2025 Global Lighting Technologies Inc.

Sustainability Report

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About The Report

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This report is the second Sustainability Report issued by Global Lighting Technologies Inc. (stock code: 4935) (hereinafter referred to as “Global Lighting Tech”, the “GLT”, or “we” in this Report). In 2026, in accordance with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Company published its second Sustainability Report. In the future, the Company will continue to prepare and publicly disclose the Sustainability Report and related information on an annual basis. Through this Report, we publicly disclose our sustainability strategies and performance across the three ESG dimensions: Environmental (E), Social (S), and Governance (G) to strengthen communication between the Company and its stakeholders, enhance mutual trust, and contribute to the achievement of global sustainable development goals.

Scope and Boundaries of this Report

The reporting period covered in this report spans the full calendar year from January 1 to December 31, 2025. The scope of disclosure mainly covers the Company and its 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. The financial information and board-related information disclosed in this report are consistent with the company's official financial reports. The content covers GLT’s implementation results and performance data on major issues related to the economy, governance, environment, and society, with a primary focus on subsidiaries and overseas operations covered by consolidated financial statements. To provide a comprehensive overview of the Company’s key activities and performance during the reporting year for the readers to have a more comprehensive understanding, this Report also includes information on relevant events prior to January 1, 2025, as well as subsequent developments after December 31, 2025.

The scope of disclosure in this Report is detailed in the table below.

Subsidiary Included in the Consolidated Financial Statements of GLT	
Entities disclosed in the report	● Headquarters: Global Lighting Technologies Inc. ● Subsidiary: Global Lighting Technologies Inc. (GLT-Taiwan, including Tongluo Branch)
Entities not disclosed in the report	● Solid State Display Limited ● Solid State Electronics Limited ● Solid State Opto Limited ● Solid State Technology Limited ● Shining Green Limited ● Global Lighting Technologies Inc. (USA) ● Shanghai Global Lighting Technologies Inc. ● Suzhou Opto Technologies Inc. ● Zhongshan Global Lighting Technology Limited Co. ● Hao-Yuan Technologies Inc. ● Asensetek Incorporation ● Global Lighting Technologies (Vietnam) Limited Liability Company ● Global Lighting Technology (Thailand) Company Limited

Restatement of Information

In preparing its second Sustainability Report for 2025, the Company restated certain information presented in the 2024 Global Lighting Technologies Inc. Sustainability Report. The methodology for calculating GHG emission intensity in particular was revised. Previously, GHG emission intensity was calculated by dividing the combined Scope 1, Scope 2, and Scope 3 GHG emissions by operating revenue (NT$ million). In view of the wide range of Scope 3 emission sources and the high level of uncertainty associated with their estimation, the calculation methodology was revised to improve the stability of the indicators and the consistency of year-on-year comparisons. Under the revised methodology, only Scope 1 and Scope 2 GHG emissions are included in the numerator and divided by operating revenue (NT$ million). The adjustment is detailed in Section 4.4 Energy Conservation and Carbon Reduction. Furthermore, the calculation methodology for the procurement ratio disclosed under GRI 204-1 has also been revised. The basis of calculation has been changed from U.S. dollars to New Taiwan Dollars to maintain consistency with the presentation of other financial information in this Report. Details of this revision are provided in Section 3.3 Supply Chain Management. The data disclosed under “Payments to Investors” in Section 2.3 Operational Performance has been recalculated and disclosed as the original disclosure did not fully include payments made to all shareholders, complete data was retrieved from the financial system and recalculated for disclosure. To maintain consistency and comparability of information over the years, the data related to "payments to investors" for 2023 and 2024 have been adjusted accordingly.

Principles for Compiling this 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 Sustainable Development 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 2025 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. The Assurance Statement is provided in the Appendix of this Report.

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 submitted to the heads of the relevant departments for review. The Report was finalized after being verified by a third party, reviewed by the Sustainable Development Committee, and then published upon approval by 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 2026.

Item	Applicable Standards and Guidelines	Third-Party Certification Agency
Financial information	● Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and Generally Accepted Auditing Standards	Deloitte & Touche
Quality/ Customer Relationship Management	● 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 ● ISO 13485: 2016 Medical devices — Quality management systems — Requirements	TUV NORD Taiwan Co., Ltd. (TUV NORD), United Registrar of Systems Taiwan Ltd. (URS)
Occupational Safety and Health	● ISO 45001: 2018 Occupational Safety and Health Management System	TUV NORD Taiwan Co., Ltd. (TUV NORD)
※ Company website link: https://www.glthome.com.tw/product-03		

Publication Date of the Report

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

- Previous Edition: Issued in August, 2025
- Current Edition: Issued in August, 2026
- Next Edition: Scheduled to be issued in August, 2027

Contact Information

Please feel free to contact us for any questions, comments, or suggestions regarding this Report.

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Company Official Website

Message from the Chairman

2-22	Statement of Sustainable Development Strategy

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. Moreover, through digital management and optimization of internal control mechanisms, we transform sustainability goals into measurable and trackable actions. These efforts not only support the Company's sustainable operations but also contribute 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 the protection of 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.

Continuous Transformation for Higher-Value Technology Services

To enhance the resilience of the global supply chain, the Company completed the construction of its new facility in Vietnam in 2025 and is scheduled for mass production in Q2 2026. In addition, the Company also plans to establish a new facility in Thailand to strengthen operational flexibility and cost competitiveness through diversified capacity allocation.

To improve the effectiveness of enterprise resource management, the Company is actively promoting the next stage of digital transformation. Through the adoption of a next-generation cloud-based Enterprise Resource Planning (ERP) System, the Company aims to deeply integrate information across finance, human resources, R&D, manufacturing, and supply chain information, so as to improve operational efficiency, accelerate decision-making, and strengthen GLT's long-term competitiveness and corporate value.



Chairman Mr. Mang-Shiang Lee



General Manager Mr. Chung-Lin Tsai

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2025 Sustainability Performance and Highlights

E: Environmental
Environmental Management and Regulatory Compliance: Maintain a zero environmental violation throughout the year and demonstrate robust regulatory compliance and management and effective risk control capabilities.
Resource Recycling and Cost-Effectiveness: The recycling rate of the packaging materials reached 60%, with 66,796 boxes recycled throughout the year, saving NT$2.95 million in costs and strengthening resource recycling and operational efficiency.
Energy Conservation, Carbon Reduction & Process Optimization: Our Tongluo Branch has driven the optimization of the raw sand filtration system, saving 83,700 kWh of electricity and reducing carbon emissions by approximately 39.7 tCO_2e annually, demonstrating measurable carbon reduction achievements.
Low-Carbon Operations & Green Office: We comprehensively implemented 28 green office measures, obtained Green Office Partnership certification, and continue to advance low-carbon operations.
S: Social
Employee Care and Workplace Safety There were no major occupational accidents or fatalities throughout the year, and we continue to strengthen workplace safety management. Maintained zero human rights violations throughout the year, demonstrating effective human rights protection and accountability management. Distributed NT$2.42 million in childcare allowances to support employees' families and create a friendly workplace. Invested NT$ 150,000 in occupational safety and health training, achieving 1,586 person-times of training participation and enhancing emploees' occupational safety and health awareness. Two migrant workers have been included in the Occupational Safety and Health Committee to strengthen diverse communication and employee participation mechanism.
Talent Development and Capability Enhancement Education and training investment reached NT$820,000, with 9,054 training hours throughout the year, continuously cultivating professional talent. Carried out 25 external expert lectures to enhance employees' core professional expertise and cross-functional capabilities. Implemented 5 ESG-themed activities covering work-life balance, environmental sustainability, and stress management to promote a healthy workplace.
Certifications and System Enhancement Honored with EcoVadis Bronze Medal, ranking among the top 35% of companies globally assessed. Obtained the iSports Enterprise Certification, showing our long-term commitment to employee health. Obtained ISO 13485 medical device quality management system certification, and officially entered the biomedical field. Achieved 100% compliance of products with RoHS and REACH regulations to ensure product safety and maintaining customer trust.
Supply Chain Responsibility: Achieved a 99% signing rate among suppliers for the Integrity Commitment and Code of Conduct, reinforcing responsible supply chain governance. Through ESG investigation mechanisms, we regularly collect information on suppliers' environmental, human rights and corporate governance. In 2025, we completed audits of 39 major suppliers and no major deficiencies were found. We continue to strengthen sustainable risk management and resilience of the supply chain.
Social Engagement and Sustainable Impact:

Invested NT$ 1.4 million to support arts and cultural exhibitions, the Cycling Angels Association's Dream-Chasing Project for sports charity, and joined hands with E Ink to promote education development in rural area to create a diverse and eye-friendly digital reading environment and promote educational equity. Organized 4 arts and cultural exhibitions throughout the year, with a total exhibition period of 253 days. We continue to enhance employees' cultural literacy and social participation awareness.
G: Governance
Governance Assessment and Board Operations: Scored 88.25 in the Corporate Governance Evaluation, ranking in the 21%~35% range overall and in the 11%~20% range among companies with a market capitalization of NT$5 billion to NT$10 billion, demonstrating sound governance performance. The external evaluation of the Board of Directors was completed, and the results were satisfactory, which further enhanced the effectiveness of the Board's operations. The average attendance rate of the board of directors reached 97%, and a total of 24 meetings were held by various functional committees throughout the year to ensure the quality of oversight and decision-making.
Innovation Investment & Long-term Competitiveness: Invested NT$246,699 thousand in R&D, accounting for 4.61% of the Company's revenue, to continue to drive technological innovation and the Company's competitiveness in sustainability.
Integrity Management and Regulatory Compliance: There were no violations of integrity management, anti-competitive, anti-trust, and monopolistic practices throughout the year, maintaining a strong regulatory compliance record. Achieved zero customer data breaches or privacy incidents throughout the year, ensuring information security and maintaining customer trust.

Note: The currency used throughout this Report is New Taiwan Dollars (NT$).

Special Feature_ EcoVadis Bronze Medal

Sustainability Leadership: From Data to Action — GLT was Honored with EcoVadis Bronze Medal

Introduction: Seeing the Breadth of Responsibility Through the Lens of Light

In November, 2025, Global Lighting Tech was honored with the Bronze Medal in the latest sustainability rating by EcoVadis, an internationally recognized corporate sustainability assessment platform, ranking among the top 35% of participating companies globally (PR 67). This represents an important milestone of our green journey, presented to our global customers and stakeholders under the spirit of "Illuminating Health, Shining at the Peak".

In terms of environmental governance, we demonstrate our commitment to maximizing resource efficiency through precision manufacturing. With ISO 14001 certification, we maintain comprehensive disclosure of Scope 1, 2, and 3 GHG emissions and waste recovery data. Through material reuse and wastewater quality assessments, we ensure that our operations align with international environmental standards. In the area of labor and human rights, we are dedicated to creating a safe and equitable workplace, supported by ISO 45001 certification and comprehensive policies covering working hours management, social dialogue, and the prohibition of forced labor. Meanwhile, to advance workplace equality, we continuously monitor the representation of women in management and the gender pay gap over the long term. In business ethics, we have implemented robust mechanisms for anti-corruption, anti-fraud, and conflict-of-interest management, complemented by systematic information risk assessments, control procedures and employee awareness training. In sustainable procurement, we further incorporate CSR clauses into supplier contracts, conduct REACH compliance assessments, and maintain a commitment to avoid conflict minerals, thereby upholding human rights and social responsibility across our supply chain.

Global Lighting Tech will continue to advance its sustainability efforts, deepen life cycle management, and create shared value for the environment and society, allowing this light of excellence to shine ever brighter.

EcoVadis Bronze Medal


Special Feature_ iSports Enterprise Certification

Building a Healthy Workplace and Obtaining iSports Enterprise Certification

Global Lighting Tech firmly believes that employee health is a crucial cornerstone for the sustainable development of an enterprise. Only with a physically and mentally healthy workforce can a company achieve stable and long-term development. To create a healthy and friendly work environment, the Company has established an on-site gym equipped with 14 types of sport and fitness facilities, encouraging employees to develop a regular exercise habit beyond the workplace. We have established regulations for the establishment and management of employee clubs and provide financial subsidies to support their activities. Currently, three sports clubs have been established, including the yoga club, aerobic strength training club, and badminton club, with lessons given every Tuesday and Wednesday.

In addition to improving hardware and institutional support, the Company also strengthens employees' awareness of health promotion through health newsletters, promotional posters, and dynamic exercise lectures. This year, we also held multiple company-wide health promotion activities, including sport events, walking activities, weight-loss challenges, and Garmin Run to gradually foster a positive, active, and health-conscious corporate culture.

In terms of social engagement, GLT aligns with UN Sustainable Development Goals (SDGs) 1, 3, 4, and 17, and continues to participate in the "Cycling Angels" Sponsorship Program to extend the concept of healthy exercise to the community and expand the positive impact. Based on these efforts, GLT officially submitted its application for the iSports Enterprise Certification in June, 2025, and successfully obtained approval, demonstrating the Company's long-term commitment to employee health and social responsibility.

Event Outcomes	Awards, Medals & Certificates
	

Awards and Honors

Year	Partners	Awards/Cooperation Details
2025	Gentex	Best Supplier of the Year Award
	-	Self-Assessment of Workplace Health Promotion- Qualified

2025_ Gentex_ Best Supplier of the Year Award



Certificate of 2025 Self-Assessment of Workplace Health Promotion- Qualified (GLT-Taiwan)



Certificate of 2025 Self-Assessment of Workplace Health Promotion- Qualified (Tongluo Branch)



I. Promotion of 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, manufacturing, 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.

GLT is committed to product innovation research and process technology development. The Company possesses multiple patents covering practical application and has independently developed optical simulation and design software. To date, we have established an extensive database that supports a wide range of applications, which significantly shortens development lead time. In addition, the ultra-precision machining processes enable the accurate realization of optical designs in finished products.

Global Lighting Tech is equipped with precision mold manufacturing facilities and a dedicated and experienced technical team. We have advanced precision plastic injection molding equipment and expertise, as well as optical-grade plastic extrusion facilities capable of handling the entire process from pellet to pallet, and also operate optical-grade profile extrusion facilities and offer roll-to-roll film compression molding processes. The raw material used are optical-grade PMMA (Polymethyl Methacrylate), MS (Methyl Methacrylate-Styrene Copolymer/SMMA), and PC (Polycarbonate). The Company has full control over the key technologies across an integrated manufacturing process. By using AOI and various Sensors to collect production data and integrating AI-powered analytics, we enhance stability and consistency of product quality while delivering products with strong market competitiveness.

GLT’s products are widely used in LCD TVs, displays, IT products, notebooks, e-readers, automotive, and wearable devices. With its advanced R&D team based in Cleveland, USA, and combining it with Taiwan’s engineering capabilities, the Company has developed industry-leading optical products and established a comprehensive patent portfolio. The manufacturing network includes production bases in Taoyuan and Miaoli in Taiwan, Shanghai and Suzhou in China, and Vietnam to meet customer needs, allowing for convenient supply and service, as well as accurate market monitoring and the development of products that meet market demands.

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.

Basic Information of the Company			
Company 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, Ugland House, Grand Cayman KY1-1104, Cayman Islands Contact Address: No. 1149, Section 3, Minquan Road, Zhongli District, Taoyuan City		
Important 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, Miao-Li County, Hsinchu Science Park		
Paid-in Capital	NT$1,288,641 thousand	**Number of Employees**	548 (GLT-Taiwan + Tongluo Branch)
Company Exterior	**GLT-Taiwan**	**GLT-Taiwan Tongluo Branch**	
			

Shareholding Structure

Shareholder Structure		
		As of March 28, 2026
Shareholders	**Number of Shares Held**	**Shareholding Percentage (%)**
Government agencies	0	0.00
Financial institutions	148,473	0.12
Other legal persons	28,647,430	22.23
Individual	65,566,101	50.88
Foreign institutions and individuals	34,502,087	26.77
Investment institutions and individuals in mainland China	0	0.00

Business Items and Products

GLT's customer base includes leading brands and end-product manufacturers, companies across the display supply chain, and electronic product integrators. In addition, we also invest in venture capital businesses to support promising domestic IC design startups and small and medium-sized semiconductor technology companies with strong international competitiveness. As of 2025, GLT's domestic and overseas investment and business cooperation activities mainly cover consumer electronics, biotechnology and healthcare, computer hardware, and other related industries.

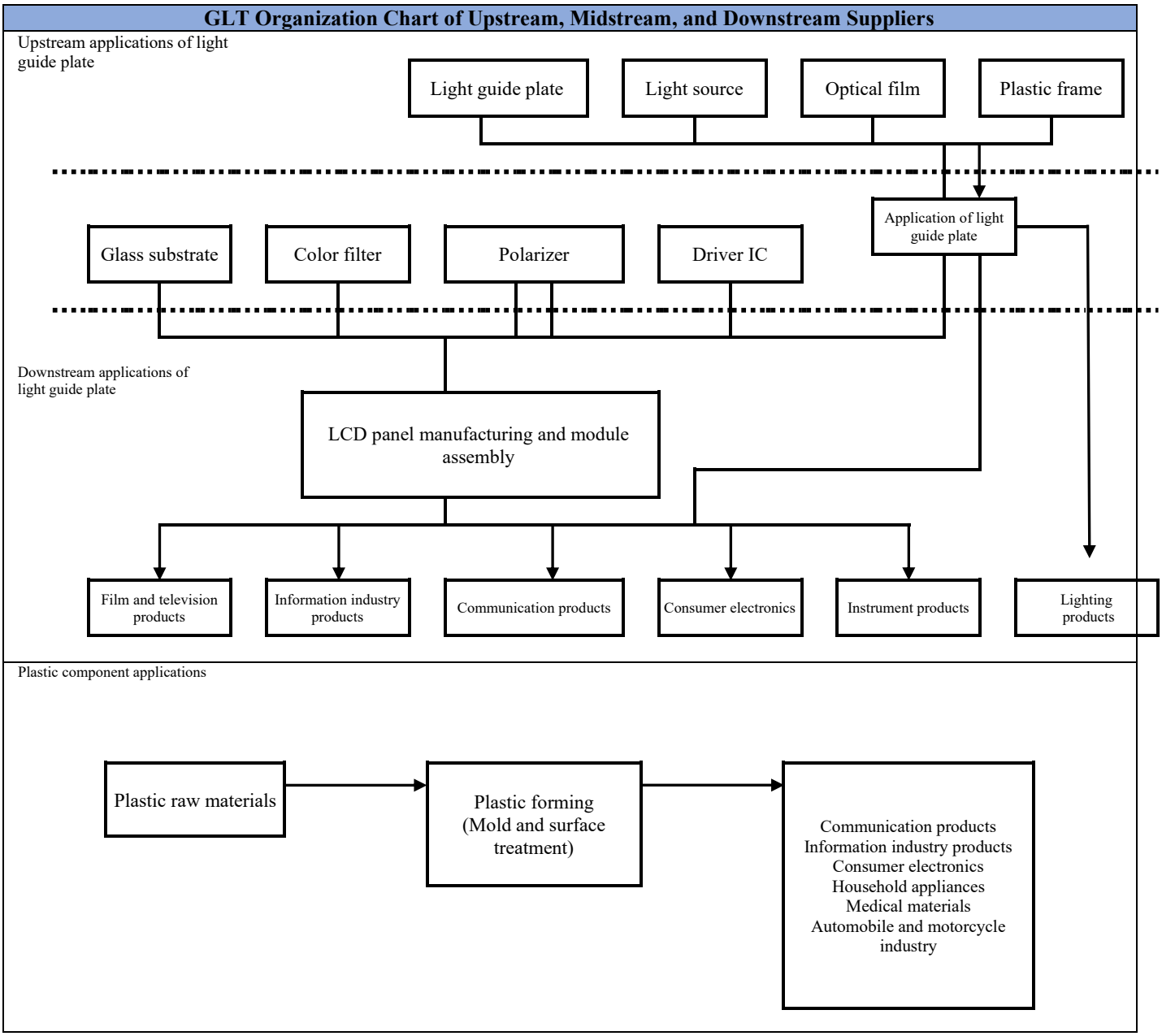
In 2025, there were no major changes in GLT's overall value chain structure. To expand and diversify its business portfolio, the Company officially entered the biomedical product development sector in 2025, incorporating ESG principles into its product innovation and R&D processes, and is committed to providing safe, reliable, and high-quality medical products and solutions. This new business development further expands the company's value chain into the biomedical industry, demonstrating GLT's commitment to continuous innovation and sustainable development.

The Company's products are mainly sold in Asia and the United States. The main product sales regions and volumes for 2025 are shown in the table below.

Product/Service Items			
Products or Services	**Sales Area**	**Sales Volume**	**Sales Volume Unit (PCS)**
Plastic components	Worldwide	10,234	1,000 pieces
Application of light guide plate	Worldwide	29,706	1,000 pieces

Global Lighting Tech is positioned in the midstream of the optoelectronic industry value chain, focusing on the design and manufacturing of optical light guide plates and backlight components. By integrating upstream materials and serving downstream module manufacturers and brand customers, the Company creates high technical barriers to entry and deliver reliable supply value. Our main products focus on light guide and backlight solutions, utilizing microlens technologies to precisely guide and uniformly distribute light across display or lighting surfaces. This enables high brightness, ultra-thin designs, and improved energy efficiency, with a wide range of applications in a variety of display and optoelectronic products.

The primary purpose of light guide plates is to provide uniform and sufficient brightness for LCD displays. They are widely used in LCD displays for various information, communication, and consumer products. The upstream materials for traditional backlight modules include light guide plates, light sources, optical films, and plastic frames. These components are subsequently assembled into LCD display panel modules for applications in consumer electronics and other end products. GLT's main business is light guide plate applications. Beyond their roles as key components in LCD display panels, light guide plates can be directly applied to a wide range of electronic products, including backlit keyboards, e-readers, automotive displays, and wearable devices, enabling a broader range of applications. The organizational chart of GLT's upstream, midstream, and downstream suppliers is shown below.



Business and R&D Achievements

In 2025, with the international tariff policies continuing to affect market demand, some customers have pushed back product shipments and new product development schedules. In response, the Company maintained its existing capacity and service capabilities while actively expanding into promising growth markets, including automotive electronics and biotechnology and healthcare to lay the groundwork for a broader and more diversified business portfolio over the medium and long term. Moreover, to enhance the resilience of its global supply chain, the Company completed construction of its new Vietnam facility in 2025 and officially commenced mass production in the second quarter of 2026. We plan to establish a new manufacturing base in Thailand to further strengthen our operational flexibility and cost competitiveness.

In terms of R&D and innovation, GLT continues to strengthen its core competencies and competitive advantages in microlens while staying closely aligned with the latest industry developments and market trends

and proactively position new technologies to address emerging technological requirements of the industry. Through advanced customization and precision processing, we provide customers with integrated "optical, mechanical, and electronic" application solutions. In 2025, GLT invested NT$250 million in R&D and NT$470 million in capital expenditures. These investments will further reinforce our technological leadership and serve as a foundation for medium- to long-term product competitiveness and growth momentum.

To enhance the effectiveness of enterprise resource management, the Company is actively advancing the next phase of its digital transformation. By implementing a next-generation cloud-based Enterprise Resource Planning (ERP) system, we are integrating information across finance, human resources, R&D, manufacturing, and the supply chain to enhance operational efficiency and accelerate decision-making, thereby enhancing GLT's long-term competitiveness and corporate value.

Business Plan Overview

In 2026, in response to the rapidly changing international political and economic environment, GLT will continue to enhance its core competitiveness in R&D innovation and smart manufacturing, actively promoting the diversified application of new technologies and products to strengthen its responsiveness and operational flexibility. Specific plans are as follows.

1. Deepen Customer Partnerships: Strengthen relationships with existing customers by enhancing product performance and providing diversified manufacturing locations and more advanced automated processes to create mutually beneficial outcomes with our customers.
2. Introduce Innovative Processes: Continue to introduce advanced processes and production technologies to enhance the overall competitiveness of the Company, and enhance product value with our customers.
3. Product Integration and Upgrade: Expand product applications by focusing on optical microstructure (microlens) and integrating related materials to provide high value-added modular solutions.
4. Strengthen Digital Infrastructure: Continuously promote digital upgrades, smart manufacturing, and nurture key talent to build a sustained competitive edge.
5. Optimize Group Resources: Reassess our internal resources allocation and align the levels of smart manufacturing and automation across all production sites.

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 Status
Taiwan Panel & Solution Association (TPSA)	Annual Member
Taiwan Display Material and Component Industry Association (TDMDA)	Annual Member
NTU TPIDC Industry-Academia Alliance for Digital Transformation and Sustainable Development	Member
The Allied Association for Science Park Industries	Member
Taoyuan City Industrial Association	Member

1.2 Stakeholder Engagement

2-29	Stakeholder engagement policy

The Company adopts the AA1000 Stakeholder Engagement Standards (AA1000 SES), following its five core principles: dependency, responsibility, influence, diverse perspectives, and tension for stakeholder engagement. To ensure the comprehensiveness of stakeholder identification, GLT also referred to the principles of the GRI Standards. Potential stakeholders 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, public and industry associations, etc. The Company also took into consideration the stakeholder identification results from peer companies and the 2024 GLT Global Lighting Technologies Inc. Sustainability Report, as well as the Company's stakeholder engagement activities and related practices between 2024 and 2025. Through discussions involving external experts and representatives from various departments of GLT at the kickoff meeting, five major stakeholder groups were identified, including Employees and Other Workers, Shareholders and Other Investors, Government and Regulatory Authorities, Consumers/Customers, and Suppliers/Contractors.



Stakeholder Communication Channels

GLT attaches great importance to communication and interaction with all stakeholders, and has established an open, transparent, and diverse communication mechanism. Through smooth and effective communication channels, we ensure timely and transparent information exchange, actively identify the concerns and expectations of stakeholders, respond appropriately to their needs, and disclose relevant information on sustainable development to strengthen mutual trust and uphold our commitment to sustainable business operations.

The Company has established diverse stakeholder engagement channels based on the characteristics of different stakeholder groups. Through ongoing communication and dialogue on key issues of concern, as well as regular and ad hoc engagement activities, we gather stakeholder feedback as an important reference for operational management and sustainability strategies. GLT's stakeholder channels, major issues of concern, engagement objectives, and communication outcomes for each stakeholder group are described as follows.

Stakeholder Communication Channels and Effectiveness

Stakeholders	Significance to GLT	Issues of Concern	Communication Channels	Frequency	Communication Effectiveness
Employees and Other Workers	GLT's core commitment is to build harmonious and stable labor relations. Adhering to the principles of respect and trust, it creates a diverse, fair, and open work environment, enabling employees and the company to progress together through smooth two-way communication and training systems.	● Economic Performance ●Labor/management Relations ●Compensation and Benefits ●Occupational Safety and Health ●Training and Education ●Employee Diversity and Equal Opportunity ●No Discrimination ●Freedom of Association and Collective Bargaining ●Forced and	1. Labor-management meeting 2. Education and training 3. Employee mailbox 4. Public announcements and e-newsletter dissemination 5. Regular safety inspections 6. Occupational Safety Committee	1. Quarterly 2. Irregular 3. Immediate 4. Irregular 5. Regular 6. Quarterly	1. Departmental meetings, supervisor Wednesday morning meetings, monthly operations meetings, and announcements on the internal website; important matters are announced in multiple languages (Chinese/Vietnamese/Thai). 2. In 2025, 9 labor-management meetings were held. 3. The training hours in 2025 totaled 8,521.5 hours. 4. An on-site occupational physician was available on a monthly basis, with a total of 16 sessions conducted and 138 employee consultations provided. 5. Quarterly Occupational Safety and Health Committee meetings and ISO 14001 & ISO 45001 system ongoing implementation meetings were held to report on the progress of environmental safety and health work to committee members and representatives of local and foreign workers. 6. Each factory area conducts regular inspections regarding machinery and equipment protection, electrical safety, chemical use, fire safety facilities, waste management, and compliance with work rules and regulations. A total of 98 deficiencies were identified during these inspections, and improvements were carried out and follow-up is ongoing. 7. In 2025, a total of 38 emails were submitted to the employee mailbox, and the relevant departments responded and processed them according to the content of the emails.

Stakeholder Communication Channels and Effectiveness					
Stakeholders	**Significance to GLT**	**Issues of Concern**	**Communication Channels**	**Frequency**	**Communication Effectiveness**
		Compulsory Labor ●Sustainable Operation			
Shareholders and Other Investors	GLT's core mission is to create maximum operating value for shareholders, and it adheres to the principle of integrity, implements transparent information disclosure, and ensures that stakeholders can keep abreast of the company's operating status.	●Economic Performance ●Anti-corruption ●Anti-competitive Behavior ●Taxation ●Sustainable Operation ●Occupational Safety and Health ●Customer Privacy	1. Announcements regarding operational status, major news, and sustainability indicators on MOPS (Market Observation Post System) 2. Annual reports, annual shareholders' meetings 3. Investor briefings and meetings with domestic and international institutional investors	1. Regular 2. Regular 3. Irregular	1. The shareholders' meeting on May 28, 2025, was conducted in person and with video conferencing assistance, with an electronic voting rate of 55.26%. Financial statements and annual reports were uploaded and disclosed on the company website for investors' reference. 2. Attended two Investor Conferences in 2025. 3. Ad hoc meetings and conference calls with institutional investors. 4. There were 34 material announcements in Chinese and English.
Government and Regulatory Authorities	GLT regards compliance with laws and regulations and the fulfillment of corporate responsibilities as fundamental obligations, while upholding the principles of integrity and legal compliance to ensure compliant and transparent business operations.	●Economic Performance ●Taxation ●Energy ●Emissions ●Water Resources ●Waste ●Labor/management Relations ●Occupational Safety and Health ●Customer Health and Safety	1. Announcements regarding operational status, major news, and sustainability indicators on MOPS (Market Observation Post System) 2. Official correspondence, emails, and telephone	1. Regular 2. Irregular 3. Irregular 4. Irregular	1. Participated in 10 seminars or promotional events organized by regulatory authorities in 2025. 2. The corporate governance evaluation score in 2025 was 88.25, ranking in the 21%-35% range, and the market capitalization of NT$5-NT$10 billion fell into a range of 11%-20%. 3. The 2025 financial statements underwent one audit, and the annual report, sustainability report, internal control review, and labor inspection were conducted five times, all without any deficiencies.

Stakeholder Communication Channels and Effectiveness					
Stakeholders	**Significance to GLT**	**Issues of Concern**	**Communication Channels**	**Frequency**	**Communication Effectiveness**
		●Sustainable Operation	communication 3. Cooperate with the competent authorities in assessment and auditing operations. 4. Attend various seminars or information sessions to stay informed of the latest policies and legal revisions.		
Consumers/Customers	GLT places the delivery of superior product value and service experiences at the core of its customer commitment. Guided by the principles of integrity and transparency, we ensure clear information and effective communication to enable us to continuously address customer needs and establish long-term, trusted relationships.	●Materials ●Energy ●Emissions ●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	1. Announcements regarding operational status, major news, and sustainability indicators on MOPS (Market Observation Post System) 2. Internal business review meeting 3. On-site visits 4. Regular communication via messaging apps and email 5. Quarterly review meeting 6. Customer satisfaction survey	1. Regular 2. Weekly 3. Irregular 4. Immediate 5. Quarterly 6. Annual 7. Immediate	1. In 2025, a total of 52 business review meetings were held. 2. Visit customers from time to time to share the latest product information and technological applications. 3. In 2025, a total of nine clients conducted on-site audits; the Company won the EcoVadis Bronze Medal, ranking among the top 35% of companies assessed globally 4. A customer satisfaction comparison analysis is conducted annually in December for the top ten clients and potential clients. The customer satisfaction score for 2025 was 88.93, exceeding the target of 80. 5. No external complaints or reports were received in 2025.

Stakeholder Communication Channels and Effectiveness					
Stakeholders	**Significance to GLT**	**Issues of Concern**	**Communication Channels**	**Frequency**	**Communication Effectiveness**
			7. External complaint hotline and mailbox		
Suppliers/Contractors	GLT places the establishment of stable, mutually beneficial, and value creating partnerships with suppliers at the core of its supplier management approach. Upholding the principles of integrity and fairness, we foster effective collaboration and timely communication to ensure a stable and efficient supply chain and pursue sustainable development together.	●Economic Performance ●Procurement Practices ●Supplier Environmental Assessment ●Supplier Social Assessment ●Occupational Safety and Health ●Marketing and Labeling ●Customer Privacy ●Sustainable Operation	1. Announcements regarding operational status, major news, and sustainability indicators on MOPS (Market Observation Post System). 2. Regular communication via messaging apps and email 3. On-site audits and annual audits 4. On-site visits 5. External complaint hotline and mailbox 6. Meetings convened by coordinating committee s.	1. Regular 2. Immediate 3. Annual 4. Irregular 5. Irregular 6. Irregular	1. Daily reporting and tracking of supplier delivery anomalies. 2. Conducted audits for 39 suppliers in 2025, and all audits were passed. 3. A total of 99% of new suppliers signed the GLT Integrity Commitment Letter, and 99% signed the Code of Conduct Statement. 4. No external reports or complaints were received in 2025. 5. A total of 143 participants completed the contractor 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

Identification of Material Topics

In terms of the identification of material topics, Global Lighting Tech referred to GRI Topic Standards and the Sustainability Accounting Standards Board (SASB) Standards, as well as a review of the implementation results and management performance of material topics from 2024-2025. The overall assessment was conducted through extensive discussions and consultations with external experts, company management, and employees. Subsequently, the material topics disclosed in 2024 Report were reassessed and discussed, with reference made to the Sustainability Accounting Standards Board (SASB) "Technology & Communications- Hardware" industry framework for further preparation and adjustment. After comprehensive analysis and careful evaluation, GLT's nine material topics in 2025 included Economic Performance, Emissions (GHG Emissions), Energy, Supplier Environmental Assessment, Labor-Management Relations, Employee Relations, Occupational Health and Safety (Worker Health and Safety), Supplier Social Assessment, and Information Security Management.

To enhance the integration and consistency of the disclosure framework, GLT has consolidated Labor-Management Relations and Employee Relations into one material topic, and Supplier Environmental Assessment and Supplier Social Assessment together. In addition, Emissions (GHG Emissions) and Energy were further consolidated, resulting in six material topics confirmed for 2025 as the core topics for disclosure in the Report this year. There were no significant changes in the material topics identified compared with those for 2024.


Overall Review of Company Operations and Sustainability Performance
Review of 2024-2025 stakeholder engagement effectiveness
Review of 2024-2025 material topic management effectiveness
Exploration of Impacts and the Significance
Assess whether the issues of concern to stakeholders during the engagement process are aligned with the Company's operational objectives
Determine whether the short-term targets associated with each material topic were attained during 2024-2025 and identify any difficulties in meeting there targets
Identify Stakeholders and Material Topics
Based on the review and clarification process, reconfirm the level of impact of the stakeholders to the Company and determine whether any adjustments are necessary
Based on the review and clarification process, reassess the impact of each material topic on the Company's business objectives and sustainable development goals, and determine whether any adjustments are necessary
Adjustment of Management Approaches and Establishment of Strategies
Adjust management approaches based on stakeholder concerns
Based on target attainment, adjust the direction of target setting or propose strategies for improvement and enhancement
Overall review of business operations and sustainable development performance

List of Material Topics

ESG Aspect	List of Material Topics	Describe the organization's policies or commitments related to the material topic (explain the significance)	Describe the impacts (economic, environmental, and people (including human rights)	Primary Affected Groups (groups affected by the organizational operational activities)	Corresponding Sections
Governance	Economic Performance	Through investments and strategic partnerships, we continue to develop new product applications and expand market opportunities. Meanwhile, the Company improves its module design and manufacturing capabilities, increases the proportion of sales generated by high-value-added products, and continuously optimizes its product portfolio to further improve overall profitability.	**Economic- Actual Positive Impact:** Increased profitability and competitiveness: Revenue growth, cost optimization, investment attraction, and stock price improvement. **Economic- Potential Negative Impact:** Short-term cost pressures: Excessive pursuit of profits may reduce necessary ESG investments that can trigger long-term risks. **Environmental - Actual Positive Impact:** Environmental resource investment: Profits can be used to invest in green technologies and equipment for energy conservation and carbon reduction. **Environmental - Potential Negative Impact:** Overconsumption concerns: An excessive focus on economic growth may lead to resource overexploitation and increased waste generation. **People/Human Rights- Actual Positive Impact:** Enhancing employee well-being: Share profits through compensations and bonuses, enhance employment stability, and support community development. **People/Human Rights- Potential Negative Impact:** Risk of Labor Exploitation: An excessive focus on profits may lead to suppressed wages, overwork, and violations of labor rights.	➢ GLT (causing) ➢ Employees (contributing) ➢ Shareholders and other investors (directly related) ➢ Government and regulatory authorities (causing) ➢ Customers (directly related) ➢ Suppliers and contractors (directly related)	2.3 Operational Performance
Environmental	Energy Management (Energy, Emissions)	We are dedicated to implementing low-loss, low-consumption, and low-pollution production processes, and selecting recyclable and reusable resources to improve energy and	**Economic- Actual Positive Impact:** Reduction in operating costs: Energy conservation can directly reduce energy costs, while carbon management helps ensure compliance with future tax regulations. **Economic- Potential Negative impact:**	➢ GLT (causing) ➢ Employees (contributing) ➢ Shareholders and other investors (contributing) ➢ Government and regulatory authorities (causing) ➢ Customers (contributing)	4.4 Energy Conservation and Carbon Reduction

ESG Aspect	List of Material Topics	Describe the organization's policies or commitments related to the material topic (explain the significance)	Describe the impacts (economic, environmental, and people (including human rights)	Primary Affected Groups (groups affected by the organizational operational activities)	Corresponding Sections
		resource efficiency, strengthen pollution prevention, and promote resource circularity and waste reduction.	High transition costs: The adaptation of energy-efficient equipment, procurement of renewable electricity, and implementation of carbon inventory systems require significant upfront investment. **Environmental - Actual Positive Impact:** Mitigation of climate change: Reduce GHG emissions, lower air pollutant emissions, and safeguard the ecosystems. **Environmental - Potential Negative Impact:** Side effects of the transition: The manufacturing and end-of-life disposal of equipment still generate environmental footprints. **People/Human Rights- Actual Positive Impact:** Improve public health: Reduce air pollution to lower the incidence of respiratory diseases, and enhance the quality of life for community residents. **People/Human Rights- Potential Negative Impact:** Energy poverty risk: The pass-through of higher energy costs to product prices may reduce affordability for vulnerable groups.	➢Suppliers and contractors (contributing)	
Social	Supplier Social Assessment	It is clearly stipulated in the supplier management process that new suppliers must sign a Declaration of Conformity, committing to compliance with regulations, integrity management, fulfillment of social responsibilities, and adherence to RBA Code of Conduct regarding labor, human rights, and environmental protection. In addition, the Company conducts	**Economic- Actual positive impact:** Supply chain resilience: Reduce the risk of supply chain disruptions arising from labor rights disputes while enhancing brand value and customer trust. **Economic- Potential Negative impact:** Compliance and replacement costs: The costs associated with compliance audits can be significant, and replacing non-compliant suppliers may result in higher procurement expenses. **Environmental - Actual Positive Impact:**	➢GLT (causing) ➢Employees and other workers (contributing) ➢Shareholders and other investors (directly related) ➢Customers (contributing) ➢Suppliers and contractors (contributing)	3.3 Supply Chain Management

ESG Aspect	List of Material Topics	Describe the organization's policies or commitments related to the material topic (explain the significance)	Describe the impacts (economic, environmental, and people (including human rights)	Primary Affected Groups (groups affected by the organizational operational activities)	Corresponding Sections
		an annual sustainability audit to evaluate suppliers' performance in sustainability management, environmental protection, labor, human rights, and other relevant areas for major and automotive raw material suppliers to ensure their continued commitment to applicable requirements.	Indirectly promoting environmental protection: When conducted in conjunction with environmental assessments, these efforts can encourage suppliers to strengthen their environmental management practices. **Environmental – Potential Negative Impact** Increased logistics emissions: Sourcing alternative suppliers from further locations may increase carbon emissions from transportation. **People/Human Rights- Actual Positive Impact:** Protecting basic human rights: Eliminate forced labor, child labor, and discrimination, and ensure the safety and dignity of workers in the supply chain. **People/Human Rights- Potential Negative Impact:** Conflicting standards: If the assessment standards conflict with the local culture, it may trigger a backlash from the local community.		
Social	Supplier Environmental Assessment	Suppliers are required to commit to sustainability principles such as environmental, labor, and human rights compliance, and priority is given to suppliers who have obtained relevant management system certifications (such as ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 50001 Energy Management System, etc.). For major automotive raw material suppliers, GLT conducts annual sustainability audits to review	**Economic- Actual Positive Impact:** Risk mitigation: Avoid potential fines and reputational damage resulting from environmental violations by suppliers (such as pollution). **Economic- Potential Negative Impact:** Increased procurement costs: Environmentally certified materials or processing equipment are typically more expensive, which will drive up raw material costs. **Environmental - Actual Positive Impact:** Pollution prevention at the source: Require suppliers to comply with environmental emission standards and reduce waste, thereby minimizing the overall environmental impact of the supply chain.	➢GLT (causing) ➢Employees and other workers (contributing) ➢Shareholders and other investors (directly related) ➢Customers (contributing) ➢Suppliers and contractors (contributing)	3.3 Supply Chain Management

ESG Aspect	List of Material Topics	Describe the organization's policies or commitments related to the material topic (explain the significance)	Describe the impacts (economic, environmental, and people (including human rights)	Primary Affected Groups (groups affected by the organizational operational activities)	Corresponding Sections
		their specific practices, system operational effectiveness, and continuous improvement mechanisms to ensure the implementation and deepening of its supply chain sustainability commitments.	**Environmental - Potential Negative Impact:** Hidden risks: Paper audits alone may make it difficult to identify actual pollution issues. **People/Human Rights- Actual Positive Impact:** Community benefits: Reducing pollution across the supply chain can contribute to a better living environment and health of local residents. **People/Human Rights- Potential Negative Impact:** Livelihood impact: Strictly banning highly polluting suppliers could lead to unemployment among local workers.		
Social	Occupational Health and Safety (Labor Health and Safety)	Occupational Safety and Health Management System Policy: It is our responsibility to protect the environment and ensure a safe and healthy workplace. This policy is a core foundation for the Company to uphold its people-centered values and maintain stable operations. It effectively helps prevent occupational risks, reduce operational risks, promote sustainable business development, and support workforce stability.	**Economic- Actual Positive Impact:** Reduce losses: Minimize occupational injury compensation, downtime losses, and insurance costs; improve productivity and employee retention. **Economic- Potential Negative Impact:** Protection costs: The establishment and maintenance of safety equipment, training, and monitoring systems will increase operating expenses. **Environmental - Actual Positive Impact:** Safety culture extension: Good safety practices can often help reduce accidental leaks or environmental incidents. **Environmental - Potential Negative Impact:** Protective equipment waste: Certain disposable protective equipment, such as masks and gloves, may increase the burden on waste management systems. **People/Human Rights- Actual Positive Impact:**	➢GLT (causing) ➢Employees and other workers (contributing) ➢Shareholders and other investors (contributing) ➢Government and regulatory authorities (contributing) ➢Customers (contributing) ➢Suppliers and contractors (contributing)	5.4 Health and Safety

ESG Aspect	List of Material Topics	Describe the organization's policies or commitments related to the material topic (explain the significance)	Describe the impacts (economic, environmental, and people (including human rights)	Primary Affected Groups (groups affected by the organizational operational activities)	Corresponding Sections
			Basic protection: Safeguard employees' rights to life and health and reduce the occurrence of occupational injuries and diseases. **People/Human Rights- Potential Negative Impact:** Management fatigue: Excessive safety inspections and overly complex procedures may create employee resistance and increase workplace stress.		
Social	Labor-Management Relations/ Employee Relations	GLT complies with labor-related laws and regulations, upholds the principle of non-discrimination, and strictly prohibits child labor and all forms of forced labor. We are committed to creating a diverse, equitable, and inclusive workplace to safeguard employees' fundamental rights and promote the sustainable development of the organization.	**Economic- Actual Positive Impact:** Enhance productivity: Harmonious labor relations can help reduce strikes and employee turnover, foster innovation, and support stable operations. **Economic- Potential Negative Impact:** Negotiation costs: Improving employee benefits, such as increased wages and reduced working hours, will directly increase labor costs. **Environmental - Actual Positive Impact:** No direct impact. **Environmental - Potential Negative Impact:** No direct impact. **People/Human Rights- Actual Positive Impact:** Empowerment and dignity: Protect human rights, support collective bargaining and equal opportunities, and prevent discrimination and harassment in the workplace. **People/Human Rights- Potential Negative Impact:** Conflict risk: Ineffective communication mechanisms may result in labor-management conflicts and strikes, undermining employees' psychological safety.	➢GLT (causing) ➢Employees and other workers (causing) ➢Shareholders and other investors (contributing) ➢Government and regulatory authorities (contributing)	5.3 Employee Benefits and Protection
Social	Information Security Management		**Economic- Actual Positive Impact:**	➢GLT (causing)	3.2 Products and Service

ESG Aspect	List of Material Topics	Describe the organization's policies or commitments related to the material topic (explain the significance)	Describe the impacts (economic, environmental, and people (including human rights)	Primary Affected Groups (groups affected by the organizational operational activities)	Corresponding Sections
		Through institutionalized cybersecurity management and the CIS 20-point control framework, internal and external audits and customer evaluations continuously strengthen the cybersecurity management mechanism to ensure corporate resilience, protect asset security, and continuously enhance customer and stakeholder trust in the company.	Protect assets: Prevent huge financial losses and business interruptions caused by data leaks and hacker attacks. **Economic- Potential Negative Impact:** High investment costs: Firewalls, encryption technologies, and cybersecurity training require substantial and ongoing financial investment. **Environmental - Actual Positive Impact:** Promote paperless operations: Digitalized processes reduce paper consumption and indirectly contributes to forest conservation. **Environmental - Potential Negative Impact:** Electronic waste: IT equipment such as servers and computers needs to be replaced regularly due to cybersecurity requirements. Failure to implement data erasure and asset control may lead to the risk of sensitive information leakage, while also increasing the burden of electronic waste disposal and environmental impact. **People/Human Rights- Actual Positive Impact:** Protection of privacy rights: Prevent the leakage of personal data belong to employees and customers, while safeguarding digital human rights and dignity. **People/Human Rights- Potential Negative Impact:** Surveillance concerns: Excessive cybersecurity surveillance may infringe on employees' privacy rights.	➢Employees and other workers (contributing) ➢Shareholders and other investors (contributing) ➢Government and regulatory authorities (contributing) ➢Customers (directly related) ➢ Suppliers and contractors (directly related)	
Description of key impacted parties: 1. Causing: Both the company's actions and inactions may have a negative impact. 2. Contributing: The organization's activities cause, promote, or induce the emergence and attention given to a material topic. 3. Directly related: Having direct impacts on the stakeholders.					

II.Corporate Governance of GLT

2.1 Management Approach to Material Topics

Name of material topic	Economic Performance		
Response to Sustainability Principles (Issues)	GRI 201 Economic Performance	**Affected stakeholders**	Governments and regulatory agencies, employees, suppliers and contractors, shareholders and other investors, clients and consumers
Significance	Through strategic investments and partnerships, we continue to develop new product applications and expand market opportunities. Meanwhile, we are strengthening the module design and manufacturing capabilities to increase the sales proportion of high value-added products. We also continue to optimize our product sales structure to further enhance the Company's overall profitability.		
Impacts and Effects	■：Enhance profitability and competitiveness: Increase revenue, optimize costs, attract investments, and boost stock price. ■：Invest resources in environmental protection: Profits can be used to invest in green technologies and energy-saving and emission-reduction equipment. ■：Improve employee well-being: Profit sharing (compensation/bonus), enhancing employment stability, and supporting community development. ▲：Short-term cost pressures: Excessive pursuit of profits may reduce necessary ESG investments, triggering long-term risks. ▲：Risks of overconsumption: Pursuing growth at all costs could lead to overexploitation of resources and increased waste. ▲：Risk of exploitation: An extreme pursuit of profits may lead to suppressed wages, overwork, and infringement on workers' rights. ■: Positive impact ▲: Negative impact		
Policies/Strategies	GLT adheres to a sound corporate governance mechanism, upholds the principle of integrity management, and actively practices the concept of sustainable development.		
Goals and Targets	GLT is dedicated to continuously strengthening its core competitiveness and operational performance. By optimizing corporate governance, improving operational efficiency, and deepening risk management mechanisms, we steadily promote the company's sustainable development. At the same time, we cultivate the diversity and professionalism of the Board of Directors, continuously optimize decision-making quality, and improve the operational and communication mechanisms of the Board and its functional committees to enhance overall oversight and decision-making effectiveness. In addition, we also actively deepen our interactions with stakeholders and establish diverse and effective communication channels. We also continue to enhance employees' awareness of and engagement in ESG issues to cultivate a sustainable corporate culture grounded in responsibility and resilience. Short-term goal (1-2 years): To enhance information transparency to ensure that investors have timely access to material information. Medium-term goal (3-5 years): To enhance corporate governance and improve profitability, and aim to maintain a ranking in the upper-middle tier of the Corporate Governance Evaluation. Long-term goal (5 years or more): To enhance corporate governance and improve profitability, and achieve a top-tier ranking in the Corporate Governance (ESG) Evaluation.		
Management Evaluation Mechanism	●Integrate sustainable information to strengthen internal control mechanisms and risk management to prevent potential risks and crises. ● Strengthen communication management with stakeholders. ● Hold monthly senior management meetings to continuously strengthen internal control and risk management mechanisms. ● Regularly disclose relevant financial and important information to avoid penalties for disclosure omissions. ● Formulate the annual business plan and review the plan achievement rate every month.		
Implementation and Performance	●The internal performance evaluation of the Board of Directors and each functional committee is conducted annually, with external evaluations every three years. In 2025, all external assessment results met the required indicators, and internal assessment scores ranged from 92 to 100. ● The Company reviews the discrepancies between budget and actual revenue and profit every month, and proposes improvement measures for situations where targets are not met, in order to enhance operational resilience and decision-making efficiency. In 2025, a total of 12 management meetings were held, effectively strengthening the risk control mechanism and successfully preventing potential risks and crises. ● In 2025, the Company ranked in the 21%-35% range in the Corporate Governance Evaluation, unchanged from 2024.		

	● In 2025, there was one violation of the procedures for managing the disclosure of major information, resulting in a fine of NT$30,000.
Preventive or Remedial Measures	●Continue to optimize the corporate governance structure to respond to changes in the internal and external environments and ensure the implementation of the Company's long-term development strategy. ● Strengthen personnel training and education to ensure regulatory compliance, and maintain effective communication with designated jurisdictional office of the Taiwan Stock Exchange.

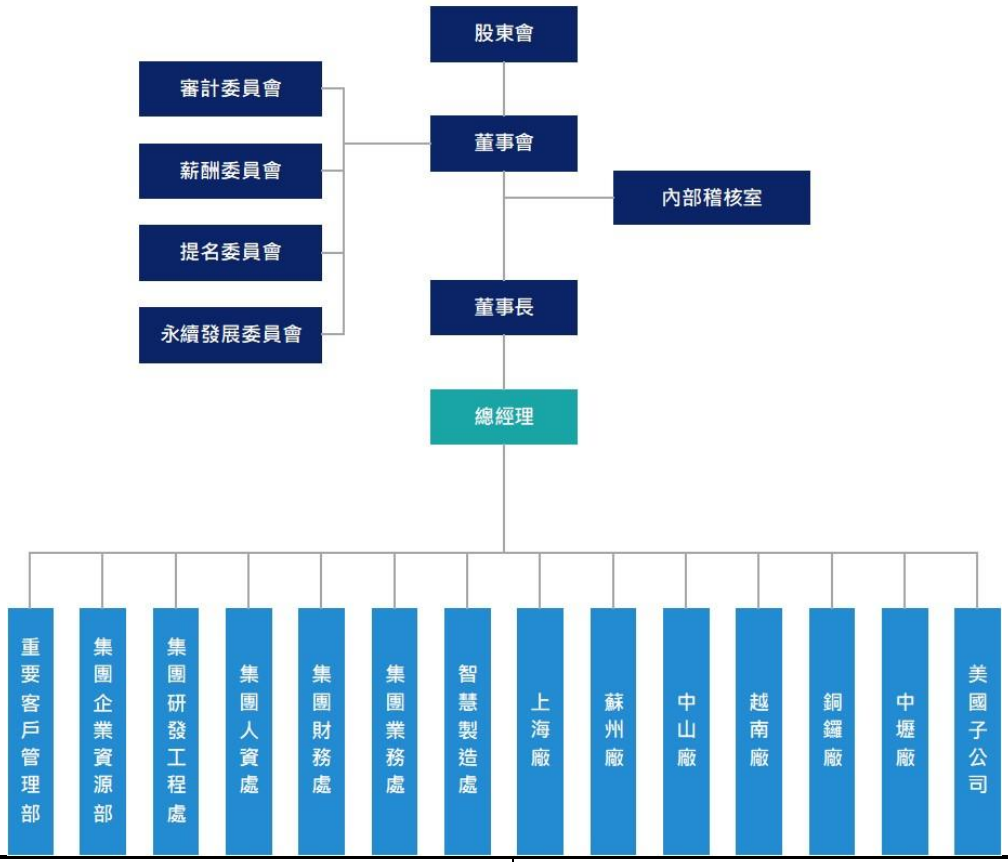
2.2 Governance Structure

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

Company Organizational Chart

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 Nomination Committee, and the Sustainable 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.

Organization Chart of the Company



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	Nomination Committee
董事長	Chairman
永續發展委員會	Sustainable Development Committee
總經理	General Manager
重要客戶管理部	Important Customer Management Department
集團企業資源部	Group Corporate Resources Department
集團研發工程處	Group R&D Engineering Division
集團人資處	Group Human Resources Division
集團財務處	Group Finance Division
集團業務處	Group Sales Division
智慧製造處	Smart Manufacturing Division
上海廠	GLT-Shanghai
蘇州廠	GLT-Suzhou
中山廠	GLT-Zhongshan
越南廠	GLT-Vietnam
銅鑼廠	GLT-Taiwan Tongluo Branch
中壢廠	GLT-Taiwan

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 internal audits, the establishment and audits of the internal control system to ensure the effective implementation of the internal control system
Important Customer Management Department	Responsible for all business-related matters of important customers.
Group Corporate Resources Department	Coordinate the overall planning of the ERP system analysis and maintenance.
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	Develop and implement performance targets and marketing strategies, as well as expand and maintain customer relationships.
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. It is stipulated in Article 23 of the "Corporate Governance Best Practice Principles" 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 selection of GLT's Sustainable Development Committee members is conducted by the Nomination Committee based on the eligibility criteria for membership. The Committee submits the nominations to the Board of Directors for discussions and appointment. 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 Nomination 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 exceeds one-third of the total number of directors.

2. Independent directors have served less than three consecutive terms.

3. The board should include at least one female director.

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→ Corporate Social Responsibility → Corporate Governance → Important Regulations" at https://www.glthome.com.tw/responsibility-54-74

The table below contains information of each board member:

Board Member Information							
Title	**Name**	**Gender**	**Age**	**Elected (or appointed) date**	**Initial election date**	**Major education and experience**	**Currently holding positions in the company and other companies.**
Chairman	Mang-Shiang Lee	Male	Over 50 years old	2025/5/28	2000/7/28	● 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	● Chairman of Solid State Electronics Limited ● Chairman of Solid State Opto Limited ● Chairman of Solid State Technology Limited ● Chairman of Solid State Display Limited ● Chairman of Shining Green Limited ● Chairman of Global Lighting Technologies Inc. ● Chairman of Global Lighting Technologies Inc. (GLT-USA) ● Chairman of Hao-Yuan Technologies Inc. ● Director of Cornerstone Intellectual Property Foundation ● Director of J-MEX Inc. ● Director, SMOBIO Technology, Inc. ● Chairman of Excelsior Biopharma Inc. ● Convener of the Nomination Committee and Sustainable Development Committee, Global Lighting Technologies Inc.
Director	Wistron Corporation	-	-	2025/5/28	2010/9/21	-	-
Representative of Corporate Director	Jiann-Shiun Lin	Male	Over 50 years old	2025/5/28	2019/6/24	● Director, President and CEO of Wistron Corporation ● CEO of Wistron Corporation ● Business Group President of Wistron Corporation ● Master of Business Administration of the State University of New York at Stony Brook	● Director, President and CEO, Wistron Corporation ● Director, Zhongshan Global Lighting Technology Co., Ltd. ● Director, WiSuccess Asset Management Corporation ● Director, Wistron (Hong Kong) Co., Ltd.
Director	Tzu-Hsin Chang	Male	Over 50 years old	2025/5/28	2016/6/14	● President of Cheng Sung Co., Ltd. ● Consultant of Wistron Corporation ● Department of Automatic	● 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

Board Member Information							
Title	**Name**	**Gender**	**Age**	**Elected (or appointed) date**	**Initial election date**	**Major education and experience**	**Currently holding positions in the company and other companies.**
						Control, Feng Chia University	Inc. ● Consultant, Fujin Tree Cultural Creative & Technology Co., Ltd. ● Consultant, Aethertek Technology Co., Ltd.
Director	MARK R. PRATT	Male	Over 50 years old	2025/5/28	2025/5/28	● President of Global Lighting Technologies Inc. (GLT-USA) ● Maple Heights High School	-
Independent Director	Su-Lee Wen Tsai	Female	Over 50 years old	2025/5/28	2022/5/26	● 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 & Textiles, Fu-Jen Catholic University ● Consultant, Yu-Yao Investment Co., Ltd. ● Convener of the Audit Committee, Remuneration Committee and Sustainable Development Committee, Global Lighting Technologies Inc.
Independent Director	Ho-Hsiang Hsu	Male	Over 50 years old	2025/5/28	2022/5/26	● Chairman of Chen Hsiang Co., Ltd. ● Department of Industrial Electrical Engineering, Lunghwa Institute of Technology	● Independent Director, Kee Fresh & Safe Foodtech Co., Ltd. ● Audit Committee, Remuneration Committee, and Nomination Committee members, Global Lighting Technologies Inc.
Independent Director	Ya-Hui Chuang	Female	30~50 years old	2025/5/28	2025/5/28	● Director of Health and Nutrition Care Sector in China Region of Ausnutria Dairy Corporation Ltd., ● Master's Degree in Technology Management, National Chengchi University	● Director of Managerial Intelligentsia Association ● Audit Committee, Sustainable Development Committee members of Global Lighting Technologies Inc.

Note:
1. The Board of Directors consists of 6 members aged over 50 and 1 member aged 30-50, comprising 5 males and 2 females.
2. The term of office of the current Board of Directors is from May 28, 2025 to May 27, 2028.
3. GLT has added one female director following its board re-election in 2025 to continue the promotion of board diversity. Going forward, we will prioritize candidates with professional backgrounds and experience, and we plan to further increase the proportion of female directors or independent directors in the next election to strengthen board diversity and governance effectiveness.

Diversified Core Items \ Name of Director		Mang-Shiang Lee	Jiann-Shiun Lin	Tzu-Hsin Chang	MARK R. PRATT	Su-Lee Wen Tsai	Ho-Hsiang Hsu	Ya-Hui Chuang
Expertise and skills	Operational judgment	√	√	√	√	√	√	√
	Accounting and financial analysis	√	√			√		√
	Industry knowledge	√	√	√	√		√	
	International market perspective	√	√	√	√	√	√	√
	Business management	√	√	√	√	√	√	√
	Leadership	√	√	√	√	√	√	√
	Decision-making	√	√	√	√	√	√	√
	Crisis management	√	√	√	√	√	√	√

Board Operations

The Board of Directors held nine meetings (A) in 2025. The attendance of directors was as follows:

Title	Name	Number of Actual Attendance (B)	Number of Proxy Attendances	Actual Attendance Rate (%) [B/A]	Note
Chairman	Mang-Shiang Lee	9	0	100%	Note 1
Director	Wistron Corporation Representative: Jiann-Shiun Lin	7	2	78%	Note 1
Director	Tzu-Hsin Chang	9	0	100%	Note 1
Director	Ching-Ling Wang	3	0	100%	Note 2
Director	MARK R. PRATT	6	0	100%	Note 3
Independent Director	Su-Lee Wen Tsai	9	0	100%	Note 1
Independent Director	Ho-Hsiang Hsu	9	0	100%	Note 1
Independent Director	Ching-Yi Chang	3	0	100%	Note 2
Independent Director	Ya-Hui Chuang	6	0	100%	Note 3

Note 1: The director assumed office following the comprehensive re-election of the Board of Directors on May 28, 2025, with 9 meetings required to be attended.
Note 2: The director resigned from office following the comprehensive re-election of the Board of Directors on May 28, 2025, and was required to attend 3 meetings.
Note 3: The director assumed office following the comprehensive re-election of the Board of Directors on May 28, 2025, with 6 meetings required to be attended.

Director Independence and Conflict of Interest Avoidance

Of the seven current Board seats of GLT, three are independent directors, accounting for 43%. None of the directors of GLT are subject to the provisions of Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act, nor are there spousal or second-degree kinship relationships. 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 himself/herself 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. The following shows the situations in which the Company's directors were required to recuse themselves from matters involving conflicts of interest as of the end of 2025.

Date of Board Meeting	Names of Directors	The Content of the Proposal	Reasons for Conflict of Interest Avoidance	Participation in Voting
2025/8/15	Independent Directors Su-Lee Wen Tsai Ho-Hsiang Hsu Ya-Hui Chuang	Review of the remuneration proposal for the 6th-term independent directors recommended by the Remuneration Committee	The independent directors had a personal interest in this matter and therefore recused themselves in accordance with applicable laws and regulations.	Abstained from discussion and voting

Sustainable Operation of the Board of Directors

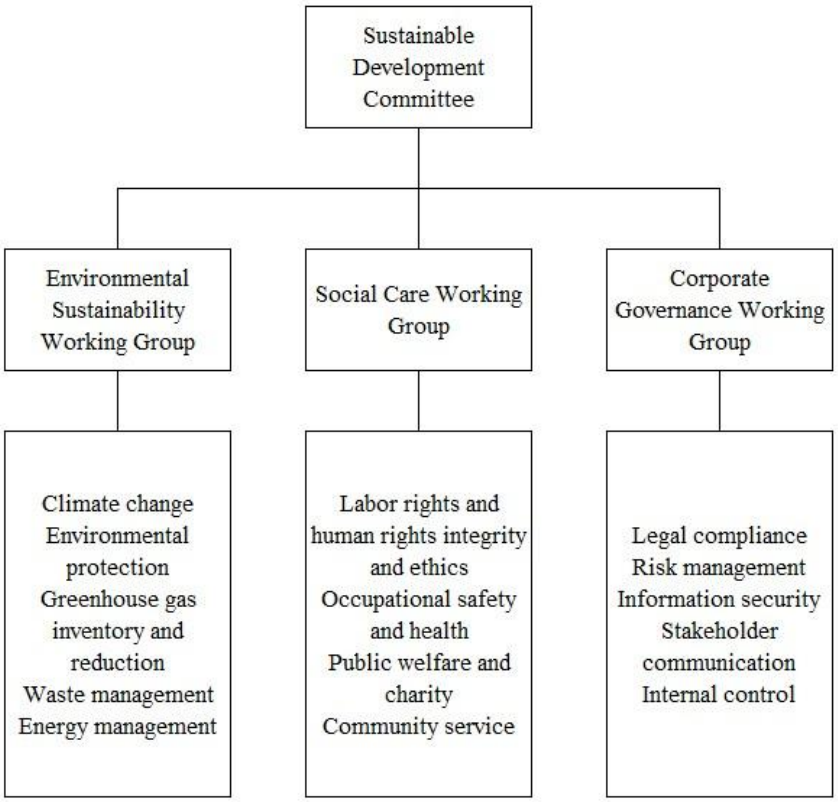
To fulfill the Company's sustainable development goals and strengthen its sustainability governance framework, in accordance with Article 27, Paragraph 3 of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and Article 9, Paragraph 1 of the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies", GLT 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. Committee members are appointed by resolution of the board and the number of committee members shall not be fewer than three, including at least one director to oversee the committee's work. The selection of Sustainable Development Committee members is conducted by the Nomination Committee, which reviews the candidates based on qualification criteria. Upon approval, nominations are submitted to the Board for discussion and appointment. The Sustainable Development Committee consists of six members, including the Chairman of the Board, one independent director, 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 Sustainable Development Committee, three working groups have been established, the "Environmental Sustainability", "Social Inclusion", and "Corporate Governance" Working Groups, led respectively by the General Plant Manager, Chief Human Resources Officer, and Chief Financial Officer (concurrently serving 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 Sustainable Development Committee convened twice in 2025, with the agenda covering the election of the convener of the 2nd Sustainable Development Committee and matters related to the preparation and publication of the 2024 Sustainability Report. In addition, in accordance with the annual routine mechanism, the Company regularly reports to the Board of Directors and the Sustainable Development Committee 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. On December 19, 2025, the Company reported to the Board of Directors and the Sustainable Development Committee regarding the goal attainment status for 2025. The content and relevant data of this Report were compiled by the sustainability coordinators of each department and reviewed by the heads of the respective responsible departments. After undergoing third-party assurance, the Report was finalized and submitted to the Sustainable Development Committee for review, followed by approval by resolution of the Board before publication.

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 adopt 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 their added value and market competitiveness.
- We have established an electronic signature and approval system and actively improved 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 audits and risk management systems to safeguard the interests of shareholders and all parties.

Organizational Chart of the Sustainable Development Committee



The Company's Board of Directors generally convenes Board meeting once every quarter, and in 2025, a total of nine Board meetings were held, with an average attendance rate of 96.83% among directors (for details of the board meetings, please refer to the Annual Report). Each Board meeting includes a report on the implementation status of resolutions from the previous meeting. Additionally, each department reports important financial and business 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 to promote the Company's development and growth. In 2025, the Board reviewed and resolved a total of 83 proposals related to operational matters as well as environmental, economic, social, and governance issues.

Nature	Descriptions of Matters Reported and Resolutions
Operational and Environmental Aspects	● Report the progress of GHG inventory to the board of directors on a quarterly basis (including consolidated entities). ● Business interruptions and machinery and equipment have all been insured with property insurance to transfer some of the potential risks. At the same time, a mechanism for mutual backup capacity between factories has been established to ensure that resources can be quickly allocated and production can be maintained in case of emergencies. ● Regular audits are conducted on contractors/suppliers. For all primary materials, at least two qualified suppliers are maintained to diversify procurement risks and enhance supply chain stability. ● Production bases are established across borders to help mitigate geopolitical risks. ● In terms of technology and product application, in addition to increasing the proportion of automotive products, the Company is also entering the biotechnology sector to diversify the risks associated with reliance on a single product. ● The Company has established an "Emergency Response Plan Operating Procedure". On August 12, 2025, an emergency response drill was conducted, simulating a supplier disruption. ● The Company obtained the ISO14064-1 GHG inventory verification report for 2024 (verification opinion received on June 15, 2025), and reports the progress of its GHG inventory to the Board of Directors on a quarterly basis. ● The Company adopts energy-saving and water-efficient equipment and digitalizes internal approval processes to replace traditional paper-based workflows, so as to replace traditional paper-based operations to reduce electricity consumption and carbon emissions. GLT also continues to improve its manufacturing processes, and is committed to the physical and mental well-being of its employees and creating a more friendly and inclusive workplace.
Economic Aspect	● The Chief Financial Officer reports to the Board of Directors on significant financial and operational matters, including loans of funds to others and endorsements and guarantees for others, as well as matters concerning the discussion and resolution of the business report and financial statement. Each meeting includes a report on the implementation status of the resolutions from the previous meeting.
Social Aspect	● In 2025, nine labor-management conferences were held. ● Upon onboarding, employees receive training on human rights protection, workplace equality, and corporate ethics to ensure that they understand and comply with the Company's relevant policies and internal regulations from the beginning of their employment. The Company periodically develops and distributes awareness materials on sexual harassment prevention, human rights policies, and related topics, requiring employees to review and acknowledge them to reinforce compliance with applicable laws and the implementation of the Code of Ethics. ● There were no violations of the Gender Equality in Employment Act, discrimination, or human rights incidents, nor were there any penalties for violations of the Labor Standards Act in 2025. ● Promote a more systematic talent development mechanism, establish a talent pool for key functions and a succession plan, and ensure the continuity of core competencies. ● The factory has two licensed factory nurses and a factory doctor who provide monthly on-site services. In 2025, a total of 16 on-site services were provided, and 138 people received consultations. ● In 2025, a total of 3 employees aged 65 and above underwent health examinations, representing a 100% participation rate. In addition, 31 employees received special health examinations for exposure to noise, dust, and ionizing radiation, with a 100% participation rate. ● The Company organized 2 health promotion activities (walking and weight loss), 5 health promotion lectures, continued to operate 3 sports clubs (yoga, aerobic strength training, and badminton), and provided healthy meals. A total of 8 employee health awareness newsletters were issued.

Nature	Descriptions of Matters Reported and Resolutions
	● In 2025, we obtained iSports Enterprise Certification and Accredited Workplace for Health Promotion through Self-Assessment certification ● In 2025, the Occupational Safety and Health Committee and the ISO 14001 (certificate valid until May 21, 2027) & ISO 45001 (certificate valid until June 16, 2027) System Ongoing Promotion Meeting were held on a quarterly basis to report the progress of environmental safety and health promotion to committee members and representatives of local and foreign workers. ● The Company regularly conducts public safety inspections and fire safety maintenance reports for buildings. In 2025, each factory area carried out one self-defense and fire-fighting group drill and one plant-wide evacuation drill. Regular inspections were conducted across all sites to assess compliance with requirements related to machinery equipment safety, electrical safety, chemical usage, fire protection facilities, waste management, and workplace rules. A total 101 deficiencies were identified during the inspections, and corrective actions have been implemented with ongoing follow-up to ensure continuous improvement. ● The 2025 e-newsletter contained a total of 26 awareness communications, covering topics such as environmental safety and health, environmental protection, fire prevention, a friendly and inclusive workplace (including the prevention of unlawful workplace conduct, gender equality, and sexual harassment prevention), and road safety. ● In 2025, the following on-the-job training programs were conducted: occupational safety and health, emergency response (including fire safety training lectures), environmental protection, prevention of workplace sexual harassment, and gender equality and ongoing training on business integrity, with a total of 636 participants. 179 new employees received training, and 143 contractors received safety and health training. ● In 2025, there were 0 occupational injury cases at both GLT-Taiwan and its Tongluo Branch. ● Based on the assessment of infectious disease risk factors, a Major Infectious Disease Response Team has been established to oversee access control, employee health monitoring, risk associated with interactions and contact in public areas, and the stockpiling and management of epidemic prevention supplies. The team continuously monitors epidemic information released by the competent health authorities and adjusts response measures accordingly.
Governance Aspect	● The Chief Audit Executive (CAE) reports on the establishment and modification of internal control systems, the results of annual internal control self-assessments, and the implementation results of quarterly audit plans. In 2025, the CAE reported to the Board of Directors 6 times, and the audit findings were reported to the independent directors by mail on a monthly basis. There were a total of 13 separate communications (including reports by mail) in 2025. ● Before an Audit Committee meeting, the independent auditor (certified public accountant, CPA) conducts separate communications with the independent directors on key audit matters, the progress of the financial statement audit, and the latest changes to and applicability of international accounting standards. A total of 4 separate communications were conducted in 2025. ● In 2025, some provisions of the "Procedures for Ethical Management and Guidelines for Conduct", "Investment Cycle" and "Accounting System" were revised. ● Considering the Group’s global strategic deployment and the high volatility of international markets, the Finance Department maintains close relationships with banks to continuously monitor foreign exchange and interest rate movements. Foreign currency exposure is adjusted in a timely manner within controllable limits to effectively mitigate foreign exchange risk. ● Considering bank credit risk, the banks selected by the Group's various companies are all financial holding institutions with good credit ratings, such as Taipei Fubon Bank, Taishin Bank, and CTBC Bank. In China, the Group mainly cooperates with the four major banks, while in Southeast Asia, the Group mainly deals with state-owned or Taiwanese banks. ● To ensure adequate liquidity and maintain the Group’s cash reserves at a secure level, the Company does not engage in high-risk derivative instruments, foreign exchange forward contracts, or options transactions. ● The Company minimizes cash-based transactions by conducting all fund transfers through the designated electronic payment system, thereby maintaining a complete transaction trail and mitigating the risk of cash-related fraud. ● The assessment and planning of remittance operations are directly integrated with the bank's platform through system data, reducing human error and adjustments. ● Attend various seminars or promotional briefings to stay informed of the latest policies and legal revisions. In 2025, we attended 10 seminars or promotional briefings organized by the competent authorities. ● During quarterly communications with the Company’s governance bodies, the independent auditor regularly provides updates on newly enacted regulations and recent policy developments. ● All material contracts were reviewed and assessed with the assistance of professional legal counsel. ● The 2025 financial statements underwent one audit, and the annual report, sustainability report, internal control review, and labor inspection were conducted five times, all without any deficiencies.

Audit Committee

To improve corporate governance and enhance the professional functions of the board of directors, the Audit Committee operates in accordance with GLT's Audit Committee Charter. Matters not covered by these regulations shall be handled in accordance with the Company Act and relevant laws governing publicly listed companies. Its main responsibilities include:

1	Formulation of or amendment to the internal control system.
2	Verification of the effectiveness of internal control systems.
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	Matters involving the personal interests of the directors.
5	Material asset or derivative transactions.
6	Material loans of funds, endorsements or guarantees of funds.
7	The offering, issuance, or private placement of equity 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 as well as performance of CPAs.
III. Effective implementation of the Company's internal controls.
IV. The Company's compliance 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 Charter" and holds meetings at least once a quarter. A total of 7 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】**	**Note**
Independent Director (Convenor)	Su-Lee Wen Tsai	7	0	100	Note 1
Independent Director	Ho-Hsiang Hsu	7	0	100	Note 1
Independent Director	Ching-Yi Chang	3	0	100	Note 2
Independent Director	Ya-Hui Chuang	4	0	100	Note 3

Note:
1. Assumed office following the full re-election held on May 28, 2025, with 7 meetings required to be attended.
2. Retired from office following the full re-election held on May 28, 2025, with 3 meetings required to be attended.
3. Assumed office following the full re-election held on May 28, 2025, with 4 meetings required to be attended.
4. The current term of the Audit Committee is from May 28, 2025 to May 27, 2028.
5. The resolutions considered by the independent directors, and the implementation of recusal procedures for matters involving conflicts of interest, were disclosed in the 2025 Annual Report and on the Company's official website under "Homepage → Corporate Social Responsibility → Corporate Governance → Important Regulations → Audit Committee Charter".
6. The communication between independent directors and the internal audit manager and the CPA is disclosed in the 2025 annual report and on the Company's official website under "Homepage → Corporate Social Responsibility → Corporate Governance → Communication between Independent Directors and Audit Manager and the CPA".

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 the following duties and powers with the care of a good administrator and faithfully perform their responsibilities, and shall submit their recommendations to the Board of Directors for discussion:

I	Establish and regularly review the performance evaluation standards and annual performance targets 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 three meetings (A) this year. The attendance of independent directors in 2025 was as follows:

Information on Remuneration Committee Operations					
Title	**Name**	**Number of Actual Attendance (B)**	**Attendance by Proxy**	**Actual Attendance Rate (%) [B/A]**	**Note**
Convener	Su-Lee Wen Tsai	3	0	100	Note 1
Independent Directors	Ho-Hsiang Hsu	3	0	100	Note 1
Committee Member	Huey-Min Chen	3	0	100	Note 1

Note:
1. Following the full re-election held on May 28, 2025, the members were newly elected as independent directors. All members were subsequently appointed by the Board of Directors as members of the Remuneration Committee on July 1, 2025. The required number of attendances was three.
2. The implementation status of the resolutions passed by the independent directors was disclosed in the 2025 Annual Report and on the Company's official website under "Homepage → Corporate Social Responsibility → Corporate Governance → Important Regulations → Remuneration Committee Charter".

Compensation Structure

The Company pays a fixed remuneration to independent directors as approved by the Board of Directors by taking into account the responsibilities, risks, and time commitment associated with serving as an independent director. The Chairman also holds a position at a subsidiary of the Group and receives a 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, no more than 1.5% of the profit after tax may be allocated as directors' remuneration, as stipulated in the Articles of Incorporation.

Evaluation and Review Process

The amount of directors' remuneration is determined in accordance with the Company's Articles of Incorporation. Reasonable remuneration is provided after taking into consideration factors such as the Company's business strategies, profitability, future development, and industry environment, as well as the level of involvement and contribution of each director to the Company's operations (such as service on the Audit Committee and attendance at key business meetings). 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 Linkage

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 the salary and bonuses. The salary is determined with reference to the Company's business strategy and profitability, and the individual's professional expertise, scope of responsibilities, and market competitiveness are also put into consideration. 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.

Linkage 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 General Manager and Deputy General Manager includes salary, bonus, retirement benefits, etc., and is regularly disclosed in the Company's annual report. The Company is committed to continuously promoting the sustainable concepts of "Environment (E), Society (S), and Governance (G)" and formulating medium and long-term goals, so as to achieve harmonious coexistence and shared prosperity between the Company and society. Therefore, in addition to considering industry competitiveness, the overall remuneration of key management personnel incorporates ESG performance into the assessment of both fixed and variable remuneration. ESG-related indicators include sustainable environmental development and talent development and cultivation. Upon achieving the established ESG performance targets, key management personnel may receive additional bonuses, thereby aligning their interests with the Company's sustainability objectives.
III	The remuneration of managers includes salary, bonus, severance pay, etc., and the structure can be divided into fixed and variable remunerations. 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).

Corporate Governance Officer

The corporate governance officer of the Company is the Global Operations Management Associate Vice President, and the Finance Department, the Secretary of the Board of Directors, intellectual property and other competent and responsible units concurrently work on corporate governance related matters. The Board of Directors plans and formulates the agenda after consulting the opinions of all the directors, and informs all the directors to attend the meeting at least 7 days before the meeting so that the directors can have sufficient time to learn about the contents of the relevant proposals; it registers the date of shareholders' meeting every year according to the law, prepares and reports the notice of meeting, shareholders meeting manual and minutes before the deadline.

Scope of functions of the Corporate Governance Officer 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.
- Provide 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 Incorporation or contracts.

Execution highlights in 2025:

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' meetings in advance based on the law. Prepare the meeting notice, manual, and record within the statutory period. Handle company change registration when amending Articles of Incorporation or re-electing the directors.
7	Handle the annual performance evaluation of the board and board members.
8	Handle the Company information disclosure and website maintenance.
9	Arrange directors and officers liability insurance (D&O Insurance).

Continuing education of Corporate Governance Officer in 2025				
Organizer	**Name**	**Course Title**	**Date of Course**	**Training Hours**
Securities & Futures Institute	Mei-Chen Chuang	2025 Insider Trading Prevention Seminar	2025/05/02	3
Taiwan Corporate Governance Association		Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	2025/08/15	3
Chinese National Association of Industry and Commerce, Taiwan		2025 TS Holdings Net Zero Summit	2025/08/22	3
Taiwan Institute of Directors		Strategies for Talent Retention Amid Labor Shortage! Common Accounting and Tax Issues for Companies with Employee Compensation Programs	2025/08/25	3
The total training hours for 2025 amounted to 12 hours.				

Internal Audit

GLT's internal audit is an independent unit under the Board of Directors. In addition to reporting the status of internal audit activities at regular Board meetings, the Company also periodically reports to the Audit Committee and the Chairman to uphold the principles of sound corporate governance.

The Internal Audit Department prepares an annual audit plan based on the risks identified and submits the plan to the Audit Committee and the Board of Directors for approval. The approved plan serves as the basis for conducting audit activities. An internal audit report is also issued and submitted to the Audit Committee for review upon completion of the audit procedures.

Each department of the Company and its subsidiaries shall conduct an annual self-assessment of the internal control system. The Internal Audit Department reviews whether each control activity has been properly implemented and prepares an audit report based on the results of the self-assessment to ensure that management is promptly informed of deficiencies and irregularities in the internal control system and that appropriate follow-up actions are continuously monitored, thereby effectively reducing the occurrence of risks and strengthening corporate governance transparency.

In 2025, the Internal Audit Department reported the results of its monthly audit activities to the independent directors on a monthly basis, and a total of 13 separate communications (including reports submitted by email) were conducted during the year. Discussions and communications with independent directors were also held regarding internal control and other related matters.

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. It is stipulated 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:

GLT completed its 2025 annual external board evaluation and internal self-assessment before the 2026Q1, and the overall results of both the external evaluation and the internal self-assessment were rated as "good", indicating that the directors and independent directors have a substantial level of confidence in and recognition of the Company's existing Board governance framework. The above results were reported to the Board of Directors on March 5, 2026, and the relevant details are as follows:

Assessment Interval	Assessment Period	Scope	Assessment Method	Assessment Content	Evaluation Results
Once a year	2024/1/1 | 2025/11/28	The entire Board of Directors, individual board members and functional committees	Appointment of external professional agency (Taipei Foundation of Finance)	Five major dimensions of the Board of Directors and functional committees: Safeguarding shareholders' rights and interests, strengthening the structure and operation of the Board, the Board's level of participation in the Company's operations, enhancing the quality of Board decision-making, and enhancing information transparency, internal control, and promoting sustainable development.	**Evaluation date:** 2025/11/14-2025/12/29 **External evaluation results:** All conformed to the evaluation indicator requirements. Recommendations from the **external professional institution:** **Recommendation 1:** It is recommended that the supervisory authority and responsibilities of the Audit Committee and the Sustainable Development Committee with respect to risk management be clearly defined, and that the establishment of a Business Strategy Planning Group be evaluated, in order to strengthen corporate governance and operational strategy. **Recommendation 2:** It is recommended that TIPS, ISO 56005, or similar intellectual property or information security management frameworks be adopted, in order to enhance operational resilience. **Recommendation 3:** It is recommended that auditors with professional qualifications be added, in order to strengthen the independence of the audit function and the deputy mechanism for the role. **Future improvement plans:** The Company will continue to review and clearly define the risk management oversight responsibilities of the Audit Committee and the Sustainable Development Committee, in order to strengthen corporate governance and operational strategy. At the same time, the Company will study the adoption of TIPS, ISO 56005, or related management frameworks to enhance operational resilience. In addition, depending on the Company's development needs, the Company will evaluate the addition of audit personnel, in order to strengthen the independence of the audit function and the deputy mechanism for the role.

Assessment Interval	Assessment Period	Scope	Assessment Method	Assessment Content	Evaluation Results
Once a year	2025/1/1 | 2025/12/31	Audit Committee	Internal self-assessment	1. Degree of engagement in corporate operations (15 points) 2. Recognition of the duties of the Audit Committee (25 points) 3. Improvement in the quality of decision making by the Audit Committee (35 points) 4. Composition of the Audit Committee, and election and appointment of committee members (15 points) 5. Internal control (10 points) Total of 100 points	1. Degree of engagement in corporate operations: 15 points 2. Recognition of the duties of the Audit Committee: 25 points 3. Improvement in the quality of decision making by the Audit Committee: 35 points 4. Composition of the Audit Committee, and election and appointment of committee members: 15 points 5. Internal control: 10 points Total of 100 points
Once a year	2025/1/1 | 2025/12/31	Remuneration Committee	Internal self-assessment	1. Degree of engagement in corporate operations (15 points) 2. Recognition of the duties of the Remuneration Committee (25 points) 3. Improvement in the quality of decision making by the Remuneration Committee (35 points) 4. Composition of the Remuneration Committee, and election and appointment of committee members (15 points) 5. Internal control (10 points) Total of 100 points	1. Degree of engagement in corporate operations: 15 points 2. Recognition of the duties of the Remuneration Committee: 21 points 3. Improvement in the quality of decision making by the Remuneration Committee: 32 points 4. Composition of the Remuneration Committee, and election and appointment of committee members: 15 points 5. Internal control: 9 points Total of 92 points
Once a year	2025/1/1 | 2025/12/31	Nomination Committee	Internal self-assessment	1. Degree of engagement in corporate operations (20 points) 2. Recognition of duties of the Nomination Committee (20 points) 3. Review and decision-making of the Nomination Committee (20 points) 4. Improvement in the quality of decision making by the Nomination Committee (20 points) 5. Composition of the committee, and election and appointment of	1. Degree of engagement in corporate operations: 20 points 2. Recognition of duties of the Nomination Committee: 20 points 3. Review and decision-making of the Nomination Committee: 20 points 4. Improvement in the quality of decision making by the Nomination Committee: 19 points 5. Composition of the committee, and election and appointment of committee members: 10 points 6. Internal control: 8 points Total of 97 points

Assessment Interval	Assessment Period	Scope	Assessment Method	Assessment Content	Evaluation Results
				committee members (10 points) 6. Internal control (10 points) Total of 100 points	
Once a year	2025/1/1 | 2025/12/31	Sustainable Development Committee	Internal self-assessment	1. Degree of engagement in corporate operations (20 points) 2. Recognition of the duties of the Sustainable Development Committee (25 points) 3. Improvement in the quality of decision making by the Sustainable Development Committee (35 points) 4. Composition of the Sustainable Development Committee, and election and appointment of committee members (10 points) 5. Internal control (10 points) Total of 100 points	1. Degree of engagement in corporate operations: 20 points 2. Recognition of the duties of the Sustainable Development Committee: 25 points 3. Improvement in the quality of decision making by the Sustainable Development Committee: 33 points 4. Composition of the Sustainable Development Committee, and election and appointment of committee members: 10 points 5. Internal control: 10 points Total of 98 points

Continuing Education for Directors

In this era of rapid change, GLT recognizes the importance of continuously enhancing the professional knowledge and capabilities of its Board members. To assist directors in staying abreast of the latest industry trends and regulatory developments while further strengthening corporate governance and enhancing the decision-making quality, GLT proactively arranges diverse range of continuing education programs, including training courses related to the sustainable development of the Board of Directors, to continuously deepen the overall professional capabilities of the Board.

In 2025, GLT's directors collectively completed a total of 60 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 are as follows:

Collective Intelligence of the Governance Unit						
Title	**Name**	**Date of Course**	**Organizer**	**Course Title**	**Number of Hours**	**Total Hours**
Chairman	Mang-Shiang Lee	2025/08/14	Taiwan Corporate Governance Association	Analysis of the New Corporate Governance Roadmap and Key Compliance Points	3	6
		2025/08/15		Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	
Corporate Director Representative	Jiann-Shiun Lin	2025/09/26	Taiwan Corporate Governance Association	Information Security Governance and Management Under Geopolitical Conditions	3	6
				Current Global Economic Conditions and the Effects of the New Trump Administration	3	
Director	Tzu-Hsin Chang	2025/06/18	Institute of Financial Law and Crime Prevention	Practical Case Analysis of Shareholders' Meeting Disputes	3	6
		2025/08/15	Taiwan Corporate Governance Association	Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	
Director	MARK R. PRATT	2025/08/13	Taiwan Corporate Governance Association	Insider Trading Prevention and Response	3	12
		2025/08/14		Practices of the Board of Directors and Shareholders' Meetings of Public Companies	3	
				Analysis of the New Corporate Governance Roadmap and Key Compliance Points	3	
		2025/08/15		Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	
Independent Director	Su-Lee Wen Tsai	2025/04/29	Taiwan Academy of Banking and Finance	Financial Statement Review and Analysis for Directors and Supervisors	3	6
		2025/06/13	Taiwan Corporate Governance Association	Trump 2.0: Corporate Response Strategies for Global Tax Reform and Supply Chain Restructuring	3	
Independent Director	Ho-Hsiang Hsu	2025/05/09	Securities and Futures Institute	2025 Insider Trading Prevention Seminar	3	6
		2025/08/15	Taiwan Corporate Governance Association	Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-	3	

Collective Intelligence of the Governance Unit						
Title	**Name**	**Date of Course**	**Organizer**	**Course Title**	**Number of Hours**	**Total Hours**
				Invested Enterprises in Taiwan		
Independent Director	Ya-Hui Chuang	2025/06/24-2025/06/25	Securities and Futures Institute	Practical Seminar for Directors and Supervisors (Including Independent Ones) and Corporate Governance Officers - Taipei Class	12	18
		2025/07/04	Taiwan Corporate Governance Association	Sustainable Succession and the Path to AI Application Transformation	3	
		2025/08/15		Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	

2.3 Operational Performance

201-1	Direct economic value generated and distributed by the organization
201-4	Financial assistance received from the government
207-1	Approach to Tax
207-2	Tax governance, control, and risk management
207-3	Stakeholder engagement and management of concerns related to tax

As of December 31, 2025, GLT's operating revenue reduced by NT$1,595,167 thousand compared to 2024, a decrease of 22.96%. The Company's financial information for the last three years is as follows:

Overview of GLT's Operating Performance in the Past Three Years			
Item/Year	**2023**	**2024**	**2025**
Operating revenue (in NT$ thousands)	5,939,876	6,946,030	5,350,863
Operating cost (in NT$ thousands)	5,058,661	5,860,685	4,554,808
Gross profit (in NT$ thousands)	881,215	1,085,345	796,055
Operating Profit/Loss (in NT$ thousands)	183,727	302,863	84,265
Non-operating income and expenses (in NT$ thousands)	221,851	216,983	110,667
Net income before tax (in NT$ thousands)	405,578	519,846	194,932
Net income after tax (in NT$ thousands)	331,402	528,935	172,256
Total comprehensive income for the period (in NT$ thousands)	284,696	777,184	(373,371)
Earnings per share (in NT$ per share)	2.57	4.10	1.34
Employee benefit amount (in NT$ thousands)	115,785	66,464	61,850
Dividends (in NT$ thousands)	193,296	283,501	128,864
Employee salaries (in NT$ thousands)	860,458	998,680	891,239
Retained economic value (in NT$ thousands)	(108,391)	1,823	(94,516)
Payment to investors (in NT$ thousands)	198,309	285,227	134,037
Payment to the government (in NT$ thousands)	92,709	14,213	43,644
Community investment (in NT$ thousands)	1,100	1,600	1,100

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 investors, payments to governments by country, and community investments.
7.Information restatement: The amount of payments to investors has been adjusted, so the information for 2023 and 2024 have been revised accordingly.

Financial Subsidies from Government

In order to promote the steady development of GLT in different fields, the Company actively participates in government-sponsored counseling programs or projects and seeks relevant subsidies and resources to support operational development and foster a workplace in which employees can work with confidence and fully demonstrate their professional capabilities. In 2025, the Company received financial subsidies from the following government agencies, as shown in the following table:

Overview of Government Subsidies		
Item	**Subsidy Unit**	**Subsidy Amount (NT$)**
Work-life balance allowance	Ministry of Labor	59,200
Paternity allowance	Ministry of Labor	12,025
Total		71,225
Note: Tax exemptions, subsidy programs, and epidemic subsidies are all considered financial subsidies from the government and do not involve equity participation.		

Market and Production & Sales Overview

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, and due to the high degree of product customization, reliable and representative market share statistics are not readily available.

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 guide lighting represent a market with development potentials.

The innovative light guiding technology development simultaneously drives 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 R&D 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 enhance the Company’s product quality, improve the production efficiency and reduce the cost.

(2) Adverse Factors and Corresponding Response Measures

The continuous expansion of China's panel industry in recent years has led to fierce price competition. Furthermore, the maturation of innovative technologies such as OLED and Mini/Micro LED into mass production has impacted the growth potential of light guide plates. Countermeasures are as follows:

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

Unit: NT$ 1,000

Main product (service) sales (provision) regions				
Year / Sales Regions	2024		2025	
	Amount	Ratio (%)	Amount	Ratio (%)
Asia (Outside Taiwan)	4,879,003	70.24	3,531,945	66.02%
R.O.C.	1,348,639	19.42	1,153,088	21.55%
USA	663,420	9.55	619,263	11.57%
Others	54,968	0.79	46,567	0.87%
Total	6,946,030	100	5,350,863	100.00%

Expand into the R&D of Biomedical Products

Since 2025, we have officially expanded into the R&D of biomedical products, integrating corporate social responsibility and ESG principles into product innovation and R&D processes. We are dedicated to providing safe, reliable, and high-quality medical solutions.

R&D results and applications:

1. Medical bed controller panel: Designed for controlling the height adjustment and positioning functions of medical beds, the product effectively enhances the quality of patient care and patient safety while improving the efficiency of healthcare professionals.
2. Microfluidic products: Currently in the R&D and sample testing stage, these products focus on applications in biomedical reagent testing, with the aim of providing accurate and rapid testing tools for clinical diagnostics.

To ensure the safety and effectiveness of our biomedical products and to comply with international regulations, we have implemented a dedicated quality management system for medical devices and officially obtained ISO 13485 medical device quality management system certification on November 24, 2025.

R&D Results and Expenses

We continually upgrade our research and development centers across all regions, investing substantial resources in the development of optical talent, precision machining, and process enhancement. Our dedication is towards broadening the use of optical products, emphasizing large scale, slimness, variety, and high-efficiency, energy-saving applications. Furthermore, we keep a close eye on the evolving trends in related industries and proactively participate in advanced technological research. This approach ensures we retain our status as a leading technology firm to become a globally recognized, premier provider of optical components.

As of 2025, GLT has invested a total of NT$246,699 thousand in R&D technologies. The R&D status in recent years is shown in the following table.

Year	R&D Results
2021	1. Developed a new generation micro-nano mold 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	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. Stacked multi-layer ultra-thin light guide plates, 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. Applied Mini LED to IT products to achieve extremely thin and power-saving backlight modules.
2023	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%. 2. By integrating mini LED technology with an innovative dot structure and adhesive packaging methods for light guide panels, there is a substantial enhancement in optical efficiency. 3. Apply the visually infinite product to the brand logo, notebook casing, and external casing. 4. Develop a transparent light guide panel capable of displaying dynamic patterns on its transparent surface. 5. Successfully engineered bi-directional light guide panel products by introducing a novel manufacturing process that incorporates a distinctive network structure.
2024	1. Develop 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. 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%. 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. 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.
2025	1. Development of high-efficiency, ultra-thin keyboard light guide technology with a thickness of less than 0.1 mm. 2. Using optical dot pattern design combined with light sources of different wavelengths to develop uniform light distribution curves; this technology is applied to indicator light-emitting components for various brands of printers, enhancing product display performance. 3. Development of light guide plates with optimized dot patterns for display devices, with brightness expected to increase by more than 10%, applicable to backlight modules in TVs, monitors, NBs, and the like. 4. Development of thin (0.7 mm) curved light guide plates, applicable to various 3D curved light-emitting requirements, such as gaming mice and ambient lighting for gaming monitors. 5. Development of thin light guide plates (0.4–0.3 mm) with a flared opening, applicable to ultra-thin notebook screens, combining energy savings (15%) with thin-form-factor design. 6. Development and manufacture of medical devices — porous microfluidic organ-on-a-chip — used to detect and rapidly reproduce the physiological and pathological functions of human organs. 7. Improvements were made to address the issue of mold appearance defects being transferred to products, including the development of reusable high-gloss molds, with this technology being applied to high-end e-book front-light modules.

Unit: NT$1,000

R&D Expenses Over the Years					
Item \ Year	2021	2022	2023	2024	2025
R&D expenses	200,822	252,526	245,672	247,947	246,699
Net revenue	10,883,071	9,723,576	5,939,876	6,946,030	5,350,863
R&D expenses as a percentage of net revenue	1.85%	2.60%	4.14%	3.57%	4.61%

Tax Management

In response to global trends in tax governance, GLT is committed to complying with applicable tax laws and regulations and pursuing sustainable development, while upholding the principles of integrity and good faith in conducting its business. We have established comprehensive tax policies and related management measures to ensure the effective operation of its tax governance framework. We consider tax payment an important part of our corporate social responsibility and seek to contribute to the economic development of local communities and the country. In the course of its operations, GLT adheres to the following applicable tax laws and has formulated the following tax-related policies.

Tax Policies	
I. Tax Governance Objectives	•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	•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**	•Tax compliance: 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： 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. • Tax information disclosure: 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.

Tax Policies	
IV Tax Risk Management Policies	• Tax risk identification and assessment 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: 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: 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 Relationship with ESG Principles	•Tax and social responsibility: 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: 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	• Policy updates: Tax governance, control and risk management policies are reviewed at least once a year 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.

The Finance Department is the responsible unit for GLT tax governance. When processing various tax declarations, we complete the procedures, submit the declarations, and obtain approvals in accordance with tax regulations. At the same time, we support government-promoted corporate innovation, research and development, and tax incentive policies, and are committed to improving the transparency of tax information.

To address tax operational risks, the Company is committed to enhancing employees' professional tax knowledge and continuously promoting talent development and training to ensure that the team is capable of effectively managing tax-related operations. For unfamiliar tax issues, the Finance Department will proactively consult and communicate with the competent tax authorities, and appoint or consult external professional advisors as needed to ensure that operations and filings correctly comply with relevant tax regulations, thereby reducing the legal sanctions, financial losses or reputational risks that may result from non-compliance.

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.

URLs of Global Lighting Technologies	
Link to Financial Statements	https://www.glthome.com.tw/service-50-64
Link to Annual Reports	https://www.glthome.com.tw/shareholder-meeting
Corporate Governance	https://www.glthome.com.tw/responsibility-54-71

2.4 Legal and Regulatory Compliance

2-23	Policy commitment
2-24	Embedding 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 channels are simple, convenient, and unobstructed. Employees can also use the channels 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:

Reporting and Feedback Channels	
Acceptance Unit	Human Resources Department
Correspondence Address	No. 1149, Section 3, Minquan Road, Zhongli District, Taoyuan City
Contact Number	(03)426-2828 #5119
Email	5119@glthome.com.tw

After receiving letters (emails) from employees and other stakeholders through reporting, complaint, or suggestions channels for improvement, the Company will first make a preliminary assessment of the case based on the content of the case to determine the appropriate responsible unit for handling the matter. Based on the request specified by the complainant in the form or email, we will determine whether follow-up or a response to the complaint is required. The responsible unit will be in charge of further reviewing, communicating, and addressing the matter. If the reported issue is substantiated, the Company will take appropriate corrective measures based on the nature of the case, such as adjusting operational procedures, improving management practices, strengthening internal communication, or reinforcing employee education and awareness. Follow-up reviews will be conducted as necessary to monitor the effectiveness of the improvement measures and serve as a reference for continuous optimization of the internal management and communication mechanisms.

In 2025, a total of 38 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 Regulatory Compliance

According to the “Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with TPEx Listed Securities”, cumulative annual fines exceeding NT$1 million is considered a material event. In the past two years, GLT did not have any major violations, nor were there any anti-competitive conduct, antitrust, or monopolistic practices. In 2024, the Company identified certain areas requiring improvements with respect to occupational safety and health and the Labor Standards Act. In response, we strengthened employee training and enhanced facilities and equipment in the factories, and improvements have been made to the relevant practices. We will remain attentive to developments in relevant laws and regulations and update our company guidelines as needed to ensure compliance with legal

requirements and fulfillment of our corporate social responsibility so as to rovide employees with a safe and reliable workplace environment.

2025 Statistics on Regulatory Violations				
Type of Penalty	**Category**	**Content of Penalty**	**Description of Violation**	**Improvement Measures**
Cases Resulting in Fines	(Tongluo) Occupational Safety and Health	Article 43, Paragraph 1 of the Regulations for the Occupational Safety and Health Equipment and Measures, and Article 6, Paragraph 1 of the Occupational Safety and Health Act.	A fine of NT$ 100,000.	• Installed safety light curtains and protective guards on equipment • Adjustment and enhancement of employee training content
	(Zhongli) Violation of Material Information Regulations	On January 6, 2025, GLT subscribed to SMOBIO TECHNOLOGY, INC.'s private placement of unsecured convertible corporate bonds, meeting the requirements of Article 4, Paragraph 1, Item 24 of the "Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities".	A fine of NT$ 30,000.	• Strengthen personnel education and training • Ensure compliance with applicable laws and regulations • Maintain effective communication with the competent authority of the Taiwan Stock Exchange
Total	Number of incidents: 2; Total fines: NT$ 130,000.			
Note: The occupational safety and health penalty case (Tongluo) disclosed in this table actually occurred in December 2024. The relevant improvement measures and occupational injury monthly report data were disclosed in the 2024 Annual Report and have been included in the statistical calculation of the 2024 GRI 403-9 (work-related injuries) indicator. As the penalty case occurred at the end of the year, the timing of the relevant enforcement action extended into the following year, resulting in a cross-year disclosure. It should be noted that the event in question relates to the same case as that disclosed in the report for the preceding year.				

Corporate governance related laws and regulations	Labor rights related laws and regulations	Environmental protection related laws and regulations	Products related laws and regulations
1. No violation of the Company Act 2. No violation of Securities and Exchange Act 3. No violation of Regulations Governing Establishment of Internal Control Systems by Public Companies 4. No violation of Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies 5. No violation of Securities and Financial Regulations 6. No political donations 7. No corruption incidents	8. No violation of Labor Standards Act 9. No violation of Gender Equality in Employment Act 10. No violation of Occupational Safety and Health Act 11. No forced labor 12. No child labor 13. No infringement of freedom of association and collective bargaining 14. No discrimination or human rights violations	15. No violation of Air Pollution Control Act. 16. No violation of Water Pollution Control Act. 17. No violation of Waste Disposal Act. 18. No violation of Soil and Groundwater Pollution Remediation Act. 19. No violation of Toxic and Concerned Chemical Substances Control Act. 20. No violation of Greenhouse Gas Reduction and Management Act.	21. No violations of the Consumer Protection Act. 22. No violation of the Commodity Inspection Act. 23. No violation of Fair Trade Act. 24. No prohibited or controversial products are manufactured. 25. No significant fines were imposed for violations of laws or regulations arising from the provision or use of the products and services. 26. Not involved in any legal proceedings arising from anti-competitive, antitrust, or monopolistic practices. 27. No breach of customer privacy. 28. No violation of marketing communication

Corporate governance related laws and regulations	Labor rights related laws and regulations	Environmental protection related laws and regulations	Products related laws and regulations
			regulations

Note:
1. Pursuant to Article 26, Paragraph 3 of the Financial Supervisory Commission regulations, a significant fine is defined as a single case with cumulative amount exceeding NT$1 million.

Corruption Risk Assessment and Management Mechanisms

GLT has conducted corruption risk assessments across its major operating sites, covering the parent company and significant subsidiaries. Based on the nature of operations, geographic locations, and characteristics of business activities at each site, the Company identifies operational processes and management functions that may be exposed to corruption risks.

The corruption risk assessment is carried out by comprehensively taking into consideration the operation of the existing internal control system, annual internal audit plan, regulatory compliance management mechanisms, and whistleblower reporting and grievance mechanisms. The assessment focuses on, but is not limited to, procurement and payment, sales and collection, lending to others, endorsement and guarantee, related party transactions, and other operational processes related to fund transfers.

Based on the assessment, corruption risk associated with the relevant operating sites have been incorporated into the Company's internal control and internal audit mechanisms for continuous monitoring and management. The implementation and effectiveness of these measures were reviewed regularly by management and the Board of Directors. No major corruption or bribery incidents were found during the assessment period.

GLT will continue to strengthen its internal control system, implement internal audits and inspections, and deepen education and training to review and improve its corruption risk management operations on a regular basis so as to ensure the integrity and transparency of the Company's operations.

Anti-Corruption Policy Promotion and Training

GLT attaches great importance to the establishment of a culture of integrity and anti-corruption. Through diverse and systematic communication channels and training methods, we ensure that anti-corruption policies and related procedures are effectively communicated and implemented in the daily operations of all employees. Relevant details are given as follows.

(1). Internal Communication Mechanism

GLT communicates relevant anti-corruption policies, operating procedures and awareness materials to all employees through its internal email system on a regular and ad hoc basis, clearly conveying the core principles and key implementation requirements of its anti-corruption policy. These measures help employees stay informed of applicable regulations in a timely manner, deepen their understanding, and enhance their awareness of legal compliance and related risks.

(2). Education and Training for New Employees

GLT has incorporated the integrity management and anti-corruption policies into the training courses for new employees to systematically explain the Company's code of conduct and integrity management rules to ensure that new employees fully understand the relevant regulations from the beginning of their employment and actually adhere to and implement them in their daily work.

Corruption Risk Prevention and Improvement Mechanisms

GLT has not experienced any corruption incidents to date. To prevent potential risks and ensure timely and effective response in the event of any breach of ethical business practices, GLT has established a comprehensive prevention and improvement mechanism, which is detailed as follows.

(1)

GLT has set up a complaint and reporting section on its official website, providing employees and external stakeholders with anonymous or named reporting channels to ensure that cases are accepted in a timely manner, properly investigated and handled, and to implement the protection of the privacy and rights of whistleblowers.

(2) Incident Investigation and Improvement Work

In the event of corruption and other conduct violating the principle of ethical business conduct, the Company will immediately initiate its internal investigation procedures and take appropriate disciplinary measures based on the nature and severity of the incident. At the same time, we will review the deficiencies in relevant systems, processes, or internal controls, develop specific remediation measures, and continuously monitor their implementation and effectiveness to prevent similar incidents from recurring.

(3) Employee Integrity Commitment and Management

GLT requires all employees to sign a “Fair Competition Contract”, which clearly defines the code of conduct for integrity management and fair competition. Relevant regulations are also incorporated into personnel management and internal control systems as an important basis for employees’ daily behavior and performance management.

(4) Supplier Integrity Management

GLT requires new suppliers to sign a "Code of Conduct" and a “GLT Letter of Integrity Commitment”, incorporating anti-corruption and integrity requirements into the supply chain management mechanism to strengthen the overall operation and supply chain integrity risk control and implement integrity in all aspects of the value chain.

Protection of Human Rights

To respect human rights and create a dignified working environment, GLT is dedicated to preventing the use of child labor and any form of unfair labor practices, and extends relevant management requirements to its suppliers. Major management methods and measures include the followings.

(1) Compliance with International Standards and Regulations

GLT follows international labor and human rights standards such as the United Nations Global Compact, Universal Declaration of Human Rights, Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. In addition, the Company and its suppliers

comply with Taiwan's Labor Standards Act, Employment Service Act, Gender Equality in Employment Act, and other regulations as the basis for human rights management.

(2) Human Rights Protection and Labor Ethics

Establish human rights policies and explicitly prohibit the employment of child labor, forced labor, and any form of unlawful discrimination, and ensure equal employment opportunities for all. Our suppliers are also required to adhere to the same principles.

(3) Regular Review and Implementation of Follow-up

Through regular reviews and internal management mechanisms, the implementation of human rights practices is assessed, including the prevention of child labor, protection of young worker, sexual harassment prevention, labor-management communication, and freedom of expression. The Company also continuously tracks the effectiveness of improvement measures to ensure the effective implementation of relevant policies.

Through the human rights diligence process, the Company identifies and collects information on relevant human rights issues, carries out materiality screening and risk assessments, and implement preventive and mitigation measures. In addition, feedback and continuous improvement processes are also established to progressively strengthen human rights management throughout its supply chain and internal operations.

(4) Employee Human Rights Education and Training

To safeguard gender equality in the workplace and prevent and address discrimination, the Company actively promotes education and training in relation to gender equality and human rights to ensure that the employees are fully aware of and implement human rights policies, creating an inclusive, supportive, and respectful and equitable workplace. We enhance employees' awareness and ability to implement human rights protection. In addition, we also strengthen employees' understanding and implementation of human rights management requirements for suppliers.

GLT complies to Article 45-1 of Labor Standards Act, prohibiting child labor and regularly reviewing the implementation of measures related to child labor and young workers, forced labor, sexual harassment, labor-management communication, and freedom of expression. The Company also provided all employees with training on relevant human rights policies during the reporting period

GLT's Human Rights Policy and Implementation	
Item	**Implementation Status**
Provide a fair working environment	The Company prohibits any form of unfair or discriminatory treatment based on personal characteristics, including gender, rate, socioeconomic status, nationality, age, marital status, family status, language, religion, political affiliation, physical appearance, height, and physical or mental disability.
Provide a safe and healthy work environment	1. GLT attaches great importance to a safe and healthy work environment for its employees. The Company has established an occupational safety and health management organization for continuous improvement of the working conditions and hygiene, and is dedicated to reducing the risk of occupational accidents and protect the physical and mental health of its employees. 2. Implement workplace safety and health management: ●Standard Operating Procedures for Prevention of Ergonomic Hazards ● Guidelines for the Protection of Maternal Health in the Workplace ● Guidelines for Prevention of Diseases Triggered by Abnormal Workload ●Guidelines for Hazard Identification and Risk Assessment for the Prevention of Unlawful Workplace Conduct

GLT's Human Rights Policy and Implementation	
Item	**Implementation Status**
Respect workplace human rights	GLT abides by governmental labor regulations and does not employee child labor, regularly monitors employee attendance, does not force labor, and has established a prevention mechanism for workplace bullying. GLT provides smooth communication channels and builds a harmonious workplace.
Implement information security	To respect the privacy rights of all stakeholders and protect the collection and legal use of personal data, GLT has established a sound information security management mechanism to control data access and prevent data leakage.
Accessible grievance channels	When the employees encounter any issue within the company, they can file a complaint with the HR Department through the complaint channels. In addition, to safeguard gender equality in the workplace and ensure a work and service environment free from sexual harassment for employees and job applicants, dedicated hotlines and email channels have been established for use. All complaints are handled in a confidential manner during the investigation process, and the complainant's name or other information that can identify the complainant will not be disclosed in order to protect the complainant.

GLT Human Rights Due Diligence Content	
Item	**Description**
Commitment/Policy	The Company places great importance on labor rights and equal employment opportunities and is committed to complying with applicable labor laws and regulations. Any forms of discrimination, child labor, and forced labor are prohibited. We strive to provide a safe, respectful, and equitable workplace to protect employees' fundamental rights and supports the Company's sustainable development.
Approval and Issuance Level	Issued upon approval by senior management
Name of Procedure	Labor and Human Rights Management Procedure
Identification and Implementation	The Company ensures the implementation of relevant policies through internal management systems and educational training, and reviews whether working conditions and practices comply with labor laws and company policies on a regular basis.
Remediation Measures	The Company has established grievance and communication channels for employees to raise relevant concerns via internal grievance mechanisms. Designated responsible units handle and respond to such matters in accordance with established procedures to ensure the employees' rights and interests are properly protected.
Grievance or Whistleblower Reporting Channels	Handled by the Company. The contact information is as follows. Contact number: (03)426-2828 #5119 / Email: 5119@glthome.com.tw

Integrity Management Policy

The Company has established policies grounded in honesty based on the principles of integrity, transparency, and responsibility, and set up sound corporate governance and risk management mechanisms to create an environment or sustainable development. The Company's has formulated the integrity management policy that includes the operating procedures, guidelines for conduct, and education and training, and complies with the applicable laws and regulations in the jurisdictions where the Company, its group enterprises, and organizations operate.

Scope of Prevention
1. Bribery and acceptance of bribes.
2.Provision of illegal political contributions.
3.Improper charitable donations or sponsorships.
4. Offering or accepting unreasonable gifts, hospitality, or other improper benefits.
5. Infringement of trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights.
6. Engaging in unfair competition.
7. Directly or indirectly harming the rights, health, and safety of consumers or other stakeholders in the research, development, procurement, manufacturing, provision, or sale of products and services.

Implementation Guidelines
1.Integrate integrity and ethical values into the Company's business strategies and establish relevant anti-fraud measures in accordance with applicable laws and regulations to ensure ethical business conduct.
2.Establish plans to prevent unethical conduct and prescribe standard operating procedures and guidelines for conduct related to relevant business activities under each plan.
3.Plan the internal organization, staffing, and responsibilities, and implement appropriate checks and balances for business activities within the Company's scope of operations that carry higher risks and unethical conduct.
4.Promote and coordinate the Company's integrity policy awareness and training programs.
5. Develop a whistleblower reporting mechanism and ensure its effective implementation.
6.Assist the Board of Directors and management in auditing and evaluating the effectiveness of the preventive measures established to ensure ethical business conduct, and regularly evaluate the implementation of relevant business processes and prepare reports accordingly.
7. The Company encourages both internal and external parties to report unethical or improper conduct. Internal personnel who make false reports or malicious allegations shall be subject to disciplinary action.

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	Nomination 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

Important Internal Regulations of GLT	
11	Rules Governing Financial and Business Matters Between Related Parties

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

GLT Policy Commitments and Implementation	
Policy	**Details of Implementation**
Information Security Policy	Comply with ISO 27001 framework for planning and operation, and continuously strengthen the overall protection capabilities of the IT and operational systems. In response to the gradual adoption of AI applications, the Company has established a basic AI governance mechanism that focuses on the followings. ●Conduct foundational risk assessments and implement tiered access controls for AI tools. ● Conduct security assessments of automated processes. ● Establish human review and decision-making mechanisms. ● Align with international standards to ensure the above applications comply with the Company's governance requirements, and progressively align with the ISO/IEC 42001 framework by establishing clear accountability mechanisms.
Privacy Policy	Regarding how the Company collects, processes, and discloses personal data. Personal data is processed for the following purposes: ● To fulfill the contract and provide you with products and services. ● To protect our company's legitimate rights and interests, and to ensure effective business operations. ● For effective communication with you. ● To improve our website, products, and services. ● Opinion surveys and feedback. ● Compliance with judicial investigations and relevant laws. ● Necessary for asserting, exercising, or protecting legal rights. ● Recruitment and interviews.
Occupational Safety and Health Management Protection Policy	In the event that targets are not achieved, the Company reviews identified deficiencies and takes corrective actions and implements continuous improvements through its ISO 45001 Occupational Health and Safety Management System.
Human Rights Policy	Through internal management systems and training programs, the Company ensures the effective implementation of relevant policies and regularly reviews whether labor conditions and practices comply with applicable labor laws and regulations and the requirements of Company policies.
Risk Management Policy	The heads of the Company's functional management units serve as members of Risk Management Team and are responsible for carrying out daily risk management activities to ensure that risk control mechanisms and procedures are effectively implemented.

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 at 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 regulatory compliance.
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, the Company Act, 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	Smart Manufacturing Division	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, major external hazards, and corruption.

III.Commitment to A Sustainable Supply Chain

3.1 Management Approach to Material Topics

Name of Material Topic	Supplier Environmental & Social Assessment		
Response to Sustainability Principles (Issues)	GRI 308 Supplier Environmental Assessment GRI 414 Supplier Social Assessment	**Affected Stakeholders**	Suppliers and contractors, employees and other workers, clients and consumers, shareholders and other investors
Significance	Maintaining friendly and collaborative relationships with suppliers can facilitate GLT's economic development and achieve environmental protection benefits. However, suppliers' non-compliance with relevant laws and regulations may pose substantial risks and cause significant negative impact on the Company's manufacturing processes and overall operations.		
Impacts and Effects	■: Supply Chain Resilience: Reduce the risk of supply chain disruptions due to labor disputes so as to enhance brand value and customer trust. ■: Indirectly Promote Environmental Protection: Typically conducted in parallel with environmental assessments to encourage suppliers to improve their environmental practices. ■: Protect Basic Human Rights: Eliminate forced labor, child labor, and discrimination; ensure the safety and dignity of workers in the supply chain. ■: Risk Mitigation: Avoid penalties and reputational damage resulting from supplier environmental violations (such as pollution). ■: Pollution Prevention at Source: Require suppliers to ensure compliant emissions and minimize waste generation to reduce the overall environmental impact of the supply chain. ■: Community Benefits: Reduce pollution across the supply chain to improve the living environment and health of local residents. ▲: Compliance and Replacement Costs: Costs associated with supplier assessments and audits are high, and replacing non-compliant suppliers may result in increased procurement costs. ▲: Increased Logistics-Related Carbon Emissions: Sourcing alternative suppliers from more distant locations may increase carbon emissions associated with transportation. ▲: Conflicting Standards: If assessment criteria conflict with local cultural norms, they may trigger resistance from the local community. ▲: Increased Procurement Costs: Environmentally certified materials and processing equipment are typically more expensive, which may increase raw material costs. ▲: Hidden Risks: Relying on paper audits makes it difficult to identify actual pollution issues. ▲: Livelihood Impact: Strict enforcement against highly polluting suppliers could lead to job losses among local workers. ■: Positive impact ▲: Negative impact		
Policies/ Strategies	GLT integrates sustainability principles into its supply chain management and requires suppliers to strictly comply with applicable international and local laws and regulations, while upholding the principles of fair competition, integrity in business transactions, and business ethics. New suppliers shall sign the "Supplier/Contractor Code of Conduct Compliance Declaration" provided by GLT, committing that their operations comply with the latest version of the Responsible Business Alliance (RBA) Code of Conduct and fulfill specific responsibilities in areas such as labor rights, human rights protection, and environmental protection.		
Goals and Targets	The Company's long-term target established last year was to achieve a 100% signing rate for the Key Supplier Code of Conduct Statement. AS of 2025, the overall signing rate has reached 99% (94/95) , bringing the Company close to its target. Based on this solid compliance foundation, starting this year, the Company has redefined its short-, medium-, and long-term objectives, shifting its focus from "commitment coverage" to "ESG performance rating". We have already begun implementing ESG Self-Assessment Questionnaire (SAQ) as the basis to strengthen the supplier chain compliance commitments. The phased objectives set by the Company are as follows. ●Short-term goal (1-2 years): Achieve an ESG Self-Assessment Questionnaire (SAQ) response rate of 95% and above among key suppliers. ●Medium-term goal (3-5 years): Achieve a rate of at least 90% of key suppliers attaining an ESG Self-Assessment Questionnaire score above 80 points. ●Long-term goal (5 years and longer): Integrate self-assessment and audit results to include 100% of key suppliers in the annual ESG rating process (Grade A/B/C).		
Management Evaluation Mechanism	The Company has added "Code of Conduct Statement" to the "Supplier Management Procedures" and requires new suppliers to sign it according to the procedures. In addition, in accordance with the "Supplier Management Regulations", annual supplier audits are carried out. The audit is conducted through a dual-track approach combining document reviews and on-site factory inspections. The assessment covers		

	environmental management, occupational safety, labor and human rights, and business integrity. Suppliers are also required to proactively monitor updates to relevant laws, regulations, and standards to ensure continued compliance.
Implementation and Performance	1. Code of Conduct Coverage Status: In 2025, a total of 95 new suppliers were added, of which 94 have completed the signing of the "Supplier/Outsourcer Code of Conduct Compliance Declaration", with a signing rate of 99% (94/95), close to 100% supplier commitment coverage rate. 2. Supplier Audit Results: Audit of 39 suppliers were completed, and all met the requirements, indicating great risk control of the supply chain. 3. Target Achievement Progress The Company completed an inventory of its key suppliers in 2025. Starting in 2026, the ESG Self-Assessment Questionnaire (SAQ) will be fully implemented. In the future, the SAQ response rate and score distribution of key suppliers will be continuously tracked and used as an important basis for the ESG rating system based on the established short- and medium-term goals.
Preventive or Remedial Measures	For suppliers unable to comply with the signing requirements, the Company implements preventive and corrective measures, maintains a ongoing communication and engagement, and where necessary, evaluates the replacement of such suppliers with alternative suppliers that meet the applicable requirements to ensure supply chain resilience and responsible sourcing.

Name of Material Topic	Information Security Management		
Response to Sustainability Principles (Issues)	Custom indicators	**Affected Stakeholders**	Government and regulatory agencies, employees and other workers, suppliers and contractors, shareholders and other investors, clients and consumers
Significance	Through institutionalized information security management and the 20 CIS Critical Security Controls, the Company continues to strengthen its information security management mechanisms through internal and external audits as well as customer assessments to ensure business resilience, safeguard property safety, and continuously enhance customer and stakeholder trust.		
Impacts and Effects	■: Protection of Assets: Prevent massive financial losses and business disruptions caused by data breaches and hacking attacks. ■: Promotion of Paperless Processes: Digital processes reduce paper consumption, indirectly benefiting forest resource protection. ■: Protection of Privacy: Prevent the leakage of personal data (employees/customers) and safeguard digital human rights and dignity. ▲：High Investment Costs: Continuous and substantial investment is required in firewalls, encryption technologies, and cybersecurity personnel training. ▲：Electronic Waste: Servers, computers, and other IT equipment need to be replaced on a regular basis due to cybersecurity requirements. During the disposal, transfer, or recycling of IT assets, inadequate data erasure and asset controls may result in the risk of sensitive information leakage, while also increasing the burden of electronic waste management and associated environmental impacts. ▲：Surveillance Concerns: Excessive cybersecurity monitoring may infringe upon employees' privacy rights. ■: Positive impact ▲: Negative impact		
Policies/Strategies	The Company has formulated the "Information Security Policy" and "Personal Data Protection Standards" as the core basis for information asset and personal data management. The overall system is planned and operated in accordance with the ISO 27001 framework, and the overall protection capabilities of IT and operational systems are continuously strengthened. As AI applications are progressively adopted, the Company has established a foundational AI governance mechanism, with key areas including the followings: ● Basic risk assessment and tiered control of AI tool access permissions. ● Automated process safety assessment. ● Human review and decision-making mechanisms. ● Align with international standards to ensure that the above applications comply with the corporate governance requirements, while progressively aligning with ISO/IEC 42001 framework and establishing clear accountability mechanisms. In managing information security, the Company has established and implemented measures covering data classification and grading, account and access controls, information security incident reporting, security awareness training, and backup and recovery mechanisms to ensure effective execution of its		

Name of Material Topic	Information Security Management
	information security system.
Goals and Targets	● Short-term goal (1-2 years): Complete the implementation and certification of the ISO 27001 Information Security Management System (ISMS), and at the same time, focus on asset inventory, vulnerability scanning, log monitoring, and the establishment of basic protective measures to strengthen basic management and real-time response capabilities. The information security training participation rate across all departments to reach 100%, and the pass rate on the post-training assessment also reach 100%. ● Medium-term goal (3-5 years): Focus on data protection, perimeter defense, configuration management, and security awareness training to enhance overall protection depth and user awareness. To implement routine plans for social drills, vulnerability scanning, and AI application risk assessments. ● Long-term goal (5 years or more): While maintaining the stable operation of its Information Security Management System (ISMS), the Company continues to expand the scope of ISO 27001 certification to encompass more operating locations and critical systems. In addition, promote the institutionalization of cybersecurity incident drills and strengthen cybersecurity collaboration with supply chain partners. Reference ISO/IEC 42001 and establish an AI ethics and safety management system to build a sustainable and resilient information security governance system.
Management Evaluation Mechanism	**Audit Mechanism:** The Company conducts internal audits and external evaluations on a regular basis to ensure the implementation and effectiveness of information security management. **Incident Management Mechanism:** The Company has established an immediate and tiered handling process to improve the efficiency of cybersecurity incident response and reduce its impact. **Drill Mechanism:** The Company regularly conducts information security incident drills, covering abnormal scenarios for critical systems (such as ERP/MES), to verify operational continuity capabilities. **Continuous Improvement Mechanism**: The Company will continue to optimize its information security and AI usage management measures based on audit results and actual incidents.
Implementation and Performance	● Annual internal control system information security related audits have been completed and confirmed by the auditing unit to meet requirements. ● Completed the information security incident simulation drill to verify the effectiveness of the response procedures and operational continuity mechanisms of each department. ● Social engineering exercises have been conducted at GLT-Taiwan, with 1,010 test emails sent to 202 participants. The number of people who clicked the link was 47 (click rate 4.65%), and the number of people who opened or downloaded the attachment was 6 (rate 0.59%). The overall rate of risky behaviors remained at a low level, indicating that employees have developed a certain level of capability in identifying information security risks. We plan to further expand the scope to Tongluo Branch. ● Regularly conduct vulnerability scanning operations. A total of 7 scanning was conducted throughout the year to continuous review system security and patch and track vulnerabilities to reduce potential cybersecurity risks. ● Promote group-wide cybersecurity education, training and awareness briefings. We have established a KPI management mechanism (with both the participation rate and pass rate reaching 100%) to strengthen employee's cybersecurity awareness.
Preventive or Remedial Measures	● Continuously adjust and reinforce information security control measures based on internal and external audit results to reduce potential risks. ● Review the handling and improvement results of cybersecurity incidents on a regular basis to enhance the organization's responsiveness and management transparency. ● Continuously monitor the use cases of AI tools and refer to the principles of ISO/IEC 42001 to progressively enhance AI usage guidelines and risk control measures to ensure the safe and appropriate use of AI.

3.2 Products and Services

416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
417-1	Requirements for product and service information and labeling
417-2	Incidents of non-compliance concerning product and service information and labeling
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

Customer Satisfaction Survey

1. Customer Satisfaction Trend Summary

The overall customer satisfaction score in 2025 was 88.9, a slight decrease of about 1.7% compared to 2024 (90.4). Although the overall performance remained in the high range of 85 points or above, the detailed indicators showed structural changes in service quality.

2. Analysis of Indicator Changes: Advantages and Concerns

Through cross-analysis of the data, we discovered a clear "fluctuation" phenomenon across various indicators:

Growth Momentum (+): Continued improvement in "product performance" and "product delivery time" demonstrates customer recognition of the company's optimization in technology development and supply chain efficiency.

Decline alert (-): The decline in "product quality" was the most significant, triggering a chain reaction that led to a simultaneous decrease in subsequent service aspects such as "customer complaint handling," "support efficiency," "service attitude," and "professional knowledge".

3. Review and Improvement Action Plan:

The changing trends clearly demonstrate that, in the pursuit of product performance and faster delivery, we must maintain a careful balance between quality and efficiency to achieve “speed” without compromising “quality”.

We strengthen quality control standards before shipment to ensure that on-time delivery is never achieved at the expense of quality. Once quality issue is detected, a cross-departmental review team is immediately activated to conduct thorough analysis and proactively provide the customer with preliminary findings within 24 hours. This approach strengthens our professional support and service capabilities and enhances customer satisfaction in the resolution of quality complaints.

Product Safety Certification

GLT has established a comprehensive “Health and Safety Impact Assessment Mechanism” covering products, raw materials, and packaging materials. In accordance with international regulatory requirements and customer specifications, systematic reviews and risk assessment are carried out to ensure that all products comply with applicable health and safety standards throughout the design, production, and delivery processes.

All products, raw materials, and packaging materials are strictly controlled in accordance with the HSF (Hazardous Substance Free) Management Specification, and suppliers are required to provide complete third-party testing reports and Safety Data Sheet (SDS) to ensure the compliance and safety of the materials used. Through the implementation of the above mechanisms, GLT is able to effectively manage potential health and

safety risks to consumers and employees throughout each stage of the product life cycle, mitigate potential hazards, and strengthen its commitment to corporate sustainability.

Moreover, all the main products and packaging materials of GLT are 100% RoHS 2.0 safety certified. All the raw materials used in the products are also 100% compliant with REACH SVHC declaration requirements, and the HSF (Hazardous Substances Free) Substance Declaration Form, SDS (Safety Data Sheet), and third-party test reports from ISO/IEC 17025-accredited laboratories are maintained to verify that product quality and safety meet applicable regulatory requirements and international standards.

Relevant explanation regarding the information and labeling requirements for GLT's products and services are as follows.

(1). Regulatory Assessment and Certification:

All products undergo rigorous regulatory assessments and are manufactured under ISO 9001-certified quality management systems, with automotive products meeting requirements of IATF 16949 standards. Our products also comply with the environmental requirements of RoHS and REACH.

(2). Information and Traceability Requirements:

Product labels provide full traceability of key information, including product model numbers, manufacturing dates, batch numbers, and supplier information, ensuring 100% traceability throughout the production history.

(3). Customized Labeling Services:

Customized barcodes or QR Codes can be added according to customer requirements to support integration with supply chain management systems.

During the reporting period of 2025, 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.

Certifications

Sony Green Partner (GP) Certification

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あげます。
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	マニュ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

ISO 13485:2016 Medical Devices Quality Management System Certification

Certificate of Registration

This certificate has been awarded to

Global Lighting Technologies (Taiwan) 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

ISO 13485:2016

The scope of activities covered by this certificate is defined below

Assembly of Backlight Modules used in Medical Device.

Certificate Number 139827/A/0001/UK/En

Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
24 November 2025	1	23 November 2028	1
Revision Date	Revision Number	Original Certificate Issue Date	Scheme Number
24 November 2025	0	24 November 2025	n/a

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

Issued by Mukesh Singhal - On behalf of the Schemes Manager

IATF 16949:2016 Automative 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 CEMY25]

Certificate Number: 114682/A/0001/SM/En

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	Scheme Number
27 January 2024	0	04 February 2021	0498432

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

Issued by

Mukesh Singhal - On behalf of the Schemes Manager

ISO 9001:2015 Quality Management System



TÜVNORD

Certificate

Management system as per
ISO 9001: 2015

TÜVNORD
TÜV NORD Taiwan Co., Ltd.
ISO 9001
tuv-nord.com/tw

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. 44 100 092239
Audit Report No. TW-1101/2024

Valid from 2024-05-11
Valid until 2027-05-10
Initial certification 2009-05-11

Visit our database to verify the validity of this certificate.

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, TW1101, RC

Management System Certification
MS431

TÜVNORDGROUP

ISO 14001:2015 Environmental Management System



TÜVNORD

Certificate

Management system as per
ISO 14001: 2015

TÜVNORD
TÜV NORD Taiwan Co., Ltd.
ISO 14001
tuv-nord.com/tw

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 this certificate.

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, TW1102, RC

Management System Certification
MS431

TÜVNORDGROUP

ISO 45001:2018 Occupational Safety and Health Management System



TÜVNORD

Certificate

Management system as per
ISO 45001: 2018

TÜVNORD
TÜV NORD CERT GmbH
ISO 45001
tuev-nord.de

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

TÜV ®

DAkkS
Deutsche Akkreditierungsstelle
D-ZM-12067-01-00

Customer Privacy and Cybersecurity Management

GLT 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 specialists are responsible for coordinating and implementing information security policy to prevent not only unauthorized modification or use of data and systems, but also hackers, various viruses, intrusions and damage. Information specialists also conduct information security education and training for employees from time to time 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. In addition, the Information Security Committee has also been established, with the Group Chief Operating Officer serving as the convener to be 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 19, 2025.

The audit results for 2025 showed no complaints of privacy violations, information leaks, theft or loss of customer data. The Company will continue to protect customer data with care.

The Company has formulated the "Information Security Policy" and "Personal Data Protection Standards" as the core basis for information asset and personal data management. The overall system is planned and operated in accordance with the ISO 27001 framework, and the overall protection capabilities of IT and operational systems are continuously strengthened.

As AI applications are progressively adopted, the Company has established a foundational AI governance mechanism, with key areas including the followings:

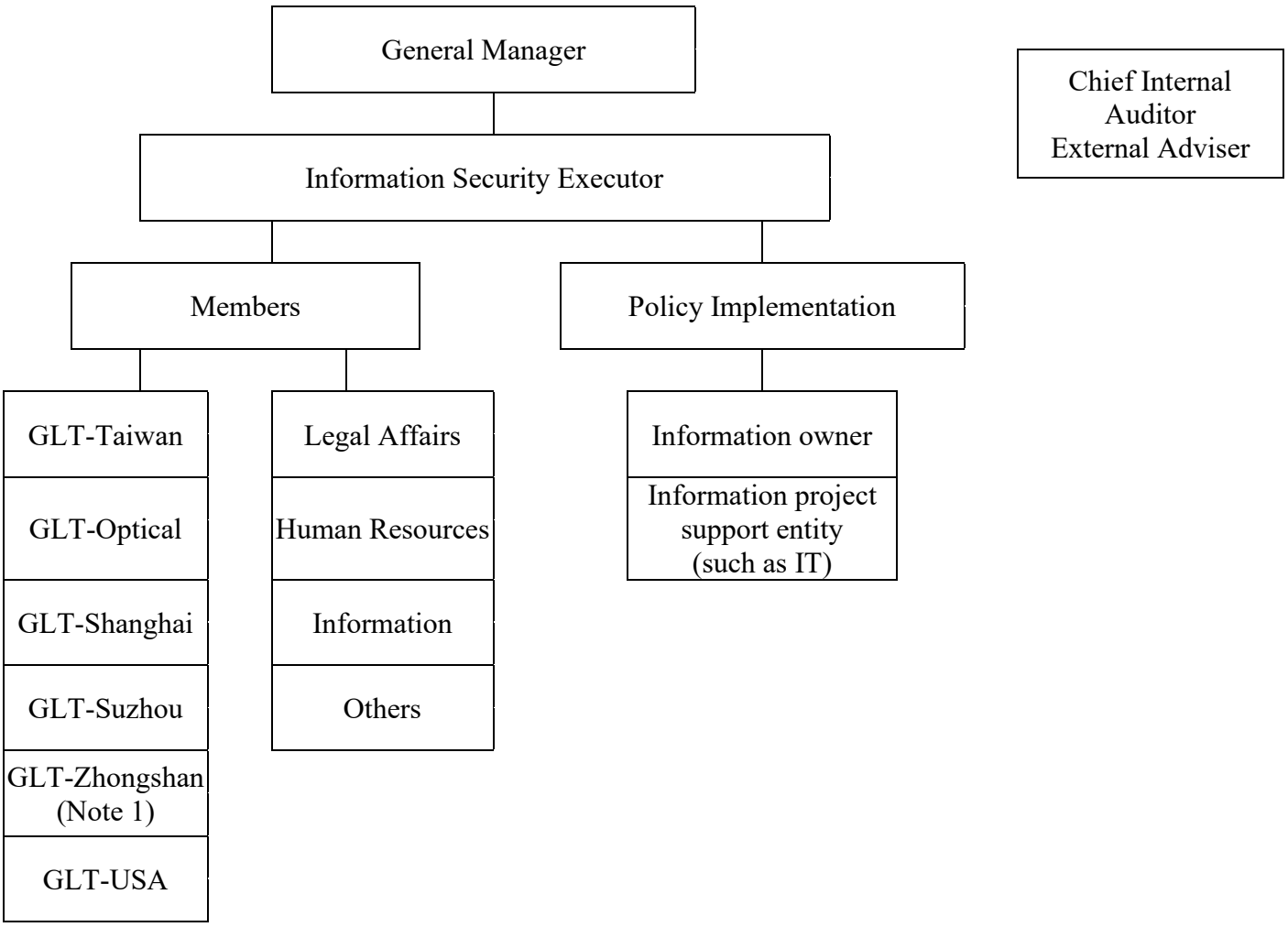
- Basic risk assessment and tiered control of AI tool access permissions.
- Automated process safety assessment.
- Human review and decision-making mechanisms.
- Align with international standards to progressively implement ISO/IEC 42001 framework and establish clear accountability and governance mechanisms.

In terms of managing information security, the Company has established and implemented measures covering data classification and grading, account and access controls, information security incident reporting, education and training, and backup and recovery mechanisms to ensure effective execution of its information security system.

The Company's information and cybersecurity policies and strategies are developed with reference to and in accordance with the following frameworks and standards.

(1) ISO 27001:2013 Information Security Management System
(2) NIST Cybersecurity Framework
(3) CIS CSC (Center for Internet Security Critical Security Controls, Top 20 Critical Security Controls).
(4) Please check GLT's official website for the "Information Security Policy".

GLT's Cybersecurity Risk Management Architecture



Note 1: To consolidate group resources, it was resolved at the board meeting on April 30, 2025 to proceed with dissolution and liquidation of Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

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

Information Security Control Measures	Completed Items in 2025
Hardware Asset Inventory	● Completed asset inventory and network equipment inventory. ● Implemented the NetBox, a Network Infrastructure and Asset Management Platform, to monitor identifiable server hardware and improve service levels. ● Computer replacement and upgrades are currently in progress, and the estimated number of replacements is as follows: 8 in GLT-Taiwan, 10 in GLT-Shanghai, 20 in GLT-Suzhou, and 10 in GLT-Taiwan Tongluo Branch.
Software Asset Inventory	● Maintain comprehensive information on all licensed software. ● Import software whitelist/blacklist policies to restrict unauthorized installations.
Continuous Vulnerability Management (CVM)	● In 2025, seven vulnerability scans were conducted on the server at GLT-Shanghai. ● At GLT-Shanghai, server version 10.2.1.40 has discontinued the use of SSL and transitioned to the TLS 1.2 encryption protocol. ● At GLT-Shanghai, server version 10.2.1.251 has discontinued the use of TLS 1.1 and been upgraded to TLS 1.2.
Privileged Account Management	● Removed accounts that are decommissioned. ● Access to critical servers and infrastructure devices has been centralized through a bastion host with two-factor authentication enabled.
Security Configuration Management	● Regular backup of the firewall and Core Switch configuration files.
Maintenance, Supervision, and Analysis	● Established the Zabbix monitoring platform for centralized monitoring of the operational status of servers and network equipment across various factory areas. ● Extended the use of Elastic Log Server to collect information about critical group hosts in order to monitor all login sources.
Email and Browser Access Protection	● Completed the full migration of Mail Exchange to the cloud, integrating it from the original hybrid cloud-on-the-ground architecture to the cloud and Defender platform. ● M365 has a built-in multi-layered encryption mechanism, including encryption for data transmission and data at rest.
Preventing Malware	● Collected and monitored information for services that use the command line. ● Collected and analyzed antivirus software detection events.
Restriction and Control of Network Communication Ports	● Completed the firmware upgrades for the firewall systems across all sites within the Group. ● Completed the inventory of open ports on major servers and network devices.
Data Recovery	● Redesigned the database backup strategies and consolidated data. ● Completed a VMware host data restoration drill. ● Conducted cross-site data restoration drills and staff training.
Network Device Security Configuration	● Regularly review and update network device configuration settings (backup configuration files every month).
Boundary Defense	● Completed firmware upgrades for the entire group's firewall system.
Data Protection	● Continuously maintain encryption/decryption software contracts. ● Configure access permissions for network devices. ● All hard drives decommissioned at year end were physically destroyed by a professional vendor, with video documentation retained as evidence.
Access Control	● Ensured that access permissions across all cloud platforms comply with the Principle of Least Principle (PoLP). ● In conjunction with Oracle HCM, we reviewed and implemented role-based access control principles.
Wireless Network Access	● Replaced existing wireless network controllers with new ones to enhance wireless network coverage and availability.
Account Monitoring and Management	● Removed decommissioned service accounts. ● Continued to manage service accounts.
Security Awareness and Training Programs	● Two cybersecurity drills were conducted this year. ● Industry expert presentations. ● Information security personnel participated in cybersecurity training courses during the year. ● Completed social engineering drills.
Application Software Security	● Phasing out existing applications by migrating to solutions developed on the new application platform. ● Upgrading SQL databases. ● Migrating applications to HTTPS encryption protocol.
Emergency Response and Management	● Completed the maintenance and tracking of three service outage incidents reports during the year. ● Completed system recovery drills.

Information Security Control Measures	Completed Items in 2025
Penetration Testing and Red Team Drills	● Arranged the necessary training for personnel.

3.3 Supply Chain Management

204-1	Proportion of spending on local suppliers
308-1	New suppliers that were screened using environmental criteria
308-2	Negative environmental impacts in the supply chain and actions taken
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and actions taken

Procurement Overview of Operating Locations

GLT transacted with 662 suppliers in 2025, 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 eco-friendliness 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 overseas procurement amounts and proportions are shown in the following table:

GLT's Procurement Ratio in the Past Three Years

Contract type	Contract type / Procurement location	2023		2024		2025	
		Number of suppliers	Percentage of purchase amount to total purchase amount (%)	Number of suppliers	Percentage of purchase amount to total purchase amount (%)	Number of suppliers	Percentage of purchase amount to total purchase amount (%)
Labor (contracting and services)	Domestic	460	0.90	483	0.70	440	1.10
	Overseas	13	1.70	11	1.70	11	1.70
Property (raw materials)	Domestic	119	6.20	132	5.20	132	6.80
	Overseas	18	90.80	19	91.90	17	77.20
Engineering (construction and equipment)	Domestic	68	0.50	74	0.30	59	0.30
	Overseas	0	0.00	1	0.40	3	12.90
Total		678	100	720	100	662	100

Note:
1. Domestic refers to Taiwan; overseas refers to locations outside Taiwan (e.g., the United States, Vietnam, etc.).
2. The purchase amount in this table for 2025 is calculated in New Taiwan Dollars (NTD). The data for 2023 and 2024, calculated in US dollars (USD), have been adjusted and converted to New Taiwan Dollars.

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 14000, 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 supply chain security plans.

During the reporting period, the Company added 95 new suppliers in 2025, of which 29% held ISO 9001 certificates, 11% held ISO 14001 certificates, 99% 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 main 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 departments 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.

Supplier Category Description Table	
Supplier Category	**Product Name**
Main raw material suppliers	● Plastic ● Protective film
Automotive raw material suppliers	● Light guide plate ● Housing ● FILM ● TAPE
Secondary raw material suppliers	● Pallets ● Packaging materials (e.g., cartons, top and bottom packaging boards, labels, EPE foam, anti-static bags, etc.)
Miscellaneous	● Non-part-numbered components
Others	● Non-raw materials and miscellaneous items

Existing Raw Material Supplier Rating Description Table			
Grade	**Score**	**Determination**	**Description**
A	91-100	Outstanding supplier	No deficiencies identified.
B	71-90	Qualified supplier	Corrective actions must be provided in response to the identified deficiencies.
C	41-70	Conditionally qualified supplier	If the supplier's audit score does not meet the qualification criteria, the supplier must improve its performance to Grade B within three months from the audit date. Failure to complete the required improvement within the specified period will result in the supplier being classified as disqualified.
D	0-40	Disqualified supplier	Terminate business dealings.

Supplier Evaluation Results

GLT has established a supplier management mechanism focused on ESG (Environmental, Social, and Governance). The Supplier Management Procedures stipulate that new suppliers must sign the Supplier/Outsourcer Code of Conduct Compliance Declaration, committing to compliance with regulations, integrity management, fulfillment of social responsibility, and specific adherence to the RBA Code of Conduct regarding labor, human rights, and environmental protection. At the same time, the Company collects information on environmental management, occupational safety, labor rights and integrity in business through the "Supplier ESG Questionnaire", requires the provision of policy documents or third-party verification as evidence, and conducts written, remote or on-site audits based on the level of risk to ensure that the supply chain operation complies with the principle of sustainable development.

For supply chain risk management, the Company conducts annual sustainability audits on key suppliers of major and automotive raw materials for thorough assessment of their sustainability management in the aspects of environment, labor, human rights, and so on. In 2025, audits of 39 key suppliers were completed, with all suppliers passing the audits, showing a high level of management maturity. In terms of new suppliers, a total of 95 new suppliers were added in 2025, among which only 1 (accounting for 1%) has not yet completed the signing of the declaration. Since this particular supplier's compliance in areas of labor employment, occupational safety and environmental management is yet to be confirmed, and there are potential risks of environmental pollution or improper resource management, this very supplier is still under the Company's guidance and corrective advisory process, with no cases of business termination to date (0%).

Through the aforementioned due diligence and risk-based audit mechanisms, GLT continues to enhance regulatory compliance and sustainability management capabilities across its supply chain to build a responsible and resilient supply chain network. Looking ahead, the Company will continue to strengthen its supplier management system and work closely with suppliers and business partners to implement sustainable practices, and jointly pursue higher product quality and a more sustainable future.

ISO 14001 Environmental Management System

TÜVNORD

Certificate

TÜVNORD
TÜV NORD Taiwan Co., Ltd.
ISO 14001
tuv-nord.com/tw

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 this certificate.

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

TÜV NORD Taiwan Co., Ltd.
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ROC, TW1102, RC

IAF TAF
Management System Certification MS031

TÜVNORDGROUP

IV.Green Environmental Protection

4.1 Management Approach to Material Topics

Name of Material Topic	Energy Management (Energy, Emissions)		
Response to Sustainability Principles (Issues)	GRI 302 Energy GRI 305 Emissions	**Affected Stakeholders**	Employees, shareholders and other investors, governments and regulatory authorities, suppliers and contractors, customers
Significance	Through effective energy management, companies can effectively reduce GHG emissions, minimize environmental impact and damage, lower energy costs, and enhance financial stability to further promote long-term sustainable operation and development.		
Impacts and Effects	■：Reduce Operating Costs: Energy conservation directly reduces energy expenditures, and carbon management helps comply with future carbon tax regulations. ■：Mitigate Climate Change: Reduce GHG emissions, lower air pollution, and protect the ecosystem. ■：Improve Public Health: Reduce air pollution to lower respiratory disease rates and improve the quality of life for community residents. ▲：High Transition Costs: Significant upfront investment is required for energy-saving equipment, green electricity procurement, and the establishment of carbon inventory systems. ▲：Transition Side Effects: The manufacturing and disposal of equipment will still generate environmental footprints. ▲： Energy Poverty Risk: If increased energy costs are passed on to product prices, affordability for vulnerable groups may be affected. ■: Positive impact ▲: Negative impact		
Policies/ Strategies	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 for resource recycling and waste reduction to achieve its goal of sustainable development. 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 long-term commitment to society and the environment.		
Goals and Targets	The Company's GHG emission targets are set as follows, with 2024 as the base year: ●Short-term goal (1-2 years): Reduce GHG emissions by 1% within 5 years. ● Medium-term goal (3-5 years): Reduce GHG emissions by 5% by 2040. ● Long-term goal (5 years or more): Achieve net zero emission at all operating locations by 2050. The Company's energy conservation goals are as follows: ●Short-term goal (1-2 years): Increase the air conditioning temperature in the factory offices and install circulating fans to reduce cooling energy consumption, with an estimated energy saving of 1%. ●Medium-term goal (3-5 years): When purchasing equipment, the variable frequency energy-saving equipment has to be selected, which is expected to save 5% in energy. ●Long-term goal (5 years or more): Solar panels will be installed in the factory area to increase green electricity, which is expected to save 10% of energy.		
Management Evaluation Mechanism	●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 being 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.		
Implementation and Performance	●Implement low-loss, low-energy-consumption, and low-pollution production process to improve energy and resource efficiency, and strengthen pollution prevention and control measures. ●Select recyclable and reusable resources to promote resource circularity and achieve the goal of waste reduction. ●Energy conservation measures: To reduce unnecessary energy consumption caused by prolonged equipment operation, GLT has implemented the improvement of the energy efficiency of the existing sand filtration system. The operating current of each pump in the system is approximately 13.1–13.8 A. Based on a 380V three-phase power supply, the power consumption of a single pump is approximately 9.08 kW. The combined operating power of the two pumps is 18.16 kW, resulting in daily electricity consumption of approximately 435.96 kWh under continuous 24-hour operation. Following the optimization of the		

Name of Material Topic	Energy Management (Energy, Emissions)
	operating mode, the system's operating days can be reduced by about 16 days per month, resulting in monthly electricity savings of around 6,975kWh. The total annual electricity savings are approximately 83,700kWh(301.32GJ). Based on a cost of NT$3.5 per kilowatt-hour, this would save approximately NT$24,412 per month, demonstrating the significant energy-saving and economic benefits of this improvement measure. Based on Taiwan's power carbon emission coefficient of 0.474 $kgCO_2e/kWh$, this improvement measure is estimated to reduce carbon dioxide equivalent emissions by approximately 39.7 metric tons (tCO_2e) compared to 2024.
Preventive or Remedial Measures	●Replace inefficient and outdated public equipment and comply with the government's energy conservation policies. ● Periodically maintain equipment efficiency through regular maintenance. ● Energy management performance is regularly reviewed in ISO 14001 management audit meetings and improvement is continuously promoted.

4.2 Climate Change Management

201-2	Financial impacts and other risks and opportunities resulting from climate change

Under the impact of rapid global climate change, GLT has strengthened its climate change risk adaptation and management measures to ensure the continuous operation of its services without disruption, thereby reducing the potential operational impacts of extreme weather events and environmental changes. Through a comprehensive risk assessment and response mechanism, GLT aims to enhance organizational resilience, mitigate the potential impacts of climate change, and fulfill its corporate responsibility for global environmental protection and human health.

In addition, in accordance with IFRS Sustainability Disclosure Standards, we systematically identify and assess the climate-related physical risks, transition risks, and opportunities that may arise from our operations. Based on the assessment results, we formulate corresponding management strategies and response measures to strengthen our capacity to address climate change and enhance overall operational resilience. The results of the assessment and management approaches for climate-related risks and opportunities are detailed as follows.

Climate Change Risks, Opportunities, and Financial Impacts	
Governance	**1. The Role of the governing body in the governance of climate-related risks and opportunities** As the highest governing body, the Board of Directors regularly receives an annual report on sustainability development and risk management to maintain an overall understanding of climate-related risks and opportunities. The Board oversees the relevant responsible functions and provides recommendations for improvement as appropriate based on the contents of the reports. The Board also continuously reviews the implementation of the Company's strategies to ensure that climate-related matters are incorporated into the Company's overall operation and risk management frameworks. **2. Management's role in the governance of climate-related risks and opportunities** Management is responsible for coordinating the Risk Management, Environmental Sustainability, Social Inclusion. and the Corporate Governance Teams to identify and assess environmental, social, and governance (ESG) issues (including climate change) related to our operations, based on the principle of materiality. Management also regularly monitors the implementation progress and feasibility of relevant policies and measures, consolidates the results, and reports them to the Board of Directors to assist the Board in oversight and decision making.
Strategies	**1. Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects** **(a) Climate-related risks** ◆ **Policy and Regulatory Risk** To address increasingly stringent requirements for climate change response, emission disclosure, and emissions management, significant capital investment is required, which will result in higher costs in the short term and increase of the Company's management burden. GLT selects energy-efficient and water-saving equipment and has transitioned internal workflows to online approval processes, replacing traditional paper-based procedures to reduce electricity consumption and carbon emissions. ◆ **Market Risk** Rising energy prices and increased customer demand for low-carbon products are altering cost structures and market competition conditions. ◆ **Acute Physical Risk** The increased frequency and intensity of extreme weather events (such as floods, droughts, and typhoons) may affect operational stability, asset security, and the working environment for employees. **(b) Climate-related opportunities** ◆ **Resource Efficiency Improvement** Promote energy conservation, carbon reduction, and paperless operations to reduce resource consumption and operating costs. ◆ **Product and Service Innovation** Develop low-carbon products and services to meet market demands for environmental protection and sustainability. ◆ **Strengthening corporate resilience** Introduce renewable energy and implement energy-saving measures to enhance long-term operational stability and competitiveness.

Climate Change Risks, Opportunities, and Financial Impacts	
	2. The current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain **(a) Risk Impact** ◆ **Operational Aspect** Extreme weather can lead to work stoppages, logistical disruptions, or supply chain interruptions, impacting overall operational efficiency. ◆ **Asset-Related Risks** Climate events can directly damage infrastructure, factories, and equipment, increasing the need for repair or replacement. ◆ **Changes in Cost Structure** Increased expenditures for disaster recovery, infrastructure repair, and maintaining operational stability; investment in energy efficiency improvements and carbon reduction measures drive up operating costs. ◆ **Supply Chain Risks** Raw material supply fluctuates because of the impact of the climate, making it necessary to reduce risks by diversifying supply sources. **(b) Opportunity Impact** ◆ **Process Optimization** Introduce electronic and paperless processes to improve operational efficiency and reduce environmental burden. ◆ **Value Chain Upgrading** Develop low-carbon products and services to enhance market competitiveness and added value. ◆ **Enhancing Market Competitiveness** Enhance the brands' sustainability positioning, address increasing customer demand for eco-friendly products, and expand market opportunities. **3. Information on the effects of climate-related risks and opportunities on the entity's strategy and decision-making** **(a) Risk Management Strategies** ◆ Purchase property insurance to mitigate the impact of extreme weather events on business interruptions and asset losses. ◆ Establish a cross-plant backup capacity mechanism to enhance operational sustainability. ◆ Conduct regular supplier audits and establish diversified sourcing channels to strengthen supply chain resilience. **(b) Operational and Investment Decisions** ◆ Implement energy- and water-saving equipment to reduce energy consumption and carbon emissions. ◆ Drive process optimization and digital transformation, such as online approval workflows, to improve operational efficiency and reduce resource waste. ◆ Increase the use of renewable energy and investment in low-carbon technologies to address long-term trend of carbon reduction. **(c) Development Strategy** ◆ Develop innovative service models and low-carbon products to expand new market opportunities. ◆ Build a safe and healthy work environment to strengthen the Company's capacity for sustainable development. **4.The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows** **(a) Impact on Revenue** ◆ Increasing customer demand for eco-friendly and renewable energy products is driving changes in the product portfolio and market demand structure. ◆ Failure to adapt in a timely manner may result in customer loss and reduced revenue, while low-carbon products can create new business opportunities. **(b) Impact on Operating Costs** ◆ Extreme weather events increase the costs of disaster response, infrastructure repair, and maintaining operational stability. ◆ Investments in energy efficiency improvements and energy-saving measures to reduce carbon emissions may increase operating costs in the short term. ◆ Rising energy prices further increase overall operating expenses. **(c) Impact on Asset Value** ◆ Extreme weather events can directly impact the use value and service life of a company's infrastructure, facilities, and equipment. **(d) Impact on Capital Expenditure**

Climate Change Risks, Opportunities, and Financial Impacts	
	◆ To address climate change risks, the Company needs to increase investments in infrastructure upgrades, disaster protection, and low-carbon technologies, resulting in higher capital expenditures. **(e) Impact on Cash Flow** ◆ Business interruptions and unexpected disasters may cause short-term fluctuations in cash flow. ◆ Increased investment in climate transition may place short-term pressure on capital allocation. **(f) Risk Mitigation Mechanisms** ◆ Insurance can help transfer part of the potential losses, but the Company may still face higher premiums or insufficient coverage. **5. Climate-related Scenario Analysis and Assessment of Climate Resilience** **(a) Scenario Analysis and Planning** GLT will gradually establish a climate-related financial impact assessment mechanism in accordance with international standards (IFRS S2). ◆ The initial framework is expected to be completed by the end of 2026. ◆ Beginning in 2027, scenario analysis tools and financial impact prediction models will be introduced. **(b) Assessment Methods and Implementation Directions** ◆ Identify the linkages between existing financial indicators and climate change, and establish a corresponding list of financial items. ◆ Collect and analyze climate change-related costs (such as disaster recovery and energy efficiency investments) as a basis for future projections. ◆ Continue to pay close attention to the development of international disclosure standards and optimize the financial disclosure structure of GLT to enhance information transparency and comparability. **(c) Resilience Assessment and Adaptability** ◆ Establish backup capacity and strengthen supply chain management to reduce the risk of operational disruptions. ◆ Promote energy transition and energy-saving measures to reduce dependence on high-carbon energy sources. ◆ Continue to invest in low-carbon innovation and strategic transformation to enhance long-term competitive advantage and climate resilience.
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 GHG emissions. The short-term target is to reduce GHG emissions by 1% within five years; the medium-term target is to achieve 5% reduction by 2040; and the long-term target is to achieve net-zero emissions at all operating locations by 2050. The energy-saving targets set by GLT are as follows. ●Short-term goal (1-2 years): Raise the air-conditioning temperature in the plant offices and install circulation fans to reduce cooling energy consumption, with an estimated energy saving of 1%. ● Medium-term goal (3-5 years): Prioritize the procurement of variable-frequency energy-efficient equipment to improve energy efficiency, with projected energy savings of 5%. ● Long-term goal (5 years or more): Install solar panel at the plant to increase the use of renewable electricity, with expected energy savings of 10%. In the future, the Company plans to achieve its energy-saving targets through mechanisms such as internal carbon pricing, carbon offsets, and renewable energy certificates (RECs).
GHG Inventory Plans, External Assurance or Verification	● According to the Financial Supervisory Commission's order No. 11203852314 dated November 13, 2023, the Company is required to disclose information on GHG inventory, carbon reduction targets, strategies, and concrete action plans starting in 2027, and to complete assurance disclosures starting in 2029. ● The Company completed the verification of its 2024 GHG inventory on May 27, 2025, and obtained GHG verification statement in June 2025. The verification of the 2024 Sustainability Report was completed in July, 2025, and the report was issued following the resolution of the Board of Directors in August 2025. ● The Company completed the verification of its 2025 GHG inventory and obtained GHG verification statement in June 2026. The verification of the 2025 Sustainability Report was completed in July, 2026, and the report will be issued following the resolution of the Board of Directors in August 2026.

4.3 Materials Management

301-1	Materials used by weight or volume
301-2	Materials from recycled input sources
301-3	Reclaimed products and their packaging materials

Use of Raw Materials

GLT mainly uses raw materials such as plastic pellets, protective films, light guide plates, and housings (plastic cases), as well as film and tape that cannot be weighed, 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 emissions, achieving a win-win situation for the environment and the economy. The consumption of raw materials by the Company is shown in the following table.

GLT's Material Usage Statistics over the Past Three Years

Unit: Metric tons

Name of Raw Material	Renewable or Non-Renewable	2023	2024	2025
Plastics	Non-renewable	2,619.60	3,663.80	1,204.25
Protective film	Non-renewable	128.51	172.94	86.70
Light guide plate	Non-renewable	85.58	96.54	87.52
Housing	Non-renewable	50.96	56.37	51.50

Note:
1. Material types include: Raw natural resources such as ore, iron, wood, and plastic pellets.
2. Non-renewable materials refer to resources that cannot be replenished in the short term, such as metals, minerals, and oil; renewable materials refer to resources that will grow again after being harvested.
3. Data source: Use the 2023 carbon inventory data as the baseline and apply the same methodology to collect and assess procurement data for 2024 and 2025.

Recycling and Reuse of Materials

The main products of GLT are displays. Product design and manufacturing prioritize high quality and performance; therefore, recycled materials are not used as production inputs. In its process management practices, the Company adheres to the principles of the circular economy and responsible resource utilization. Production scrap and rejected materials during production are handled by qualified professional recyclers and transferred to authorized recycling organizations for resource recovery and reuse, thereby improving resource efficiency and reducing environmental impacts. The recycled materials were not reused in the manufacturing process of GLT products. During the reporting period (2025), GLT did not use recycled materials as product raw materials. In terms of packaging materials, GLT used reusable cartons to significantly reduce the use of disposable packaging, showing its commitment to environmental protection and putting sustainable environmental management into practice.

Statistics of recycling cartons at GLT are based on the data from its two business units, namely TCL and TGM. In TCL Business Unit, all the cartons used are 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 to two customers. 100% of the original boxes are used for shipment; however, if the total number of cartons received is insufficient for the total shipments to two customers, additional cartons will be purchased to make up the difference. The estimated shipment volume for 2025 was 47,998 cartons, with 44,998 cartons recycled, resulting in a recycling rate of 94%. In TGM Business Unit, after delivering products to customers, the unit uses return trips to collect used cartons from customers for reuse. The estimated shipment volume for 2025 was 63,435 cartons, with 21,798 cartons recycled, resulting in a recycling rate of 34%. In summary, the total shipment volume was 111,433 cartons, the total recycling volume was 66,796, and the overall recycling rate was 60%.

We put our environmental commitment into practice throughout our operations. The reuse of product packaging shows our strong commitment to environmental protection. We will continue to explore more ways to reduce our environmental impact, promote sustainable business development, and work together with our stakeholders toward a greener and more sustainable future.

2025 Statistics on Carton Recycling and Reuse				
Department	**Unit**	**Shipment Volume**	**Recycling Volume**	**Recycling Ratio**
TCL	carton	47,998	44,998	94%
TGM	carton	63,435	21,798	34%
Total	carton	111,433	66,796	60%

4.4 Energy Conservation and Carbon Reduction

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

Quantitative Indicators	Unit	2023	2024	2025
Electricity Consumption	kWh/year	16,122,400	16,617,600	12,621,200
	GJ	58,040.64	59,823.36	45,436.32
Gasoline Consumption	L / year	2,651.435	6,119.28	5,967.835
	GJ	86.59	194.94	189.54
Diesel Consumption	L / year	4,623.2688	2,139.3870	3,075.853
	GJ	162.60	77.41	111.21
Total Energy Consumption	GJ	58,289.82	60,095.71	45,737.08
Organization-specific Metrics	Operating revenue (NT$ million)	5,939.876	6,946.030	5,350.863
Energy Intensity	GJ/operating revenue (NT$ million)	9.8133	8.6518	8.5476

Note:
1. The statistics of energy consumption are based on data from GLT-Taiwan and its Tongluo Branch.
2. The calorific value of electricity is converted to 1kWh=0.0036GJ; 1 kcal=4.1868 KJ.
3. For 2023, fuel calorific values were calculated based on Version 6.0.4 of the Greenhouse Gas Emission Factor Management Table published by the Ministry of Environment: gasoline at 7,800 kcal/L and diesel at 8,400 kcal/L.
4. The calorific values for 2024 were based on the announcement of the Climate Change Administration, Ministry of Environment in February 2025: gasoline at 7,609 kcal/L, diesel at 8,642 kcal/L.
5. The calorific values for 2025 were based on the announcement of the Climate Change Administration, Ministry of Environment in February 2026: gasoline at 7,586 kcal/L, diesel at 8,636 kcal/L.
6. The energy consumed by the Company is sourced from non-renewable energy sources.

Greenhouse Gas Emissions

In 2023, GLT adopted ISO 14064-1 GHG inventory mechanism to voluntarily conduct GHG inventory to understand GHG emissions during operations. Through systematic inventory and data management, the company aims to continuously optimize energy efficiency, gradually reduce GHG emissions, and move towards the goal of environmental sustainability.

Through regular GHG inventories, the Company is committed to continuously reviewing and improving operational procedures that may have environmental impacts, reducing the environmental impacts of business operations, and implementing the concept of sustainable management. This not only demonstrates the Company's commitment to environmental sustainability but also represent a concrete action to fulfill its responsibility to future generations. In the future, we will continue to promote process and operational improvements based on the inventory results and work together with our stakeholders to contribute to a healthy and sustainable environment.

The GHG emissions from GLT's operating locations over the past three years are shown in the table below.

GLT's Greenhouse Gas Emissions in the Past Three Years

Unit: metric tons CO_2e

Item	2023	2024	2025
Scope 1: Direct greenhouse gas emissions	425.5756	323.5922	326.6221
Scope 2: Indirect greenhouse gas emissions	7,964.4656	7,876.7424	5,982.4488
Scope 3: Other indirect emission sources	13,815.0337	18,506.3894	8,071.5410
Total emissions = Scope 1 + Scope 2	8,390.0412	8,200.3346	6,309.0709
Organization-specific metrics (revenue in NT$ million)	5,939.876	6,946.030	5,350.863
Greenhouse gas emission intensity (total of Scope 1+2/operating revenue (NT$ million))	1.412	1.181	1.179

Note:
1. The statistics of GHG emissions are based on data from GLT-Taiwan and its Tongluo Branch.
2. 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 in Version 6.0.4 (IPCC Sixth Assessment Report) announced by the Bureau of Energy, Ministry of Economic Affairs.
3. Scope 2 refers to indirect energy emissions, such as purchased electricity.
4. Scope 3 refers to indirect emissions from raw materials/services, such as emissions from the transportation of goods, business travel, waste transportation and treatment, and front-end energy use when purchasing goods.
5. The types of GHG emissions include Carbon dioxide (CO_2), Methane (CH_4), Nitrous oxide (N_2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur hexafluoride (SF_6), and Nitrogen trifluoride (NF_3).
6. Purchased electricity is calculated using the carbon emission factors for electricity announced by the Bureau of Energy, Ministry of Economic Affairs: 2023 electricity emission factor =0.494 kgCO2e/kWh; 2024 and 2025 electricity emission factor = 0.474 kgCO2e/kWh.
7. Method for consolidating GHG emissions: Operational Control Approach.

Content of GLT's Scope 3: Other Indirect Emission Sources

Unit: metric tons CO_2e

Category	Description	2023	2024	2025
Upstream transportation and distribution	**Purchased goods**	48.2737	55.6637	18.5205
	Flights	16.8500	34.5400	38.4300

Content of GLT's Scope 3: Other Indirect Emission Sources				
				Unit: metric tons CO_2e
Category	**Description**	**2023**	**2024**	**2025**
Business travel	**Hotel stays**	3.7800	4.5000	5.1300
Upstream emissions of purchased goods	**Electricity**	1,568.7095	1,616.8925	1,398.4290
	Diesel	3.1115	1.4544	2.0824
	Gasoline	1.6015	3.6830	3.6273
	Tap water	18.5126	18.4251	11.5911
	Plastic pellet (MS/PMMA/PC) Protective film Automotive LGP/Housing	12,093.6870	16,724.9932	6,558.5950
Waste generated in operation	**Waste and wastewater**	60.5081	46.2376	35.1358

Note:
1. Other indirect emission sources are based on data from GLT-Taiwan and its Tongluo Branch.

TÜVNORD

OPINION

Greenhouse Gases Verification Opinion
ISO 14064-1 : 2018

Gives to

GLOBAL LIGHTING TECHNOLOGIES INC.

Office Address

No. 1149, Section 3, Minquan Road, Zhongli District, Taoyuan City 320, Taiwan

The quantity of Greenhouse Gas of the above organization and found to be in accordance with ISO 14064-3:2019. (detailed information please refer to next page)

Report Year	:	2025	
Greenhouse Gases Direct Emissions	:	785.7406	CO2-e Tonnes/ year
Energy Indirect Emissions(Category2)	:	9,877.9391	CO2-e Tonnes/ year
Other Indirect Emissions (Category3-6)	:	11,482.8926	CO2-e Tonnes/ year
Sum	:	22,146.5724	CO2-e Tonnes/ year
Materiality	:	5%	
Reasonable Assurance	:	Direct and Energy Indirect Emissions	
Limited Assurance	:	Category3-6	

Opinion No.: GHG-263446460
Version: V1.1
Verify Date: 2026-05-25

Issue Date: 2026-07-16

Verification Body
at TUV NORD Taiwan Co., Ltd.

TUV NORD Taiwan Co., Ltd.
Room A1, 9F, No.333, Sec.2,
Tun Hua S. Rd.
Taipei 10669 Taiwan, R.O.C.

Further clarifications regarding the scope of this opinion and the applicability of the standard may be obtained by consulting the organization

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 and proactively promote process management and improvement measures to achieve sustainable development goals and fulfill our corporate social responsibility.

Statistics of GLT's Ozone-Depleting Substances in the Past Three Years

Unit: kg

Name of ozone-depleting substance	2023	2024	2025
R22	196.42	196.42	16.42

Note:
1. 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.
2. Explanation of the reduction in R22 refrigerant usage: In 2025, during the cleanroom renovation project at GLT-Taiwan, the outdated air conditioning units were phased out and were handled in a "whole-unit transfer" approach, with qualified contractors responsible for the complete dismantling, removal, transportation, and final disposal of the equipment.

Air Pollutant Emissions of GLT in the Past Three Years

Unit: Metric tons

Test Items	Factory Area	2023	2024	2025
		Emissions	Emissions	Emissions
Volatile organic compounds (VOCs)	Tongluo Branch	6.373	7.535	4.162
	GLT-Taiwan	0.161	0.27	0.258
Total suspended particulates (TSP)	Tongluo Branch	0.042	0.032	0.021
Sulfur oxides (SOx)	Tongluo Branch	0.223	0.17	0.11
Nitrogen oxides (NOx)	Tongluo Branch	0.495	0.379	0.244

Note:
1. Major gases include Nitrogen oxides (NOx), Sulfur oxides (SOx), Persistent organic pollutants (POPs), Volatile organic compounds (VOCs), Hazardous air pollutants (HAPs), Particulate matter (PM), and other gas categories specified in relevant regulations.
2. Volatile organic compounds (VOCs) are based on data from GLT-Taiwan and its Tongluo Branch; others are based on data from Tongluo Branch.
3. The data is sourced from the Ministry of Environment's Pollutant Release and Transfer Register (TRTR).

Energy Efficiency Improvement and Energy Management Measures

As a global 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. Guided by the principle that "protecting the global environment and ensuring workplace safety and health are our responsibilities", we promote ESH initiatives and green, non-hazardous product activities, providing eco-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, GHG emissions, and green product development. We comply with relevant regulations and are dedicated to continuous improvement. We promote awareness among our upstream suppliers of international environmental regulations governing production processes and products, as well as 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, joining hands together for environmental protection.

To reduce unnecessary energy consumption caused by prolonged equipment operation, GLT has implemented energy conservation improvements to its original sand filter system. The original system operated continuously 24 hours a day. After assessing the actual operating needs, a timer was added to the system to adjust the operating mode to operate only on Mondays, Wednesdays, and Fridays, and stop operating at other times, in order to improve equipment operating efficiency and reduce energy consumption.

The system's pump operates at approximately 13.1–13.8 A. Based on 380V three-phase electricity, the power of a single pump is approximately 9.08 kW, and the combined operating power of two pumps is 18.16 kW. The daily electricity consumption for 24-hour operation is approximately 435.96 kWh. Following this operational optimization, approximately 16 fewer operating days per month can be achieved, resulting in monthly electricity savings of approximately 6,975 kWh and annual savings of approximately 83,700 kWh (301.32 GJ). Based on the electricity rate of NT$3.5 per kilowatt-hour, the measure is estimated to reduce monthly electricity costs by approximately NT$24,412, demonstrating the significant energy-saving and economic benefits of this improvement measure. Based on the estimated carbon emission coefficient of 0.474 $kgCO_2e/kWh$ for electricity in Taiwan, this improvement measure is expected to reduce carbon dioxide equivalent (tCO_2e) emissions by 39.7 metric tons compared to 2024. This not only effectively reduces energy costs but also helps reduce GHG emissions, demonstrating the company's commitment to continuously promoting energy conservation, carbon reduction, and environmental sustainability.

Since GLT’s products are non-end products (plastic injection light guide plates), and it does not involve energy consumption during the phase of products use, this improvement measure focuses on energy conservation in internal processes.

Energy Consumption Management

Energy consumption at GLT is divided into two main categories: personnel operation and production process losses. We also formulate energy conservation plans for production equipment. Details are given as follows.

1. Energy consumption due to personnel operation and production processes
   (1) Add timer switches on the equipment and using them in a standardized manner to reduce energy consumption caused by human factors.
   (2) Production schedules are arranged to concentrate personnel and equipment in the same area at the same time, thereby improving operational efficiency.
2. Production equipment plan to optimize and replace equipment with high energy consumption or add new energy-saving solutions
   (1) Inventory of equipment with a high proportion of energy consumption.
   (2) Optimize energy-consuming equipment (e.g., change fixed-frequency exhaust fans to variable-frequency fans/change manual fans to automatic fans).
   (3) Replace outdated or inefficient production equipment
   (4) Make good use of 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, GLT 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

303-1	Interactions with water as a shared resource
303-2	Management of water discharge-related impacts
303-3	Water withdrawal
303-4	Water discharge
303-5	Water consumption

GLT-Taiwan is located in Zhongli District, Taoyuan City, and its primary water source is from Shimen Reservoir. According to Water Risk Assessment Tools, the region where GLT-Taiwan is located is classified as having a medium-to-low water risk. GLT-Taiwan Tongluo Branch is located in Central Taiwan, and it 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 consumption at GLT-Taiwan increased by 7.07% in 2025 compared to 2024. The water-saving plan for GLT-Taiwan Tongluo Branch in 2025 is as follows.

1. Tongluo Science Park encourages manufacturers to adopt reclaimed water to improve water recycling rates and achieve water conservation goals.
2. Tongluo Branch plans to apply for 80 CMD of reclaimed water daily for its Process Cooling Water and Air Conditioning Cooling Water System while maintaining a backup capacity of 1.3 times the maximum daily usage, namely 104 CMD.
3. The introduction of reclaimed water allows the originally approved tap water usage to be reduced to 120.2 CMD, while maintaining the same backup capacity of 1.3 times the maximum daily usage, namely 156.26 CMD.
4. While maintaining the total planned water consumption at 200.2 CMD, the tap water consumption can be adjusted to 120.2 CMD by applying for 80 CMD of reclaimed water, which reduces tap water consumption by approximately 39.9%, achieving the benefits of water conservation and carbon reduction.
5. The plan aims to reduce the reliance on tap water resources by increasing the proportion of reclaimed water, and continue to enhance the effectiveness of water resource management and sustainable management.

Over the past three 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 and enhance the effectiveness of sustainable development.

Water Consumption of GLT-Taiwan in the Past Three Years			
	2023	**2024**	**2025**
Water intake (million liters)	34.35	32.05	34.32
Water discharge (million liters)	5.38	5.92	5.38
Water consumption (million liters)	28.97	26.13	28.94
Note: 1. Water consumption = Water intake - Water discharge.			

Water Consumption of GLT-Taiwan Tongluo Branch in the Past Three Years			
	2023	**2024**	**2025**
Water intake (million liters)	45.15	47.03	15.43
Water discharge (million liters)	36.13	38.18	12.73
Water consumption (million liters)	9.02	8.85	2.71
Note: 1. Water consumption = Water intake - Water discharge.			

GLT's Water Withdrawal Intensity in the Past Three Years			
Year	**2023**	**2024**	**2025**
(GLT-Taiwan) Water Intake (million liters)	34.35	32.05	34.32
(Tongluo Branch) Water Intake (million liters)	45.15	47.03	15.43
Total water intake	79.5	79.08	49.75
Organization-specific measurement (unit)	Operating revenue (NT$ million)	Operating revenue (NT$ million)	Operating revenue (NT$ million)
Organization-specific measurement	5,939.876	6,946.03	5,350.863
Water intake density	0.0134	0.0114	0.0093
Note: 1. Water intake intensity is calculated as: Water intake (million liters) / organization-specific measurement.			

Wastewater Discharge

GLT-Taiwan discharges treated wastewater into surface water bodies (specifically Laojie Creek), while Tongluo Branch's wastewater is discharged into the sewer system of Tongluo Science Park, Hsinchu Science Park. The wastewater discharge volumes and water quality monitoring results over the past three years are shown in the table below. In 2025, GLT-Taiwan discharged 5.37 million liters of wastewater, and Tongluo Branch discharged 1.26 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 the discharge of pollutants and comply with relevant environmental protection standards.

GLT's Wastewater Discharge Standards and Monitored Values in the Past Three Years

Test Item	Factory Area	2023		2024		2025	
		Discharge standard (ppm)	Annual average monitoring value (ppm)	Discharge standard (ppm)	Annual average monitoring value (ppm)	Discharge standard (ppm)	Annual average monitoring value (ppm)
BOD	GLT-Taiwan	30	6.65	30	6.30	30	10.50
	Tongluo Branch	300	2.80	300	6.70	300	1.50
COD	GLT-Taiwan	100	23.35	100	22.00	100	27.75
	Tongluo Branch	500	12.00	500	10.80	500	5.50

4.6 Waste Management

Waste Management

According to the process inventory results of each plant, the waste generated at GLT-Taiwan mainly comes from the electronic product assembly process, making it the primary sources of waste. Tongluo Branch, on the other hand, generates the largest amount of waste from its packaging process. General industrial waste is primarily sent to public or private waste disposal facilities for treatment, or handled in accordance with the Waste Disposal Act and related regulations on resource recycling and reuse. Hazardous industrial waste is transported to integrated industrial waste treatment centers assisted by the Ministry of Economic Affairs or qualified Class A waste disposal organizations for processing, or handled in accordance with relevant recycling regulations. The third-party waste disposal companies we select are all equipped with GPS positioning systems and have compliant waste disposal licenses to ensure that waste is disposed of safely and legally.

GLT continues to promote waste reduction and reuse measures to substantially reduce the amount of end-of-life waste generated, and to improve the overall waste reuse rate by providing technical advice on source reduction and waste reuse.

During the reporting period of 2025, GLT had no incidents of major leakage, which further reinforced our commitment to environmental protection.

GLT's Waste Statistics				
Waste Composition	**Hazardous/Non-Hazardous**	**Off-site**		
		2024	**2025**	**Disposal Method**
		Waste Generation (tons)		
D-0899 Waste fiber or other mixtures of cotton, cloth, etc.	Non-hazardous	1.51	1.03	Incineration (excluding energy recovery)
D-0299 Waste plastic mixture		26	13.63	
D-1801 General waste generated by business activities		43.86	37.48	
D-0701 Waste wood pallets		2.00	0	
D-0803 Waste fabrics		1.22	0	Physical treatment
Total		74.59	52.14	-

Note:
1. The waste composition may be classified and completed with reference to the categories specified in the Waste Disposal Plan (e.g. Categories A, B, C, D, E, F, etc.).
2. Waste weight is in metric tons.
3. Intermediate disposal methods include incineration (including energy recovery), incineration (excluding energy recovery), thermal treatment, and physical treatment.
4. "Off-site" refers to being outside the physical boundaries or administrative control of the reporting organization.
5. The data in this table is collected from waste disposal triplicate forms and resource recycling weighbridge slips.

4.7 Biodiversity Care and Conservation

Guided by the commitment to sustainable management, GLT continuously addresses environmental protection and biodiversity throughout its operations. In compliance with applicable environmental regulations and park management system, the Company implements measures including pollution prevention and control, resource recycling and reuse, and environmental monitoring to reduce the impact of its operations on the natural environment.

Relationship Between Operational Sites and Areas of High Biodiversity Value

GLT's main operational sites include GLT-Taiwan and its Tongluo branch. The inventory revealed that GLT-Taiwan is not located within a legally designated environmental protection area or ecological reserve, nor is it adjacent to important habitats of endangered or protected species. The operations of GLT-Taiwan at this site do not directly involve areas of high biodiversity value, and their impact on the local ecological environmental is limited. According to the results of the ecological survey conducted by Hsinchu Science Park Bureau (HSPB) from 2021 to 2022, Tongluo Park area is home to a variety of species, and is located within a critical and potential habitat for the leopard cat, a Class I protected species.

To balance the development of the science park and ecological conservation, the Hsinchu Science Park Bureau (HSPB) has planned and established "Leopard Cat Corridor" within the Tongluo Branch site area. The corridor connects conservation and park-designated areas through above-ground, ground-level, and underground passages, complemented by measures such as setback greenbelts, multilayered vegetation, roadside fencing, and wildlife-friendly passage facilities to minimize the impacts of park development on leopard cats and native species. GLT's operations within the Tongluo Science Park are all in line with the park's overall ecological conservation plan, and it has not engaged in any activities that would have a significant impact on the protected species or their habitats.

In addition, of the bird species recorded during environmental monitoring, 10 are designated as protected bird species by the Ministry of Agriculture (none are classified as IUCN Red List species). These findings indicate that the park continues to retain a certain degree of ecological diversity.

Conduct Biodiversity Risk Assessments and Set Targets

Through environmental management and ecological protection measures, GLT indirectly supports the preservation of animal habitats and biodiversity. At its operating locations, ecological inventories and risk assessments are conducted to identify and evaluate the potential impacts of development and operational activities on plant and animal habitats, and corresponding preventive and improvement measures are formulated. We establish qualitative and quantitative targets, continuously track improvement results, and ensure a gradual improvement in the quality of the ecological environment. For biodiversity risk prevention, the qualitative targets are set as follows.

1. **Spill Prevention**
   Prevent chemical spills through measures such as secondary containment trays, to prevent hazardous substances from entering the soil or drainage systems.

2. **Waste Management**
   The Company entrusts all waste to professional waste management organizations approved by the government. Through strict controls over the lawful movement and final disposal of waste, we prevent waste from entering natural ecosystems and prevent land and water pollution at its source to preserve habitat integrity.
3. **Source Reduction**
   Through process transformation, the use of raw materials can be reduced, and the products can be free from hazardous substances. It can reduce indirect pressure of our operations on the natural environment and wildlife habitats, enabling us to strike a balance between economic production and ecological conservation.
4. **Sustainable Procurement**
   We prioritize the procurement of paper products certified by FSC or PEFC to ensure responsible sourcing and prevent our procurement activities from contributing to illegal deforestation. We take concrete actions to protect the biodiversity of global forest ecosystems.

Environmental Pollution Prevention and Resource Management

During our operations, the Company implements the following management measures in the areas of air pollution, water resources, and waste management.

1. **Air Pollution Control**
   The Company adopts the most advanced VOC combustion Regenerative Thermal Oxidizer (RTO) system that can achieve an air pollution treatment efficiency of over 95% to ensure the emissions are compliant with regulations.
2. **Water Resource Management**
   The Company implements water conservation and water recycling measures, such as recovering and reusing condensate water and utilizing reclaimed water for irrigation within the plant area. All wastewater is treated through the wastewater treatment system in accordance with the requirements of designated water resource protection areas and the regulations of the science park management authority. Wastewater is discharged to the science park wastewater treatment plant only after meeting the relevant regulatory standards.
3. **Waste Management**
   The Company actively promotes waste reduction and resource recycling. Through waste segregation and reuse mechanisms, we strive to maximize the waste recovery rate and move toward a circular economy and sustainable use of resources.
4. **Environmental Monitoring and Management**
   The Company has established an environmental monitoring mechanism for areas surrounding its plant area to continuously monitor and maintain the quality of the surrounding environment, so as to ensure that the environmental impact of its operations is within manageable levels.

Special Feature_ Net-Zero Green Lifestyle and Green Office

A green office is the implementation of an eco-friendly way of working!

GLT follows the Ministry of Environment's Green Office Promotion Guidelines, and continues to implement the environmental management concepts of energy conservation, carbon reduction, and resource recycling. Green office measures are promoted from five major aspects, including energy conservation, source reduction, green procurement, environmental beautification, and advocacy to reduce the environmental impact of our operations and enhance employees' awareness of sustainability.

Through specific actions such as energy conservation, water conservation, paper conservation, waste sorting, resource recycling, and the selection of eco-friendly products, the quality of the office environment is optimized, achieving operational efficiency while safeguarding employee health.

Based on the Ministry of Environment's Green Office framework, the relevant indicators cover 5 major aspects and 37 specific measures. Any organization that can respond to 25 or more initiatives and proactively promote green lifestyle for its employees are recognized as a "Green Partner".

This year, GLT responded to 28 green office measures, meeting the green partner certification standards, and will continue to promote the implementation and optimization of relevant systems.

Green Office- Description of Outcomes-1



綠色夥伴名單	List of Green Partners
關鍵字查詢	Keyword search
茂林光電	Global Lighting Technologies Inc.
查詢結果:共有一筆 第 1/1 頁	Search Results: One result found. Page 1 of 1
最後更新日期:2026/05/05	Last Updated: 2026/05/05
響應日期 2025/11/18	Response Date: 2025/11/18
縣市:桃園市	City/County: Taoyuan City
單位名稱:茂林光電科技	Company Name: Global Lighting Technologies Inc.
響應措施數量: 28	Number of responded measures: 28

Green Office- Description of Outcomes-2


綠色辦公的 4 大好處	Four Major Benefits of a Green Office
環境部	Ministry of Environment
減碳、省錢、效率高、身心靈更健康	Carbon Reduction, Cost Efficiency, Higher Productivity, and Better Physical, Mental, and Overall Well-Being
減少營運成本	Reduce Operating Costs
換 LED 燈泡，每年省下約 375 元電費	Switch to LED bulbs and save approximately NT$375 in electricity costs each year.
裝兩段式沖水器，每年節省超過 10,000 公升用水	Install dual-flush toilets to save more than 10,000 liters of water each year.
無紙化辦公，降低印表機維護及周邊設備成本	Adopt a paperless office to reduce printer maintenance and equipment costs.
減少實體文件儲存空間，降低倉儲租金	Reduce physical document storage to reduce warehouse rental expenses.
促進辦公綠生活	Embrace a Green Office Life
自備餐具，每月可減少 9.37 公斤碳排放	Bring your own tableware to reduce carbon emissions by 9.37 kg per month.
選擇在地當季食材，更健康減碳	Choose local, seasonal ingredients for a healthier and carbon-reducing lifestyle.
優先使用大眾運輸工具	Prioritize the use of public transportation.
出差時共乘，降低交通碳排放	Carpooling during business trips reduces carbon emissions from transportation.
提升工作效率	Enhance Work Efficiency
電子公文上限，通知簽核全部雲端搞定	Digitalize official document workflows and enable cloud-based notifications and approvals.
視訊會議，免去行政排程與塞車風險，還可以省價通勤支出	Use video conferencing to eliminate scheduling hassles and traffic risks while reducing commuting expenses.
照顧員工身心靈	Better Physical, Mental, and Overall Well-Being for Employees
爬樓梯 30 分鐘可消耗 210 卡熱量	30 minutes of stair climbing can burn approximately 210 calories.
每天爬 5 層樓→心血管疾病風險降低 20%	Climb five flights of stairs every day → 20% lower cardiovascular disease risk
每天爬 8 層樓→死亡風險降 24%	Climb eight flights of stairs every day → 24% lower risk of all-cause mortality
心血管疾病死亡風險降 39%	39% reduction in cardiovascular mortality risk.

V. Employee Care and Social Impact

5.1 Management Approach to Material Topics

Name of Material Topic	Employment / Labor-Management Relations		
Response to Sustainability Principles (Issues)	GRI 401 Employment GRI 402 Labor-Management Relations	**Affected Stakeholders**	Employees and other workers, government and regulatory agencies, shareholders and other investors
Significance	If the Company provides a stable and friendly working environment, it will help improve employee satisfaction and retention rate. Conversely, failure to comply with the Labor Standards Act and other relevant regulations may trigger disputes or negative events, which may further increase the Company's external costs and operational risks.		
Impacts and Effects	■：Increase Productivity: Harmonious relationships reduce strikes and turnover, stimulate innovation, and stabilize operations. ■：Empowerment and Dignity: Protection of human rights, collective bargaining, and equal opportunities, and elimination of workplace discrimination and harassment. ▲：Negotiation Costs: Improvement of benefits (such as salary increases or reduced working hours) will directly increase personnel costs. ▲：Conflict Risk: If the communication mechanism fails, it may lead to labor-management conflict, strikes, and affect the psychological well-being of employees. ■: Positive impact ▲: Negative impact		
Policies/Strategies	GLT has established open and transparent labor and human rights policies that encompasses principles such as fair employment, anti-discrimination, prohibition of child labor, and forced labor, and strictly adheres to relevant laws and regulations.		
Goals and Targets	●Short-term goal (1-2 years): To ensure full compliance with relevant laws and regulations, and achieve the goal of "zero violations". ●Medium-term goal (3-5 years): To strengthen employee benefits programs to increase employee satisfaction and reduce turnover. ●Long-term goal (5 years or more): To establish stable and harmonious labor relations to support the company's sustainable development.		
Management Evaluation Mechanism	Through internal audits and periodic reviews of labor policy implementation, we continuous monitor and assess the effectiveness of related measures to ensure compliance with applicable labor laws and regulations while supporting our goal of sustainable development.		
Implementation and Performance	●The Company adjusts its management policies and implementation methods in a timely manner based on the feedback from employee mailboxes or changes in labor-related laws and regulations to ensure that the policies meet the latest needs and are continuously optimized. ●GLT had zero labor disputes in 2025.		
Preventive or Remedial Measures	●Enhance the promotion of Labor Standards Act and relevant labor laws and regulations to improve employees' awareness of regulatory compliance. 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. ●GLT has a human resources department mailbox for employees to use for filing complaints and providing feedback, allowing the company to monitor employee situations and establish a smooth and effective communication channel.		

<table>
<tr><td>Name of Material Topic</td><td colspan="3">Occupational Safety and Health (Labor Health and Safety)</td></tr>
<tr><td>Response to Sustainability Principles (Issues)</td><td>GRI 403 Occupational Safety and Health</td><td>Affected Stakeholders</td><td>Governments and regulatory agencies, employees and other workers, shareholders and other investors, clients, suppliers and contractors</td></tr>
<tr><td>Significance</td><td colspan="3">A sound occupational safety and health management system enables employees to work with peace of mind while enhancing team cohesion. It also reduces the risk of non-compliance with applicable occupational safety and health regulations, helps avoid potential penalties and supports customer satisfaction and a positive corporate image.</td></tr>
<tr><td>Impacts and Effects</td><td colspan="3">■: Loss Reduction: Reduce occupational injury compensation, production downtime losses, and insurance costs while improving productivity and employee retention.
■：Extension of Safety Culture: Effective safety practices can generally reduce the occurrence of accidental releases and environmental incidents.
■：Basic Protection: Safeguard employees' rights to life and health, and reduce occupational injuries and the incidence of occupational diseases.
▲：Safety Protection Costs: The installation and maintenance of safety equipment, training programs, and monitoring systems will increase operating costs.
▲：Protective Equipment Waste: Certain disposable personal protective equipment (PPE), such as masks and gloves, may increase the burden of waste management and disposal.
▲：Management Fatigue: Excessively frequent safety inspections or burdensome procedures may lead to dissatisfaction and increased workplace stress.
■: Positive impact ▲: Negative impact</td></tr>
<tr><td>Policies/ Strategies</td><td colspan="3">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. Policy Commitments of the Environmental Management and Occupational Safety and Health Management System: (Including the complete version of environmental and occupational safety and health policies):
1. Establish an environmental and occupational safety and health management system based on production activities, products, and services, striving to achieve the vision of "zero environmental pollution" and "zero workplace accidents".
2. Continue to monitor issues related to climate change, environmental protection, energy management, and safety and health; evaluate risks and opportunities; allocate resources to implement environmental and health and safety control measures; and continue to improve and enhance management performance.
3. In terms of environmental protection, the Company implements production processes that reduce material consumption, energy use, and pollution, while optimizing the utilization of energy, water, and other resources. We actively implement pollution prevention and improvement, and maintain biodiversity. In terms of sustainable resources, we select recyclable and reusable resources to reduce the generation of waste.
4. In the area of safety and health, we carry out hazard identification and risk control to prevent work-related hazards, strengthen occupational health management and health promotion measures, and reduce the risk of diseases. We communicate with workers, contractors, and other stakeholders to understand their needs and expectations, promote positive interactions, and create a safe, inclusive, and harmonious workplace.
5. Comply with applicable domestic laws and regulations related to environmental protection, energy and resource management, and occupational health and safety. Our products meet applicable domestic and international requirements, directives, and standards governing hazardous substances.</td></tr>
<tr><td>Goals and Targets</td><td colspan="3">● Short-term goal (1-2 years):
1. The Company's disabling injury frequency rate (FR) and disabling injury severity rate (SR) to be lower than half 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 and the industry index.
2. Zero occupational disease.
3. Zero major occupational safety incident.
● Medium-term goal (3-5 years):
1. The Company's disabling injury frequency rate (FR) and disabling injury severity rate (SR) to be 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 and the industry index.
2. Zero occupational disease.
3. Zero major occupational safety incident.
● Long-term goal (5 years or more):</td></tr>
</table>

Name of Material Topic	Occupational Safety and Health (Labor Health and Safety)
	1. The Company's disabling injury frequency rate (FR) and disabling injury severity rate (SR) to be 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 and the industry index. 2. Zero occupational disease. 3. Zero major occupational safety incident.
Management Evaluation Mechanism	GLT follows ISO 45001 requirements and regularly evaluates the effectiveness of its occupational safety and health management through an annual occupational safety and health management plan and key performance indicators (KPIs), including the occurrence of accidents, the completion rate of improvements to deficiencies, and the implementation of training and fire drills. The management results are verified through internal and external audits, accident investigations, and work environment monitoring. The relevant findings and progress reports were submitted to the Occupational Safety and Health Committee and management for review. In addition, feedback from employees and contractors is also incorporated into the evaluation mechanism to ensure continuous improvement of the management system.
Implementation and Performance	● If goals are not achieved, deficiencies will be examined and continuously improved through the ISO 45001 occupational safety and health management system. ● In 2025 1. The Statistic of Occupational Accident: Disabling Injury Frequency Rate (FR) =0.00, Disabling Injury Severity Rate (SR) =0, and Frequency-Severity Indicator (FSI) =0. 2. Zero occupational disease. 3. Zero major occupational safety incident. 4. Both GLT-Taiwan and its Tongluo Branch obtained Certificate of Accredited Healthy Workplace.
Preventive or Remedial Measures	1. Proactive Management of Opportunities To enhance the positive and potential impacts of occupational health and safety, the Company has established and continuously operates an ISO 45001 Occupational Safety and Health Management System. Through systematic management, the Company reduces occupational accident risks and creates a safe, healthy, and friendly work environment. We regularly conduct hazard identification and risk assessment, fire safety management, and emergency response drills. In addition, we also incorporate the opinions of employee and foreign worker representatives into the Occupational Safety and Health Committee to promote the participation of all workers in safety management decisions. This helps improve employee safety awareness, work engagement, and productivity, while strengthening the company's operational stability and sustainable competitiveness. 2. Preventive Management of Risks To address potential negative impacts related to occupational health and safety, the Company adopts the principle of "prevention first" and reduces the likelihood of incidents through hazard identification, risk assessment and classification, and the implementation of engineering control, administrative measures, and personal protective measures. The Company also prioritizes fire safety, chemical management, equipment safety, and high-risk operations, and implements entry controls and training for contractors and external personnel. Meanwhile, regular inspections and regulatory reviews are conducted to ensure that operations comply with relevant laws and regulations so as to prevent personal injury, operational disruption, and environmental risks. 3. Remediation Measures for Negative Impacts In the event of occupational safety and health or fire-related incidents, the Company immediately activates its emergency response and incident investigation procedures, prioritizing the safety of personnel and providing necessary medical assistance and follow-up care. The cause of the incident will be investigated by the relevant units, who will review management deficiencies and formulate corrective and preventative measures. The relevant results will be reported to the Occupational Safety and Health Committee for follow-up and improvement. The Company also safeguards workers' right to withdraw from dangerous situations in emergencies without fear of adverse consequences. This approach helps minimize the actual impacts of incidents on workers' health and rights. In addition, the improvement of our management mechanisms will continue to prevent similar incidents from happening again.

5.2 Talent Recruitment and Training

2-7	Employees
2-8	Non-employee workers
2-30	Collective agreements
401-1	New employee hires and employee turnover

Personnel Structure

There are a total of 548 employees at the Company's operating locations in Taiwan with 241 males (43.98%) and 307 females (56.02%). The Company maintains a balanced gender distribution across its overall workforce, with no significant change in the total number of employees compared with 2024. In addition, during the reporting period (2025), the total number of contractors in GLT's operating locations in Taiwan totaled 21. Due to business adjustments, the demand for non-employee workers has decreased compared to the previous period.

GLT continues to allocate human resources flexibly according to business development and operational needs to maintain organizational efficiency and support the Company's steady development. Meanwhile, the Company is committed to creating a high-quality and friendly work environment to attract and retain outstanding talent. During 2025, the Company held a total of four labor-management meetings to promote a great and harmonious workplace atmosphere through communication and exchanges between the two parties.

Company Employee Information

Item/Gender		Female			Male			Total
Region	**Age**	**Under 30 years old**	**30-50 years old**	**Over 50 years old**	**Under 30 years old**	**30-50 years old**	**Over 50 years old**	
GLT-Taiwan	Number of employees	132	130	29	68	85	23	467
	Number of full-time employees	132	130	29	68	85	22	466
	Number of part-time employees	0	0	0	0	0	1	1
Tongluo Branch	Number of employees	4	11	1	8	56	1	81
	Number of full-time employees	4	11	1	8	55	1	80
	Number of part-time employees	0	0	0	0	1	0	1

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 employed under an indefinite-term employment 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. Temporary employee: An individual engaged under a fixed-term employment contract.
5. Full-time employee: An individual whose working hours are subject to the definition of Labor Standards Act and the Company's personnel management policies. Full-time employees include those working under regular working-hour arrangements and flexible working-hour system, all of whom are engaged to perform full-time work in accordance with the terms of their employment contracts.
6. Part-time employee: An individual who works fewer than 40 hours per week.
7. Headcount calculation: This table is based on headcount of employees in active employment as of December 31, 2025.
8. All employees included in this table are permanent employees.

Non-Employee Worker Information

Worker type	Contractual relationship with the Company	GLT-Taiwan	Tongluo Branch
		Total number of workers in 2025 (persons)	
Dispatched personnel	Contract	8	0
Sanitation worker	Contract	4	3
Security personnel	Contract	2	4
Total (persons)		14	7

Note:
1. This table showed the actual number of employees as of December 31, 2025.

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 at Deputy Manager or above that are based at 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 and reach a new milestone of shared prosperity.

The job distribution of employees at GLT's Taiwan operating locations over the past three years was as follows:

Composition of GLT's Employees in the Past Three Years					
Year			2023	2024	2025
Item/Gender		Age	Number of people	Number of people	Number of people
Senior management personnel	Male	Under 30 years old	0	0	0
		30-50 years old	19	18	19
		Over 50 years old	11	10	10
	Female	Under 30 years old	0	0	0
		30-50 years old	2	1	0
		Over 50 years old	2	2	3
Total number of senior management personnel			34	31	32
Other management-level personnel	Male	Under 30 years old	0	0	0
		30-50 years old	0	0	17
		Over 50 years old	0	0	2
	Female	Under 30 years old	0	0	1
		30-50 years old	0	0	9
		Over 50 years old	0	0	3
Total number of other management-level personnel			0	0	32
Non-management personnel	Male	Under 30 years old	98	103	76
		30-50 years old	139	132	105
		Over 50 years old	9	12	12
	Female	Under 30 years old	110	139	135
		30-50 years old	140	144	132
		Over 50 years old	18	21	24
Total number of non-management personnel			514	551	484

Composition of GLT's Employees in the Past Three Years			
Year	**2023**	**2024**	**2025**
Total management personnel (including senior and other management personnel)	34	31	64
Total number of employees	548	582	548
Note: Deputy manager level and above are defined as senior management, while other management personnel include (deputy) section managers, production line supervisors, and team leaders.			

New Hire Rate

GLT hired 133 new employees in 2025, including 131 (mainly females under 30 years old) at GLT-Taiwan and 2 at the Tongluo Branch.

Statistical Table of GLT's New Hire Rates in the Past Three Years												
Year	**2023**				**2024**				**2025**			
Gender	**Male**		**Female**		**Male**		**Female**		**Male**		**Female**	
Age\ Item	**Number of people**	**New hire rate (%)**	**Number of people**	**New hire rate (%)**	**Number of people**	**New hire rate (%)**	**Number of people**	**New hire rate (%)**	**Number of people**	**New hire rate (%)**	**Number of people**	**New hire rate (%)**
Under 30 years old	76	13.87	76	13.87	62	10.65	9	1.55	40	8.42	85	17.89
30-50 years old	11	2.01	10	1.82	8	1.37	89	15.29	4	0.84	4	0.84
Over 50 years old	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total number of new hires	173				168				133			
Total number of employees	548				582				475			
Overall new hire rate (%)	31.57				28.87				27.58			

Note:

1. The number of new hires includes employees who subsequently left during the year.
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 2025, GLT had a total of 168 employee resignations, resulting in a turnover rate of 27.58%, a 4.9% increase compared to 2024. The increase in the overall employee turnover rate was primarily due to the completion of internships by students participating in industry-academia collaboration programs and the early termination of employment contracts by migrant workers.

Statistical Table of GLT's Turnover Rates in the Past Three Years

Year	2023				2024				2025			
Gender	Male		Female		Male		Female		Male		Female	
Age\ Item	Number of people	Turnover rate (%))	Number of people	Turnover rate (%))	Number of people	Turnover rate (%))	Number of people	Turnover rate (%))	Number of people	Turnover rate (%))	Number of people	Turnover rate (%))
Under 30 years old	63	11.50	104	18.98	44	7.56	45	7.73	62	13.05	76	16.00
30-50 years old	27	4.93	30	5.47	22	3.78	19	3.26	17	3.58	13	2.74
Over 50 years old	1	0.18	0	0.00	2	0.34	0	0.00	0	0.00	0	0.00
Total number of employee departures	225				132				168			
Total number of employees	548				582				475			
Overall employee turnover rate (%)	41.06				22.68				27.58			

Note:
1. Employee who leave the Company are classified as either voluntary or involuntary departures.
2. The turnover rate for male (female) employees by age group = Number of departed male (female) employees in that age group during the year / Total number of employees at operational locations at year-end.
3. Overall turnover rate = Total number of departed employees during the year / Total number of employees at operational locations at year-end.

Employee Training

The training of new employees is the primary task of the Company's education and training. It enables new employees to gain a timely understanding of the corporate culture, systems, and business processes. In addition, occupational safety and health training is provided to ensure that the new employees are familiar with organizational operations, able to integrate effectively into their teams, enhance their professional capabilities and work efficiency, and further contribute to greater value of the Company.

In 2025, employee training focused on strengthening employees' core professional skills and cross-functional capabilities, particularly in strategically important areas such as R&D engineering, AI, and digital technologies. The Company also provides occupational safety and health training (including disaster prevention and fire drills) and workplace sexual harassment prevention training to enhance employees' safety awareness for the reduction of occurrence of workplace incidents.

In 2025, the Company held 25 sessions of lectures delivered by external experts with forward-looking perspectives and extensive industry experience to enhance employees' core professional skills and cross-functional capabilities. In addition, to enhance learning participation and flexibility, online courses were simultaneously provided to address the diverse needs and work schedules of employees, enabling them to pursue continuous learning without affecting their work progress. To better address their actual needs, we continuously review and optimize course content through post-training satisfaction surveys and feedback. The Company gradually expands the scope of learning topics to include project management, communication and collaboration, leadership development, and the latest industry trends. Through comprehensive and continuous training programs, we assist our employees in strengthening their professional competencies and improving job performance, while improving the organization's competitiveness and sustainable growth, achieving the vision of shared growth and mutual benefit for both the employees and the Company.

From the results of the education and training aspect of the 2025 employee satisfaction survey, the average score for lecturer competence was 4.34, and that for course content was 4.28 (out of 5). The results serve as a reference for subsequent course planning and training quality optimization.

In addition, the Company also plans diverse range of employee well-being programs to put ESG principles into practice and promote work-life balance. The contents of courses include needle felting, aromatherapy and wellness, core exercise, and eco-friendly handcraft. By integrating stress relief, health promotion, and environment sustainability concepts, these programs help employees relieve stress, enhance physical and mental well-being and concentration, and deepen their recognition of sustainable development and environmental protection. We continue to create a healthy, friendly, and sustainability-conscious corporate culture.

Statistics of GLT's Employee Training in 2025									
Item/Category		**Management Position**		**Non-Management Position**		**Direct Personnel**		**Indirect Personnel**	
Unit/Gender		**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Total number of people	**Person(s)**	46	16	195	291	115	244	126	63
Total training hours	**Hours**	3,340.4	749.8	3,086.4	1,877.4	1,271	1,098.7	5,155.8	1,528.5
Average training hours	**Hour/person**	72.62	46.86	15.83	6.45	11.05	4.5	40.92	24.26
Training costs	**NT$**	440,368	88,006	207,234	85,239	60,463	6,972	587,038	166,273

Note:
1. Management personnel at the production-line supervisor level or above.
2. This table summarizes the training status of employees throughout the year (excluding those who departed).
3. Female employees account for a higher proportion of direct personnel. Therefore, their total training hours are apparently lower than those of male employees. The difference mainly reflects differences in workplace composition rather than differential treatment based on gender.

Photos of GLT's Education and Training in 2025	
Work-life Balance- DIY Needle-Felting Crafts	**Work-life Balance- Bear Tanjy Dust Cover x Earth Container Scented Soy Wax**
	
A No-Win Trade War: The Economics of Mutual Losses in the U.S.-China Tariff War	**Training for Direct Employees**
	
Rethinking Life Between Reason and Emotion	**Digital Transformation and Transformational Leadership**
	

Fair Performance Management System

To achieve the Company's overall operational goals and maximize employee potential, the Company has established a fair, equitable, and systematic performance evaluation mechanism to ensure team efficiency and support the continuous growth of the organization. Supervisors at all levels regularly review and track the attainment status of employee goals and key performance indicators (KPIs) based on the daily work performance of their department employees, and conduct reviews and provide guidance on areas that need improvement. Except for foreign migrant workers, all employees at GLT, regardless of job level and gender, participate in performance evaluations twice every year. The results serve as an important basis for promotions, compensation and rewards, and career development. For those whose performance does not meet expectations, supervisors provide appropriate guidance and resources based on individual circumstances. When necessary, job responsibilities may be adjusted to improve performance and work outcomes. Through a comprehensive performance management system, GLT carries out systematic management from goal setting and communication coaching to compensation and rewards and career development. This not only improves individual and departmental performance, but also strengthens the professional capabilities and management functions of supervisors and employees so as to further promote the effective implementation of the organization's overall strategy.

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.

2025 GLT's Performance Appraisal Statistics

Item	Factory Area	Management Personnel	Non-Management Personnel	Direct Personnel	Indirect Personnel
Percentage of male employees who received evaluations (%)	GLT-Taiwan	89.66%	99.32%	100%	96.30%
	Tongluo Branch	100.00	82.46	78.72	100.00
Percentage of female employees who received evaluations (%)	GLT-Taiwan	100%	100%	100%	100%
	Tongluo Branch	100.00	66.67	54.55	100.00

Note:
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 employee diversity and equitable development, GLT adheres to the principle of equality in employee promotion and training opportunities, treating all employees equally regardless of their background, status, or other differences, and is committed to creating a respectful and inclusive workplace environment. The following table shows the distribution and hiring status of multi-ethnic employees in the past three years:

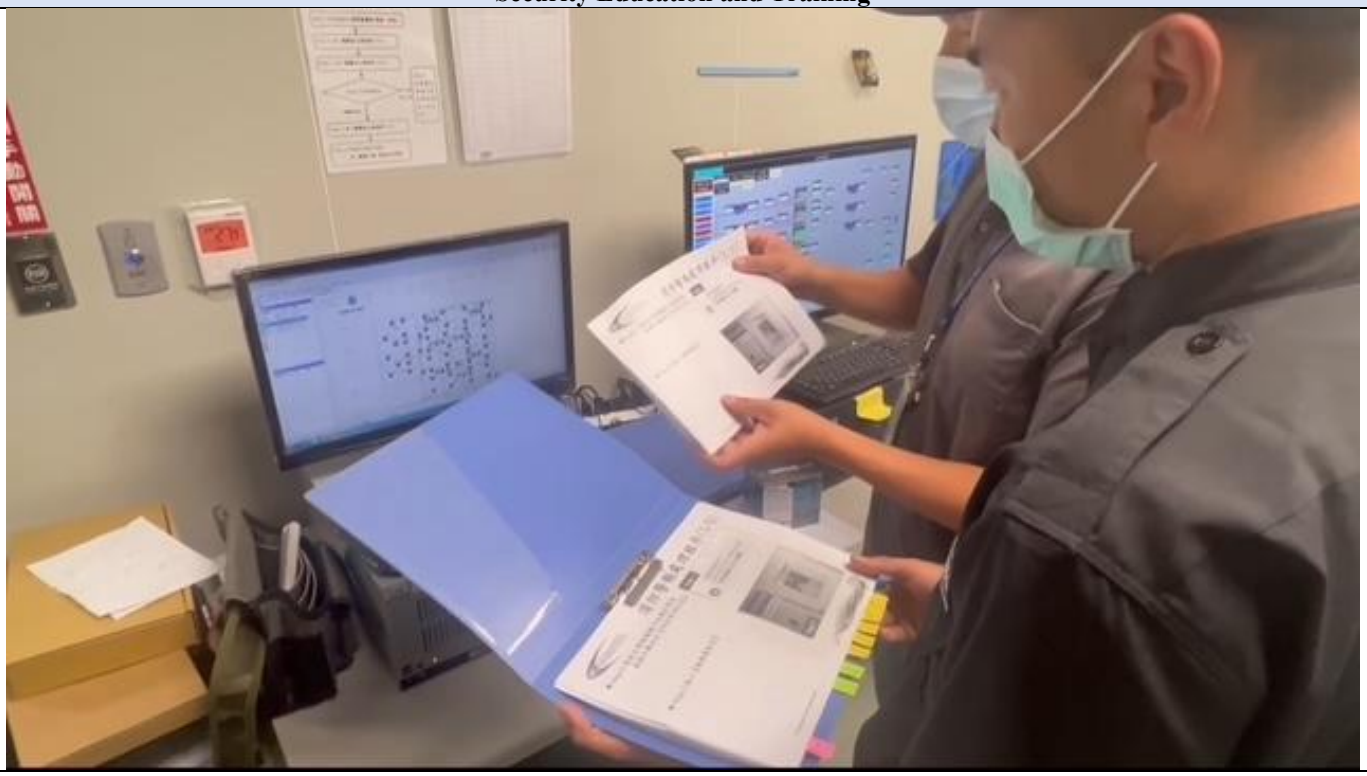
Statistics of Diverse Employees of GLT in the Past Three Years					
Year			2023	2024	2025
Item/Gender		Number of people	Number of People	Number of People	Number of People
Minority and vulnerable groups	Male	Under 30 years old	0	0	0
		30-50 years old	4	4	2
		Over 50 years old	2	0	2
	Female	Under 30 years old	0	0	0
		30-50 years old	0	1	1
		Over 50 years old	0	0	0
Total Minority or disadvantaged groups			6	5	5

Note:
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 Co., Ltd. All security personnel undergo relevant training in accordance with Article 10-2 of the Private Security Services Act, receiving at least one week of pre-employment professional training and at least four hours of on-the-job training per month for all current security personnel. In addition, security personnel also receive relevant professional training per year in accordance with the Occupational Safety and Health Act, which also include human rights education and training courses. The overall training participation rate reached 100%, enhancing security personnel's capabilities in routine duties and emergency response. We will continue to improve the professionalism and service quality 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	Annual total compensation ratio
201-3	Defined benefit plan obligations and other retirement plans
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
401-3	Parental leave
402-1	Minimum notice periods regarding operational changes

Remuneration System

GLT's 2025 Compensation Ratio		
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	12.63	0.83

Note:
1. Explanation of the increase in the compensation ratio: The increase in the compensation ratio was mainly driven by an increase in performance-based bonuses for senior management. Also, the decrease in median employee compensation was primarily due to a reduction in variable compensation, including bonuses and overtime pay.
2. 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.
3. 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.
4. Remuneration structure: Salaries paid from January 1 to December 31, 2025, including base salary, allowances, bonuses, incentives, and overtime pay, and other forms of compensation.

To ensure market competitiveness, GLT conducts annual market salary surveys. As of the end of 2025, the standard salaries for male and female entry-level employees were more than 1.2 times the local minimum wage. Salary adjustments were determined based on job responsibilities and individual performance, without regard to gender.

During the reporting period in 2025, the majority of direct personnel (including technical staff) at GLT-Taiwan were women, resulting in female direct personnel earning higher remuneration than their male counterparts. In addition, at the Company's Tongluo Branch, there was a notable gender pay gap among indirect personnel, mainly because several male employees in that category held managerial positions. The remuneration ratios by employee positions in 2025 were as follows:

Employee Remuneration Statistics of GLT in 2025						
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	16	48	19,662,907	86,203,098	1	1.46
Non-management position	291	193	160,539,804	157,812,943	1	1.48
Direct personnel	204	91	93,956,018	59,802,392	1	1.43
Indirect personnel	103	150	86,246,693	35,943,649	1	0.29

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

Retirement System and Implementation

GLT prioritizes employees' long-term career development and post-retirement security. The company has established a comprehensive retirement system in accordance with the “Retirement Management Regulations”, “Labor Standards Act”, and “Labor Pension Act” to ensure employees’ retirement rights. As of December 31, 2025, 100% of employees at GLT have been covered under either the new or old pension scheme. In accordance with the Labor Pension Act and Labor Standards Act, the Company provides employees with a retirement pension system comprising two schemes, the new pension system and the old pension system.

I. New Labor Pension System: A total of 326 employees are covered by the new system. These are Taiwanese employees who participate in the new system in accordance with the Labor Pension Act. The Company makes monthly pension contribution to each employee’s individual pension account as required by law.

II. Old Labor Pension System: A total of 81 employees are covered by the old pension system, primarily Taiwanese employees subject to the old pension system under the Labor Standards Act and foreign white-collar employees. The Company makes the required contributions to the retirement pension reserve in accordance with applicable regulations.

1. Retirement Management system

   The Company has established the Retirement Management Regulations. Employees who meet the applicable retirement requirements may apply for voluntary retirement or complete retirement procedures in accordance with applicable laws and regulations. All relevant procedures and benefit standards are administered in accordance with the Company’s regulations and applicable laws.

2. Labor Standards Act Retirement Pension (Old System)

   For employees covered by the old pension system under the Labor Standards Act, the Company contributes 2% of the total monthly salary of eligible employees to the designated account held in the name of the Labor Retirement Reserve Fund Supervisory Committee at Bank of Taiwan, in accordance with applicable laws and regulations. As of the reporting period, the required retirement pension provision amounted to NT$ 25,384 thousand, and the retirement reserve set aside by GLT amounted to NT$ 39,263 thousand.

3. Labor Pension Act (New System)

   For employees subject to the new pension system under the Labor Pension Act, GLT contributes at least 6% of each employee’s monthly pensionable salary to the individual labor pension account established by the Ministry of Labor, in accordance with legal requirements, serving as a basic source of financial security after retirement.

Implementation of Parental Leave

According to the Labor Standards Act, employees who meet the requirements can apply for parental leave without 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:

LTC's Parental Leave Statistics in the Past Three Years									
Year	**2023**			**2024**			**2025**		
Gender/Total	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Number of employees eligible for parental leave without pay A	23	15	38	23	17	40	19	12	31
Number of employees who actually applied for parental leave without pay during the year B	3	3	6	0	0	0	1	5	6
Number of employees scheduled to return to work from parental leave during the year C	2	2	4	0	0	0	1	1	2
Number of employees who actually returned to work from parental leave during the year D	2	2	4	0	0	0	1	1	2
Number of employees who actually returned to work from parental leave in the previous year E	0	0	0	1	1	2	0	0	0
Number of employees who remained employed for at least one year after returning from parental leave in the previous year F	0	0	0	2	2	4	0	1	1
Parental leave return-to-work rate for the year % (D/C)	100%	100%	100%	-	-	-	100%	100%	100%
Parental leave retention rate for the year % (F/E)	-	-	-	50%	50%	50%	-	-	-

Calculation methods:
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 as of December 31, year N.

Notice 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, and occupational safety and health. The Company currently does not have a labor union or other collective agreements. However, we hold regular labor-management meetings on a quarterly basis and maintain transparent communication channels. Resolutions reached at these meetings apply to all employees. 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:

1. 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.
2. 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.
3. For those who have continued to work for **more than 3 years**, **30 days' notice** shall be given in advance.

Special Feature_ Internal Employee Welfare Activities

Definition of Significant Operating Locations

Significant operating sites are defined as locations having a material and critical impact on the Company's overall operations and development, revenue growth, capacity planning, technology R&D, supply chain operations, and market expansion. Any location that supports the Company's operational strategies, enhances operational efficiency, and makes a positive contribution to the Company's long-term growth objectives is classified as GLT's significant operating location.

Employee Welfare System

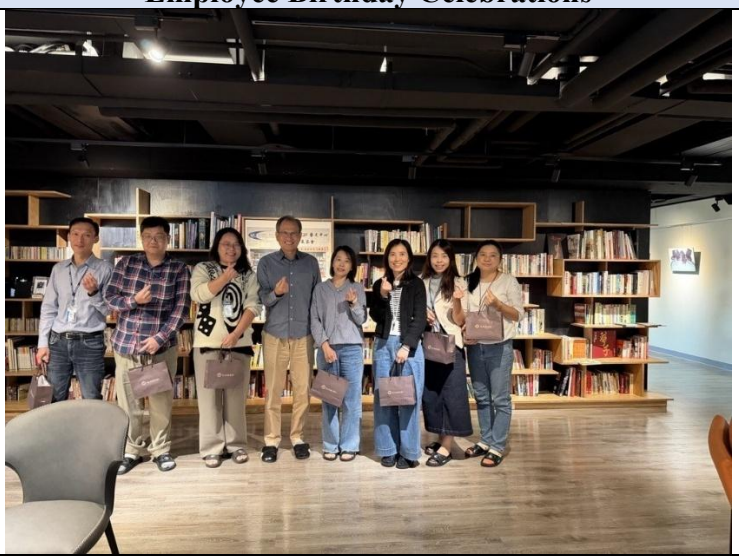
The Company currently does not offer an employee stock ownership program. We provide group insurance, including medical and accident insurance. We also value employee well-being and work-life balance and provide all full-time employees with a comprehensive and diverse range of employee benefits and welfare programs, as follows. **Childcare allowances:** Employees with children aged 0-6 years receive a monthly allowance of NT$5,000 per child to help alleviate childcare expenses. The total **childcare allowance** disbursed in 2025 totaled **NT$ 2,428,178**.

1. **Marriage, bereavement, and employee assistance benefits**: We provide marriage grants, childbirth allowances, hospitalization assistance, and other forms of assistance.
2. **Free meals**: Provide free meals for employees to meet their daily needs.
3. **Regular health checkups**: Regularly schedule employee health checkups to monitor and promote their physical and mental well-being.
4. **Employee trips**: Regularly organize employee trips to help employees relax and enhance team cohesion.
5. **Departmental gatherings**: Departments may arrange team gatherings according to their needs, generally once per quarter or by combining gatherings across quarters, with **two to four gatherings** held annually. These informal interactions help strengthen team engagement and organizational cohesion and contribute to a friendly workplace environment.
6. **Club activities**: Employees are encouraged to participate in diverse club activities to promote work-life balance.
7. **Monthly afternoon tea and birthday celebrations:** An afternoon tea event is held on a monthly basis, with **11 to 12 events** conducted annually. These activities provide employees with opportunities for informal interaction in a relaxed environment, strengthen cross-departmental communication and connection, and contribute to a positive and friendly workplace atmosphere. In addition, Christmas activities are held in December to coincide with the holiday season, and senior employees will be recognized for their long-term commitment and contributions, strengthening organizational identity and cohesion.
8. **Sports and recreation facilities:** We provide recreational and fitness facilities, including a gym and table tennis room, to encourage employees to maintain an active and healthy lifestyle.
9. **Professional massage services**: Professional massage therapists are available on-site twice a week, on Tuesdays and Thursdays. Approximately **190 sessions of services** are provided annually, serving around **1,140** employee visits in total, with an average of approximately 95 visits per month. These regular stress-relief services help alleviate muscle fatigue and work-related stress, which helps enhance overall workplace comfort and employee well-being.

Special Feature_ Internal Employee Welfare Activities

25-Year Long-Service Award	Christmas Raffle and Award Ceremony
	

GARMIN RUN	
	

Employee Birthday Celebrations


5.4 Health and Safety

403-1	Occupational health and safety management system
403-2	Hazard identification, risk assessment, and incident investigation
403-3	Occupational health services
403-4	Worker participation, consultation, and communication on occupational health and safety
403-5	Worker training on occupational health and safety
403-6	Promotion of worker health
403-8	Workers covered by an occupational health and safety management system
403-9	Work-related 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 important issues for sustainable management. 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 eco-friendly products in line with global trends and to creating a safe, healthy, and friendly working environment for all personnel and related workers.

The Company has obtained ISO 45001: 2018 Occupational Health and Safety Management System certification, which remains in continuous operation. The management system covers both GLT-Taiwan and its Tongluo Branch, serving as the major framework for the Company’s occupational safety and health management. Through an institutionalized management system, occupational safety and health policies, risk management, regulatory compliance, and continuous improvement mechanisms are integrated to ensure that management operations meet relevant laws and international standards.

GLT's occupational safety and health management framework includes the establishment of policies on occupational safety and health, identification and assessment of workplace environment and operational hazards, management of machinery and equipment, control of hazardous chemicals, environmental monitoring and sampling plans, procurement and contractor change management, safety and health operating standards, occupational safety and health education and training, personal protective equipment management, health examinations and health promotion, and prevention of physical hazards. Fire safety management is also included into the scope of the management system, which encompasses fire equipment management, fire risk control, and the planning and operation of emergency response mechanisms.

These management requirements are compiled into the standard operating procedures (SOPs) and published on the Company’s intranet for relevant personnel to follow. Relevant contents are regularly reviewed and updated to serve as a solid foundation for building a safe, healthy, and friendly workplace.

In addition, the Company is committed to reviewing the direction, implementation methods, and effectiveness of the occupational safety and health management system. Through the mechanisms of performance monitoring and assessment, incident investigations, internal audits, management reviews, and corrective and preventive measures, we can ensure the effectiveness and continuous improvement of this management system. 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 (548 people), non-employee workers (21 people), and the working environment, with no exclusions for any specific group. All personnel are 100% covered and protected under the same occupational safety and health standards and protection mechanisms.

Occupational Safety Certification of GLT

ISO 45001: 2018 Occupational Safety and Health Management System Certification

TÜVNORD

Certificate

TÜVNORD
TÜV NORD CERT GmbH
ISO 45001
tuev-nord.de

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. Tongliou branch No. 6, Tongke 1 st. Rd., Tongluo 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
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ISO 45001: 2018 Occupational Safety and Health Management System Certification

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Certificate

TÜVNORD
TÜV NORD CERT GmbH
ISO 45001
tuev-nord.de

Management system as per
ISO 45001: 2018

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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

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Certificate

TÜVNORD
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ISO 45001
tuev-nord.de

Management system as per
ISO 45001: 2018

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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. TONGLOU BRANCH
No. 6, Tongke 1 st. Rd., Tongluo 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
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Protection Measures for Work Environment and Employees' Personal Safety	
1.	Implement 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 serves as an important platform to promote and supervise occupational safety and health management of the Company, and comprises a Chairman, an Executive Secretary, and committee members. The committee members include heads of various departments, supervisors and managers, occupational safety and health related engineering and technical personnel, medical staff engaged in labor health services, and labor representatives. Among them, the labor representatives account for more than one-third of the total number of committee members. To accommodate the diverse opinions of employees, the labor representatives at GLT-Taiwan also include two foreign employees (one Vietnamese and one Thai) to ensure that the voices of employees from different ethnic groups are incorporated into the discussions and decision-making process.

In 2025, four Occupational Safety and Health Committee held four meetings, and ISO 14001 & ISO 45001 System Continuous Promotion Meetings were also held to review, coordinate and make recommendations on safety and health related matters. Review and improvement of the fire drills and safety training outcomes were also included in the meetings, which covered fire prevention, escape and evacuation procedures, operation of fire extinguishers and fire hydrants, emergency response to injuries, and reporting procedures, in order to continuously improve overall safety management effectiveness. At the same time, through the committee-based mechanism, we facilitate employee participation, consultation, and communication to ensure that occupational safety and health decisions take into account the needs of all workers.

In contractor management, the Company aims to prevent occupational safety and health hazards and risks that may arise from contractor operations and affect the Company and workers. The occupational safety and health unit oversees contractor safety and health management and incorporates relevant requirements into the Company's management systems and operational processes. Contractors must complete an entry application, work risk assessment, and qualification confirmation and receive safety and health education training before entering the plant. They are also required to comply with the Company's occupational safety and health and fire safety regulations. For contractor activities involving high-risk operations, they are required to submit a work application for review and approval before commencing work, and to implement the necessary safety and protective measures based on the content of work.

During contractor operations, the occupational safety and health unit and relevant departments carries out regular and ad hoc inspections and audits to ensure that contractors comply with occupational safety, health, and fire safety management requirements. Any deficiencies identified during inspections and audits are subject to immediate corrective action and follow-up to verify the effectiveness of the improvements. Work may be suspended if necessary to prevent accidents. The results of inspections and improvement actions are reviewed by the Occupational Safety and Health Committee to serve as a basis for subsequent management and continuous improvement.

In addition, the Company also reminds all employees and non-employee workers under the Company's direction and control that, in emergency situations that may result in injury or illness, they have the legal right to remove themselves from the situation without fear of adverse consequences or disciplinary action. Through a comprehensive safety management system and contractor management mechanism, GLT continues to lower the occupational safety and health risks to ensure that all workers (including employees, foreign employees and contractors) can work in a safe and healthy working environment.

Occupational Safety and Health Committee									
Factory Area	Chairman	Committee Member and Executive Secretary	Committee member	Committee Member	Committee Member	Committee Member	Total number of people	Labor representatives 1/3	Frequency of meeting
	Employer's representative	Occupational Safety and Health Personnel (Secretary)	Managers, supervisors, and work-directing personnel	Engineering and technical personnel	Medical personnel	Labor representatives			
GLT-Taiwan	1	4	6	2	2	9	24	Eligible (including 1 Vietnamese and 1 Thai)	3months/time
Tongluo Branch	1	1	3	2	0	4	14	Eligible	

Matters Handled by the Occupational Safety and Health Committee
I. Provide suggestions to employers on occupational safety and health policies.
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 voluntary 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

GLT adheres to relevant regulations and the ISO 45001 Occupational Safety and Health Management System, and has established thr Operating Procedures for Safety and Health Hazard Identification and Risk Assessment. In addition, the hazard identification, risk assessment, and improvement management are conducted on a regular basis to prevent and reduce the risks of occupational hazards.

Hazard identification and risk assessment apply to all work activities and personnel, covering routine and non-routine operations, work environment and processes, raw materials, equipment, products and services, human factors and work practices, as well as internal and external and potential emergencies. In addition, organizational culture and social factors are also incorporated, and it is also applied to employees, dispatched workers, contractors, visitors, and other stakeholders. A safety and health assessment is always conducted before any equipment changes, process adjustments, or new equipment purchases to reduce potential occupational safety and health risks.

Hazard identification and risk assessment are conducted by personnel with relevant education and training, and are managed in a tiered manner according to risk level. For unacceptable risks, priority should be given to elimination, replacement, and engineering control measures, supplemented by management controls and personal protective equipment when necessary. After corrective actions are completed, risks are

reassessed to verify that they have been reduced to an acceptable level. All risks that remain above the established criteria are subject to ongoing review and improvement.

The Company conducts hazard identification and risk assessment for various operations on a regular basis and implements separate identification and tiered management measures for workplace violence and maternal workplace protection. Meanwhile, regular inspections are conducted on electricity safety, chemical safety, mechanical equipment protection, and fire protection facilities. All identified irregularities and safety concerns are subject to corrective action and follow-up management.

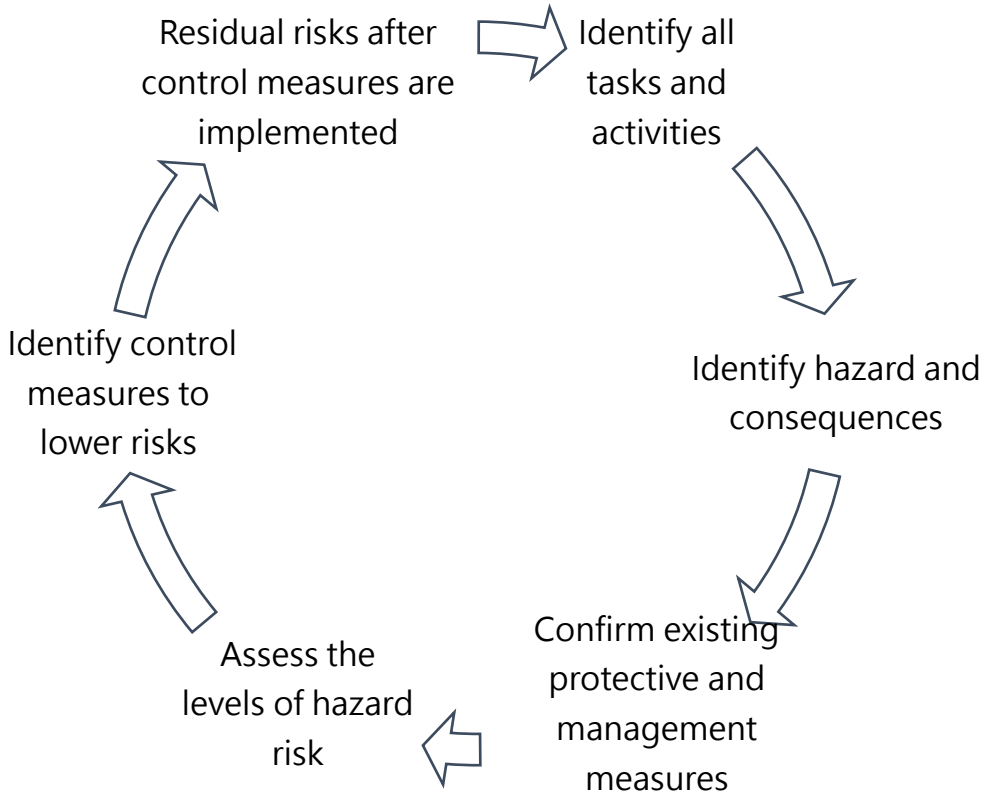
With regard to fire safety management, the Company incorporates fire risks into the scope of occupational safety and health and safety hazard identification and risk assessment, and has established a fire safety management mechanism. The Company conducts regular inspections and maintenance of fire safety equipment at its facilities and implements corrective actions and follow-up for identified deficiencies. In addition, qualified fire protection equipment inspectors are appointed annually to carry out statutory equipment inspection and submit the required inspection reports to ensure compliance with applicable regulations.

GLT formulates annual occupational safety and health management plan and continues to implement the ISO 45001 Occupational Safety and Health Management System. We promote continuous improvement through measures including regulatory requirement identification, regular inspections, educational training, hazard identification and risk assessment, contractor and procurement management, workplace environmental monitoring and emergency response. The implementation status and progress of deficiency corrective actions are reported to the Occupational Safety and Health Committee for review.

Furthermore, regular emergency response training and drills are conducted. The training covers scenarios including fires, earthquakes, and personnel injuries, and addresses fire reporting, evacuation procedures, fire equipment operation, and emergency response measures. During training and awareness programs, employees are clearly informed of their right to withdraw from situations where working conditions may pose an immediate risk of injury without being subject to any adverse consequences for exercising such rights. The results of emergency drills are compiled and reviewed to serve as a basis for subsequent improvements to emergency response and risk management measures.

GLT has established multiple communication and reporting channels through which employees may raise concerns, provide feedback, or file complaints with regard to workplace safety and health. All cases are handled objectively, fairly, and impartially, while the rights and privacy of reporters and relevant personnel are protected to prevent any form of adverse treatment or retaliation.

Hazard and Risk Assessment Flowchart



Incident 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.

The responsible unit 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



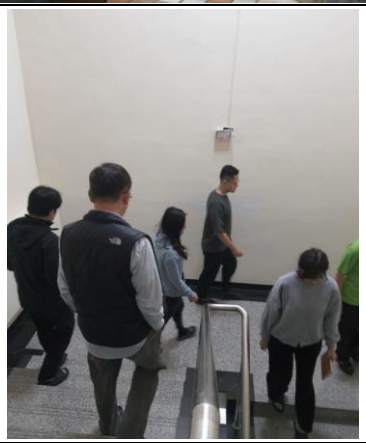
Occupational Safety Education and Training

GLT has always placed great importance on employees' occupational safety and health. In 2025, various occupational safety and health training programs and emergency response drills were conducted. New employees are required to receive orientation training, while current employees (including supervisors) receive regular annual in-service training. Multi-language teaching materials are provided based on employees' nationalities to ensure the consistency of understanding and learning effectiveness of education and training content, and to respond to the diverse nationality manpower structure and actual communication needs on site. All employees must participate in emergency response drills to continuously strengthen safety and health awareness. Monthly awareness campaigns for occupational safety and health, traffic safety, environmental protection, and emergency responses are held to continuously strengthen awareness in these fields. 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$16,500 (GLT-Taiwan)/NT$133,980 (Tongluo Branch) 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		
Title of Training Course	**Number of Trainees**	**Training Costs (NT$)**
(GLT-Taiwan) Occupational safety and health education and training – new employees (including employees and non-employee workers)	178	In-house Training
(GLT-Taiwan) Occupational safety and health education and training - on-the-job/job change (including employees and non-employee workers)	556	In-house Training
(GLT-Taiwan) Self-defense fire fighting group and emergency response drill (including employees and non-employee workers)	487	In-house Training (GLT-Taiwan)
(GLT-Taiwan) Occupational safety and health education and training - contractor hazard notification	143	In-house Training
(GLT-Taiwan) On-the-job training for Class A occupational safety and health supervisors	2	Seminar
(GLT-Taiwan) On-the-job training for occupational safety and health manager/administrator	2	Seminar
GLT-Taiwan) On-the-job training for nursing personnel in the labor health service	2	Seminar /Digital Courses
(GLT-Taiwan) On-the-job training for forklift operators	5	3,500
(GLT-Taiwan) On-the-job training for operators of fixed cranes with a lifting load of more than 0.5 tons but less than 3 tons	5	3,500
(GLT-Taiwan) On-the-job training for personnel using lifting equipment to perform lifting operations	4	2,800
(GLT-Taiwan) On-the-job training for aerial work vehicle operators	1	700
(GLT-Taiwan) On-the-job training for dust operation supervisors	1	1,300
(GLT-Taiwan) Refresher training for fire safety managers	1	1,500
(GLT-Taiwan) Initial training for fire safety managers	1	3,200

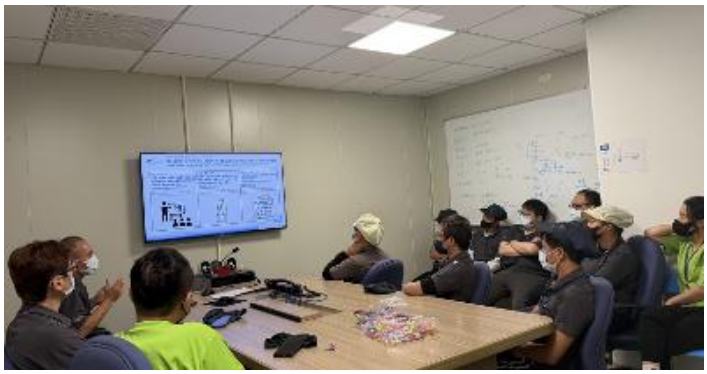
Note:
1. The number of people and expenses for occupational safety and health training in this table are based on data from GLT-Taiwan.
2. Including employees and non-employee workers whose work and/or workplace is controlled by the organization. Workers who are not employees but whose work and/or workplace are controlled by the organization, such as dispatched workers, visitors, cleaners, construction workers, contractors, outsourcers, etc. (Supplementary note: Non-employee workers in the first three columns 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	
	
Emergency Response Drills	
	
	

Monthly Awareness Promotion	
	
	

Statistics of Occupational Safety and Health Training Items		
Title of Training Course	**Number of Trainees**	**Training Costs (NT$)**
(Tongluo Branch) Occupational safety and health education and training – new employees (including employees and non-employee workers)	2	In-house Training
(Tongluo Branch) Occupational safety and health education and training - on-the-job/job change (including employees and non-employee workers)	79	In-house Training
(Tongluo Branch) Self-defense fire fighting group and emergency response drill (including employees and non-employee workers)	78	66,000
(Tongluo Branch) On-the-job training for forklift operators	3	1,500
(Tongluo Branch) On-the-job training for operators of fixed cranes with a lifting load of less than 3 tons	12	9,000
(Tongluo Branch) On-the-job training for personnel using lifting equipment to perform lifting operations	9	9,000
(Tongluo Branch) Initial training for dust operation supervisors	3	15,000
(Tongluo Branch) On-the-job training for dust operation supervisors	1	500
((Tongluo Branch) Initial training for forklift operators	4	29,480
(Tongluo Branch) On-the-job training for forklift operators	3	1,500
(Tongluo Branch) On-the-job training for first aid personnel on safety and health education	4	2,000

Note:
1. The number of people and expenses for occupational safety and health training in this table are based on data from Tongluo Branch.
2. Including employees and non-employee workers 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: Non-employee workers in the first three columns 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 Safety and Health Training for General Workers and Supervisors	
	
	

Emergency Response Drills









Monthly Awareness Promotion









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 the past two years, GLT experienced two occupational injuries at its Tongluo Branch in 2024, 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. No occupational injuries occurred in 2025.The Company will continue to refine its safety management and preventive measures, striving to work hard to achieve a safe working environment with zero accidents and zero occupational injuries for all employees to work in a safe and healthy workplace.

GLT implements a plant-wide risk identification and assessment and identifies confined space work, fixed crane operations, and forklift operations as high-hazard activities. Accordingly, the hierarchy of control is applied to eliminate these hazards and minimize associated risks. Measures implemented or planned include contractor registration and review, verification of operator certification, and the implementation of on-site barricade controls. At the same time, we apply the hierarchy of controls to address external traffic, climate change, and human factors to eliminate occupational hazards and minimize risks. Measures taken or planned include regular traffic safety awareness campaigns, mechanisms for suspending outdoor work under hazardous weather conditions, and workplace stretching programs, so as to ensure that all risks remain within a stable and controllable range.

GLT's Statistics of Occupational Injuries of Employees in the Past Two Years			
Category	**Item**	**2024**	**2025**
Total working hours	**Total working hours for female employees**	601,064	595,104
	Total working hours for male employees	526,472	508,296
	Total working hours	1,127,536	1,103,400
Number of recordable occupational injuries (including fatalities and serious occupational injuries)	**Total number of female occupational injuries (times)**	2	0
	Total number of male occupational injuries (times)	0	0
	Total number of occupational injuries (times)	2	0
Deaths caused by occupational injuries (%)		-	-
Serious occupational injury rate (%)		-	-
Recordable occupational injury rate (%)		1.77	-

Note:
1. Occupational injury fatality rate = (Number of deaths caused by occupational injuries/Total hours worked) *1,000,000.
2. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities)/Total hours worked] * 1,000,000.
3. Recordable occupational injury ratio = [Number of recordable occupational injuries (including fatalities and serious injuries)/Total hours worked] * 1,000,000.
4. Serious occupational injuries refer to occupational injuries that cannot be recovered within 6 months.
5. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.
6. Traffic accident during the reporting period: One at GLT-Taiwan.

GLT's Statistics of Non-Employee Occupational Injuries in the Past Two Years			
Category	**Item**	**2024**	**2025**
Total working hours	**Total working hours for female employees**	11,864	19,936
	Total working hours for male employees	28,504	25,956
	Total working hours	40,368	45,892
Number of recordable occupational injuries (including fatalities and serious occupational injuries)	**Total working hours Total number of female occupational injuries (times)**	-	-
	Total working hours 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. Occupational injury fatality rate = (Number of deaths caused by occupational injuries/Total hours worked) *1,000,000.
2. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities)/Total hours worked] * 1,000,000.
3. Recordable occupational injury ratio = [Number of recordable occupational injuries (including fatalities and serious injuries)/Total hours worked] * 1,000,000.
4. Serious occupational injuries refer to occupational injuries that cannot be recovered within 6 months.
5. Recordable occupational injuries do not include occupational injuries caused by commuting to and from work.

Occupational Health Hazard Identification, Hazard Elimination, and Risk Reduction Measures

GLT has established a comprehensive occupational health service system in accordance with the Occupational Safety and Health Act and related regulations. Occupational safety and health management personnel are responsible for planning and promoting occupational health hazard identification, risk assessment, and related preventive measures. Regular hazard identification and risk assessments are conducted for all work activities across the facilities. Taking into account the characteristics of each operation and the needs of different worker groups, we identify occupational health risks related to maternal health protection, workplace violence and other unlawful conduct, excessive workload, and ergonomic factors, with the goal to reduce potential hazards and improve workplace safety.

The Company has established an occupational health service program in accordance with applicable laws and regulations. Qualified nursing professionals and occupational medicine specialists independently perform health management and on-site occupational health services within their respective professional scopes. These services include health consultations, follow-up on abnormal health examination findings, fitness-for-work assessments and individual case management and care. The results of the implementation of related health services are also communicated to the occupational safety and health management unit through established communication and collaboration mechanisms to serve as an important reference for work environment improvement and occupational health hazard prevention.

In addition, GLT combines its biennial employee health check-up with the implementation of the "Five Major Plans" for the prevention of occupational diseases. High-risk employees are identified through health questionnaire screening, followed by interviews and on-site assessment conducted by occupational medicine specialists. Through this proactive health risk management mechanism, the Company continuously enhances employee health protection. In 2025, no cases were determined to be occupational diseases.

With respect to hazard control, occupational safety and health personnel develop and implement a range of risk reduction measures based on the results of risk assessments and feedback from occupational health services. These measures include engineering controls, operational management, risk substitution, and personal protective equipment (PPE) management. Regular workplace environmental monitoring is also conducted to ensure that working conditions comply with applicable regulations and standards to effectively prevent occupational diseases and safeguard employee health.

Employee Health Management

GLT adheres to the health management principle that "prevention is better than cure" and provides employee health care measures that exceed statutory requirements. The regular employee health examinations are conducted every two years. As 2025 was not a company-wide health examination year, general health examinations were provided only to employees aged 65 and above, while employees engaged in special operations are provided with occupation health examinations as prescribed by law. The number of employees who underwent health examinations during the period covered by this report is shown in the following table.

Number of Employees Undergoing Health Examinations in 2025				
Examination Item	**Factory Area**	**Content of Examination**	**Number of Employees Receiving the Examination**	**Health Examination Participation Rate**
Aged 65 and above General health examination	GLT-Taiwan, Tongluo Branch	Health examination items required by law	3	100%
Special occupational health examination	GLT-Taiwan	Noise, dust, and ionizing radiation	14 (no one under Level 3 or Level 4 health management)	100%
	Tongluo Branch	Noise, dust	17 (no one under Level 3 or Level 4 health management)	100%

GLT attaches great importance to personal data and privacy. All health examination data were properly stored in accordance with relevant provisions of the Occupational Safety and Health Act and are used only for health management purposes. Such data will never be used as the basis for personnel decisions such as performance evaluation, promotion, transfer or contract renewal, nor shall they result in any preferential or unfavorable treatment of employees based on their health status, so as to ensure the rights and interests of employees.

We continue to provide health management services for employees with abnormal findings identified through the 2024 health examinations and 2025 pre-employment health examinations, as well as employees requiring health consultations under the five major plans.

GLT Health Management Statistics Table	
Item	Number of interviewees
Employees with abnormal health check-up results	78
Employees with abnormal findings in special occupational examinations	1
Employees suspected of being exposed to human factors-related hazards	3
Employees with abnormal workload assessments	43
Employees covered by maternal health protection measures (pregnant employees and those within one year after childbirth)	7
Middle-aged and older employees	38

Health Services and Facilities

To create a safe, comfortable, and supportive work environment, the Company plans and provides health services and facilities based on the specific characteristics of each site and the number of employees.

GLT's Health Promotion Measures		
Item/Factory Area	**GLT-Taiwan**	**Tongluo Branch**
Health Service Office	1. One medical room. 2. Provide blood pressure monitor, weighing scale, beds, and dressing cart.	1. One health care station. 2. Provide blood pressure monitor, weighing scale
First-Aid Kit	1. Five first-aid kits and one first-aid bag (Including a small card with dressing change instructions for staff reference). 2. Inspect the medical supplies and devices appearance quarterly to verify their condition and expiration dates, and replenish supplies as necessary.	1. Six first-aid kits (Including a small card with dressing change instructions for staff reference). 2. Inspect the medical supplies and devices appearance quarterly to verify their condition and expiration dates, and replenish supplies as necessary.
Breastfeeding Room	1. Sofa with backrest and table. 2. Power outlets. 3. Bottle warmer. 4. Breast milk storage bags, labels, and pens. 5. Dedicated refrigerator for breast milk storage. 6. Covered waste bin. 7. Educational materials on the benefits of breastfeeding. 8. Establish guidelines for the use of breastfeeding room.	1. Table and chair with backrest. 2. Bed. 3. Power outlets. 4. Dedicated refrigerator for breast milk. 5. Covered waste bin. 6. Educational materials on the benefits of breastfeeding. 7. Establish guidelines for the use of breastfeeding room.
On-site Occupational Health Services	1. On-site nurses and monthly on-site services provided by occupational physician.	1. Monthly on-site nursing services and quarterly on-site services provided by occupational physician.

Special Feature _ Employee Health Promotion

Provide fitness equipment and facilities to create dedicated fitness space for employees

GLT-Taiwan has established a dedicated fitness center for employees to use during their breaks, encouraging them to develop regular exercise habits and promote physical and mental health. The Fitness Center is equipment with diverse exercise equipment, with a total of 14 items, including treadmills, flywheels, steppers, elliptical trainers, ab trainers, dumbbells, multi-functional weight training machines, sit-up boards, upright and recumbent exercise bikes, as well as table tennis, basketball machines, inversion machines, and electric massage chairs to meet different exercise and relaxation needs.

Optimize and upgrade the workplace environment to create more employee-friendly space and enhance workplace well-being

In addition, GLT-Taiwan is equipped with an automated external defibrillator (AED) to enhance emergency response and workplace safety. To create a more welcoming work environment, the public spaces on the second and fifth floors have been completely renovated this year. The second floor is planned as an arts and culture center, integrating arts and culture and reading functions to create a diverse space that can inspire creativity and collaboration. The fifth floor features a comfortable lounge area, an open workspace for discussions and dedicated space for individual reflection. These spaces provide employees with areas for quiet relaxation, team interaction, and focused work while encouraging creativity and new possibilities in a relaxed and welcoming atmosphere.

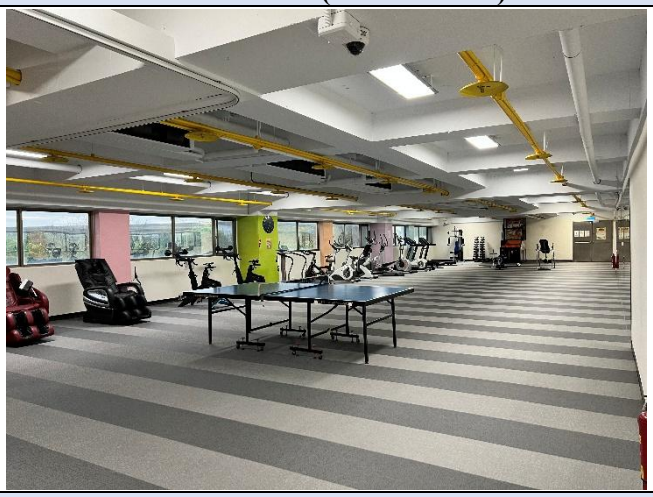
During the reporting period in 2025, in addition to maintaining the original health promotion courses and activities, GLT-Taiwan and its Tongluo Branch jointly organized walking and weight management programs, with each successfully obtaining Certificate of Accreditation for Workplace Health Promotion Self-Assessment.

Health Promotion Series Activities

Item	Date and Topic		Event photo
Occupational Safety and Health Promotion for International Students (GLT-Taiwan)	02/18	Medical room environment, services provided, and injury reporting procedures	
	09/09	Medical room environment, related services provided, and injury reporting procedures	
Electronic Newsletter (both factories)	01/24	Respiratory infectious disease alert	
	02/27	Understand lung cancer: The “king of cancers”	
	03/31	Health can’t wait—get moving and energize your life	
	07/10	A gift of health: Start with regular health checkups and cancer screening	
	09/04	Common uterine conditions and understanding the HPV vaccine	
	09/26	Introducing you to herpes zoster	
	10/23	Dengue Fever: A Category II Infectious Disease	
	11/17	My Plate	

Item	Date and Topic		Event photo
Health Promotion Lectures	04/24	Understanding Fatty Liver (GLT-Taiwan)	
	07/16	3D Core Exercises for Injury Prevention and Massage Relaxation Techniques (GLT-Taiwan)	
	08/20	Understanding Stress and Self-Care (Tongluo Branch)	
	10/02	Boxing Aerobics (Tongluo Branch)	
	11/12	Understanding Diabetes (GLT-Taiwan)	
Health Promotion Activities (Both factories)	05/26-08/17	Walking Challenge: 127 participants took part, averaging nearly 10,000 steps per day!	
	05/26-11/09	Weight-Loss Challenge: 35 participants achieved a total weight loss of 170 kg.	
	09/21	Garmin Run	
	06/21	25th Anniversary Sports Day	
Sports Clubs (GLT-Taiwan)	Tuesdays	Badminton Club	
		Yoga Club	
	Wednesdays	Aerobic and Strengthen Training	
Healthy Diet (GLT-Taiwan)	Weekday lunch break	Healthy meal service	

Item/Factory Area	GLT-Taiwan	Tongluo Branch
AED Emergency Equipment	1. Located in the lobby and is inspected and maintained regularly each year.	1. Not available.
Fitness Center	1. Located on the 2 floor. 2. The fitness center is equipped with treadmills, flywheels, steppers, elliptical trainers, ab trainers, dumbbells, basketball machines, table tennis, inversion machines, and electric massage chairs,	1. Not available.
Employee Lounge	1. Equipped with a sofa seating area, coffee machine, microwave oven, and refrigerator.	1. Not available.

AED (GLT-Taiwan)	Fitness Center (GLT-Taiwan)
	

Arts and Culture space (GLT-Taiwan)



5.5 Social Contribution

203-1	Infrastructure investment and supported services
203-2	Significant indirect economic impacts

We actively support local nonprofit organizations and charitable initiatives through hands-on participation and resource contributions. These efforts not only enhance our brand recognition but also contribute positively to our corporate image. At the same time, participating in community activities enables employees to build stronger emotional connections with the communities around them. Shared experiences and the opportunity to witness community growth and change help strengthen employees' sense of identification with and belonging to the Company. In the future, GLT will continue to uphold our commitment to giving back to society by actively engaging in a wide range of charitable initiatives. Through these actions, we seek to create positive social value and extend our impact to more people. The Company's participation in charitable activities over the years is summarized in the following table.

Overview of Charitable Activities		
Name of Charity Event	**Amount**	**Description**
Sports Charity Donation (Cyclist Angels Association of Taiwan) 13th Taiwan Bike Angel Charity Tour on July 9, 2025	600,000	A charity cycling journey to support children in schools and children's homes.
"eRead for the Future"—GLT jointly established an eReader Mobile Library with E Ink Holdings Inc. and other companies in Miao-Li County	300,000	Established a diverse, portable, and eye-friendly digital reading environment in Miaoli with E Ink Holdings Inc. and other companies.
Participation in technology, arts, environmentally-friendly, and startup projects	300,000	Supported artists and students in developing their creations by using the space of the Company's employee lounge as an exhibition and performance venue, fostering employees' artistic learning and cultural literacy.
Note: News link for the 13th Taiwan Bike Angel Charity Tour: https://tw.news.yahoo.com/share/9ec983ea-7665-3135-bb6a-7b1d9e1dae11		

Participated in technology, arts, environmentally-friendly, and startup projects	**Art Exhibition**
	

“eRead for the Future”--eReader Mobile Library


The 13th Taiwan Bike Angel Charity Tour 2025 Public Welfare Program

GLT sponsored the 2025 Taiwan Bike Angel Charity Tour project, focusing on the social (S) value of cycling. Using outdoor cycling as a platform for engagement, the project brought together **81 students**, including **6 from special education classes**, and the rest from economically disadvantaged families. This program created positive impact across many dimensions, including youth development, human rights equality, and the cultivation of a more inclusive and supportive society.

In terms of youth behavioral development, several days of outdoor cycling, ecological exploration, and team interactions effectively encouraged students to reduce their reliance on mobile games and other digital devices. The program helped them form a habit of outdoor exercises, allowing them to relax physically and mentally in nature, develop resilience and perseverance, and gradually reduce excessive screen time while cultivating positive and healthy leisure habits.

In terms of practicing human rights equality, the program broke down barriers to communication between special education students and ordinary students, as well as between economically disadvantaged students and other students. Six students from special education classes participated in a cycling event with 75 students from economically disadvantaged families, enjoying equal access to public welfare resources and growth opportunities. This program, which does not discriminate based on social status or differences, truly embodies the concept of human rights equality and provides a fair platform for the growth of disadvantaged youth.

In fostering a more inclusive and supportive society, the event encouraged students to help and respect one another. Through the cycling challenges, students from special education classes and economically disadvantaged families formed meaningful friendships while developing teamwork and empathy. At the same time, their participation and sharing helped raise awareness among families and the wider communities about the needs of vulnerable youth, spread positive social energy of friendliness, inclusiveness, and mutual assistance, and contribute to the construction of a friendly society.

Implementation Details for 2025

1. Support the “West Coast Highway Cycling Challenge” in Taiwan

GLT served as the finish line and host venue for the cycling journey and its closing ceremony in Taiwan. We provided facility space, equipment, and catering support for this event. The Company witnessed the young participants complete an 8-day, approximately 500-km coastal cycling challenge, and the Chairman personally attended the award ceremony to recognize and celebrate their courage and perseverance.

2. International Exchange through Cycling

We supported youth from rural areas of Taiwan and young participants from the Yi ethnic community in Liangshan, Sichuan Province, in completing a nearly 300-km cross-regional cycling journey through Shanghai and Zhejiang, promoting social care, mutual understanding and friendship.

3. Rural Education Development

We support Turbo Duck Competency-Based Course to provide education through online and offline methods, offering learning resources and growth guidance to help children in rural areas broaden their horizons, enhance their confidence, and improve their teamwork skills.

4. Participants

- Schools in Taiwan: Wanhe Elementary School (Changhua), Peipu Junior High School (Hsinchu), Yang Ming Junior High School (Taoyuan), Dongshi Junior High School (Chiayi), and Tuku Elementary School (Changhua).
- International beneficiaries: Yi youth from Hope Primary School, Daliang Mountains, Sichuan Province.
- Total number of participating teachers, students, and volunteers: approximately 81.
- Total number of participating students: 81 (including 6 students from special education classes and 75 students from economically disadvantaged families).

5. Project Outcomes and Impact

5.1 Environmental Sustainability Impact (E)

5.1.1 Science-Based Carbon Reduction and Demonstration Effect

In 2025, the annual carbon reduction was 7.68 metric tons of CO_2e, with a cumulative reduction of 960 metric tons of CO_2e over seven years, demonstrating concrete action towards the net-zero emissions target.

5.1.2 Ecological Value Transformation

The cumulative carbon reduction is equivalent to the net carbon absorption of 25 Da'an Forest Parks in a year or the carbon purification of 267,000 large trees in a day, bringing tangible ecological benefits to the environment.

5.1.3 Through environmental education and outreach, young people put low-carbon living into practice and brought sustainability concepts back to their homes and schools, creating a lasting impact on environmental education.

5.2 Social Impacts (S)

5.2.1 Youth Development and Guidance

- Reducing Reliance on Digital Devices: Engaged 81 students in outdoor cycling and nature-based activities to effectively encourage them to reduce their reliance on mobile games and other digital devices, develop health outdoor leisure habits, and enrich their social and cultural lives.
- Character and Skill Development: Supported disadvantaged students in rural areas and students in special education programs in overcoming personal challenges and transforming “I can’t” into “I can”. The experience helped build their confidence, independence, and teamwork skills, laying a strong foundation for their future development.

5.2.2 Advancing Human Rights and Equality

- The event attracted 81 students, including 6 students from special education classes and 75 students from economically disadvantaged families. This event provided equal public welfare resources, growth opportunities and platforms for young people from different groups, broke down barriers caused by identity and economic disparities, advancing the concept of human rights and equality into practice, and helping disadvantaged groups achieve equal development.

5.2.3 Building an Inclusive and Supportive Society

- Strengthen social connections: Team cycling and collaborative activities brought students from diverse backgrounds together, fostering friendship, mutual understanding, empathy, and respect for difference.
- Promote positive social values: By engaging young people as a bridge between the program, their families, and the wider community, the program encouraged greater awareness of disadvantaged youth and students in special education programs. It promoted the values of mutual support, inclusion, and equality, contributing to a more inclusive and supportive society.

5.2.4 Cross-Strait Exchanges and the Scaling of Social Impact

- Building a strong bridge for youth cultural exchange and fostering mutual understanding and connection among young people across the Taiwan Strait.
- Expand social impact: Brought together businesses, schools, volunteers, and media to participate in this event, creating a replicable and scalable ecosystem for social good and extending the reach of positive social values.

5.3 Overview of Achievements

1. Total cycling distance supported in 2025: 800 kilometers.
2. Number of participants (teachers, students, and volunteers) in 2025: 80.
3. Total number of participating students in 2025: 81 (including 6 students in special education classes and 75 students from economically disadvantaged families).
4. Carbon reduction in 2025: 7.68 metric tons of CO_2e.
5. Rural schools reached in Taiwan: 19.

Supported Items to Bike Angels Association from GLT

1. As a co-organizer of the charity event, GLT provided full corporate visual presentation of the event during the event, including project name, sportswear, event articles, school websites, etc.
2. Sponsorship of one support van during the Taiwan Cycling tour.
3. A sponsorship contribution of NT$600,000 for the 2025 sports charity events.

Cyclist Angels Charity Event- Award Presentation



Certificate of Appreciation for the Cyclist Angels Charity Event

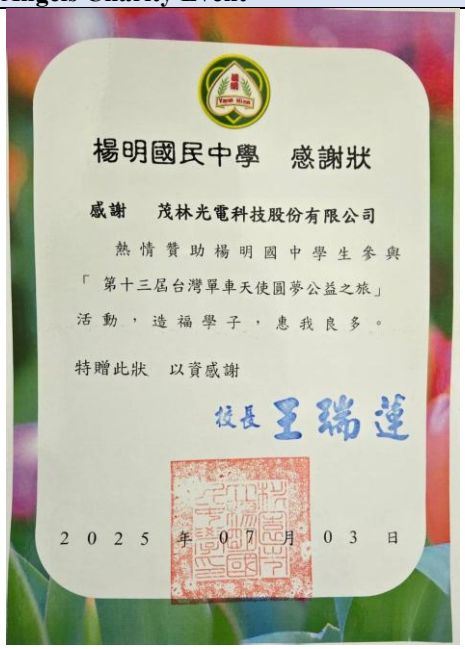


Certificate of Appreciation from Peipu Junior High School

This certificate is hereby presented to

Global Lighting Technologies Inc.

in sincere appreciation of your generous support and enthusiastic sponsorship of students of Peipu Junior



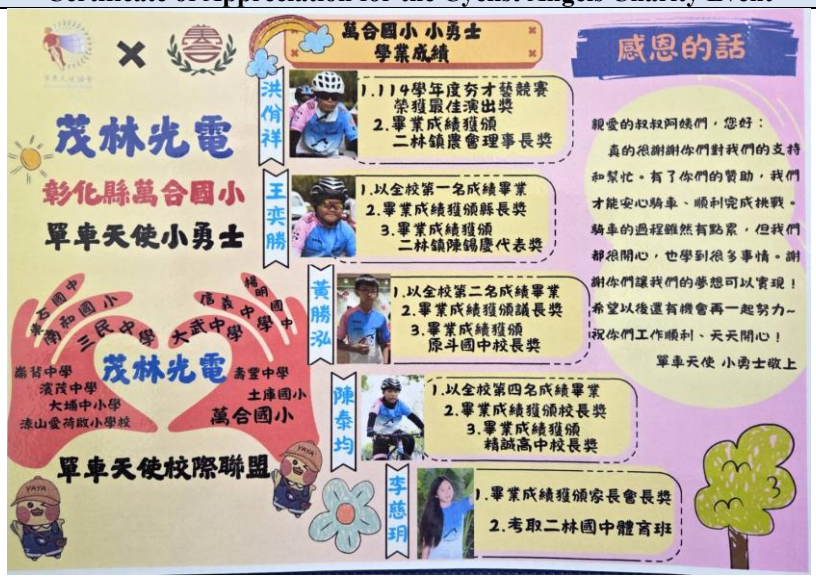
Certificate of Appreciation from Yang Ming Junior High School

Global Lighting Technologies Inc.

in sincere appreciation of your generous support and enthusiastic sponsorship of students of Yang Ming

Certificate of Appreciation for the Cyclist Angels Charity Event	
High School in participating in the 2025 Taiwan Bike Angel Charity Tour. Your invaluable contribution has greatly benefited our students and made a meaningful difference in their learning and development. We deeply appreciate your unwavering support and generous assistance. With our heartfelt gratitude, we hereby present this Certificate of Appreciation. Principal, Wu, Chi-Lieh Peipu Junior High School July, 2025	Junior High School in participating in the 13th Taiwan Bike Angel Charity Tour. Your invaluable contribution has greatly benefited our students and made a meaningful difference in their learning and development. We deeply appreciate your unwavering support and generous assistance. With our heartfelt gratitude, we hereby present this Certificate of Appreciation. Principal, Wang, Jui-Lien Yang Ming Junior High School July 3, 2025
 嘉義縣立東石國民中學 Chiayi County Tung-Shih Junior High School 感　謝　狀 感謝 茂林光電科技股份有限公司 熱情贊助本校學生參與暑期之 2025 年台灣單車天使青少年騎行活動 造福學子，惠我良多。 特頒此狀　以申謝忱 嘉義縣立東石國民中學 校長 林子欽 中華民國 114 年 07 月 03 日 Tung Shih	 感　謝　狀 茲感謝 茂林光電科技股份有限公司 單車不只是交通工具，它承載了夢想、汗水和您的支持，每個輪轉都是我們努力不懈的證明；謝謝您讓單車天使的故事得以被看見，我們的堅持與您的愛心，共同譜寫了這段不朽的篇章與回憶。 感　謝　您 彰化縣二林鎮萬合國民小學 校長 陳金鍠 小勇士： 洪偕祥、黃勝泓、李慈玥 陳泰均、陳宥廷、謝承志 陳浦鈞、陳柏諺、陳泰碩 許晉銓、陳玉雲、陳名裕 蔡昀蓁 2025 年 06 月 21 日
Certificate of Appreciation from Dongshi Junior High School, Chiayi County	**Certificate of Appreciation from Little Warriors in Wanhe Elementary School, Changhua County**
This certificate is hereby presented to Global Lighting Technologies Inc. in sincere appreciation of your generous support and enthusiastic sponsorship of students of Dongshi Junior High School in participating in the 2025 SummerTaiwan Bike Angel Charity Tour. Your invaluable contribution has greatly benefited our students and made a meaningful difference in their learning and development. We deeply appreciate your unwavering support and generous assistance. With our heartfelt gratitude, we hereby present this Certificate of Appreciation. Principal, Lin, Tzu-Chin Dongshi Junior High School July 3, 2025	This certificate is hereby presented to Global Lighting Technologies Inc. A bicycle is more than just a means of transportation; it carries dreams, sweat, and your support. Every turn of the wheel is proof of our tireless efforts. Thank you for making the story of the cycling angels known. Our perseverance and your love have together written this short but precious chapter and created lasting memories. Chen Jinhuang, Principal, Wanhe Elementary School, Erlin Township, Changhua County Little Warriors: Hong Yixiang, Huang Shenghong, Li Ciyue, Chen Taijun, Chen Youting, Xie Chengzhi, Chen Yujun, Chen Boyan, Chen Taishuo, Xu Jinquan, Chen Yuyun, Chen Mingyu, Tsai Yunzhen

Certificate of Appreciation for the Cyclist Angels Charity Event



Global Lighting Technologies
Wanhe Elementary School, Changhua County
Bike Angels and Little Warriors
GLT

東石國中 Dongshi Junior High School	楊民國中 Yangming Junior High School
南河國小 Nanhe Elementary School (	信義中學 Xinyi Junior High School
三民中學 Sanmin Senior High School	大武中學 Dawu Junior High School
崙背中學 Lunbei Junior High School	壽豐中學 Shou-Feng Junior High School
濱茂中學 Binmao Junior High School	土庫國小 Tuku Elementary School
大埔中小學 Dapu Elementary and Junior High School	萬合國校 Wanhe Elementary School
涼山愛荷啟小學校 Liangshan Aiheqi Elementary School	

單車天使校際聯盟 Bike Angels Inter-School Alliance

萬合國小小勇士學業成績 Academic Achievements of Little Warriors in Wanhe Elementary School

Hong Yixiang **1. 2025 Talent Competition Best Performance Award** **2. Graduation Award from Erlin Township Farmers' Association Chairman Award**
Wang Yisheng **1. Graduated with the highest score in the entire school** **2. Received the County Magistrate's Award for outstanding academic performance upon graduation** **3. Awarded the Erlin Township Representative, Chen Xiqing, Award for his graduation achievements**
Huang Shenghong **1. Graduated with the second-highest academic ranking in the entire school** **2. Received the Speaker's Award for outstanding academic performance upon graduation** **3. Received the Principal's Award from Yuandou Junior High School for outstanding academic performance upon graduation**
Chen Taijun **1. Graduated 4th in the entire school** **2. Received the Principal's Award for outstanding academic performance upon graduation** **3. Awarded the Jingcheng High School Principal's Award for graduation achievements**
Li Ciyue **1. Awarded the Parents' Association President's Award for Graduation Achievement** **2. Admitted to the Sports Class of Erlin Junior High School**

Words of Gratitude

Dear Uncles and Aunts,

Certificate of Appreciation for the Cyclist Angels Charity Event

Thank you so much for your support and help. With your sponsorship, we were able to concentrate on cycling and successfully complete the challenge. Although the ride was a bit tiring, we were all very happy and learned a lot. Thank you for making our dreams come true! We hope to have the opportunity to work together again in the future. Wishing you all the best in your work and happiness every day.

Sincerely, Little Warriors

Special Feature _Donation of eBooks (Reference: E Ink Holding Inc. Press Release)

Sustainability in Action: Partnering Across Ecosystem to Advance Digital Empowerment in Rural Education

As a key partner in the global e-paper ecosystem, GLT is committed to fulfilling its corporate social responsibility together with its core customer, E Ink Holdings. In 2025, GLT once again participated in the "eRead for the Future" public welfare project initiated by E Ink Holdings, and took actions to support equitable development of reading culture and digital education in rural communities.

Project Outcome: Creating an eReader Mobile Library in Miao-Li County

GLT joined hands with E Ink Holdings and 21 ecosystem partners and provided smart and user-friendly reading media for 42 elementary schools in Miao-Li County.

- Donation Scale: A total of 1,040 color e-readers, with a total value exceeding NT$30 million was donated.
- Beneficiaries: Approximately 21,000 students from 42 schools in Miao-Li County that actively promote reading or have limited resources.
- Content empowerment: Each e-reader comes pre-loaded with 164 high-quality books. In addition to covering the United Nations Sustainable Development Goals (SDGs), the content also includes local literature and bilingual education books from Miaoli, helping students build solid reading literacy and competitiveness in the digital age.

Environmental Benefits: A Supply Chain Commitment to Low-Carbon Transformation

Through the digital transformation of our core technologies and products, GLT, together with our partners, have demonstrated concrete contributions to environmental sustainability.

- **Carbon Reduction Achievements**: Based on research data from Rochester Institute of Technology, this project is expected to reduce carbon emissions by approximately 1,228.7 metric tons of CO_2e by replacing 170,000 paper books with e-books, after deducting the carbon emissions from the e-readers themselves.
- **Green benefits:** This carbon reduction is equivalent to the annual carbon sequestration of three Da'an Forest Parks, showing the technological value of GLT in helping customers achieve their net-zero vision in the low-carbon supply chain.

Sustained Deep Cultivation: Accumulating Social Impact

"eRead for the Future" has entered its ninth year since its inception in 2017. As a long-term strategic partner, GLT has worked with the ecosystem to achieve remarkable quantitative results:

- **Cumulative Beneficiaries**: It has expanded to 8 counties and cities, and 256 schools.
- **Cumulative Asset Investment**: We have sponsored over 6,125 e-readers and 652,000 e-books, with a total value of NT$286.12 million.
- **Cumulative Student Benefits**: Over 90,000 students across Taiwan have grown up in eye-friendly and environmentally friendly digital reading environments.

Looking ahead, GLT will continue to deepen its ESG collaboration with supply chain partners, leverage innovative technologies to mitigate the digital divide, and fulfill its long-term commitment to social inclusion and environmental protection.

Items GLT Supported in the "eRead for the Future" project

- NT$300,000.
- Equivalent to a donation of 5,872.92 books.

Calculation method: The E Ink project consisted of a total of 96 e-books installed on 1,040 devices, and was a joint venture between 17 manufacturers. Therefore, the calculation is 96*1,040/17=5,872.92 e-books.

GLT's e-book donation in 2025









Certificate of Appreciation from Miao-Li County Government

This certificate is hereby presented to

Global Lighting Technologies Inc.

in sincere appreciation of your joint donation of 99,840 e-books (a donation of 5,872.94 e-books per unit), helping 42 primary schools in Miao-Li County establish eReader Mobile Libraries and promote digital reading in schools. Your invaluable contribution has greatly benefited our students. We deeply appreciate your unwavering support and generous assistance.

	With our heartfelt gratitude, we hereby present this Certificate of Appreciation. Chung Tung-chin Magistrate of Miao-Li County December 29, 2025

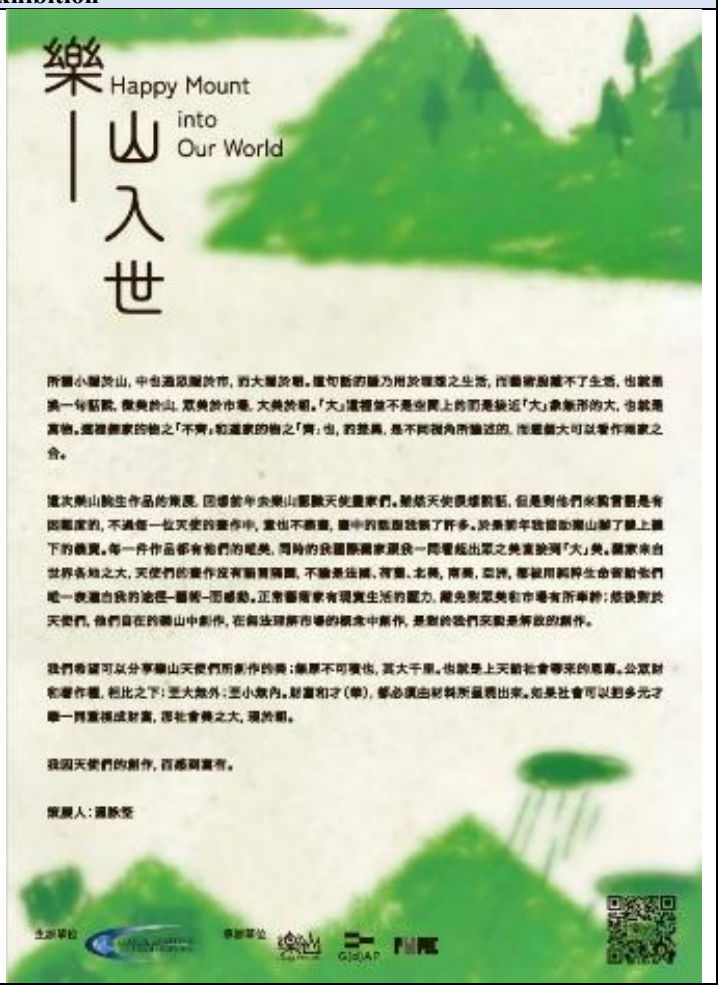
Special Feature _Art Exhibition Sponsorship

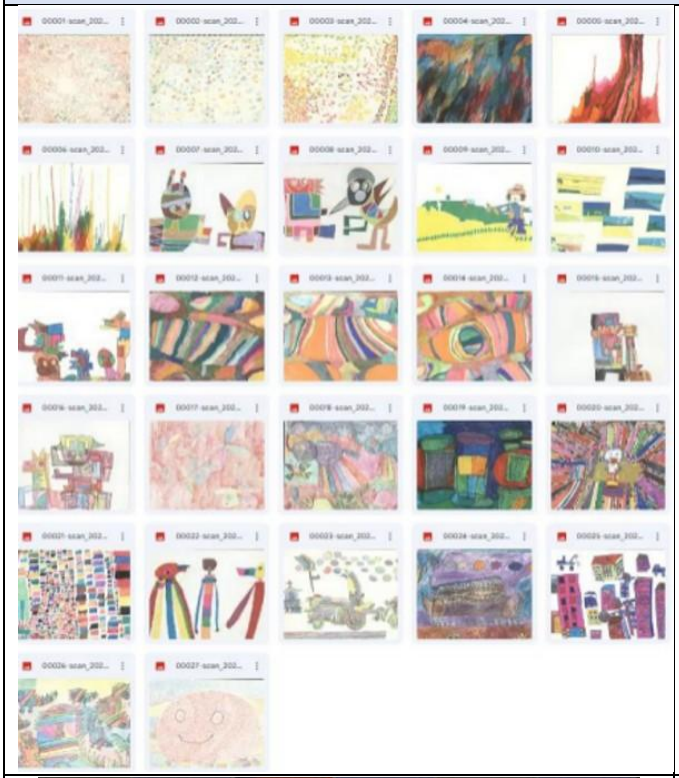
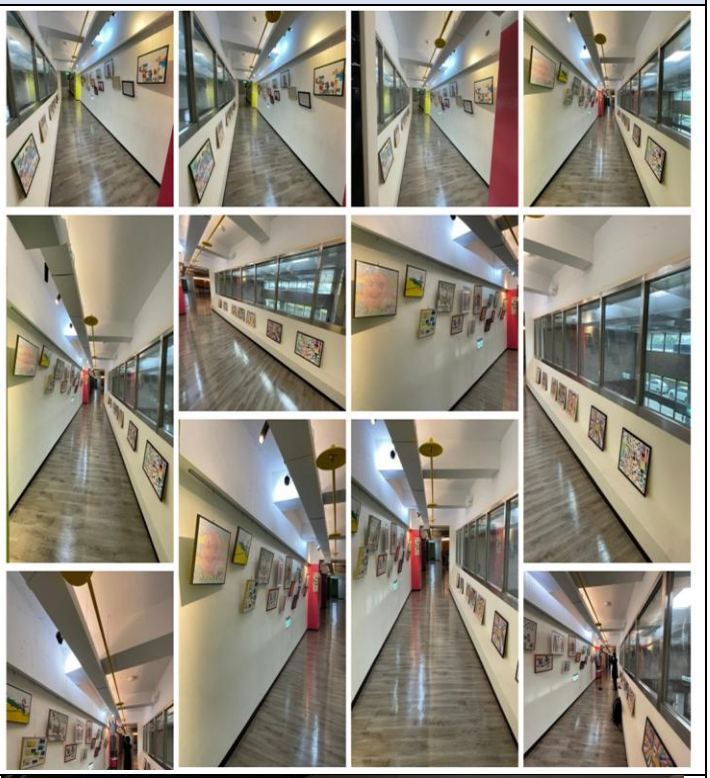
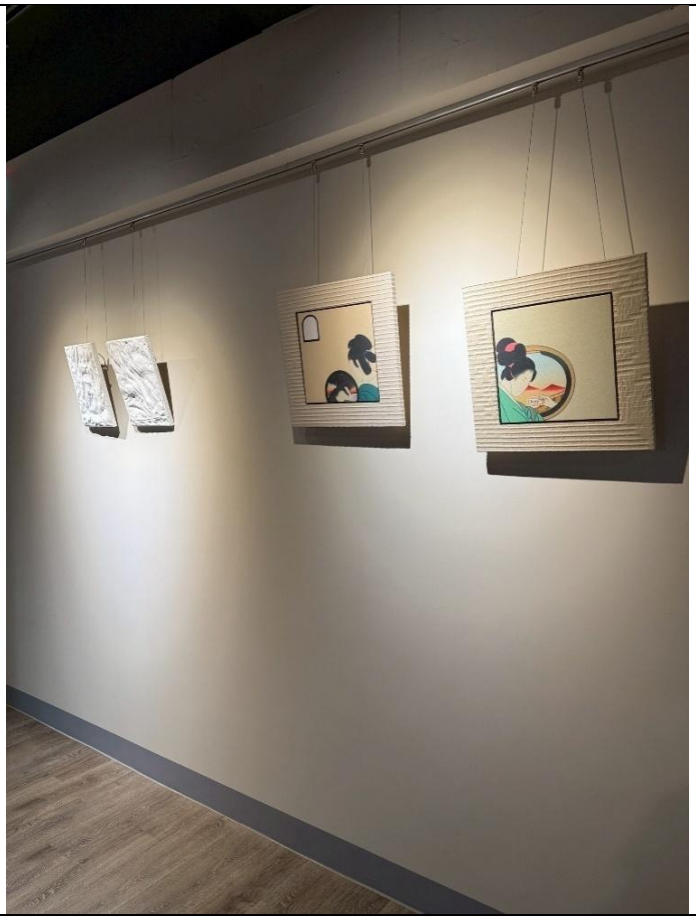
GLT and the Center for Public and Business Administration Education of National Chengchi University jointly promoted arts and cultural exhibitions by combining resources and expertise from all parties to advance the arts and cultural exhibition project.

Arts and Culture News	Exhibition Period and Number of Days	Name of Exhibition	Exhibition Venue
2024/10	2024/9/30~2025/1/9 (a period of 101 days)	GDAP#13 Liminal -10-Artist Group Exhibition	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 Technologies - Zhongli Plant, 2nd Floor Staff Rest Area

Art exhibition





Art exhibition	
	
	

深度感知藏書專區

Deep Reading Library
GLT Arts Centre Newsletter
Deep Reading Library Launch Announcement
Creating a space for cultural leisure and in-depth reflection – a comprehensive upgrade
Immersive aesthetic space

融合現代美學與舒適機能，引入自然光與綠意，祥速一處適合閱讀與靜思的理想角落

Blending modern aesthetics with comfortable functionality, and introducing natural light and greenery, this space creates an ideal corner for reading and quiet contemplation.

提供多樣化現代家具: 舒適單人沙發，高腳吧檯椅，適合討論或獨處的高檯面長桌 在輕鬆的氛圍中展開交流與討論 **Offering a diverse range of modern furniture: Featuring comfortable armchairs, high bar stools, and high-top tables designed for group discussions or quiet individual time.** **The space creates an inviting atmosphere for exchanges and discussions.**	豐富的知識資源 1200+本藏書 精心設計的書架強，此專區藏書承蒙教育學者捐贈 *實務增長:經營管理，商業，財經，創意，行銷，設計 *人文素養:立志，心理、宗教、歷史、文化、社會、哲學、藝術 **Abundant Knowledge Resources** **1200+ Books** **A meticulously designed bookshelf wall; this section's collection is made possible by donations from educators and scholars.** *** Practical Growth: Management, Business, Finance, Creativity, Marketing, Design** ***Humanities literacy: Aspirations, psychology, religion, history, culture, society, philosophy, and art.**	便捷的借/還方式(圖書館借還書系統) 由智慧製造處協助導入現代化管理系統，同仁可以透過系統自助完成借書與還書流程。 誠摯邀請您蒞臨，啟動深刻觀感體驗，將美好活在日常。 **Convenient borrowing/returning methods (library borrowing and returning system)** **With the assistance of the Smart Manufacturing Department, a modern management system has been implemented, allowing our employees to complete the book borrowing and returning process independently.** **We cordially invite you to join us for a profound sensory experience and to live a beautiful life in your everyday moments.**

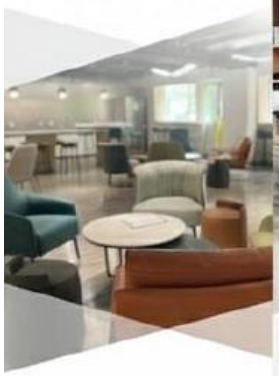
GLOBAL LIGHTING TECHNOLOGIES INC. 茂林光電藝文中心快訊

深度感知藏書專區 啟用公告

打造人文休憩與深度思考的場所，全面升級

沉浸式的美學空間

融合現代美學與舒適機能，引入自然光與綠意，形塑一處適合閱讀與靜思的理想角落。







提供多樣化現代家具：舒適單人沙發、高腳吧台椅，適合討論或獨處的高檯面長桌。

在輕鬆的氛圍中展開交流與討論。

豐富的知識資源 (1,200+本藏書)

精心設計的書架牆，此專區藏書承蒙教育學者捐贈。

- 實務增長：經營管理、商業、財經、創意、行銷、設計。
- 人文素養：勵志、心理、宗教、歷史、文化、社會、哲學、藝術。

便捷的借/還方式 (圖書館借還書系統)

由智慧製造處協助導入現代化管理系統，同仁可以透過系統自助完成借書與還書流程。

誠摯邀請您蒞臨，啟動深刻感官體驗，將『美好活在日常』。

Appendix

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

Statement of Use	Global Lighting Technologies Inc. has reported in accordance with the GRI Standards for the reporting period 2025/01/01 to 2025/12/31. The GRI Content Index provides a detailed listing of the disclosures and their corresponding locations within the Report.
GRI 1 used	GRI 1: Foundations 2021
Applicable GRI Sector Standards	N/A

GRI Standards Categories/Topics	No.	GRI Standards Disclosures	Corresponding Chapter	Page Number	Omission/Note
1. Organization and Reporting Practices					
GRI 2: General Disclosure 2021	2-1	Organizational details	1.1 Company Profile	19	
	2-2	Entities included in the organization's sustainability reporting	About the Report	5	
	2-3	Reporting period, frequency and contact point	About the Report	8	
	2-4	Restatements of information	About the Report 2.3 Operational Performance 3.3 Supply Chain Management 4.4 Energy Conservation and Carbon Reduction	6	
	2-5	External assurance	About the Report	7	
2. Activities and Workers					
GRI 2: General Disclosure 2021	2-6	Activities, value chain and other business relationships	1.1 Company Profile	21、22	
	2-7	Employees	5.2 Talent Recruitment and Training	123	
	2-8	Workers who are not employees	5.2 Talent Recruitment and Training	123	
3. Governance					
GRI 2: General Disclosure 2021	2-9	Governance structure and composition	2.2 Governance Structure	40、41	
	2-10	Nomination and selection of the highest governance body	2.2 Governance Structure	41、42	
	2-11	Chair of the highest governance body	2.2 Governance Structure	41	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Governance Structure	47	
	2-13	Delegation of responsibility for managing impacts	2.2 Governance Structure	47	
	2-14	Role of the highest governance body in sustainability reporting	2.2 Governance Structure	47	
	2-15	Conflicts of interest	2.2 Governance Structure	45、46	
	2-16	Communication of critical concerns	2.2 Governance Structure	50	
	2-17	Collective knowledge of the highest governance body	2.2 Governance Structure	60、61	
	2-18	Evaluation of the performance of the highest governance body	2.2 Governance Structure	56 – 59	
	2-19	Remuneration policies	2.2 Governance Structure	53	
	2-20	Process to determine remuneration	2.2 Governance Structure	54	
	2-21	Annual total compensation ratio	5.3 Employee Benefits and Protection	133	
4. Strategy, Policies and Practices					
GRI 2: General Disclosure 2021	2-22	Statement on sustainable development strategy	Message from the Chairman	9 - 11	
	2-23	Policy commitments	2.4 Legal and Regulatory Compliance	77、78	
	2-24	Embedding policy commitments	2.2 Governance Structure 2.4 Legal and Regulatory Compliance 3.2 Products and Services 5.4 Health and Safety	51、73、87、138、	
	2-25	Processes to remediate negative impacts	2.4 Legal and Regulatory Compliance	77	
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Legal and Regulatory Compliance	70	
	2-27	Compliance with laws and regulation	2.4 Legal and Regulatory Compliance	70、71	
	2-28	Membership associations	1.1 Company Profile	23	
5. Stakeholder Engagement					

GRI Standards Categories/Topics	No.	GRI Standards Disclosures	Corresponding Chapter	Page Number	Omission/Note
GRI 2: General Disclosure 2021	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	24	
	2-30	Collective bargaining agreements	5.2 Talent Recruitment and Training	135	No collective bargaining agreement and trade union establishment

GRI Number	Topic	GRI Standards Categories/Topics No.	No.	GRI Standards Disclosures	Corresponding Chapter	Page Number	Omission/Note
GRI 3: Material Topics 2021	Management Approach	-	3-1	Process to determine material topics	1.3 Analysis and Identification of Material Topics	29、30	
GRI 3: Material Topics 2021	Management Approach	-	3-2	List of material topics	1.3 Analysis and Identification of Material Topics	31 – 36	
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	37、38	
GRI 201	Economic Performance Topic Disclosures 2016	-	201-1	Direct economic value generated and distributed	2.3 Operational Performance	62	
		-	201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	100 – 102	
		-	201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Benefits and Protection	134	
		-	201-4	Financial assistance received from government	2.3 Operational Performance	63	
Material Topic: Information Security (Custom Topic)							
GRI 3: Material Topics 2021	Information Security Management Approach	-	3-3	Management of material topics	3.1 Management Approach to Material Topics	81、82	
Material Topic: GRI 403: Occupational Health and Safety (Occupational Safety and Health)（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	121、122	
GRI 403	Occupational Health and Safety Topic-Specific Disclosure 2018	-	403-1	Occupational health and safety management system	5.4 Health and Safety	138	
		-	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Health and Safety	155	
		-	403-3	Occupational health services	5.4 Health and Safety	156	
		-	403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Health and Safety	141、142	
		-	403-5	Worker training on occupational health and safety	5.4 Health and Safety	147 – 152	
		-	403-6	Promotion of worker health	5.4 Health and Safety	158 - 161	
		-	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Health and Safety	141、142	
		-	403-8	Workers covered by an occupational health and safety management system	5.4 Health and Safety	139	
		-	403-9	Work-related injuries	5.4 Health and Safety	153、154	
		-	403-10	Work-related ill health	5.4 Health and Safety	155	
Material Topic: Supplier Supplier Environmental and Social Assessment（GRI 308）, (GRI 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	80、81	
GRI 308	Supplier Environmental Assessment Topic Disclosure 2016	-	308-1	New suppliers that were screened using environmental criteria	3.3 Supply Chain Management	93 – 95	
		-	308-2	Negative environmental impacts in the supply chain and actions taken	3.3 Supply Chain Management	93 - 96	
GRI 414	Supplier Social Assessment Topic Disclosure 2016	-	414-1	Percentage of new suppliers screened using social criteria	3.3 Supply Chain Management	93 - 96	
		-	414-2	Negative social impacts in the supply chain and actions taken	3.3 Supply Chain Management	93 - 96	
Material Topic: Management/ Labor-Management Relations (GRI 401), (GRI 402)							
GRI 3: Material Topics 2021	Management/ Labor-Management Relations	-	3-3	Management of material topics	5.1 Management Approach to Material Topics	120	

GRI Number	Topic	GRI Standards Categories/Topics No.	No.	GRI Standards Disclosures	Corresponding Chapter	Page Number	Omission/Note
	Management Approach						
GRI 401	Employment Topic Disclosure 2016	-	401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Training	125、126	
		-	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Benefits and Protection	136、137	
		-	401-3	Parental leave	5.3 Employee Benefits and Protection	135	
GRI 402	Labor/Management Relations Topic Disclosure 2016	-	402-1	Minimum notice periods regarding operational change	5.3 Employee Benefits and Protection	135	
Material Topic: Energy and Emissions（GRI302）（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	98、99	
GRI 302	Energy Topic Disclosure 2016	-	302-1	Internal energy consumption	4.4 Energy Conservation and Carbon Reduction	105	
		-	302-2	Energy consumption outside of the organization	4.4 Energy Conservation and Carbon Reduction	-	Currently, sufficient and reliable data on external energy consumption cannot be obtained, or a complete data collection mechanism has not yet been established.
		-	302-3	Energy intensity	4.4 Energy Conservation and Carbon Reduction	105	
		-	302-4	Reduction of energy consumption	4.4 Energy Conservation and Carbon Reduction	109、110	
		-	302-5	Reductions in energy requirements of products and services	4.4 Energy Conservation and Carbon Reduction	-	GLT is a non-end-product supplier, producing light guide plates (plastic materials). Therefore, these products do not involve energy consumption during their use, and thus there is no energy consumption during the product's usage phase.
GRI 305	Emissions Topic Disclosure 2016	-	305-1	Direct (Scope 1) GHG emissions	4.4 Energy Conservation and Carbon Reduction	106	
		-	305-2	Energy indirect (Scope 2) GHG emissions	4.4 Energy Conservation and Carbon Reduction	106	
		-	305-3	Other indirect (Scope 3) GHG emissions	4.4 Energy Conservation and Carbon Reduction	106、107	
		-	305-4	Greenhouse gas (GHG) emissions intensity	4.4 Energy Conservation and Carbon Reduction	106	

GRI Number	Topic	GRI Standards Categories/Topics No.	No.	GRI Standards Disclosures	Corresponding Chapter	Page Number	Omission/Note
		-	305-5	Reduction of greenhouse gas (GHG) emissions	4.4 Energy Conservation and Carbon Reduction	110	
		-	305-6	Emissions of ozone-depleting substances	4.4 Energy Conservation and Carbon Reduction	109	
		-	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.4 Energy Conservation and Carbon Reduction	109	

Appendix II: Comparison Table of Sustainable Accounting Standards and SASB

<table>
<tr><th colspan="6">Industry: Technology & Communications Sector (Hardware Industry)</th></tr>
<tr><th>Disclosure Topic</th><th>Indicator Number</th><th>Disclosure Indicators</th><th>Disclosure in 2025</th><th>Comparison Table of Report Contents</th><th>Page Number</th></tr>
<tr><td>Product Safety</td><td>TC-HW-230a.1</td><td>Description of approach to identifying and addressing data security risks in products</td><td>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.</td><td>-</td><td>-</td></tr>
<tr><td>Employee Diversity & Inclusion</td><td>TC-HW-330a.1</td><td>Percentage of (1) gender and (2) diverse/racial/ethnic group representation across employee categories: (a) senior/executive management, (b) non-executive/general management, (c) technical staff, and (d) all other employees.[1]</td><td><table><tr><th>Employee Type</th><th>Male (percentage)</th><th>Men with disabilities (percentage)</th><th>Female (percentage)</th><th>Women with heart disorders (percentage)</th></tr><tr><td>Senior manager</td><td>5.29%</td><td>0%</td><td>0.55%</td><td>0%</td></tr><tr><td>Manager</td><td>3.65%</td><td>0%</td><td>2.37%</td><td>0%</td></tr><tr><td>Technical personnel</td><td>7.30%</td><td>0%</td><td>1.64%</td><td>0%</td></tr><tr><td>Others</td><td>27.74%</td><td>1.10%</td><td>51.46%</td><td>0.27%</td></tr><tr><td>Total</td><td>43.98%</td><td>1.10%</td><td>56.02%</td><td>0.27%</td></tr></table>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 1.10%
and females account for 0.27%.</td><td>5.2 Talent Recruitment and Training</td><td>124</td></tr>
<tr><td rowspan="4">Product Life Cycle Management</td><td>TC-HW-410a.1</td><td>Percentage of revenue from products containing IEC 62474 declarable substances[2]</td><td>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%.</td><td>-</td><td>-</td></tr>
<tr><td>TC-HW-410a.2</td><td>Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent[3]</td><td>The EPEAT environmental label is primarily applicable to end-user electronic products such as laptops and monitors. GLT’s main products are light guide plates and backlight modules, not applicable to or eligible for the EPEAT label.
In 2025, the revenue share of products that met the requirements of EPEAT or equivalent certification was 0%.</td><td>-</td><td>-</td></tr>
<tr><td>TC-HW-410a.3</td><td>Percentage of eligible products, by revenue, certified to an energy efficiency certification</td><td>Energy efficiency certifications such as ENERGY STAR primarily apply to end-electronic products that consume energy. GLT' main products are light guide plates and backlight modules, which do not inherently consume energy and are therefore not eligible for energy efficiency certification.
The revenue share of products that met energy efficiency certification in 2025 was 0%.</td><td>-</td><td>-</td></tr>
<tr><td>TC-HW-410a.4</td><td>Weight of end-of-life products and e-waste recovered, percentage recycled</td><td>There were no customer returns or scrapping of products in 2025. GLT's products are not end products (plastic injection molded light guide plates), and products from its Taiwan plant do not contain electronic components; therefore, this does not apply.</td><td>-</td><td>-</td></tr>
<tr><td rowspan="2">Supply Chain Management</td><td>TC-HW-430a.1</td><td>Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities.</td><td>Tier 1 suppliers are defined as key suppliers to our company. GLT does not use antimony, cobalt, platinum, rare earth elements, or other related raw materials. Suppliers are also required to sign a "Declaration of Non-use of Conflict Minerals".
GLT has verified suppliers with ISO 14001 certification (4 in Tongluo Branch, 5 in GLT-Taiwan) and ISO 45001 certification (5 in GLT-Taiwan).
The Company referred to the latest version of the Responsible Business Alliance (RBA) Code of Conduct, and began to implement the ESG Self-Assessment Questionnaire (SAQ) as the basis for strengthening the compliance commitment of the supply chain. The ESG Self-Assessment Questionnaire (SAQ) had a 100% response rate, and all new suppliers had signed RBAs with a 100% response rate.</td><td>3.3 Supply Chain Management</td><td>95、96</td></tr>
<tr><td>TC-HW-430a.2</td><td>Tier 1 suppliers’ (1) non-conformance rate in the Responsible Business Alliance (RBA) Verification Audit</td><td>The Company has adopted the latest version of the Responsible Business Alliance (RBA) Code of Conduct and has begun to implement the ESG Self-Assessment Questionnaire (SAQ) as the basis for strengthening the</td><td>3.3 Supply Chain</td><td>95、96</td></tr>
</table>

Industry: Technology & Communications Sector (Hardware Industry)					
Disclosure Topic	**Indicator Number**	**Disclosure Indicators**	**Disclosure in 2025**	**Comparison Table of Report Contents**	**Page Number**
		Process (VAP) or equivalent procedures, and (2) corrective action rates for (a) primary non-conformances and (b) other non-conformances.	compliance commitment of the supply chain. All newly added suppliers have signed RBA agreement.	Management	
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	GLT's products do not use antimony, cobalt, platinum, rare earth elements, or other related raw materials. In supplier management, suppliers are also required to sign a "Declaration of Non-use Conflict Minerals".	-	-

1. Note to TC-HW-330a.1 – Individuals should discuss their policies and plans for promoting equitable employee representation in their operations.
2. Note to TC-HW-410a.1 – The disclosure should include a discussion of the management practices for the use of substances that require declaration under IEC 62474.
3. Note 3 to TC-HW-410a.2 – Disclosure should include a discussion of efforts to incorporate environmental focus principles into product design.

Number	**Activity Indocator**	**Disclosure in 2025**	**Corresponding Chapter**	**Page Number**
TC-HW-000.A	Number of units produced by product category [4]	Light guide plate application: 15,432K Plastic components: 7,761K	-	-
TC-HW-000.B	Area of manufacturing facilities	The total floor area of the production plant is 54,102.86m^2 *Note: 1. The production floor area does not include administrative area. 2. The area conversion is based on 1 ping= 3.3058 square meters (m^2).		
TC-HW-000.C	Percentage of production from owned facilities	100%		

4. Note for TC-HW-000.A – Individuals should specify the number of production units during the reporting period, and whether they were manufactured at their own premises or by contracted manufacturers or suppliers. Categories may include communication equipment, components, computer hardware, computer peripherals, computer storage, consumer electronics, other hardware, printing and imaging, and transaction management systems.

Appendix III: Climate-Related Information of TWSE/TPEx Listed Companies

Item	Corresponding Chapter	Page Number
1. Description of the Board and Management's oversight and governance on climate-related risks and opportunities.	4.2 Climate Change Management	100
2. Description on how the identified climate risks and opportunities impact the company's business, strategies, and finance (short, mid, long-term).	4.2 Climate Change Management	100-102
3. Description of the impact extreme climate events and transitional actions have on finance.	4.2 Climate Change Management	101、102
4. Description of how the climate risk identification, assessment, and management process is integrated in the overall risk management system.	4.2 Climate Change Management	100
5. If scenario analysis is used to assess the Company's resilience in face of climate change risks, explanations on the scenario, parameters, hypothesis, analysis factors and major financial impacts should be provided.	4.2 Climate Change Management	101
6. Should there be transitional programs in response to managing climate-related risks, please explain the program's content and metrics and targets used to identify and manage physical and transitional risks.	4.2 Climate Change Management	102
7. If internal carbon pricing is used as a planning tool, the pricing mechanism should be explained.	4.2 Climate Change Management	102
8. If climate-related targets are in place, information such as their scope of action, GHG emissions, planned timeline, and yearly achieved progress should be stated; for targets achieved through carbon offset and RECs, the source of offset amount and number of RECs should be stated.	4.2 Climate Change Management	102
9. Carbon inventory and assurance efforts (Table 1-1).	4.4 Energy Conservation and Carbon Reduction	102

Table 1-1: Greenhouse Gas Inventory and Assurance

Describe the GHG emissions (in metric tons CO_2e), emissions intensity (metric tons CO_2e per NT$ million), and the data coverage for the most recent two years.

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

GHG Emissions \ Year		2024		2025	
		Emissions ($tonCO_2e$)	Density ($tonCO_2e$/ turnover in NT$ million)	Emissions ($tonCO_2e$)	Density ($tonCO_2e$/ turnover in NT$ million)
GLT	Scope 1: Direct emissions	323.5922		326.6221	
	Scope 2: Indirect energy emissions	7,876.7424		5,982.4488	
	Scope 3: Other indirect emissions	18,506.3894		8,071.5410	
Total (Scope 1 + Scope 2)		8,200.3346	1.181	6,309.0709	1.179

Note 1: Direct emissions (Scope 1, namely emissions directly from sources owned or controlled by the Company), indirect energy emissions (Scope 2, namely greenhouse gas emissions indirectly caused by the consumption of purchased electricity, heat, or steam), and other indirect emissions (Scope 3, namely 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 of 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":

2025: GLT's revenue was NT$ 5,350.86 million.

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

Note 6: Boundary scope covered within two years:

2025: Global Lighting Technologies Inc. (GLT-Taiwan and its Tongluo Branch)

2024: Global Lighting Technologies Inc. (GLT-Taiwan and its Tongluo Branch)

1-1-2 Greenhouse Gas Assurance Information

Description of the greenhouse gas assurance information for the most recent two fiscal years, covering the assurance scope, assurance institution, assurance standards, and assurance opinion.
In accordance with Article 4-1 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies", GLT 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. GLT continued to disclose relevant information and conducted third-party verification in 2025 to ensure the credibility of the disclosed data.
Note 1: This should be conducted 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 Specific Action Plans

Basic information of GLT	**According to the Roadmap for Sustainable Development of Listed Companies, at least the following should be disclosed:**
□ Company with capital of more than NT$10 billion, steel industry, cement industry □ Company with capital of more than NT$5 billion but less than NT$10 billion	■ Parent company's individual audit □ Audit of subsidiaries in the consolidated financial statements □ Parent company's individual assurance □ Assurance of subsidiaries in the consolidated financial statements
■ Company with capital of 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:

●Short-term goal (1-2 years): Reduce greenhouse gas emissions by 1% within 5 years.

●Medium-term goal (3-5 years): Reduce greenhouse gas emissions by 5% by 2040.

●Long-term goal (5 years or more): All operating locations achieve net zero emissions by 2050.

Reduction status achieved in 2025

Management of Energy and Greenhouse Gas Emissions	To reduce unnecessary energy consumption caused by prolonged equipment operation, GLT has implemented the improvement of the energy efficiency of the existing sand filtration system. The operating current of each pump in the system is approximately 13.1–13.8 A. Based on a 380V three-phase power supply, the power consumption of a single pump is approximately 9.08 kW. The combined operating power of the two pumps is 18.16 kW, resulting in daily electricity consumption of approximately 435.96 kWh under continuous 24-hour operation. Following the optimization of the operating mode, the system's operating days can be reduced by about 16 days per month, resulting in monthly electricity savings of around 6,975kWh. The total annual electricity savings are approximately 83,700kWh(301.32GJ). Based on a cost of NT$3.5 per kilowatt-hour, this would save approximately NT$24,412 per month, demonstrating the significant energy-saving and economic benefits of this improvement measure. Based on Taiwan's power carbon emission

	coefficient of 0.474 kgCO_2e/kWh, this improvement measure is estimated to reduce carbon dioxide equivalent emissions by approximately 39.7 metric tons (tCO_2e) compared to 2024.

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 shall 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 2025	Report Content Reference Table	Page Number
I	Total energy consumption, percentage of purchased electricity, and renewable energy usage	Quantitative	Total energy consumption: 45,737.08GJ Purchased electricity: 99.34% Renewable energy usage rate: 0%	4.4 Energy Conservation and Carbon Reduction	105
II	Total water intake and total water consumption	Quantitative	Total water intake: 49.75 thousand cubic meters;Total water consumption: 31.66 thousand cubic meters	4.5 Water Management	113
III	The weight of hazardous waste generated and the percentage of recycling	Quantitative	0%	4.6 Waste Management	115
IV	Describe the types, number and ratio of occupational hazards	Quantitative	0 person, totaling 0%	5.4 Health and Safety	153、154
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)	Quantitative	No products were returned by customers for disposal in 2025. GLT's products are not end products (plastic injection molded light guide plates) 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	GLT's products do not use antimony, cobalt, platinum, rare earth elements, or other related raw materials. In supplier management, suppliers are also required to sign a "Declaration of Non-use Conflict Minerals".	-	-
VII	Total monetary losses resulting from legal actions related to anti-competitive conduct regulations	Quantitative	No such instances occurred.	-	-
VIII	Output of major products by product category	Quantitative	Light guide plate application: **15,432K** Plastic components: **7,761K**	-	-

Appendix V: Statement of Verification of the Sustainability Report

TÜVNORD

確信聲明書

茂林光電科技(開曼)股份有限公司永續報告書

台灣德國北德技術監護顧問股份有限公司(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 永續性報導準則（GRI 準則）及相關依循標準，執行 2025 年永續報告書查證(以下稱永續報告書)。

聲明書範疇及依循標準

1) 確信範疇與茂林光電 2025 年永續報告書揭露範疇一致，報導期間為 2025 年 1 月 1 日至 2025 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 當責性原則的要求，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」 光電產業加強揭露永續指標。

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

茂林光電依循 GRI 準則與 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、完成了有效的議合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。

確信茂林光電依循 SASB 硬體行業永續會計指標揭露相關主題。

確信茂林光電依循臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」 光電產業加強揭露永續指標。

查證方法

我們的查證服務係根據前述依循準則與 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:

* 如報告中提及，收集相關績效指標的客觀證據。

TÜVNORD

確信聲明書

茂林光電科技(開曼)股份有限公司永續報告書

台灣德國北德技術監護顧問股份有限公司(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 永續性報導準則（GRI 準則）及相關依循標準，執行 2025 年永續報告書查證(以下稱永續報告書)。

聲明書範疇及依循標準

1) 確信範疇與茂林光電 2025 年永續報告書揭露範疇一致，報導期間為 2025 年 1 月 1 日至 2025 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 當責性原則的要求，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」 光電產業加強揭露永續指標。

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

茂林光電依循 GRI 準則與 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、完成了有效的議合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。

確信茂林光電依循 SASB 硬體行業永續會計指標揭露相關主題。

確信茂林光電依循臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」 光電產業加強揭露永續指標。

查證方法

我們的查證服務係根據前述依循準則與 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:

* 如報告中提及，收集相關績效指標的客觀證據。

第 1 頁，共 3 頁

TÜVNORD

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簽證。

獨立聲明與職能

TUV NORD 集團是監督、測試與認證業的領導者，在全球超過 150 個以上的國家經營事業與提供服務，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。

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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 當責性訓練的 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存在翻譯上的差異性時，請以英文版為準。

Jack Yeh
董事長

AA1000
Licensed 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 2025 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 2025 Sustainability Report, which covers the period from 1 January 2025 to 31 December 2025.
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, Sustainability Disclosure Indicators – Optoelectronic Industry.

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 complies with the GRI Standards 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 complies with the SASB Hardware industry sustainability accounting standards to disclose relevant metrics

We assure that GLT complies with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators – Optoelectronic Industry

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 engagement, sustainability committees and experts. There are 6 material topics determined among the 9 sustainability topics including economic, governance, social, human rights and climate impact.

Materiality

GLT complies with the GRI Standards, SASB Hardware industry sustainability Indicators disclosure related metrics, Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators – Optoelectronic Industry 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 complies with 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 was certified by Deloitte accounting firm.

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 v3 accountability training. The verification team bases on extensive knowledge and experience in the industry to provide professional advice in this assignment.

Jack Yeh
Chairman

AA1000
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