

Stock Code 4935



Global Lighting Technologies Inc.

2025 Annual Report

Printed on April 8, 2026

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: Associate Vice President
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Tel: 86-512-6825-6433
- (5) Zhongshan Global Lighting Technology Limited Co. (Referred to as GLT- Zhongshan)(Note 1)
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
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Tel: 886-3-4262828

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

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 Shiny Plastic 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	MARK R. PRATT	U.S.	Global Lighting Technologies Inc.(GLT-USA) President Maple Heights High School
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	Ya-Hui Chuang	R.O.C.	Director of Health and Nutrition Care Sector in China Region of Ausnutria Dairy Corporation Ltd Master of Business Administration – Technology and Innovation Management of National Chengchi University

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1. Letter to Shareholders

In 2025, the global economic environment was impacted by adjustments to the monetary policies of major countries, U.S.-China trade relations, and tariff policies, among other factors, resulting in a high degree of uncertainty in industry conditions. Concurrently, the development of Artificial Intelligence (AI) and associated applied technologies has accelerated, leading to diversified terminal market demand and intensified industry competition.

GLT-Taiwan has maintained a prudent and pragmatic business strategy, focusing on strengthening its core technologies, optimizing its global manufacturing and supply chain layout, and actively expanding its presence in new application markets. These efforts have contributed to maintaining the Company's competitiveness and growth momentum in a changing environment.

Looking ahead, all employees will continue to deepen innovation, enhance operational resilience, and steadily advance medium to long-term development plans, thereby laying a solid foundation for the company's sustainable operation.

I. Consolidated Operating Performance for the Year Ended December 31, 2025

The consolidated operating revenue of GLT in 2025 was NT\$5.351 billion, and the consolidated gross margin was NT\$796 million; The consolidated net profit after tax was NT\$172 million, with after-tax earnings of NT\$1.34 per share.

II. Business and R&D Achievements

In 2025, due to the ongoing impact of international tariff policies on demand, certain customers postponed purchases, and the schedule for new product development was delayed. In response to this situation, the Company, in addition to maintaining its existing production capacity and services, more proactively expanded its operations into growth market areas such as in-vehicle electronics and biotech/medical, in order to broaden its medium to long-term business footprint.

Additionally, to enhance the resilience of the global supply chain, the Company finished the construction of a new factory in Vietnam in 2025. The factory was scheduled to begin commercial mass production in Q2 of 2026. Plans were also made to establish a new site in Thailand to enhance operational flexibility and cost competitiveness through diversified capacity allocation.

In terms of R&D and innovation, the Company continues to strengthen its core competitiveness in the field of optical microstructures, closely tracks industry trends, and proactively deploys new technologies to meet evolving technical demands. Through deep customization and precision manufacturing processes, the Company provides customers with integrated application solutions combining "optics, mechanics, and electronics." In 2025, R&D investment reached NT\$250 million, with capital expenditures of NT\$470 million. These investments will continue to reinforce the Company's technological leadership and translate into mid- to long-term product competitiveness and growth momentum.

To enhance enterprise resource management efficiency, the Company is actively advancing a new phase of digital transformation. By implementing a next-generation cloud-based Enterprise Resource Planning (ERP) system, the Company will integrate information across finance, human resources, R&D, manufacturing, and supply chain functions, thereby improving operational efficiency and decision-making speed and further strengthening GLT-Taiwan's long-term competitiveness and corporate value.

III.A Summary of the Business Plan for 2026

In response to the rapidly changing international political and economic environment, GLT will continue to enhance its core competitiveness in R&D innovation and intelligent manufacturing in 2026. The Company will also devote itself to promoting the diverse applications of new technologies and products to strengthen its responsiveness and operational flexibility. The specific directions of the plan were as follows:

1. Deepen customer collaboration: Strengthen partnerships with existing customers. In addition to enhancing product performance, the Company will provide diversified production sites and more advanced automation processes to create win-win outcomes with customers.
2. Introduce innovative processes: Continue to adopt advanced processes and production technologies to strengthen overall competitiveness and jointly enhance product value with customers.
3. Upgrade product integration: With optical microstructures as the technological core, expand product application scope and integrate related materials to deliver high-value-added, modularized solutions.
4. Strengthen digital foundations: Continue to promote digital upgrades, smart manufacturing, and key talent development to build sustainable competitive advantages.
5. Optimize group resources: Reassess internal resource allocation and comprehensively align the levels of intelligence and automation across all manufacturing sites.

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

Against the backdrop of uneven global economic cycles, the Company continues to expand into different regions and application areas to reduce the impact of fluctuations in any single market on operating performance. Meanwhile, the manufacturing industry is facing rising labor costs and talent shortages. The Company will continue to adopt automation, AI-based inspection, and smart factory technologies to reduce reliance on manpower, improve yields, and enhance competitiveness.

Our vision is to become the most trusted leader in integrated optical microstructure application solutions for our customers. GLT will continue to take optical microstructures as its technological core. Through cross-domain integration, we will co-create value with customers and strive to become a benchmark enterprise that creates industry value through innovative technologies while implementing energy-saving and carbon-reduction principles in operations and promoting environmental protection.

Chairman:
Mang-Shiang Lee



President:
Chung-Lin Tsai



Chief Accounting Officer:
En-Hao Chang



2. Company and Group Profile

Global Lighting Technologies Inc. (hereinafter referred to as “the Company”) was established in the Cayman Islands on July 28, 2000. Its principal business activities include investment holding; the R&D, manufacture, and sale of light guide plate application products; the development of optical molds; and the production and sale of electronic plastic components. The Company's shares were listed on the Taiwan Stock Exchange on July 28, 2011.

As a leading manufacturer of professional light guide plate applications, the Company has been continuously promoting its R&D in optical design software specifically for light guide plates to shorten product development duration and investing in ultra precision machining processes to accurately implement optical design on products, breaking through traditional processes, significantly reducing manufacturing costs, and providing customers with the best products with cost competitiveness.

At the beginning, the Company took Global Lighting Technologies Inc. (hereinafter referred to as “GLT-USA”) as the technology R&D center to develop leading new products in the industry. In addition, we also invested in patent operations and obtained multiple basic patents for light guide plate applications. Our Asian subsidiaries (Global Lighting Technologies (Taiwan) Inc., hereinafter “GLT-Taiwan”), Shanghai Global Lighting Technologies Inc., (hereinafter “GLT-Shanghai”), and Suzhou Opto Technologies Inc. (hereinafter “GLT-Suzhou Opto”) are responsible for product development and manufacturing. In recent years, the research and development work has been transferred to Taiwan (GLT-Taiwan), in order to accurately grasp the pulse of the market, develop products that meet the market demand, and provide customers with immediate service. In 2023, Global Lighting Technologies (Vietnam) Limited Liability Company (hereinafter referred to as "GLT-Vietnam") was established in Vietnam, and in 2024, Global Lighting Technology (Thailand) Company Limited (hereinafter referred to as "GLT-Thailand") was established in Thailand, in order to enhance the flexibility of the production system and strengthen the regional diversification of the supply chain, thereby responding to changes in the global trade environment and laying the foundation for long-term competitive advantage. For information regarding the Company's risk factors and group organizational structure, please refer to pages 104 to 108 of this annual report.

3. Corporate Governance Report

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

3.1.1 Information on Directors and Independent Directors

March 28, 2026; 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	28/5/2025	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	-	28/5/2025	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	28/5/2025	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	28/5/2025	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	U.S.	MARK R. PRATT	Male 61~70 years old	28/5/2025	3 years	28/5/2025	-	-	-	-	-	-	-	-	President of Global Lighting Technologies Inc.(GLT-USA) Maple Heights High School	-	None	None	None	None
Independent Director	R.O.C.	Su-Lee Wen Tsai	Female 61~70 years old	28/5/2025	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	28/5/2025	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.	Ya-Hui Chuang	Female 41~50 years old	28/5/2025	3 years	28/5/2025	-	-	-	-	-	-	-	-	Director of Health and Nutrition Care Sector in China Region of Ausnutria Dairy Corporation Ltd Master of Business Administration – Technology and Innovation Management of National Chengchi 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., Director of Excelsior Biopharma Inc., Convenor of the Sustainable Development Committee of GLT, Member of the Nomination 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., Convener of the Audit Committee, the Remuneration Committee and the Nomination Committee of GLT
- Note 5: Independent Director of Kee Fresh & Safe Foodtech Co., Ltd., Member of the Audit Committee, the Remuneration Committee and the Nomination Committee of GLT
- Note 6: Director of Managerial Intelligentsia Association, Member of the Audit Committee and 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

3.1.2 Major shareholders of corporate shareholders

June 5, 2025

Name of corporate shareholder	Major shareholders of the corporate shareholder	%
Wistron Corporation	Labor Pension Fund	4.61%
	Cathay MSCI Taiwan ESG Sustainability High Dividend Yield ETF	4.38%
	Yuanta Taiwan Dividend Plus ETF	2.88%
	Fubon Life Insurance Co., Ltd.	2.67%
	Taipei Fubon Bank Trust Account (employee share ownership trust)	1.71%
	Chunghwa Post Co., Ltd	1.67%
	Lin, Hsien-Ming	1.56%
	Yuanta/P-shares Taiwan Top 50 ETF	1.24%
	Cathay Life Insurance Co., Ltd.	1.13%
	JPMorgan Asset Management (Taiwan) Limited	1.04%

3.1.3 Main shareholders of corporate shareholders

December 31, 2025

Name of corporation	Major shareholders of corporate shareholders	%
Fubon Life Insurance Co., Ltd.	Fubon Financial Holding Co., Ltd.	100.00%
Chunghwa Post Co., Ltd.	Ministry of Transportation and Communications R.O.C	100.00%
Cathay Life Insurance Co., Ltd.	Cathay Financial Holding Co., Ltd	100.00%

3.1.4 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
MARK R. PRATT	With more than 25-year working experience required for handling company business; Experience: President of Global Lighting Technologies Inc.(GLT-USA) ◆ 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
Ya-Hui Chuang	<p>With more than 20-year working experience and financial expertise required for handling company business, once served as the Director of Health and Nutrition Care Sector in China Region of Ausnutria Dairy Corporation Ltd., now serving as the Director of Managerial Intelligentsia Association</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 Company Act of the ROC.</p>	0

3.1.5 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
			41 50	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
MARK R. PRATT	U.S.	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
Ya-Hui Chuang	R.O.C.	Female	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. Following the re-election of directors in 2025, the Company added one female director seat, continuing to promote diversity on the Board of Directors. Going forward, the Company will give priority to nominating director candidates with professional backgrounds and relevant experience, and plans to further increase the proportion of female directors or independent directors in the next election, so as to strengthen Board diversity and governance effectiveness.

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.

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

March 28, 2026 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. Master Degree in 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. Master Degree in 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	
Associate Vice President	R.O.C.	En-Hao Chang	Male	30/9/2025	-	-	-	-	-	-	Director of General Management Office, Sea Sonic Electronics Co., Ltd. Master Degree in Degree in Accounting, National Cheng Kung University	-	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, Director of Jiu H Yeh Precision Industrial Co., Ltd., Director of Cheng Chuen Corp.

Note 3: Supervisor of GLT-Shanghai, Supervisor of GLT-Suzhou Opto, Supervisor of GLT-Zhongshan, Supervisor of Jiu H Yeh Precision Industrial Co., Ltd., Supervisor of Cheng Chuen Corp.

3.2 Remuneration Paid to Directors, Independent Directors, General Manager and Deputy General Managers during the Most Recent Fiscal Year

3.2.1 Remuneration of Directors and Independent Directors

December 31, 2025 Unit: NT\$ thousands, %

Title	Name	Remuneration of Directors								Ratio of Total Remuneration (A+B+C+D) to Earnings After Tax (Note 10)		Remuneration of directors concurrently serving as employees						Ratio of Total Remuneration (A+B+C+D+E+F+G) to Earnings After Tax (Note 10)		Remuneration from reinvestee other than subsidiary or parent company (Note 11)						
		Remuneration [A] (Note 2)		Severance Pay and Pension (B)		Rewards of directors (C) (Note 3)		Business Execution Expenses (D) (Note 4)				Salary, Bonus, and Allowance (E) (Note 5)		Severance Pay and Pension (F)		Employees' compensation (G) (Note 6)										
		The Company	All Companies in the Financial Report (Note 7)	The Company	All Companies in the Financial Report (Note 7)	The Company	All Companies in the financial statements (Note 7)	The Company	All Companies in the Financial Report (Note 7)	The Company	All Companies in the Financial Report	The Company	All companies in the financial statements (Note 7)	The Company	All Companies in the Financial Report (Note 7)	The Company		All Companies in the Financial Report (Note 7)			The Company	All Companies in the Financial Report				
		Cash	Stock	Cash	Stock																					
Chairman	Mang-Shiang Lee																									
Director	Wistron Corporation																									
Corporate Representative	Jiann-Shiun Lin	-	-	-	-	1,579	1,579	575	575	2,154	2,154	1.25%	1.25%	-	2,460	-	-	-	-	-	-	2,154	4,614	1.25%	2.68%	None
Director	Tzu-Hsin Chang																									
Director	Ching-Ling Wang (Note 12)																									
Director	MARK R. PRATT (Note 13)																									
Independent Director	Su-Lee Wen Tsai																									
Independent Director	Ho-Hsiang Hsu	1,800	1,800	-	-	1,184	1,184	670	670	3,654	3,654	2.12%	2.12%	-	-	-	-	-	-	-	-	3,654	3,654	2.12%	2.12%	None
Independent Director	Ching-Yi Chang (Note 12)																									
Independent Director	Ya-Hui Chuang (Note 13)																									

1. Please explain the independent director remuneration payment policy, system, standard, and structure, and state and relevance of the amount of the remuneration payment based on the responsibility, risk, investment of time, and other factors: According the Corporation Articles, the degree of the individual directors involving in the operations of the Company, and contribution value under the domestic industry standards.

2. In addition to the information disclosed in the table above, remuneration paid to any director of the Company (such as serving as a adviser to all non-employees of the parent company/all companies/re-invested companies in the financial report, etc.) in the most recent fiscal year: None.

3.2.2 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	Mang-Shiang Lee, Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, MARK R. PRATT, Ching-Yi Chang	Mang-Shiang Lee, Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, MARK R. PRATT, Ching-Yi Chang	Mang-Shiang Lee, Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, MARK R. PRATT, Ching-Yi Chang	Wistron Corporation, Jiann-Shiun Lin, Tzu-Hsin Chang, Ching-Ling Wang, MARK R. PRATT, Ching-Yi Chang
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ya-Hui Chuang	Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ya-Hui Chuang	Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ya-Hui Chuang	Su-Lee Wen Tsai, Ho-Hsiang Hsu, Ya-Hui Chuang
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)				Mang-Shiang Lee
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)				
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	10 (Including 1 Corporate Director)	10 (Including 1 Corporate Director)	10 (Including 1 Corporate Director)	10 (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.

Note 12: Resigned after general re-election on May 28, 2025, and the remuneration was disclosed until the date of resignation.

Note 13: Took office after general re-election on May 28, 2025, and the remuneration was disclosed from the date of inauguration.

Remuneration and range of remuneration for supervisors: Not applicable.

3.2.3 Remuneration for President and Vice President

As of December 31, 2025 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	1,308	10,679	-	216	-	-	461	-	461	-	1,769 1.03%	11,356 6.59%	None
Chief Plant Manager	Chien-Ming Sung													

3.2.4 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)	Chung-Lin Tsai	
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)		
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	2 in total	2 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.

3.2.5 Name of management to which employees' compensation are distributed, and the status of distribution
As of December 31, 2025 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	-	921	921	0.53%
	Chief Plant Manager	Chien-Ming Sung				
	Associate Vice President	Mei-Chen Chuang				
	Associate Vice President	Jui-Ling Huang				
	Associate Vice President	En-Hao Chang (Note 5)				

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.

Note 5: Took office following job reassignment on September 30, 2025.

3.2.6 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	2024		2025	
	All companies in the consolidated financial statements		All companies in the consolidated financial statements	
	Amount	%	Amount	%
Director	13,501	2.55	8,268	4.80
President and Vice Presidents	11,981	2.27	11,356	6.59
Total	25,482	4.82	19,624	11.39

(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.

3.3 Implementation of Corporate Governance

3.3.1 Operations of the Board of Directors

A total of 9 meetings of the Board of Directors were held in 2025. The attendance of Directors was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance rate (%)	Remarks
Chairman	Mang-Shiang Lee	9	0	100	Note 1
Director	Wistron Corporation Representative: Jiann-Shiun Lin	7	2	78	Note 1
Director	Tzu-Hsin Chang	9	0	100	Note 1
Director	Ching-Ling Wang	3	0	100	Note 2
Director	MARK R. PRATT	6	0	100	Note 3
Independent Director	Su-Lee Wen Tsai	9	0	100	Note 1
Independent Director	Ho-Hsiang Hsu	9	0	100	Note 1
Independent Director	Ching-Yi Chang	3	0	100	Note 2
Independent Director	Ya-Hui Chuang	6	0	100	Note 3

Note 1: Took office after general re-election on May 28, 2025, should attend 9 times.
 Note 2: Resigned after general re-election on May 28, 2025, should attend 3 times.
 Note 3: Took office after general re-election on May 28, 2025, should attend 6 times.

Other mentionable items:

- 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:
 - 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 61 to 62 of the important resolutions made by Board of Directors.
 - Other than the matters mentioned above, other resolutions that are objected and reserved by the Independent Directors and are documented or stated: None.
- 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:

Date of Board Meeting	Name of Director	Proposal	Reason for recusal	Voting result
2025.8.15	Independent Director Su-Lee Wen Tsai Ho-Hsiang Hsu Ya-Hui Chuang	Examine the Remuneration Committee's proposal on the remuneration for the sixth term of independent directors	The independent directors have interests in the proposal, so they recused themselves in accordance with the law	Did not participate in discussion and voting

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 28/11/2025	Board of Directors, individual directors and functional committees	Appointment of external professional agency (Taipei Foundation of Finance)	Five major dimensions of the Board of Directors and functional committees: Safeguarding shareholders' rights and interests, strengthening the structure and operation of the Board, the Board's level of participation in the Company's operations, enhancing the quality of Board decision-making, enhancing information transparency, internal control, and promoting sustainable development.	Evaluation date: 11/14/2025–12/29/2025 External evaluation results: All conform to the evaluation indicator requirements. Recommendations from the external professional institution: Recommendation 1: It is recommended that the supervisory authority and responsibilities of the Audit Committee and the Sustainable Development Committee with respect to risk management be clearly defined, and that the establishment of a Business Strategy Planning Group be evaluated, in order to strengthen corporate governance and operational strategy. Recommendation 2: It is recommended that TIPS, ISO 56005, or similar intellectual property or information security management frameworks be adopted, in order to enhance operational resilience. Recommendation 3: It is recommended that auditors with professional qualifications be added, in order to strengthen the independence of the audit function and the deputy mechanism for the role. Future improvement plans: The Company will continue to review and clearly define the risk management oversight responsibilities of the Audit Committee and the Sustainable Development Committee, in order to strengthen corporate governance and operational strategy. At the same time, the Company will study the adoption of TIPS, ISO 56005, or related management frameworks to enhance operational resilience. In addition, depending on the Company's development needs, the Company will evaluate the addition of audit personnel, in order to strengthen the independence of the audit function and the deputy mechanism for the role.
Once a year	1/1/2025 31/12/2025	Audit Committee	Internal self-assessment	Performance evaluation items of the Audit Committee: 1. Degree of engagement in corporate operations (15 points) 2. Recognition of the duties of the Audit Committee (25 points) 3. Improvement in the quality of decision making by the Audit Committee (35 points) 4. Composition of the Audit Committee, and election and appointment of committee members (15 points) 5. Internal control (10 points) Total of 100 points	Performance evaluation items of the Audit Committee: 1. Degree of engagement in corporate: 15 points 2. Recognition of the duties of the Audit Committee : 25 points 3. Improvement in the quality of decision making by the Audit Committee : 35 points 4. Composition of the Audit Committee, and election and appointment of committee members: 15 points 5. Internal control: 10 points Total of 100 points
Once a year	1/1/2025 31/12/2025	Remuneration Committee	Internal self-assessment	Performance evaluation items of the Remuneration Committee: 1. Degree of engagement in corporate operations (15 points) 2. Recognition of the duties of the Remuneration Committee (25 points) 3. Improvement in the quality of decision	Performance evaluation items of the Remuneration Committee: 1. Degree of engagement in corporate: 15 points 2. Recognition of the duties of the Remuneration Committee : 21 points 3. Improvement in the quality of decision

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

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

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 14 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 27 to 29 of the Annual Report.
- (3) The number of training hours for each director in year 2025 is in line with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies..

3.3.2 Operations of the Audit Committee:

The Audit Committee met seven (7) times in year 2025. The attendance of Independent Directors was as follows:

Title	Name	Attendance in Person	Attendance by Proxy	Actual attendance rate (%)	Remarks
Independent Director (Convener)	Su-Lee Wen Tsai	7	0	100	Note 1
Independent Director	Ho-Hsiang Hsu	7	0	100	Note 1
Independent Director	Ching-Yi Chang	3	0	100	Note 2
Independent Director	Ya-Hui Chuang	4	0	100	Note 3
Note 1: Took office after general re-election on May 28, 2025, should attend 7 times.					
Note 2: Resigned after general re-election on May 28, 2025, should attend 3 times.					
Note 3: Took office after general re-election on May 28, 2025, should attend 4 times.					

Other mentionable items:

1. 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
27/2/2025 The 17th meeting of the 5th session	GLT's 2024 Business Report and Financial Statements	<ul style="list-style-type: none"> ◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
	2024 Statement on Internal Control System	
	Proposal on the amendments to some provisions of the Company's Articles of Association	
9/4/2025 The 18th meeting of the 5th session	Proposal for 2024 earning distribution	<ul style="list-style-type: none"> ◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
	Proposal on the engagement, fees, independence, and eligibility evaluation of the certifying CPAs for 2025	
8/5/2025 The 19th meeting of the 5th session	GLT's 2025 Q1 consolidated financial statements	<ul style="list-style-type: none"> ◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
15/8/2025 The 1st meeting of the 6th session	Proposal for the election of the convener of the 6th term of Audit Committee	<ul style="list-style-type: none"> ◆ Ms., Ya-Hui Chuang, a member present, nominated Ms., Su-Lee Wen Tsai to serve as the

Meeting Date and Session	Proposal	Opinions of independent directors and handling of independent directors' opinions by the Company
	GLT's 2025 Q2 consolidated financial statements	convener and chair of the Company's sixth Audit Committee. The other members present unanimously agreed. ◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
30/9/2025 The 2nd meeting of the 6th session	Proposal on personnel changes for the Company's Chief Financial Officer and Chief Accounting Officer	◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
11/11/2025 The 3rd meeting of the 6th session	GLT's 2025 Q3 consolidated financial statements	◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
	Proposal on the amendment to some provisions of the Company's Investment Cycle and Accounting System	
19/12/2025 The 4th meeting of the 6th session	Sustainable development and risk management status report	◆ Approved unanimously by the Audit Committee ◆ The opinions of the Audit Committee was unanimously approved by the Board of Directors of the Company
	Information security risk management status report	
	Proposal for 2026 audit plan	
	Proposal for the 2026 determination of the Company's risk control limit for loans to others	

- (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 13 communications (including by letter) were held in 2025.
 - (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 27, 2025, May 8, 2025, August 15, 2025 and November 11, 2025.

4. Priorities of Review for the Year 2025:

- (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 April 9, 2025 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 2025, 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 March 5, 2026, the Audit Committee and the Board of Directors approved the Statement of Internal Control System for the year 2025.

3.3.3 Composition and operation of the Remuneration Committee

1. Information on the members of the Remuneration Committee

As of March 28, 2026

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 25 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: July 1, 2025 to May 27, 2028. A total of 3 meetings were held by the Remuneration Committee in 2025, 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	3	0	100	Note 1
Member	Ho-Hsiang Hsu	3	0	100	Note 1
Member	Huey-Min Chen	3	0	100	Note 1

Note 1: Newly elected as an independent director after the general re-election on May 28, 2025, and all members of the Remuneration Committee were appointed by the Board of Directors on July 1, 2025, with 3 meetings required to attend.

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 FY2025:

Meeting Date and Session	Proposal	Opinions of all Remuneration Committee members and the Company's handling of such opinions
25/2/2025 The 6th meeting of the 5th session	Remuneration for directors and supervisors in 2024 and the distribution ratio	◆ Approved by all members present. ◆ The opinions of the Remuneration Committee was unanimously approved by the Board of Directors of the Company
	The amount of remuneration distribution to senior managerial officers in 2024	
1/7/2025 The 1st meeting of the 6th session	Election of the Convener of the Remuneration Committee member	◆ Mr., Ho-Hsiang Hsu, a member present, nominated Ms., Su-Lee Wen Tsai to serve as the convener and chair of the Company's sixth Remuneration Committee. The other members present unanimously agreed.
	Review of remuneration of independent directors of the Company	

		<ul style="list-style-type: none"> ◆ Approved by all members present. ◆ The opinions of the Remuneration Committee was unanimously approved by the Board of Directors of the Company
<p>19/12/2025 The 2nd meeting of the 6th session</p>	<p>The range and rationality of year-end bonus for senior managerial officers in FY2025</p>	<ul style="list-style-type: none"> ◆ Approved by all members present. ◆ The opinions of the Remuneration Committee was unanimously approved by the Board of Directors of the Company

3.3.4 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 28, 2025 to May 27, 2028. A total of 3 meetings were held by the Nomination Committee in 2025, 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	3	0	100	Note 1
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.	3	0	100	Note 1
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.	3	0	100	Note 1

Note 1: Newly elected as a director/independent director after the general re-election on May 28, 2025, and appointed as a member of the Nomination Committee by the Board of Directors on the same day, required to attend 3 meetings.

Other mentionable items:

The meeting date, session, content of the main proposals of the Nomination Committee for the year 2025, 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
9/4/2025 The 4th meeting of the 2nd session	Proposal on the candidate list of directors (including independent directors) nominated for 2025	<ul style="list-style-type: none"> ◆ Approved by all members present. ◆ The opinions of the Nomination Committee was unanimously approved by the Board of Directors of the Company

1/7/2025 The 1st meeting of the 3rd session	Proposal for the election of the convener of the 3rd term of Nomination Committee	<ul style="list-style-type: none"> ◆ Mr., Mang-Shiang Lee, the Chairman, nominated Ms., Su-Lee Wen Tsai to serve as the convener and chair of the Company's third Nomination Committee. The other members present unanimously agreed. ◆ Approved by all members present. ◆ The opinions of the Nomination Committee was unanimously approved by the Board of Directors of the Company
	List of Members of the 6th term of Remuneration Committee	
	List of Members of the 2nd term of Sustainable Development Committee	
30/9/2025 The 2nd meeting of the 3rd session	Proposal on personnel changes for the Company's Chief Financial Officer and Chief Accounting Officer	<ul style="list-style-type: none"> ◆ Approved by all members present. ◆ The opinions of the Nomination Committee was unanimously approved by the Board of Directors of the Company

3.3.5 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 6 members.

(2) Term of the current committee members: July 1, 2025 to May 27, 2028. The Sustainable Development Committee convened twice in 2025. 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	2	0	100	Note 1
Member	Ya-Hui Chuang	Finance and governance, human sustainability and social responsibility, innovation and interdisciplinary integration	2	0	100	Note 1
Member	Chung-Lin Tsai	Environment and technology, strategic planning, innovation and interdisciplinary integration	2	0	100	Note 1
Member	Mei-Chen Chuang	Finance and governance, strategic planning	2	0	100	Note 1
Member	Jui-Ling Huang	Society and human resources, communication and education, strategic planning	2	0	100	Note 1

Member	Chien-Ming Sung	Environment and technology, strategic planning	1	0	50	Note 1
Note 1: Appointed as a member of the Sustainable Development Committee by the Board of Directors on July 1, 2025, with two meetings required to attend.						

Other mentionable items:

The meeting date, session, content of the main proposals of the Sustainable Development Committee for the year 2025, 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
15/8/2025 The 1st meeting of the 2nd session	Proposal for the election of the convener for the 2nd term of the Sustainable Development Committee	<ul style="list-style-type: none"> ◆ Ms., Su-Lee Wen Tsai, a member present, nominated Mr., Mang-Shiang Lee to serve as the convener and chair of the Company's 2nd Sustainability Development Committee. The other members present unanimously agreed. ◆ Approved by all members present. ◆ The opinions of the Sustainable Development Committee was unanimously approved by the Board of Directors of the Company
	2024 Sustainability Report	
19/12/2025 The 2nd meeting of the 2nd session	Sustainable development and risk management status report	<ul style="list-style-type: none"> ◆ Approved by all members present. ◆ The opinions of the Sustainable Development Committee was unanimously approved by the Board of Directors of the Company
	Intellectual property management plan implementation status report	
	Information security risk management status report	
	Ethical corporate management implementation status report	
	Report on communication status with various stakeholders	

3.3.6 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.	
(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 2025: January 24, February 27, March 31, April 30, May 30, June 30, July 31, August 29, September 30, October 31, November 28, and December 31.	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.

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>	V		<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 14.</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 33 to 35 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 25 to 26 for the evaluation results of FY2025.</p>	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.

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 April 9, 2025.</p> <ol style="list-style-type: none"> 1. The appointed CPA had no significant financial interest in the Company. 2. The appointed CPA has avoided any inappropriate relationship with the Company. 3. The appointed CPA has ensured the integrity, fairness and independence of his/her assistants. 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. 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. 6. The name of the appointed CPA should not be used by others. 7. The appointed CPA shall not borrow money from the Company, except for normal dealings with the financial industry. 8. The appointed CPA shall not engage in any other business in which they may lose their independence. 9. The appointed CPA shall not receive any commission related to his business. 10. The appointed CPA shall not hold shares of the Company. 11. The appointed CPA shall not concurrently serve in the Company on a regular and fixed salary. 12. The appointed CPA shall not co-invest or share interests with the Company. 13. The appointed CPA shall not involve in the Company's decision-making. 	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
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	V		<p>The corporate governance officer of the Company is the Global Operations Management Associate Vice President, and the Finance Department, the Secretary of the Board of Directors, intellectual 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 Corporate Governance Officer of the Company:</p>	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																							
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.)?			<p>1. Execute related affairs for the Board of Directors meetings and shareholders' meetings</p> <p>2. Prepare meeting minutes for the meetings of the Board of Directors and shareholders' meetings</p> <p>3. Assist directors in their appointment and continuing education.</p> <p>4. Provision of information required for performance of duties by the Directors</p> <p>5. Assist the Directors in regulatory compliance</p> <p>6. Other matters set forth in the Company's Articles of Association or contracts.</p> <p>Execution highlights in 2024:</p> <p>1. Establish a corporate governance structure</p> <p>2. Formulate and modify the regulation related to corporate governance</p> <p>3. Provide information necessary for directors to perform their duties</p> <p>4. Arrange continuing education of directors</p> <p>5. Assist the Board of Directors and shareholders' meeting in their procedures and legal compliance</p> <p>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</p> <p>7. Deal with the performance evaluation of board members</p> <p>8. Deal with the Company information disclosure and website maintenance</p> <p>9. Deal with the insurance of director liability</p> <p>Continuing education in 2025</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>Securities & Futures Institute</td> <td rowspan="4">Mei-Chen Chuang</td> <td>2025/05/02</td> <td>2025 Insider Trading Prevention Seminar</td> <td>3</td> </tr> <tr> <td>Taiwan Corporate Governance Association</td> <td>2025/08/15</td> <td>Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan</td> <td>3</td> </tr> <tr> <td>Chinese National Association of Industry and Commerce, Taiwan</td> <td>2025/08/22</td> <td>2025 TS Holdings Net Zero Summit</td> <td>3</td> </tr> <tr> <td>Taiwan Institute of Directors</td> <td>2025/08/25</td> <td>Strategies for Talent Retention Amid Labor Shortage! Common Accounting and Tax Issues for Companies with Employee Compensation Programs</td> <td>3</td> </tr> </tbody> </table>	Organizer	Name	Date of Course	Course Title	Hours	Securities & Futures Institute	Mei-Chen Chuang	2025/05/02	2025 Insider Trading Prevention Seminar	3	Taiwan Corporate Governance Association	2025/08/15	Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	Chinese National Association of Industry and Commerce, Taiwan	2025/08/22	2025 TS Holdings Net Zero Summit	3	Taiwan Institute of Directors	2025/08/25	Strategies for Talent Retention Amid Labor Shortage! Common Accounting and Tax Issues for Companies with Employee Compensation Programs	3	
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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 (https://www.glthome.com.tw) 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 maintains an English version of its Company website (http://www.glthome.com) and 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 in Chinese and English 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 2025 annual financial report was approved by the Board of Directors on March 5, 2026 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.	

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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/shareholders/customers/suppliers/the government 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>2025/08/14</td> <td rowspan="2">Taiwan Corporate Governance Association</td> <td>Analysis of the New Corporate Governance Roadmap and Key Compliance Points</td> <td>3</td> </tr> <tr> <td>2025/08/15</td> <td>Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan</td> <td>3</td> </tr> <tr> <td rowspan="2">Corporate Director Representative</td> <td rowspan="2">Jiann-Shiun Lin</td> <td>2025/09/26</td> <td rowspan="2">Taiwan Corporate Governance Association</td> <td>Information Security Governance and Management Under Geopolitical Conditions</td> <td>3</td> </tr> <tr> <td>2025/09/26</td> <td>Current Global Economic Conditions and the Effects of the New Trump Administration</td> <td>3</td> </tr> <tr> <td rowspan="2">Director</td> <td rowspan="2">Tzu-Hsin Chang</td> <td>2025/06/18</td> <td>Institute of Financial Law and Crime Prevention</td> <td>Practical Case Analysis of Shareholders' Meeting Disputes</td> <td>3</td> </tr> <tr> <td>2025/08/15</td> <td>Taiwan Corporate Governance Association</td> <td>Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan</td> <td>3</td> </tr> <tr> <td rowspan="2">Director</td> <td rowspan="2">Mark R. Pratt</td> <td>2025/08/13</td> <td rowspan="2">Taiwan Corporate Governance Association</td> <td>Insider Trading Prevention and Response</td> <td>3</td> </tr> <tr> <td>2025/08/14</td> <td>Practices of the Board of Directors and Shareholders' Meetings of Public Companies</td> <td>3</td> </tr> </tbody> </table>	Title	Name	Date of Course	Organizer	Course Title	Number of Hours	Chairman	Mang-Shiang Lee	2025/08/14	Taiwan Corporate Governance Association	Analysis of the New Corporate Governance Roadmap and Key Compliance Points	3	2025/08/15	Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	Corporate Director Representative	Jiann-Shiun Lin	2025/09/26	Taiwan Corporate Governance Association	Information Security Governance and Management Under Geopolitical Conditions	3	2025/09/26	Current Global Economic Conditions and the Effects of the New Trump Administration	3	Director	Tzu-Hsin Chang	2025/06/18	Institute of Financial Law and Crime Prevention	Practical Case Analysis of Shareholders' Meeting Disputes	3	2025/08/15	Taiwan Corporate Governance Association	Key Considerations for Directors, Supervisors, and Corporate Governance of Foreign-Invested Enterprises in Taiwan	3	Director	Mark R. Pratt	2025/08/13	Taiwan Corporate Governance Association	Insider Trading Prevention and Response	3	2025/08/14	Practices of the Board of Directors and Shareholders' Meetings of Public Companies	3	In line with the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies.
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			<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</p>																																															

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	Yes	No		
			<p>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>(IV) The Company regularly takes out directors' liability insurance each year, with the policy covering items such as the policy period, amount and contents of the insurance. The most recent report was made to the Board of Directors on December 19, 2025.</p>	
<p>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.</p> <p>(I) The Company will continue to advance various ESG evaluation indicators by carrying out related matters and measures.</p> <p>(II) The Company was ranked 21%~35% in the 2024 Annual Corporate Governance Assessment for TWSE/TPEX-Listed Companies held by the Taiwan Stock Exchange. The 2025 evaluation results have not yet been announced. The Company will continue to strengthen and improve its corporate governance to protect the rights and interests of investors and other stakeholders.</p>				

3.3.7 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 ?	√		<p>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 19, 2025, 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.</p> <p>The Company's 2024 Sustainability Report was approved by the Sustainable Development Committee on August 15, 2025, and was subsequently submitted to and approved by the Board of Directors.</p>	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 19, 2025</p> <table border="1" data-bbox="719 1305 1910 1433"> <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</td> <td>1.The Company has secured insurance coverage for business interruption and machinery and equipment to partially transfer potential risks.</td> </tr> </tbody> </table>	Risk type	Breakdown of risk	Performance of management	Operations and environment	Business interruptions, supply chain	1.The Company has secured insurance coverage for business interruption and machinery and equipment to partially transfer potential risks.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
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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>disruptions, damage to property and equipment, centralization of procurement, sales, and inventory, responsibilities of contractors/subcontractors, and policies related to climate change</p> <p>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.</p> <p>2.Periodically conduct audits of contractors and suppliers, ensuring that 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.Production bases have been set up across multiple countries to diversify geopolitical risk.</p> <p>4.Technology and product application levels have been enhanced. In addition to increasing the share of automotive product lines, the Company has also expanded into biotechnology products, diversifying the risk of single-product concentration.</p> <p>5.The Company has established the "Emergency Response Plan Operating Procedures," and on August 12, 2025, conducted an emergency response plan drill, simulating supply chain disruption.</p> <p>6.The Company has obtained the ISO 14064-1 (verification opinion obtained on June 15, 2025) greenhouse gas inventory verification statement for 2024 and provides quarterly updates on the inventory progress to the Board of Directors.</p> <p>7.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>Labor relations, human rights issues, corporate</p> <p>1.Nine labor-management meetings were held in 2025.</p> <p>2.Upon onboarding, courses covering human rights protection, workplace equality, and corporate ethics are arranged to ensure that employees fully</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>talent development management, occupational safety, health, and well-being, emergency response and safety protection, improper human management and operations, transmission of major epidemic diseases, and major external hazards</p> <p>understand and comply with the Company's relevant policies and internal regulations from the start of employment. Awareness materials on topics such as sexual harassment prevention and human rights policies are produced from time to time, and employees are required to read and acknowledge them, in order to deepen the implementation of regulatory compliance and ethical codes.</p> <p>3. In 2025, there were no violations of the Gender Equality in Employment Act or incidents of discrimination or human rights violations, and no penalties for violations of the Labor Standards Act or other related regulations.</p> <p>4. A more systematic talent cultivation mechanism is being promoted, building a critical-competency talent pool and succession planning to ensure the continuity of core capabilities.</p> <p>5. Two licensed factory nurses are on-site, working alongside the factory physician to provide monthly services. In 2025, a total of 16 on-site sessions were held, resulting in 138 individual consultations.</p> <p>6. In 2025, a comprehensive health examination was conducted for employees aged 65 and above, with a total of 3 colleagues participating, resulting in a participation rate of 100%. Furthermore, a specialized health examination addressing noise, dust, and ionizing radiation was conducted for 31 colleagues, also achieving a participation rate of 100%.</p> <p>7. Two health promotion events (walking, weight loss) and five seminars were held, along with the establishment of three ongoing sports clubs (yoga, aerobic strength training, badminton). Healthy meal options were promoted, and eight monthly employee health advocacy newsletters were issued.</p> <p>8. In 2025, the Company obtained the Taiwan iSports Certification and the</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>Workplace Health Promotion Self-Assessment Certificate.</p> <p>9. In 2025, the Occupational Safety and Health Committee, together with the ongoing promotion meetings of the ISO 14001 (certificate valid until May 21, 2027) and ISO 45001 (certificate valid until June 16, 2027) systems, were convened on a quarterly basis, reporting environmental, safety, and health promotion status to committee members and to local and foreign labor representatives.</p> <p>10. Public safety inspections of buildings and fire safety inspection filings are conducted on a regular basis. In 2025, each plant area held one self-defense fire team drill and one plant-wide evacuation drill. Each plant area conducts regular inspections of machinery and equipment safeguards, electrical safety, chemical use, fire safety facilities, waste management, and compliance with work rules. A total of 101 inspection deficiencies were identified, all of which have been improved and continuously tracked.</p> <p>11. In 2025, a total of 26 e-newsletter awareness messages were issued, covering topics such as occupational safety and health, environmental protection, fire prevention, workplace friendliness (unlawful infringement, gender equality, and sexual harassment prevention), and traffic safety.</p> <p>12. In 2025, occupational safety and health, emergency response (including fire team training seminars), environmental protection, workplace sexual harassment prevention and gender equality, and integrity management on-the-job training were carried out: a total of 16 sessions with 636 participants; new-hire training had 179 participants; and contractor safety and health training had 143 participants.</p> <p>13. In 2025, no occupational accidents were reported at the Zhongli Plant</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>and the Tongluo Plant.</p> <p>14. Based on the identification of infectious disease risk factors, a major infectious disease response team has been established, covering personnel access controls, employee health monitoring, interaction risks in public spaces, and the stockpiling and management of pandemic prevention supplies. The team continuously monitors epidemic information released by the Taiwan Centers for Disease Control and adjusts response measures accordingly.</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, the 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. Cash receipts and disbursements have been minimized; all fund flows are processed through the financial information remittance system, leaving a transaction trail to avoid the risk of cash-related fraud.</p> <p>5. The Company is evaluating and planning the integration of remittance operations directly between system data and the bank platform, in order to reduce improper human operations and adjustments.</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>6.The Company participates in various seminars and awareness sessions to keep up to date with the latest policy and legal amendments. In 2025, the Company participated in 10 seminars or awareness sessions held by competent authorities.</p> <p>7.When the CPAs communicate with the governance unit each quarter, they regularly share recent new regulations and policies.</p> <p>8.All material contracts are reviewed and assessed with the assistance of professional legal counsel.</p> <p>9.In 2025, one financial statement substantive review, the annual report, sustainability report, and internal control review, and five labor inspections were conducted, with no deficiencies identified.</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 (certificate valid until May 21, 2027) and ISO45001 (certificate valid until June 16, 2027) environmental and safety and health management systems and adheres to the principles of environmental management. In 2025, the Company conducted its 2024 greenhouse gas inventory in accordance with ISO 14064-1:2018 (verification opinion obtained on June 15, 2025) 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>	
<p>(III) Does the Company evaluate potential risks and opportunities brought by climate change, and take response measures accordingly?</p>	V		<p>(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 addition, the Company has also conducted an inventory of its operating sites and confirmed that none are located within biodiversity-sensitive areas (such as protected areas or critical habitats). The Company continues to monitor</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																																	
			nature-related risks to further strengthen its overall environmental risk management. 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.																																
(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. The data coverage for 2024 includes two plant areas in Taiwan; the 2025 greenhouse gas disclosure covers two plant areas in Taiwan and the Shanghai plant area:</p> <p>1. Greenhouse Gas (Unit: metric tons CO₂e per year) The Company's 2025 greenhouse gas inventory data is preliminary, with plans to complete the second phase of external verification by May 25, 2026</p> <table border="1"> <thead> <tr> <th>Emission source</th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Category I</td> <td>323.5922</td> <td>442.3926</td> </tr> <tr> <td>Category II</td> <td>7,876.7424</td> <td>9497.0808</td> </tr> <tr> <td>Categories III to VI (Note)</td> <td>18,506.3894</td> <td>13604.2759</td> </tr> <tr> <td>Total</td> <td>26,706.7240</td> <td>23543.7493</td> </tr> </tbody> </table> <p>Note: Categories III to VI only investigate specific indicators. The data coverage for 2024 includes two plant areas in Taiwan; for 2025, it includes two plant areas in Taiwan and the Shanghai plant area.</p> <p>2. Water Consumption (Unit: kWh)</p> <table border="1"> <thead> <tr> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>79,078</td> <td>49,748</td> </tr> </tbody> </table> <p>3. Waste (Unit: metric tons)</p> <table border="1"> <thead> <tr> <th></th> <th>2024</th> <th>2025</th> </tr> </thead> <tbody> <tr> <td>Hazardous Waste</td> <td>0</td> <td>0</td> </tr> <tr> <td>Non-Hazardous Waste</td> <td>74.62</td> <td>52.15</td> </tr> <tr> <td>Total</td> <td>74.62</td> <td>52.15</td> </tr> </tbody> </table>	Emission source	2024	2025	Category I	323.5922	442.3926	Category II	7,876.7424	9497.0808	Categories III to VI (Note)	18,506.3894	13604.2759	Total	26,706.7240	23543.7493	2024	2025	79,078	49,748		2024	2025	Hazardous Waste	0	0	Non-Hazardous Waste	74.62	52.15	Total	74.62	52.15	
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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?	V		(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 (certificate valid until June 16, 2027) 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 (certificate valid until June 16, 2027) 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 2025, a total of 18 courses were held, with a total of 549 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		Summary	Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
(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 66.38% of employees being female and 18.37% being female executives in FY2025.	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 FY2025 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, certificate valid until May 21, 2027) 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 2025 Sustainability Report. On July 25, 2025, TÜV NORD Taiwan Co., Ltd. was engaged to issue the assurance statement.	In line with the provisions of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
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: No significant difference.				
VII. Other important information to help understand the implementation of sustainable development:				
<ol style="list-style-type: none"> 1. On May 28, 2025, a video-assisted shareholders' meeting was held. The shareholder electronic voting rate was 55.26%; shareholders' participation in the meeting was not restricted to the location in order to protect shareholders' rights. 2. Various health promotion activities and seminars were held, and sports clubs continued to be promoted, enhancing the physical and mental health and well-being of employees. In 2025, the Company obtained the Taiwan iSports and the Workplace Health Promotion Self-Assessment Certificate. 3. On July 9, 2025, during the 13th 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. 4. On December 29, 2025, our Company, in collaboration with partners from the e-paper ecosystem, created a mobile library with e-book readers for 42 elementary schools in Miaoli County. We also donated e-books worth a total of NT\$300,000 to promote the widespread adoption of digital reading education. 5. In 2025, 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. In total, 5 arts and cultural exhibitions were held, with a total exhibition period of 368 days, enriching employees' artistic learning and cultural literacy. 				

3.3.8 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 (verification opinion obtained on June 15, 2025) 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 50 of the annual report.</p> <p>The greenhouse gas inventory data for 2024 has been verified by the third party assurance organization TUV NORD Taiwan Co., Ltd. in accordance with ISO 14064-1: 2018 standards, completed on May 27, 2025, with the verification opinion obtained on June 15, 2025. The assurance opinion for Category 1 and Category 2 is reasonable assurance, while the assurance opinion for Category 3 is limited assurance. The 2025 greenhouse gas inventory work has been completed; the inventory scope, including the Shanghai plant area, has all been completed, and the second-stage external verification is expected to be completed by May 25, 2026.</p>

3.3.9 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 19, 2025. 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 November 19, 2025, 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 43 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 November 7, 2025.	
III. Status for enforcing whistleblowing systems in the Company	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.	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		(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.	
(II) Does the Company establish standard investigation operation and procedure for whistleblowing matters and relevant protective mechanisms?	V			

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.				

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

3.3.11 Implementation Status of Internal Control System:

(1) Statement of Internal Control System

Global Lighting Technologies Inc.
Statement of Internal Control System



Date: March 5, 2026

Based on the results of the self-assessment of the Company's internal control system for the year ended December 31, 2025, 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, 2025, 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 March 5, 2026. Among the 6 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.

3.3.12 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
27/2/2025 The 1st regular meeting	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
	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 The 2nd regular meeting	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
8/5/2025 The 3rd regular meeting	Approved GLT’s 2025 Q1 consolidated financial statements
28/5/2025 The 4th regular meeting	Approved the proposal on electing the Chairman
	Approved the proposal on appointing members of the Company's 3rd term Nomination Committee
1/7/2025 The 5th regular meeting	Approved the proposal on appointing members of the Company’s 6th term of Remuneration Committee
	Approved the proposal on appointing members of the Company’s 2nd term of Sustainable Development Committee
15/8/2025 The 6th regular meeting	Approved GLT’s 2025 Q2 consolidated financial statements
	Approved the Remuneration Committee’s proposal on the remuneration for the sixth term of independent directors
	Approved the 2024 Sustainability Report
	Approved the proposal to lift the non-competition restrictions on the Company's managerial officers
30/9/2025 The 7th regular meeting	Approved the proposal on personnel changes for the Company's Chief Financial Officer and Chief Accounting Officer
11/11/2025 The 8th regular meeting	Approved GLT’s 2025 Q3 consolidated financial statements
	Approved the proposal on the amendment to some provisions of the Company’s Investment Cycle and Accounting System

Date of Board Meeting	Material Resolutions
19/12/2025 The 8th regular meeting	Approved the 2026 operating plan
	Approved the 2026 audit plan
	Approved the proposal for the 2026 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 2025
5/3/2026 The 1st regular meeting	Approved the proposal of the Remuneration Committee on the distribution of compensation for directors and employees in 2025
	Approved GLT's 2025 Business Report and Financial Statements
	Approved the proposal for 2025 earning distribution
	Approved the 2025 Statement on Internal Control System
	Approve the proposal for the appointment, audit fees, independence, and suitability assessment of the CPAs for FY 2026
	Approved the proposal on the amendment to some provisions of the Company's Investment Cycle
	Withdrew the proposal on the partial amendment of the Company's "Organizational Regulations of the Sustainable Development Committee," and the renaming thereof as the "Organizational Regulations of the Sustainable Development and Risk Management Committee"
	Withdrew the proposal on the partial amendment of the Company's "General Principles of Internal Control System"
	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 2026 regular shareholders' meeting	

(2) Material resolutions of the shareholders' meeting:

Date of Meeting	Summary of important proposals	Status of Implementation
28/5/2025	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 June 22, 2025 was determined as the distribution base date, and July 11, 2025 was determined as the distribution date. (Cash dividend of NT\$2.2 per share)
	Approved the proposal for amendments to the "Articles of Incorporation"	The proposal was adopted by vote, and was subject to the amended measures.
	Proposal on lifting the non-competition restrictions for newly elected directors and their representatives	The proposal was approved by vote.

3.3.13 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:

Date of Meeting	Material Resolutions	Directors' opinions
5/3/2026 The 1st regular meeting	Withdrew the proposal on the partial amendment of the Company's "Organizational Regulations of the Sustainable Development Committee," and the renaming thereof as the "Organizational Regulations of the Sustainable Development and Risk Management Committee"	This proposal was withdrawn by the proposer because the related proposal (Item 6) of the 1st Audit Committee meeting of 2026 was not submitted for deliberation. As ruled by the chair, this proposal will no longer be deliberated.
	Withdrew the proposal on the partial amendment of the Company's "General Principles of Internal Control System"	This proposal was originally submitted to the Audit Committee for deliberation; however, during the Audit Committee meeting, the proposer withdrew the proposal, and the chair declared that it would not be deliberated. Accordingly, this proposal will not be raised for discussion at this Board of Directors meeting.

3.4 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	1/1/2025~ 31/12/2025	5,600	-	-	-	265	265	Transfer Pricing
	Chiang-Shiun Chen								

3.4.1 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.

3.4.2 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.

3.5 Information on replacement of CPAs:

3.5.1 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 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		

3.5.2 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

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

3.6 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

3.7 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	2025		2026 up to March 28	
		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(Note 1)	-	-	-	-
Director	Mark R. Pratt(Note 2)	-	-	-	-
Independent Director	Su-Lee Wen Tsai	-	-	-	-
Independent Director	Ho-Hsiang Hsu	-	-	-	-
Independent Director	Ching-Yi Chang(Note 1)	-	-	-	-
Independent Director	Ya-Hui Chuang(Note 2)	-	-	-	-
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	-	-	-	-
Associate Manager	En-Hao Chang(Note 3)	-	-	-	-

Note 1: Resigned after job reassignment on May 28, 2025, and the changes of equity were disclosed until the date of resignation.

Note 2: Took office after job reassignment on May 28, 2025, and the changes in equity were disclosed from the date of inauguration onward.

Note 3: Took office after job reassignment on September 30, 2025, and the changes in equity were disclosed from the date of inauguration onward.

Equity transferred to related party: None.

Equity pledged to related party: None.

3.8 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

March 28, 2026 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%	-	-	-	-	-	-	-
Yiyuan Investment Co., Ltd. Representative: Kuang-Yang Chien	3,230,000	2.51%	-	-	-	-	-	-	-
Mang-Shiang Lee	2,578,320	2.00%	600,000	0.47%	30,005,393	23.28%	-	-	-
Caltin International Corporation Representative: Shu-Li Chen	2,136,000	1.66%	-	-	-	-	-	-	-
Yu-Chuan Yang	2,004,000	1.56%	-	-	-	-	-	-	-
Shu-Li Chen	1,758,000	1.36%	-	-	2,136,000	1.66%	-	-	-
Shinny Plastics Corp. Representative: Chin-Chung Li	1,718,000	1.33%	-	-	-	-	-	-	-
Yung-Lan Yang	1,593,000	1.24%	-	-	-	-	-	-	-
Chien-Tsung Li	1,278,000	0.99%	-	-	-	-	-	-	-

3.9 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, 2026 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(Note 3)	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 4)	-	-	Note 2	100	Note 2	100
GLT-Vietnam	-	-	Note 2	100	Note 2	100
GLT-Thailand	-	-	39,400,000	100	39,400,000	100
GLT-USA	-	-	100	100	100	100
Hao-Yuan Technologies Inc.	-	-	100,000	100	100,000	100
Asensetek Incorporation (Note 5)	-	-	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.

Note 3. Liquidation completed on January 7, 2026.

Note 4. To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

Note 5. Dissolution and liquidation were resolved at the shareholders' meeting on March 21, 2025, and the dissolution was approved by the New Taipei City Government on June 6, 2025.

4. Funding Status

4.1 Capital and share

4.1.1 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.

Units: Thousand shares; US\$;NT\$

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	-

Month/ Year	Issued Price	Authorized Capital		Paid-in Capital		Remark		
		Shares (K)	Amount	Shares (K)	Amount	Sources of Capital	Shares (K)	Amount
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	-
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 28, 2026

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

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

March 28, 2026

Major Shareholders	Shares	Number	Percentage (%)
Lumina Global Limited		30,005,393	23.28%
Wistron Corporation		20,914,430	16.23%
Yiyuan Investment Co., Ltd.		3,230,000	2.51%
Mang-Shiang Lee		2,578,320	2.00%
Caltin International Corporation		2,136,000	1.66%
Yu-Chuan Yang		2,004,000	1.56%
Shu-Li Chen		1,758,000	1.36%
Shinny Plastics Corp.		1,718,000	1.33%
Yung-Lan Yang		1,593,000	1.24%
Chien-Tsung Li		1,278,000	0.99%

4.1.3 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 March 3, 2026, the Board of Directors decided to distribute a cash dividend of NT \$1.0 per share, which will distribute upon approval of the annual regular meeting of shareholders in 2026.

(3) The status of the actual distribution of dividends for the previous year: The annual regular meeting of shareholders on May 28, 2025, decided to distribute cash dividends of NT \$2.2 per share. They all have been issued in June of the same year.

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

4.1.5 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 2025, the estimated employee and director remuneration are US\$295,891.17 and US\$88,767.35. 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 March 5, 2026, the Board of Directors decided to distribute the remuneration of US\$295,891.17 to the employees. The company's remuneration for directors and employees has entered into the consolidated financial statements in 2025, 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 2024, the actual employee and director remuneration were US\$880,473.75 and US\$264,142.12 which is consistent with no difference between the remuneration recognized in the accounts for employee and director remuneration.

4.1.6 Status of stock buyback by the Company: None

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

4.3 Status of preferred stock: None

4.4 Status of overseas depositary receipts: None

4.5 Status of employee stock option certificates:

4.5.1 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

4.5.2 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

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

4.6 Status of employee restricted stock: None

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

4.8 Implementation status of financing plans: None

5. Operational Highlights

5.1 Business activities

5.1.1 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	2024		2025	
	Amount	Ratio	Amount	Ratio
Application of light guide plate	5,973,578	86.00%	4,427,119	82.74%
Plastic components	960,576	13.83%	907,438	16.96%
Others	11,876	0.17%	16,306	0.30%
Total	6,946,030	100.00%	5,350,863	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, gaming products, 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.

5.1.2 Industry overview

(1) Current State and Development of the Industry

A. Light guide plate application

Light guide plates are the core key components of backlight modules. Their main function is to precisely guide the light path, enhance panel brightness, and regulate the uniformity of luminance. As product application formats and light guiding technology continue to advance, the application scope of light guide plates has expanded from mainstream products such as notebook computers, LCD monitors, and televisions to more diverse fields such as automotive products, smart home information displays (e.g., smart home appliances, anti-theft devices, surveillance

systems), and medical and industrial instruments. In addition, light guiding technology has been further extended to non-display optical designs, including illuminated keyboards, e-books, and automotive ambient lighting, which not only significantly enhance product usability but also reinforce the aesthetics and quality of end products. At the same time, in line with the market trend toward high-end and differentiated products, the application scope of light guide plates has continued to expand in recent years.

B. Industry risk and market demand

With the rapid development of display technology, Micro LED has emerged as a much-anticipated next-generation technology following OLED and Mini LED. However, due to high production costs and low yield rates, its application scope remains relatively limited. As both Micro LED and OLED are self-emissive technologies that do not require backlight modules to provide a light source, demand for light guide plates is expected to be impacted as the technology matures in the future. Nevertheless, given that LCD continues to enjoy mature manufacturing processes and excellent cost advantages, it remains the market mainstream and continues to be widely adopted, allowing backlight products to maintain a stable market share.

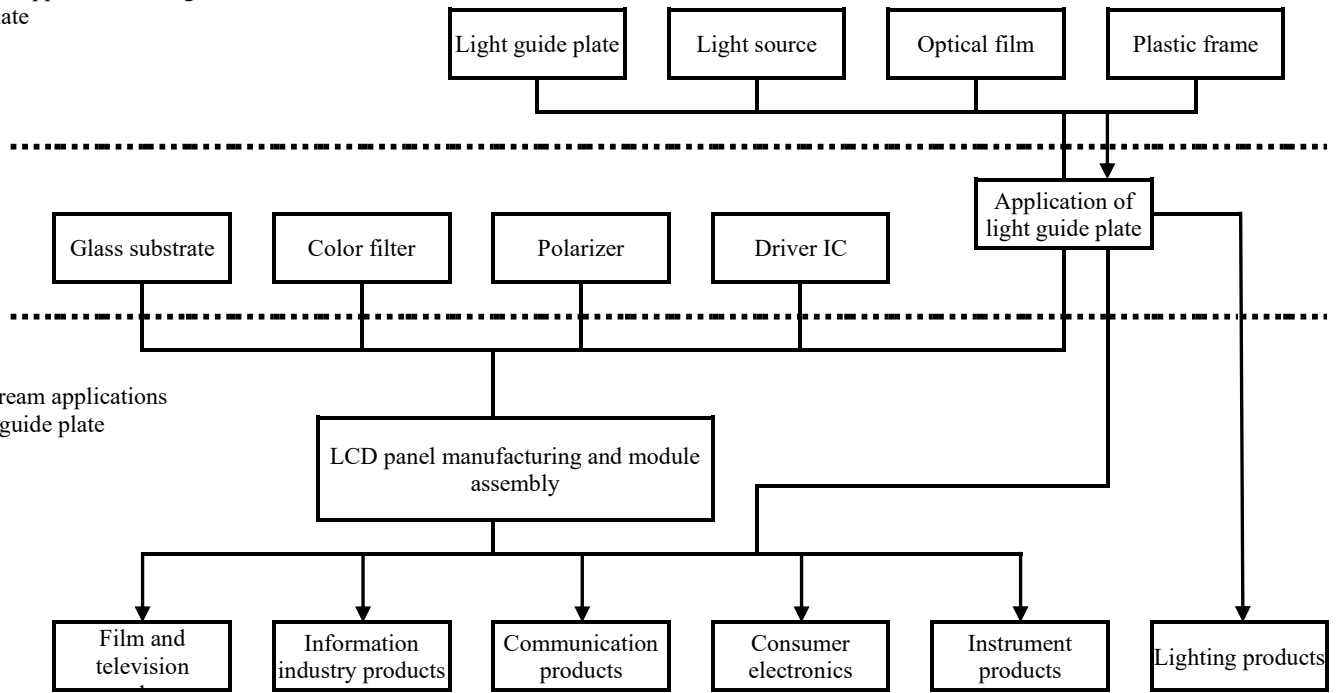
C. Plastic components

The Company's plastic components are mainly used in consumer electronic products. Given the broad range of applications, their development is closely tied to demand across various industries, including automotive and motorcycle, ICT, optical components, and various consumer electronics markets, with the characteristics of diversified demand and a broad target market. With its abundant production experience, outstanding mold development capabilities, and rigorous quality control capabilities, the Company has become a long-term partner of world-class international manufacturers.

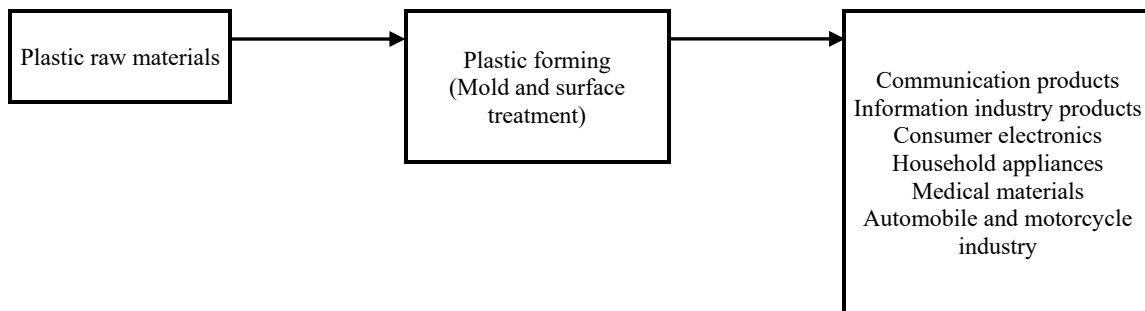
(2) Upstream, midstream and downstream correlation

The main function of light guide plates is to provide uniform and sufficient brightness for LCD displays, and they are widely used in display interfaces of various ICT and consumer electronic products. In the traditional backlight module industry chain, upstream materials include light guide plates, light sources, optical films, and plastic frames; downstream, products are assembled and integrated by LCD panel module manufacturers and ultimately applied in end consumer electronic products. The Company, however, focuses primarily on the diversified applications of light guide plates: in addition to serving as a key component of LCD panels, it also directly applies light guiding technology to a variety of electronic products, such as illuminated keyboards, e-books, automotive products, and wearable devices, making the application scope broader and more diverse. 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 leverages its existing R&D, design, and technological capabilities to actively develop a wide range of products, extending light guiding technology to diverse application fields. Its main partners are all well-known industry leaders, and the Company has won customers' trust. At the same time, with the advancement of green manufacturing trends, both product R&D and manufacturing must be environmentally conscious, with products and manufacturing processes striving to achieve goals such as energy savings, lightweighting, and waste reduction. Looking ahead, as consumer electronic products continue to develop in the direction of being thinner, lighter, and more energy-efficient, manufacturers must continue to introduce production concepts such as innovative processes and material recycling and reuse. The Company has long been committed to refining its process technology and product quality, and will continue to optimize production efficiency in the future, in order to strengthen its core competitiveness.

B. Competition Status

The supply of LCDs has gradually shifted to being dominated by Chinese enterprises, which has driven the trend of localization of related component supply within China. Coupled with the active push by system manufacturers in recent years toward vertical integration, professional LCD backlight module manufacturers face significant competitive pressure and structural challenges.

5.1.3 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, gaming products

(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
2021	<ol style="list-style-type: none"> 1. Developed a new generation micro-nano mould processing equipment with dot angle controllable. 2. Developed high replication mold to improve the yield and stability of the process. 3. Atomization design, which can be used for light guide plate for exterior components. 4. Silicone light guide plate with elastic and compressive properties. 5. Thin touch module that combines multi-layer luminescence and touch functions, suitable for NB. 6. Optical structural plate with a light splitting effect, which can replace the diffusion plate as a key component of mini displays. 7. Dots with directional selectivity of light sources, which can be used for lighting display of multiple light sources in different directions with timing.
2022	<ol style="list-style-type: none"> 1. Light guide plate paired with optical diaphragm to present an infinite visual extension effect of the light guide module. 2. Light guide plate paired with protective cover to meet different totem display applications when not lit and when lit. 3. Stacked multi-layer ultra-thin light guide plates, applied to components A and C of notebook computers. 4. Integrated light guide plate with touch pad to increase the display function of the touch area. 5. Extremely small and angle precisely controllable light guide dots (diameter<20um, depth<5um). 6. Applied Mini LED to IT products to achieve extremely thin and power-saving backlight modules.

Year	R&D Results
2023	<ol style="list-style-type: none"> 1. Our proprietary network computing software, when integrated with a distinct network architecture, has the potential to boost efficiency by 15-20% or decrease energy usage by 30%. 2. By integrating mini LED technology with an innovative dot structure and adhesive packaging methods for light guide panels, there is a substantial enhancement in optical efficiency. 3. Apply the visually infinite product to the brand logo, notebook casing, and external casing. 4. Develop a transparent light guide panel capable of displaying dynamic patterns on its transparent surface. 5. Successfully engineered bi-directional light guide panel products by introducing a novel manufacturing process that incorporates a distinctive network structure.
2024	<ol style="list-style-type: none"> 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. 2. Enhance the application of Mini-LED technology by developing advanced light distribution structures to improve uniformity. Additionally, by integrating RFID technology, the backlight module can wirelessly emit light. This design reduces the module's thickness by 45% compared to commercially available products, while increasing luminous efficiency by 80%. 3. Develop a light guide module that simultaneously integrates a range of visual effects, including infinite scrolling effects, dynamic effects, and localized special lighting effects, all within a single module. 4. The development of specialized microfluidic channels and related products for biomedical testing can significantly reduce the amount of reagents used in biomedical testing and accelerate the acquisition of test results.
2025	<ol style="list-style-type: none"> 1. Development of high-efficiency, ultra-thin keyboard light guide technology with a thickness of less than 0.1 mm. 2. Using optical dot pattern design combined with light sources of different wavelengths to develop uniform light distribution curves; this technology is applied to indicator light-emitting components for various brands of printers, enhancing product display performance. 3. Development of light guide plates with optimized dot patterns for display devices, with brightness expected to increase by more than 10%, applicable to backlight modules in TVs, monitors, NBs, and the like. 4. Development of thin (0.7 mm) curved light guide plates, applicable to various 3D curved light-emitting requirements, such as gaming mice and ambient lighting for gaming monitors. 5. Development of thin light guide plates (0.4–0.3 mm) with a flared opening, applicable to ultra-thin notebook screens, combining energy savings (15%) with thin-form-factor design. 6. Development and manufacture of medical devices — porous microfluidic organ-on-a-chip — used to detect and rapidly reproduce the physiological and pathological functions of human organs. 7. Improvements were made to address the issue of mold appearance defects being transferred to products, including the development of reusable high-gloss molds, with this technology being applied to high-end e-book front-light modules.

(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	2023	2024	2025
Master and above	27	27	25
Bachelor	26	21	31
Junior college and below	46	46	34
Total	99	94	90

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

Unit: NT\$ thousands

Item	2021	2022	2023	2024	2025
R&D expense	200,822	252,526	245,672	247,947	246,699
Net revenue	10,883,071	9,723,576	5,939,876	6,946,030	5,350,863
Proportion to net revenue	1.85%	2.60%	4.14%	3.57%	4.61%

5.2 Overview of market, production and sales

5.2.1 Market analysis

(1) Sales (Service) Region

Unit: NT\$ thousands

Sales Region	2024		2025	
	Amount	%	Amount	%
Asia (Outside Taiwan)	4,879,003	70.24%	3,531,945	66.01%
R.O.C.	1,348,639	19.42%	1,153,088	21.55%
USA	663,420	9.55%	619,263	11.57%
Others	54,968	0.79%	46,567	0.87%
Total	6,946,030	100.00%	5,350,863	100.00%

(2) Market Share

The Company has long been deeply engaged in the field of light guide plates and light control components, and has long focused on the development of high-end markets and differentiated products. As the products are highly customized, no relatively meaningful market share statistics can be compiled.

(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.

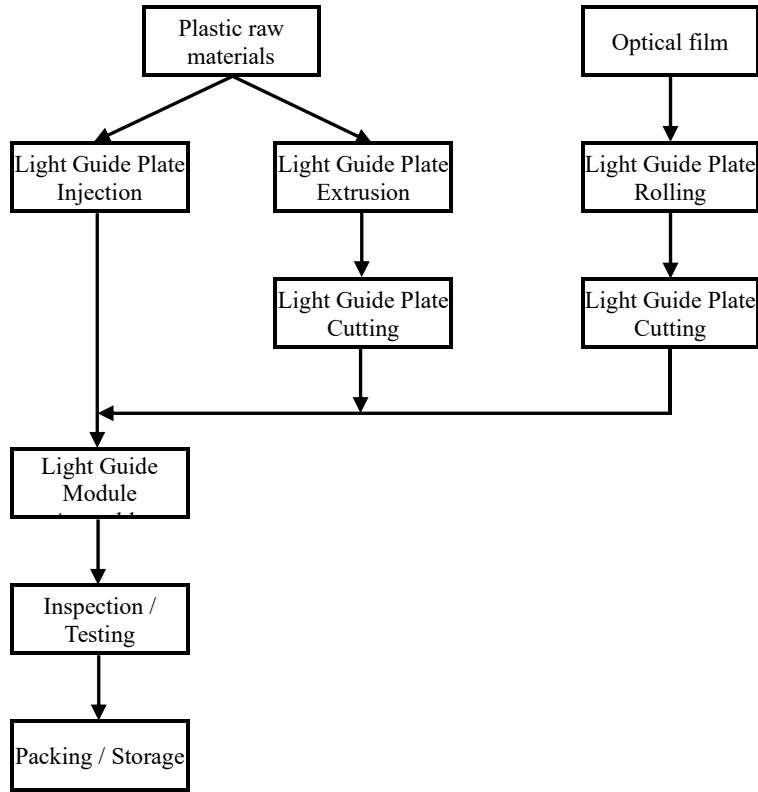
5.2.2 Major applications and production process of primary products

(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, gaming products, 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



5.2.3 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

5.2.4 List of major suppliers/customers

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

Unit: NT\$ thousands

Item	2024				2025			
	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	1,317,012	28.24	None	A	946,042	28.23	None
2	B	612,177	13.13	None	B	534,675	15.96	None
3	C	358,690	7.69	None	D	250,683	7.48	None
	Others	2,375,516	50.94	-	Others	1,619,462	48.33	-
	Net purchase	4,663,395	100.00	-	Net purchase	3,350,862	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	2024				2025			
	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	1,234,461	17.77	None	D	1,038,293	19.40	None
2	B	924,811	13.31	None	B	891,554	16.66	None
3	C	757,434	10.90	None	A	870,720	16.27	None
	Others	4,029,324	58.02	-	Others	2,550,296	47.67	-
	Net sales	6,946,030	100.00	-	Net sales	5,350,863	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.

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

Unit: Person; %

Year		2024	2025	2026 Up to April 8
Number of employees	Executives of manager officer or above	50	49	49
	General employees	1,216	1,169	1,179
	Total	1,266	1,218	1,228
Average Age		35.80	37.20	38.4
Average years of services		6.12	7.80	8.36
Educational background distribution %	PhD	0.04	0.05	0.05
	Master	3.34	4.35	4.35
	Bachelor	28.75	30.96	30.96
	Senior high school	44.57	40.43	41.32
	Senior high school below	23.30	24.21	23.31

5.4 Environmental protection expenditures

5.4.1 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. (2025) No. 139, the approval of the Environmental Impact Report Form for the technology renovation project of GLT-Suzhou Opto.
 - 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(Note 1):
 - 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.

Note 1: To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to

the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

- (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. Prior to applying for the renewal of the wastewater discharge permit, on November 3, 2023, the Company confirmed with the Shihmen Management Office and the Taoyuan Management Office under the Irrigation Agency, Ministry of Agriculture, whether the side

ditch of the plant area constituted an irrigation channel. On November 7, 2023, the Shihmen and Taoyuan Management Offices replied that it was not an irrigation channel. On November 17, 2023, the Company submitted a renewal application to the Department of Environmental Protection. The Department of Environmental Protection replied that an official document from the Civil Affairs Office of Zhongli District, Taoyuan City consenting to the discharge of plant area wastewater into the general drainage ditch was required. On January 23, 2024, an official letter was sent to the Civil Affairs Office of Zhongli District, Taoyuan City applying for consent to the discharge of plant area wastewater into the general drainage ditch. On February 21, 2024, the Civil Affairs Office of Zhongli District, Taoyuan City issued an official letter consenting to the discharge of plant area wastewater into the general drainage ditch. On March 22, 2024, the approved content was publicly disclosed and the documents were submitted. On March 27, 2024, the Department of Environmental Protection approved the application. 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 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.
 - ◆ There were no new projects in 2025, and the control equipment was regularly maintained on a quarterly basis, with total annual expenses of approximately NT\$88,000.
- 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 aforementioned 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(KS063-3).
 - 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(KS063-4).
 - c. In 2023, due to the renaming of GLT-Taiwan to Global Lighting Technologies Inc. Tongluo Branch, an application was submitted in August 2023 with a permit valid until December 28, 2025 (KS063-5).
 - d. In 2025, due to the upcoming expiration of the renewal period, a renewal application was submitted in October. The permit is valid from October 23, 2025 to October 22, 2030 (KS063-6).
 - e. 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.
 - f. 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) GLT-Vietnam has set up a dedicated personnel responsible for environmental protection work, and has applied for and processed the following approvals and prevention and control measures in accordance with the local Vietnamese law:
- A. Description of application and establishment status:
- a. Dedicated environmental protection unit/personnel: The Vietnam plant has, in accordance with local Vietnamese environmental protection regulations and environmental impact assessment commitments, established dedicated personnel responsible for the overall coordination and supervision of environmental protection within the plant, regular monitoring, and waste management.
 - b. Environmental Impact Assessment (ĐTM): Prior to plant construction, on May 17, 2024, the Company obtained the "Decision Approving the Results of the Environmental Impact Assessment Report" issued by the Ministry of Natural Resources and Environment of Vietnam (Decision No. 1351/QĐ-BTNMT).
 - c. Environmental Permit (Giấy phép môi trường): The application was submitted at the end of 2025, and the environmental permit issued by the People's Council of Ninh Bình Province is expected to be formally obtained in January 2026, covering wastewater connection, exhaust gas treatment, and noise and vibration discharge permits, as well as trial operation specifications.
- B. Description of pollution prevention-related fees paid in 2025:
- a. Wastewater collection and treatment fees (paid monthly):
 - ◆ Billing standard: The Vietnam plant has signed a contract with Ducan Co., the wastewater treatment unit of Dong Van 3 Industrial Park, with a wastewater treatment fee unit price of VND 9,600/m³ (excluding VAT).
 - ◆ Fee description: According to the contract, the chargeable water volume is calculated based on 100% of the monthly tap water bill consumption. Based on actual water consumption in 2025 (e.g., approximately 1 m³ in April 2025 to approximately 1,822 m³

- after capacity expansion in November 2025), the actual monthly wastewater treatment fee fluctuated between several tens of thousands of VND and VND 17,500,000.
- b. Waste removal and treatment fees (settled monthly):
 - ◆ Billing standard: Based on the waste treatment contract signed with Việt Thảo
 - General industrial waste and household waste: unit price approximately VND 1,400–1,500/kg.
 - Hazardous waste (e.g., used lamp tubes, oil-stained rags, used machine oil): unit price approximately VND 1,000–2,000/kg.
 - ◆ Average estimate: According to the operational-period estimates in the environmental impact assessment report, the annual fees are approximately VND 24,000,000 for household waste treatment, approximately VND 10,000,000 for general production waste, and approximately VND 15,000,000 for hazardous waste. The total average monthly waste treatment cost is estimated at approximately VND 4,083,333.
 - c. Environmental monitoring and testing fees (paid by occurrence or by project):
 - ◆ Routine testing: In 2025, Đại Nam Environmental Co. (Đại Nam) was engaged to conduct working environment (noise and lighting) testing, at a fee of VND 2,100,000 per session.
 - d. Industrial park management service fees (including environmental cleaning and maintenance, apportioned annually/monthly):
 - ◆ Billing standard: Pursuant to the land lease contract, the management fee charged by Dong Van 3 Industrial Park (covering public environmental sanitation, waste sweeping, and infrastructure maintenance) is VND 8,000/m²/year.
 - ◆ Average estimate: The leased plant area is 50,195 m², and the annual management fee is approximately VND 401,560,000, with an average monthly apportionment of approximately VND 33,463,333.
 - e. Environmental protection fee added to tap water charges:
 - ◆ In the tap water bills for the first half of 2025, HANwaco collected, in accordance with the law, an "Environmental Protection Fee (Phí bảo vệ môi trường)" equal to 10% of the total water charge (VND 1,861,830 was paid in April 2025 and VND 1,396,030 in June 2025). (Note: From August 2025 onward, the surcharge rate has been adjusted to 0%.)
 - f. Other environmental protection and occupational safety budgets:
 - ◆ Pursuant to the planning in the environmental impact assessment report, the 2025 budget allocated approximately VND 25,000,000 for employee environmental protection/occupational safety protective equipment (labor protection), and approximately VND 20,000,000 for environmental/occupational safety incident prevention drills.

(6) 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. 155
	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)

Certificate Name	Corporate Name	Incorporation Status	Approval No.
Water Pollution Control Permit	GLT-Optical	No dedicated environmental personnel required	Z.K.H.S.X.Z. No. KS063-06
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 (Note 1)	Environmental protection officer has been set up	No. 91442000568254070E001Q
Environmental Permit	GLT-Vietnam	Environmental protection officer has been set up	Expected to be approved and issued by Ninh Binh Province in January 2026; subject to the regulations of the Department of Natural Resources and Environment.
Wastewater treatment and connection agreement		Environmental protection officer has been set up	058/2025/XLNT-DUCAN

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

5.4.2 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, 2025 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
	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	1 set	8/11/2024	1,670	In line with fixed pollution source emission standards	

Corporate Name	Equipment name	Number	Date of acquisition	Cost	Use and expected potential benefits
	(Tongluo Branch)				
	Reclaimed water (Tongluo Branch)	1 set	20/8/2025	390	In line with fixed pollution source emission standards
GLT-Zhongshan (Note 1)	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	1 sets	1/8/2016	463	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

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

5.4.3 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. GLT-Taiwan Tongluo Branch, in order to achieve energy savings, carbon reduction, and water conservation, introduced reclaimed water with an investment of NT\$392,000 in 2025, completed in August 2025.
- C. GLT-Taiwan Tongluo Branch, in order to achieve energy savings, carbon reduction, and reduce electricity consumption, newly purchased a 50 HP variable-frequency permanent magnet air compressor; the investment of NT\$500,000 was made in March 2026 and completion is expected in April 2026.
- D. 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.

- E. GLT-Suzhou Opto's environmental impact assessment report and environmental emergency response plan were due for renewal; an investment of RMB 38,000 was made in 2025, with the renewal completed on September 17, 2025.
- 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.
- G. GLT-Shanghai, in order to improve the Company's overall environment, planted lawns in the plant area in 2025, with an investment of RMB 184,800.
- H. GLT-Shanghai, in order to improve the Company's overall environment, repaired road surfaces, walls, and restrooms in 2025, with an investment of RMB 298,000.
- I. GLT-Shanghai, in order to achieve carbon neutrality, obtained 27% green electricity in 2025 and invested RMB 15,000 to purchase green certificates to offset the energy consumption-related carbon emissions from electricity use. It is expected that in 2026, green electricity equivalent to 60% of total electricity consumption will be obtained, sufficient to offset the energy consumption-related carbon emissions from electricity use.
- J. GLT-Vietnam, in order to ensure compliance with water pollution prevention regulations, has constructed and improved on-site wastewater treatment facilities at the Vietnam plant (including an 84 m³/day wastewater treatment station and an oil interceptor), and in July 2025 completed connection acceptance with the Dong Van 3 Industrial Park sewerage infrastructure, ensuring that 100% of plant wastewater is properly collected without leakage.

(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.

5.4.4 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.

5.4.5 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 2026:

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.

(2) GLT-Shanghai, in order to improve the Company's overall environment, will repair the plant area in 2026, with an expected investment of RMB 150,000.

(3) GLT-Shanghai, in order to improve the cleanroom working environment, will replace the air conditioning chiller unit in 2026, with an expected investment of RMB 634,000; compared with the original equipment, annual operation will save 5% in electricity.

(4) After the renewal of the environmental impact assessment report and environmental emergency response plan, GLT-Suzhou Opto must complete the "Three Simultaneities" acceptance for the project. The plan calls for an investment of RMB 25,000 in 2026, with completion expected in October 2026.

(5) GLT-Vietnam routine environmental protection maintenance fees: In future years, the following routine environmental protection maintenance and treatment fees will continue to be incurred:

A. Wastewater treatment fee: In the future, in accordance with the wastewater treatment contract signed with Ducan Environmental Technology Co., the Company will continue to pay the Dong Van 3 Industrial Park wastewater treatment service fee based on actual monthly water

consumption at a unit price of VND 9,600/m³.

- B. Waste removal fee: In accordance with the outsourced removal contracts signed with environmental companies such as Việt Thảo, the Company will continue to settle on a monthly basis the compliant disposal fees for general industrial waste and household waste (approximately VND 1,400–1,500/kg) and hazardous waste (approximately VND 1,000–2,000/kg, e.g., used oil-stained rags, used lamp tubes).
 - C. Industrial park environmental management fee: In accordance with the land lease contract, the Dong Van 3 Industrial Park management fee (covering public environmental sanitation, waste sweeping, and infrastructure maintenance) is to be paid at a unit price of VND 8,000/m²/year. Based on the plant area of 50,195 m², the annual expenditure is approximately VND 401,560,000.
- (6) GLT-Vietnam environmental monitoring, system maintenance, and major trial-operation projects in 2026:
- A. Material environmental protection project expenditure in 2026 (trial-operation project): To comply with the requirements of the "Environmental Permit" formally obtained in January 2026, environmental protection facilities such as the on-site 84 m³/day domestic wastewater treatment system are required by law to commence a six-month "trial operation." The Company plans to engage the third-party institution GMG Vietnam in 2026 to perform intensive sampling and monitoring of water quality and exhaust gases during the trial-operation period, and to prepare the officially required "Trial Operation Results Report." This project is expected to result in major environmental protection capital expenditure of VND 288,676,975 (excluding VAT) in 2026.
 - B. In accordance with the "Environmental Permit" requirements, third-party environmental testing units such as Đại Nam Co. are regularly engaged to perform noise and lighting testing of the working environment. The total fee for a single test is VND 2,100,000 (excluding VAT), which covers VND 300,000 for lighting illuminance testing at six locations, VND 300,000 for noise testing at six locations, as well as VND 500,000 in labor costs and VND 1,000,000 in transportation costs.

5.5 Labor relations

5.5.1 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 compensation, 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, current employees with children under the age of 6 are provided with a monthly childcare subsidy of NT\$5,000.

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.

(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, 2025, there were 81 participants under the old system and 259 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%	0.56%	0.5%	9%	-
Individual	8%	-	0.5%	2%	-

Insurance base: The minimum payment base for 2025 is CNY7,460.

B. GLT-Suzhou Opto :

Proportion of payment	Pension insurance	Work-related injury	Unemployment	Basic medical	Maternity benefits
Corporate	16%	1.05%	0.5%	7%	0.8%
Individual	8%	-	0.5%	2%	-

Insurance base: The payment base for December 2025 is CNY4,952.

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.
Note: To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025; data are compiled through September 30, 2025.

D. GLT-Vietnam :

Proportion of payment	Social insurance	Medical	Unemployment	Trade union dues
Corporate	17.5%	3%	1%	2%
Individual	8%	1.5%	1%	-

Insurance base: salary payable.
Note: This form does not apply to foreign personnel.

(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 (certificate valid until June 16, 2027) 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.

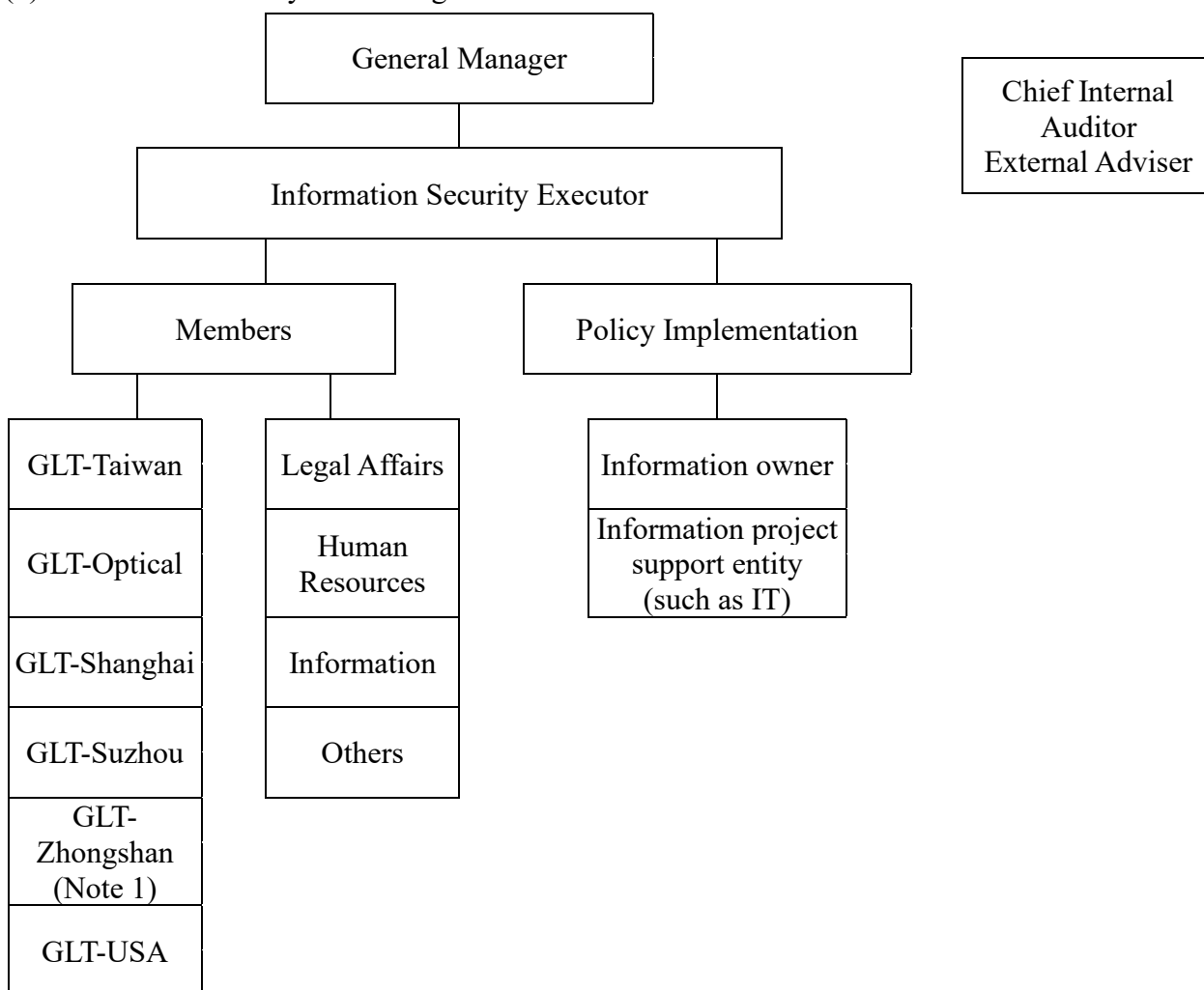
- C. The Company regularly implements general and special health examinations for employees every year.
- D. It implements work environment measurement every 6 months to reduce the probability of occupational disasters.
- E. It implements access control to ensure safety protection in the factory area.

5.5.2 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

5.6 Information Security Management

5.6.1 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



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

(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 2025
Hardware asset counting	<ul style="list-style-type: none"> ◆ Completed asset inventory and network equipment inventory. ◆ Adopted the asset management platform NetBox to monitor identifiable server hardware in order to enhance service levels. ◆ Computer replacement is in progress; estimated quantities: Zhongli Plant (8), Shanghai Plant (10), Suzhou Plant (20), Tongluo Plant (10).
Software asset counting	<ul style="list-style-type: none"> ◆ Maintained information on all licensed software. ◆ Adopted a software whitelist/blacklist policy to restrict unapproved installations.
Continuous vulnerability management	<ul style="list-style-type: none"> ◆ This year, seven vulnerability scans were conducted on the Shanghai server. ◆ The Shanghai server (10.2.1.40) has discontinued the use of SSL and transitioned to the TLS 1.2 encryption protocol. ◆ The Shanghai server 10.2.1.251 had TLS 1.1 disabled and was upgraded to TLS 1.2.
Privileged account control	<ul style="list-style-type: none"> ◆ Cleared decommissioned accounts. ◆ Important host equipment has been configured to require login via a jump server with two-factor authentication enabled.
Hardware and software security configuration management	<ul style="list-style-type: none"> ◆ Regular backup of the firewall and Core Switch configuration files.
Maintenance, supervision, and analysis	<ul style="list-style-type: none"> ◆ Established the Zabbix monitoring platform to centrally monitor the operating status of servers and network equipment in each plant area. ◆ Expanded the use of the Elastic Log Server to collect information on important hosts across the Group, in order to monitor all login sources.
Email and browser access protection	<ul style="list-style-type: none"> ◆ Completed the full migration of Mail Exchange to the cloud, with the original hybrid cloud-on-premises architecture integrated into the cloud and the Defender platform. ◆ M365 has built-in multi-layer encryption mechanisms, including encryption of data in transit and at rest.
Prevention of malware	<ul style="list-style-type: none"> ◆ Information collection and monitoring are performed for services using the command line. ◆ Antivirus software detection events are collected and analyzed.
Restriction and control of network communication ports	<ul style="list-style-type: none"> ◆ Completed the firmware version upgrade of the firewall systems at all Group plant areas. ◆ Completed the inventory of open ports on major servers and network equipment.
Data recovery	<ul style="list-style-type: none"> ◆ The database backup strategy was redesigned and data consolidated. ◆ Completed VMware host data restoration drills. ◆ Cross-plant data restoration drills and personnel training.
Network device security configuration	<ul style="list-style-type: none"> ◆ Regular review and update of network device configuration (configuration files are backed up monthly).
Perimeter defense	<ul style="list-style-type: none"> ◆ Completed the firmware version upgrade of the firewall systems across the entire Group.
Data protection	<ul style="list-style-type: none"> ◆ Continued maintenance of encryption/decryption software contracts. ◆ Set access permissions for network drives. ◆ At the end of the year, all decommissioned hard drives will be entrusted to professional vendors for physical destruction, and video documentation will be maintained as proof.
Access control	<ul style="list-style-type: none"> ◆ Ensured that permission settings on all cloud platforms comply with the principle of least privilege.

Information Security Control Measures	Completed projects in 2025
	<ul style="list-style-type: none"> ◆ Together with Oracle HCM, conducted an inventory and built role-based access control principles.
Wireless network access	<ul style="list-style-type: none"> ◆ Replaced the wireless network controllers with new models, in order to enhance the coverage and availability of the wireless network.
Account monitoring and control	<ul style="list-style-type: none"> ◆ Cleared decommissioned service-type accounts. ◆ Continued management of service-type accounts.
Security awareness and training program	<ul style="list-style-type: none"> ◆ This year, two information drills will be conducted. ◆ Lectures by industry experts. ◆ This year, information security colleagues attended information security training courses. ◆ Completed social engineering drills.
Application software security	<ul style="list-style-type: none"> ◆ Gradually phased out existing application software, replacing it with the new application software development platform. ◆ Upgraded the SQL database. ◆ Migrated applications to the HTTPS encryption protocol.
Response and management of emergencies	<ul style="list-style-type: none"> ◆ This year, the maintenance and tracking of service downtime event reports (3 entries) were completed. ◆ Completed system restoration drills.
Penetration test and red team attack and defense exercise	<ul style="list-style-type: none"> ◆ Arranged required training for personnel.

5.6.2 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.

5.7 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

6. Review and Analysis of Financial Position and Financial Performance and Risk Matters

6.1 Financial position analysis

Unit: NT\$ thousands

Item \ Year	2025	2024	Difference	
			Amount	%
Current assets	6,252,931	6,728,783	(475,852)	(7.07)
Property, plant and equipment	2,525,774	2,565,888	(40,114)	(1.56)
Other assets	1,225,967	1,387,449	(161,482)	(11.64)
Total assets	10,004,672	10,682,120	(677,448)	(6.34)
Current liabilities	1,089,284	1,577,282	(487,998)	(30.94)
Non-current liabilities	967,367	499,945	467,422	93.49
Total liabilities	2,056,651	2,077,227	(20,576)	(0.99)
Capital stock	1,288,641	1,288,641	-	-
Capital surplus	2,348,423	2,348,423	-	-
Retained earnings	4,706,704	4,815,435	(108,731)	(2.26)
Other equity	(395,747)	152,394	(548,141)	(359.69)
Total equity	7,948,021	8,604,893	(656,872)	(7.63)
Description of material changes: (the change percentage is more than 20%)				
1. Current liabilities: This is mainly due to the decrease in accounts payable.				
2. Non-current liabilities: Mainly due to the proceeds from long-term borrowings.				
3. Other equity: Mainly due to the recognition of loss on valuation of fair value.				

6.2 Financial performance

Financial Performance Analysis for the Last Two Years

Unit: NT\$ thousands

Item \ Year	2025	2024	Increase or decrease	
			Amount	Percentage of change %
Operating revenue	5,350,863	6,946,030	(1,595,167)	(22.97)
Operating costs	4,554,808	5,860,685	(1,305,877)	(22.28)
Gross profit	796,055	1,085,345	(289,290)	(26.65)
Operating expenses	711,790	782,482	(70,692)	(9.03)
Operating Income (loss)	84,265	302,863	(218,598)	(72.18)
Non-operating income and expenses	110,667	216,983	(106,316)	(49.00)
Profit before tax	194,932	519,846	(324,914)	(62.50)
Income tax expenses	(22,676)	9,089	(31,765)	(349.49)
Net income	172,256	528,935	(356,679)	(67.43)
Description of major changes: (amount changes of more than 20%)				
1. Operating revenue, Operating costs and Gross profit: Mainly due to a decrease in customer demand and a decline in shipments.				
2. Operating income: This is mainly due to the decrease in gross profit.				
3. Non-operating income and expenses: Mainly due to a decrease in interest income.				
4. Profit before tax: This is mainly due to the decrease in operating income.				
5. Income tax benefit (expense): Mainly due to the recognition of an income tax benefit in the prior year.				
6. Net profit for the current period: This is mainly due to the decrease in profit before tax.				

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.

6.3 Cash flow

Analysis of change in cash flow for the last two years

Unit: NT\$ thousands

Item \ Year	2025	2024	Increase (decrease)	Percentage of change (%)
Investment activities	(772,494)	(779,028)	6,534	(0.84)
Financing activities	183,720	(227,448)	411,168	(180.77)
Change analysis:				
1. Fundraising activities: Mainly due to the proceeds from long-term borrowings.				

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.

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

The Company's material or capital expenditures in recent years have primarily been capacity optimization investments aligned with its global operational deployment and business expansion strategy. Specific items include the construction of a new plant by the Vietnamese subsidiary and the acquisition of land by the Thai subsidiary, with the aim of enhancing the flexibility of the production system and strengthening the regional diversification of the supply chain, thereby responding to changes in the global trade environment and laying the foundation for long-term competitive advantage.

6.5 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	2025 Investment profit (loss)	Description
SSOL	193,246	This is as a result of the recognition of reinvestment profit appraised by equity method.
SSDL	(27,052)	This is as a result of the recognition of reinvestment loss appraised by equity method.
SSTL	10,558	This is as a result of the recognition of reinvestment profit appraised by equity method.
SSEL	45,941	This is as a result of the recognition of reinvestment profit appraised by equity method.
SGL(Note 1)	(9,131)	This is as a result of the recognition of reinvestment loss appraised by equity method.
GLT-Taiwan	(14,104)	This is as a result of the recognition of reinvestment loss appraised by equity method.

Note 1: Liquidation completed on January 7, 2026.

6.6 Risk Matters

6.6.1 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 2025 was NT\$162,096 thousand, and interest expenses were NT\$12,022 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.

6.6.2 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.

6.6.3 Future research and development (R&D) projects and estimated R&D expenditures:

In 2026, the Company will stay true to polishing its optical core technology, and the estimated R&D expenses are about NT\$267,750,000.

6.6.4 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.

6.6.5 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.

6.6.6 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.

6.6.7 Expected benefits, potential risks and response measures related to mergers and acquisitions: None.

6.6.8 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.

6.6.9 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.

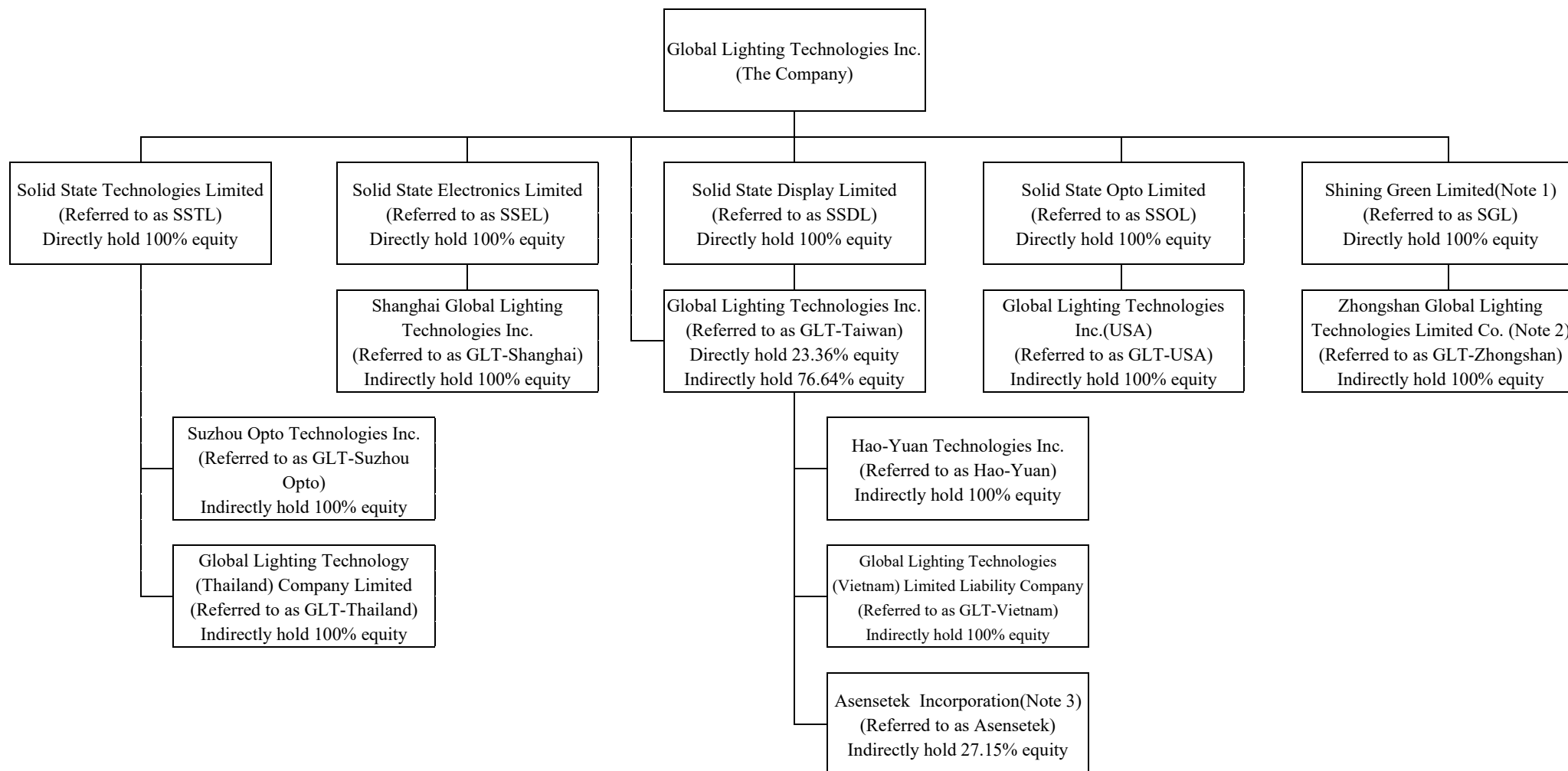
- 6.6.10 Impacts and risks arising from, and response measures for, major transfer or replacement of shares by Directors, Supervisors, or shareholders with over 10% of shares in the Company: none.
- 6.6.11 Impacts and risks arising from, and response measures for, the change in Company management: None.
- 6.6.12 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.
- 6.6.13 Other material risks and response measures: None
- 6.7 Other Material Matters: None

7. Special Notes

7.1 Operational overview of affiliates

7.1.1 Profile of Affiliated Companies

(1) Organization Chart of Affiliated Companies



Note 1: Liquidation completed on January 7, 2026.

Note 2: To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

Note 3: Dissolution and liquidation were resolved at the shareholders' meeting on March 21, 2025, and the dissolution was approved by the New Taipei City Government on June 6, 2025.

7.1.2 Basic Data of Affiliates Companies

December 31, 2025 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(Note 1)	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\$1,455,143,200
Asensetek (Note 2)	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\$10,000,000
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

Affiliate	Date of Establishment	Major Business or Products	Address	Nationality	Paid-inCapital
GLT-Zhongshan (Note 3)	3/24/2011	Production and sales of light guide plate application products	The northwest side of the 1st floor and the west side of the 2nd floor of Building A, Wistron Zhongshan Optoelectronic Park 1, Linhai Industrial Park, Torch Development Zone, Zhongshan City, PR China	People Republic of China	US\$15,000,000
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 Supporting Industrial Park, Dong Van Ward, Ninh Binh Province, Viet Nam.	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\$11,500,000

Note 1: Liquidation completed on January 7, 2026.

Note 2: Dissolution and liquidation were resolved at the shareholders' meeting on March 21, 2025, and the dissolution was approved by the New Taipei City Government on June 6, 2025.

Note 3: To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

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

7.1.4 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(Note 1)	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\$10,000,000	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		
GLT-Zhongshan (Note 2)	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		

Affiliate	Title	Name	Shareholding	
			Shares (Capital Contribution)	%
	Supervisor	Shining Green Limited Representative: Mei-Chen Chuang		
GLT-USA	Chairman	Solid State Opto Limited Representative: Mang-Shiang Lee	100 shares	100%
Asensetek(Note 3)	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\$11,500,000	100%

Note 1: Liquidation completed on January 7, 2026.

Note 2: To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

Note 3: Dissolution and liquidation were resolved at the shareholders' meeting on March 21, 2025, and the dissolution was approved by the New Taipei City Government on June 6, 2025.

7.1.5 Financial status and operating results of affiliated companies:

December 31, 2025 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\$27,972,447	US\$44	US\$27,972,403	US\$6,808	(US\$55)	(US\$484,584)	(US\$0.07)
SSOL	US\$9,950,167	US\$67,688,433	US\$23,614,488	US\$44,073,945	US\$85,240,273	US\$3,403,886	US\$6,207,425	US\$0.62
SSTL	US\$10,750,000	US\$75,887,713	US\$6,318,305	US\$69,569,408	US\$45,519,876	US\$85,497	(US\$143,793)	(US\$0.01)
SSDL	US\$35,144,141	US\$86,581,395	US\$917,471	US\$85,663,924	US\$3,006,315	US\$376,782	(US\$971,815)	(US\$0.03)
SGL(Note 1)	US\$15,000,000	US\$2,176,070	US\$0	US\$2,176,070	US\$0	(US\$30)	US\$309,461	US\$0.02
GLT-Taiwan	NT\$1,455,143,200	US\$4,737,873,343	US\$1,378,383,546	US\$3,359,489,797	US\$2,245,074,481	(US\$53,518,248)	(US\$60,372,300)	(US\$0.41)
GLT-Shanghai	US\$10,000,000	US\$41,430,730	US\$18,898,005	US\$22,532,725	US\$103,298,286	(US\$782,506)	(US\$724,017)	-
GLT-SuzhouOpto	US\$13,200,000	US\$21,374,834	US\$4,298,937	US\$17,075,897	US\$12,037,883	(US\$1,823,344)	(US\$1,700,978)	-
GLT-Zhongshan (Note 2)	-	-	-	-	US\$13,959	(US\$155,883)	US\$916,914	-
GLT-USA	US\$7,247,343	US\$23,489,032	US\$3,763,184	US\$19,725,848	US\$21,580,418	US\$1,521,260	US\$1,585,646	US\$15,856.46
Asensetek (Note 3)	-	-	-	-	NT\$0	(NT\$2,047,289)	(NT\$2,046,893)	(NT\$0.76)
Hao-Yuan	NT\$1,000,000	NT\$2,530,922	NT\$0	NT\$2,530,922	NT\$0	(NT\$30)	NT\$62,486	NT\$0.62
GLT-Vietnam	US\$15,000,000	US\$22,659,347	US\$8,946,655	US\$13,712,692	US\$0	(US\$322,998)	(US\$203,527)	-
GLT-Thailand	US\$11,500,000	US\$12,245,616	US\$0	US\$12,245,616	US\$0	(US\$694)	(US\$20,853)	(US\$0.00)

Note 1: Liquidation completed on January 7, 2026.

Note 2: To consolidate group resources, Zhongshan Global Lighting Technology Ltd., Co., due to the absence of operational needs, resolved at the Board of Directors meeting on April 30, 2025 to proceed with dissolution and liquidation, which was approved by the Zhongshan Administration for Market Regulation on August 15, 2025.

Note 3: Dissolution and liquidation were resolved at the shareholders' meeting on March 21, 2025, and the dissolution was approved by the New Taipei City Government on June 6, 2025.

7.1.6 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.

7.1.7 Relationship report: None.

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

7.3 Other Necessary Supplementary Explanations: None.

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

8. 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

