN JHUAN Co., LTD., Solomon Systech (International) Limited, Innolux Corporation, ELAN Microelectronics Corporation, DarSheng Mechanical Engineering, Integrated Solutions Technology, Inc., USHINE Photonics Corporation, Dasheng Machinery, Lien Chan Transport Corp., Lee Ming Construction, to jointly promote digital reading culture. With strong support and assistance from the Yunlin County Education Department, the project brings color e-readers and quality children’s e-books to 40 remote and reading-focused elementary schools in Yunlin County, helping the Yunlin County government advance children’s reading culture.

Yunlin County Magistrate Li-Shan Chang stated that reading is the key to enhancing students’ abilities. However, in today’s digital age, students face many temptations from electronic devices, often challenging their ability to focus. The donated e-readers feature eye-friendly designs that protect vision, providing students with a focused and safe digital reading environment. This not only enriches students’ reading resources but also opens a new chapter in digital reading. Li-Shan Chang especially thanked E Ink Corporation and all the benevolent companies supporting education in Yunlin, expressing hope to jointly promote more innovative projects in the future to create a better growth environment for Yunlin’s children in the digital era.

“Growing students are the pillars of our nation’s future. In this digital age full of 3C (computer, communication, and consumer electronics) temptations, how to improve reading ability while helping students focus and protect their eyes is the original intention behind E Ink’s ‘E-Start: Reading for the Future’ project”. E Ink Corporation’s Chairman Cheng-Hao Li stated: “Since 2017, the project has expanded its reach to Nantou County, Changhua County, Chiayi County, New Taipei City, Taoyuan City, Penghu County, and Keelung City. Through E Ink’s long-term efforts, we are delighted to continuously rally more ecosystem partners each year to actively participate in the project and gather more charitable resources. By utilizing color e-readers and high-quality children’s e-books, we have created a mobile e-book library for elementary school students in Yunlin County to enhance their digital reading competitiveness”.

Among the color e-readers donated to Yunlin County this year, each is preloaded with 108 children’s books suitable for lower, middle, and upper grade levels. Of these, 41 books were selected based on Yunlin County’s educational policies focusing on moral education and technology development, combined with excellent books aligned with the United Nations Sustainable Development Goals (SDGs). Additionally, three picture books about Xiangshan Wetland ecological conservation, authorized by the Hsinchu City Government, are included as e-books.

According to research data from the Rochester Institute of Technology in 2012, the average carbon emissions of each paper book was 7.46 kilograms of CO₂e. After calculating with the 110,000 e-books donated to replace paper books, and subtracting the total carbon emissions of 43 metric tons CO₂e from the 1,024 e-readers, the overall carbon emission savings amounted to approximately 777.6 metric tons CO₂e, equivalent to the carbon sequestration of two Da'an Forest Parks. This demonstrates how digital reading contributes to reducing carbon emissions and promoting environmental sustainability.

“E-Start: Reading for the Future” is a charitable project initiated by E Ink in 2017. Based on corporate social responsibility and local care, E Ink leverages its core electronic paper technology and collaborates with supply chain partners and volunteers to provide students with a comfortable, eye-friendly digital reading experience. The project began in 2017 by establishing mobile e-reader libraries in 16 elementary schools in Nantou County. In 2018, in collaboration with Changhua County, e-readers and e-books were introduced to 10 elementary schools awarded the Reading Rock Award within the county. In 2019, the project expanded to donate e-readers to 41 elementary schools in Chiayi County and, for the first time, to the Chiayi County Library and 18 township libraries. In 2020, the project extended to 18 junior high schools in New Taipei City. In 2021, it further developed digital reading resources for junior high students by establishing 13 mobile libraries in Taoyuan City. In 2022, the project provided 1,000 e-readers and 103,000 quality children’s books to students countywide in Penghu County, establishing mobile libraries in 37 elementary schools. In 2023, it donated 1,075 color e-readers and nearly 110,000 e-books to 39 elementary schools across Keelung City.

The project is developed with the goal of “one school, one mobile e-book library”. As of 2024, the project sponsored 214 schools, 29 libraries, 5,085 e-readers, and 481,000 e-books, benefiting 69,000 students with a total contribution valued at NT\$256.03 million.

GLT's e-book donation in 2024



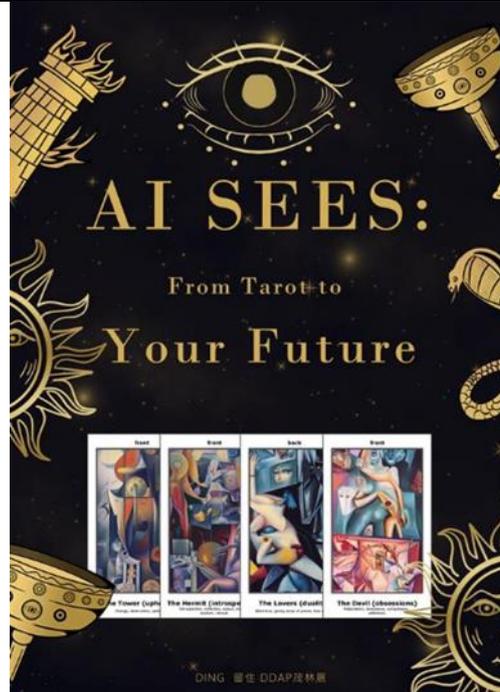
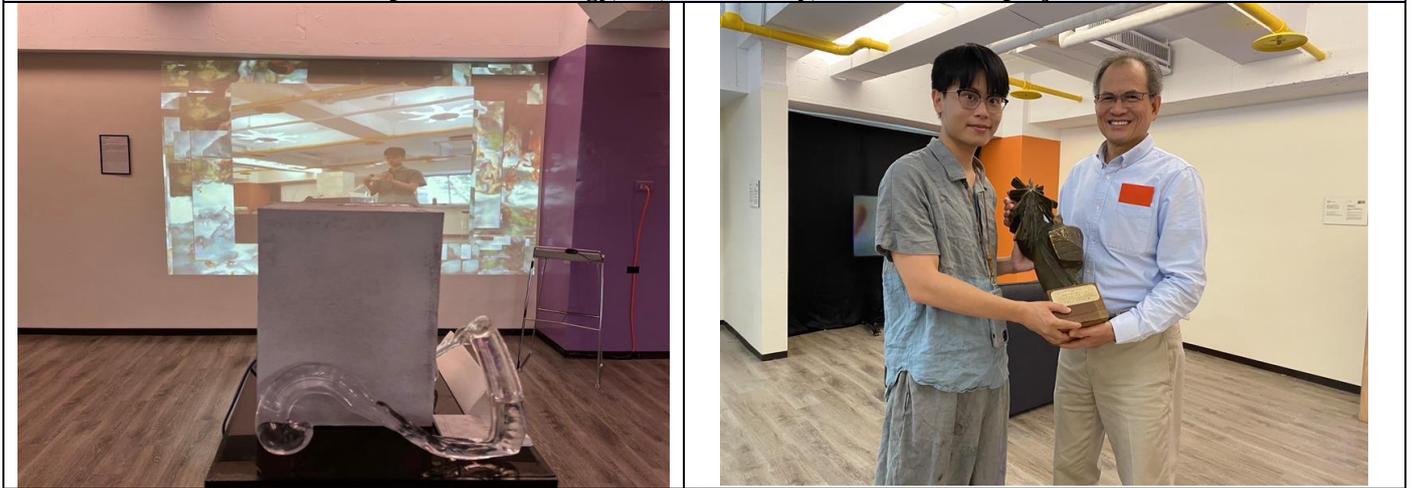
Column Sponsorship of Art Exhibitions

GLT, together with the Public Administration and Business Management Education Center at National Chengchi University, jointly promotes cultural and art exhibition activities by integrating resources and expertise from all parties to advance art exhibition programs.

Arts and Culture News	Exhibition Period and Number of Days	Name of Exhibition	Exhibition Venue
2023/12	From December 4, 2023 to March 29, 2024, a period of 115 days (including the Lunar New Year holidays)	GDAP#4 “If – Using (else if else)” rediscovers the artistry of media.	1) Initial Exhibition (30 days): July 2023 - No. 256, Section 1, Dihua Street, Datong District, Taipei City 2) Touring Exhibition 1 (90 days): August 2023 - 10F, Public Policy Center, National Chengchi University 3) Touring Exhibition 2 (90 days): December 2023 - GLT, 2F Employee Lounge, GLT-Taiwan
2024/03	From March 29, 2024 to June 23, 2024 (a period of 87 days).	GDAP#7 Named and Nameless - What is the Boundary of Art?	1) Initial Exhibition (30 days): October 2023 - No. 256, Section 1, Dihua Street, Datong District, Taipei City 2) Touring Exhibition 1 (90 days): November 2023 - 10F, Public Policy Center, National Chengchi University 3) Touring Exhibition 2 (87 days): March 2024 - GLT, 2F Employee Lounge, GLT-Taiwan 4) Touring Exhibition 3 (90 days): Nangang Office Public Area, Excelsior Biopharma Inc.
2024/08	From 8/1/2024 to 9/27/2024 (a period of 56 days).	GDAP#8 Emergence (Self) - Aesthetics from the Connectivity of Information	1) Initial Exhibition (30 days): November 2023 - No. 256, Section 1, Dihua Street, Datong District, Taipei City 2) Touring Exhibition 1 (90 days): March 2024 - Nangang Office Public Area, Excelsior Biopharma Inc. 3) Touring Exhibition 2 (90 days): August 2024 - GLT, 2F Employee Lounge, GLT-Taiwan 4) Touring Exhibition 3 (56 days): October 2024 - 10F, Public Policy Center, National Chengchi University
2024/10	From 9/30/2024 to 1/9/2025 (a period of 101 days).	GDAP#13 “Threshold” - Group Exhibition of 10 Artists	1) Initial Exhibition (30 days): July 2024 - No. 256, Section 1, Dihua Street, Datong District, Taipei City 2) Touring Exhibition 1 (101 days): September 2024 - Global Lighting, 2F Employee Lounge, GLT-Taiwan
2024/11	From November 9, 2024 to November 30, 2024, a period of 22 days.	GDAP Special “Fishing Net hî-bāng” - Joint Exhibition of Dementia Care Centers and Silver-Age Creative Groups	1) Initial Exhibition (30 days): December 2023 - No. 256, Section 1, Dihua Street, Datong District, Taipei City 2) Touring Exhibition 1 (101 days): February 2025 - 10F, Public Policy Center, National Chengchi University

Hao-Yi Ting graduated from a design-related university program and is currently studying at the Graduate Institute of Animation Arts and Image Aesthetics, Tainan National University of the Arts. His works focus on video art and installation art to explore contemporary issues as his main research direction, while considering how to incorporate technology, interaction, and new media as mediums in artistic creation. Recently, he has experimented with using AI technology in his art to explore what new perspectives this rapidly evolving technology can bring to art. Perhaps modern technology not only brings substantial material changes but also provides spiritual inspiration to contemporary people.

Participated in technology, art, eco-friendly, and innovation projects



Appendix

Appendix I: Comparison Table of GRI Sustainability Reporting Standards (GRI Standards)

Terms of Use	Global Lighting Technologies Inc. has reported the information cited in the GRI Content Index Table for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Guidelines.
GRI 1 Usage	GRI 1: Foundation 2021
Applicable GRI Industry Standards	N/A

GRI Standards Categories/Topics	No.	Disclosure under GRI Standards	Corresponding Chapter	Page Number	Omission/Note
1. Organization and reporting practices					
GRI 2 General Disclosures 2021	2-1	Organization details	1.1 About GLT	8	
	2-2	Entities included in the sustainability report	About the report	1	
	2-3	Reporting period, frequency, and contact information	About the report	3	
	2-4	Restatement of information	About the report	1	
	2-5	External guarantee/assurance	About the report	2	
2. 活動與工作者					
GRI 2 General Disclosures 2021	2-6	Activities, value chains and other business relationships	1.1 About GLT	10	
	2-7	Employees	5.2 Talent Recruitment and Training	84	
	2-8	Non-employee workers	5.2 Talent Recruitment and Training	84	
3. Governance					
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	2.2 Governance Structure	28	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	31	
	2-11	Chairperson of the highest governance body	2.2 Governance Structure	31	
	2-12	Role of the highest governance body in overseeing impact management	2.2 Governance Structure	31	
	2-13	Person in charge of impact management	2.2 Governance Structure	35	
	2-14	Role of the highest governance body in sustainability reporting	2.2 Governance Structure	35	
	2-15	Conflict of interest	2.2 Governance Structure	35	
	2-16	Communicate key milestones	2.2 Governance Structure	39	
	2-17	Collective intelligence of the highest governance body	2.2 Governance Structure	45	
	2-18	Performance evaluation of the highest governing body	2.2 Governance Structure	44	
	2-19	Remuneration policy	2.2 Governance Structure	42	
2-20	Remuneration determination process	2.2 Governance Structure	42		
2-21	Total annual remuneration ratio	5.3 Employee Benefits and Protection	91		
4. Strategy, Policy and Practice					
GRI 2 General Disclosures 2021	2-22	Statement of Sustainable Development Strategy	Message from the Chairman	4	
	2-23	Policy commitments	2.4 Legal Compliance	57	
	2-24	Incorporate policy commitments	2.4 Legal Compliance	57	
	2-25	Procedures for remediating negative impacts	2.4 Legal Compliance	57	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Legal Compliance	52	
	2-27	Regulatory compliance	2.4 Legal Compliance	52	
	2-28	Membership of public association	1.1 About GLT	12	
5. Stakeholder Engagement					
GRI 2 General Disclosures 2021	2-29	Stakeholder engagement policy	1.2 Stakeholder Engagement	13	
	2-30	Collective agreements	5.2 Talent Recruitment and Training	84	No collective bargaining agreement and trade union establishment

GRI No.	Issues	Code of Industry Standards	編號	Disclosure under GRI Standards	Corresponding chapter	Page number	Omission/Note
GRI 3: Material Topics 2021	Management approach	-	3-1	Process for determining material topics	1.3 Analysis and identification of material topics	17	
GRI 3: Material Topics 2021	Management approach	-	3-2	List of material topics	1.3 Analysis and identification of material topics	17	
Material Topic: Corporate Governance (Economic Performance, Ethical Management) (GRI 201)							
GRI 3: Material Topics 2021	Economic performance Management approach	-	3-3	Management of material topics	2.1 Management approach to material topics	27	
GRI 201	Economic performance topic disclosures 2016	-	201-1	Direct economic value generated and distributed by the organization	2.3 Operational performance	47	
		-	201-2	Financial impacts and other risks and opportunities resulting from climate change	4.2 Climate change management	71	
		-	201-3	Defined benefit obligations and other retirement plans	5.3 Employee benefits and protection	92	
		-	201-4	Financial assistance received from the government	2.3 Operational performance	47	
Material Topic: Information Security (Customized Topic)							
GRI 3: Material Topics 2021	Information security Management approach	-	3-3	Management of material topics	3.1 Management approach to material topics	60	
Material Topic: Occupational Safety and Health (Labor Health and Safety) (GRI 403)							
GRI 3: Material Topics 2021	Occupational safety and health Management approach	-	3-3	Management of material topics	5.1 Management approach to material topics	83	
GRI 403	Occupational safety and health Topic management disclosure 2018	-	403-1	Occupational Safety and Health Management System	5.4 Health and safety	97	
		-	403-2	Hazard identification, risk assessment and accident investigation	5.4 Health and safety	101	
		-	403-3	Occupational health services	5.4 Health and safety	110	
		-	403-4	Participation, consultation and communication of workers related to occupational safety and health	5.4 Health and safety	99	
		-	403-5	Training for workers on occupational safety and health	5.4 Health and safety	107	
		-	403-6	Promotion of workers' health	5.4 Health and safety	112	
		-	403-8	Workers covered by the occupational safety and health management system	5.4 Health and safety	97	
-	403-9	Occupational injuries	5.4 Health and safety	109			
Material topic: Supplier environmental and social assessment (GRI 308, 414)							
GRI 3: Material Topics 2021	Supplier environmental and social assessment Management approach	-	3-3	Management of material topics	3.1 Management approach to material topics	59	
GRI 308	Supplier Environmental Assessment Topic Disclosure 2016	-	308-1	New suppliers are screened using environmental criteria	3.3 Supply chain management	67	
GRI 414	Supplier Social Assessment Topic Disclosure 2016	-	414-1	New suppliers are screened using social criteria	3.3 Supply chain management	67	
Material topic: Labor-management relations/Industrial relations (GRI 401) (GRI 402)							
GRI 3: Material Topics 2021	Labor-management relations/labor-capital relations Management approach	-	3-3	Management of material topics	5.1 Management approach to material topics	82	
GRI 401	Labor-Management Relations Topic Disclosure 2016	-	401-1	New employees and former employees	5.2 Talent Recruitment and Training	85	
		-	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees).	5.3 Employee benefits and protection	94	
		-	401-3	Parental leave	5.3 Employee benefits and protection	92	
GRI 402	Labor/Capital Relations Topic Disclosure 2016	-	402-1	Minimum notice period for operational changes	5.3 Employee benefits and protection	93	

Material Topic: Energy and emissions (GRI 302) (GRI 305)							
GRI 3: Material Topics 2021	Energy and emissions Management approach	-	3-3	Management of material topics	4.1 Management approach to material topics	70	
GRI 302	Energy topic disclosure 2016	-	302-1	Energy consumption within the organization	4.4 Energy conservation and carbon reduction	74	
		-	302-3	Energy intensity	4.4 Energy conservation and carbon reduction	74	
		-	302-4	Reduce energy consumption	4.4 Energy conservation and carbon reduction	78	
GRI 305	Emissions topic disclosure 2016	-	305-1	Direct (Scope 1) greenhouse gas emissions	4.4 Energy conservation and carbon reduction	75	
		-	305-2	Indirect energy (Scope 2) greenhouse gas emissions	4.4 Energy conservation and carbon reduction	75	
		-	305-3	Other indirect (Scope 3) greenhouse gas emissions	4.4 Energy conservation and carbon reduction	75	
		-	305-4	Greenhouse gas emission intensity	4.4 Energy conservation and carbon reduction	75	
		-	305-5	Reduction of greenhouse gas emissions	4.4 Energy conservation and carbon reduction	78	
		-	305-6	Emissions of ozone-depleting substances	4.4 Energy conservation and carbon reduction	77	
		-	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	4.4 Energy conservation and carbon reduction	77	

Appendix II: Comparison Table of Sustainable Accounting Standards and SASB

Industry: Technology and Communications Hardware																							
Disclosure Topics	Indicator No.	Disclosure Indicators	Disclosure in 2024	Comparison Table of Report Contents	Page Number																		
Product safety	TC-HW-230a.1	Description of the approach to identifying and addressing product data security risks	The Company's main products are light guide plate applications and plastic components. The product design and manufacturing process do not involve sensitive or personalized data, and are therefore not applicable in this context.	-																			
Workforce diversity and inclusion	TC-HW-330a.1	(1) Senior executives (assistant manager level and above), (2) supervisors (excluding senior executives, including team leaders, foremen, and section-level supervisors and above), (3) technical personnel (professionals with specialized technical knowledge and skills engaged in R&D or technical support), and (4) all other employees (calculated as total employees minus senior executives, supervisors, and technical personnel). Percentage of gender and racial/ethnic representation	<table border="1"> <thead> <tr> <th>Employee type</th> <th>Male (percentage)</th> <th>Female (percentage)</th> </tr> </thead> <tbody> <tr> <td>Senior manager</td> <td>4.81%</td> <td>0.52%</td> </tr> <tr> <td>Manager</td> <td>4.12%</td> <td>2.41%</td> </tr> <tr> <td>Technical personnel</td> <td>7.73%</td> <td>1.20%</td> </tr> <tr> <td>Others</td> <td>30.58%</td> <td>48.63%</td> </tr> <tr> <td>Total</td> <td>47.25%</td> <td>52.75%</td> </tr> </tbody> </table>	Employee type	Male (percentage)	Female (percentage)	Senior manager	4.81%	0.52%	Manager	4.12%	2.41%	Technical personnel	7.73%	1.20%	Others	30.58%	48.63%	Total	47.25%	52.75%	5.2 Talent recruitment and training	85
			Employee type	Male (percentage)	Female (percentage)																		
Senior manager	4.81%	0.52%																					
Manager	4.12%	2.41%																					
Technical personnel	7.73%	1.20%																					
Others	30.58%	48.63%																					
Total	47.25%	52.75%																					
Based on the principles of equal treatment and personal privacy, the Company does not collect or compile employees' race-related information. Among other personnel, the gender distribution of people with disabilities is: males account for 1.30% and females account for 0.22%.																							
Product lifecycle management	TC-HW-410a.1	Percentage of products by revenue containing reportable substances under IEC 62474	Global Lighting currently identifies and manages only substances related to RoHS and REACH regulations within IEC 62474. After identification, the proportion of substances that must be reported and controlled under IEC 62474 was 0%.	-																			
	TC-HW-410a.2	Percentage of qualifying products by revenue that meet EPEAT registration or equivalent requirements	GLT's main products are not end-user products and cannot directly obtain EPEAT certification, which applies to end electronic and electrical products, so this is not applicable. However, GLT continues to develop new products and materials that meet certification specifications or equivalent requirements for its customers, aiming to develop products through hazardous substance management, use of recycled materials, and packaging reduction.	-																			
	TC-HW-410a.3	Percentage of qualified products by revenue that meet ENERGY STAR® standards	GLT's main products are not end-user products and cannot directly obtain ENERGY STAR certification, which applies to end electronic and electrical products, so this is not applicable. GLT continues to design technologies and products that meet customer needs; in the past, its designed lighting products have received energy-saving certification from the Ministry of Economic Affairs' Energy Bureau.	-																			
	TC-HW-410a.4	Weight and percentage of end-of-life products and electronic waste recycled	GLT's products are not end products and the products produced in Taiwan do not contain electronic components, so they are not applicable.	-																			
Supply chain management	TC-HW-430a.1	Percentage of (a) all suppliers and (b) high-risk (conflict minerals) suppliers in tier 1 that have gone through the Responsible Business Alliance (RBA) Verified Audit Process (VAP) or equivalent process	The company itself is not a member of the RBA and does not require its suppliers to undergo RBA verification.	3.3 Supply chain management	67																		
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate in the Responsible Business Alliance (RBA) Verification Audit Process (VAP) or equivalent procedures, and (2) corrective action rates for (a) primary non-conformances and (b) other non-conformances.	The company itself is not a member of the RBA and does not require its suppliers to undergo RBA verification.	3.3 Supply chain management	67																		
Raw material traceability	TC-HW-440a.1	Explanation of risk management measures for the use of critical conflict materials	The Company's suppliers are categorized into raw materials, miscellaneous items, and other types. Among these, the identified main raw materials (critical) are plastics and protective films. Automotive raw materials include light guide plates, housings, films, and tapes. No related materials such as antimony, cobalt, platinum, or	4.3 Materials Management	73																		

Industry: Technology and Communications_Hardware

			<p>rare earth elements are used. We also require suppliers to sign “Declaration of Conflict-Free Minerals”.</p> <p>For major raw material suppliers and automotive raw material suppliers, audits are arranged once annually.</p> <p>For secondary raw material suppliers, the top three suppliers by annual procurement amount are audited every two years.</p> <p>Based on these criteria, an annual audit schedule for major and critical suppliers is planned, with audits conducted either in writing or on-site.</p> <p>Audit contents cover quality management, business and production management, engineering technology and R&D capabilities, information security management, and other aspects to ensure and identify supplier performance and risks in delivery and operations.</p>		
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No.	Activity Indicators	Disclosure in 2024	Corresponding Chapter	Page Number
TC-HW-000.A	Production volume by product category	Light guide plate application: 17,413K Plastic components: 9,220K		
TC-HW-000.B	Location of production equipment	The total floor area of the production plant is 55,163.88m ² *Note: 1. The production floor area does not include administrative areas. 2. The conversion of ping is based on 1 ping = 3.3058 square meters (m ²).	-	
TC-HW-000.C	Percentage of production from own facilities	100%		

Appendix III: Climate-related Information of TWSE/TPEX listed companies

Item	Corresponding Chapter	Page Number
1. Describe the board and management's oversight and governance of climate-related risks and opportunities.	4.2 Climate Change Management	71
2. Describe how the identified climate risks and opportunities impact the Company's business, strategy and finances (short-term, medium-term and long-term).	4.2 Climate Change Management	71
3. Describe the financial impact of extreme climate events and transition actions.	4.2 Climate Change Management	71
4. Describe how the climate risk identification, assessment and management processes are integrated into the overall risk management system.	4.2 Climate Change Management	71
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used should be explained.	-	
6. If there is a transition plan to manage climate-related risks, describe the content of the plan and indicators and targets used to identify and manage physical and transition risks.	-	
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	-	
8. If climate-related targets are set, the scope of activities covered, the greenhouse gas emission scopes, the planned timeline, and the annual progress toward these targets shall be disclosed. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve such targets, the source and quantity of carbon offsets or the number of RECs used shall also be disclosed.	-	
9. Greenhouse Gas Inventory and Assurance. (Table 1-1)	4.4 Energy conservation and carbon reduction	74

Table 1-1: Greenhouse Gas Inventory and Assurance

Describe the greenhouse gas emissions (in metric tons CO₂e), emissions intensity (metric tons CO₂e per NT\$ million), and the data coverage for the most recent two years.

GLT has established greenhouse gas inventory system based on the ISO 14064-1 greenhouse gas inventory standard published by the International Organization for Standardization (ISO). Beginning in 2023, the Company has conducted annual greenhouse gas inventories. Over the past two years, greenhouse gas emissions data have been compiled using the operational control approach, including emissions from the parent company's operating locations as follows:

Greenhouse gas emissions		2023		2024	
		Emissions volume (tons CO ₂ e)	Density (tons CO ₂ e/turnover in NT\$ million)	Emissions volume (tons CO ₂ e)	Density (tons CO ₂ e/turnover in NT\$ million)
The Company	Scope 1: Direct emissions	425.5756		323.5922	
	Scope 2: Indirect energy emissions	7,964.4656		7,876.7424	
	Scope 3: Other indirect emissions	13,815.0337		18,506.3894	
	Total (Scope 1 + Scope 2 + Scope 3)	22,205.0749		3.7383	

Note 1: Direct emissions (Scope 1, meaning emissions directly from sources owned or controlled by the Company), indirect energy emissions (Scope 2, meaning greenhouse gas emissions indirectly caused by the consumption of purchased electricity, heat, or steam), and other indirect emissions (Scope 3, meaning emissions generated by company activities that are not indirect energy emissions but originate from sources owned or controlled by other companies).

Note 2: The scope of direct emissions and indirect energy emissions data shall follow the schedule stipulated in Paragraph 2, Article 4-1 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies" (hereinafter referred to as the "Rules") promulgated by the Taipei Exchange. Information on other indirect emissions may be disclosed voluntarily.

Note 3: Greenhouse gas inventory standard: ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4: The greenhouse gas emissions intensity may be calculated per unit of product/service or per unit of turnover; however, at a minimum, data calculated based on turnover (NT\$ million) shall be disclosed.

Note 5: Organization-specific metric "turnover":

2024: GLT's revenue was NT\$6,946.03 million.

2023: GLT's revenue was NT\$ 5,939.88 million.

Note 6: Boundary scope covered within two years:

2024: Global Lighting Technologies Inc., Solid State Display Limited, and Global Lighting Technologies Inc. (GLT-Taiwan and its Tongluo Branch)

2023: Global Lighting Technologies Inc. (GLT-Taiwan and its Tongluo Branch)

1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status for the last two years, including the scope of assurance, the assurance institution, the assurance criteria, and the assurance opinions.
In accordance with Article 4-1 of the “Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies”, Global Lighting voluntarily conducted its greenhouse gas inventory in 2023 ahead of schedule in compliance with ISO 14064-1 requirements, disclosed the results in 2024, and completed external assurance.
Note 1: This should be done according to the schedule specified in Article 4-1, Paragraph 3 of operating regulations. Note 2: The assurance institution shall comply with the relevant regulations for sustainability report assurance institutions established by the Taiwan Stock Exchange Corporation and Taipei Exchange of the Republic of China.

1-2 Greenhouse Gas Reduction Targets, Strategies, and Concrete Action Plans

Basic information of the Company	According to the Roadmap for Sustainable Development of Listed Companies, at least the following should be disclosed:
<input type="checkbox"/> Companies with capital of more than NT\$10 billion, steel industry, cement industry <input type="checkbox"/> Companies with capital of more than NT\$5 billion but less than NT\$10 billion	<input checked="" type="checkbox"/> Parent company’s individual audit <input type="checkbox"/> Audit of subsidiaries in the consolidated financial statements <input type="checkbox"/> Parent company’s individual assurance <input type="checkbox"/> Assurance of subsidiaries in the consolidated financial statements
<input checked="" type="checkbox"/> Companies with capital less than NT\$5 billion	

Describe the base year of greenhouse gas reduction and its data, reduction targets, strategies and specific action plans, and the status of achievement of the reduction targets.	
Greenhouse Gas Reduction Strategy	
Policies on environmental management and occupational safety and health management systems: Protecting the global environment and workplace safety and health is our obligation. The Company selects recyclable and reusable resources to achieve resource recycling and waste reduction goals. By reviewing our overall carbon reduction efforts annually and collaborating with relevant departments to develop emission reduction strategies, we aim to reduce our impact on the environment and demonstrate our commitment to society and the environment.	
Greenhouse Gas Reduction Targets	
The Company’s greenhouse gas emission targets are set as follows, with 2024 as the base year: <input checked="" type="bullet"/> Short-term goal: Reduce greenhouse gas emissions by 1% within 5 years. <input checked="" type="bullet"/> Medium-term goal: Reduce greenhouse gas emissions by 5% by 2040. <input checked="" type="bullet"/> Long-term goal: Reduce greenhouse gas emissions from all operating locations by 10% by 2050.	
Reduction status achieved in 2024	
Management of Energy and Greenhouse Gas Emissions	This project involved replacing one 40HP fixed-speed pump and three 30HP fixed-speed pumps with variable-frequency pumps. The energy-saving project in 2024 was estimated to save approximately 300,000 kWh, which translated to a reduction of 142,200 kgCO ₂ e/kWh. In response to energy conservation and carbon reduction sustainability goals, GLT-Taiwan Tongluo Branch has shut down the air conditioning systems for two production lines (Line 7 and Line 10) that are currently not in operation. Based on estimated air conditioning power consumption, the total electricity savings during the 2024 reporting period amounted to 195,873.6 kWh. Applying the 2024 electricity carbon emission factor of 0.474 kgCO ₂ e/kWh, this resulted in an estimated reduction of 92,844.0864 kgCO ₂ e/kWh.
Note 1: This should be done according to the schedule stipulated in Paragraph 4, Article 4-1 of the Rules. Note 2: The base year shall be the year in which the inventory is completed using the consolidated financial report boundary. For example, under Paragraph 2, Article 4-1 of the Rules, companies with capital exceeding NT\$10 billion must complete the inventory for 2024 consolidated financial report by 2025, making 2024 the base year. If a company completes the inventory earlier, the earlier year may serve as the base year. The base year data may be calculated using either a single year’s value or multi-year average. Note 3: For disclosure content, please refer to the best practice reference examples available on the Taiwan Stock Exchange’s Corporate Governance Center website.	

Appendix IV: Sustainability Disclosure Indicators - Optoelectronics Industry

No.	Item	Type of Indicator	Disclosure in 2024	Comparison Table of Report Contents	Page Number
I	Total energy consumption, percentage of purchased electricity, and renewable energy usage	Quantification	Total energy consumption of 60,095.71 GJ 100% purchased electricity Renewable energy usage rate of 0%	4.4 Energy conservation and carbon reduction	74
II	Total water intake and total water consumption	Quantification	Total water intake: 79,080 thousand cubic meters; total water consumption: 34,980 thousand cubic meters	4.5 Water management	79
III	The weight of hazardous waste generated and the percentage of recycling	Quantification	0%	4.6 Waste Management	80
IV	Describe the types, number and ratio of occupational hazards	Quantification	2 people, totaling 1.77%	5.4 Health and safety	109
V	Disclosure of product life cycle management: including the weight of end-of-life products and electronic waste and the percentage of recycling (Note 1)	Quantification	GLT's products are not end products and the products produced in Taiwan do not contain electronic components, so they are not applicable.	-	
VI	Description of risk management associated with the use of critical materials	Qualitative description	<p>The Company's suppliers can be categorized as raw materials, miscellaneous, and other suppliers. Our primary (critical) raw materials are plastics and protective films. Automotive raw materials include light guide plates, housings, films, and tapes. We do not use antimony, cobalt, platinum, rare earth elements, or other related raw materials. We also require suppliers to sign "Declaration of Conflict-Free Minerals".</p> <p>For major raw material suppliers and automotive raw material suppliers, audits are arranged once annually.</p> <p>For secondary raw material suppliers, the top three suppliers by annual procurement amount are audited every two years.</p> <p>Based on these criteria, an annual audit schedule for major and critical suppliers is planned, with audits conducted either in writing or on-site.</p> <p>Audit contents cover quality management, business and production management, engineering technology and R&D capabilities, information security management, and other aspects to ensure and identify supplier performance and risks in delivery and operations.</p>	-	
VII	Total monetary losses resulting from legal actions related to anti-competitive conduct regulations	Quantification	No such circumstances	-	
VIII	Output of major products by product category	Quantification	17,413K light guide plate application 9,220K plastic components	-	

Appendix V: Statement of Verification of the Sustainability Report

TUVNORD

確信聲明書

茂林光電科技(開曼)股份有限公司永續報告書

台灣德國北德技術發展顧問股份有限公司(簡稱 TUV NORD)接受茂林光電科技(開曼)股份有限公司(以下簡稱茂林光電)的委託，根據 AA1000 保證標準第三版與 GRI 永續性標準準則 (GRI 準則) 及相關依據標準，執行 2024 年永續報告書查證(以下稱「**永續報告書**」)。

聲明書範疇及依據標準

- 1) 確信範疇與茂林光電 2024 年永續報告書揭露範疇一致，報導期間為 2024 年 1 月 1 日至 2024 年 12 月 31 日。
- 2) 依照 AA1000 保證標準第三版第一應用類型查證茂林光電遵循 AA1000 實質性原則的要求，不包含對於報告書揭露的資訊/數據之可信賴度的查證。
- 3) 永續會計準則委員會 (Sustainability Accounting Standards Board, SASB) 硬體行業永續會計指標。
- 4) 臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」。

預期使用者

本聲明書的預期使用者為茂林光電的利害關係人。

保證型態與等級

依照 AA1000 保證標準第三版的第一應用類型，中度保證等級的要求。

意見聲明

茂林光電參考 GRI 永續性標準與 AA1000 包容性、重大性、回應性與衝擊性的相關準則，永續報告書內容呈現了高階主管的承諾、利益相關者的需求與期待，完成了有效的議會並達成永續發展績效指標，TUV NORD 確信其對於環境、社會及治理等資訊的呈現是正確的。

確信茂林光電參考 SASB 硬體行業永續會計指標揭露相關主題。

查證方法

我們的查證服務係根據前述保證準則與 TUV NORD 永續報告書查證協定規定，就永續報告書的查證進行規劃與執行。

我們的查證包含下列活動：

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- * 如報告中提及，收集相關績效指標的客觀證據。
- * 確信本地或國家法規的預期；公眾觀點及/或專家意見中提出的國際標準與此類一般性考量相關事項。
- * 文件於 GRI 準則應用需求背景下審查紀錄與報告內容評估。
- * 與經理級和相關工作人員就公司對於利害關係人關注議題進行訪談。
- * 與涉及永續發展管理、政策與報告準備的相關人員訪談。
- * 按間重要的組織發展及檢閱內外外部審計結果。
- * 針對 AA1000 (2018) 實質性原則及其它依據標準要求進行審查。

結論

報告書中針對包容性、重大性、回應性及衝擊性等 AA1000 實質性原則查證結果如下：

包容性

茂林光電透過問卷方式，識別 5 大利害關係人及其關注之議題，經永續發展委員會與利害關係人的議會，由 31 項永續主題中包含經濟、治理、社會、人權及氣候的衝擊等，決定 7 項重大議題。

重大性

茂林光電參考 GRI 準則的指引，SASB 硬體行業永續會計指標揭露相關主題，綜合考量對公司的影響程度，完整揭露公司的重大風險及機會並界定出報告書重大主題優先順序。

回應性

茂林光電的永續報告書清楚說明永續性與組織策略的關係及重大主題對應的績效指標及其達成狀況，充分回應利害關係者關注的重大議題。

衝擊性

茂林光電永續報告書完整的識別出重大主題，定以反映組織在經濟、環境及社會的顯著衝擊，並已建立穩健的流程以監督、量測該衝擊的影響性，透過公司的治理建立短、中、長期的因應策略規劃。

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GRI 永續報告準則

茂林光電的永續報告書，參考 GRI 1-GRI 3 適用準則及 GRI 200 系列、GRI 300 系列及 GRI 400 系列的主題準則，符合應揭露事項的要求。

限制

茂林光電的財務報告由該公司委任之勤業眾信聯合會計師事務所查證。

獨立聲明與職能

TUV NORD 集團是監督、測試與認證的領導者，在全球超過 150 個以上的國家經營專業與提供服務，服務內容包含管理系統與產品證明；品質、環安衛、社會與道德審核及訓練；企業永續報告確信。

TUV NORD 與茂林光電為相互獨立的組織，在執行永續報告書查證時與茂林光電或其任何附屬機構與利害關係人並無利益衝突。關於茂林光電的永續報告書，TUV NORD 依據與茂林光電議定的查證範疇進行確信，不負有或承擔任何有關法律或其他之責任。預期使用者對於報告書內容的任何問題，由茂林光電負責回應。

查證團隊由 ISO 9001、ISO 14001、ISO 14064-1、ISO 14067、ISO 45001、SA 8000、ISO 50001、ISO 27001 等經驗豐富的主任評審員組成，並受過 AA1000 AS v3 實質性訓練的 CSAP 查證執業資格認證，查證團隊根據其資格、廣博的知識以及產業的經驗，於本委派任務中提供專業意見。

本聲明書若與英文版本有翻譯上的差異性時，請以英文版本為準。

Jack Yeh

總經理

簽發日期：2025 年 07 月 25 日

台灣德國北德技術發展顧問股份有限公司

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Appendix V: Statement of Verification of the Sustainability Report

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Assurance Statement

Global Lighting Technologies Inc. Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by Global Lighting Technologies Inc. (hereinafter referred to as GLT) to perform the 2024 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.

The Scope of Statement and Assurance Standards

- 1) The scope of assurance is consistent with the scope of disclosure in GLT 2024 Sustainability Report, which covers the period from 1 January 2024 to 31 December 2024.
- 2) The verification of compliance with the AA1000 Principles of Accountability for GLT bases on the AA1000 Assurance Standard, Third Edition, Application Type 1 that does not include verification of the reliability of the information/data disclosed in the report.
- 3) Sustainability Accounting Standards Board (SASB) Hardware industry sustainability accounting metrics.
- 4) Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Intended Users

The intended users of this statement are the stakeholders of GLT.

Assurance Type and Level

In accordance with the requirements of the AA1000 Assurance Standard Version 3, Type 1, Moderate of Assurance Level.

Opinion Statement

GLT refers to the GRI sustainability reporting and AA1000 accountability principles of inclusivity, materiality, responsiveness and impact. The sustainability report presents the commitment of top management, the needs and expectations of stakeholders. To achieve sustainability performance indicators by stakeholders' engagement. We assure that GLT refers to the SASB Hardware industry sustainability accounting standards to disclose relevant metrics.

Methodology

The verification is in accordance with the above stated assurance standards and the TUV NORD Sustainability Report Verification Agreement.

Our verification includes the following activities:

- * Collect objective evidence of relevant performance metrics, as mentioned in the report.
- * Assurance of expectations of local or national regulations; international standards as set forth in public opinion and/or expert opinion are relevant to such general considerations.
- * Document review records and report content assessment in the context of GRI criteria application requirements.
- * Interviews with managers and related staff on issues of concern to the company's stakeholders.
- * Interviews with personnel involved in sustainability management, information gathering and report preparation.
- * Review significant organizational developments and review internal and external audit findings.
- * Review AA1000 (2018) Principles of Accountability and other compliance requirements.

Conclusion

The results of the AA1000 accountability standard for inclusivity, materiality, responsiveness and impact in the report are set out below.

Inclusivity

GLT identifies 5 stakeholders and their concerns via the questionnaire, and decides materiality through stakeholder discussions, sustainability committees and experts. There are 7 material topics determined among the 31 sustainability topics including economic, governance, social, human rights and climate impact.

Materiality

GLT refers to the GRI Guidelines and SASB Hardware industry sustainability Indicators disclosure related metrics to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.

Responsiveness

GLT Sustainability Report clearly describes the relationship between sustainability and organizational strategy and the performance metrics corresponding to the materiality and their achievement status, and adequately addresses the main issues of concern to stakeholders.

Impact

GLT Sustainability Report fully identifies materiality that reflect the significant economic, environmental, and social impacts on the organization. The company has established a robust process to monitor and measure the impact and establish short, medium, and long-term strategic planning through corporate governance.

GRI Sustainability Reporting Standards

GLT Sustainability Report refers to the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.

Limitations

The financial report of GLT was certified by Deloitte, the accounting firm appointed by the company.

Independent Statements and Competence

TUV NORD Group is a leader in the supervision, testing and certification. It operates businesses and provides services in more than 150 countries around the world. The services include management systems and product certification, quality, environmental safety, social and moral audits and training; corporate sustainability report assurance. TUV NORD and GLT are mutually independent organizations, and there is no conflict of interest with GLT or any of its affiliates or interested parties when performing the verification of the sustainability report. Regarding the sustainability report of GLT, TUV NORD bases on the GLT verification agreement, and does not assume any legal or other responsibilities. GLT is responsible for responding to any questions that intended users concerned.

The verification team is composed of experienced chief reviewers such as ISO 9001, ISO 14001, ISO 14064-1, ISO 14067, ISO 45001, SA 8000, ISO 50001, ISO 27001 etc., and has received the CSAP verification practice qualification certification of AA1000 AS-43 accountability training. The verification team bases on extensive knowledge and experience in the industry to provide professional advice in this assignment.

Jack Yeh
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Date of issuance: 2023.07.25
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