

Stock Code 4935



## **Global Lighting Technologies Inc.**

### 2024 Annual Report

Printed on April 11, 2025

The Annual Report is available at:

**Website of Global Lighting Technologies Inc.: <https://www.glthome.com>**

**Website of the Market Observation Post System (MOPS):**

**<https://mops.twse.com.tw>**

**1. Name, Title, Telephone Number, and E-mail Address of Spokesperson and Deputy Spokesperson:**

Spokesperson:	Acting Spokesperson:
Name: Chung-Lin Tsai	Name: Mei-Chen Chuang
Title: General Manager	Title: Chief Financial Officer
Tel: 886-3-426-2828	Tel: 886-3-426-2828
E-mail : ir@glthome.com.tw	E-mail : ir@glthome.com.tw

**2. Address and Telephone Number of the Company and Factories:**

- (1)Global Lighting Technologies Inc.  
Address: P.O. Box 309, Uglan House, Grand Cayman KY1-1104, Cayman Islands.  
Tel: 886-3-426-2828
- (2)Global Lighting Technologies Inc. (Referred to as GLT-Taiwan)  
Address: No. 1149, Sec. 3, Minguan Rd., Zhongli Dist., Taoyuan City  
Tel: 886-3-426-2828
- (3)Shanghai Global Lighting Technologies Inc. (Referred to as GLT- Shanghai)  
Address: 1468 Tingwei Road, Shanyang Town, Jinshan District, Shanghai, China  
Tel: 86-21-3418-4000
- (4)Suzhou Opto Technologies Inc. (Referred to as GLT- Suzhou Opto)  
Address: No. 468-470, Songshan Road, Xushuguan, SND, Suzhou City, Jiangsu Province, China  
Tel: 86-512-6825-6433
- (5)Zhongshan Global Lighting Technology Limited Co. (Referred to as GLT- Zhongshan)  
Address: Northwest Side, 1F, Building A, Workshop No. 1, Wistron Zhongshan Optoelectronic Park,  
Linhai Industrial Park, Torch High-tech Industrial Development Zone, Zhongshan City,  
Guangdong Province, China  
Tel: 86-760-8996-9000
- (6)Global Lighting Technologies Inc. (Referred to as GLT- USA)  
Address: 55 Andrews Circle, Brecksville, Ohio 44141, U.S.A.  
Tel: 1-440-922-4584
- (7)Global Lighting Technologies Inc. Tongluo Branch  
Address: No. 6, Tongke 1st Rd., Tongluo Township, Miao-Li County, Hsinchu Science Park  
Tel: 886-37-206088
- (8)Global Lighting Technologies (Vietnam) Limited Liability Company (Referred to as GLT- Vietnam)  
Address: Lot CN13, Dong Van III Industrial Park, Ha Nam Province, Vietnam  
Tel: 886-3-4262828
- (9)Global Lighting Technology (Thailand) Company Limited(Referred to as GLT-Thailand)  
Address: 700/2, Mu 1, Khlong Tamru Sub-district, Mueang Chon Buri District, Chon Buri Province,  
Thailand  
Tel: 886-3-4262828

**3. Litigation and Non-litigation Agents within Taiwan:**

Name: Mang-Shiang Lee  
Title: Chairman  
Tel: 886-3-426-2828  
E-mail : ir@glthome.com.tw

**4. Name, Address, Telephone Number and Website of Stock Transfer Agent:**

Name: Stock Agency Department, Taishin Securities Co., Limited  
Address: B1, No. 96, Sec. 1, Jianguo N. Rd., Zhongshan Dist., Taipei City  
Tel: 886-2-2504-8125  
Website: <https://www.tssco.com.tw/>

**5. Names of CPAs Duly Auditing the Annual Financial Statements for the Most Recent Fiscal Year, and Name, Address, Telephone Number and Website of Accounting Firm:**

CPAs: CPA Chao-Mei Chen, CPA Chiang-Shiun Chen  
Accounting Firm: Deloitte & Touche  
Address: 20th Floor, No.100, Songren Road, Xinyi District, Taipei City  
Tel: 886-2-2725-9988  
Website: <https://www.deloitte.com.tw>

6. Name of Overseas Securities Trading Venue and Method of Information Query: None

7. Company Website: <https://www.glthome.com.tw>

8. List of Board Members of the Company

Title	Name	Nationality	Education and Work Experiences
Chairman	Mang-Shiang Lee	R.O.C.	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
Director	Wistron Corporation	R.O.C.	President & CEO of Wistron Corporation Wistron Technologies CEO of Wistron Corporation Business Group President of Wistron Corporation Master of Business Administration of the State University of New York at Stony Brook
	Representative: Jiann-Shiun Lin		
Director	Tzu-Hsin Chang	R.O.C.	President of Cheng Sung Co., Ltd. Consultant of Wistron Corporation Department of Automatic Control, Feng Chia University
Director	Ching-Ling Wang	R.O.C.	Director of Shanghai Global Lighting Technologies Inc. Director of Suzhou Opto Technologies Inc. President of Global Lighting Technologies Inc. Plant Manager of Shinny Plastics Corp. EMBA, Pacific Western University (undergraduate) Department of Mechanical Engineering, Nan Jeon Institute of Technology
Independent Director	Su-Lee Wen Tsai	R.O.C.	Founding Dean of College of Fashion & Textiles, Fu-Jen Catholic University PhD in Technology and Management, Rensselaer Polytechnic Institute
Independent Director	Ho-Hsiang Hsu	R.O.C.	Chairman of Chen Hsiang Co., Ltd. Department of Industrial Electrical Engineering, Lunghwa Institute of Technology
Independent Director	Ching-Yi Chang	R.O.C.	Vice President of Pell Bio-Med Technology Co., Ltd. Special Assistance of the Chairman of Unity Opto Technology Co., Ltd. Senior Management adviser of Deloitte Consulting Team Lead of Deloitte Department of Accounting, College of Law and Business, National Chung Hsing University

## Table of Contents

<b>1. Letter to Shareholders</b> .....	5
<b>2. Corporate Governance Report</b> .....	7
2.1 Directors, Independent Directors, General Manager, Deputy General Managers, Associate Managers, and Managerial Officers of Departments and Branches .....	7
2.2 Remuneration Paid to Directors, Independent Directors, General Manager and Deputy General Managers during the Most Recent Fiscal Year .....	15
2.3 Implementation of Corporate Governance .....	21
2.4 Information on CPA Professional Fees .....	55
2.5 Information on replacement of CPAs:.....	56
2.6 The Company's directors, general manager, managerial officer in charge of finance or accounting who has served in a CPA's accounting firm or its affiliated companies in the most recent fiscal year.....	56
2.7 Equity Transfer or Changes in Equity Pledged by the Company's Directors, Managerial Officers or Shareholders with Shareholding Percentage Exceeding Ten (10) Percent in the Most Recent Fiscal Year up to the Publication Date of this Annual Report.....	56
2.8 Relationship Information, if among the Company's Top 10 Shareholders any one is a Related Party, Spouse or a Relative within the Second Degree of Kinship .....	58
2.9 Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Supervisors, Managerial Officers, and Any Companies Controlled Either Directly or Indirectly by the Company .....	59
<b>3. Funding Status</b> .....	59
3.1 Capital and share .....	59
3.2 Status of corporate bonds (including overseas corporate bonds).....	63
3.3 Status of preferred stock.....	63
3.4 Status of overseas depositary receipts.....	63
3.5 Status of employee stock option certificates .....	64
3.6 Status of employee restricted stock.....	64
3.7 Status of new share issuance in connection with mergers and acquisitions .....	64
3.8 Implementation status of financing plans .....	64
<b>4. Operational Highlights</b> .....	64
4.1 Business activities .....	64
4.2 Overview of market, production and sales.....	70
4.3 Number of Employees in the Most Recent Two Fiscal Years up to the Publication Date of This Annual Report .....	74
4.4 Environmental protection expenditures .....	75
4.5 Labor relations .....	81
4.6 Information Security Management .....	83
4.7 Important Contracts.....	86
<b>5. Review and Analysis of Financial Position and Financial Performance and Risk Matters</b> .....	88
5.1 Financial position analysis .....	88
5.2 Financial performance.....	89
5.3 Cash flow .....	89
5.4 Effect of Material Capital Expenditures on Financial Operations during the Most Recent Fiscal Year: .....	90

5.5 Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for Coming Year.....	90
5.6 Risk Matters .....	90
5.7 Other Material Matters .....	92
<b>6. Special Notes</b> .....	<b>93</b>
6.1 Operational overview of affiliates.....	93
6.2 Private Placement Securities in the Past Years and as of the Date of Publication of the Annual Report.....	99
6.3 Other Necessary Supplementary Explanations .....	99
6.4 Explanation of major differences between the company’s articles of incorporation and national regulations on the protection of shareholders’ equity .....	99
<b>7. Matters That Materially Affect Shareholders' Equity or The Price of The Company's Securities Specified in Article 36, Paragraph 3, Subparagraph 2 of The Securities And Exchange Act, Occurred During The Most Recent Fiscal Year or During The Current Fiscal Year up to The Date of Publication of The Annual Report</b> .....	<b>99</b>

## **1. Letter to Shareholders**

In 2024, the global economic environment has been impacted by the monetary policies of various countries and geopolitical risks, leading to a slowdown in economic growth. Amidst a complex and ever-changing economic landscape, the Company remains committed to fostering close collaboration with existing clients and actively seeking new markets and applications simultaneously. This approach ensures that the Company can pursue long-term growth while maintaining stable operations.

### **I. Consolidated Operating Performance for the Year Ended December 31, 2024**

The consolidated operating revenue of GLT in 2024 was NT\$6.946 billion, and the consolidated gross margin was NT\$1.085 billion; the consolidated net profit after tax was NT\$529 million, with after-tax earnings of NT\$4.10 per share. The profit increases compared to that of 2023.

### **II. Business and R&D Achievements**

Despite the challenging global economic environment in 2024, there are indications of a modest recovery in market and product demand that the Company has developed in recent years, leading to growth in both revenue and profit compared to those of 2023.

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

In terms of research and development, GLT continues to strengthen its core competencies in optical design and precision manufacturing. In response to industry development trends, the Company is enhancing both its software and hardware infrastructure. In 2024, the Company invested NT\$250 million in research and development expenses and NT\$580 million in capital expenditures in order to further enhance its competitive advantage. By leveraging precision manufacturing technology, the Company entered the biotechnology and medical markets in 2024, successfully achieving our objective of expanding product lines.

GLT will maintain its focus on product research and development, smart manufacturing, and process automation. The Company will actively invest in the exploration of innovative technologies and increase the added value of its products through modular design, thereby offering customers more comprehensive product solutions.

### **III.A Summary of the Business Plan for 2025**

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

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

#### **IV. Future Development and Impact from External Competitive Environment and Overall Business Environment**

In response to economic uncertainties, geopolitical tensions, and the impact of extreme climate events on the supply chain, the Company remains committed to a prudent business strategy. We continue to focus on enhancing core technologies and expanding product applications. In both product design and manufacturing processes, we actively incorporate the principles of circular economy and energy conservation and carbon reduction, in order to meet market demands for environmental sustainability and innovative technologies.

**Chairman:**  
**Mang-Shiang Lee**



**President:**  
**Chung-Lin Tsai**



**Chief Accounting Officer:**  
**Mei-Chen Chuang**



## 2. Corporate Governance Report

### 2.1 Directors, Independent Directors, General Manager, Deputy General Managers, Associate Managers, and Managerial Officers of Departments and Branches

#### 2.1.1 Information on Directors and Independent Directors

March 31, 2024; Unit: shares; %

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected (Appointed)	Term	Date First Elected	Shares Held When Elected		Shares Currently Held		Shares Held by Spouse and Minor Children		Shares Held in the Name of Other Persons		Education and Work Experience	Positions Concurrently Held at the Company and Other Companies	Executive Officers, Directors or Supervisors Who Are Spouses or Relatives within the Second Degree of Kinship			Remarks
							Number of shares	%	Number of shares	%	Number of shares	%	Number of shares	%			Title	Name	Relation	
Chairman	R.O.C.	Mang-Shiang Lee	Male 61~70 years old	26/5/2022	3 years	28/7/2000	2,541,320	1.97	2,578,320	2.00	600,000	0.47	30,005,393	23.28	CEO of Global Lighting Technologies Inc. Chairman of Shiny Plastics Corp. EMBA, Scientific Management Group, National Chengchi University Department of Chemistry, Chung Yuan Christian University	Note 1	None	None	None	None
Director	R.O.C.	Wistron Corporation	-	26/5/2022	3 years	21/9/2010	20,914,430	16.23	20,914,430	16.23	-	-	-	-	-	-	None	None	None	None
Corporate Director Representative	R.O.C.	Jiann-Shiun Lin	Male 61~70 years old	26/5/2022	3 years	24/6/2019	-	-	-	-	-	-	-	-	Director, President and CEO of Wistron Corporation Wistron Technologies CEO of Wistron Corporation Business Group President of Wistron Corporation Master of Business Administration of the State University of New York at Stony Brook	Note 2	None	None	None	None
Director	R.O.C.	Tzu-Hsin Chang	Male 61~70 years old	26/5/2022	3 years	14/6/2016	-	-	-	-	-	-	-	-	President of Cheng Sung Co., Ltd. Consultant of Wistron Corporation Department of Automatic Control, Feng Chia University	Note 3	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected (Appointed)	Term	Date First Elected	Shares Held When Elected		Shares Currently Held		Shares Held by Spouse and Minor Children		Shares Held in the Name of Other Persons		Education and Work Experience	Positions Concurrently Held at the Company and Other Companies	Executive Officers, Directors or Supervisors Who Are Spouses or Relatives within the Second Degree of Kinship			Remarks
							Number of shares	%	Number of shares	%	Number of shares	%	Number of shares	%			Title	Name	Relation	
Director	R.O.C.	Ching-Ling Wang	Male 61~70 years old	26/5/2022	3 years	26/5/2022	-	-	-	-	-	-	-	-	Director of Shanghai Global Lighting Technologies Inc. Director of Suzhou Opto Technologies Inc. President of Global Lighting Technologies Inc. Plant Manager of Shinny Plastics Corp. EMBA, Pacific Western University (undergraduate) Department of Mechanical Engineering, Nan Jeon Institute of Technology	-	None	None	None	None
Independent Director	R.O.C.	Su-Lee Wen Tsai	Female 61~70 years old	26/5/2022	3 years	26/5/2022	-	-	-	-	-	-	-	-	Founding Dean of College of Fashion & Textiles, Fu-Jen Catholic University PhD in Technology and Management, Rensselaer Polytechnic Institute	Note 4	None	None	None	None
Independent Director	R.O.C.	Ho-Hsiang Hsu	Male 71~80 years old	26/5/2022	3 years	26/5/2022	-	-	-	-	28,000	0.02	-	-	Chairman of Chen Hsiang Co., Ltd. Department of Industrial Electrical Engineering, Lunghwa Institute of Technology	Note 5	None	None	None	None
Independent Director	R.O.C.	Ching-Yi Chang	Male 51~60 years old	26/5/2022	3 years	26/5/2022	-	-	-	-	-	-	-	-	Vice President of Pell Bio-Med Technology Co., Ltd. Special Assistance of the Chairman of Unity Opto Technology Co., Ltd. Senior Management adviser of Deloitte Consulting Team Lead of Deloitte Department of Accounting, College of Law and Business, National Chung Hsing University	Note 6	None	None	None	None

Note 1: Chairman of SSEL, Chairman of SSOL, Chairman of SSTL, Chairman of SSDL, Chairman of SGL, Chairman of GLT-Taiwan, Chairman of GLT-USA, Chairman of Hao-Yuan Technologies Inc., Director of J-MEX, Director of Cornerstone Intellectual Property Foundation, Director of SMOBIO Technology, Inc., Convenor of the Nomination Committee and the Sustainable Development Committee of GLT.

Note 2: Director, President and CEO of Wistron Corporation, Director of Zhongshan Global Lighting Technology Limited Co., Chairman of Kaohsiung Opto-Electronics Inc., Director of WiBASE Industrial Solutions Inc., Director of WiSuccess Asset Management Corporation

Note 3: Chairman of Furishi Management Consulting Co., Ltd., Representative of the Corporate Director of UVAT Technology Co., Ltd., Supervisor of DragonJet Corporation, Consultant of Wistron Corporation, Consultant of U-Neuron Biomedical Inc., Consultant of Fujin Tree Cultural Creative & Technology Co., Ltd., Consultant of Aethertek Technology Co., Ltd.

Note 4: Independent Director of Taiwan Taffeta Fabric Co., Ltd, Honorary Professor at the College of Fashion & Textiles, Fu-Jen Catholic University, Consultant of Yu-Yao Investment Co., Ltd., Convenor of the Audit Committee and the Remuneration Committee of GLT, Member of the Sustainable Development Committee of GLT

Note 5: Independent Director of Kee Fresh & Safe Foodtech Co., Ltd., Member of the Remuneration Committee, the Nomination Committee and the Sustainable Development Committee of GLT

Note 6: Director of Arlitech Electronic Corp., CEO of Or Coding Corp., Member of the Sustainable Development Committee of GLT

Note 7: Explain the related information, including the reasons, rationality, necessity, and corresponding measures (such as increasing the number of independent directors and more than half of the directors not serving as employees or managers, etc.) under the circumstances of the chairman and the president or the person with equivalent position (the top manager) are the same person, spouse, and first-degree relatives: None

## 2.1.2 Major shareholders of corporate shareholders

April 1, 2024

Name of corporate shareholder	Major shareholders of the corporate shareholder	%
Wistron Corporation	Labor Pension Fund	3.16%
	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	3.13%
	Fubon Life Insurance Co., Ltd.	1.84%
	Taipei Fubon Bank Trust Account (employee share ownership trust)	1.62%
	Yuanta Taiwan Dividend Plus ETF	1.50%
	Lin, Hsien-Ming	1.47%
	JPMorgan Chase Bank N.A., Taipei Branch in custody for Vanguard Total International Stock Index Fund, a series of Vanguard Star Funds	1.35%
	Wistron NeWeb Corporation	0.99%
	CAPITAL TIP Taiwan Select High Dividend ETF	0.89%
	Norges Bank-fund mgr Blackrock Investment Management (Taiwan) Limited	0.88%

## 2.1.3 Main shareholders of corporate shareholders

July 4, 2024

Name of corporation	Major shareholders of corporate shareholders	%
Fubon Life Insurance Co., Ltd.	Fubon Financial Holding Co., Ltd.	100.00%
Wistron NeWeb Corporation	Wistron Corporation	19.80%
	Fuh Hwa Taiwan Technology Dividend Highlight ETF	6.34%
	Yuanta Taiwan Dividend Plus ETF	4.78%
	Yuanta Taiwan Value High Dividend ETF	3.60%
	Labor Pension Fund	2.81%
	Yong Shun Wang	2.50%
	Chunghwa Post Co., Ltd.	2.23%
	WNC Employees Share Plan Trust Account at Bank SinoPac (2023 issuance)	2.06%
	Haydn Hsieh	1.50%
Yuanta Taiwan High-yield Leading Company Fund	1.39%	

## 2.1.4 Disclosure of Professional Qualifications of Directors and Independence of Independent Directors

Criteria Name	Professional Qualification and Experience	Independence	Number of other public companies in which the individual is concurrently serving as an independent director
Mang-Shiang Lee	With more than 25-year working experience required for handling company business; Experience: Chairman of Global Lighting Technologies Inc. ◆ Not fallen under Section 30 of the <i>Company Act</i> .	Not applicable.	0
Wistron Corporation Representative Jiann-Shiun Lin	With more than 25-year working experience required for handling company business; Experience: Director, President and CEO of Wistron Corporation, Director of WiBASE Industrial Solutions Inc. Director of WiSuccess Asset Management Corporation ◆ Not fallen under Section 30 of the <i>Company Act</i> .		0
Tzu-Hsin Chang	With more than 25-year working experience required for handling company business; Experience: Consultant of Wistron Corporation, Supervisor of DragonJet Corporation, Chairman of Furishi Management Consulting Co., Ltd. ◆ Not fallen under Section 30 of the <i>Company Act</i> .		0
Ching-Ling Wang	With more than 25-year working experience required for handling company business; Experience: President of Global Lighting Technologies Inc., Manager of Shiny Plastics Corp. ◆ Not fallen under Section 30 of the <i>Company Act</i> .		0
Su-Lee Wen Tsai	With more than 25-year working experience required for handling company business, now serving as the Consultant of Yu-Yao Investment Co., Ltd., Independent Director of Taiwan Taffeta Fabric Co., Ltd. ◆ Not fallen under Section 30 of the <i>Company Act</i> .	(1) Not an employee of the Company or any of its affiliates. (2) Not a director or supervisor of the Company or any of its affiliates (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws). (3) Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of 1% or more of the total number of issued shares of the Company, or ranking among the top 10 in shareholdings. (4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship to the individuals listed in the three preceding criteria. (5) Not a director, supervisor, or employee of a juristic person shareholder that directly holds more than five (5) percent of the total number of shares issued by the Company or is one of the top 5 shareholders in terms of number of shares held (this restriction does not apply to independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country).	1
Ho-Hsiang Hsu	With more than 25-year working experience required for handling company business, once served as the Chairman of Chen Hsiang Co., Ltd., now serving as the Independent Director of Kee Fresh & Safe Foodtech Co., Ltd. ◆ Not fallen under Section 30 of the <i>Company Act</i> .	(6) Not a director, supervisor, or employee of other companies controlled by the same person with over half of the Company's director seats or shares with voting rights (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws). (7) Not a director, supervisor, or employee of another company or institution who is the same person or spouse of the Company's	1

Criteria Name	Professional Qualification and Experience	Independence	Number of other public companies in which the individual is concurrently serving as an independent director
Ching-Yi Chang	<p>With more than 20-year working experience and financial expertise required for handling company business, once served as the Vice President of Pell Bio-Med Technology Co., Ltd., Special Assistance of the Chairman of Unity Opto Technology Co., Ltd., Senior Management Consultant of Deloitte Consulting, and Team Lead of Deloitte</p> <p>◆ Not fallen under Section 30 of the <i>Company Act</i>.</p>	<p>chairperson, president or equivalent position (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws).</p> <p>(8) Not a director, supervisor, managerial officer, or shareholder holding 5% or more of the shares of a specified company or institution that has a financial or business relationship with the Company (this restriction does not apply to specific companies or institutions if they hold more than 20% but less than 50% of the outstanding shares of the Company or independent directors in the Company, its parent company, subsidiaries, or subsidiaries of the same parent company which have been appointed in accordance with local laws or laws of the registered country).</p> <p>(9) Not a professional individual, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; Provided that this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(10) Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company;</p> <p>(11) Not fallen under Section 30 of the <i>Company Act</i>.</p> <p>(12) Not a government agency, juristic person, or its representative set forth in Article 27 of the <i>Company Act</i> of the ROC.</p>	0

## 2.1.5 Diversity and Independence of the Board of Directors

### 1. Diversity of the Board of Directors

GLT stipulates a need to consider diversification of members of the Board of Directors in the 23rd Article of Rules of Practice of the Company Governance and works out appropriate diversification policy from perspectives of company operation, running style and development requirements, in which 2 aspects listed below should be included; but not limited to:

1. Basic Conditions & Value: gender, age, nationality, culture and so on
2. Professional knowledge and skills: operational judgment ability, accounting and financial analysis ability, industrial knowledge, legal knowledge, international market view, business management ability, leadership ability, decision-making ability, and crisis management ability.

There are 7 members in current Board of Director with professional background covering technologies, information communication, biomedical, legal and so on; and a Nomination Committee was set up in 2021 to strengthen the mechanism of selection of Directors & Independent Directors. Diversification status of the Board of Director is shown below:

Name of Director	Basic composition						Expertise and skills								
	Nationality	Gender	Age			Seniority of Independent Director		Ability to make sound operational judgments	Accounting and financial analysis ability	Industry knowledge	Understanding of international markets	Business management	Leadership ability	Decision-making ability	Crisis management
			51   60	61   70	71   80	Below 3 years	Over 3 years								
Mang-Shiang Lee	R.O.C.	Male		V		-	-	V	V	V	V	V	V	V	V
Jiann-Shiun Lin	R.O.C.	Male		V		-	-	V	V	V	V	V	V	V	V
Tzu-Hsin Chang	R.O.C.	Male		V		-	-	V		V	V	V	V	V	V
Ching-Ling Wang	R.O.C.	Male		V		-	-	V		V	V	V	V	V	V
Su-Lee Wen Tsai	R.O.C.	Female		V		V		V	V		V	V	V	V	V
Ho-Hsiang Hsu	R.O.C.	Male			V	V		V		V	V	V	V	V	V
Ching-Yi Chang	R.O.C.	Male	V			V		V	V	V	V	V	V	V	V

GLT's concrete management goals of diversification policy and how they are fulfilled is shown below:

Management Goal	Achievement Status
The number of independent directors exceeding 1/3 of the total number of directors	Achieved
Independent directors have served less than three consecutive terms	Achieved
At least one female director among the directors	Achieved
No Director concurrently acts as company manager	Achieved

If the number of directors of any gender on the Board of Directors of TWSE/TPEX listed companies does not reach one-third, the Company must disclose the reasons and outline measures to improve gender diversity on the board. In response, our Company plans to give priority to qualified female candidates—those who meet the required professional background and experience—during the upcoming director selection process. The Company is committed to appointing at least one female director in the next Board election.

### 2. Independence of the Board of Directors:

Among 7 Directors in GLT's Board of Directors, there are 3 Independent ones, a ratio of 43%. Conditions listed in paragraphs 3 & 4 of Article 26-3 of *Securities and Exchange Act* did not happen among GLT Directors; nor did the condition of spouse & within the second degree of relationship.

2.1.6 President, Vice Presidents, Associate Vice Presidents, and Heads of Departments and Branches

March 31, 2024 Units: share; %

Title	Nationality	Name	Gender	Date Elected (Appointed)	Shares Held		Shares Held by Spouse and Underage Children		Shares Held in the Name of Other Persons		Education and Work Experience	Positions Concurrently Held at the Company and Other Companies	Other Managerial Roles Held by Spouse or Second-Degree Relative			Remarks
					Number of shares	%	Number of shares	%	Number of shares	%			Title	Name	Relationship	
President	R.O.C.	Chung-Lin Tsai	Male	5/3/2021	65	0.00	-	-	-	-	R&D Manager of Sigan Technology Co., Ltd. Institute of Mechanical Engineering, National Taiwan University	Note 1	None	None	None	None
Chief Plant Manager	R.O.C.	Chien-Ming Sung	Male	25/10/2023	532	0.00	-	-	-	-	Chungli Plant Manager of Global Lighting Technologies Inc.(Taiwan) Department of Mechanical Engineering, Hungkuo Delin University of Technology	Note 2	None	None	None	
Associate Vice President	R.O.C.	Jui-Ling Huang	Female	21/2/2013	-	-	-	-	-	-	Deputy Manager of PricewaterhouseCoopers Management Consulting Co., Ltd. Human Resources Management, National Sun Yat-sen University	-	None	None	None	
Associate Vice President	R.O.C.	Mei-Chen Chuang	Female	1/3/2016	-	-	-	-	-	-	Director of Management of Shengjie Optoelectronics Department of Business Management, National Central University	Note 3	None	None	None	

Note 1: Chairman of GLT-Shanghai, Chairman of GLT-Suzhou Opto, Chairman of GLT-Zhongshan, Legal Representative and President of GLT-Vietnam, Chairman of GLT-Thailand.

Note 2: Director and President of GLT-Shanghai, Director and President of GLT-Suzhou Opto, Director of GLT-Zhongshan.

Note 3: Supervisor of GLT-Shanghai, Supervisor of GLT-Suzhou Opto, Supervisor of GLT-Zhongshan.



## 2.2.2 Range of Remuneration

Range of Remuneration Paid to the Directors of the Company	Name of Director			
	Sum of the first 4 items (A+B+C+D)		Sum of the first 7 items (A+B+C+D+E+F+G)	
	The Company (Note 8)	All companies in the financial statements (Note 9) (H)	The Company (Note 8)	All companies in the financial statements (Note 9) (I)
Less than NT\$1,000,000				
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	Mang-Shiang Lee, Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ching-Yi Chang	Mang-Shiang Lee, Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ching-Yi Chang	Mang-Shiang Lee, Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ching-Yi Chang	Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ching-Yi Chang
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)				
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)				Mang-Shiang Lee
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)				
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)				
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)				
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)				
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)				
NT\$100,000,000 and above				
Total	8 (Including 1 Corporate Director)	8 (Including 1 Corporate Director)	8 (Including 1 Corporate Director)	8 (Including 1 Corporate Director)

Note 1: The names of Directors shall be listed separately (for corporate shareholders, their names and the name of their representatives shall be listed separately) and the amount of remuneration paid to them shall be disclosed collectively.

Note 2: Remuneration received by a director in the most recent fiscal year (including director's salary, job-related allowances, separation pay, various bonuses and incentives).

Note 3: Fill the amount of rewards approved by the Board of Directors and distributed to the Directors in the most recent fiscal year.

Note 4: Refers to the execution expenses of relevant businesses of directors in the most recent year (including travel expenses, special expenses, allowances, dormitories, car supplies and other material supplies, etc.). If property, vehicle and other modes of transportation or personal expenses are provided, the nature and cost of the assets provided, the rent fees and fuel cost calculated based on the actual amount or fair market value, and other payments shall be disclosed. If a driver is provided, please indicate the amount of compensation paid to the driver by the Company, excluding remuneration, in a separate note.

Note 5: Salary, job-related allowances, separation pay, various bonuses, incentives, transportation allowance, special allowance, various allowances, accommodation allowance and vehicle

received by Directors who concurrently serve as employees (including general manager, deputy general managers, other managerial officers and employees) in the most recent fiscal year. If property, vehicle and other modes of transportation or personal expenses are provided, the nature and cost of the assets provided, the rent fees and fuel cost calculated based on the actual amount or fair market value, and other payments shall be disclosed. If a driver is provided, please indicate the amount of compensation paid to the driver by the Company, excluding remuneration, in a separate note. Furthermore, any salary expenses recognized in the IFRS 2 "Share-Based Payment" section, including issuance of employee stock options, new restricted employee shares and capital increase by stock subscription, shall be included in the calculation of remuneration.

Note 6: For Directors concurrently serving as employees (including general manager, deputy general manager, other managerial officers and employees) who receive employee rewards (including shares and cash), the amount of employee rewards that have been approved by the Board of Directors and are distributed to them in the most recent fiscal year shall be disclosed. If the amount of rewards cannot be estimated, the amount of rewards in the current fiscal year shall be calculated based on the ratio of the amount of rewards distributed in the previous fiscal year, and this amount shall also be filled in Table 1-3.

Note 7: The total amount of all the remuneration paid to the Company's Directors by all the companies in the consolidated financial statements (including the Company) shall be disclosed.

Note 8: The name of each Director shall be disclosed in the range of remuneration corresponding to the amount of all the remuneration paid to the Director by the Company.

Note 9: The total amount of all the remuneration paid to each Director of the Company by all the companies in the consolidated financial statements (including the Company) shall be disclosed. The name of each Director shall be disclosed in the range of remuneration corresponding to the total amount.

Note 10: The after-tax net profit refers to the after-tax net profit in the parent company only or individual financial report in the most recent year.

Note 11:

a. This field shall clearly indicate the amount of remuneration received by the Company's Directors from investees other than a subsidiary or the parent company (if not, please fill in "none").

b. If a Director of the Company receives remuneration from investees other than subsidiaries or the parent company, the amount of remuneration received by the Director from investees other than subsidiaries shall be combined into Column I of the table for range of remuneration, and this column shall be renamed "Parent Company and All Investees."

c. The remuneration means pay, compensation (including compensation of employees, directors and executives) and business expenses received by the Director serving as a director, supervisor or manager of an investee company or parent company of the Company other than

\*A different concept is used for the content of remuneration disclosed in this table compared to that in the Income Tax Act. This table is used for information disclosure, instead of taxation.

Remuneration and range of remuneration for supervisors: Not applicable.

### 2.2.3 Remuneration for President and Vice President

As of December 31, 2024 Unit: NT\$ thousands, %

Title	Name	Salary (A) (Note 2)		Severance Pay and Pension (B)		Bonuses and allowances, etc. (C) (Note 3)		Amount of employee remunerations (D) (Note 4)				Percentage of the total of 4 items A, B, C and D on net income after tax (%) (Note 8)		Remuneration paid to Directors from investees other than the Company's subsidiaries or parent company (Note 9)
		The Company	All Companies in the Financial Report (Note 5)	The Company	All Companies in the Financial Report (Note 5)	The Company	All Companies in the Financial Report (Note 5)	The Company		All Companies in the Financial Report (Note 5)		The Company	All Companies in the Financial Report	
								Cash Amount	Shares Amount	Cash Amount	Shares Amount			
President	Chung-Lin Tsai	1,381	10,351	-	216	-	-	1,414	-	1,414	-	2,795 0.53%	11,981 2.27%	None
Chief Plant Manager	Chien-Ming Sung													

### 2.2.4 Range of Remuneration

Range of Remuneration Paid to the General Manager and Deputy General Managers	Name of the General Manager and Deputy General Managers	
	The Company (Note 6)	All companies in the financial statements (Note 7) (E)
Less than NT\$1,000,000	Chien-Ming Sung	
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)		
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	Chung-Lin Tsai	
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	Chien-Ming Sung	
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Chung-Lin Tsai	
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)		
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)		
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)		
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)		
NT\$100,000,000 and above		
Total	3 in total	

- Note 1: The name of the General Manager and Deputy General Manager shall be listed separately, and the amount of remuneration paid to them shall be disclosed collectively.
- Note 2: Fill the salary, job-related allowances and separation pay received by the General Manager and Deputy General Manager in the most recent fiscal year.
- Note 3: Fill the amount of various bonuses, incentives, transportation allowance, special allowance, various allowances, accommodation and vehicle received by the General Manager and Deputy General Manager in the most recent fiscal year. If property, vehicle and other modes of transportation or personal expenses are provided, the nature and cost of the assets provided, the rent fees and fuel cost calculated based on the actual amount or fair market value, and other payments shall be disclosed. If a driver is provided, please indicate the amount of compensation paid to the driver by the Company, excluding remuneration, in a separate note. Furthermore, any salary expenses recognized in the IFRS 2 “Share-Based Payment” section, including issuance of employee stock options, new restricted employee shares and capital increase by stock subscription, shall be included in the calculation of remuneration.
- Note 4: Fill the amount of employee rewards (including shares and cash) that have been approved by the Board of Directors and are distributed to the general manager and deputy general manager in the most recent fiscal year. If the amount of rewards cannot be estimated, the amount of rewards in the current fiscal year shall be calculated based on the ratio of the amount of rewards distributed in the previous fiscal year, and this amount shall also be filled in Table 1-3.
- Note 5: The total amount of all the remuneration paid to the Company's General Manager and Deputy General Manager by all the companies (including the Company) listed in its consolidated financial statements shall be disclosed.
- Note 6: The name of each General Manager and Deputy General Manager should be disclosed in the range of remuneration corresponding to the amount of all the remuneration paid to the General Manager and Deputy General Manager by the Company.
- Note 7: The total amount of all the remuneration paid to each general manager and deputy general manager of the Company by all the companies (including the Company) listed in its consolidated financial statements shall be disclosed. The name of each general manager and deputy general manager shall be disclosed in the range of remuneration corresponding to the total amount mentioned in the preceding sentence.
- Note 8: The after-tax net profit refers to the after-tax net profit in the parent company only or individual financial report in the most recent year.
- Note 9:
- a. This field shall clearly indicate the amount of remuneration received by the Company's General Manager or Deputy General Manager from investees other than subsidiaries or the parent company (if not, please fill in “none”).
  - b. If a General Manager or Deputy General Manager of the Company received remuneration from investees other than subsidiaries of the Company or the parent company, the remuneration received by the General Manager or Deputy General Manager of the Company from investees other than subsidiaries of the Company or the parent company shall be included in E column of the Remuneration Range Table and the name of the field shall be changed to "Parent Company and All Investment Companies".
  - c. Remuneration in this case refers to remuneration, bonuses (including employee, Director, or supervisor compensation), and allowances received by the General Manager or Deputy General Managers of the Company as the Directors, supervisors, or managerial officers of investees other than subsidiaries or the parent company
- \*A different concept is used for the content of remuneration disclosed in this table compared to that in the Income Tax Act. This table is used for information disclosure, instead of taxation.

2.2.5 Name of management to which employees' compensation are distributed, and the status of distribution

As of December 31, 2024 Unit: NT\$ thousands

Title (Note 1)		Name (Note 1)	Stock Amount	Cash Amount	Total	Ratio of Total Amount to Net Income (%)
Management	President	Chung-Lin Tsai	-	1,772	1,772	0.53%
	Chief Plant Manager	Chien-Ming Sung				
	Associate Vice President	Jui-Ling Huang				
	Associate Vice President	Mei-Chen Chuang				

Note 1: Names and positions shall be listed individually, and the amount of profit distributed shall be disclosed collectively.

Note 2: Fill the amount of employee rewards (including shares and cash) that have been approved by the Board of Directors and are distributed to the managerial officers in the most recent fiscal year. If this amount of rewards cannot be estimated, the amount of rewards in the current fiscal year shall be calculated based on the ratio of the amount of rewards distributed in the previous fiscal year. Net income after taxes refers to net income after taxes in the most recent fiscal year. Where IFRS is adopted, net income after taxes refers to net income after taxes recorded in the parent company-only or individual financial statements in the most recent fiscal year.

Note 3: The scope of application for the term "managerial officer" shall follow the approved document with Reference No. T.C.Z.S.Z. No. 0920001301 dated March 27, 2003. Its scope of application shall be as follows:

- (1) President and equivalents
- (2) Vice President and equivalents
- (3) Associate Vice President and equivalents
- (4) Supervisor of Finance Department
- (5) Supervisor of Accounting Department
- (6) Other persons who have the right to manage and sign for the Company

Note 4: Directors, President and Vice Presidents who receive employee rewards (including shares and cash) shall be listed not only in Table 1-2, but also in this table.

2.2.6 Analysis and comparison of percentages of remuneration paid to the Company's Directors, Supervisors, General Manager and Deputy General Managers by the Company and all the companies listed in its consolidated financial statements in the most recent two fiscal years to the net income after taxes recorded in its parent company-only or individual financial statements, and explanation on the remuneration policies, standards and packages, procedures for determining remuneration and their correlations with its business performance and future risk exposure.

- (1) The analysis of the Company and all companies included in the consolidated statements on the percentage of total remuneration paid to the Company's Directors, Supervisors, General Manager, and Deputy General Managers to the net income after tax:

Unit: NT\$ thousands

Title	2023		2024	
	All companies in the consolidated financial statements		All companies in the consolidated financial statements	
	Amount	%	Amount	%
Director	10,107	3.05	13,501	2.55
President and Vice Presidents	13,022	3.93	11,981	2.27
Total	23,129	6.98	25,482	4.82

- (2) Remuneration policies, standards and packages, and their correlations with the Company's business performance

The remuneration for directors of the Company shall, in accordance with 30.2 of the Articles of Association, be subject to the scope and value of services provided by the directors for the operation of the Company and the level of payment made by the peers; In addition, if the Company makes profits in the current year, no more than 1.5% shall be set aside as the directors' rewards according to 34.1.1 of the Articles of Association. Performance measures are based on the results of annual operating indicators related to operations, governance and financial results, and the scope of evaluation includes pre-tax net income and corporate governance evaluation, etc. The reasonableness of the remuneration is reviewed by the Remuneration Committee and the Board of Directors.

The remuneration for managerial officers of the Company is based on the position and the Company's annual operating performance, financial status, operating status and personal performance. In addition, if the Company makes profits in the current year, 1%~15% shall be set aside as employee rewards according to 34.1.1 of the Articles of Association. The results of the performance appraisal conducted in accordance with the Performance Appraisal Regulations are used as a reference for the determination of managerial bonuses. The evaluation items of managerial performance are divided into financial indicators: the allocation of profit contribution by each department to the Company and the achievement rate of managerial goals according to the Company's management profit and loss statement; non-financial indicators: the implementation of the Company's core values and operational management capabilities, and the implementation of sustainable management, etc.

## 2.3 Implementation of Corporate Governance

### 2.3.1 Operations of the Board of Directors

A total of 7 meetings of the Board of Directors were held in 2024. The attendance of Directors was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance rate (%)	Remarks
Chairman	Mang-Shiang Lee	5	0	100	-
Director	Wistron Corporation Representative: Jiann-Shiun Lin	5	0	100	-
Director	Tzu-Hsin Chang	5	0	100	-
Director	Ching-Ling Wang	5	0	100	-
Independent Director	Su-Lee Wen Tsai	5	0	100	-
Independent Director	Ho-Hsiang Hsu	5	0	100	-
Independent Director	Ching-Yi Chang	5	0	100	-

Other mentionable items:

1. If any of the following applies to the operations of the Board of Directors, the date and session of the Board meeting, the content of the proposal, opinions of all Independent Directors and the Company's actions in response to the opinions of Independent Directors shall be stated:

(1) Matters referred to in Article 14-3 of the *Securities and Exchange Act*: The Company has established an Audit Committee, so the Article 14-3 do not apply. For the matters referred to in Article 14-5 of the *Securities and Exchange Act*, please refer to page 54 to 55 of the important resolutions made by Board of Directors.

(2) Other than the matters mentioned above, other resolutions that are objected and reserved by the Independent Directors and are documented or stated: None.

2. In regards the recusal of Independent Directors from voting due to conflict of interests, the name of the Independent Directors, the resolutions, reasons for recusal due to conflict of interests and voting outcomes shall be stated: None.

3. Listed company shall disclose the evaluation cycle and duration, scope of evaluation, methodology, and evaluation contents of the evaluation of the Board of Directors:

Assessment Interval	Assessment period	Scope	Assessment Method	Assessment Content	Evaluation results
Once a year	1/1/2024   31/12/2024	Board of Directors and individual directors	Internal self-assessment	<p>Performance evaluation items of the Board of Directors:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate operations (25 points)</li> <li>2. Enhance the quality of the Board's decision-making (25 points)</li> <li>3. Composition and structure of the Board (25 points)</li> <li>4. Appointment and continuing education of Directors (15 points)</li> <li>5. Internal control (10 points)</li> </ol> <p>Total of 100 points</p> <p>Performance evaluation items of the Board's members:</p> <ol style="list-style-type: none"> <li>1. Understanding of the Company goals and missions (10 points)</li> <li>2. Awareness of Directors' responsibilities (15 points)</li> <li>3. Degree of engagement in corporate operations (30 points)</li> <li>4. Internal relationship management and communication (15 points)</li> <li>5. Professions and continuing education of Directors (15 points)</li> <li>6. Internal control (15 points)</li> </ol> <p>Total of 100 points</p>	<p>Performance evaluation items of the Board of Directors:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate operations: 25 points</li> <li>2. Enhance the quality of the Board's decision-making: 25 points</li> <li>3. Composition and structure of the Board: 25 points</li> <li>4. Appointment and continuing education of Directors: 15 points</li> <li>5. Internal control: 10 points</li> </ol> <p>Total of 100 points</p> <p>Performance evaluation items of the Board's members:</p> <ol style="list-style-type: none"> <li>1. Understanding of the Company goals and missions: 10 points</li> <li>2. Awareness of Directors' responsibilities: 15 points</li> <li>3. Degree of engagement in corporate operations: 30 points</li> <li>4. Internal relationship management and communication: 14.86 points</li> <li>5. Professions and continuing education of Directors: 14.71 points</li> <li>6. Internal control: 15 points</li> </ol> <p>Total of 99.57 points</p>
Once a year	1/1/2024   31/12/2024	Audit Committee	Internal self-assessment	<p>Performance evaluation items of the Audit Committee:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate operations (15 points)</li> <li>2. Recognition of the duties of the Audit Committee (25 points)</li> <li>3. Improvement in the quality of decision making by the Audit Committee (35 points)</li> <li>4. Composition of the Audit Committee, and election and appointment of committee members (15 points)</li> <li>5. Internal control (10 points)</li> </ol> <p>Total of 100 points</p>	<p>Performance evaluation items of the Audit Committee:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate: 15 points</li> <li>2. Recognition of the duties of the Audit Committee : 25 points</li> <li>3. Improvement in the quality of decision making by the Audit Committee : 35 points</li> <li>4. Composition of the Audit Committee, and election and appointment of committee members: 15 points</li> <li>5. Internal control: 10 points</li> </ol> <p>Total of 100 points</p>
Once a year	1/1/2024   31/12/2024	Remuneration Committee	Internal self-assessment	<p>Performance evaluation items of the Remuneration Committee:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate operations (15 points)</li> <li>2. Recognition of the duties of the Remuneration Committee (25 points)</li> <li>3. Improvement in the quality of decision making by the Remuneration Committee (35 points)</li> <li>4. Composition of the Remuneration Committee, and election and appointment of committee members (15 points)</li> <li>5. Internal control (10 points)</li> </ol> <p>Total of 100 points</p>	<p>Performance evaluation items of the Remuneration Committee:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate: 15 points</li> <li>2. Recognition of the duties of the Remuneration Committee : 25 points</li> <li>3. Improvement in the quality of decision making by the Remuneration Committee : 35 points</li> <li>4. Composition of the Remuneration Committee, and election and appointment of committee members: 15 points</li> <li>5. Internal control: 10 points</li> </ol> <p>Total of 100 points</p>
Once a year	1/1/2024   31/12/2024	Nomination Committee	Internal self-assessment	<p>Performance evaluation items of the Nomination Committee:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate operations (20 points)</li> <li>2. Recognition of duties of the Nomination Committee (20 points)</li> <li>3. Review and decision-making of the Nomination Committee (20 points)</li> <li>4. Improvement in the quality of decision making by the Nomination Committee (20 points)</li> <li>5. Composition of the committee, and election and appointment of committee members (10 points)</li> <li>6. Internal control (10 points)</li> </ol> <p>Total of 100 points</p>	<p>Performance evaluation items of the Nomination Committee:</p> <ol style="list-style-type: none"> <li>1. Degree of engagement in corporate: 20 points</li> <li>2. Recognition of duties of the Nomination Committee: 20 points</li> <li>3. Review and decision-making of the Nomination Committee: 20 points</li> <li>4. Improvement in the quality of decision making by the Nomination Committee: 20 points</li> <li>5. Composition of the committee, and election and appointment of committee members: 10 points</li> <li>6. Internal control: 10 points</li> </ol> <p>Total of 100 points</p>

Assessment Interval	Assessment period	Scope	Assessment Method	Assessment Content	Evaluation results
Once a year	1/1/2024   31/12/2024	Sustainable Development Committee	Internal self-assessment	Performance evaluation items of the Sustainable Development Committee: 1. Degree of engagement in corporate operations (15 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 (15 points) 5. Internal control (10 points) Total of 100 points	Performance evaluation items of the Sustainable Development Committee: 1. Degree of engagement in corporate: 15 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: 15 points 5. Internal control: 10 points Total of 100 points

4. Targets for strengthening the functions of the Board of Directors in the current fiscal year and the most recent fiscal year (e.g., establishing an audit committee and enhancing information transparency), and evaluation of target implementation:

- (1) The Board of Directors of the Company is composed according to the appropriate diversity policy in relation to the Company's own operations, business patterns and development needs. Please refer to page 13 of this Annual Report for details.
- (2) On June 28, 2010, the Company established the Audit Committee to exercise the duties and responsibilities stipulated in page 24 to 26 of the Annual Report.
- (3) The number of training hours for each director in year 2024 is in line with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies..

### 2.3.2 Operations of the Audit Committee:

The Audit Committee met five (5) times in year 2024. The attendance of Independent Directors was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance rate (%)	Remarks
Independent Director	Su-Lee Wen Tsai	5	0	100	-
Independent Director	Ho-Hsiang Hsu	5	0	100	-
Independent Director	Ching-Yi Chang	5	0	100	-

Other mentionable items:

- If the operation of the Audit Committee falls under any of the following circumstances, the meeting date of the Audit Committee, the session, the content of the proposals, the independent directors' objections, reservations or major proposals, the results of the Audit Committee's resolutions, and the Company's handling of the comments of the Audit Committee.

(1) Items listed in Section 5, Article 14 of Securities and Exchange Act:

Meeting Date and Session	Proposal	Opinions of independent directors and handling of independent directors' opinions by the Company
26/2/2024 The 12th meeting of the 5th session	GLT's 2023 Business Report and Financial Statements	<ul style="list-style-type: none"> <li>◆ Approved unanimously by the Audit Committee</li> <li>◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company</li> </ul>
	Proposal for 2023 earning distribution	
	2023 Statement on Internal Control System	
	Proposal for preliminary land acquisition project for factory investment in Thailand	
7/5/2024 The 13th meeting of the 5th session	Proposal for amendments to the "Audit Committee Charter"	<ul style="list-style-type: none"> <li>◆ Approved unanimously by the Audit Committee</li> <li>◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company</li> </ul>
	Proposal for the change of CPAs	
	Proposal for the independence and suitability evaluation of CPAs	
	Proposal for CPA's public fees for FY2024	
	GLT's 2024 Q1 consolidated financial statements	
	Proposal for the establishment of a subsidiary in Thailand and acquisition of land ownership	
13/8/2024 The 14th meeting of the 5th session	Proposal for the capital increase of Sensel Inc.	<ul style="list-style-type: none"> <li>◆ Approved unanimously by the Audit Committee</li> <li>◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company</li> </ul>
	GLT's 2024 Q2 consolidated financial statements	
	Proposal for amendments to the "Risk Management Policy" and its renaming to "Risk Management Policy and Procedures"	
5/11/2024 The 15th meeting of the 5th session	Proposal for amendments to the "Audit Committee Charter"	<ul style="list-style-type: none"> <li>◆ Approved unanimously by the Audit Committee</li> <li>◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company</li> </ul>
	GLT's 2024 Q3 consolidated financial statements	
	Proposal for the appointment of the Company's Chief Internal Auditor	
	Establishment of the Company's "Procedures for the Preparation and Assurance of the Sustainability Report"	
	Establishment of the Company's "Sustainability Information Management Guidelines"	

Meeting Date and Session	Proposal	Opinions of independent directors and handling of independent directors' opinions by the Company
18/12/2024 The 16th meeting of the 5th session	Proposal for 2025 audit plan	◆ Approved unanimously by the Audit Committee
	Proposal for the 2025 determination of the Company's risk control limit for loans to others	◆ The opinions of the Audit Committee was
	Proposal for amendments to the "General Principles of Internal Control System" and "Implementation Rules for Internal Audit"	unanimously approved by the Board of Directors of the Company

- (2) Apart from foregoing matters, other matters that were not approved by the Audit Committee, but were approved by two-thirds or more of all directors: None.
2. In regards to the recusal of Independent Directors from voting due to conflict of interests, the name of the Independent Directors, the resolutions, reasons for recusal due to conflict of interests and voting results shall be stated: None.
3. Communication between the independent directors, chief internal auditor, and CPAs (including the key items, methods, and results of audit of finances and operations):
- (1) The Chief Internal Auditor of the Company reports to the Audit Committee on the establishment and revision of internal controls, the results of the annual internal control self-assessment, and the results of the audit plan.
  - (2) The Chief Internal Auditor of the Company communicated with the independent directors individually regarding the design and implementation of the internal control system and the implementation of the supervision and management of subsidiaries. A total of 12 communications (including by letter) were held in 2024.
  - (3) Communications on key audit matters, financial report audit situation and the latest changes and application of international accounting standards were conducted by CPAs on the meetings of the Audit Committee on February 26, 2024, May 7, 2024, August 13, 2024 and November 5, 2024.
4. Priorities of Review for the Year 2024:
- (1) Formulation of or amendment to the internal control system.
  - (2) Assessment of the effectiveness of the internal control system.
  - (3) Formulation of or amendment to the procedures for acquiring or disposing of assets, derivatives trading, lending funds to others, and making endorsements or guarantees to others
  - (4) Items that involve the director's own interests.
  - (5) Significant asset or derivative transactions.
  - (6) Significant loans, endorsements or guarantees of funds.
  - (7) The offering, issuance, or private placement of equity-type securities
  - (8) Appointment, dismissal and compensation of CPAs.
  - (9) Appointment and dismissal of finance manager, accounting manager, and chief internal auditor
  - (10) Annual financial report and semi-annual financial report.
  - (11) Other material matters as may be required by the Company or by the competent authority.
- ◆ Appointment of CPAs
- To ensure the independence and qualifications of the certified accounting firm, the Audit Committee has established the independence evaluation report based on Article 47 of the CPAs Act and No. 10 Statement of the Professional Ethics Standards for CPAs to evaluate the independence, professionalism, and qualifications of CPAs in accordance with the 13 AQI indicators. The Company reviewed the independence and qualifications evaluation of the CPAs Chao-Mei Chen and Chiang-Shiun Chen from Deloitte & Touche on the Audit Committee and the Board of Directors on May 7, 2024 and found them to meet the standards and eligible to serve as the Company's CPAs for finance.
- ◆ Review financial statements:
- The Company has produced the annual operating report, financial statements and earnings distribution plan, etc. for year 2024, which have been examined by the Audit Committee and found to

be conforming. The annual financial statements have been audited by Deloitte & Touche and the audit report has been issued.

◆ Assessment of the effectiveness of the internal control system:

The Audit Committee regularly communicated with the Chief Internal Auditor and the CPAs on matters including the design and implementation of the internal control system, the supervision and management of subsidiaries, and concluded that the Company has adopted the necessary control mechanisms to monitor and correct irregularities. On February 27, 2025, the Audit Committee and the Board of Directors approved the Statement of Internal Control System for the year 2024.

### 2.3.3 Composition and operation of the Remuneration Committee

#### 1. Information on the members of the Remuneration Committee

As of March 30, 2025

Title	Name	Criteria	Professional Qualification and Experience	Status of Independence	Number of members concurrently serving on the salary and compensation committee of other public companies
Independent Director	Su-Lee Wen Tsai (Convener)		With More than 25 years of experience in business, legal, financial, accounting or corporate business, once served as the Chairman of Dong Fang International Advertising Co., Ltd.	<p>(1) Not an employee of the Company or any of its affiliates.</p> <p>(2) Not directors or supervisors of the Company or its affiliates.</p> <p>(3) Not a natural-person shareholder whose shareholding, together with those of his/her spouse, minor children, and shares held under others' names, exceed 1% of the total number of outstanding shares of the Company, or ranks the person in the top ten shareholders of the Company.</p> <p>(4) Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the managerial officers listed in subparagraph (1) or persons listed in subparagraphs (2) and (3);</p> <p>(5) Not a director, supervisor or employee of a corporate shareholder who directly holds more than 5% of the total number of issued shares of the Company or is ranked top five in terms of the number of shares held or is designated as a Director or Supervisor of the Company pursuant to Paragraph 1 or 2, Article 27 of the Company Act.</p>	1
Independent Director	Ho-Hsiang Hsu		More than 25 years of experience in commercial, legal, financial, accounting or corporate business, once served as the Chairman of Chen Hsiang Co., Ltd. and the Chairman of Kendley Industries Co., Ltd.	<p>(6) Not a Director, Supervisor, or employee of a company with a majority of the Company's director seats or voting shares and those of any other company are controlled by the same person.</p> <p>(7) Not a director (or a managing director), supervisor, or employee of another company or institution where the Chairman, the General Manager, or person holding an equivalent position of the Company and a person in an equivalent position at another company or institution are the same person or are spouses.</p> <p>(8) Not a Director (member of the governing board), Supervisor (member of the supervising board), managerial officer or shareholder who holds more than five (5) percent of shares of companies or institutions that have financial or business dealings with the Company</p>	1
Others	Huey-Min Chen		More than 20 years of experience in business, legal, finance, accounting or corporate business, currently serving as Special Assistant to the Chairman of Via Technologies	<p>(9) Not a professional individual, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; Provided that this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Securities and Exchange Act or to the Business Mergers and Acquisitions Act or related laws or regulations.</p> <p>(10) Not fallen under Section 30 of the <i>Company Act</i>.</p>	0

## 2. Operational status of the Remuneration Committee

According to Article 3 of the Company's Organization Procedures of the Remuneration Committee, the Remuneration Committee shall perform the following functions and powers by taking into account the normal level of payment of the peer and the rationality of the correlation between individual performance, company operating performance and future risks:

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

(1) The Company's Remuneration Committee consists of 3 members.

(2) Term of office of the current term: August 15, 2022 to May 25, 2025. A total of 2 meetings were held by the Remuneration Committee in 2024, where the qualifications and attendance of the members are as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance rate (%) (Note)	Remarks
Convener	Su-Lee Wen Tsai	2	0	100	-
Member	Ho-Hsiang Hsu	2	0	100	-
Member	Huey-Min Chen	2	0	100	-

Other mentionable items:

1. If the Board of Directors does not adopt or amend the recommendations made by the Audit Committee, the date and session of the Board of Directors' meeting, resolutions, voting results and handling of opinions of the Remuneration Committee by the Company shall be disclosed (if the remuneration approved by the Board of Directors is better than that of the Remuneration Committee, the discrepancies and related reasons shall be stated): None.
2. If the members of the Remuneration Committee has any dissenting opinion or qualified opinions on the resolutions of the Remuneration Committee, where such opinions are documented or issued through written statements, the date and session of the meeting of the Remuneration Committee, resolutions, all the members' opinions and handling of these opinions shall be stated: None.

The date, session, and proposal of the Remuneration Committee meetings in FY2024:

Meeting Date and Session	Proposal	Opinions of all Remuneration Committee members and the Company's handling of such opinions
5/2/2024 The 4th meeting of the 5th session	Remuneration for directors and supervisors in 2023 and the distribution ratio	<ul style="list-style-type: none"> <li>◆ Approved by all members present.</li> <li>◆ The opinions of the Remuneration Committee was unanimously approved by the Board of Directors of the Company</li> </ul>
	The amount of remuneration distribution to senior managerial officers in 2023	
16/12/2024 The 5th meeting of the 5th session	The range and rationality of year-end bonus for senior managerial officers in FY2024	<ul style="list-style-type: none"> <li>◆ Approved by all members present.</li> <li>◆ The opinions of the Remuneration Committee was unanimously approved by the Board of Directors of the Company</li> </ul>

### 2.3.4 Membership and operation of the Nomination Committee

At least one member of the Company's Nomination Committee must have operational judgment, management, crisis management, international market perspective, leadership, decision-making ability or experience in finance, accounting and related industries, and should faithfully perform the following duties and responsibilities with the attention of a good manager:

- ◆ Establish and review the criteria for the selection of directors and managers, including the composition and qualifications of directors and managers, and succession plans.
- ◆ Select and review suitable candidates for directors and managers, assess the independence of independent directors, and propose a list of candidates to the Board of Directors.
- ◆ Establish and review the establishment, duties and operations of the various committees of the Board of Directors, and review the qualifications and potential conflicts of interest of the members of each committee.
- ◆ Establish and regularly review the director development plan and succession plan for senior managerial officers.
- ◆ Other matters to be conducted by the Committee as per board resolution.

(1) The Company's Nomination Committee consists of 3 members.

(2) Term of office of the current term: May 26, 2022 to May 25, 2025. A total of 1 meetings were held by the Nomination Committee in 2024, where the qualifications and attendance of the members are as follows:

Title	Name	Professional Qualification and Experience	Attendance in Person	Attendance by Proxy	Actual attendance rate (%) (Note)	Remarks
Convener	Mang-Shiang Lee	Over 25 years of experience in management, investment decision making and industry, currently serving as the Chairman of GLT	1	0	100	-
Member	Su-Lee Wen Tsai	Over 25 years of experience in management, investment decision making and industry, once served as the Chairman of Eastern International Advertising Co., Ltd.	1	0	100	-
Member	Ho-Hsiang Hsu	Over 25 years of experience in business management, investment decision making and industry, once served as the Chairman of Chen Hsiang Co., Ltd.	1	0	100	-

Other mentionable items:

The meeting date, session, content of the main proposals of the Nomination Committee for the year 2024, suggestions or objections from members of the Nomination Committee, resolution results of the Nomination Committee, and the Company's handling of the opinions of the Nomination Committee:

Meeting Date and Session	Proposal	Opinions of all Nomination Committee members and the Company's handling of such opinions
24/7/2024 The 3rd meeting of the 2nd session	Establishment of the Company's "Sustainable Development Committee" and the formulation of the "Organizational Regulations of the Sustainable Development Committee," along with the discussion of the list of members for the committee's first term	<ul style="list-style-type: none"> <li>◆ Approved by all members present.</li> <li>◆ The opinions of the Nomination Committee was unanimously approved by the Board of Directors of the Company</li> </ul>

### 2.3.5 Information and operations of the Sustainable Development Committee members

To support the Company's sustainable development goals and strengthen sustainable governance, a Sustainable Development Committee has been established in accordance with Article 27, Section 3 of the "Corporate Governance Best Practice Principles for TWSE Listed Companies" and Article 9, Section 1 of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies." The committee is responsible for the following:

- ◆ Develop, promote, and strengthen the Company's sustainability policies, annual plans, and strategies.
- ◆ Review, monitor, and adjust the implementation and effectiveness of the Company's sustainability efforts.
- ◆ Oversee the disclosure of sustainability information and evaluate the sustainability report.
- ◆ Supervise the implementation of the Company's Sustainable Development Code and other sustainability-related initiatives as resolved by the Board of Directors.

(1) The Sustainable Development Committee of the Company is composed of 8 members.

(2) Term of the current committee members: August 13, 2024 to May 25, 2025. The Sustainable Development Committee convened once in 2024. The qualifications and attendance of the committee members are as follows:

Title	Name	Expertise and Skills	Attendance in Person	Attendance by Proxy	Actual attendance rate (%) (Note)	Remarks
Convener	Mang-Shiang Lee	Environment and technology, strategic planning, finance and governance	1	0	100	-
Member	Su-Lee Wen Tsai	Communication and education, human sustainability and social responsibility, innovation and interdisciplinary integration	1	0	100	-
Member	Ho-Hsiang Hsu	Environment and technology, strategic planning	1	0	100	-
Member	Ching-Yi Chang	Finance and governance, innovation and cross-disciplinary integration, strategic planning	1	0	100	-
Member	Chung-Lin Tsai	Environment and technology, strategic planning, innovation and interdisciplinary integration	1	0	100	-
Member	Chien-Ming Sung	Finance and governance, strategic planning	1	0	100	-
Member	Jui-Ling Huang	Society and human resources, communication and education, strategic planning	1	0	100	-
Member	Mei-Chen Chuang	Environment and technology, strategic planning	1	0	100	-

Other mentionable items:

The meeting date, session, content of the main proposals of the Sustainable Development Committee for the year 2024, suggestions or objections from members of the Sustainable Development Committee, resolution results of the Sustainable Development Committee, and the Company's handling of the opinions of the Sustainable Development Committee:

Date of Meeting (Session)	Proposal	Opinions of all Sustainable Development Committee members and the Company's handling of such opinions
18/12/2025 The 1st meeting of the 1st session	Proposal for the election of the convener for the 1st term of the Sustainable Development Committee	<ul style="list-style-type: none"> <li>◆ Ms., Su-Lee Wen Tsai, a member present, nominated Mr., Mang-Shiang Lee to serve as the convener and chair of the Company's first Sustainability Development Committee. The other members present unanimously agreed.</li> <li>◆ The opinions of the Sustainable Development Committee was unanimously approved by the Board of Directors of the Company</li> </ul>

2.3.6 Operation of corporate governance and deviations from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof

Assessment Item	Implementation status		Summary	Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No		
I. Does the Company establish and disclose its corporate governance best-practice principles based on the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies?	V		(I) In order to implement the spirit of corporate governance and to give priority to shareholders' rights and interests, the Company has established the Corporate Governance Best-Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and relevant laws and regulations, which was adopted on the board meeting on August 5, 2019, and has been disclosed in the Corporate Governance Zone of the Company's website.	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
II. Shareholding structure & shareholders' rights				
(I) Does the Company establish an internal procedure for handling shareholder proposals, inquiries, disputes, and litigations? Are such matters handled according to internal procedure?	V		(I) The Company has a spokesperson and an acting spokesperson who are responsible for handling shareholders' suggestions, doubts or disputes, and coordinating with relevant units of the Company for implementation.	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
(II) Does the Company maintain a register of major shareholders with controlling power as well as a register of persons exercising ultimate control over those of major shareholders?	V		(II) The Company has access to a list of major shareholders and their ultimate controllers.	
(III) Does the Company establish and enforce risk control and firewall systems with its affiliated companies?	V		(III) The Company has established a Code of Conduct for Related party Financial Operations, which provides that the authority and responsibility for asset and financial management among affiliates should be independent of each other, which was approved by the Board of Directors on November 2, 2023 that the major transaction should be submitted to the Board of Directors for approval before proceeding, and that the internal control system of the Company and each affiliate should be followed to ensure the implementation of the internal control system and firewall mechanism.	
(IV) Does the Company have internal regulations in place to prevent its internal staff from trading securities based on information yet to be public on the market?	V		(IV) The Company has formulated the Operating Procedures to Prevent Insider Trading, which expressly prohibits insiders from using unpublished information in the market to trade securities. Also, the amendment to the articles was approved by the Board of Directors on October 28, 2022. As per the internal regulations, insiders are prohibited from trading their stocks from the day they receive the Company's Financial Reports or related performance information until thirty days prior to the annual financial report announcement and fifteen days prior to each quarterly financial report announcement. Notification Dates for 2024: January 31, March 29, April 30, June 28, July 31, September 30, October 31, and December 31.	

Assessment Item	Implementation status		Summary	Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No		
<p>III. Composition and responsibilities of the Board of Directors</p> <p>(I) Does the Board formulate diversity policies, specific management objectives and implement them?</p> <p>(II) Does the Company voluntarily establish other functional committees in addition to the legally-required Remuneration Committee and Audit Committee?</p> <p>(III) Does the Company establish standards and methods for evaluating Board performance, conduct annual performance evaluations, submit performance evaluation results to the Board, and use the results as a basis for determining the compensation and nomination of individual directors?</p>	<p>√</p> <p>√</p> <p>√</p>		<p>(I) The Company sets out in its Corporate Governance Best-Practice Principles the consideration of diversity in the membership of the Board, as shown in page 13.</p> <p>(II) The Company has established a Remuneration Committee and an Audit Committee in accordance with the law, and a Nomination Committee was established on December 10, 2020. Please refer to page 29 for their powers and operation information.</p> <p>(III) The Company conducts regular performance evaluations annually in accordance with the Performance Evaluation Measures of the Board of Directors, and shall have a Board performance evaluation performed by an outside agency at least once every three years. and submits the performance evaluation results to the Board of Directors as reference for the Remuneration Committee to determine the remuneration of directors. Please refer to page 22 to 23 for the evaluation results of FY2024.</p>	<p>In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.</p>

Assessment Item	Implementation status		Summary	Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No		
(IV) Does the Company regularly assess on the independence of CPAs?	V		<p>(IV) The Company evaluates the independence and competence of its CPAs annually, and requires them to provide an Independent Declaration and Audit Quality Indicators (AQIs). According to the following standards and 13 AQIs, it is confirmed that both the CPAs and the accounting firm meet the Company's independence and competency evaluation standards. The most recent annual evaluation results have been evaluated for the CPAs' independence and competency through a resolution passed by the Audit Committee and Board of Directors on May 7, 2024.</p> <ol style="list-style-type: none"> <li>1. The appointed CPA had no significant financial interest in the Company.</li> <li>2. The appointed CPA has avoided any inappropriate relationship with the Company.</li> <li>3. The appointed CPA has ensured the integrity, fairness and independence of his/her assistants.</li> <li>4. The appointed CPAs does not serve as the director, managerial officer, or a position with significant influence on the audit at present or within the recent two years. It is also confirmed that he will not serve in these positions in the future.</li> <li>5. During the audit, the appointed CPA and his spouse or relatives do not serve as the directors, managers, or the position with a direct and significant impact on the audit.</li> <li>6. The name of the appointed CPA should not be used by others.</li> <li>7. The appointed CPA shall not borrow money from the Company, except for normal dealings with the financial industry.</li> <li>8. The appointed CPA shall not engage in any other business in which they may lose their independence.</li> <li>9. The appointed CPA shall not receive any commission related to his business.</li> <li>10. The appointed CPA shall not hold shares of the Company.</li> <li>11. The appointed CPA shall not concurrently serve in the Company on a regular and fixed salary.</li> <li>12. The appointed CPA shall not co-invest or share interests with the Company.</li> <li>13. The appointed CPA shall not involve in the Company's decision-making.</li> </ol>	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item	Implementation status			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons													
	Yes	No	Summary														
IV. Has the TWSE/TPEX listed company designated an appropriate number of qualified corporate governance personnel and appointed a corporate governance officer responsible for matters related to corporate governance (including but not limited to providing directors and supervisors with the necessary information for operation, assisting directors and supervisors in following regulations, handling matters related to Board meetings and the shareholders' meetings in accordance with the regulations, preparing minutes for Board meetings and the shareholders' meetings, etc.)?	V		<p>The corporate governance officer of the Company is the Chief financial Officer, and the Finance Department, the Secretary of the Board of Directors, intellectual finance 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 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, procedure manual and minutes before the deadline.</p> <p>Scope of functions of the Governance Team of the Company:</p> <ol style="list-style-type: none"> <li>1. Execute related affairs for the Board of Directors meetings and shareholders' meetings</li> <li>2. Prepare meeting minutes for the meetings of the Board of Directors and shareholders' meetings</li> <li>3. Assist directors in their appointment and continuing education.</li> <li>4. Provision of information required for performance of duties by the Directors</li> <li>5. Assist the Directors in regulatory compliance</li> <li>6. Other matters set forth in the Company's Articles of Association or contracts.</li> </ol> <p>Execution highlights in 2024:</p> <ol style="list-style-type: none"> <li>1. Establish a corporate governance structure</li> <li>2. Formulate and modify the regulation related to corporate governance</li> <li>3. Provide information necessary for directors to perform their duties</li> <li>4. Arrange continuing education of directors</li> <li>5. Assist the Board of Directors and shareholders' meeting in their procedures and legal compliance</li> <li>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 association or re-electing the directors</li> <li>7. Deal with the performance evaluation of board members</li> <li>8. Deal with the Company information disclosure and website maintenance</li> <li>9. Deal with the insurance of director liability</li> </ol> <p>Continuing education in 2024</p> <table border="1"> <thead> <tr> <th>Organizer</th> <th>Name</th> <th>Date of Course</th> <th>Course Title</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Securities &amp; Futures Institute</td> <td rowspan="2">Mei-Chen Chuang</td> <td>31/05-30/05/2024</td> <td>Practical Session on Sustainability Disclosure</td> <td>9</td> </tr> <tr> <td>29/11/2024</td> <td>Workshop on Equity Trading Compliance for Insiders of Publicly Listed Companies for 2024</td> <td>3</td> </tr> </tbody> </table>	Organizer	Name	Date of Course	Course Title	Hours	Securities & Futures Institute	Mei-Chen Chuang	31/05-30/05/2024	Practical Session on Sustainability Disclosure	9	29/11/2024	Workshop on Equity Trading Compliance for Insiders of Publicly Listed Companies for 2024	3	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
Organizer	Name	Date of Course	Course Title	Hours													
Securities & Futures Institute	Mei-Chen Chuang	31/05-30/05/2024	Practical Session on Sustainability Disclosure	9													
		29/11/2024	Workshop on Equity Trading Compliance for Insiders of Publicly Listed Companies for 2024	3													

Assessment Item	Implementation status			Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
V. Does the Company establish communication channels and a dedicated section on the Company website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers) to respond to material corporate social responsibility issues in a proper manner?	V		(I) The Company has a spokesman and acting spokesman system, which is staffed by dedicated personnel. The Company's litigation and non-litigation agents are responsible for the disclosure of proxy information and serve as a channel of communication between the Company and its stakeholders. (II) The Company has set up a stakeholder zone on its website to respond to stakeholders' concerns through convenient communication channels.	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
VI. Does the Company commission a professional stock affair agency to manage shareholders' meetings and other relevant affairs?	V		The Company has designated the Shareholding Service Department of Taishin Securities as the stock transfer agent.	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
VII. Information disclosure (I) Does the Company establish a website to disclose information on financial operations and corporate governance?	V		(I) The Company's website ( <a href="http://www.glthome.com">http://www.glthome.com</a> ) has a corporate governance and investment zone, which contains information about the Company's corporate governance and financial operations.	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
(II) Does the Company adopt other means of information disclosure (such as establishing an English language website, delegating a professional to collect and disclose company information, implement a spokesperson system, and disclosing the process of investor conferences on the Company website)?	V		(II) The Company regularly announces financial information on the Market Observation Post System to ensure that information that may affect shareholders' and stakeholders' decisions is disclosed in a timely and appropriate manner. The Company also has a spokesperson system to handle questions and answers from investors and shareholders, and discloses financial information and corporate presentation information on the Company's website in a timely manner.	
(III) Does the Company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly sales results, before the prescribed time limit?	V		(III) The Company's 2024 annual financial report was approved by the Board of Directors on February 27, 2025 and uploaded to the Market Observation Post System at the same date. The Company announced and reported Q1, Q2, and Q3 financial statements, as well as monthly sales results, ahead of the prescribed deadlines.	

Assessment Item	Implementation status		Summary	Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																																												
	Yes	No																																														
VIII. Does the Company disclose other information to facilitate a better understanding of its corporate governance (including but not limited to employee's rights, employee care, investor relations, supplier relations, stakeholders' rights, further studies of directors and supervisors, implementation of risk management policies and measurement standards, implementation of customer policies and purchase of liability insurance for the directors and supervisors of the Company)?	V		<p>(I) The Company has set up an investor zone and a stakeholder zone on the Company's website to provide employees/investors/customers/suppliers with important information on the Company's labor, financial and business affairs and contact information for responsible personnel on various issues of concern. In addition, an employee and Welfare Committee zone is set up on the Company's internal website to provide employees with various management rules, working codes, activity notices, and channels for employees to complain, so as to safeguard employees' rights and interests and promote harmonious labor-capital relations.</p> <p>(II) Continuing education of directors and supervisors:</p> <table border="1"> <thead> <tr> <th>Title</th> <th>Name</th> <th>Date of Course</th> <th>Organizer</th> <th>Course Title</th> <th>Number of Hours</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Chairman</td> <td rowspan="2">Mang-Shiang Lee</td> <td>22/03/2024</td> <td>Taiwan Stock Exchange (TWSE)</td> <td>CDO Taiwan Launch Event</td> <td>3</td> </tr> <tr> <td>03/05/2024</td> <td>Securities &amp; Futures Institute</td> <td>Promotion Conference for Sustainable Development Practices</td> <td>3</td> </tr> <tr> <td rowspan="2">Corporate Director Representative</td> <td rowspan="2">Jiann-Shiun Lin</td> <td rowspan="2">20/09/2024</td> <td rowspan="2">Taiwan Corporate Governance Association</td> <td>AI and the Open Source Era – An Analysis of Legal Risks for Businesses</td> <td>3</td> </tr> <tr> <td>Building a Sustainable Competitive Advantage through a DEI Culture</td> <td>3</td> </tr> <tr> <td rowspan="2">Director</td> <td rowspan="2">Tzu-Hsin Chang</td> <td>25/09/2024</td> <td>Taipei Exchange (TPEX)</td> <td>Workshop on Equity Compliance for Insiders of TWSE/TPEX-listed Companies - First Session in Taipei</td> <td>3</td> </tr> <tr> <td>05/12/2024</td> <td>Securities &amp; Futures Institute</td> <td>Carbon Trading Mechanisms and Carbon Management Applications</td> <td>3</td> </tr> <tr> <td rowspan="2">Director</td> <td rowspan="2">Ching-Ling Wang</td> <td>07/10/2024</td> <td>Chinese National Association of Industry and Commerce, Taiwan</td> <td>2024 Taishin Net Zero Forum</td> <td>3</td> </tr> <tr> <td>26/11/2024</td> <td>Taiwan Corporate Governance Association</td> <td>Analysis of Unethical Corporate Management and Securities Violations</td> <td>3</td> </tr> </tbody> </table>	Title	Name	Date of Course	Organizer	Course Title	Number of Hours	Chairman	Mang-Shiang Lee	22/03/2024	Taiwan Stock Exchange (TWSE)	CDO Taiwan Launch Event	3	03/05/2024	Securities & Futures Institute	Promotion Conference for Sustainable Development Practices	3	Corporate Director Representative	Jiann-Shiun Lin	20/09/2024	Taiwan Corporate Governance Association	AI and the Open Source Era – An Analysis of Legal Risks for Businesses	3	Building a Sustainable Competitive Advantage through a DEI Culture	3	Director	Tzu-Hsin Chang	25/09/2024	Taipei Exchange (TPEX)	Workshop on Equity Compliance for Insiders of TWSE/TPEX-listed Companies - First Session in Taipei	3	05/12/2024	Securities & Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3	Director	Ching-Ling Wang	07/10/2024	Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net Zero Forum	3	26/11/2024	Taiwan Corporate Governance Association	Analysis of Unethical Corporate Management and Securities Violations	3	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
Title	Name	Date of Course	Organizer	Course Title	Number of Hours																																											
Chairman	Mang-Shiang Lee	22/03/2024	Taiwan Stock Exchange (TWSE)	CDO Taiwan Launch Event	3																																											
		03/05/2024	Securities & Futures Institute	Promotion Conference for Sustainable Development Practices	3																																											
Corporate Director Representative	Jiann-Shiun Lin	20/09/2024	Taiwan Corporate Governance Association	AI and the Open Source Era – An Analysis of Legal Risks for Businesses	3																																											
				Building a Sustainable Competitive Advantage through a DEI Culture	3																																											
Director	Tzu-Hsin Chang	25/09/2024	Taipei Exchange (TPEX)	Workshop on Equity Compliance for Insiders of TWSE/TPEX-listed Companies - First Session in Taipei	3																																											
		05/12/2024	Securities & Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3																																											
Director	Ching-Ling Wang	07/10/2024	Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net Zero Forum	3																																											
		26/11/2024	Taiwan Corporate Governance Association	Analysis of Unethical Corporate Management and Securities Violations	3																																											

Assessment Item	Implementation status				Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons																												
	Yes	No	Summary																														
			<table border="1"> <tr> <td rowspan="2">Independent Director</td> <td rowspan="2">Su-Lee Wen Tsai</td> <td>01/03/2024</td> <td rowspan="2">Taiwan Corporate Governance Association</td> <td>How the Audit Committee Interprets and Utilizes Audit Quality Indicators (AQI)</td> <td>3</td> </tr> <tr> <td>26/04/2024</td> <td>How to Read Financial Statements - A Lesson for Board Members and Supervisors Without a Financial Background</td> <td>3</td> </tr> <tr> <td rowspan="2">Independent Director</td> <td rowspan="2">Ho-Hsiang Hsu</td> <td>07/10/2024</td> <td>Chinese National Association of Industry and Commerce, Taiwan</td> <td>2024 Taishin Net Zero Forum</td> <td>3</td> </tr> <tr> <td>19/11/2024</td> <td>Securities &amp; Futures Institute</td> <td>Sustainability Development Committee and Chief Sustainability Officer Roundtable</td> <td>3</td> </tr> <tr> <td rowspan="2">Independent Director</td> <td rowspan="2">Ching-Yi Chang</td> <td>18/01/2024</td> <td>Accounting Research and Development Foundation</td> <td>Corporate ESG: Environment, Social, and Governance — Legal Cases and Liabilities Analysis</td> <td>3</td> </tr> <tr> <td>13/06/2024</td> <td>Securities &amp; Futures Institute</td> <td>Board's Role in Corporate Sustainability: Fostering and Developing Talent</td> <td>3</td> </tr> </table>	Independent Director	Su-Lee Wen Tsai	01/03/2024	Taiwan Corporate Governance Association	How the Audit Committee Interprets and Utilizes Audit Quality Indicators (AQI)	3	26/04/2024	How to Read Financial Statements - A Lesson for Board Members and Supervisors Without a Financial Background	3	Independent Director	Ho-Hsiang Hsu	07/10/2024	Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net Zero Forum	3	19/11/2024	Securities & Futures Institute	Sustainability Development Committee and Chief Sustainability Officer Roundtable	3	Independent Director	Ching-Yi Chang	18/01/2024	Accounting Research and Development Foundation	Corporate ESG: Environment, Social, and Governance — Legal Cases and Liabilities Analysis	3	13/06/2024	Securities & Futures Institute	Board's Role in Corporate Sustainability: Fostering and Developing Talent	3	
Independent Director	Su-Lee Wen Tsai	01/03/2024	Taiwan Corporate Governance Association			How the Audit Committee Interprets and Utilizes Audit Quality Indicators (AQI)		3																									
		26/04/2024		How to Read Financial Statements - A Lesson for Board Members and Supervisors Without a Financial Background	3																												
Independent Director	Ho-Hsiang Hsu	07/10/2024	Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net Zero Forum	3																												
		19/11/2024	Securities & Futures Institute	Sustainability Development Committee and Chief Sustainability Officer Roundtable	3																												
Independent Director	Ching-Yi Chang	18/01/2024	Accounting Research and Development Foundation	Corporate ESG: Environment, Social, and Governance — Legal Cases and Liabilities Analysis	3																												
		13/06/2024	Securities & Futures Institute	Board's Role in Corporate Sustainability: Fostering and Developing Talent	3																												
			<p>(III) Implementation of risk management policy and risk measurement standards: Before the Company's board meeting, the management will report the financial status to the Board of Directors and the directors will provide professional opinions, including the possible risks for the management's reference. Based on the risk assessment and measurement, the Audit Office regularly proposes an audit plan, which is submitted to the Board of Directors for approval and implemented accordingly. The actual audit status and report shall be reviewed by the members of the Audit Committee. In addition, after completing the annual internal control self-assessment, the relevant departments of the Company will report the statement of internal control system in accordance with the regulations of the TWSE and reveal it in the annual report of the shareholders' meeting.</p> <p>The Company regularly takes out directors' liability insurance each year and reported the period, amount and contents of the insurance to the Board of Directors on December 18, 2024.</p>																														

Assessment Item	Implementation status		Summary	Deviations from Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No		
IX. Improvements made in the most recent fiscal year in response to the results of corporate governance evaluation conducted by the Corporate Governance Center of the Taiwan Stock Exchange Corporation, and improvement measures and plans for items yet to be improved.				
(I) The Company continues to work on issues and measures related to the corporate governance evaluation indicators, such as greenhouse gas checking and ESG program promotion.				
(II) The Company was ranked 21%~35% in the 2023 Annual Corporate Governance Assessment for TWSE/TPEX-Listed Companies held by the Taiwan Stock Exchange and will continue to strengthen and improve its corporate governance to protect the rights and interests of investors and other stakeholders.				

2.3.7 Implementation of the promotion of sustainable development and the differences and reasons from the Sustainable Development Best Practice Principles for TWSE or TPEX Listed Companies

Promoted Item	Status of Implementation		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof						
	Yes	No								
I. Does the Company establish a governance structure to promote sustainable development, and set up a full-time (part-time) unit to promote sustainable development, which is authorized by the Board of Directors to be handled by senior management, and the supervision of the Board of Directors ?	√		On August 13, 2024, the Board of Directors of the Company approved the establishment of a Sustainable Development Committee. The committee has created three task groups: "Environmental Sustainability," "Social Inclusion," and "Corporate Governance." These groups will support the implementation and management of the resolutions and directives issued by the Sustainable Development Committee, develop execution plans and address other sustainability-related matters, and report the results of their efforts back to the committee. To advance the Company's sustainability goals and strengthen sustainable governance, a quarterly progress report on the execution of the greenhouse gas inventory will be submitted to the Board of Directors. In addition, on December 18, 2024, a comprehensive report will be presented to the Board covering the status of sustainability goals, risk management, intellectual property management, information security risk management, corporate integrity practices, and stakeholder engagement. The Board of Directors conducts annual oversight of the responsible units and regularly monitors and evaluates the feasibility of implementation. It also reviews strategic progress on an ongoing basis and provides timely recommendations for improvement.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.						
II. Has the Company assessed the environmental, social, and corporate governance risks related to its operations based on the principle of materiality and established related risk management policies or strategies?	√		<p>On August 13, 2024, the Board of Directors of the Company approved amendments to certain provisions of the "Risk Management Policy," which was renamed the "Risk Management Policies and Procedures." The Audit Committee has been incorporated into the risk management organizational structure to assist the Board in fulfilling its risk management responsibilities. A Risk Management Team has been established under the Committee, which will work with the Environmental Sustainability, Social Inclusion, and Corporate Governance Team to conduct risk assessments of environmental, social, and corporate governance issues related to the Group's operations (including consolidated entities) based on the principle of materiality. Management activities will be adjusted according to the results of the assessments, and an annual report on management execution will be presented to the Board.</p> <p>The following is a report to the Board of Directors on the status of sustainability and risk management operations as of December 18, 2024</p> <table border="1"> <thead> <tr> <th>Risk type</th> <th>Breakdown of risk</th> <th>Performance of management</th> </tr> </thead> <tbody> <tr> <td>Operations and environment</td> <td>Business interruptions, supply chain disruptions, damage to</td> <td>                     1.The Company has secured insurance coverage for business interruption and machinery and equipment to partially transfer potential risks. Additionally, a mutual backup mechanism has been established among production plants to enable swift resource allocation and maintain stable operations in the event of unforeseen incidents.                      2.Periodically conduct audits of contractors and suppliers, ensuring that                 </td> </tr> </tbody> </table>	Risk type	Breakdown of risk	Performance of management	Operations and environment	Business interruptions, supply chain disruptions, damage to	1.The Company has secured insurance coverage for business interruption and machinery and equipment to partially transfer potential risks. Additionally, a mutual backup mechanism has been established among production plants to enable swift resource allocation and maintain stable operations in the event of unforeseen incidents. 2.Periodically conduct audits of contractors and suppliers, ensuring that	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
Risk type	Breakdown of risk	Performance of management								
Operations and environment	Business interruptions, supply chain disruptions, damage to	1.The Company has secured insurance coverage for business interruption and machinery and equipment to partially transfer potential risks. Additionally, a mutual backup mechanism has been established among production plants to enable swift resource allocation and maintain stable operations in the event of unforeseen incidents. 2.Periodically conduct audits of contractors and suppliers, ensuring that								

Promoted Item	Status of Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
			<p>property and equipment, responsibilities of contractors/subcontractors, and policies related to climate change</p> <p>there are at least two qualified suppliers for each main material, in order to mitigate procurement risks and enhance supply chain stability.</p> <p>3.The Company has obtained the ISO 14064-1 greenhouse gas inventory verification statement for 2023 and provides quarterly updates on the inventory progress to the Board of Directors.</p> <p>4.Select energy-efficient and water-saving equipment, and transition all internal processes to an online approval system, replacing traditional paper-based methods. This initiative aims to reduce electricity consumption and carbon emissions. The Company is continually enhancing its manufacturing processes, prioritizing the physical and mental well-being of its employees, and fostering a more supportive work environment.</p>	
			<p>Social risks</p> <p>Occupational safety and health, transmission of major infectious diseases, and labor human rights</p> <p>1.Two licensed factory nurses are on-site, working alongside the factory physician to provide monthly services. In 2024, a total of 16 on-site sessions were held, resulting in 259 individual consultations.</p> <p>2.In 2024, a comprehensive health examination was conducted for employees, with a total of 399 colleagues participating, resulting in a participation rate of 100%. Furthermore, a specialized health examination addressing noise, dust, and ionizing radiation was conducted for 32 colleagues, also achieving a participation rate of 100%.</p> <p>3.Five health promotion events and seminars were held, along with the establishment of yoga and aerobic strength training clubs. Healthy meal options were promoted, and a monthly employee health advocacy newsletter was issued.</p> <p>4.In 2024, the Company obtained the Healthy Workplace Certification and Promotion Mark.</p> <p>5.In 2024, we held regular Occupational Safety and Health Committee and ISO14001 &amp; ISO45001 System Continuation Promotion Meetings to provide quarterly progress reports to the committee members and labor representatives.</p> <p>6.Annual public safety inspections and fire maintenance reports for the building are conducted. In 2024, one self-defense fire drill and one full-factory evacuation drill were held. Monthly newsletters were used to promote safety and health, environmental management, fire safety, workplace friendliness (including prevention of illegal infringements,</p>	

Promoted Item	Status of Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
			<p>gender equality, and sexual harassment), and road safety awareness. Several in-service training sessions were held in 2024, with 760 participants.</p> <p>7. In 2024, no occupational accidents were reported at the Zhongli Plant, while the Tongluo Plant recorded two occupational accident cases.</p>	
			<p>Governance</p> <p>Interest rate fluctuation risk, credit risk, liquidity risk, law compliance</p> <p>1. In light of the Group's global strategic framework and the significant fluctuations in international markets, our Company's Finance Department maintains continuous communication with banks to monitor exchange rate and interest rate dynamics. Additionally, we promptly adjust foreign currency levels within manageable limits to effectively minimize foreign exchange risk.</p> <p>2. With regard to banking credit risk, all Group companies have selected well-rated financial institutions as their banking partners, including Taipei Fubon Bank, Taishin International Bank and CTBC Bank. In Mainland China, the Group mainly works with the four major state-owned banks, while in Southeast Asia, state-owned or Taiwanese banks are the main banking partners.</p> <p>3. To ensure liquidity and the Group's cash safety level, the Company does not engage in high-risk derivatives, forward foreign exchange and option trading instruments.</p> <p>4. Each unit keeps abreast of the latest policies and legal amendments through various e-newsletters/awareness sessions/external training courses.</p>	
<p>III. Environmental issues</p> <p>(I) Does the Company establish a suitable environmental management system based on the nature of its industry?</p>	V		<p>(I) The Company has established ISO14001 and ISO45001 environmental and safety and health management systems and adheres to the principles of environmental management. In 2024, the Company conducted its 2023 greenhouse gas inventory in accordance with ISO 14064-1:2018 and underwent external verification.</p>	<p>In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.</p>
<p>(II) Does the Company strive to improve energy efficiency and use recycled materials with low impact on the environment?</p>	V		<p>(II) The Company is committed to the production process of low consumption, improving energy utilization, reducing the consumption of raw materials for production and the generation of waste, and promoting green and harmless product activities to provide environmentally friendly products to countries around the world.</p>	

Promoted Item	Status of Implementation		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof																																			
	Yes	No																																					
(III) Does the Company evaluate potential risks and opportunities brought by climate change, and take response measures accordingly?	V		(III) The Company has assessed the potential risks and opportunities that climate change may pose to its current and future operations. This assessment includes the impact of physical risks from extreme weather events, regulatory changes, and shifts in market demand on various business activities. Through the analysis of financial impact scenarios related to risks and opportunities, the Company has developed appropriate risk identification and response measures. In addition, climate change risks have been incorporated into our risk management policies and procedures, strengthening the overall climate governance framework. In terms of opportunities, the Company is actively enhancing resource efficiency and optimizing processes, such as implementing paperless workflows to improve operational effectiveness. At the same time, we continue to focus on low-carbon products and innovative customer service solutions to capitalize on the growth opportunities presented by climate change.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.																																			
(IV) Does the Company collect data for greenhouse gas emissions, water usage and waste quantity in the past two years, and set greenhouse gas emissions reduction, water usage reduction and other waste management policies?	V		<p>(IV) The Company has consistently installed energy-saving equipment in its factories and office spaces to enhance energy efficiency and minimize environmental impact. The following are the statistical data for the past two years, encompassing two plant sites in Taiwan:</p> <p>1. Greenhouse Gas (Unit: metric tons CO<sub>2</sub>e per year)</p> <p>The Company's 2024 greenhouse gas inventory data is preliminary, with plans to complete the second phase of external verification by May 27, 2025</p> <table border="1"> <thead> <tr> <th>Emission source</th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Category I</td> <td>425.5756</td> <td>419.2558</td> </tr> <tr> <td>Category II</td> <td>7,964.4656</td> <td>7,876.7424</td> </tr> <tr> <td>Categories III to VI (Note)</td> <td>13,815.0337</td> <td>18,499.7641</td> </tr> <tr> <td>Total</td> <td>22,205.0749</td> <td>26,795.7623</td> </tr> </tbody> </table> <p>Note: Categories III to VI only investigate specific indicators</p> <p>2. Water Consumption (Unit: kWh)</p> <table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td></td> <td>79,503</td> <td>79,078</td> </tr> </tbody> </table> <p>1. Waste (Unit: metric tons)</p> <table border="1"> <thead> <tr> <th></th> <th>2023</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td></td> <td>112</td> <td>113</td> </tr> <tr> <td>Hazardous Waste</td> <td>0.011</td> <td>0</td> </tr> <tr> <td>Non-Hazardous Waste</td> <td>86.533</td> <td>74.62</td> </tr> <tr> <td>Total</td> <td>86.544</td> <td>74.62</td> </tr> </tbody> </table>		Emission source	2023	2024	Category I	425.5756	419.2558	Category II	7,964.4656	7,876.7424	Categories III to VI (Note)	13,815.0337	18,499.7641	Total	22,205.0749	26,795.7623		2023	2024		79,503	79,078		2023	2024		112	113	Hazardous Waste	0.011	0	Non-Hazardous Waste	86.533	74.62	Total	86.544
Emission source	2023	2024																																					
Category I	425.5756	419.2558																																					
Category II	7,964.4656	7,876.7424																																					
Categories III to VI (Note)	13,815.0337	18,499.7641																																					
Total	22,205.0749	26,795.7623																																					
	2023	2024																																					
	79,503	79,078																																					
	2023	2024																																					
	112	113																																					
Hazardous Waste	0.011	0																																					
Non-Hazardous Waste	86.533	74.62																																					
Total	86.544	74.62																																					

Promoted Item	Status of Implementation		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
IV. Social issues (I) Does the Company set up management policy and procedures according to related laws and regulations and the International Bill of Human Rights?	√		(I) To fulfill the corporate social responsibility, protect the basic human rights of employees and various stakeholders, and comply with the relevant regulations, the Company follows the Universal Declaration of Human Rights, the UN Global Compact, and the ILO Declaration of Fundamental Principles and Rights at Work and has formulated the Human Rights Policy Management Regulation to comply with local labor laws and prevent human rights abuses. Specific management plan: 1. From the time of recruitment, the Company conducts the employment process in accordance with the law, and applicants are required to provide identification documents to the Company in order to eliminate the problem of child labor. 2. The Company implements ISO45001 and regularly cares about and manages the attendance status of employees, avoids force labor, and sets up Special Leave Management Measures, and arranges three to five consecutive days off per year according to their seniority, so that employees can get a full rest after work. 3. The Company has established a complaint hotline and mailbox, and implements ISO45001 management system to regularly conduct safety and health training and employee health checks to provide a friendly and safe working environment. 4. The Company has a hotline and a mailbox to report any discriminatory or disrespectful behavior to the Company's website - Stakeholder Report. 5. In order to help employees maintain physical and mental health and work-life balance, the Company provides various allowances and subsidies for club activities, as shown in Human Resources – GLT's Benefits. 6. The Company regularly conducts human rights protection-related education and training, covering topics such as sexual harassment, stalking harassment and workplace abuse prevention. In 2024, a total of 20 courses were held, with a total of 530 participants completing the training. 7. To create a fair, friendly and anti-discriminatory work environment, the Company has barrier-free facilities and parking spaces for pregnant women in the factory.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Promoted Item	Status of Implementation			Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
(II) Does the Company establish appropriately managed employee welfare measures (include salary and compensation, leave and others), and link operational performance or achievements with employee salary and compensation?	V		(II) The Company follows the <i>Labor Standards Act</i> and related laws and regulations to set up various salary and benefit measures for employees, and pays performance bonuses through regular performance appraisals to share the business results with employees. The Company has also established the Childcare Allowance Management Regulations, which provides a monthly subsidy of NT\$5,000 for each child under 6 years of age. Diversity and equality in the workplace: The Company values gender equality and equal pay, with 64.75% of employees being female and 25.53% being female executives in FY2024.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
(III) Does the Company provide employees with a safe and healthy work environment as well as regular classes on health and safety?	V		(III) The Company attaches great importance to the health of its employees. In addition to conducting labor environment inspections in accordance with the law, the Company also arranges regular health checkups and provides continuous training and promotion to enhance employees' emergency response capability and safety concepts. The Company has 2 full-time nurses and employs an occupational physician to provide health consultation, care for pregnant workers, and inspection of workplace safety, etc. The number of major occupational accidents and fire incidents in FY2024 was 0 per person. It will continue to promote traffic safety and enhance environmental safety to provide a healthy working environment for employees.	
(IV) Does the Company establish an effective competency development career training program for employees?	V		(IV) In order to assist employees' career development and enhance their professional skills, the Company encourages employees to participate in a wide range of education and training programs, including new employee training, general education courses, professional courses, work safety courses and various job-related training courses, in order to effectively cultivate employees' career development.	
(V) Does the Company comply with relevant laws and regulations and international standards, and has a policy and complaint procedure to protect the rights of consumers or customers with respect to the health and safety of customers, customer privacy, marketing and labeling of products and services?	V		(V) The Company strictly adheres to relevant regulations and international standards (such as ISO14001) regarding customer health and safety, customer privacy, marketing, and labeling of our products and services. Our colleagues sign relevant confidentiality clauses upon induction to protect the privacy of the Company and its stakeholders. The Company has also set up a dedicated email address to deal with issues related to the Company's consumer rights complaints, and to handle related complaints in a fair and timely manner.	

Promoted Item	Status of Implementation		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(VI) Does the Company establish a supplier management policy, does it require suppliers to comply with regulations on environmental protection, occupational safety and health, and labor rights, and what is its implementation status?	V		(VI) The Company has established Supplier Management Procedures to implement corporate social responsibility with suppliers in the areas of environmental protection, occupational safety and health, and human rights protection. It also evaluates suppliers according to the Green Supplier Evaluation Form, which includes compliance with laws and regulations, environmental protection requirements, and green environmental protection laws and regulations.	
V. Does the Company prepare sustainable development report and other reports that disclose non-financial information by following international reporting standards or guidelines? Has the said Report acquired third party verification?	V		The Company follows the Global Reporting Initiative (GRI) Standards, the 'Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies,' and the Sustainability Accounting Standards Board (SASB) standards. In addition, the Task Force on Climate-related Financial Disclosures (TCFD) framework is applied in the preparation of the 2024 Sustainability Report. The Company plans to engage TUV NORD Taiwan Co., Ltd. for verification in June 2025.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
<p>VI. If the Company has its own code of practice for sustainable development in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe the differences between its operation and the code:</p> <p>In accordance with the file T.Z.Z.L.Z. No. 11000241731 from the TWSE, the Company's Board of Directors approved the amendment to some provisions of the Corporate Social Responsibility Best Practice Principles on October 28, 2022 and renamed it as the Sustainable Development Best Practice Principles, which is in line with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.</p>				
<p>VII. Other important information to help understand the implementation of sustainable development:</p> <ol style="list-style-type: none"> <li>1. On May 28, 2024, a hybrid shareholders' meeting was held, and shareholders' participation in the meeting was not restricted to the location in order to protect shareholders' rights.</li> <li>2. On July 11, 2024, during the 12th Taiwan Bike Angel Association Charity Tour, our Company donated NT\$600 million to support the Taiwan Bike Angel Association. This contribution is dedicated to helping underprivileged youth in rural areas through sports education. It provides middle and elementary school students with the opportunity to expand their horizons and enhance their learning experiences through athletic activities, fostering greater opportunities for personal growth and development.</li> <li>3. On December 11, 2024, our Company, in collaboration with partners from the e-paper ecosystem, created a mobile library with e-book readers for 40 elementary schools in Yunlin County. We also donated e-books worth a total of NT\$300,000 to promote the widespread adoption of digital reading education.</li> <li>4. In 2024, the Company invested NT\$500,000 to support the creative development of artists and students through engagement in technology, art-friendly environments, and innovative projects. The company will also utilize its employee social space as a venue for exhibitions and performances, enriching employees' artistic learning and cultural literacy.</li> <li>5. GLT-Shanghai purchased green power to reduce the proportion of thermal power generation and prevent environmental pollution from worsening. ower generation and mitigate environmental pollution. Please see page 80 of the annual report for details on the investment amount.</li> </ol>				

## 2.3.8 Company Climate-related Information

### (1) Execution Status of Climate-related Information

Item	Status of Implementation
1. Description of the Board's and management's oversight and governance of climate-related risks and opportunities.	The Risk Management, Environmental Sustainability, Social Inclusion, and the Corporate Governance Team of the Company conduct annual risk assessments on environmental, social, and corporate governance issues related to the Group (including consolidated and parent company only financial statements) according to established principles. This includes relevant policies on climate change. The management consistently monitors and evaluates the feasibility of implementation, and reports on sustainable development and risk management to the Board of Directors annually. The Board of Directors oversees the accountable departments and offers timely improvement recommendations based on the report findings, while also regularly reviewing the progress of strategies.
2. parent company only how identified climate risks and opportunities impact the Company's business, strategy, and finances in the short-term, medium-term, and long-term.	With sustainable development has becoming a crucial objective for business operations, the Company actively participates in green manufacturing, taking into account the principles of circular economy, energy conservation, and carbon reduction in our product design and production processes. Furthermore, the Company prioritizes the use of energy-saving and water-saving equipment. In the future, there are plans to install solar panels on the factory premises. Once the risks and opportunities have been identified, appropriate risk and business strategies will be implemented.
3. Description of the financial impact from extreme climate events and transition actions.	In order to prevent business interruptions and damage to property and equipment caused by extreme weather events, the Company has already taken out a property insurance to transfer a portion of the potential risks. Additionally, an emergency response plan has been formulated and inter-plant backup production capacity mechanisms have been put in place. The financial implications of these transition actions encompass expenses related to enhancing energy efficiency and conducting research and development for low-carbon product designs.
4. Description of how the process of identifying, assessing, and managing climate risks will be integrated into the overall risk management system.	The Company identifies, assesses, and manages various risks in accordance with internal management regulations. On August 13, 2024, the Board of Directors approved partial amendments to the "Risk Management Policy," and the policy was renamed as the "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, to enhance operational execution. In addition, the Audit Committee has been incorporated into the Company's risk management organizational structure to assist the Board of Directors in fulfilling its risk oversight responsibilities.
5. When assessing resilience to climate change risks using scenario analysis, it is essential to provide a clear explanation of the scenario, parameters, assumptions,	No assessment of scenario analysis was used, so it is not applicable.

Item	Status of Implementation
analysis factors, and significant financial impacts.	
6. If there is a transition plan in place to address climate-related risks, please provide the details of the plan, including the indicators and objectives used to identify and manage both physical and transitional risks.	No transition plan is in place to manage climate-related risks currently, so it is not applicable.
7. If internal carbon pricing is used as a planning tool, the basis for determining the price should be explained.	No internal carbon pricing is used as a planning tool, so it is not applicable.
8. If climate-related goals are set, information on the activities covered, the scope of GHG emissions, the planning schedule, annual progress, and any other relevant information should be described.; if carbon offsetting or renewable energy certificates (RECs) are utilized to meet these goals, the source and quantity of carbon offsets or the quantity of renewable energy certificates (RECs) should be described.	No climate-related goals have been set for the time being, so it is not applicable.
9. Inventory and assurance of GHG, reduction goals, strategies, and specific action plans (to be completed in sections 1-1 and 1-2).	<p>According to Order Jin-Guan-Zheng-Fa-Zi No. 11203852314 issued by the Financial Supervisory Commission on November 13, 2023, the Company is obligated to disclose inventory information, carbon reduction goals, strategies, and specific action plans starting from 2027, as well as assurance information disclosure starting from 2029, thus the requirement is currently not applicable.</p> <p>In accordance with the ISO 14064-1: 2018 greenhouse gas inventory standard issued by the International Organization for Standardization (ISO), our Company has established a greenhouse gas inventory system. Starting from 2023, we will conduct annual greenhouse gas emissions inventories for the two Taiwan-based factories within the Group. The inventory data can be found on page 43 of the annual report.</p> <p>The greenhouse gas inventory data for 2023 has been verified by the third party assurance organization TUV NORD Taiwan Co., Ltd. in accordance with ISO 14064-3: 2019 standards, completed on May 13, 2024. The assurance opinion for Category 1 and Category 2 is reasonable assurance, while the assurance opinion for Category 3 is limited assurance. The greenhouse gas inventory data for 2024 is scheduled to undergo a two-stage external verification, which will be completed by May 27, 2025.</p>

2.3.9 Ethical Corporate Management and Deviations from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons

Assessment Item			Implementation status	Deviation from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons for Deviation
	Yes	No	Summary	
I. Stipulating policies and plans for ethical corporate management				
(I) Does the Company establish an ethical corporate management policy approved by the Board of Directors, and declare its ethical corporate management policy and measures in its regulations and external documents, as well as the commitment of its Board and management to implementing the management policies?	V		(I) The Company has formulated the Ethical Corporate Management Best Practice Principles and the Procedures and Guide to Practices of Ethical Corporate Management, which stipulate that directors, managers, employees and persons with substantial control ability should avoid conflicts of interest and gaining personal profits.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.
(II) Does the Company establish mechanisms for assessing the risk of unethical conduct, periodically analyze and assess operating activities within the scope of business with relatively high risk of unethical conduct, and formulate an unethical conduct prevention plan on this basis, which at least includes preventive measures for conduct specified in Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		(II) The Company's Ethical Corporate Management Best Practice Principles has specifically covered the provisions of Article 7, paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies or business activities with high risk of dishonest behavior. The Company strengthens the relevant preventive measures through the operation method and the Company's internal control establishment, and strengthening education and training and internal publicity.	
(III) Does the Company specify operating procedures, guidelines for conduct, punishments for violation, rules of appeal in the unethical conduct prevention plan, and does it implement and periodically review and revise the plan?	V		(III) The relevant operating procedures and disciplinary and appeal systems for violations are clearly defined in the Procedures and Guide to Practices of Ethical Corporate Management of the Company, and the Company will continue to strengthen publicity and guidance to all employees to ensure their implementation.	

Assessment Item			Implementation status	Deviation from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons for Deviation
	Yes	No	Summary	
II. Implementing ethical corporate management (I) Does the Company evaluate business partners' ethical records and include ethics-related clauses in the business contracts signed with the counterparties? (II) Does the Company establish an exclusively dedicated unit supervised by the Board of Directors to be in charge of ethical corporate management and report to the Board of Directors the implementation of ethical corporate management policies and prevention programs on a regular basis (at least once a year)?	V		(I) Before engaging in various commercial activities, the Company has conducted credit checks on customers/manufacturers, checked their integrity status, and explicitly stipulated integrity clauses in the contract.  (II) The HR Department is the Company's unit responsible for ethical corporate management policies, handling the revision, implementation and supervision of management measures, and reported to the Board of Directors on December 18, 2024. The annual performance of duties is described as follows: 1. Sign the Letter of Integrity Commitment for Contractors with manufacturers every year. 2. Perform regular integrity policy promotion and training. On December 23, 2024, a briefing was held to department heads to discuss the importance of ethical corporate management best practice principles, which include preventive actions, execution direction, and handling of unethical behaviors. The training lasted for 0.5 hour and a total of 45 participants participated. 3. Each colleague signed a Fair Competition Contract. 4. Develop a whistle-blowing system and ensure its implementation effectiveness. 5. Assist the Board of Directors in supervising the management in review and evaluation of whether the preventive measures established for ethical corporate management are functioning effectively; regularly evaluate the status of compliance based on relevant business processes.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.

Assessment Item			Implementation status	Deviation from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons for Deviation
	Yes	No	Summary	
(III) Does the Company establish policies preventing conflict of interests, provide proper channels of appeal, and enforce these policies and channels accordingly?	V		(III)The Company has established the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct, which stipulate that directors, managerial officers, and employees should avoid conflicts of interest when handling official duties. If any violations of these regulations are found, they can report to the head of the HR Department or through the Company’s reporting mailbox or intranet complaint box.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.
(IV) Does the Company establish effective accounting systems and internal control systems to implement ethical corporate management, with the internal audit unit being responsible for devising relevant audit plans based on the results of assessment of any unethical conduct risk, examining accordingly the compliance with the prevention programs, or engaging CPAs to carry out the audit?	V		(IV)The Company actively implements ethical corporate management, and internal auditors regularly inspect the actual compliance situation in accordance with accounting systems, internal control systems, and relevant regulations, and report to the Board of Directors.	
(V) Does the Company regularly organize internal and external training for ethical corporate management?	V		(V) Ethical corporate management education and training are mandatory courses for new employees, and the Company also strengthened its promotion to employees through a briefing on December 23, 2024.	
III. Status for enforcing whistleblowing systems in the Company				In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.
(I) Does the Company establish a specific whistleblowing and reward system, set up convenient whistleblowing channels, and designate appropriate personnel to handle the investigations, depending on the identity of the person being reported?	V		(I) The Company provides employees with sufficient appeal rights. In case of dishonesty, unfairness, etc., they can report through appeal channels such as email or employee complaint boxes. The Company will procure the HR Department or Chief Internal Auditor to handle it in a cautious and proactive manner.	
(II) Does the Company establish standard investigation operation and procedure for whistleblowing matters and relevant protective mechanisms?	V		(II) The Company specifies the reporting method and handling procedures in Article 21 of the Procedures and Guide to Practices of Ethical Corporate Management, and will keep the acceptance record confidential.	

Assessment Item			Implementation status	Deviation from the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies" and Reasons for Deviation
	Yes	No	Summary	
(III) Does the Company adopt protection against inappropriate disciplinary actions for the whistleblower?	V		(III) The relevant personnel of the Company handling whistleblowing shall declare in writing that they will keep the identity and content of the whistleblower confidential, and promise to protect the whistleblower from improper treatment due to the whistleblowing.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies
IV. Enhancing information disclosure Does the Company disclose the contents and effectiveness of its Code of Conduct on its website and the Market Observation Post System?	V		In order to protect shareholders' rights and interests, the Company exposes on its website the Ethical Corporate Management Best Practice Principles, the Procedures and Guide to Practices of Ethical Corporate Management and promotional content.	In line with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies.
V. Where the Company has stipulated its own ethical corporate management best practices according to the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies," please describe any differences between the prescribed best practices and the actual activities taken by the Company: No significant difference.				
VI. Other important information to facilitate better understanding of the Company's ethical corporate management: (e.g., review of and amendments to ethical corporate management policies) None.				

2.3.10 Other important information that can promote understanding of the Company's corporate governance operations: None.

## 2.3.11 Implementation Status of Internal Control System:

### (1) Statement of Internal Control System

Global Lighting Technologies Inc.  
Statement of Internal Control System



Date: February 27, 2025

Based on the results of the self-assessment of the Company's internal control system for the year ended December 31, 2024, the Company declares the following:

- I. The Company acknowledges that the Company's Board of Directors and managers are responsible for the implementation and maintenance of the internal control system, and that the Company has already established such a system. Its purpose is to reasonably ensure that operational effectiveness and efficiency (including income, performance, and asset safety) and reporting are reliable, timely, and transparent, as well as to ensure compliance with relevant regulations and laws.
- II. The internal control system has inherent constraints, and no matter how comprehensive its design may be, an effective internal control system is only capable of providing adequate assurance for achieving the above-mentioned objectives. In addition, the effectiveness of the internal control system may change with the environment and different situations. Nevertheless, the Company's internal control system contains self-monitoring mechanisms and the Company takes immediate remedial actions in response to any identified deficiencies.
- III. The Company determines the effectiveness of the design and implementation of its internal control system in accordance with the items in "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Governing Regulations") that are related to the effectiveness of internal control systems. The criteria adopted by the Regulations identify 5 components of internal control based on the process of management control: 1. control environment; 2. risk assessment; 3. control activities; 4. information and communication; and 5. monitoring operations. Each constituent element includes a number of categories. Please refer to "Governing Regulations" for details.
- IV. The Company has already adopted the aforementioned internal control system assessment items to evaluate the effectiveness of internal control system design and implementation.
- V. Based on the results of the determination in the preceding paragraph, the Company is of the opinion that, as of December 31, 2024, the internal control system (including the supervision and management of subsidiaries), including the design and implementation of the internal control system relating to the effectiveness and efficiency of the operations, reliability, timeliness, and transparency of reporting, and compliance with applicable laws and regulations, is effective and can reasonably assure the achievement of the foregoing goals.
- VI. This statement of declaration shall be the primary content of the Company's Annual Report and prospectus, and shall be made available to the public. Falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- VII. This statement has been approved by the Board of Directors of the Company on February 27, 2025. Among the 7 directors present, 0 of them dissented. The rest all consented to the contents of this statement.

Global Lighting Technologies Inc.

Chairman: Mang-Shiang Lee



President: Chung-Lin Tsai



(2) Internal Auditor’s Report of the Internal Control System (ICS): None.

2.3.12 Key resolutions adopted by the Shareholders' Meeting and the Board of Directors in the most recent fiscal year up to the publication date of this annual report:

(1) Important resolutions of the Board of Directors:

Date of Board Meeting	Material Resolutions
26/2/2024 The 1st regular meeting	Approved the proposal of the Remuneration Committee on the distribution of compensation for directors and employees in 2023
	Approved GLT’s 2023 Business Report and Financial Statements
	Approved the proposal for 2023 earning distribution
	Approved the 2023 Statement on Internal Control System
	Approved the proposal for preliminary land acquisition project for factory investment in Thailand
	Approved the proposal for amendments to the “Rules of Procedure for Board of Directors Meetings”
	Approved the proposal for amendments to the “Audit Committee Charter”
	Approved the proposal for amendments to the “Procedures for Ethical Management and Guidelines for Conduct”
	Approved the proposal for determining the date, venue, method and other relevant matters regarding the 2024 regular shareholders’ meeting
7/5/2024 The 2nd regular meeting	Approved the proposal for the change of CPAs
	Approved the proposal for the independence and suitability evaluation of CPAs
	Approved the proposal for CPAs’ audit fees for FY2024
	Approved GLT’s 2024 Q1 consolidated financial statements
	Approved the proposal for the establishment of a subsidiary in Thailand and acquisition of land ownership
Approved the proposal for the capital increase of Sensel Inc.	
13/8/2024 The 3rd regular meeting	Approved GLT’s 2024 Q2 consolidated financial statements
	Approved the proposal for the establishment of Sustainable Development Committee
	Approved the proposal for amendments to the “Risk Management Policy” and its renaming to “Risk Management Policy and Procedures”
	Approved the proposal for amendments to the “Audit Committee Charter”
5/11/2024 The 6th regular meeting	Approved GLT’s 2024 Q3 consolidated financial statements
	Approved the proposal for the appointment of the Company’s Chief Internal Auditor
	Approved the establishment of the Company's "Procedures for the Preparation and Assurance of the Sustainability Report"
18/12/2023 The 7th regular meeting	Approved the establishment of the Company's "Sustainability Information Management Guidelines"
	Approved the 2024 operating plan
	Approved the 2024 audit plan
	Approved the proposal for the 2025 determination of the Company’s risk control limit for loans to others
	Approved the Remuneration Committee’s proposal on managerial officers’ year-end bonus distribution in 2024
27/2/2025 The 1st regular meeting	Approved the proposal for amendments to the "General Principles of Internal Control System" and "Implementation Rules for Internal Audit"
	Approved the proposal of the Remuneration Committee on the distribution of compensation for directors and employees in 2024
	Approved GLT’s 2024 Business Report and Financial Statements
	Approved the 2024 Statement on Internal Control System
Approved the proposal for election of the Directors, including Independent Directors	

Date of Board Meeting	Material Resolutions
	Approved the proposal for amendments to the “Articles of Incorporation”
	Approved the proposal for determining the date, venue, method and other relevant matters regarding the 2025 regular shareholders’ meeting
9/4/2025	Approved the proposal for 2024 earning distribution
	Approved the proposal for the nomination of Directors and Independent Directors
	Approved the proposal for lifting the non-competition restrictions on the newly elected directors and their representatives.
	Approve the proposal for the appointment, audit fees, independence, and suitability assessment of the CPAs for FY 2025

(2)Material resolutions of the shareholders' meeting:

Date of Meeting	Summary of important proposals	Status of Implementation
28/5/2024	Retification of the Business Report and Financial Statements of 2024.	The proposal was approved by vote.
	Retification of the proposal for distribution of 2024 profits.	The proposal was approved by vote, and July 27, 2024 was determined as the distribution base date, and August 16, 2024 was determined as the distribution date. (Cash dividend of NT\$1.5 per share)

2.3.13 For the most recent year and up to the date of publication of the annual report, if a director or supervisor has different opinions on important resolutions passed by the Board of Directors and there are records or written statements, the main content is: none.

2.4 Information on CPA Professional Fees

Unit: NT\$ thousands

Name of the CPA Firm	Name of CPA	Audit period	Audit fees	Non-audit fees					Remarks
				System design	Business registration	Human resources	Others (Remarks)	Subtotal	
Deloitte & Touche	Chao-Mei Chen	1/1/2024~31/12/2024	5,600	-	-	-	265	265	Transfer Pricing
	Chiang-Shiun Chen								

2.4.1 Where the CPA firm was replaced, and the audit fees in the fiscal year, when the replacement was made, were less than that in the previous fiscal year before replacement, the amount of audit fees paid before/after replacement and reasons for paying this amount shall be disclosed: None.

2.4.2 Where accounting fee paid for the year was more than 10% of the previous year, the sum, proportion, and cause of the reduction shall be disclosed: None.

2.5 Information on replacement of CPAs:

2.5.1 Regarding the former CPA

Date of Change	May 7, 2024		
Reason for Replacement and Explanation	Adjustment of Internal Office Structure		
This statement indicates that the principal or CPA may terminate or decline the appointment.	Principal	CPA	Appointed Party
	Voluntary termination of appointment	Not applicable	Not applicable
	No longer accepting (continuing) the appointment	Not applicable	Not applicable
Opinions and reasons for issuing audit reports with non-qualified opinions in the past two years	No such circumstances		
Whether there are any differing opinions with the issuer	Yes	-	Accounting principles or practices
	Yes	-	Disclosure of financial report
	Yes	-	Scope or steps of the audit
	Yes	-	Others
	None	V	
	Description: None		
Other disclosure matters (Items 4 to 7 of Subparagraph 1, Paragraph 6, Article 10 of this guideline that should be disclosed)	None		

2.5.2 Regarding the successor CPA

Name of Firm	Deloitte & Touche
Name of CPA	Chao-Mei Chen, Chiang-Hsun Chen
Date of Appointment	May 7, 2024
Matters of consultation and outcomes regarding the accounting treatment methods or principles for specific transactions prior to the appointment, as well as any potential opinions on the issuance of financial reports	None
The successor CPAs written opinion on matters of disagreement with the predecessor CPA	None

2.5.3 Content of the reply letter from the predecessor CPA regarding Article 10, paragraph 6, items 1 and 2(3) of the Regulations: N/A

2.6 The Company's directors, general manager, managerial officer in charge of finance or accounting who has served in a CPA's accounting firm or its affiliated companies in the most recent fiscal year: None

2.7 Equity Transfer or Changes in Equity Pledged by the Company's Directors, Managerial Officers or Shareholders with Shareholding Percentage Exceeding Ten (10) Percent in the Most Recent Fiscal Year up to the Publication Date of this Annual Report: None

Changes in shareholdings of Directors, Supervisors, managerial officers and substantial shareholders  
Unit: Shares

Title	Name	2024		2025 up to March 30	
		Increase (decrease) in number of shares held	Increase (decrease) in number of shares pledged	Increase (decrease) in number of shares held	Increase (decrease) in number of shares pledged
Chairman	Mang-Shiang Lee	-	-	-	-
Director	Wistron Corporation	-	-	-	-
	Representative: Jiann-Shiun Lin	-	-	-	-
Director	Tzu-Hsin Chang	-	-	-	-
Director	Ching-Ling Wang	-	-	-	-
Independent Director	Su-Lee Wen Tsai	-	-	-	-
Independent Director	Ho-Hsiang Hsu	-	-	-	-
Independent Director	Ching-Yi Chang	-	-	-	-
Major Shareholder	Mang-Shiang Lee	-	-	-	-
Major Shareholder	Wistron Corporation	-	-	-	-
General Manager	Chung-Lin Tsai	-	-	-	-
Chief Plant Manager	Chien-Ming Sung	-	-	-	-
Associate Manager	Jui-Ling Huang	-	-	-	-
Associate Manager	Mei-Chen Chuang	-	-	-	-

Equity transferred to related party: None.

Equity pledged to related party: None.

2.8 Relationship Information, if among the Company's Top 10 Shareholders any one is a Related Party, Spouse or a Relative within the Second Degree of Kinship

Unit: Share; %

NAME	Personal shareholding		Shares Held by Spouse and Underage Children		Shares held in the name of other persons		Title or name and relationship of top 10 shareholders who are related parties or each other's spouses and relatives within the second degree of kinship		Remarks
	Number of shares	%	Number of shares	%	Number of shares	%	Name	Relationship	
Lumina Global Limited Representative: Mang-Shiang Lee	30,005,393	23.28%	-	-	-	-	-	-	-
Wistron Corporation Representative: Hsien-Ming Lin	20,914,430	16.23%	-	-	-	-	-	-	-
Mang-Shiang Lee	2,578,320	2.00%	600,000	0.47%	30,005,393	23.28%	-	-	-
Yu-Chuan Yang	2,004,000	1.56%	-	-	-	-	-	-	-
Shu-Li Chen	1,758,000	1.36%	-	-	1,582,000	1.23%	-	-	-
Shinny Plastics Corp. Representative: Chin-Chung Li	1,680,000	1.30%	-	-	-	-	-	-	-
Yung-Lan Yang	1,593,000	1.24%	-	-	-	-	-	-	-
Caltin International Corporation Representative: Shu-Li Chen	1,582,000	1.23%	-	-	-	-	-	-	-
Yiyuan Investment Co., Ltd. Representative: Kuang-Yang Chien	1,241,000	0.96%	-	-	-	-	-	-	-
Wei-Yun Hsu	1,167,000	0.91%	-	-	-	-	-	-	-

2.9 Total Number of Shares and Total Equity Stake Held in any Single Enterprise by the Company, Its Directors and Supervisors, Managerial Officers, and Any Companies Controlled Either Directly or Indirectly by the Company: March 31, 2025 Units: share; %

Investee (Note 1)	Investment by the Company		Investment by directors, supervisors, managerial officers and directly or indirectly controlled companies		Combined investment	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
SSEL	6,561,000	100	-	-	6,561,000	100
SSOL	9,950,167	100	-	-	9,950,167	100
SSTL	10,750,000	100	-	-	10,750,000	100
SSDL	35,144,141	100	-	-	35,144,141	100
SGL	15,000,000	100	-	-	15,000,000	100
GLT-Taiwan	33,994,364	23.36	111,519,956	76.64	145,514,320	100
GLT-Shanghai	-	-	Note 2	100	Note 2	100
GLT-Suzhou Opto	-	-	Note 2	100	Note 2	100
GLT- ZhongShan	-	-	Note 2	100	Note 2	100
GLT-Vietnam	-	-	Note 2	100	Note 2	100
GLT-Thailand	-	-	36,020,000	100	36,020,000	100
GLT-USA	-	-	100	100	100	100
Hao-Yuan Technologies Inc.	-	-	1,400,000	100	1,400,000	100
Asensetek Incorporation	-	-	728,500	27.15	728,500	27.15

Note 1. Long-term investments made by the Company using the equity method

Note 2. It is a limited liability company with no shares.

### 3. Funding Status

#### 3.1 Capital and share

##### 3.1.1 Sources and types of capital

On January 1, 2006, the registered capital was US \$45,000,000, including ordinary shares 350,000,000 (shares) and Class A preference share 100,000,000 (share) with a par value of US \$0.1 per share, and the paid-up capital was US \$23,482,235, including ordinary shares 141,349,600 (share) and Class A preference share 93,472,750 (share) with a par value of US \$0.1 per share. The conversion ratio of Class A preference share is 1:1.388. The following are the changes in the capital in the last five years.

Month/ Year	Issued Price	Authorized Capital		Paid-in Capital		Remark		
		Shares (K)	Amount	Shares (K)	Amount	Sources of Capital	Shares (K)	Amount
95/12	US\$0.1	Common Stock 499,316 Preferred shares A 100,000 Preferred shares B 39,427	Common Stock US\$49,931,641 Preferred shares A US\$10,000,000 Preferred shares B US\$3,942,701	100	US\$ 10,000	Capitalization through the exercise of employee stock options	None	-
95/12	US\$0.1			35,334	US\$ 3,533,424	Preferred shares B issued	None	-
97/12	US\$0.1			200	US\$ 20,000	Capitalization through the exercise of employee stock options	None	-
99/4	US\$0.1			0.2	US\$20	Capitalization through the exercise of employee stock options	None	-
99/8	US\$0.1			66,890	US\$ 6,688,963	New share issued through cash injection	None	-
99/12	NT\$10	158,615	NT\$ 1,586,148,480	Common Stock : 66,245 Preferred stock A : 29,693 Preferred stock B : 11,224	NT\$ 1,071,628,150	(Note 1)	None	-
100/3	NT\$10	158,615	NT\$ 1,586,148,480	2,888	NT\$ 28,875,660	Capitalization through the exercise of employee stock options	None	-
100/3	NT\$10	360,000	NT\$ 3,600,000,000	12,655	NT\$ 126,545,010	New share issued through Preferred shares A,B Conversion	None	-
100/7	NT\$10	360,000	NT\$ 3,600,000,000	15,350	NT\$ 153,500,000	New share issued through cash injection	None	-
100/8	NT\$10	360,000	NT\$ 3,600,000,000	374	NT\$ 3,738,870	Issuance of employee stock option	None	-
100/12	NT\$10	360,000	NT\$ 3,600,000,000	304	NT\$ 3,043,220	Issuance of employee stock option	None	-
103/9	NT\$10	360,000	NT\$ 3,600,000,000	19	NT\$ 190,000	Issuance of employee stock option	None	-
103/10	NT\$10	360,000	NT\$ 3,600,000,000	23	NT\$ 230,000	Issuance of employee stock option	None	-
103/12	NT\$10	360,000	NT\$ 3,600,000,000	650	NT\$ 6,500,000	Issuance of employee stock option	None	-
104/2	NT\$10	360,000	NT\$ 3,600,000,000	150	NT\$ 1,500,000	Issuance of employee stock option	None	-

Month/ Year	Issued Price	Authorized Capital		Paid-in Capital		Remark		
		Shares (K)	Amount	Shares (K)	Amount	Sources of Capital	Shares (K)	Amount
104/8	NT\$10	360,000	NT\$ 3,600,000,000	75	NT\$ 750,000	Issuance of employee stock option	None	-
104/10	NT\$10	360,000	NT\$ 3,600,000,000	16	NT\$ 160,000	Issuance of employee stock option	None	-
104/12	NT\$10	360,000	NT\$ 3,600,000,000	14	NT\$ 140,000	Issuance of employee stock option	None	-
105/4	NT\$10	360,000	NT\$ 3,600,000,000	1,257	NT\$ 12,570,000	Issuance of employee stock option	None	-
106/1	NT\$10	360,000	NT\$ 3,600,000,000	-10,000	NT\$ -100,000,000	Cancellation of treasury shares	None	-
111/2	NT\$10	360,000	NT\$ 3,600,000,000	-2,073	NT\$ -20,730,000	Cancellation of treasury shares	None	-

Note 1: According to the exchange rate of US dollar to New Taiwan dollar 1:31.7664 (rounded up to the NT \$1), ordinary shares 208,539,432 (shares) , preferred shares A 93,472,750 (share) and preferred shares B 35,334,244 (share) with a par value of US \$0.1 per share were converted into ordinary shares 66,245,470 (shares) , preferred shares A 29,692,928 (share) and preferred shares B 11,224,417 (share) with a par value of NT \$10 per share. And, the paid-up capital was NT \$1,071,628,150.

Note 2: On February 21, 2011, the special meeting of shareholders passed a resolution to convert preferred shares A and preferred shares B into ordinary share. preferred shares A will convert into ordinary shares at 1:1.388 per share. preferred stock B will convert into ordinary shares at 1:1.101 per share. After preferred stock A and preferred stock B converted into common shares, there will be ordinary shares of 12,654,501 (shares) in total.

March 30, 2025

Shares Category	Authorized Capital			Notes
	Issued Shares	Non-issued Shares	Total	
Common Shares	128,864,091	231,135,909	360,000,000	-

Shelf registration system information: N/A

### 3.1.2 The List of Major Shareholders (Top 10 shareholders who own the most shares)

March 30, 2024

Major Shareholders	Shares	Number	Percentage (%)
Lumina Global Limited		30,005,393	23.28%
Wistron Corporation		20,914,430	16.23%
Mang-Shiang Lee		2,578,320	2.00%
Yu-Chuan Yang		2,004,000	1.56%
Shu-Li Chen		1,758,000	1.36%
Shinny Plastics Corp.		1,680,000	1.30%
Yung-Lan Yang		1,593,000	1.24%
Caltin International Corporation		1,582,000	1.23%
Yiyuan Investment Co., Ltd.		1,241,000	0.96%
Wei-Yun Hsu		1,167,000	0.91%

### 3.1.3 Company dividend policy and execution status

#### (1) Dividend policy in articles of incorporation

The company should allocate 1%~15% as employee remuneration, and no more than 1.5% as director remuneration if it is profitable in the current year. If the company has an accumulated deficit, it shall pre-reserve the amount to cover the losses. The employee assigned for remuneration includes the employees of subsidiaries of the company whose shares are 100% owned by the company. Employee remuneration is paid by stock or cash. The remuneration resolution shall be passed by a majority of the present director with two-thirds of the directors present, and it shall be reported to the Shareholders' Meeting. A director who is the executive director of the company may receive both director remuneration and employee remuneration. The company could distribute the current year's profits under the profit distribution plan planned by the board of directors and approved by the general resolution of the shareholders' meeting. The board of directors should draw up the profit distribution plan in the following manners.

The company's current profit after tax should cover the accumulated losses, and allocate the appropriated retained earnings by the provisions of the public offering company law or the requirements of the competent authority. The company's distributable earnings for the current year is the profit after tax which deducts the mentioned amount of appropriated retained earnings. The board of directors may approve the whole or part of the distributable earnings of the current year to distribute to shareholders (including cash dividends or stock dividends). The dividends to be distributed in the current year shall not be less than 10% of the profit after tax of the current year, and the cash dividend shall not be less than 10% of the dividends to be distributed in the current year if the accumulated losses or appropriated retained earnings are not covered.

- (2) The status of Proposed Dividend Distribution for the current year: On February 27, 2025, the Board of Directors decided to distribute a cash dividend of NT \$2.2 per share, which will distribute upon approval of the annual regular meeting of shareholders in 2025.
- (3) The status of the actual distribution of dividends for the previous year: The annual regular meeting of shareholders on May 28, 2024, decided to distribute cash dividends of NT \$1.5 per share. They all have been issued in August of the same year.

3.1.4 The impact of the proposed issuance of bonus shares on the company's business performance and earnings per share: None

#### 3.1.5 Remuneration for employees and directors:

##### (1) Percentage or range of remuneration for employees and directors in the articles of incorporation:

The company should allocate 1%~15% as employee remuneration, and no more than 1.5% as director remuneration if it is profitable in the current year. If the company has an accumulated

deficit, it shall pre-reserve the amount to cover the losses. The employee assigned for remuneration includes the employees of subsidiaries of the company whose shares are 100% owned by the company. Employee remuneration is paid by stock or cash. The remuneration resolution shall be passed by a majority of the present director with two-thirds of the directors present, and it shall be reported to the Shareholders' Meeting. A director who is the executive director of the company may receive both director remuneration and employee remuneration.

- (2) The accounting treatment of the basis for estimating the amount of the current employee, director, and supervisor remuneration, the basis for calculating the number of shares for employee compensation distributed by stocks, and the actual allocated amount differing from the estimated amount:
- A. In 2024, the estimated employee and director remuneration are US\$880,473.75 and US\$264,142.12. They accounted for 5% and 1.5% of the profit before tax, excluding staff and director remuneration respectively. The company could distribute the dividends according to the dividend distribution plan drawn and approved by the board of directors and the shareholder's meeting.
- B. After the end of the year, The change in the amount approved by the board of directors shall be recognized in the gains and losses of the next year.
- (3) The status of the distribution of remuneration approved by the board of directors
- A. On February 27, 2025, the Board of Directors decided to distribute the remuneration of US\$880,473.75 to the employees. The company's remuneration for directors and employees has entered into the consolidated financial statements in 2024, so it has no impact on earnings per share.
- B. The proportion of the sum of the employee remuneration based on stock distribution and the profit after tax in the current individual financial statement and the employee remuneration: The Company has not issued stock dividends, so it is not applicable.
- (4) The status of the actual distribution of employee and director remuneration in the previous year: In 2023, the actual employee and director remuneration were US\$568,426.20 and US\$170,527.86 which is consistent with no difference between the remuneration recognized in the accounts for employee and director remuneration.

### 3.1.6 Status of stock buyback by the Company:

February 25, 2022

Treasury stocks: Batch Order	1 <sup>st</sup> of 2021
Purpose of the repurchase	To protect the Company's credit and shareholders' interests
Period for the repurchase	12/13/2021~1/4/2022
Price range of the shares to be repurchased	NT \$81.43
Type and number of the shares already repurchased	6,000,000 shares of common stock
Monetary amount of the shares already repurchased	NT \$168,794,587
Ratio of the number of shares that were repurchased to the planned number of shares to be repurchased (%)	34.55%
Shares canceled or transferred	2,073,000 shares (Note)
Accumulated number of company shares held	0 share
Percentage of total company shares held (%)	0 %

Note: The board of directors held on 24/2/2022 passed the resolution to carry out a capital reduction, and the record date of capital reduction was on February 25, 2022.

3.2 Status of corporate bonds (including overseas corporate bonds): None

3.3 Status of preferred stock: None

3.4 Status of overseas depositary receipts: None

3.5 Status of employee stock option certificates:

3.5.1 Status of the employee stock option certificates that have not fallen due and their effect on shareholders' equity must be disclosed as of the date on which the annual report was printed: None

3.5.2 Status of employee stock option certificates acquired by management team and top 10 employees, acquisition and subscription as of the date on which the annual report was printed: None

3.5.3 Status of private placement of employee stock option during the 3 most recent fiscal years up to the annual report publication date: None.

3.6 Status of employee restricted stock: None

3.7 Status of new share issuance in connection with mergers and acquisitions: None

3.8 Implementation status of financing plans: None

## 4. Operational Highlights

4.1 Business activities

4.1.1 Business scope

(1) Main businesses

A. Research and development, manufacturing, and import and export of optoelectronic product components for the application of light guide plates and control components.

B. Manufacturing and import and export trading business of electronic components.

C. Mold manufacturing, wholesale, and import and export.

D. Manufacturing, wholesale, import and export of electronic components.

(2) Business proportion of main products

Unit: NT\$ thousands; %

Product	2023		2024	
	Amount	Ratio	Amount	Ratio
Application of light guide plate	5,132,968	86.63%	5,973,578	86.00%
Plastic components	791,658	13.11%	960,576	13.83%
Others	15,250	0.26%	11,876	0.17%
Total	5,939,876	100.00%	6,946,030	100.00%

(3) Current products (services) of the Company

Commodity item	Application item
Application of light guide plate	Lighting, illuminated keyboards, LCD displays, notebook computers, smart phones, automotive products, industrial instruments, and other light guide plate applications.
Plastic components	Automotive navigation devices, wearable products, and other consumer electronic products made of plastic materials.

(4) New products (services) planned for development

A. Based on years of accumulation in optical research, the Company will expand more light guide product applications.

B. In addition, the Company will continuously develop thin and large-sized TV light guide plates to meet consumers' demands for larger, more energy-efficient, and thinner products.

C. Expanding the applications of core technologies to increase product sales in the market. Industry overview

## (1) Current State and Development of the Industry

### A. Light guide plate application

Light guide is an important component of backlight module, which can guide the direction of light, increase the panel brightness and regulate the brightness uniformity. As the design pattern and backlight module industry technology continue to advance, the application scope of light guide plate is not only for notebook computers, LCD monitors, LCD TVs, automotive products, home multi-functional media displays, such as smart refrigerators, home appliances, security, surveillance, and other medical or industrial equipment products, but also for light guide designs other than electronic product displays, such as light-emitting keyboards, e-books, and automotive ambient lighting. Not only can we improve the convenience of using the products, but also emphasize the improvement of the aesthetics and quality of the products. In addition, with the development of market demand towards high-end, differentiated products, the scope of application of light guide panels has continued to expand in recent years.

### B. Industry risk and market demand

In recent years, several display technologies have been developed. Micro LED is a new technology that has gained market attention, following OLED and mini LED. However, its commercial application is still limited due to high costs and low yield rates. Both micro LED and OLED are luminescent technologies that do not require the use of backlighting to provide a light source. As these technologies continue to develop, they will undoubtedly affect the demand for light guide panels. Due to their maturity as a product and optimal cost advantage, LCD displays will continue to be widely adopted, while backlit products will also maintain a certain market share.

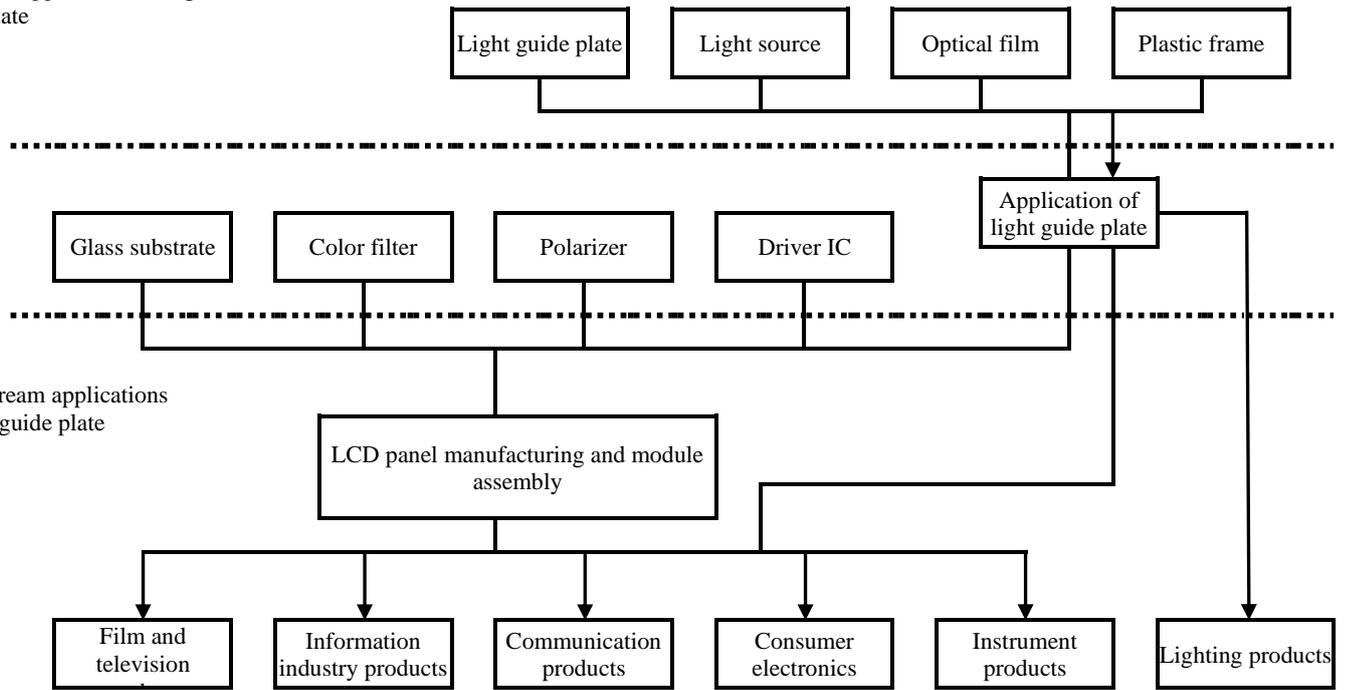
### C. Plastic components

The Company's plastic parts and components for consumer electronics are used in a wide range of applications, so their development is closely related to the needs of various industries, including the automotive industry, telecommunications, information industry, consumer electronics, and even optical components. Therefore, the demand for our products is varied and the target market is large. With rich production experience, good mold development and quality control capability, the Company has become a long-term partner of international manufacturers.

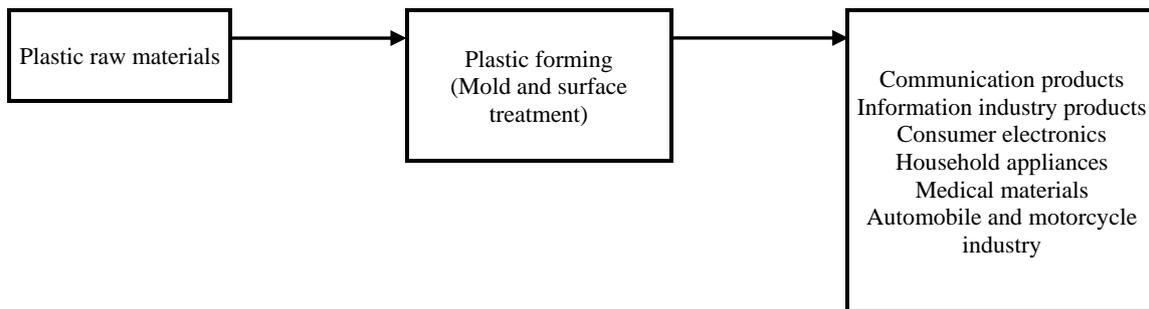
## (2) Upstream, midstream and downstream correlation

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

Upstream applications of light guide plate



Plastic component applications



### (3) Development trends and competition for the Company's products

#### A. Product Development

The Company actively utilizes its current design and technical capabilities to engage in a range of product development activities, expanding the use of light guide technology in different product domains. Its primary clients are reputable industry manufacturers, and it has earned a high level of trust from its customers. In light of the advancement of green manufacturing technology, its product development and manufacturing processes must place a high emphasis on environmental awareness. The products, in turn, should adhere to standards of energy efficiency, lightweight design, and waste minimization. In the future, consumer electronics products will continue to evolve to become lighter, thinner, and more energy-efficient. Businesses must consistently embrace innovative manufacturing processes and concepts, including material recycling. We have consistently focused on improving our process technology and the quality of our products. As we move forward, we will continue to enhance our production efficiency, thereby strengthening our competitive edge.

**Competition Status**  
The supply of LCD displays has increasingly become dominated by Chinese firms, resulting in the domestic production of associated components within China. Moreover, in

recent years, system manufacturers have been actively integrating systems, posing substantial challenges to dedicated LCD backlight module factories. Core Technologies and R&D Overview

#### (1) Core technologies

Our core technology in optical design focuses on guiding and controlling the direction and distribution of light travel through the microlens structure on the optical element. This allows us to achieve high brightness and uniformity in line or surface light sources. In order to achieve precise microlens light control, we have expanded our precision machining and precision molding technology and have obtained several self-developed patents. These patents include backlit keyboards, front lights for e-books, and various applications in consumer products such as gaming computers, lighting, and automotive products. We have successfully incorporated light guiding and light control techniques into products across different industries, thereby enhancing the overall value of our end products. We believe in providing our customers with not only an optical component, but also a total solution for optical system control, enabling them to create the best design solutions for product differentiation. The Company uses an advanced hot extrusion process to produce light guide plates. From the input plastic particles, the optical microlens structure is extruded onto the plate or film during the hot extrusion process to produce light guiding and light controlling functions. By virtue of the characteristics of the hot extrusion process, the shaped structure is made to greatly improve the efficiency of light coupling at the light source, without the need for additional media to control the angle of refraction of light, so as to achieve high energy efficiency.

#### (2) Precision processing and molding technology

We are constantly investing in precision machining and plastic molding, and our products range from 0.1” thin light emitters to 82” thin TVs, each with hundreds of thousands of microlenses, each serving as an important structure for light control. We require each microlens structure to be precisely and perfectly machined and molded. To this end, we combine our years of development experience in this field to precisely control the angle and dimensional changes of microstructures, even asymmetrical microlens engraving on free-form surfaces or microlens engraving on large-size rollers, all of which are the demonstration of our technology of light control through precision machining and molding.

The Company pioneered a consistent production method, from pellet to pallet, to create a fully automated production line to minimize production costs and provide customers with the most competitive and high quality products.

#### (3) Process development

We will continue to focus on product development, intelligent manufacturing and process automation. In recent years, we have strengthened the process capability of light guide plate, and can apply double-sided lamination in the production process of light guide plate according to customer’s demand, with the consistent production process of light guide plates of composite materials, reducing the extra processes of film tearing, cleaning and alignment lamination processes on customer production lines, so as to achieve zero assembly tolerance and optical consistency, greatly enhancing light guide plate value and yield rate.

Our manufacturing team not only continues to improve quality and manufacturing efficiency, but also actively invests in Industry 4.0. Through consistent automatic production, online AOI inspection, big data collection and analysis, we can master the production status and product traceability, and further connect with customers for information management, so as to effectively manage the full process from order placement, production management, product information to after-sales quality tracking, etc., making us a long-term partner worth of cooperation and trust by customers.

#### (4) Product applications

Different from general backlight module manufacturers or light guide plate manufacturers

who only focus on fixed types of products, our company is committed to the development of light control components which are highly efficient, uniform or in need of designating a specified direction of illumination, regardless of size and thickness, from backlight to front light, from internal light guide to exterior display, automotive or home appliance products, all within our service and product development scope. In addition, the Company adheres to the concept of modular design. From the selection of light source, quantity, placement and angle design, to the shape structure, curvature, thickness, and various optical film matching and control of the periphery, all based on the concept of modular design, so as to achieve the best optical performance, not only to improve the convenience of the products, but also to emphasize the aesthetic and qualitative improvement of products with light, and to provide customers with highly efficient, high-quality, and energy-saving products.

Large displays	LCD-TV, public displays, LCD monitors, backlight modules for desktop screens, and rear display cover luminous trim
Small and medium-sized displays	Backlight or frontlight modules for cell phones, navigation equipment, industrial instruments, notebook computers and other communication products
Other applications	Light-emitting keyboards, automotive dashboards, automotive decorative lighting, smart home appliances, control panels, LED lighting, backlighting or front lighting for wearable products, 3D light guide plates, thinner and more flexible light guide films, light guide rings, light-emitting connectors

#### (5) R&D prospect

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 and strive to become a globally recognized, premier provider of optical components.

#### (6) Technology or product developed successfully in the last five years

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

Year	R&D Results
	6. Applied Mini LED to IT products to achieve extremely thin and power-saving backlight modules.
2023	<ol style="list-style-type: none"> <li>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%.</li> <li>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.</li> <li>3. Apply the visually infinite product to the brand logo, notebook casing, and external casing.</li> <li>4. Develop a transparent light guide panel capable of displaying dynamic patterns on its transparent surface.</li> <li>5. Successfully engineered bi-directional light guide panel products by introducing a novel manufacturing process that incorporates a distinctive network structure.</li> </ol>
2024	<ol style="list-style-type: none"> <li>1. Developing materials that can replace traditional flexible printed circuit boards (FPCs) by using innovative materials produced through additive manufacturing processes. These materials are in line with ESG trends and, when combined with specialized optical designs, allow products to maintain equivalent high efficiency.</li> <li>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%.</li> <li>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.</li> <li>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.</li> </ol>

(7) Long- and short-term development strategy and plan

A. Short-term development strategy and plan

- Continue R&D on basis of the existing manufacturing process technology to improve the process automation of thin and large-size light guide plates, reduce costs, and create a win-win situation with customers.
- Straight-down light guide plate for TV and lighting, which can reduce the number of LED and improve the utilization rate of light.
- Improved the shipping ratio of plastic components and light guide plates for existing customers to increase market share.
- Used the competitive advantage of the Company's self-developed light guide plate to develop new customers.
- Extended product range of light guide plate to expand the target market.
- Expanded new factories and added product lines to meet customer needs.
- Implement quality management and improve product yield.
- Follow the trend of industrial development, fully utilize global operating bases to achieve professional division of labor in production and sales, integrating company resources to improve resilience in response to changes.

B. Long-term development strategy and plan

- Develop diversified and other high-niche products to meet customer needs and expand the depth and breadth of the product lines.
- Continuously research and develop key technologies and patents to maintain a leading position in the industry.
- Following the industry trend to extend the research and development field to related optical research.
- The Company is positioned as a professional light guide plate and mold design and

manufacturer, with customers mainly from globally renowned leading manufacturers. It provides complete solutions to create maximum value for customers, grow together with them, and maintain long-term cooperative relationships with them.

- Use the competitive advantages of multinational enterprise to focus on the application of light guide plate and core business areas of plastic components, and expand the economic scale and scope.
- Cope with customers' product needs and utilize the advantage of global production bases to provide high-quality products and services nearby.
- Participate in customer product design, improve production efficiency and reduce costs through process transformation.
- Actively cultivate international talents, train the management capabilities of international enterprises, and move towards the goal of becoming an international level enterprise.
- Increase diversified options for financing channel, provide stable fund allocation and utilization for enterprise operations, in order to strengthen financial soundness and company physique.
- Continuously implement corporate governance, strengthen risk control, and pursue a stable and sustainable business philosophy to maximize shareholder wealth.

(8) Research and development personnel and their academic experiences

Unit: Person

Personnel \ Year	2022	2023	2024
Master and above	23	27	27
Bachelor	26	26	21
Junior college and below	46	46	46
Total	95	99	94

(9) R&D expenses invested in the last 5 years

Unit: NT\$ thousands

Item	2020	2021	2022	2023	2024
R&D expense	186,930	200,822	252,526	245,672	247,947
Net revenue	11,205,768	10,883,071	9,723,576	5,939,876	6,946,030
Proportion to net revenue	1.67%	1.85%	2.60%	4.14%	3.57%

4.2 Overview of market, production and sales

4.2.1 Market analysis

(1) Sales (Service) Region

Unit: NT\$ thousands

Sales Region	2023		2024	
	Amount	%	Amount	%
Asia (Outside Taiwan)	4,353,015	73.29%	4,879,003	70.24%
R.O.C.	954,701	16.07%	1,348,639	19.42%
USA	594,156	10.00%	663,420	9.55%
Others	38,004	0.64%	54,968	0.79%
Total	5,939,876	100.00%	6,946,030	100.00%

(2) Market Share

The Company focuses on high-end and differentiated products in the application of light guide plates and control components, and cannot provide more reference market share statistics.

(3) Favorable and unfavorable factors affecting the Company's development prospects and corresponding countermeasures

A. Favorable factors

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

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

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

B. Unfavorable factors and countermeasures

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

Countermeasures:

- a. Continuously invest in research and development resources to enhance the added value of products with the core technology of optical design and simulation.
- b. Continuously improve the production process, use intelligent production lines, and supplying superior quality products that are more competitive in the market.
- c. Expand the customer base to brand manufacturers and strive to incorporate additional supply chain modules.

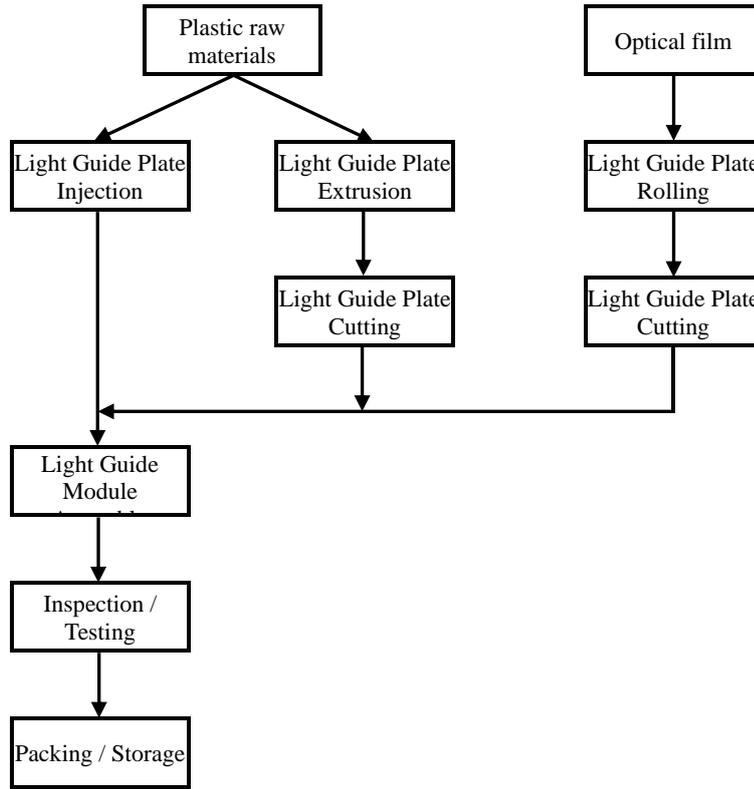
4.2.2 Major applications and production process of primary products

(1) Major applications of primary products

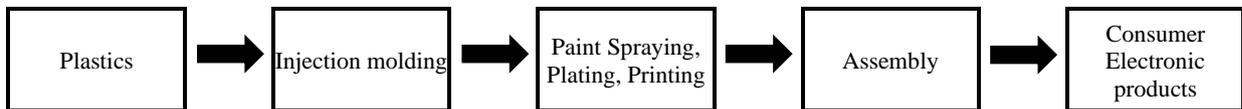
Commodity item	Important Use
Application of light guide plate	Lighting, illuminated keyboards, LCD displays, notebook computers, smart phones, automotive products, industrial instruments, and other light guide plate applications.
Plastic components	Automotive navigation devices, wearable products, and other consumer electronic products made of plastic materials.

(2) Production process of primary products

A. Application of light guide plate



B. Plastic injection



4.2.3 Supply status of main materials

Main raw materials	Supplier	State of Supply
Optical film	HK XZJ Digital Co., Ltd., J. Pond Industry (HK) Co., Limited, Suzhou Keliying, TRIUMPH LEAD(SINGAPORE)	Good
PCBA、FPCA	Flexium, Avary	Good
LED	LITE-ON, Everlight, Nichia, Chuanyi hongkong trade co., limited	Good
Plastic components	Shinny Plastics Corp., YONG LAING CO., LTD., SUMMLUX CO., LTD.	Good
Plastic pellets	SUMITOMO, Chi-mei Corporation	Good

#### 4.2.4 List of major suppliers/customers

##### (1) Information of major suppliers in the last 2 years

Unit: NT\$ thousands

Item	2023				2024			
	Name	Amount	Percentage to the total annual net purchases (%)	Relationship with the Company	Name	Amount	Percentage to the total annual net purchases (%)	Relationship with the Company
1	A	487,477	14.95	None	A	1,317,012	28.24%	None
2	B	486,115	14.91	None	B	612,177	13.13%	None
3	C	291,780	8.95	None	D	358,690	7.69%	None
	Others	1,994,473	61.19	-	Others	2,375,516	50.94%	-
	Net purchase	3,259,845	100.00	-	Net purchase	4,663,395	100.00%	-

Reason for increase or decrease:

Note 1: List the name of suppliers who account for more than 10% of the total purchases of goods and their amount and proportion of purchase of goods in the most recent two years. However, if the name of suppliers or counterparties who are individuals or non-related parties cannot be revealed due to contractual agreements, their code shall be indicated.

Note 2: The reason for the increase or decrease is due to market changes and changes in customer product demand.

##### (2) Information of major customers for the last 2 years

Unit: NT\$ thousands; %

Item	2023				2024			
	Name	Amount	Percentage to the total annual net sales (%)	Relationship with the Company	Name	Amount	Percentage to the total annual net sales (%)	Relationship with the Company
1	A	1,309,310	22.04	None	A	1,234,461	17.77	None
2	B	1,155,925	19.46	None	C	924,811	13.31	None
3	C	745,393	12.55	None	D	757,434	10.90	None
	Others	2,729,248	45.95	-	Others	4,029,324	58.02	-
	Net sales	5,939,876	100.00	-	Net sales	6,946,030	100.00	-

Reason for increase or decrease:

Note 1: List the names of suppliers with more than 10% of the total sales amount in the most recent 2 fiscal years, as well as the purchase amount and proportion. However, if it is not allowed to disclose the names of suppliers or trading partners as individuals and non related parties due to contractual agreements, it can be coded as such.

Note 2: The reason for the increase or decrease is due to market changes and changes in customer product demand.

4.3 Number of Employees in the Most Recent Two Fiscal Years up to the Publication Date of This Annual Report

Unit: Person; %

Year		2023	2024	2025 Up to April 11
Number of employees	Executives of manager officer or above	49	50	49
	General employees	1,227	1,216	1,176
	Total	1,276	1,266	1,225
Average Age		35.80	37.20	37.85
Average years of services		6.12	7.80	8.04
Educational background distribution %	PhD	0.22	0.04	0.05
	Master	10.47	3.34	4.32
	Bachelor	39.87	28.75	29.08
	Senior high school or below	49.44	67.87	66.55

#### 4.4 Environmental protection expenditures

4.4.1 In accordance with the provisions of the regulations, those who shall apply for a stationary pollution source installation permit or pollution discharge permit, or those who shall pay pollution protection fees, or those who shall establish a dedicated unit for environmental protection, the application, payment or establishment of the following circumstances shall be explained.:

- (1) GLT-Suzhou Opto has set up a dedicated personnel for environmental protection work, and has applied for and processed the following approvals according to the regulations:
  - A. Environmental impact report form of construction project.
  - B. Suzhou National High-tech Industrial Development Zone Environmental Protection Bureau, S.X.H.X. (2006) No. 494, the approval of the Environmental Impact Report Form for the construction project of GLT-Suzhou Opto relocation project.
  - C. Suzhou National High-tech Industrial Development Zone Environmental Protection Bureau, S.X.H.Y. (2009) No. 119, on the GLT-Suzhou Opto relocation project construction project completion environmental protection acceptance application form audit opinion.
  - D. Annual inspection and report on noise, waste water and emission of the Company by relevant units, which are in compliance with the national and local emission standards.
- (2) GLT-Shanghai has set up a dedicated environmental protection personnel and entrusted Jinshan Drainage Engineering Co., to handle the Company's wastewater. In addition, we have signed a contract with a quality manufacturer to dispose of GLT-Shanghai's domestic refuse and hazardous waste in accordance with the law, and have applied for and received the following approvals as required by law:
  - A. Environmental impact report form of construction project.
  - B. Environmental Protection Bureau of Jinshan District, J.H.X. [2016] No. 209, on the approval of the Environmental Impact Report Form for GLT-Shanghai new supporting mold production and processing project.
  - C. Environmental Protection Bureau of Jinshan District, J.H.Y. [2017] No. 24, on the approval of the completion of environmental protection inspections for GLT-Shanghai's new supporting mold production and processing project.
  - D. Environmental Protection Bureau of Jinshan District, J.H.X. [2019] No. 169, on the approval of the Environmental Impact Statement for GLT-Shanghai's 10 million units per year light guide plate production project.
  - E. Annual inspection and report on noise, waste water, rainwater and emission of the Company by relevant units, which are in compliance with the national and local emission standards.
- (3) GLT-Zhongshan has set up a dedicated personnel responsible for environmental protection work, and has applied for and processed the following approvals in accordance with the law:
  - A. Zhongshan Environmental Protection Bureau, Z. (J.) H.J.B. [2011] No. 0089, regarding the approval of the Environmental Impact Report Form for the new construction project of GLT-Zhongshan.
  - B. Zhongshan Environmental Protection Bureau, Z. (J.) H.J.B. [2013] No.0031, regarding the approval of the Environmental Impact Report Form for the GLT-Zhongshan expansion project.
  - C. Zhongshan Environmental Protection Bureau, Z. (J.) H.J.B. [2014] No. 0051, regarding the approval of the Environmental Impact Report Form for the GLT-Zhongshan tech-transformation project.
  - D. Zhongshan Environmental Protection Bureau, Z. (J.) H.Y.B. [2015] No. 4, letter of opinion on the environmental protection inspection and acceptance of the completion of the GLT-Zhongshan new expansion of tech-transformation project.
  - E. GLT-Zhongshan has set up a dedicated environmental personnel and entrusted Wistron Zhongshan Limited to handle the Company's wastewater. In addition, annual inspection and report on noise, waste water and emission of the Company by relevant units, which are in compliance with the national and local emission standards.
- (4) GLT-Taiwan has applied for and processed the following approvals in accordance with the laws and regulations:

- A. Air pollution prevention:
- a. GLT-Taiwan added the 4th extrusion line in June, 2013, therefore, we applied an alteration of the stationary pollution source operating permit to the Taoyuan County Government. On January 14, 2014, we received a new stationary pollution source operating permit (C.Z.Z.H. No. H5338-01) from the Taoyuan County Government. The plant is not required to have dedicated personnel for air pollution control.
  - b. GLT-Taiwan newly added the 3rd active carbon adsorption tower in December 2014, therefore, we applied an alteration of the stationary pollution source operating permit to the Taoyuan County Government. On January 6, 2015, we received a new stationary pollution source operating permit (C.Z.Z.H. No. H5338-02) from the Taoyuan County Government. The permit is effective until December 5, 2017. The plant is not required to have dedicated personnel for air pollution control.
  - c. In March 2017, because the production line is using new raw materials, it is required by the law to apply an alteration of the stationary pollution source operating permit contents to the local environmental protection authorities. The permit is effective from August 3, 2017 to August 2, 2022.
  - d. Due to the decrease of the Company's extrusion material amount. In March 2019, the Company applied for de-classification from monitoring and inspection of the stationary pollution source to the competent authorities. The environmental protection authorities have agreed, but the Company still generate fixed air pollution source, so it still needs to report on a quarterly basis.
  - e. It needs to pay the air pollution control fee on time every quarter.
- B. Industrial waste disposal:
- a. All the industrial waste generated by the Company is disposed of in accordance with the provisions of the industrial waste disposal plan and a private waste clearance and disposal organization with a permit issued by the county or city government is engaged. The disposal methods and procedures are subject to the *Waste Disposal Act*. The plant is not a responsible enterprise required to set up a waste disposal technician as designated and officially announced by the central competent authority.
  - b. In order to comply with the final treatment procedure, the Company applied to the Environmental Protection Bureau on June 16, 2022 for a change of the waste disposal plan, and be approved on July 5, 2022.
- C. Disposal of industrial waste water:
- a. GLT-Taiwan has an industrial wastewater discharge of less than 50 CMD. On April 28, 2014, it received a water pollution control permit from the Taoyuan County Government, which is effective till April 23, 2024. Water quality tests are carried out every six months by an environmental testing agency approved by the Environmental Protection Authority. The results are all in line with the Chinese effluent standard. As it is subject to a simple discharge permit, there is no need to set up specialist waste water treatment staff.
  - b. Due to the addition of algae killing agents and regular discharge of the circulating water in the cooling water tower of the factory, an application for a change in the discharge permit was made. The permit was extended in November 2018, with a limited period ending on April 23, 2024.
  - c. The application for an extension of the wastewater license was submitted to the Department of Environmental Protection of the local government on November 17, 2024. The approved content was publicly announced and submitted on March 22, 2024, and the license was officially approved by the Department of Environmental Protection on March 27, 2024. The permit is valid until March 20, 2029.
  - d. Water pollution prevention and control fees are paid every 6 months.

GLT-Taiwan Tongluo Branch

- A. Air pollution prevention:
- a. In 2019, GLT-Optical expanded from 5 production lines to 7, increased use of raw materials,

- 1 set of polishing machine, 1 cartridge filter dust collector. In March 2019, an application was submitted to the Hsinchu Science Park Bureau for a change to the fixed pollution source operation permit. On October 2, 2019, the permit was obtained and is effective until October 1, 2024.
- b. In 2020, it expanded to 10 production lines, increased use of raw materials, 2 sets of polishing machine, 1 cartridge filter dust collector. In March 2021, an application was submitted to the Hsinchu Science Park Bureau for a change to the fixed pollution source operation permit. On September 1, 2021, the permit was obtained and is effective until October 1, 2024.
  - c. It needs to pay the air pollution control fee every quarter as scheduled.
    - ◆ There were no new projects in 2022, and the control equipment was regularly maintained on a quarterly basis, with total annual expenses of approximately NT\$939,000.
    - ◆ There were no new projects in 2023, and the control equipment was regularly maintained on a quarterly basis, with total annual expenses of approximately NT\$1,010,000.
    - ◆ There were no new projects in 2024, and the control equipment was regularly maintained on a quarterly basis, with total annual expenses of approximately NT\$774,000.
  - d. In March 2024, an application was submitted to the Hsinchu Science Park Bureau for a change to the fixed pollution source operation permit. The revised permit was approved and issued on October 2, 2024, and is valid until October 1, 2029.
- B. Industrial waste disposal:
- a. No hazardous business waste was generated at the plant, and all general business waste was disposed of by qualified waste disposal vendors in accordance with the industrial waste disposal plan.
  - b. In 2019, GLT-Optical expanded from 5 production lines to 7, increased use of raw materials and production of waste. In March 2019, it applied to the Hsinchu Science Park Bureau for an application for change of industrial waste clearance plan. On April 2, 2019, a letter of consent was obtained, and the plan is effective until April 1, 2024.
  - c. In 2020, it expanded from 7 production lines to 10, increased use of raw materials and output of waste. In March 2021, it applied to the Hsinchu Science Park Bureau for an application for change of industrial waste clearing plan. On July 1, 2021, a letter of consent was obtained, and is effective until April 1, 2024.
  - d. In order to effectively promote the recycling of waste and increase the recycling and treatment code of waste wood pallet and plastic dust collecting ash, in December 2022, it submitted an application to Hsinchu Science Park Bureau for change of the industrial waste clearing plan. On February 15, 2023, it obtained the letter of consent for the change. The plan is valid until April 1, 2024.
  - e. Due to the Company merger, the waste clearing plan was submitted for a name change to the Hsinchu Science Park Bureau in March 2024. The plan has been updated to reflect current raw material usage and waste volume, with a validity period until May 20, 2029.
- C. Disposal of industrial waste water:
- a. Due to the expiration of the 5-year validity period of the Waste Pollution Control Permit, GLT-Optical applied for extension with Hsinchu Science Park Bureau and obtained the extension approval on December 29, 2020. The permit is valid until December 28, 2025.
  - b. In 2020, it expanded to 10 production lines, increased use of raw materials. In March 2021, it applied to the Hsinchu Science Park Bureau for an application for change of the Waste Pollution Prevention and Control License. On July 14, 2021, the permit was obtained and is effective until December 28, 2025.
  - c. The industrial wastewater treatment fee was paid monthly, and there were no excess charge of treatment fee due to excessive discharge; the water quality of the discharged wastewater was tested every six months, and the test results are in compliance with the discharge water standard of Taiwan.
  - d. In 2023, a new sand filter set for the air conditioning cooling tower (CT) was purchased at a

cost of NT\$220,000. The installation was completed in 2024.

(5) The following is the status of the Company's pollution discharge permit:

Certificate Name	Corporate Name	Incorporation Status	Approval No.
Discharge Permit	GLT-Suzhou Opto	Environmental protection officer has been set up	S.X.P. (2007) X.Z. No. 91
	GLT-Shanghai	Environmental protection officer has been set up	H.S.W.P.Z.Z. No. J.-23-08602262
Water Pollution Control Permit	GLT-Taiwan	No dedicated environmental personnel required	T.X.H.P.X.Z. No. H3425-03
Waste Clearing Plan			F.H.S.Z. No. H10212250003
Fixed Pollution Source Operation Permit			Repealed (no operation permit required)
Water Pollution Control Permit	GLT-Optical	No dedicated environmental personnel required	Z.K.H.S.X.Z. No. KS063-04
Waste Clearing Plan			Z.H.Z. No. 1130017272
Fixed Pollution Source Operation Permit			Z.K.H.K.C.Z.Z. No. KS283-06
Pollutant Discharge Permit	GLT-Suzhou Opto	Environmental protection officer has been set up	No. 913205057624497287001X
	GLT-Zhongshan	Environmental protection officer has been set up	No. 91442000568254070E001Q

4.4.2 List the Company's investments in the main equipment for preventing and controlling environmental pollution, their uses, and potential benefits:

Details of pollution prevention and control equipment:

As of December 31, 2024 Unit: NT\$ thousands

Corporate Name	Equipment name	Number	Date of acquisition	Cost	Use and expected potential benefits
GLT-Suzhou Opto	Waste gas treatment equipment	1 set	23/12/2016	3,719	In line with environmental standards for exhaust emissions
	Oil-water separator	1 set	15/2/2017	17	In line with the comprehensive standards for sewage discharge
	Canteen oil fume purifier	1 set	5/11/2017	104	In line with environmental standards for exhaust emissions
	Laser machine exhaust gas collection and treatment	1 set	28/5/2018	219	In line with fixed pollution source emission standards
	Install anti return valve/well at the main outlet of rainwater/sewage	4 sets	18/6/2021	165	Preventing rainwater and sewage backflow outside the factory area
GLT-Taiwan	Activated carbon adsorption tower	3 sets	31/1/2013	2,073	In line with fixed pollution source emission standards

Corporate Name	Equipment name	Number	Date of acquisition	Cost	Use and expected potential benefits
	Waste gas washing tower	2 sets	31/8/2013	3,734	In line with fixed pollution source emission standards
	Dehydrator	1 set	31/7/2019	58	In line with fixed pollution source emission standards
	Wastewater treatment equipment	1 set	31/1/2014	744	In line with discharge water standards
	VOC exhaust gas treatment equipment (Tongluo Branch)	1 set	1/5/2016	12,900	In line with fixed pollution source emission standards
	Central dust collection equipment (Tongluo Branch)	1 set	1/5/2016	4,000	In line with fixed pollution source emission standards
		1 set	1/11/2017	2,500	
		1 set	31/12/2018	420	
		1 set	14/12/2018	241	
	Wastewater treatment equipment (Tongluo Branch)	1 set	21/6/2016	1,500	In line with discharge water standards
Central dust collection equipment (Tongluo Branch)	Half set	21/3/2019	1,600	In line with fixed pollution source emission standards	
Installation of a secondary blower for VOC exhaust gas treatment equipment (Tongluo Branch)	1 set	8/11/2024	1,670	In line with fixed pollution source emission standards	
GLT-Zhongshan	Waste gas treatment equipment	1 set	1/1/2012	1,019	In line with environmental standards for exhaust emissions
		1 set	1/12/2012	1,631	
		1 set	1/3/2014	1,376	
		1 set	1/12/2019	946	
GLT-Shanghai	Canteen oil fume purifier	1 set	1/4/2016	115	In line with environmental standards for exhaust emissions
	Waste gas treatment equipment	2 sets	1/8/2016	925	In line with environmental standards for exhaust emissions
	Transformation of rainwater and sewage diversion in drainage pipes and detection wells	1 set	1/12/2017	684	In line with wastewater discharge standards

4.4.3 Describe the progress of the Company in improving environmental pollution in the past two years and as of the date of publication of the annual report. If there have been pollution disputes, the handling process should also be explained:

(1) Examples of improving environmental pollution:

- A. GLT-Taiwan has added dehydration equipment to comply with the requirements of the *Air Pollution Prevention and Control Act*, in order to prevent excessive dirt in the air washing tower, which can cause clogging of the filter screen and generate wastewater at the motor overflow port. Tongluo Branch added a magazine type dust collector with a total of 5 units currently installed.
  - B. To support energy conservation and carbon reduction goals and improve the production environment within the workshop, GLT-Suzhou Opto upgraded the exhaust treatment equipment in the laser area. An investment of RMB 358,000 was made in 2024, and the upgrade was completed on January 20, 2025.
  - C. In order to achieve the goal of energy saving and carbon reduction and improve the production environment of the workshop, GLT-Shanghai carried out the replacement of the air compressor in the plastic department and the improvement of the air pressure drainage system in 2023, with an investment of RMB 214,000.
  - D. In order to achieve the goal of energy conservation and carbon reduction and improve the production environment of the workshop, GLT-Shanghai carried out a renovation of the air conditioning pipeline in the dust-free workshop and replace the ice water machine with a new energy-saving grade model in 2023, with an investment of RMB 1,188,000. The project was completed in August of the same year and is expected to save approximately RMB 462,000 in electricity costs annually.
  - E. In order to improve the Company's environment, GLT-Shanghai hired a professional landscape maintenance company to maintain the Company's greenery annually in 2024, investing RMB 17,000.
  - F. To improve the overall environment of the Company, GLT-Shanghai allocated RMB 248,000 in 2024 for the repair of certain damaged road surfaces and walls.
- (2) The Company has not caused any disputes due to environmental pollution in the last two years up to the date of publication of the annual report.

4.4.4 State the total amount of losses (including compensation) and penalties suffered by the Company due to environmental pollution in the past two years and up to the date of annual report publication, and disclose its future response measures (including improvement measures) and possible expenses (including the estimated amount of losses, penalties, and compensation that may occur if no response measures are taken. If it cannot be reasonably estimated, explain the fact that it cannot be reasonably estimated): None.

4.4.5 Explain the current pollution situation and its impact on the Company's earnings, competitive position, and capital expenditure, as well as the expected significant environmental capital expenditure for the next two years:

(1) Expected new projects for GLT-Taiwan in 2025:

- A. An investment of NT\$300,000 is planned for the installation of two sets of EV charging stations.

Tongluo Branch

- A. A solar energy construction plan, with an estimated investment of NT\$90 million and a construction capacity of approximately 2000kWp.

- B. Due to the waterproofing work on the top floor, a follow-up assessment planning is expected in Q3 2025.

- (2) In order to achieve carbon neutrality, GLT-Shanghai invested RMB 29,930 in 2024 to purchase green certificates for green energy power generation to offset energy consumption carbon emissions generated by electricity consumption. In 2025, it is expected to invest RMB 30,000 to purchase green certificates to offset energy consumption and carbon emissions.
- (3) To improve the overall environment of the Company, GLT-Shanghai allocated RMB 150,000 in 2025 to repair certain damaged road surfaces and walls.
- (4) To improve the overall environment of the Company, GLT-Shanghai plans to plant grass in the vacant area in 2025, with an estimated investment of RMB 200,000.

- (5) GLT-Suzhou Opto has allocated an investment of RMB 40,000 in 2024 to update its environmental impact assessment and environmental emergency response plan, with completion expected by June 2025.

#### 4.5 Labor relations

4.5.1 List the Company's employee welfare measures, continuing education, training, retirement system and implementation status, as well as agreements between the employer and employees and measures for protecting employee rights and interests:

(1) Employee welfare measures

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

In order to take care of employees and increase employee benefits, so that employees can grow with the Company more confidently and create a win-win situation, a monthly childcare allowance of NT\$5,000 is available.

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

The Company values the physical and mental health of its employees. In addition to establishing various sports clubs (such as basketball club, badminton club, cycling clubs and aerobics & yoga mix club), we also organize outdoor activities such as mountain climbing and cycling to encourage employees to go out and strengthen their physical fitness. And, we continue to sponsor the Cycling Angel Shenzhou Dream Fulfillment Public Welfare Campaign, which helps children at home care centers through sports and public welfare. We encourage these young people to work hard to learn, exercise their physical and mental health, and strengthen their originally insufficient self-confidence. Starting from Taiwan, we traveled about 1000 kilometers through Hangzhou, Shanghai, Suzhou, Yangzhou, and other places, and the Company's employees have actively participated in this public welfare activity.

(2) Continued education and training

In order to improve the quality and work skills of our employees, and enhance their work efficiency and quality, we implement general training or professional skills training for new employees according to the training plan, so as to cultivate excellent talents, thereby improving the overall operational performance of the Company and achieving the goal of sustainable operation.

(3) Retirement system and implementation status

All subsidiaries of the Company within the territory of Taiwan have established employee retirement plans in accordance with the *Labor Standards Act*. Those who choose the old system set aside retirement reserves at a rate of 2% of their paid salaries, which are managed by the Labor Retirement Reserve Supervision Committee's dedicated account. Starting from July 1, 2005, in response to the implementation of the Labor Pension Regulations of the Republic of China (hereinafter referred to as the "New System"), if employees who had previously applied the old system have chosen to apply the new system, their service years after the adoption of the new system, or if new employees joining in after the adoption of the new system, their service years shall be subject to the new system, and the payment of their pension will be made by the Company at a monthly rate of 6% of their monthly salary, which will be deposited in the personal account of

the labor pension. If it is a subsidiary outside the Republic of China, it shall be subject to relevant local laws and regulations. As of December 31, 2024, there were 74 participants under the old system and 346 participants under the new system. If it is a subsidiary outside the Republic of China, it shall be subject to relevant local laws and regulations.

In addition, for employees of enterprises within the territory of mainland China, the Company shall pay pension insurance for employees in accordance with local laws where the enterprise is located. According to the local social insurance operation mode, pension insurance is included in social insurance (including medical, maternity, pension, work-related injury and unemployment). The Company shall be deemed to have begun to perform the pension insurance related obligations after going through the social insurance registration procedures for employees. The ratio and standard of pension insurance payment are as shown in the table below:

A. GLT-Shanghai :

Proportion of payment	Pension insurance	Work-related injury	Unemployment	Basic medical	Maternity benefits
Corporate	16%	0.448%	0.5%	9%	-
Individual	8%	-	0.5%	2%	-
Insurance base: The minimum payment base for 2024 is CNY7,384.					

B. GLT-Suzhou Opto :

Proportion of payment	Pension insurance	Work-related injury	Unemployment	Basic medical	Maternity benefits
Corporate	16%	0.84%	0.5%	7%	0.8%
Individual	8%	-	0.5%	2%	-
Insurance base: The payment base for December 2024 is CNY4,879.					

C. GLT-Zhongshan :

Proportion of payment	Pension insurance	Work-related injury	Unemployment	Basic medical	Maternity benefits
Corporate	16%	0.8%	0.8%	3.3% (Merge with maternity benefits)	-
Individual	8%	-	0.2%	0.7%	-
Insurance base: salary payable.					

(4) Agreements between the Company and employees and measures for protecting employees' rights and interests

The Company respects the opinions of our colleagues, and employees can express their opinions through meetings, emails, or appeal phone calls. The communication channels between labor and management are smooth, and labor relations are harmonious. Therefore, there have been no major labor disputes so far.

(5) Protection measures for work environment and employees' personal safety

- A. Subject to ISO45001 Occupational Health and Safety Management System, the certification validity period: 17/6/2024~16/6/2027
- B. Occupational safety and health education and training are regularly held to improve the safety awareness and ability of employees.
- C. The Company regularly implements general and special health examinations for employees every year.
- D. It implements work environment measurement every 6 months to reduce the probability of occupational disasters.

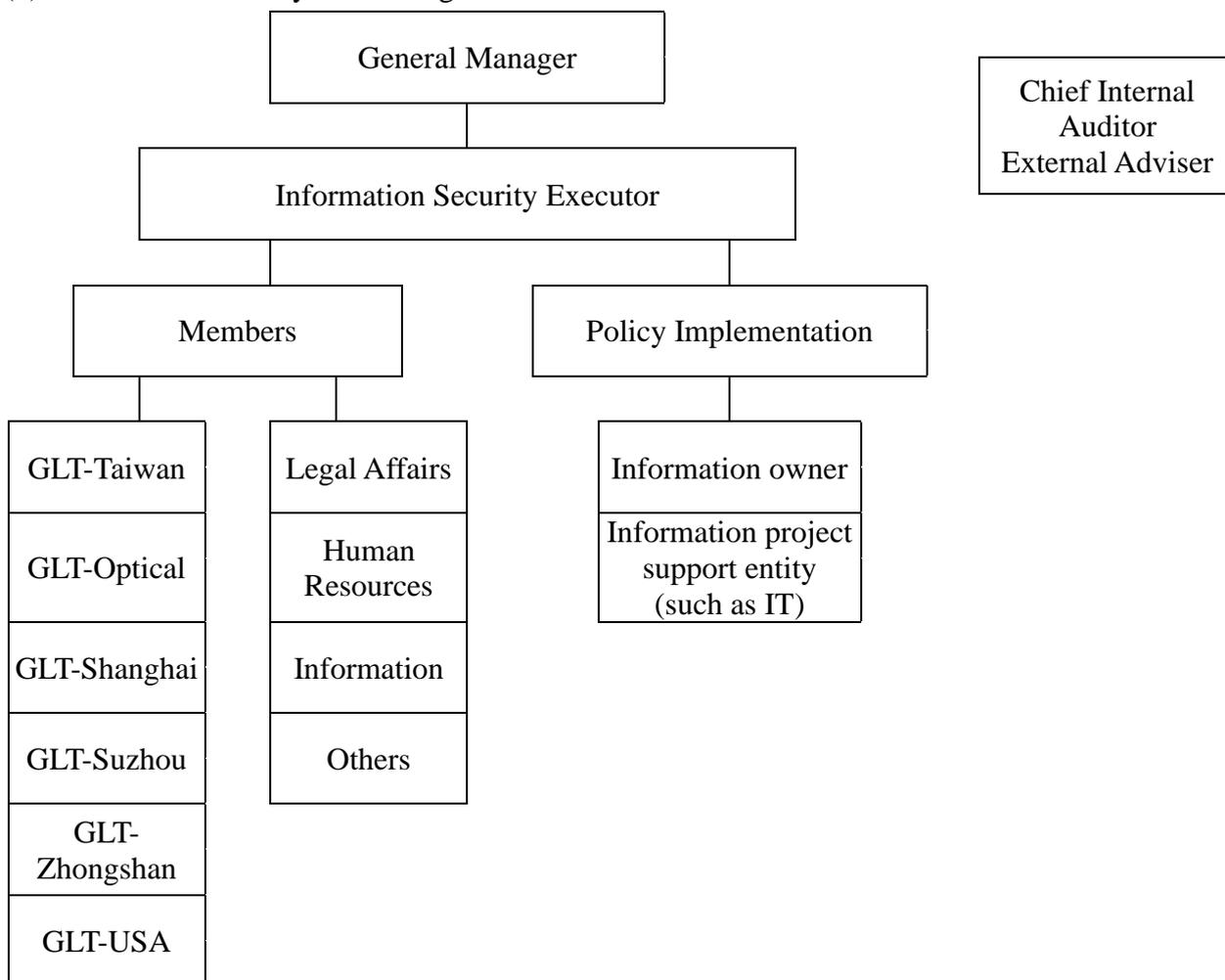
E. It implements access control to ensure safety protection in the factory area.

4.5.2 List the losses suffered due to labor disputes in the most recent fiscal year up to the publication date of this annual report, and disclose the estimated amount for current and possible future occurrences, and response measures. If the amount cannot be reasonably estimated, clarify the reason: None

4.6 Information Security Management

4.6.1 Describe the information security risk management framework, the information security policy, the specific management plan and the resources invested in the information security management, etc.:

(1) Information security risk management framework



(2) The Company's information security policy references and uses the following framework and standards to formulate strategies

- A. ISO 27001:2013 Information Security Management System Standard.
- B. The NIST Cybersecurity Framework, the National Cybersecurity Framework for the United States.
- C. CIS CSC Information Security Control Guidelines (20 security control measures).
- D. Please refer to the Company's website for "information security policies".

(3) Specific management plan and resources invested in the information security management:

Information Security Control Measures	Completed projects in 2024
Hardware asset counting	<ul style="list-style-type: none"> <li>◆ Equipments asset management acquisition and establishment of monitoring platforms</li> <li>◆ Dashboard establishment to automatically collect and store an up-to-date list of assets</li> </ul>

<b>Information Security Control Measures</b>	<b>Completed projects in 2024</b>
Software asset counting	<ul style="list-style-type: none"> <li>◆ Assessment and procurement of a new version software development platform</li> </ul>
Continuous vulnerability management	<ul style="list-style-type: none"> <li>◆ Establish a information security vulnerability scanning server.</li> <li>◆ This year, two vulnerability scans were conducted on the Shanghai server.</li> <li>◆ The AD server has discontinued the use of SSL and transitioned to the TLS 1.2 encryption protocol.</li> </ul>
Privileged account control	<ul style="list-style-type: none"> <li>◆ Monitor daily for any new privileged accounts using the existing platform.</li> <li>◆ Key mainframe equipment, including the Shanghai firewall, core switch, and MES, will use a jump server for login and facilitate two-factor authentication.</li> </ul>
Secure configuration management	<ul style="list-style-type: none"> <li>◆ Regular backup of the firewall and Core Switch configuration files.</li> </ul>
Maintenance, supervision, and analysis	<ul style="list-style-type: none"> <li>◆ This year, an Elastic Log Server was set up to collect login information from the firewall and AD server.</li> </ul>
Email and browser access protection	<ul style="list-style-type: none"> <li>◆ Mail Server credentials updated once.</li> <li>◆ The Mail Server underwent three major patch updates.</li> <li>◆ Complete Spam Server replacement, including one major software update and 10 minor version updates.</li> <li>◆ Implement SPF and DMARC email authentication protocols to prevent spammers and phishers from sending emails on behalf of unauthorized domains.</li> </ul>
Prevention of malware	<ul style="list-style-type: none"> <li>◆ Adjustment of the server's antivirus software scanning time</li> <li>◆ Enable automatic anti-malware scans when connecting removable media</li> <li>◆ Prohibition of automatic execution of content from removable media</li> </ul>
Restriction and control of network communication ports	<ul style="list-style-type: none"> <li>◆ The firewall underwent three major version updates this year.</li> <li>◆ Remote connections to the SQL Server are allowed only through a specific port.</li> </ul>
Data recovery	<ul style="list-style-type: none"> <li>◆ Backup recovery exercise <ul style="list-style-type: none"> <li>1. Data restoration: Annual ERP backup and restoration drill.</li> </ul> </li> <li>◆ VM whole system restoration: Perform a whole BPM system restoration test once.</li> </ul>
Network device security configuration	<ul style="list-style-type: none"> <li>◆ Regular review and update of network device configuration (configuration files are backed up monthly)</li> </ul>
Perimeter defense	<ul style="list-style-type: none"> <li>◆ This year, the Tongluo Fire Wall Policy has been adjusted.</li> <li>◆ Block IPs from North Korea, Bulgaria, and Russia to reduce potential security risks and cyber attacks.</li> <li>◆ Cease the use of Meetingreat remote connections and transition to Citrix remote connections to improve the security of remote work connections.</li> <li>◆ The Company has engaged a vendor to maintain its external website, which includes 24/7 monitoring services. Daily backups are performed, with data restoration available for up to seven days. Additionally, a CDN service has been configured to safeguard the original server.</li> </ul>
Data protection	<ul style="list-style-type: none"> <li>◆ Procurement of 200 sets of endpoint control systems and 120 sets of new encryption and decryption software.</li> <li>◆ At the end of the year, all decommissioned hard drives will be entrusted to professional vendors for physical destruction, and video documentation will be maintained as proof.</li> </ul>
Access control	<ul style="list-style-type: none"> <li>◆ The engineering QMS has been implemented on a cloud platform where all access records are fully retained and the "read only, no download" feature has been enabled to comply with ISO standards.</li> <li>◆ Gradually establish the websites of various departments on cloud servers.</li> </ul>
Wireless network access	<ul style="list-style-type: none"> <li>◆ Non-certified equipment that is connected to the wireless network is considered untrusted and is subject to relevant filtering and isolation.</li> </ul>

<b>Information Security Control Measures</b>	<b>Completed projects in 2024</b>
Account monitoring and control	◆ Monitor daily for any new privileged accounts using the new platform.
Security awareness and training program	<ul style="list-style-type: none"> <li>◆ This year, an information drill will be conducted.</li> <li>◆ Implement information security education &amp; training (twice).</li> <li>◆ This year, the information security colleagues participated in five information security training courses and attended one external firewall training session.</li> </ul>
Application software security	◆ Procure a new version of the application software development platform to prevent XSS attacks that inject malicious code.
Response and management of emergencies	◆ This year, the maintenance and tracking of service downtime event reports (13 entries) were completed.
Penetration test and red team attack and defense exercise	◆ Review of current training needs for information security personnel

4.6.2 State the losses suffered in the most recent year and up to the date of publication of the annual report as a result of major security incidents, the possible impact and the countermeasures. If it is not reasonably possible to estimate, state the fact that it is not reasonably possible to estimate: None.

#### 4.7 Important Contracts

Nature of Contract	Principal	Valid period	Main Contents	Restrictive Terms
Referral Agreement	The Company Company A	From December 14, 2009 to December 13, 2015 (To be automatically renewed annually if Company A does not give 60 days' notice of termination prior to the expiration date)	The Company agrees to use Company A as its non-exclusive representative to negotiate partnership opportunities with potential customers for specific products, and the Company may choose whether or not to accept such partnership opportunities, and if accepted, the Company shall pay Company A a commission of a certain percentage of the turnover from such customers.	None
Master Development and Supply Agreement	GLT-USA Company D	February 4, 2010 Until terminated by one of the parties by written notice	Company D appoints GLT-USA and its affiliates to develop and supply Company D's products. In accordance with this contract, Company D shall own the intellectual property rights developed by GLT-USA and its affiliates due to performance of this contract or work order or in connection with Company D's goods. In addition, GLT-USA and its affiliates shall license their intellectual property rights to Company D free of charge in perpetuity so that Company D can use, sell, and modify Company D's goods by itself or procure others to do so.	None
Land use	GLT-Shanghai Shanghai Municipal Administration of Housing and Land	The contract was signed on July 1, 1999, with a term of use until August 2, 2049	GLT-Shanghai is granted the land use right on the east side of Tingwei Road, Shanyang Town, Jinshan District, with an area of 37,574 square meters with a consideration of USD 533,550.8 and a term of 50 years.	None
Land use	GLT-Suzhou Opto Management Committee of Xushuguan Sub-zone of Suzhou High-tech Zone	From May 26, 2006 to May 25, 2056	The Management Committee of Xushuguan Sub-zone of Suzhou High-tech Zone agrees to grant the land use right of a 40 mu industrial land located in Yangshan Industrial Park of Xushuguan Economic Development Zone of Suzhou to GLT-Suzhou at a price of RMB 68,000 per mu and for a term of 50 years.	None

Nature of Contract	Principal	Valid period	Main Contents	Restrictive Terms
Land use	GLT-Suzhou Opto Suzhou Municipal Administration of Land and Resources Suzhou High-tech Zone (Huqiu) Branch	From December 12, 2006 to December 11, 2056	GLT-Suzhou Opto is granted the right to use an industrial land with a land area of 27,716.1 sq.m. located to the north of Songshan Road and east of Shiny Plastics Corp., for a term of 50 years and a total land consideration of RMB5,266,059.	None
Purchase Contract	GLT-Taiwan Nichia Taiwan Corporation	From January 1, 2011 to date (no termination date has been set in the contract, so it is recorded as "To Date")	GLT-Taiwan shall provide a certificate of deposit or cashier's check to Nichia Taiwan Corporation as security for the purchase of LEDs.	None
Land use	GLT- Taiwan Hsinchu Science Park Bureau	From August 1, 2023 to December 31, 2042	GLT- Taiwan Tongluo Branch leases the land use right at Gong 7th, Jiuhu Section, Tongluo Township, Miaoli County for the construction of plant, warehouse, and other business workplaces.	None
Land use	GLT-Vietnam Dong Van Iii-Hanam Industrial Zone Infrastructure Development & Investment Joint Stock Company	From November 27, 2023 to September 20, 2069	GLT-Vietnam leases the land use right at Dong Van Iv Ip, Ha Nam, Vitnam for the construction of plant, warehouse, and other business workplaces.	None
Civil Engineering	GLT-Vietnam Visicons Construction and Investment Joint Stock Company	From April 2, 2024, until the completion of contractual obligations.	Civil engineering project for GLT-Vietnam's factory construction in the Dong Van Iv Ip, Ha Nam, Vietnam.	None
Mechanical and Electrical Engineering	GLT-Vietnam Acter Group Corporation Limited	From June 20, 2024, until the completion of contractual obligations.	Mechanical and electrical engineering project for GLT-Vietnam's factory construction in Dong Van Iv Ip, Ha Nam, Vietnam.	None
Land Contract	GLT-Thailand Amata Corporation Public Company Limited	From October 1, 2024, until the completion of contractual obligations.	GLT-Thailand has acquired land in Amata Smart City, Chonburi Province, Thailand.	None
Insurance contract	The Company Shin Kong Insurance	From December 1, 2024 to December 1, 2025	Liability insurance for directors and managerial officers	None

## 5. Review and Analysis of Financial Position and Financial Performance and Risk Matters

### 5.1 Financial position analysis

Unit: NT\$ thousands

Item \ Year	2024	20223	Difference	
			Amount	%
Current assets	6,728,783	6,287,605	441,178	7.02
Property, plant and equipment	2,565,888	2,702,973	(137,085)	(5.07)
Other assets	1,387,449	1,027,151	360,298	35.08
Total assets	10,682,120	10,017,729	664,391	6.63
Current liabilities	1,577,282	1,299,446	277,836	21.38
Non-current liabilities	499,945	697,278	(197,333)	(28.30)
Total liabilities	2,077,227	1,996,724	80,503	4.03
Capital stock	1,288,641	1,288,641	-	-
Capital surplus	2,348,423	2,348,423	-	-
Retained earnings	4,815,435	4,477,236	338,199	7.55
Other equity	152,394	(93,295)	245,689	(263.35)
Total equity	8,604,893	8,021,005	583,888	7.28
Description of material changes: (the change percentage is more than 20%)				
1. Other assets: This category primarily reflects the acquisition of financial assets and prepayments for land purchases.				
2. Current liabilities: This is mainly due to the increase in accounts payable.				
3. Non-current liabilities: Mainly due to the decrease in lease liabilities.				
4. Other equity: Mainly due to the net change in exchange differences from the translation of financial statements of foreign operations.				

## 5.2 Financial performance

### Financial Performance Analysis for the Last Two Years

Unit: NT\$ thousands

Item \ Year	2024	2023	Increase or decrease	
			Amount	Percentage of change %
Operating revenue	6,946,030	5,939,876	1,006,154	16.94
Operating costs	5,860,685	5,058,661	802,024	15.85
Gross profit	1,085,345	881,215	204,130	23.16
Operating expenses	782,482	697,488	84,994	12.19
Operating Income (loss)	302,863	183,727	119,136	64.84
Non-operating income and expenses	216,983	221,851	(4,868)	(2.19)
Profit before tax	519,846	405,578	114,268	28.17
Income tax expenses	9,089	(74,176)	83,265	(112.25)
Net income	528,935	331,402	197,533	59.61
Description of major changes: (amount changes of more than 20%)				
1. Gross profit: This is mainly due to the increase in product gross profit.				
2. Operating income: This is mainly due to the increase in operating revenue.				
3. Pre-tax net income: This is mainly due to the increase in operating revenue.				
4. Income tax benefit (expense): This is mainly due to the acquisition of income tax credit benefits.				
5. Net profit for the current period: This is mainly due to the increase in operating revenue.				

The expected sales quantity and its basis, and the potential impact on the Company's future financial business and the response plan in this respect: the Company has been hammering at optical core technology and expanding the application range of light guide plates. Considering the production capacity planning and market product trends based on customer estimates, it is expected that the Company can maintain the competitiveness of its products and technologies within the upcoming 3-5 years.

## 5.3 Cash flow

### Analysis of change in cash flow for the last two years

Unit: NT\$ thousands

Item \ Year	2024	2023	Increase (decrease)	Percentage of change (%)
Investment activities	(779,028)	(120,517)	(658,511)	546.41
Financing activities	(227,448)	(1,211,690)	984,242	(81.23)
Change analysis:				
1. Investment activities: This is mainly due to the increase in cash outflows from financial assets, real estate, and plant & equipment.				
2. Fundraising activities: This is mainly attributable to a reduction in net cash outflow resulting from cash dividends.				

Cash liquidity analysis and improvement plan for insufficient liquidity in the coming year: There is no shortage of liquidity in that the Company has planned its cash requirements for operating and investment activities.

#### 5.4 Effect of Material Capital Expenditures on Financial Operations during the Most Recent Fiscal Year:

In the most recent fiscal year, our Company made significant capital expenditures, mainly for the construction of a new factory for our subsidiary in Vietnam, aligning with the Company's overall operational strategy and business expansion objectives. This factory construction project is a key element of our Company's global capacity optimization strategy, aimed at improving production flexibility and strengthening the regional diversification of our supply chain.

#### 5.5 Company Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for Coming Year:

Any reinvestment policy of the Company was subject to the resolution of the Board of Directors. Considering the medium- and long-term development and operational needs, its main policy lies in increasing revenue and profit. In the coming year, it will maintain its efforts in boosting the growth of optical core technology. Meanwhile, its reinvestment will target at those pertaining to the core business of the Company.

Unit: NT\$ thousands

Reinvestment business	2024 Investment profit (loss)	Description
SSOL	238,280	This is as a result of the recognition of reinvestment profit appraised by equity method.
SSDL	101,127	This is as a result of the recognition of reinvestment profit appraised by equity method.
SSTL	334,426	This is as a result of the recognition of reinvestment profit appraised by equity method.
SSEL	(28,388)	This is as a result of the recognition of reinvestment loss appraised by equity method.
SGL	(115,966)	This is as a result of the recognition of reinvestment loss appraised by equity method.
GLT-Taiwan	40,113	This is as a result of the recognition of reinvestment profit appraised by equity method.

#### 5.6 Risk Matters

##### 5.6.1 Impacts of interest and foreign exchange rate fluctuations and inflation on the Company's profit and loss, and countermeasures:

###### (1) Interest rate change:

The Company's interest income in 2024 was NT\$200,315 thousand, and interest expenses were NT\$12,512 thousand. Due to the impact of the U.S. interest rate policy, interest income accounted for a slightly higher percentage of operating income and profit or loss for the year. Moving forward, the Company will closely monitor the trend of US dollar interest rates and maintain strong relationships with banks to minimize the impact of interest rate fluctuations on its operations.

###### (2) Exchange rate fluctuation:

The Company's foreign exchange positions are mainly in US dollars, and the exchange rate risk is subject to the principle of natural offsetting. The main sales income and raw material purchases of the Company are denominated in US dollars. The natural risk hedging generated by their mutual offset can thus lower the demand for exchange. It can take on foreign currency debts as needed to lower related risks of exchange rate fluctuations.

###### (3) Inflation:

The prices of raw materials required by the Company maintains stable, without being affected by inflation in the short term.

- 5.6.2 Policies for high-risk, high-leverage investments, capital lending, endorsements, guarantees, and derivatives transaction, main reasons for the profits or losses generated thereby, and countermeasures:  
The Company has never engaged in high-risk and high-leverage investments, and derivative transactions. Capital loans and endorsement guarantees of the Company are subject to affiliated enterprises in which the Cayman parent company in the Group holds 100% of the shares. The Company did not provide any capital loans and endorsement guarantees to any non-related parties, without any significant impact on its overall operations.
- 5.6.3 Future research and development (R&D) projects and estimated R&D expenditures:  
In 2025, the Company will stay true to polishing its optical core technology, and the estimated R&D expenses are about NT\$260,000,000.
- 5.6.4 Impacts of changes in domestic and foreign government policies and laws on the Company's financial operations, and future countermeasures:  
All kinds of businesses of the Company were handled in accordance with relevant domestic and foreign laws and regulations. It kept a close eye on important policy development trends and legal changes at home and abroad, so as to respond to changes in the market environment in real time and take appropriate countermeasures. Therefore, will not affect the company's financial business. The financial business of the Company will not be significantly affected.
- 5.6.5 Impacts of industry and technology changes (including cyber security risks) to the Company's financial operations, and future countermeasures:  
The Company kept abreast of the market and industry evolution trends at any time, and formulated strategies and development directions based on changes in market supply and demand, in a bid to make its products more widely used. Therefore, there is no significant adverse impact on the its financial business due to technological changes or industry changes.  
Cyber security risk: The Company's Cyber Department holds liable for formulating and maintaining all kinds of cyber security management institutions and systems, including network management and system management. It is also the Cyber Department that carries out cyber security and network risk assessments based on different cyber systems, and manages and controls risks based on the impact level and occurrence probability of risks. With respect to high-risk systems, necessary management mechanisms are adopted, such as data backup, settings of remote host backup computer rooms, to ensure uninterrupted system operation. Besides, database recovery drills, information security education and training, and other related operations are carried out at regular intervals to intensify the concept of cyber security risks for all employees of the Company.
- 5.6.6 Impacts of changes in corporate image on the Company's crisis management and future countermeasures:  
At present, there is no incident of corporate crisis caused by changes in the corporate image of the Company.
- 5.6.7 Expected benefits, potential risks and response measures related to mergers and acquisitions:  
None.
- 5.6.8 Expected benefits, potential risks and response measures related to plant expansion:  
Considering the regional and structural changes of global technology industry and responding to the product production service plans of our customers, the Company has established bases in more than one country and region. Its plant expansion was carried out in stages after prudent capital expenditure planning to stabilize its long-term development.
- 5.6.9 Risk of procurement and sales concentration, and future countermeasures:  
The Company maintains a good relationship with most suppliers and customers, with constant efforts in developing new technologies and application fields of light guide plates, thus lowering the risk of excessive purchases and sales.
- 5.6.10 Impacts and risks arising from, and response measures for, major transfer or replacement of shares by Directors, Supervisors, or shareholders with over 10% of shares in the Company:  
none.

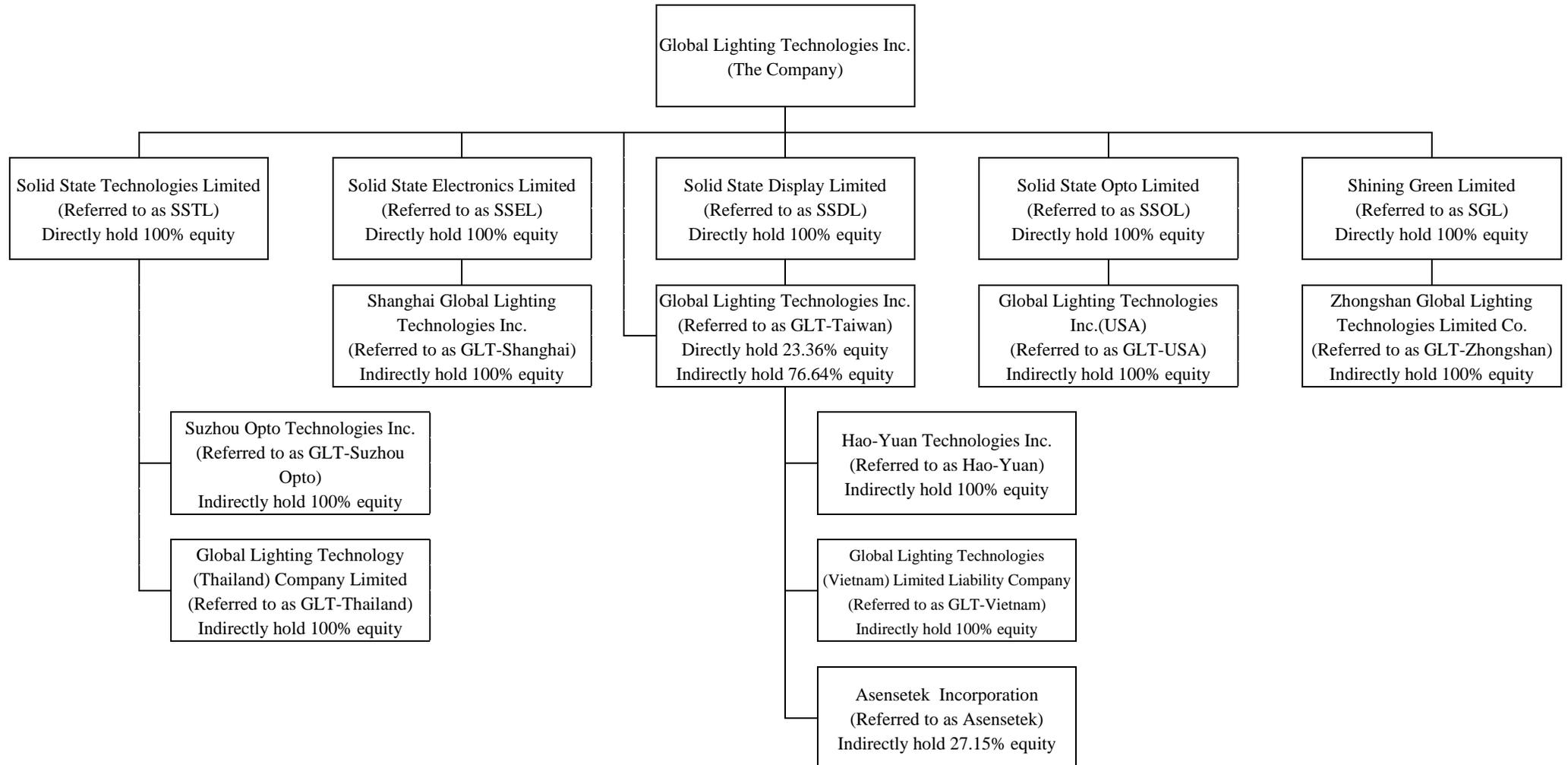
- 5.6.11 Impacts and risks arising from, and response measures for, the change in Company management: None.
- 5.6.12 With respect to litigation or non-litigation affairs, major litigation, non-litigation or disputed event to which the Company and its directors, general manager, actual superintendent, major shareholders holding more than 10% of the shares is or are a party and that have been judged or pending shall be detailed. Where the results of litigation or non-litigation affairs may have a significant impact on shareholders' rights or securities prices, the fact under dispute, subject amount, litigation date, litigants, and litigation progress as of the annual report shall be disclosed: None.
- 5.6.13 Other material risks and response measures: None
- 5.7 Other Material Matters: None

## 6. Special Notes

### 6.1 Operational overview of affiliates

#### 6.1.1 Profile of Affiliated Companies

##### (1) Organization Chart of Affiliated Companies



6.1.2 Basic Data of Affiliates Companies

December 31, 2024 Unit : NT\$

Affiliate	Date of Establishment	Major Business or Products	Address	Nationality	Paid-inCapital
SSEL	5/23/2000	Sales company and holding company	P.O. Box 957, Offshore Incorporations Centre, Road Town, Tortola, British Virgin Islands.	British Virgin Islands	US\$6,561,000
SSOL	5/23/2000	Sales company and holding company	P.O. Box 957, Offshore Incorporations Centre, Road Town, Tortola, British Virgin Islands.	British Virgin Islands	US\$9,950,167
SSTL	5/23/2000	Sales company and holding company	P.O. Box 957, Offshore Incorporations Centre, Road Town, Tortola, British Virgin Islands.	British Virgin Islands	US\$10,750,000
SSDL	5/23/2000	Sales company and holding company	P.O. Box 957, Offshore Incorporations Centre, Road Town, Tortola, British Virgin Islands.	British Virgin Islands	US\$35,144,141
SGL	1/4/2010	Holding company	P.O. Box 217, Apia, Samoa	Samoa	US\$15,000,000
GLT-Taiwan	11/3/2000	R&D, production and sales of light guide plate application products, development of optical mold and production and sales of electronic matching plastic products	No. 1149, Section 3, Ming Chuan Road, Zhongli District, Taoyuan City, Taiwan, R.O.C.	Taiwan, ROC	NT\$1,115,199,560
Asensetek	3/14/2012	Manufacturing and sales of optical and precision equipment, electronic components, motors and electronic machinery	9F, No. 43, Fuxing Road, Xindian District, New Taipei City, Taiwan, R.O.C.	Taiwan, ROC	NT\$26,834,990
Hao-Yuan	3/28/2013	General investment business	No. 1149, Section 3, Ming Chuan Road, Zhongli District, Taoyuan City, Taiwan, R.O.C.	Taiwan, ROC	NT\$1,000,000
GLT-Shanghai	11/1/1993	Production and sales of light guide plate application products, development of optical mold and production and sales of electronic matching plastic products	No. 1468, Tingweigong Road, Shanyang County, Jingshan District, Shanghai, PR China	People Republic of China	US\$20,000,000
GLT-Suzhou Opto	7/6/2004	R&D, production and sales of light guide plate application products and displays, development of optical mold, and production and sales of plastic products for electronic use	No. 468, Songshan Road, Xuye Pass, Gaoxin District, Zhuzhou, PR China	People Republic of China	US\$13,200,000
GLT-Zhongshan	3/24/2011	Production and sales of light guide plate application products	The northwest side of the 1 <sup>st</sup> floor and the west side of the 2 <sup>nd</sup> floor of Building A, Wistron Zhongshan Optoelectronic Park 1, Linhai Industrial Park, Torch Development Zone, Zhongshan City, PR China	People Republic of China	US\$15,000,000

Affiliate	Date of Establishment	Major Business or Products	Address	Nationality	Paid-inCapital
GLT-USA	7/24/2000	Production and sales of light guide plate application products	55 Andrews Circle, Brecksville, Ohio 44141, U.S.A.	USA	US\$7,247,343
GLT-Vietnam	9/22/2023	Production and sales of light guide plate application products, development of optical mold and production and sales of electronic matching plastic products	Lot CN13, Dong Van III Industrial Park, Ha Nam Province, Vietnam	Vietnam	US\$15,000,000
GLT-Thailand	9/7/2024	Production and sales of light guide plate application products, development of optical mold and production and sales of electronic matching plastic	700/2, Mu 1, Khlong Tamru Sub-district, Mueang Chon Buri District, Chon Buri Province, Thailand	Thailand	US\$6,500,000

6.1.3 Information about Common Shareholders of Entities Presumed to Have a Controlling and Subordinate Relationship : N/A

6.1.4 Information on Directors, Supervisors and General Managers of Affiliated Companies :

Affiliate	Title	Name	Shareholding	
			Shares (Capital Contribution)	%
SSEL	Chairman	Global Lighting Technologies Inc. Representative: Mang-Shiang Lee	6,561,000 shares	100%
SSOL	Chairman	Global Lighting Technologies Inc. Representative: Mang-Shiang Lee	9,950,167 shares	100%
SSTL	Chairman	Global Lighting Technologies Inc. Representative: Mang-Shiang Lee	10,750,000 shares	100%
SSDL	Chairman	Global Lighting Technologies Inc. Representative: Mang-Shiang Lee	35,144,141 shares	100%
SGL	Chairman	Global Lighting Technologies Inc. Representative: Mang-Shiang Lee	15,000,000 shares	100%
GLT-Taiwan	Chairman	Solid State Display Limited Representative: Mang-Shiang Lee	111,519,956 shares	76.64%
	Supervisor	Global Lighting Technologies Inc. Representative: Kun-Ming Tsai	33,994,364 shares	23.36%
GLT-Shanghai	Chairman	Solid State Electronics Limited Representative: Chung-Lin Tsai	US\$20,000,000	100%
	Director	Solid State Electronics Limited Representative: Chien-Ming Sung		
	Director	Solid State Electronics Limited Representative: Barry Lin		
	Supervisor	Solid State Electronics Limited Representative: Mei-Chen Chuang		
GLT-Suzhou Opto	Chairman	Solid State Electronics Limited Representative: Chung-Lin Tsai	US\$13,200,000	100%
	Director	Solid State Electronics Limited Representative: Chien-Ming Sung		
	Director	Solid State Electronics Limited Representative: Nick Kuo		
	Supervisor	Solid State Electronics Limited Representative: Mei-Chen Chuang		

+

Affiliate	Title	Name	Shareholding	
			Shares (Capital Contribution)	%
GLT-Zhongshan	Chairman	Shining Green Limited Representative: Chung-Lin Tsai	US\$15,000,000	100%
	Director	Shining Green Limited Representative: Chien-Ming Sung		
	Director	Shining Green Limited Representative: Jiann-Shiun Lin		
	Supervisor	Shining Green Limited Representative: Mei-Chen Chuang		
GLT-USA	Chairman	Solid State Opto Limited Representative: Mang-Shiang Lee	100 shares	100%
Asensetek	Chairman	Wang Bo-Sheng	436,610 shares	16.27%
	Supervisor	Zhu Yan-Han	172,655 shares	6.43%
Hao-Yuan	Chairman	Global Lighting Technologies Inc. Representative: Mang-Shiang Lee	100,000 shares	100%
GLT-Vietnam	Chairman	Global Lighting Technologies Inc. Representative: Chung-Lin Tsai	US\$15,000,000	100%
GLT-Thailand	Chairman	Solid State Technology Limited Representative: Chung-Lin Tsai	US\$6,500,000	100%

6.1.5 Financial status and operating results of affiliated companies:

December 31, 2024 Unite : NT\$

Affiliate	Capital	Total Assets	Total Liabilities	Total Equity	Operating Revenue	Net Income (Loss)	Current Period (Profit) and Loss	Earnings (Loss) Per Share
SSEL	US\$6,561,000	US\$36,943,331	US\$8,043	US\$36,935,288	US\$47,333	(US\$522)	US\$851,359	US\$0.13
SSOL	US\$9,950,167	US\$69,065,718	US\$31,240,469	US\$37,825,249	US\$115,444,406	US\$4,141,540	US\$7,417,247	US\$0.75
SSTL	US\$10,750,000	US\$78,451,613	US\$9,971,928	US\$68,479,685	US\$69,438,339	US\$7,907,107	US\$9,800,021	US\$0.91
SSDL	US\$35,144,141	US\$86,829,325	US\$1,602,919	US\$85,226,406	US\$3,882,392	US\$193,835	US\$4,434,056	US\$0.13
SGL	US\$15,000,000	US\$1,236,481	US\$0	US\$1,236,481	US\$0	US\$0	(US\$1,648,432)	(US\$0.11)
GLT-Taiwan	NT\$1,455,143,200	NT\$4,989,737,920	NT\$1,482,125,498	NT\$3,507,612,422	NT\$2,653,936,312	NT\$26,426,527	NT\$171,705,597	NT\$1.18
GLT-Shanghai	US\$20,000,000	US\$60,307,516	US\$27,572,473	US\$32,735,043	US\$137,260,206	(US\$310,537)	US\$429,604	-
GLT-SuzhouOpto	US\$13,200,000	US\$24,284,867	US\$5,897,889	US\$18,386,978	US\$14,524,498	(US\$233,320)	US\$187,983	-
GLT-Zhongshan	US\$15,000,000	US\$3,063,676	US\$1,827,407	US\$1,236,269	US\$3,086,500	(US\$2,217,292)	(US\$1,648,432)	-
GLT-USA	US\$7,247,343	US\$21,593,049	US\$3,452,847	US\$18,140,202	US\$22,528,552	US\$1,905,979	US\$1,906,765	US\$19,067.65
群智科技	NT\$26,834,990	NT\$124,241	NT\$762,771	(NT\$638,530)	NT\$0	(NT\$2,047,289)	(NT\$2,046,893)	(NT\$0.76)
浩源科技	NT\$1,000,000	NT\$6,819,629	NT\$0	NT\$6,819,629	NT\$0	(NT\$26,456)	NT\$2,771,089	NT\$27.71
GLT-Vietnam	US\$15,000,000	US\$14,915,827	US\$704,274	US\$14,211,553	US\$0	(US\$168,701)	(US\$89,411)	-
GLT-Thailand	US\$6,500,000	US\$6,422,851	US\$0	US\$6,422,851	US\$0	(US\$112)	(US\$188,088)	(US\$0.00)

6.1.6 Consolidated financial statements of affiliated companies: These statements are identical to the consolidated financial reports of this Company. For further details, please refer to the Market Observation Post System (MOPS) click Single Company/ Download Electronic Documents/ Financial Statements.

6.1.7 Relationship report: None.

6.2 Private Placement Securities in the Past Years and as of the Date of Publication of the Annual Report: None.

6.3 Other Necessary Supplementary Explanations: None.

6.4 Explanation of major differences between the company's articles of incorporation and national regulations on the protection of shareholders' equity: No major differences.

**7. Matters That Materially Affect Shareholders' Equity or The Price of The Company's Securities Specified in Article 36, Paragraph 3, Subparagraph 2 of The Securities And Exchange Act, Occurred During The Most Recent Fiscal Year or During The Current Fiscal Year up to The Date of Publication of The Annual Report: None.**

**Global Lighting Technologies Inc.**



**Chairman : Mang-Shiang Lee**

