2024 GLOBALTEK

SUSTAINABILITY REPORT

Table of Contents

1 Overview 2

1.1 Sustainability Achievements and Results in 2024 3
1.2 About the Report 5
1.3 Message from the President 7

2 About Global Tek Fabrication Co., Ltd. 8

2.1 Company Profile 9
2.2 Products and Services 12
2.3 Business Performance 14
2.4 Sustainable Strategy Governance 17
2.5 Identification and Engagement of Stakeholders 23
2.6 Identification of Material Sustainability Topics 29

3 Sustainable Governance 31

3.1 Corporate Governance Framework 32
3.2 Legal Compliance and Ethical Corporate Management 37
3.3 Risk Management 40
3.4 Information Security Management 44
3.5 Product Liability and Safety 49
3.6 Technological Innovation 57
3.7 Supply Chain Management 60
3.8 Customer Relationship Management 67

4 Social Care and Human Rights 71

4.1 Talent Attraction and Retention 72
4.2 Talent Cultivation and Development 80
4.3 Occupational Safety and Health 85
4.4 Human Rights Protection 99
4.5 Social Prosperity 102

5 Environment and Climate 104

5.1 Climate Change Response (TCFD) 105
5.2 Energy Management 115
5.3 Water Resource Management 119
5.4 Waste Management 121
5.5 Air Pollution Prevention 128

Appendix 129

Appendix 1: GRI Standards on Sustainability Reporting (GRI Standards) Comparison Table 130
Appendix 2: Sustainability Accounting Standards Board (SASB) Comparison Table 139
Appendix 3: Climate-related Information of TWSE/TPEx Listed Companies 141
Appendix 4: Third-party verification statement from British Standards Institution (BSI) 145
Appendix 5: International Standards and Quality Certifications 145
Appendix 6: Third-party limited assurance report from Crowe (TW) CPAs 148

Chapter 1
Overview

1.1 Sustainability Achievements and Results in 2024 3
1.2 About the Report 5
1.3 Message from the President 7

1.1 Sustainability Achievements and Results in 2024

Institution: CommonWealth Learning

- Joined the 2024 TALENT in Taiwan Talent Sustainability Action Alliance.

Institution: Taoyuan City Government

- Won the “ESG Corporate Governance” Award at the Taoyuan Golden Awards.

Institution: Taiwan Institute for Sustainable Energy

- Awarded bronze in the TCSA Taiwan Enterprise Sustainability Awards (Traditional Manufacturing - Sustainability Reporting Category).

Institution: ESG World Citizens & Digital Governance Foundation

- In 2024, we won the “Golden Constant Awards” Bronze Medal for AI and sustainability dual-axis transformation.

Institution: British Standards Institution (BSI)

- Global Tek’s Taiwan factory, Youshi Plant, has obtained ISO 13485:2016 certification.
- Certification date: August 21, 2024 - August 20, 2027.

Institution: SGS

- Global Tek’s Wuxi Plant has obtained ISO 45001:2018 certification.
- Certification date: June 21, 2024 - June 20, 2027.

Sustainability Results in 2024

Environmental protection (Environmental)

- Greenhouse gas emissions:

Our 2024 greenhouse gas emissions were verified by BSI (British Standards Institution) in March 2025, and we received both an electronic and paper copy of BSI's unqualified opinion for the verification on April 23, 2025.

Result: 7% reduction in 2024 compared to the base year of 2022.

- Air pollution prevention:

Wuxi Plant: According to the waste gas monitoring report of a third-party environmental monitoring agency, the total non-methane hydrocarbon emissions in 2022 were 1,050 kg, and the total emissions in 2024 decreased to 590 kilograms, representing a decrease of 44%.

Xi'an Plant: Volatile organic compound (VOC) emissions were 230.88 kg in 2022 and dropped to 129.24 kg in 2024, representing a decrease of 44%.

- Energy management:

In 2024, renewable energy accounted for 5% of total electricity, an increase of 3.1% compared to the previous year.

Taiwan Plant: Implemented group control for air compressors and introduced group control for chillers in 2024, saving 3.54% and achieving the annual target of 1%. A total of 1,438.95 GJ of energy was saved.

Wuxi Plant:

1. Introduced AI smart control technology for intelligent management of air compressors. Compared to the previous year, the air compressor reduced energy consumption by 8.2%, or 218,800 kWh or 787.68 GJ.
2. In 2024, the total solar power generation reached 1,362,445kWh, an increase of 4.8% compared to the previous year. Factory-wide energy consumption decreased by 69,894 GJ.

- The Taiwan Plant installed a new distillation recovery system and added two units to distill and recycle wastewater from cutting fluid and alkaline boiling water processes, with an expected reduction in waste liquid of 90%.
- 29,942 kg of wax was recycled and reused (excluding AvioCast), achieving a target completion rate of 95.6%.
- We continued to visit ten schools in northern, central, and southern Taiwan, and planted 3,415 native Taiwanese plants.

Social responsibility (Social)

- To maintain overall remuneration competitiveness, the average annual salary increase for entry-level employees in 2023 and 2024 was approximately 4%.
- In 2024, EMBA magazine "Our Academy" introduced group managers at the management level and above to enhance their management skills through monthly online courses combined with physical reading clubs.
- Starting from May 2023, the Human Resources Development System has continued to promote an internal mobile learning app, with a total of 152 courses in 2024 combining internal and external resources.
- Wuxi Plant obtained "ISO 45001:2018 Occupational Safety and Health Management System" certification.
- The Group's human rights advocacy reached 1,297 people and lasted 2,594 hours.
- Insider trading awareness sessions totaled 17 participants and lasted 17 hours.
- Starting from 2022, we have been publishing ESG e-newsletters on a monthly basis, sharing them with all employees in conjunction with the United Nations Sustainable Development Goals (SDGs). A total of 36 issues were published in 2024.
- Through practical participation and care, charitable donations reached NT$552,882 in 2024, further fulfilling the Group's corporate social responsibility and creating long-term impact.

Corporate Governance (Governance)

- Operating revenue in 2024 was NT$4,797,370 thousand.
- Global Tek Group has two female directors, accounting for 29% of all directors; and four independent directors, accounting for 57% of all directors.
- The internal self-evaluation of the Board of Directors was rated excellent. The performance of the Board of Directors was evaluated by an external professional independent organization, Taiwan Investor Relations Institute (TIRI), which concluded that the overall board, the Remuneration Committee, Audit Committee, and the Sustainability and Risk Management Committee are all operating effectively.
- 6% - 20% in the 2nd tier of the 11th Corporate Governance Evaluation (2024).
- Wuxi Plant successfully developed charging terminals for charging stands used in new energy vehicle charging systems, with an annual production volume of 2.4 million units and annual revenue of RMB 30 million.
- The goal was set to conduct sustainability audits on 20 key suppliers, achieving 100% (67 completed), ahead of schedule.
- Assisted a key supplier in completing greenhouse gas inventory and continuously promoted carbon management.
- 7S improvement management project: In 2024, the Group proposed and implemented a total of 1,374 improvement projects, with a total improvement benefit of NT$37.92 million.
- Five projects were implemented in 2024: Vulnerability analysis and simulated hacker attacks are conducted regularly in June each year; and disaster recovery drills for key systems are conducted in November each year. There were no information security incidents occurred in 2024.

1.2 About the Report

Global Tek Fabrication Co., Ltd. (hereinafter referred to as “Global Tek Group”, “Global Tek”, the “Company”, or “we”) publishes an annual Sustainability Report on the Company’s official website. The 2024 Sustainability Report is the third report issued by Global Tek, structured around the key themes of Sustainability Strategy and Governance, Supply Chain Management, Customer Relationship Management, Climate Change Response, Talent Attraction and Retention, Talent Cultivation and Development, and Social Prosperity. This report documents and demonstrates Global Tek Group’s efforts and achievements in 2024 regarding sustainability issues, management approaches, and related performance across the dimensions of economy, governance, environment, and society. Through the publication of this report, Global Tek seeks to comprehensively understand the expectations and feedback of diverse stakeholders, using it as a guide for the Company’s ongoing progress along its sustainability journey.

Boundaries and scope of the report

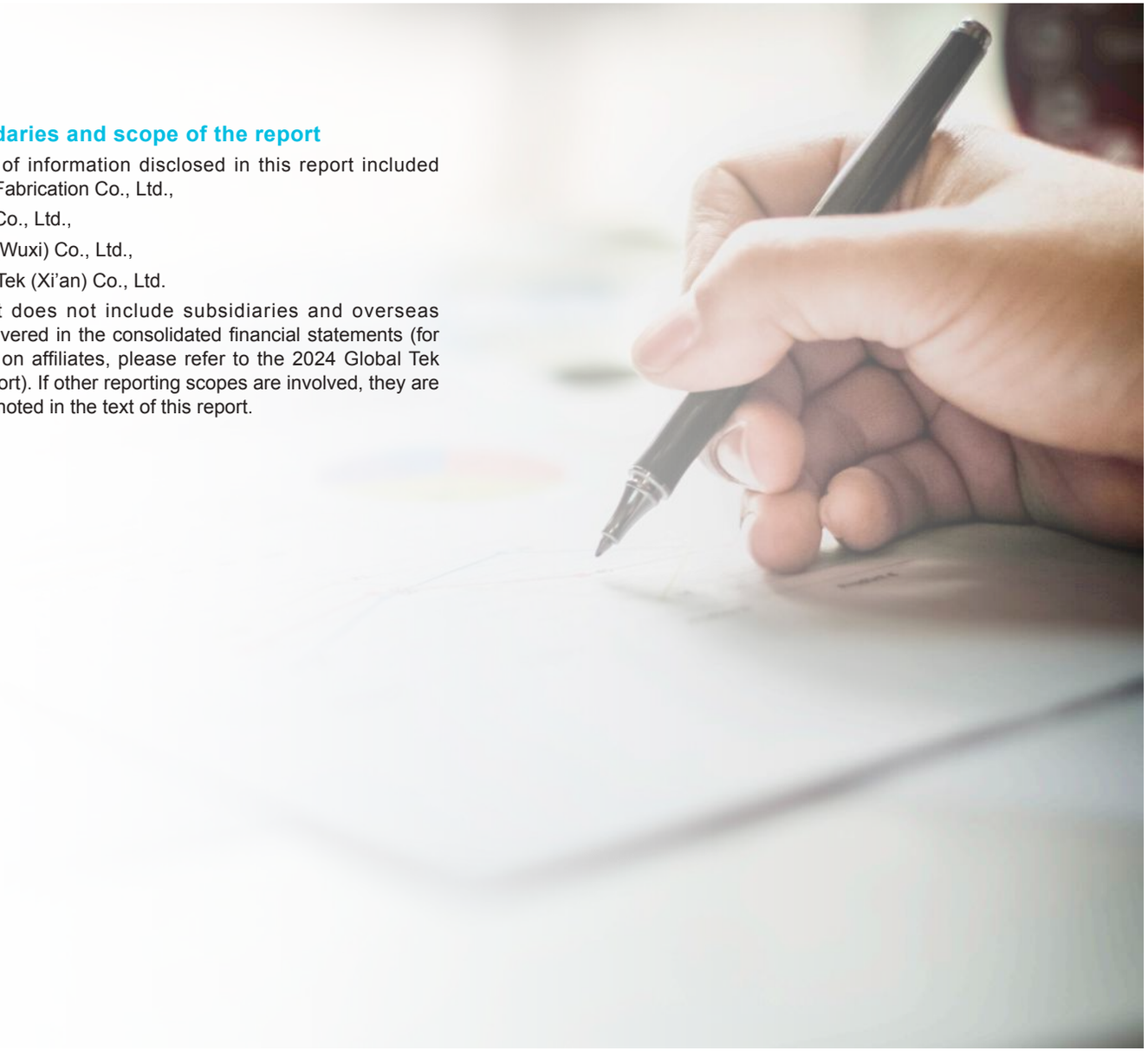
The scope of information disclosed in this report included Global Tek Fabrication Co., Ltd.,

Global Tek Co., Ltd.,

Global Tek (Wuxi) Co., Ltd.,

and Global Tek (Xi’an) Co., Ltd.

This report does not include subsidiaries and overseas locations covered in the consolidated financial statements (for information on affiliates, please refer to the 2024 Global Tek Annual Report). If other reporting scopes are involved, they are specifically noted in the text of this report.



Feedback

If you have any feedback or suggestions regarding the content of this report, please feel free to contact us.

Contact unit Executive Secretariat of the Sustainable Development and Risk Management Committee

Telephone 03-420-1398 ext. 3012

Email Sustainability@globaltekww.com

Address of the headquarters Building C, 15F, No. 94, Section 1, Xintai 5th Road, Xizhi District, New Taipei City, Taiwan

Company website https://www.globaltekww.com/

Reporting period

The reporting period of this Sustainability Report is consistent with the Company's financial report, with disclosed data and content primarily covering 2024 (January 1 to December 31). However, certain data are traced back to 2023 and extended through April 2025, with annotations provided in the report.

Overview of issuance

The report was first issued in 2023 and is published regularly once a year. Publication date of current edition: August 2025.

Basis of preparation

- Global Sustainability Standards Board, GSSB
  - GRI 2021 Edition
- Taiwan Stock Exchange Corporation
  - Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
  - Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies
- International Sustainability Standards Board, ISSB
  - Sustainability Accounting Standards Board (SASB) Standards
- Financial Stability Board (FSB)
  - Task Force on Climate-related Financial Disclosures, TCFD
- United Nations
  - United Nations Sustainable Development Goals (SDGs)

Information compilation and approval process for the report

The topics of this report are identified through substantive analysis and screened in consultation with stakeholders, with priorities determined to serve as a reference for information disclosure in the report.

The report is first compiled by each factory/department according to their respective responsibilities and then submitted to the Sustainable Development and Risk Management Committee's editorial task force for consolidation and editing. It is subsequently reviewed and revised by the heads of each promotion center under the Sustainable Development and Risk Management Committee, then forwarded through administrative procedures to the President and Chairman for review. After approval by the Board of Directors, the final version is published and subjected to external assurance to ensure report quality. The report format is also continuously improved, so that stakeholders are able to read it quickly and fully understand the achievements and efforts of Global Tek on sustainability issues.

Restated information

Due to the update of drainage calculation method this year, the information needs to be restated. For details of the restatement, please refer to 5.3 Water Resource Management.

Assurance and verification of the report

This report has been entrusted to Crowe (TW) CPAs to perform limited assurance in accordance with Assurance Standard No. 3000, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, and issued by the Accounting Research and Development Foundation of Taiwan. The assurance report issued by the CPA is provided in the Appendix. The financial information mentioned in the report is consistent with the consolidated financial statements of the Company for 2024, and has been audited and certified by Crowe (TW) CPAs.

1.3 Message from the President

In 2024, the global economy recovered slowly, geopolitical tensions intensified, and global supply chains faced pressure to adjust rapidly, moving towards localization and regionalization. According to the Copernicus Climate Change Service (C3S) report published by the European Union in July 2024, global warming in 2023 exceeded the pre-industrial average temperature by 1.5°C for the first time, setting a historical record. Faced with the fluctuations and challenges of the global political and economic situation in the past year, Global Tek has deep understanding of the importance of sustainability issues and their impact on the economy. We have always upheld corporate responsibility and sustainable commitments, and continuously strived for progress in various sustainability initiatives.

Global Tek collects opinions from various stakeholders through questionnaires, updates the scope of Climate-related Financial Disclosures (TCFD), and conducts identification of climate risks and opportunities and financial impact assessments. We continue to strengthen our resilience to climate adaptation and actively promote carbon reduction efforts. With 2022 as the base year, we have set carbon reduction targets of 10% and 15% for 2025 and 2030, respectively, for a cumulative carbon reduction of 25%. By 2024, CO2e emissions were reduced by 7%. In addition, the Company has initiated the calculation of ISO 14067 Product Carbon Footprint standard to identify opportunities for improvement and carbon reduction in operations and energy use, with demonstration products undergoing certification. In the future, Global Tek intends to obtain ISO 50001 Energy Management System certification to achieve monitoring, supervision, and management of future energy supply risks.

In the 11th Corporate Governance Evaluation held by the Taiwan Stock Exchange (2024 evaluation year), Global Tek improved by one tier compared to 2023 and ranked within the top 6%-20%. In recent years, the Company has focused on intelligent manufacturing by introducing Siemens UG CNC Simulation Product Lifecycle Management (PLM) system and programming operations, thereby shortening CNC programming and trial run cycles. In addition, the use of computer-aided (CAX) software has reduced development timelines, enabled concurrent engineering, and enhanced both design efficiency and quotation accuracy. In terms of production management, Global Tek has independently developed and implemented Manufacturing Execution System (MES) to achieve real-time monitoring of data across all stages of production. By integrating Statistical Process Control (SPC) and Enterprise Resource Planning (ERP), the Company has optimized supplier selection strategies, shortened R&D cycles, improved yield rates, and enhanced production efficiency. Through strict management and control mechanisms, we have restored inventory to a reasonable level, and effective management provides strong support for subsequent layout.

Global Tek Group operates globally and recruits talent from all over the world. Our employees come from Taiwan, Mainland China, Southeast Asia, Japan, the United States, Germany, France and other countries. We also attach great importance to the re-employment of ethnic minorities, people with disabilities and retirees; a total of 247 people were employed in 2024. In order to cultivate well-rounded talent with both quality and capability, we have promoted the “ESG and Digital Carbon Management Industrial Master’s Program” at National Taipei University of Business and EMBA Magazine’s “Our Academy” online courses, with the aim of stimulating innovation from within and enabling each team member to maximize their potential.

In terms of social engagement, we participated in the “Xinwu Fish and Rice Country Marathon”, a sports event hosted by the Taoyuan City Government for the first time in 2024, and received enthusiastic responses from employees and their families. As one of the sponsoring enterprises of Carnegie’s “Yushan Project”, we provide workplace experience opportunities to high school students from disadvantaged families in the Taoyuan area, helping them broaden their horizons. Over the years, we have continued donating to disadvantaged groups and special education schools, while also caring for left-behind children and local nursing homes. Through these efforts, we hope to raise social awareness of vulnerable groups and maximize the impact of compassion.

Global Tek actively participates in domestic ESG-related awards evaluations to assess the effectiveness of our initiatives across various dimensions. In 2024, we received honors including “Taoyuan Golden Award - ESG Corporate Governance Award” from the Taoyuan City Government, “Taiwan Corporate Sustainability Award (TCSA)” from the Taiwan Institute for Sustainable Energy, and “Golden Sustainability Award” from the ESG World Citizens & Digital Governance Foundation. These recognitions inspire us to advance more steadily along the path of sustainable development.

We deeply understand that there is no end to promoting sustainable governance. Looking forward to the future, the world faces multiple geopolitical, demographic, technological, and climate challenges, and the global outlook is full of uncertainty. Only by continuously strengthening our resilient sustainability capabilities, striving to achieve greenhouse gas reduction goals, deepening social engagement, and joining hands with internal and external stakeholders to pursue shared prosperity and growth, can Global Tek realize its vision of becoming a driving force in the sustainable transformation of precision metal industry.

President of Global Tek Group

Huang, Ya-Hsing

Chapter 2
About Global Tek Fabrication Co., Ltd.

2.1 Company Profile 9
2.2 Products and Services 12
2.3 Business Performance 14
2.4 Sustainable Strategy Governance 17
2.5 Identification and Engagement of Stakeholders 23
2.6 Identification of Material Sustainability Topics 29

2.1 Company Profile

Since its establishment, Global Tek has combined foreign management experience with the ambition to expand business opportunities globally, entered the niche market of precision machining, and established a threshold for rapid replication. To build a professional, systematic and international team. The Company has been cultivating a core culture of characteristics since its early days, is committed to continued growth, and aspires to become a lean enterprise through sustainable development.

In the global niche markets of automobiles, industrial products, and aerospace, we have established a dedicated one-stop business to cultivate differentiated service competitiveness with a comprehensive engineering value proposition.

Basic information

Company name	GLOBAL TEK FABRICATION CO., LTD.
Date of establishment	November 7, 2008
Chairman	Ms. Liu Tsu-Ying
General Manager	Mr. Huang Ya-Hsing
Company location	15F, No. 94, Section 1, Xintai 5th Road, Xizhi District, New Taipei City, Taiwan
Paid-in capital	NT$1,097,208 thousand (December 31, 2024)
Industry category	Electric machinery
Main business	■ Manufacturing and sales of precision metal parts for industrial products ■ Manufacturing and sales of precision metal parts for automotive products ■ Manufacturing and sales of precision metal parts for aerospace products
Stock Code	4566

Operating sites

Taiwan Xizhi Office

Taiwan Xinwu Factory

Taiwan Youshi Factory

Wuxi Factory

Xi'an Factory

Affiliated enterprises

Companies in which a shareholder holds a direct or indirect shareholding of 50% or more:

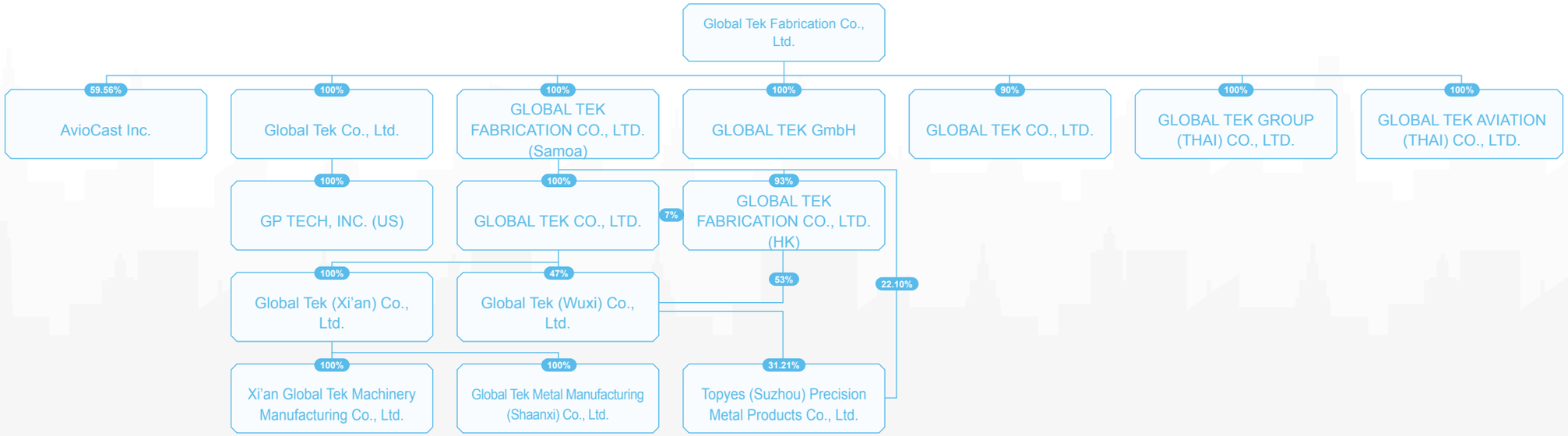
Investment holding company

- GLOBAL TEK FABRICATION CO., LTD.(Samoa)
- GLOBAL TEK CO., LTD. (Samoa)
- GLOBAL TEK FABRICATION CO., LTD.(HK)

Operation and sales manufacturing company

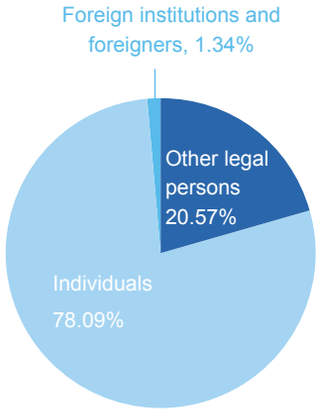
Taiwan	Global Tek Co., Ltd. AvioCast Inc.
USA	GP TECH, INC. (US)
Germany	GLOBAL TEK GmbH
Wuxi	Global Tek (Wuxi) Co., Ltd.
Xi'an	Global Tek (Xi'an) Co., Ltd. Xi'an Global Tek Machinery Manufacturing Co., Ltd.
Shaanxi	Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.
Suzhou	Topyes (Suzhou) Precision Metal Products Co., Ltd.
Japan	GLOBAL TEK CO., LTD.
Thailand	GLOBAL TEK GROUP (THAI) CO., LTD. GLOBAL TEK AVIATION (THAI) CO., LTD

Related companies and shareholdings



Business philosophy

Technological leadership, management innovation, collective wisdom, creating synergy, pursuit of excellence, customer recognition, sharing of results, and sustainable development are the core philosophies of Global Tek's management team. Our mission is to provide comprehensive services for precision-machined metal products, positioning ourselves as the best strategic partner for global niche markets and core customers, as well as a benchmark for industry trends. Our vision is to build a core value culture of mutual trust and mutual benefit, fostering a spirit of unity and determination across all levels of the Company. This long-term commitment cultivates the drive to strive and succeed, forming the Company's key core competitiveness.



Shareholder structure

Date: April 21, 2025

Number of shareholder structures	Government agencies	Financial institutions	Other legal persons	Individuals	Foreign institutions and foreigners	Total
Number of people	0	0	57	22,552	47	22,656
Number of shares held (Shares)	0	0	22,584,634	85,754,019	1,471,073	109,809,726
Shareholding percentage (%)	0	0	20.57	78.09	1.34	100

Public association participation

Type	Region	Title	Role	2022	2023	2024
Industry initiative	Taiwan (NTD)	Taoyuan City Industrial Association	Member	180,000	180,000	180,000
		Taiwan Aerospace Industry Grassroots Manufacturers Association	Director	10,000	10,000	10,000
		Taiwan Listed Companies Association	Member	70,000	70,000	70,000
	Mainland China (CNY)	Taiwan Compatriot Investment Enterprises Association of Wuxi Xinwu District	Member	2,800	/	/
		Taiwan Compatriot Investment Enterprises Association of Wuxi Xishan District	Vice Chairman	/	2,000	10,000

Other business relationships

National Central University

- Industry-Academia Collaboration, “Research and Talent Cultivation Program on Forging Flow Analysis and Verification of Metal Forming (Precision Casting and Forging)” (October 1, 2024-September 30, 2026)
- At Taiwan Plant, Mr. Chang Chien-Chung was appointed as Corporate Mentor of the College of Management (October 24, 2024-July 31, 2025)

National Taipei University of Business

Collaboration on the Industrial Master’s Program, “Spring 2024 Industrial Master’s Program in ESG and Digital Carbon Management” (May 19, 2023-January 31, 2026)

Vanung University

- Jointly organized off-campus internship education and served as an industry mentor and guest speaker (July 1, 2024-August 31, 2026)
- Industry-Academia Collaboration, “2025 Precision Machinery Industry Manufacturing Technology Program” (January 5, 2024)

National Taipei University of Technology

- Jointly organized the Ministry of Education’s “Subsidy Program for Universities to Establish Industry Academies - Advanced Materials Smart Manufacturing Industry Practical Talent Cultivation Program” (August 1, 2023-July 31, 2024)
- For the Department of Chemical Engineering and Biotechnology’s “Advanced Materials Smart Manufacturing Industry Practical Talent Cultivation Program”, the factory’s General Manager, Mr. Lo Chun-Hao, was invited as a guest lecturer (May 9, 2024)

Yushan Project × Parents’ Workplace Experience Program

Provided workplace experience opportunities for young students from Taoyuan (Shoushan Senior High School, Nankan Senior High School, Zhong Li Commercial Senior High School, etc.) (January 31, 2024)

2.2 Products and services

Global Tek specializes in the processing and manufacturing of high-precision metal components. With rich experience and advanced technology, it is committed to providing small-volume, diverse, and highly customized product services. Our products are used in automotive components, industrial applications, and aerospace. Our quality meets international standards and is trusted by customers both domestically and internationally. With operations spanning Taiwan, Asia, Europe, and the Americas, we have established long-term partnerships with many leading global brands, continuously co-developing innovative products to maximize value for both parties.

We adopt the B2B business model, focusing on enterprises and providing one-stop services for the automotive and industrial application industries, as well as the aerospace industry. By focusing on niche markets and global layout, we can reduce the risk of single market and ensure stable business development.

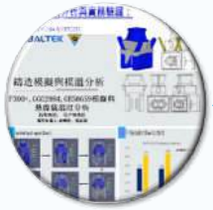
In the automotive field, in addition to strengthening expertise in traditional and commercial vehicle safety and braking systems, the Company is actively expanding into the new energy vehicle market including battery electric vehicles (BEVs), hybrid electric vehicles (HEVs), plug-in hybrid electric vehicles (PHEVs), as well as applications related to autonomous driving. The Company has successfully entered the electric vehicle market, and became a key component supplier to leading Chinese EV manufacturers and emerging new energy vehicle companies, covering systems such as BSC (Brake Safety Control System) and EPS (Electric Power Steering System).

In the field of industrial applications, the scope covers diverse markets such as semiconductors, oil and gas exploration, high-end bicycles, and electric bicycles, while in the aerospace sector, the focus is on key components for aircraft of the world’s two major aviation companies.

Industry value chain

Global Tek Group specializes in precision metal machining. The following diagram illustrates the industry's production chain. Precision machining involves front-end processes such as precision forming (forging and casting), followed by specialized processing (heat treatment and surface treatment).

Industrial production chain



Design and development

Regulations, standards, specifications, 3D simulation, engineering drawings, value engineering (VA/VE), and CAE analysis

Precision forming

Shearing, forging, casting, deep drawing, stamping, extrusion, powder metallurgy, metal injection molding, and 3D printing

Mechanical processing

Turning, milling, grinding and polishing, boring, broaching, hobbing, forming, and electrical discharge machining

Special treatment

Heat treatment, non-destructive testing, surface treatment, testing, coating, and welding

Value-added services

Inspection, testing, welding, assembly, and logistics services

Global Tek is a supplier of precision components to Tier 1 manufacturers in the automotive, industrial applications, and aerospace sectors. At the upstream of the industry supply chain are raw materials for machining and related production equipment, which involves the procurement of various metal bars, including stainless steel, carbon steel, aluminum, titanium alloys, special alloy steels, and other metal bars, as well as stamped parts, forged parts, and precision castings. The products include automotive safety and drivetrain system components, industrial instruments, semiconductors, high-end bicycles, electric bicycle components, and aerospace components, which are positioned in the midstream of the industry supply chain. Downstream customers are international Tier 1 manufacturers across various industries, covering a broad range of products.

The relationship between upstream, midstream, and downstream sectors of the industrial supply chain is as follows:

Upstream

Raw materials for metal machining

- Stainless steel, carbon steel, aluminum, titanium alloys, special alloy steels, and other metal bars, as well as stamped parts, forged parts, and precision castings.

Midstream

Manufacturer of precision metal components

Downstream

Tier 1 international manufacturers

- Airbags, automotive engines and transmission systems, industrial instruments and applications, semiconductor equipment, high-end bicycles, electric bicycles and aerospace components.

2.3 Business performance

Global Tek Group continues its efforts to further enhance business performance in order to create more business opportunities. We continuously improve and implement various strategies to fulfill our social responsibilities, while enhancing the recognition and influence of corporate brand to strengthen our competitiveness. We firmly believe that positivity and hard work will enable us to explore more business opportunities, gain greater recognition from society, and improve our competitive position in the market. The following table shows the operating results of Global Tek Group in the past three years.

Global Tek Group continues to develop diversified products, expand into more application areas, and increase integrated solutions to add new momentum to revenue growth. In the automotive sector, in addition to seizing existing business opportunities, Global Tek also focuses on the development of new energy vehicle business, including: new energy electric drive, transmission, steering, braking, shock absorption, charging and thermal management system products. The industrial applications cover three product areas: semiconductors, oil and gas exploration, and high-end or electric bicycles. Leveraging its core manufacturing capabilities and in response to market demand, the Company has completed sample delivery and customer-end validation of quick-release water-cooling couplings for data centers in the AI industry chain. The aerospace applications sector has experienced growth alongside overall recovery of the industry. In the medical devices category, the Company has completed sample delivery and customer-end validation of two core components of laparoscopic staplers, anvil seat and cartridge seat, and has begun generating revenue.

In order to expand Global Tek's product portfolio in the aerospace sector and strengthen its presence in stamped components, the Company merged with two new entities through production chain integration in 2024, resulting in a 14% revenue increase compared with 2023.

Annual business performance

Unit: NTD thousand

Item	2022	2023	2024
Operating revenue	4,986,366	4,208,458	4,797,370
Operating costs	3,853,854	930,616	3,756,050
Gross operating profit	1,132,512	3,277,842	1,041,320
Operating expenses	3,446,116	3,057,259	876,285
Operating profit and loss	407,738	220,583	165,035
Non-operating income and expenses	131,919	84,841	128,381
Net income (loss) before tax	539,657	305,424	293,416
Net income (loss) after tax	422,850	262,253	209,368
Total comprehensive income for the current period	441,605	230,164	261,631
Earnings per share (NTD)	5.7	3.0	2.6
Amount of employee benefits	9,689	12,213	13,340
Dividends	173,000	131,000	165,000
Salary to employees (including employee benefits)	777,309	684,928	954,233
Payments to investors	124,859	226,501	209,437
Payments to the government	34,346	96,744	99,336
Community investment	1,156	930	641

Sales of products

Proportion of revenue from main products

Unit: NTD thousand

Product type	2022		2023		2024	
	Sales revenue	Percentage (%)	Sales revenue	Percentage (%)	Sales revenue	Percentage (%)
Safety of vehicle	850,517	17%	849,614	20%	771,509	16%
Brake system	1,497,904	30%	1,331,279	32%	1,615,212	34%
Industrial application	2,430,132	49%	1,795,801	43%	1,737,967	36%
Aerospace applications	207,813	4%	231,763	6%	672,682	14%
Total	4,986,366	100%	4,208,457	100%	4,797,370	100%

Sales regions of major products

Unit: NTD thousand

Sales regions	2022		2023		2024	
	Sales revenue	Percentage (%)	Sales revenue	Percentage (%)	Sales revenue	Percentage (%)
Asia	2,243,865	45%	2,020,059	48%	2,398,685	50%
America	2,094,274	42%	1,599,214	38%	1,631,106	34%
Europe	648,228	13%	589,184	14%	767,579	16%
Total	4,986,366	100%	4,208,457	100%	4,797,370	100%

Acceptance of government grants

In order to promote profit-seeking enterprises to reinvest their earnings in substantive investments, thereby enhancing production technology and improving the quality of products or services, the Industrial Innovation Act stipulates that, starting from the 2018 declaration of surtax on undistributed earnings, within three years from the year following the occurrence of earnings, a company or limited partnership may use such earnings to construct or purchase buildings, software or hardware equipment, or technologies for self-production or business operations, provided the investment reaches a certain threshold. Such investment amounts may be deducted when calculating undistributed earnings for that year in accordance with the Income Tax Act.

In addition, in order to promote economic transformation and upgrading, Chinese government departments have formulated relevant preferential measures to encourage enterprises to apply for new technology enterprises. High and New Technology Enterprises refer to resident enterprises registered within mainland China (excluding Hong Kong, Macao, and Taiwan) that continuously engage in research and development and the transformation of technological achievements within the “National Key Supported High and New Technology Fields”. These enterprises establish core proprietary intellectual property rights and carry out business activities on that basis. The Company’s operating units in mainland China have been approved to qualify for a preferential corporate income tax rate of 15%.

In order to build a complete supply chain system to expand overseas exports of turnkey solutions and seize international business opportunities. Global Tek and its suppliers applied for the Innovation Platform Mentoring Program and passed the assessment. We have applied for and obtained relevant subsidy programs, which highlights the Company’s commitment to advancing R&D capabilities and caring for employee welfare, and has also gained recognition from government authorities. Upholding the philosophy of sustainable operations, we put these principles into practice.

Taiwan Factory

Unit: NTD

Item	Subsidized unit	Subsidy amount
Industrial Upgrade and Innovation Platform Counseling Program of the Ministry of Economic Affairs	Taiwan Small and Medium Enterprise Counseling Foundation	8,460,000
Taoyuan City Youth Safe Employment Award Program	Bureau of Labor Insurance, Ministry of Labor	15,000
Deduction of undistributed earnings applicable to actual investments	Internal Revenue Service	1,241,595
Total		9,716,595

Wuxi Factory

Unit: RMB

Item	Subsidized unit	Subsidy amount
2024 Business Development Fund	People's Government of Xishan District	29,100
Funds for the Development of Foreign Trade Activities	People's Government of Xishan District	26,200
Corporate Job Stabilization Subsidy Program	People's Government of Xishan District	137,710
Total		193,010

Xi'an Factory

Unit: RMB

Item	Subsidized unit	Subsidy amount
Central Foreign Trade and Economic Development Special Fund	Xi'an Economic and Technological Development Zone Finance Bureau	580,000
Special Subsidy for the Development of Commercial Export Freight	Xi'an Economic and Technological Development Zone Finance Bureau	90,000
Incentive funds for policies to promote stable and expanded industrial production	Xi'an Economic and Technological Development Zone Finance Bureau	330,000
Foreign Investment Incentive Fund for Manufacturing	Xi'an Investment Cooperation Bureau	211,400
Project Rewards for Improving Enterprises' International Competitiveness	Xi'an Municipal Bureau of Commerce	571,100
Refund of Handling Fees for Withholding and Remittance of Annual Individual Income Tax	National Taxation Bureau of Xi'an City	6,040
Unemployment Insurance Stabilization Refund	Xi'an Municipal Human Resources and Social Security Bureau	64,858
Total		1,853,397

Tax management policy

We implement tax governance policies to ensure that all production locations comply with the tax laws of their respective countries. We also ensure that transactions between operating locations are conducted in accordance with normal trading principles, avoiding fraudulent or complex transactions without economic substance, and do not transfer profits to low-tax countries or tax havens for the purpose of tax evasion. Tax information is disclosed to stakeholders through public channels such as financial reports and corporate sustainability information to provide information transparency. The Company is currently exempted from submitting the country-by-country report. We actively communicate with stakeholders through various channels and participate in tax advocacy initiatives to support the implementation of various new tax policies and jointly create a favorable tax environment.

Tax collection agencies

If there is any doubt regarding the application of laws and regulations, we will proactively consult and discuss with the tax collection authorities; when receiving letters from the tax authorities requesting information, we will fully cooperate and submit relevant documents and explanations on time.

Independent directors and investors

Communicate tax issues with the Board of Directors and independent directors to enable them to effectively understand the status of tax risk control.

2.4 Sustainable Strategy Governance

Sustainable Development and Risk Management Committee

On November 8, 2022, the Company convened the first meeting of the 1st Sustainability Development Committee, and subsequently renamed it the Sustainable Development and Risk Management Committee, with clearly defined organizational regulations and “Risk Management Policies and Procedures”. The committee meets at least once a year.

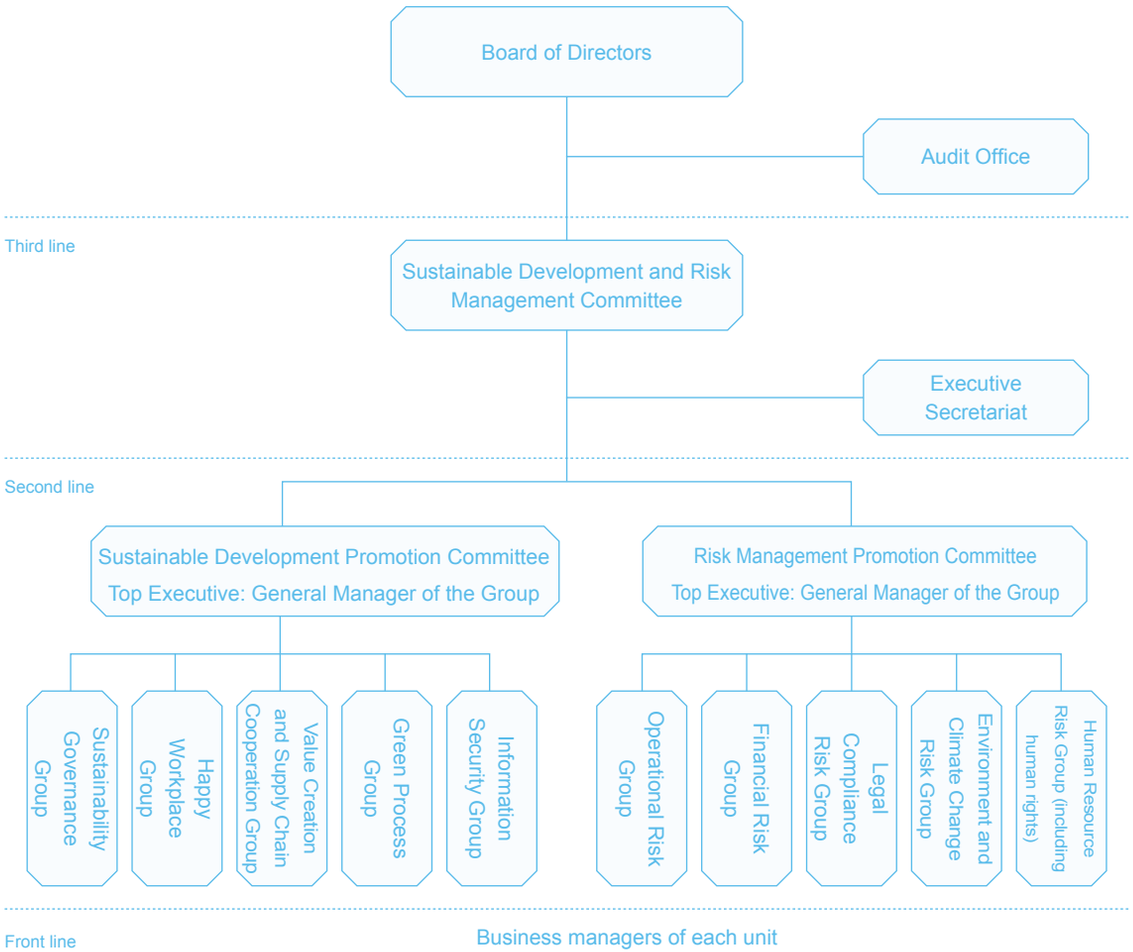
The Sustainable Development and Risk Management Committee is composed of four independent directors, with Independent Director Professor Chang Shih-Chia serving as the convener. Senior management, including the Group General Manager, Plant General Managers, and heads of group management units, form the implementation organization. Under the committee are Sustainable Development Committee and Risk Management Promotion Committee, both convened by the Group General Manager. These committees guide their respective working groups in executing tasks and regularly report to the Sustainable Development and Risk Management Committee and the Board of Directors. The organizational structure is explicitly divided into: the first line—business undertakers of each unit; the second line—Sustainable Development Promotion Committee and Risk Management Promotion Committee; and the third line—the functional organization of the Board of Directors, Sustainable Development and Risk Management Committee.

The Sustainability Development Committee has established five working groups: Sustainability Governance Group, Happy Workplace Group, Value Creation and Shared Supply Chain Group, Green Process Group, and Information Security Group. Based on established ESG pillars, each group formulates short, medium, and long-term goals, stays updated of global sustainability trends, analyzes governance, environmental, and social sustainability issues, and remains aligned with the Company’s core operations, sets strategic sustainability directions and action plans.

The Risk Management Promotion Committee is led by the Group General Manager and consists of five teams: Operational Risk Team, Financial Risk Team, Compliance Risk Team, Environment and Climate Change Team, and Human Resources (including Human Rights) Risk Team. Master and analyze global sustainability trends, manage sustainability policy goals, and take specific actions.

The following table shows the organizational structure and responsibilities of the Sustainable Development and Risk Management Committee:

Organizational structure of the Sustainable Development and Risk Management Committee



Description of duties

The Sustainable Development and Risk Management Committee is responsible for establishing relevant procedural documents, integrating corporate sustainability work into the Company's operations and development direction, and formulating corporate sustainability policies, systems, and related management guidelines. The Sustainable Development Promotion Committee and Risk Management Promotion Committee are responsible for convening various groups, formulating next year's work plan based on annual business execution status, tracking the implementation of current year's work plan, and submitting the results to the Executive Secretariat for summary and reporting to the Sustainable Development and Risk Management Committee.

The decision-making and supervision unit responsible for the Company's sustainable development-related works

It covers three major areas, corporate governance (G), environment (E), and society (S), aiming to strengthen the Company's management system. It is committed to environmental protection and fulfilling social responsibilities, enabling the Board of Directors to fulfill its responsibilities of protecting the rights and interests of the Company, employees, shareholders, and stakeholders.

Responsible for implementing the risk management decisions approved by the Board of Directors

Supervise the establishment of Global Tek's risk management mechanism and be responsible for overseeing the implementation and coordination of overall risk management.

Operation of the Sustainable Development and Risk Management Committee

The "Sustainable Development and Risk Management Committee" is chaired by independent director and works with the Group General Manager and several senior executives to review the Company's core operational capabilities and develop medium to long-term sustainability plans.

The Sustainable Development and Risk Management Committee consists of Sustainable Development Promotion Committee and Risk Management Promotion Committee, which serve as cross-departmental communication platforms. Each year, the results of ESG target achievements are regularly reported to the Board of Directors. Through various promotion task forces, countermeasures and short, medium, and long-term implementation plans are formulated based on the Company's business objectives and sustainability issues of concern to stakeholders, integrated with the annual budget for effective execution, and the effectiveness of implementation is tracked on a regular basis.

On December 30, 2024, the "Sustainable Development and Risk Management Committee" reported to the Board of Directors on matters including the launch of the sustainability report project schedule, stakeholder identification, materiality assessment, and ESG indicator task allocation. In the same year, four reports on sustainable development implementation results and future work plans were submitted to the Board of Directors on May 13, August 12, November 11 and December 30. The proposal included: the direction of the Group's specific action plan for carbon reduction goals, the greenhouse gas inventory progress report, and social welfare initiatives.

The Company's Board of Directors regularly listens to various business reports from the management team, including operational reports, greenhouse gas inventory reports, and ESG-related reports. Management must propose the Company's operating strategies to the Board of Directors, which must evaluate the feasibility of these strategies, review their progress, and urge the management team to make adjustments when necessary.

Internal communication and board communication of Global Tek Group in 2024

Nature	Major incident	Communication method and frequency	Communication results in 2024
Governance aspect	Supply chain management	■ Wuxi's procurement, engineering, and quality department meeting/once a month ■ Face-to-face review reports or meetings/regularly ■ Supplier delivery stability and quality evaluation/once a month ■ Weekly meeting for production, supply and marketing in Xi'an/once a week.	■ 29 key suppliers signed and returned the ESG risk assessment questionnaire. ■ Conduct factory audits on bulk raw material suppliers and key suppliers, and require suppliers to complete self-assessment forms on supplier code of conduct and quality requirements. ■ 100% of key suppliers have signed the "Global Tek's Supplier Code of Conduct Compliance".
	Customer Relationship Management	■ Regular customer meetings. ■ Customer and supplier quality system audits. ■ Instant messaging platform.	■ Over 400 customer meetings were held in 2024.
	Information security	■ Regular education and training are provided to all employees. ■ Include information security training in new employee training. ■ Implement multiple information security projects: "ISO 27001 Information Security Management", EDR solutions, computer updates to protect against security vulnerabilities, OA network core switch upgrade project, VMware upgrade project, etc.	■ Information security education is conducted for all employees via email every six months. ■ Information security training was included in new employee training, with 28 new employees participating for a total of one hour.
Social aspect	Occupational Safety and Health	■ Implement occupational safety and health education and training. ■ Taiwan Plant holds an occupational safety and health committee meeting once a quarter ■ Wuxi Plant holds a safety production committee meeting once a month ■ Xi'an Plant holds a management meeting every six months ■ AvioCast Plant holds an occupational safety and health committee meeting once a quarter	■ A total of 4,034 people participated in occupational safety and health education and training. ■ No violation of relevant occupational safety laws and regulations. ■ A total of 4 meetings were held at Taiwan Plant. ■ A total of 12 meetings were held at Wuxi Plant. ■ A total of 2 meetings were held at Xi'an Plant. ■ AvioCast Plant held 4 meetings.

Nature	Major incident	Communication method and frequency	Communication results in 2024
Social aspect	Talent attraction and retention, and talent cultivation and development	■ Group strategy meeting/once every six months. ■ E-newsletter / birthday party / once a month. ■ Regularly hold labor-management meetings. ■ Provide education and training for employees.	■ A general meeting is held every year, where the Chairman reports to all employees on the current year's operating results and the next year's operating guidelines and strategies. ■ Four labor-management meetings were held in 2024. ■ The Group publishes a monthly e-newsletter to communicate with employees, including ESG topics and workplace issues.
Environmental aspect	Climate change response	■ Board meeting/once a quarter. ■ Risk Promotion Committee meeting/twice a year. ■ Sustainability Development Committee meeting/twice a year. ■ Environmental safety meeting/once a month.	Taiwan Factory ■ Prepare the 2025 budget for energy conservation and carbon reduction capital expenditure projects from a group perspective and submit it to the Board of Directors. ■ Energy consumption in 2024 decreased by 5.16% compared to the base year of 2022. ■ Reduced 487.75 metric tons of CO2e in 2024 compared to the base year of 2022. ■ No process wastewater is discharged. Wuxi Factory ■ Reducing production pollution is a topic discussed in monthly meetings. Through continuous efforts to identify and address gaps, we control the generation of hazardous waste and accidental leaks. Currently, the annual hazardous waste disposal volume is within the target range. ■ Energy consumption in 2024 decreased by 5.50% compared to the base year of 2022. ■ Reduced 865.28 metric tons of CO2e in 2024 compared to the base year of 2022. ■ A total of 1,362,445 kWh of solar power was generated. ■ Successfully developed charging terminals for charging stations in new energy vehicle charging systems, with an annual production capacity of 2.4 million units and annual revenue of RMB 30 million. Xi'an Factory ■ Energy consumption in 2024 decreased by 11.69% compared to the base year of 2022. ■ Reduced 95.46 metric tons of CO2e in 2024 compared to the base year of 2022. ■ High water-consuming processes are managed through intelligent systems, with cleaning processes accounting for over 80% of the factory's total water consumption.
	Energy management		
	Water resource management		

Sustainable Strategic Planning

Global Tek Group is a team of professionals who are determined to stay ahead of the competition and hold high expectations for the machining industry. We are committed to long-term development, and foster a people-oriented learning organization and lean production management philosophy. We uphold the principles of specialization, excellence, and strength, rather than pursuing dominance. Through openness, sharing, replication, and resource integration, we strive to achieve shared success together. Established a large-scale platform for cluster integration among strategic partners and employees, driving sustainable management initiatives through a symbiotic and mutually beneficial industrial community, providing precision metal product technology services, and achieving continuous and healthy growth with quality customers in niche markets.

In 2024, we reviewed Global Tek Group's sustainability vision and alignment with the United Nations Sustainable Development Goals (SDGs), with the aim of guiding the Group towards a more sustainable and prosperous future through these strategies.

Nature	SDGs indicators	Planning actions
Develop a sustainable environment	Affordable energy	■ Energy-saving production: 1. Introduced AI intelligent control system to manage air compressors, resulting in an 8.2% reduction in energy consumption (218,800 kWh) compared to the previous year, equivalent to approximately 133.07 tons of CO2e. 2. The introduction of chiller cluster control system has saved approximately 397,115.9 kWh of energy and 196.2 metric tons of CO2e per year. ■ Renewable energy: Solar power generation. The total annual solar green electricity usage reached 1,362,445kWh, and reduced the cumulative CO2e emissions by 776.6 metric tons per year. ■ Evaluate and increase the green electricity usage ratio at other Global Tek locations year by year.
	Climate actions	■ Introduce the TCFD framework to conduct climate risk and opportunity assessments and develop adaptation action plans. ■ Campus tree planting: We continued to visit ten schools in northern, central, and southern Taiwan, and planted over 3,415 native Taiwanese plants. ■ Environmental protection promotion: We produced banners, brochures and gave away eco-friendly bags, etc., encouraging low-carbon travel and environmental protection to build a better community.
Develop a sustainable environment	Conservation Marine life	■ Added low-pressure distillation recovery system for wastewater to reduce wastewater discharge.
	Conservation Environment	■ Process improvements have reduced waste for product processes such as X-ray film development waste liquid and insulation materials.
	Clean drinking water and sanitary facilities	■ Establish real-time monitoring system for water resource management and conduct water volume statistics by region. ■ Establish an independent cleaning tank and filter recovery and regeneration system. ■ Improve process equipment to save water. ■ Establish pure water tank recovery and regeneration system.
	Sustainable communities	■ Caring for local activities: Sponsored the Taoyuan Xinwu Fish and Rice Country Marathon, with senior executives personally leading employees and their families to participate. ■ Street charity: Using the practical action of picking up cigarette butts to remind the general public to be conscious and establish a strong awareness of fire prevention and environmental protection. ■ Increase public welfare care for local communities at our Taiwan factories.
	Responsible consumption and production	■ 29,942 kg of wax was recycled and reused (excluding AvioCast), achieving a target completion rate of 95.6%. ■ Recycling and reuse of recycled steel materials and reusable turnover boxes. ■ The distillation and recovery process for waste cutting fluid and alkaline boiling water reduced wastewater by 90%. ■ Using an oil-water separator, the recovered liquid is drawn from the waste liquid tank into recovery IBC containers for reuse, thereby increasing the reuse ratio. ■ The underground waste oil tank was removed, and a chip compactor with degreasing and cutting fluid recovery system was installed.

Nature	SDGs indicators	Planning actions
Maintain social welfare	Eliminate poverty	■ Donation to special education schools: Visited local special schools to understand their circumstances and difficulties, and donated supplies as a gesture of care and support. ■ For two consecutive years, the average annual salary increase for entry-level employees has been approximately 4% to maintain overall salary competitiveness.
	Good health and well-being	■ Donation to nursing homes: Donated supplies to nursing homes to inspire others and improve social welfare. ■ No deductions for employee benefits: We absorb the benefits that should be deducted from employee salaries and allowances, and still set annual benefit budgets and plans to provide employees with various high-quality benefit measures.
	Quality of education	■ Mobile APP online instant learning education and training system. ■ Career courses and regular professional education and training, such as environmental protection lectures. ■ Yushan Project: In collaboration with Carnegie Training Institute, we provided workplace experience opportunities for students from disadvantaged families in Taoyuan, enhancing their understanding of industries and offering them opportunities to explore their own development paths. ■ Promoted “Our School Program” organized by EMBA Magazine through online learning and in-person reading clubs to enhance employees’ professional skills and management capabilities.
	Employment and economic growth	■ Global Tek and its suppliers prohibit the use of child labor and all forms of forced labor. ■ In conjunction with company events, order refreshments from Eden Social Welfare Foundation - Bakery Cafe to promote employment and economic growth. ■ Donations are made to disadvantaged groups, along with inviting the Down Syndrome Dance Troupe to put on live performances.
	Gender equality	■ The maternity leave system allows female employees to leave work one hour earlier during breastfeeding. ■ Regardless of gender, equal pay for equal work is achieved, and the gender ratio in managerial positions is approximately 2.2:1.
Implement corporate governance	Gender equality	■ The 6th Board of Directors has seven seats, two of which are currently filled by female directors. ■ Female senior executives accounted for 24.3%, an increase of 4.3% from the previous year.
	Industry, innovation and infrastructure	■ Introduced automated equipment to replace high-risk operations on the production line to reduce the probability of workplace accidents and improve production efficiency.
	Reduce inequality	■ Foreign employees hold managerial positions. ■ Overseas factories employ outstanding local talents.
	Peace, justice and sound institutions	■ The Group does not discriminate based on gender, race, socioeconomic status, age, marital or family status, etc., to ensure equality in employment, employment conditions, remuneration, benefits, training, evaluation, and promotion opportunities. ■ Suggestion boxes have been set up, along with procedures for reporting “illegal, unethical, or dishonest behavior” and complaint channels for sexual harassment prevention measures to safeguard employees’ rights and interests. ■ Propose improvements to the system and encourage employees to participate in the Company’s decision-making process.
Others	Sustainable development partnership	■ In response to “2024 TALENT in Taiwan” initiative by the CommonWealth Talent Sustainability Action Alliance, the Company joined hands with over 100 corporate partners to create a diverse, inclusive, and physically and mentally healthy workplace environment.

2.5 Identification and engagement of stakeholders

With reference to the GRI Standards, stakeholders including shareholders and other investors, customers, suppliers, employees and other workers, social welfare organizations, trade associations, financial institutions, government, consumers, business partners, local communities, and NGOs were ranked by external experts based on the sum of scores relating to the Company's actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts on these stakeholders. If the overall score is greater than 10 points, it will be discussed with the Company's senior executives. Finally, identify shareholders and other investors, customers, suppliers, employees and other workers, financial institutions, government agencies, etc.

Important stakeholders of Global Tek in 2024:

	Importance and significance to Global Tek	Communication issues
Suppliers and partners	We value the quality of raw materials, labor, and distribution partners, and treat our partners in a fair, open, and equitable manner to achieve the goals of shared benefits and sustainable growth.	■ Supply chain management ■ Product Liability and Safety ■ Technological Innovation ■ Business performance

Communication channel	Frequency	Communication performance in 2024
Evaluation of major suppliers	Monthly and irregular	Taiwan Factory All new suppliers of raw materials, blanks, semi-finished products, outsourced processing, surface treatment and finished products undergo the new supplier evaluation and are required to sign the relevant declarations. ■ A total of 67 key suppliers completed ESG on-site audits ■ 125 suppliers signed the ESG statement for promotion. Wuxi Factory ■ In 2024, the annual audit plan covered 26 suppliers, all of which successfully completed the audit process. Xi'an Factory ■ In 2024, the annual audit plan covered 7 suppliers, all of which successfully completed the audit process.
Visited and conducted on-site audit and evaluation	Irregular	
Written review	Irregular	
Telephone	Immediately	
Email	Immediately	
Correspondence	Immediately	

Financial institutions

Importance and significance to Global Tek	Communication issues
Financial institutions are important component in the continued expansion of Global Tek's operations, and we have gained their trust and support through full communication.	■ Legal Compliance and Ethical Corporate Management ■ Risk management ■ Business performance ■ Climate change response

Communication channel	Frequency	Communication performance in 2024
Annual report	Once a year	■ Global Tek focuses on specialization and excellence rather than pursuing dominance, and is developing towards sustainable governance. We invite participants to attend the corporate briefing session. ■ In response to the 2050 net-zero emissions goal, Global Tek has incorporated pollution reduction and energy-saving/carbon-reduction policies into its business strategy, and has twice invited financial institutions to visit the factory for guidance and to gain an understanding of the Company's implementation results. ■ Financial institutions were also invited to Global Tek's year-end employee gathering to jointly enjoy a performance by "Tobias Social Welfare Foundation", which Global Tek supports through donations, showcasing the Company's commitment to social welfare. In addition, medical equipment donations were made to provide patients with improved healthcare.
Investor conference	Irregular	
Report to the government website	Irregular	
Investment Promotion Service Center, Ministry of Economic Affairs	Irregular	
Factory site visit	Annual renewal of contracts with financial institutions	
Charity activities, care for the disadvantaged, assistance and medical equipment donations	Regular	

Shareholders and Other Investors

Importance and significance to Global Tek	Communication issues
Under high standards of corporate governance, we maintain good interaction and a sound oversight mechanism with investors, shareholders, and financial institutions. At the same time, we regularly review our sustainable performance through external evaluations to pursue sustainable development.	■ Corporate Governance ■ Business performance ■ Legal Compliance and Ethical Corporate Management ■ Risk management

Communication channel	Frequency	Communication performance in 2024
Shareholders' meeting	Once a year	■ One shareholders' meeting was held this year. A total of five corporate briefing sessions were held in 2024 to enable investors to understand the Company's operational profile. ■ The English version of shareholders' meeting manual and annual report are disclosed for investors' reference. ■ Consolidated revenue is announced monthly and quarterly, for a total of 16 times per year. ■ Press releases are issued monthly and quarterly to enable investors to understand the Company's operating status, with a total of 16 releases per year. ■ We invite potential investors from home and abroad to visit our factory from time to time so that they can understand the general situation of the Company's operations. ■ Emails are replied to promptly on a daily basis, for a total of 10 times.
Shareholder hotline, mailbox, official website	Immediately	
Investor conference	Quarterly	
Press releases on distribution of operating data and revenue announcement	Once a month	
Participation in domestic and foreign investment forums	Irregular	

Customers

Importance and significance to Global Tek	Communication issues
We grow through operating profits and support the livelihoods of our employees and the profits of our investors. The key to business development lies in providing customers with comprehensive product and service solutions under the VA/VE research and development strategic framework, thereby becoming long-term strategic partner to customers. In addition, meeting customer needs and delivering an exceptional customer experience enable the Company to maintain its competitiveness, bring lasting business opportunities and achieving steady operations and sustainable growth. Customers' opinions and feedback can also be continuously improved.	■ Product Liability and Safety ■ Customer Relationship Management ■ Legal Compliance and Ethical Corporate Management

Communication channel	Frequency	Communication performance in 2024
Visit suppliers for business negotiation and product engineering	Irregular	Global Tek Group: The overall average customer satisfaction survey score for 2024 was 98, a 4% increase from 94 in 2023.
On-site audit	Irregular	Taiwan Factory ■ A customer complaint mailbox has been set up to receive consumer inquiries, suggestions, and complaints. ■ 9 online reviews were conducted by customers. ■ On-site customer audits were conducted 36 times. ■ Audit frequency: 45 times per year for the Group (35 times for automotive, 9 times for industrial, and 1 time for aerospace)
Supplier conference	Year	
Visit customers for business negotiation	Irregular	
Product quality exchange meeting	Irregular	Wuxi Factory ■ We propose corrective and preventive measures for issues arising from customer inquiries, product feasibility assessments and technical review meetings, product selection and early product quality planning, customer complaints, and improvements. We also provide real-time feedback tracking, track and record customer satisfaction, quickly respond to customer requirements, and develop feasible response strategies and action plans. ■ In 2024, Wuxi Plant held a total of 147 customer visits and meetings. ■ A total of 9 supplier conferences were held. ■ A total of 85 customer visits were made. ■ A total of 253 QCD customer satisfaction reports were received. ■ A total of 270 online meetings were held. ■ A total of 24 audits were conducted for annual/product process/PPAP/new supplier introduction, etc. ■ A total of 8 product quality exchange meetings were held.
Machining Process and Technology Seminar	Irregular	
Customer QCD satisfaction report	Monthly or quarterly	
Online video conference	Immediately	
Telephone, email	Immediately	Xi'an Factory ■ The overall average customer satisfaction survey score for 2024 was 96, a 1% increase from 95 in 2023. ■ On-site customer audits were conducted 4 times.

Employees and other workers.

Importance and significance to Global Tek	Communication issues
An organization is about relationships between people. Starting from altruistic empathy, we should establish mechanisms to complement each other's strengths and overcome weaknesses, allowing each employee to fully utilize their strengths and have a sense of belonging and accomplishment, thereby creating the greatest overall efficiency in organizational operations and realizing the organization's ultimate vision. Providing real-time, continuous and effective communication among employees is an important issue in corporate development and the cornerstone of sustainable operations. The quality of our employees is also the driving force behind the Company's continued growth. Continuously improving our employees' professional knowledge and experience strengthens the Company's competitiveness and reputation, while also reducing operational risks.	■ Legal Compliance and Ethical Corporate Management ■ Business performance ■ Talent Attraction and Retention ■ Talent Cultivation and Development ■ Occupational Safety and Health

Communication channel	Frequency	Communication performance in 2024
Suggestion box	Processed once a week	Taiwan Factory ■ Labor-management meetings are held regularly every quarter. A total of 4 labor-management meetings were held. ■ The occupational safety and health committee was convened 12 times in each factory. ■ Factory affairs meetings were held 12 times in each factory area. ■ Occupational physicians provided 52 on-site services. ■ A total of 22,909 labor safety training hours were completed. ■ We organize employee activities from time to time to care for the physical and mental well-being of our employees. Wuxi Factory ■ Digital foundational training is actively promoted to reinforce corporate culture, ensure health and safety, uphold gender equality, integrity, and fairness, and emphasize the connection and inheritance of culture and strategy. Reading clubs and training seminars are organized periodically across the group and factory sites. ■ In March, a women's health seminar was held; in November, a fire drill and first-aid training were conducted, including AED usage and emergency response training, as well as occupational injury prevention training for key positions. ■ Hold regular safety production meetings ■ We worked with the labor union to care for disadvantaged groups by hiring members of ethnic minorities; a total of 5 people from ethnic minorities were hired. ■ Regularly organize birthday parties, sports events, team-building activities and other activities for our employees to care for their physical and mental well-being and enhance cohesion. ■ There is a labor union organization for employees, which holds meetings once a month. Xi'an Factory ■ The labor union organization holds a meeting once a quarter. A total of 12 labor-management meetings were held in 2024. ■ Disclosed occupational safety and health hazard data 12 times. ■ The Company's labor union jointly organizes welfare funds for the Dragon Boat Festival, Mid-Autumn Festival, Spring Festival and summer heat funds. ■ Each year, hardship allowances and related welfare subsidies are regularly distributed, including support for employees in difficulty, special groups, International Women's Day, and Children's Day. ■ The labor union and the Company jointly organized a total of four activities, including spring sports days, autumn sports days, and health management events, etc.
Email	Immediately	
Telephone (including communication software)	Immediately	
Face-to-face communication	Immediately	
Satisfaction survey	Once a year	
Labor-management meetings (Taiwan, AvioCast)	Quarterly	
Labor union meetings (Wuxi, Xi'an)	Monthly/quarterly	

Government agencies

Importance and significance to Global Tek	Communication issues		
All related marketing, production, procurement and human resource operations are subject to inspection and supervision by the competent authorities. The Company is a listed company and must comply with the laws and regulations of the Financial Supervisory Commission and the Stock Exchange	■ Legal Compliance and Ethical Corporate Management ■ Business performance ■ Product Liability and Safety	■ Talent Cultivation and Development ■ Talent Attraction and Retention ■ Occupational safety and health	■ Water resource management ■ Energy management

Communication channel	Frequency		Communication performance in 2024
Financial Supervisory Commission	Official correspondence	Irregular	■ Compliance with laws and regulations to announce and report relevant information to conform to supervisory actions of the competent authorities. ■ In 2024, there were a total of six promotional meetings: 1. July 3, 2024 Cathay Sustainable Finance and Climate Change Summit Forum. 2. September 3, Advocacy seminar on building a new carbon era through sustainability knowledge. 3. September 20, 2024 Insider Trading Prevention Seminar. 4. September 21, Seminar on understanding the appropriate actions of listed companies in response to shareholder activism. 5. October 7, 2024 Taishin Net Zero Summit Forum. 6. November 22, 2024 Legal Compliance Seminar on Insider Equity Trading.
	Email	Immediately	
	Publicity meeting	Irregular	
	MOPS	Regular and irregular	
Competent Authority	Official correspondence	Immediately	■ Regularly upload and disclose various information in accordance with regulations. ■ On September 23, 2024, the New Taipei City Labor Inspection Office conducted a periodic inspection of Global Tek, with results deemed compliant. ■ Communicate with relevant business managers immediately for instructions.
	Email	Irregular	
	Publicity meeting	Immediately	
	MOPS	Irregular	
Environmental Protection Agency/ Bureau	National Regulatory Database	Irregular	■ Establish a complete identification, registration and evaluation mechanism for environmental protection laws and regulations, and take immediate corrective and preventive measures if any non-compliance occurs. ■ Wastewater reporting is conducted twice a year; fixed pollution emissions concentration reporting (air pollution fees) is conducted four times per quarter; and soil and groundwater pollution remediation fee reporting is conducted four times per quarter.
	Official letter	Irregular	
	Attend briefings or seminars held by the Environmental Protection Agency	Irregular	
Labor Inspection Unit	Briefing session on amendments and additions of laws and regulations	Irregular	■ Establish a complete identification and registration mechanism and evaluation for occupational safety regulations. If there is any non-compliance, take corrective and preventive measures immediately.
	Other study courses	Irregular	
	Meetings	Irregular	
Fire Department	Participation in briefing sessions	Regular	■ Establish a complete identification and registration mechanism and evaluation for fire safety regulations. If there is any non-compliance, take corrective and preventive measures immediately.
	Fire safety inspection	Regular	
Internal Revenue Service	Email	Immediately	■ Business tax returns are filed in odd-numbered months. ■ Enterprise income tax returns must be filed by the end of May each year. ■ When receiving a letter from the tax authority requesting information, fully cooperate and submit relevant documents and explanations on time.
	Official letter	Irregular	
	Telephone	Immediately	

Remedial measures and stakeholder communication mechanism

Remedial measures

In response to the corporate governance assessment results, the Company has developed a systematic remediation plan to ensure improvements in areas where no points were scored. Specific measures include:

Review and improvement plans

1. After the annual evaluation results are announced, the responsible person will convene the Sustainable Development Promotion Committee, the General Manager, Auditor, Chief Financial Officer, and relevant issue managers to jointly review items that did not meet the standards.
2. Analyze the reasons for not scoring item by item, identify the direction for improvement, and develop a specific action plan and timetable.
3. Set time goals for completion of improvements, then record and submit them to the Sustainable Development Promotion Committee for oversight.
4. After implementation by relevant departments, progress will be tracked regularly to ensure that goals are achieved.

Stakeholder communication mechanism

To ensure stakeholders have timely access to corporate governance and sustainable development information, Global Tek Group has established a variety of communication channels, including:

MOPS

1. Company website:

   A special section on corporate governance and sustainable development has been established to provide information on reporting mechanisms, whistleblower protection mechanisms, governance policies, codes of conduct, environmental and social responsibility reports, etc.
2. Annual report and yearly report:

   Regularly disclose corporate governance, risk management, and sustainable development goals and achievements, and provide progress reports on improvement plans.
3. Sustainability report:

   Published annually, it details sustainability across the environmental, social and corporate governance sectors, and sets relevant performance indicators to manage identified material topics, performance and future plans.

Internal and external communication

1. Internal reporting mechanism:

   We have established an internal reporting channel to allow employees to anonymously raise issues such as governance, business integrity, and workplace environment, ensuring internal transparency within the Company.
2. Customer and supplier communication:

   Regular contact with suppliers, customer satisfaction surveys, and partner meetings ensure that opinions from all parties are taken into consideration in decision-making.
3. Communication between employees and the labor union:

   We hold union meetings every month to allow employees to raise concerns about workplace environment and working conditions, and incorporate resolutions into improvement plans.

Communication performance in 2024

Improved transparency of reporting and whistleblower mechanisms

1. In 2024, a total of 1 reporting case was received, with improvements made after an internal audit.
2. The results of whistleblowing cases and resulting improvements are disclosed in internal reports to ensure that the rights of whistleblowers are not affected.

Promotion of sustainable development

1. The Sustainable Development and Risk Management Committee held four meetings in 2024 to ensure that the implementation progress of each project is in line with the plan.
2. For environmental and social responsibility issues, such as carbon emissions and green supply chains, specific improvement goals have been set and progress reports made public.

Stakeholder communication

1. In order to assess customer satisfaction, a satisfaction survey was conducted on Global Tek's top 50 suppliers in terms of turnover, including 30 key suppliers, with a response rate of 100%.
2. In terms of employee care, the Company and labor union jointly organize welfare measures for Dragon Boat Festival, Mid-Autumn Festival, Spring Festival, etc. to improve employee satisfaction.

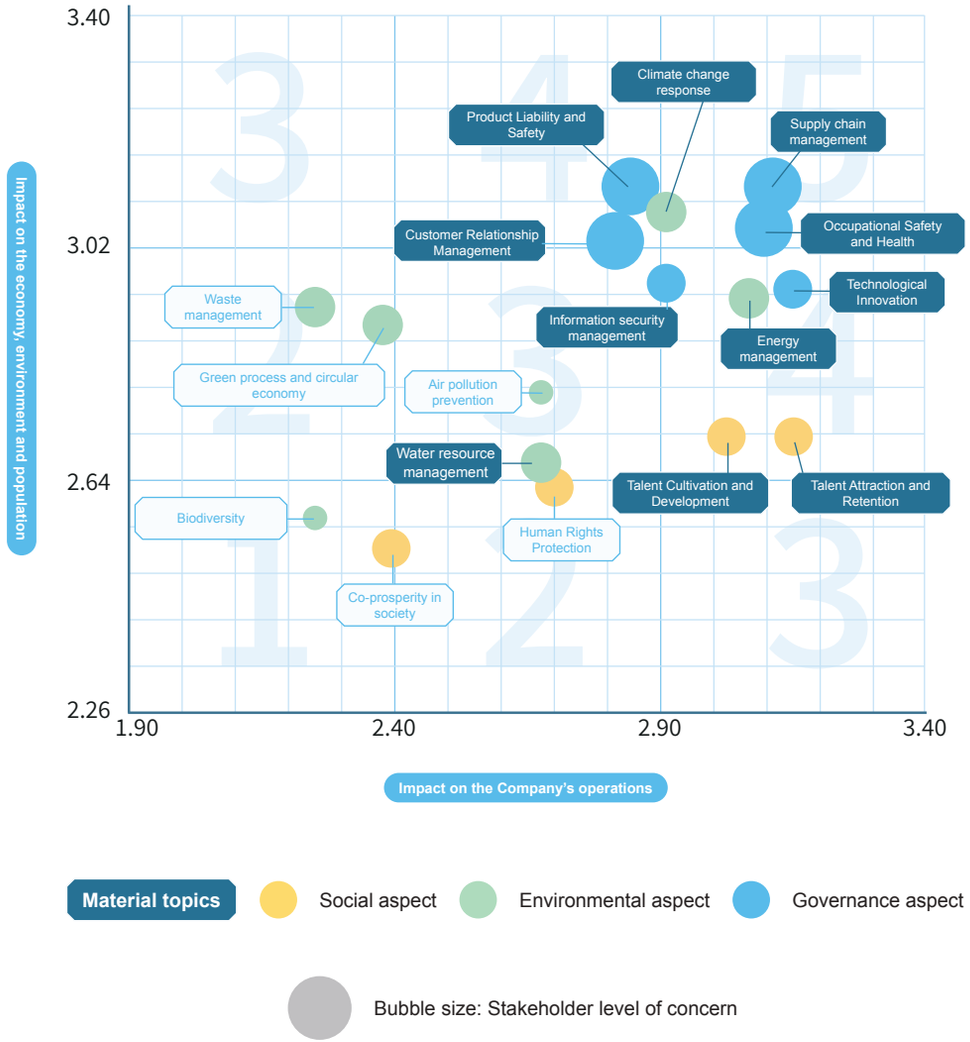
Through the above mechanisms and practical actions, Global Tek Group ensures transparent corporate governance, sound risk management, and establishes long-term trust relationships with stakeholders to achieve sustainable development goals.

2.6 Identification of material sustainability topics

Process for identifying material sustainability topics

Through internal company discussions and with the assistance of external experts, and by referencing the Global Reporting Initiative (GRI) Standards as well as key domestic and international industry trends, the Company collected various sustainability topics. Using systematic analysis methods such as departmental interviews and questionnaires, a survey on the degree of impact of each topic was conducted among management in 2024 to assess the impact of each issue on the economy, environment, and people, as well as on the Company's operations. In addition, questionnaires on the level of concern over material topics were distributed to key stakeholders, with 168 valid responses collected. From this, sustainability issues of concern to Global Tek's stakeholders were identified and used to develop a materiality matrix. In the matrix below, X-axis represents the "degree of impact on company operations", Y-axis represents the "degree of impact on the economy, environment, and people", and bubble size represents the "stakeholder level of concern". Assess the materiality of topics based on their scores, and categorize them as material topics or general topics. After integrated analysis and prioritization, and confirmation by senior management, Global Tek identified nine material topics for 2024: supply chain management, occupational safety and health, climate change response, energy management, customer relationship management, information security, waste management, talent cultivation and development, and talent attraction and retention. These serve as the basis for information disclosure in the sustainability report, with continuous improvement efforts.

Materiality matrix



List of material topics

Orientation	Material topics	Description of material topics	Corresponding chapter
Governance	Supply chain management	Coordinate the operations of suppliers, manufacturers, and retailers to reduce costs, speed up delivery, and improve product quality	3.7 Supply Chain Management
	Customer Relationship Management	Focus on analyzing customer data, improving order processing efficiency, and providing customized services	3.8 Customer Relationship Management
	Information security	Integration of technology, strategy and personnel management to ensure the confidentiality, integrity and availability of information systems	3.4 Information Security Management
Society	Occupational Safety and Health	Ensuring the safety and health of workers and providing a high-quality working environment are the basic responsibilities of a company	4.3 Occupational Safety and Health
	Talent Attraction and Retention	Gathering passionate and innovative partners to pursue common goals and inject new ideas on the path toward building a comprehensive top team	4.1 Talent Attraction and Retention
	Talent Cultivation and Development		4.2 Talent Cultivation and Development
Environment	Energy management	Improve the energy-saving awareness and skills of all employees and promote the efficient use of energy	5.2 Energy Management
	Climate change response	Comply with regulations and international trends, reduce carbon emissions, promote green technologies and products, and actively meet the challenges of climate change	5.1 Climate Change Response
	Waste management	Through reduction, reuse, recycling and resource regeneration, we achieve sustainable waste management, promote resource circulation and reduce environmental impact	5.4 Waste Management

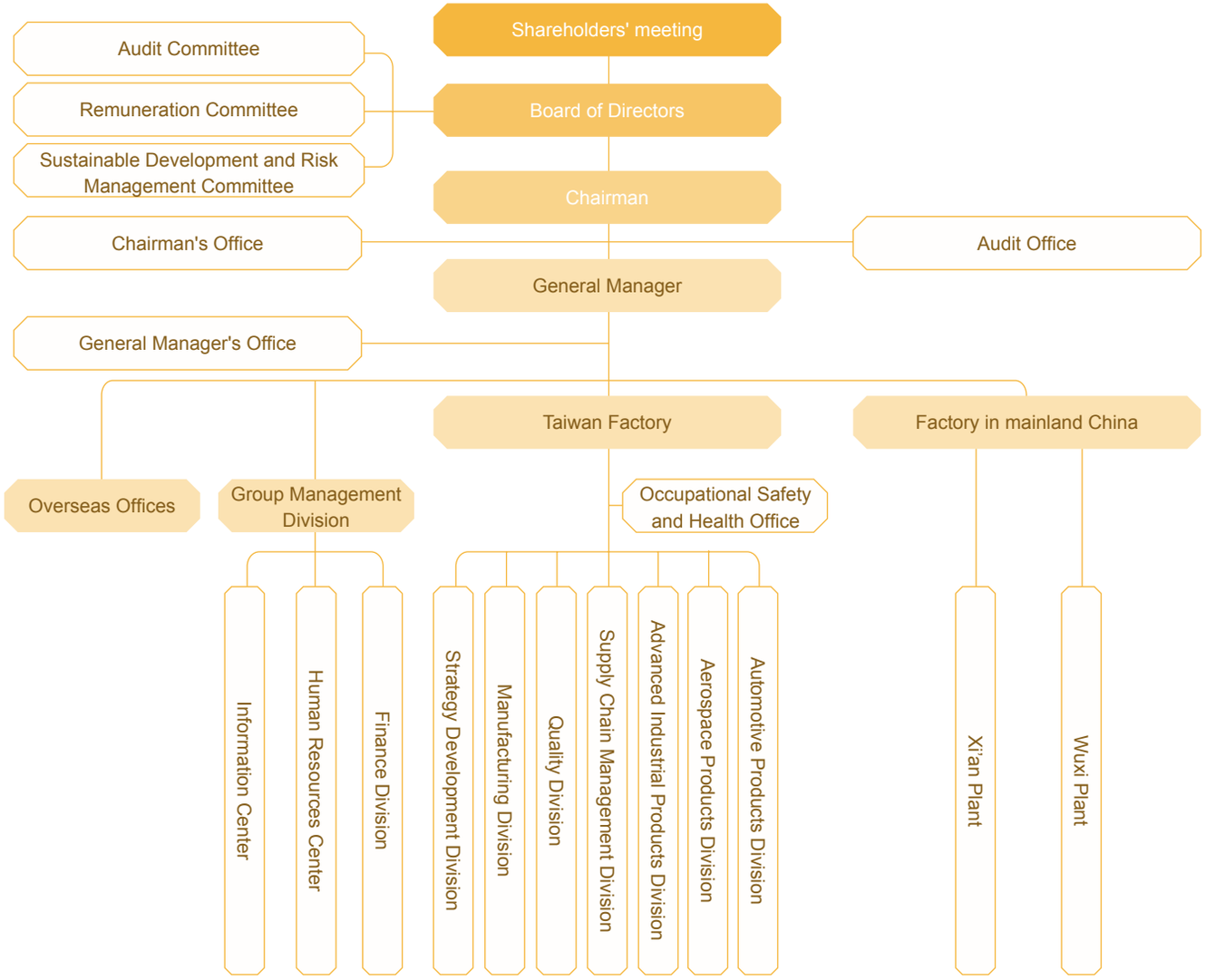
Chapter 3
Sustainable Governance

3.1 Corporate Governance Framework 32
3.2 Legal Compliance and Ethical Corporate Management 37
3.3 Risk Management 40
3.4 Information Security Management 44
3.5 Product Liability and Safety 49
3.6 Technological Innovation 57
3.7 Supply Chain Management 60
3.8 Customer Relationship Management 67

3.1 Corporate governance structure

Global Tek attaches great importance to operational transparency and corporate governance. All information related to operations, finances, Board of Directors, shareholders' meetings, etc. is published on the MOPS and the Company's website in accordance with regulations. The Board of Directors has established functional committees, including the Audit Committee, Remuneration Committee, and Sustainable Development and Risk Management Committee to support the board in making optimal decisions and enhancing corporate governance performance, to participate in corporate governance evaluations and shape a governance culture, to establish a robust stakeholder engagement platform that fosters shareholder activism, and to improve the quality of non-financial information disclosure, thereby strengthening the transparency of corporate governance information.

Organization chart of Global Tek Fabrication Co., Ltd.



Composition and operation of the Board of Directors

The election of directors is conducted through the cumulative voting system and candidate nomination system as stipulated in the Company's Articles of Incorporation and Regulations Governing the Election of Directors. The Board of Directors of the Company conducts a preliminary review of the qualifications of director candidates nominated by shareholders or directors (including independent directors), as required by applicable laws and regulations, and submits the review results to the shareholders' meeting for reference.

The Company's election of directors is based on a diverse range of considerations, including basic qualifications, values, professional knowledge and skills, etc., in order to align with the Company's long-term development goals. The Board of Directors shall include at least one female director and one director with a finance or accounting background to enhance the diversity and professionalism of the board.

The 6th Board of Directors of Global Tek consists of seven directors, including two female directors, accounting for 28.6% and four independent directors, accounting for 57.1%. This composition aims to strengthen the independence and diversity of the board.

Board member

Name	Gender	Age	Independent director's term of office			Functional committees			Professional qualifications and experience				
			3 years	3-9 years	Over 9 years	Audit Committee	Remuneration Committee	Sustainable Development and Risk Management Committee	Business management and participatory leadership	Industry knowledge	Finance and banking	Marketing	Law
Chairman (employee status)													
Liu, Tsu-Ying	Female	60~69							✓	✓	✓	✓	
General Manager (employee status)													
Huang, Ya-Hsing	Male	70~79							✓	✓	✓	✓	
Director													
Ting, Ling-Chuan	Male	50~59							✓	✓	✓	✓	
Independent Director													
Huang, Ming-Chan	Male	50~59		✓		✓	✓	✓	✓	✓	✓		✓
Tsai, Jung-Teng	Male	60~69	✓			✓	✓	✓	✓	✓	✓	✓	
Chang, Shih-Chia	Male	60~69	✓			✓	✓	✓	✓	✓	✓		
Chen, Hsiang-Ju	Female	50~59	✓			✓	✓	✓	✓	✓	✓	✓	

Continuing education of directors

The Company's continuing education and training for directors is conducted in accordance with the relevant provisions of "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies". In order to enhance the professional knowledge of directors, the Company arranges continuing education courses that are in line with current development trends and corporate strategic needs. The courses cover important topics such as "ESG Sustainable Governance", "Climate Governance", and "Risk Management", so that directors can understand the latest developments and changes in domestic laws and regulations. In 2024, each director completed at least six hours of continuing education, for a total of 46 training hours for all directors.

Continuing Education of Directors and Independent Directors in 2024

Job title	Name	Date of continuing education		Organizer	Course title	Training hours
		From	To			
Chairman	Liu, Tsu-Ying	January 11, 2024	January 11, 2024	The Greater Chinese Financial Development Association, Taiwan Listed Companies Association	Key observations on the global economy in 2024	3
		July 3, 2024	July 3, 2024	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit Forum	6
Director	Huang, Ya-Hsing	January 11, 2024	January 11, 2024	The Greater Chinese Financial Development Association, Taiwan Listed Companies Association	Key observations on the global economy in 2024	3
		March 20, 2024	March 20, 2024	Taiwan Institute of Directors	How to go global: Discussing Asian growth through the competitive strategies of Korean companies	3
Director	Ting Ling-Chuan	July 3, 2024	July 3, 2024	Taiwan Stock Exchange Corporation	2024 Cathay Sustainable Finance and Climate Change Summit Forum	6
Independent Director	Huang, Ming-Chan	May 24, 2024	May 24, 2024	Chinese National Association of Industry and Commerce, Taiwan	Research on criminal acts of unconventional transactions	3
		September 20, 2024	September 20, 2024	Securities and Futures Institute	Insider Trading Prevention Seminar	3
Independent Director	Tsai, Jung-Teng	September 11, 2024	September 11, 2024	Taiwan Academy of Banking and Finance	Anti-money laundering and fair customer treatment principles, ESG and information security	7
Independent Director	Chang, Shih-Chia	July 26, 2024	July 26, 2024	Taiwan Investor Relations Institute	Current global industry trends and political and economic outlook	3
		October 7, 2024	October 7, 2024	Chinese National Association of Industry and Commerce, Taiwan	2024 Taishin Net Zero Summit Forum	3
Independent Director	Chen, Hsiang-Ju	July 26, 2024	July 26, 2024	Taiwan Investor Relations Institute	Current global industry trends and political and economic outlook	3
		October 18, 2024	October 18, 2024	Taiwan Investor Relations Institute	Brand communication and stakeholder management	3

Performance evaluation of the Board of Directors

The Company has established "Regulations Governing the Performance Evaluation of the Board of Directors", which is implemented annually. The 2024 performance evaluation report on the operations of the Board of Directors, individual directors, and functional committees (including the Audit Committee, Remuneration Committee, and Sustainable Development and Risk Management Committee) showed an overall excellent evaluation result.

1

- Periodically review the Board of Directors' performance evaluation system

"Regulations Governing the Performance Evaluation of the Board of Directors" established by Global Tek

2

- Directors conduct self-evaluations once a year in January, and submit a report to the Board of Directors

Conduct self-evaluation on the overall effectiveness of the Board of Directors, the continuity of board members, and the operational performance of the Remuneration Committee and the Audit Committee, and submit relevant evaluation results to the Board of Directors

3

- Every three years, an independent external professional institution will be appointed to evaluate the performance of the Board of Directors

In October 2024, the Company commissioned "Taiwan Investor Relations Institute" to conduct a performance evaluation of the Board of Directors

4

- Formulated the "Regulations Governing the Performance Evaluation of the Board of Directors" in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies

Reported the results of external evaluation and improvement plan to the Board of Directors on November 11, 2024

The highest management level of Global Tek's governance is the Board of Directors, which has established the Audit Committee, Remuneration Committee, and Sustainable Development and Risk Management Committee to enhance its management capabilities. The Audit Committee is responsible for regularly performing various audit tasks and reporting the results to the Board of Directors. In order to enhance the efficiency of the Board of Directors' operations, the Company conducts performance evaluations of the Board of Directors on a regular basis each year. The result of internal self-evaluation of the Board of Directors' operations was rated as "Excellent".

Unit	Performance evaluation content	Evaluation results
Board of Directors	Participation in the Company's operations, improvement of the quality of board decision-making, composition and structure of the board, election and continuing education of directors, and internal control.	Excellent
Individual directors	Understanding of the Company's goals and missions, awareness of directors' responsibilities, participation in the Company's operations, internal relationship management and communication, directors' professionalism and continuing education, and internal control	Excellent
Functional committees	Participation in the Company's operations, awareness of the responsibilities of the functional committees, improvement of the decision-making quality of the functional committees, composition of the functional committees and selection of members, and internal control	Excellent

According to regulations, an external performance evaluation must be conducted every three years. On October 8, 2024, Global Tek commissioned "Taiwan Investor Relations Institute (TIRI)" to conduct a performance evaluation of the Board of Directors. The institute evaluated that all directors, including independent directors, actively participated in relevant meetings and continuously pursued further education to enhance their knowledge and adaptability, and effectively fulfilled their supervisory duties and responsibilities. However, the following suggestions can further enhance the Company's corporate governance structure and sustainable development performance:

Item	Suggestions	The Company plans to take measures
I	Achieve one-third female representation on the Board of Directors	The 2025 shareholders' meeting will coincide with the Board of Directors' re-election, and it is planned to elect three female directors, bringing the number of female directors to more than one-third of the total board seats.
II	Formulate succession plans for board members and key management	The "succession planning and operating status of board members and key management personnel" has been disclosed on Global Tek's website.
III	Establish an internal control system for sustainable information management	The internal control system for sustainable information management was submitted to the Audit Committee for review and approval on November 11, 2024, and then to the Board of Directors for approval.
IV	Preparation of English version of the sustainability report	Complete English version of the sustainability report in 2024 and upload it to the MOPS and the Company's website.
V	Formulate the link between remuneration of senior management and ESG performance early	Under internal development.

Avoid conflicts of interest

For information on directors' positions in other companies, shareholdings with other stakeholders, and disclosure of controlling shareholders and related parties, please refer to the 2024 Annual Report of Global Tek.

Functional committees

Audit Committee: The Audit Committee operates in accordance with the Company's "Audit Committee Charter" and is composed of four independent directors. The Audit Committee is responsible for assisting the Board of Directors in performing its supervisory duties, establishing or revising internal control systems and assessing their effectiveness, reviewing the fair presentation of the Company's financial statements, overseeing the Company's procedures for handling significant financial transactions, reviewing matters of personal interest to directors, and ensuring the Company's compliance with relevant laws and regulations. Periodically communicate with the Company's CPAs and review their appointment, independence, and performance. The Company's internal auditors submits an audit summary report to the Audit Committee on a regular basis according to the annual audit plan.

Remuneration Committee

On January 23, 2017, the Board of Directors of Global Tek resolved to formulate "Remuneration Committee Charter" and formally established the Remuneration Committee. Periodically review the performance evaluation standards for directors and managers, as well as the annual performance targets and remuneration policies, systems, standards, and structures. Improve the policies and systems for manager performance and salary remuneration to ensure that the remuneration decision-making process is transparent, fair and reasonable, with the goal of motivating talent retention and promoting the long-term and stable development of the Company.

Sustainable Development and Risk Management Committee

The Sustainability Development Committee of Global Tek was established on August 11, 2022, and was officially renamed the Sustainable Development and Risk Management Committee with the approval of the Board of Directors on November 8, 2022. The responsibilities include formulating corporate sustainability policies and related management guidelines, formulating short, medium, and long-term strategies and goals for sustainable development, reviewing, tracking, and revising the implementation and effectiveness of sustainable development, and reporting the committee's implementation results to the Board of Directors on an annual basis.

Attendance rate of functional committee meeting

Item	Audit Committee	Remuneration Committee	Sustainable Development and Risk Management Committee
Number of committee members	4	4	4
Number of meetings held in 2024	7	3	4
Attendance rate (actual attendance) %	100	100	100
Attendance rate (including proxy attendance) %	100	100	100

3.2 Legal Compliance and Ethical Corporate Management

Legal compliance

Global Tek regularly reviews the laws and regulations of the countries where it operates, formulates internal rules for business execution, and ensures compliance with all laws related to operations. Through the establishment of an Audit Office and engagement of external professional legal advisors for consultation and support, functional units established for environmental protection, occupational safety, human resources, shareholder services, and finance continuously inspect and identify the legal requirements relevant to their areas of responsibility, while closely monitoring updates on new, repealed, or amended regulations and government policies.

Management continues to establish and update concrete operating guidelines and procedures as part of institutionalized controls, while providing sufficient training and advocacy to internal staff so that directors, managers, and all employees remain familiar with the latest laws and government policies. This ensures that everyone within the enterprise understands their responsibility to uphold legal compliance and internal group policies, thereby fostering a corporate culture of regulatory compliance.

Ethical corporate management

Global Tek has established “Procedures for Ethical Management and Guidelines for Conduct”, "Code of Ethical Conduct", and "Regulations for Reporting Illegal, Unethical, or Dishonest Conduct", as well as complaint and whistleblowing channels to provide feedback and communication with internal and external stakeholders. Through the formulation of standards, continuous improvement, supervision and control, and education and training, we ensure our employees understand the core principles of ethical management. During the process of engaging in business activities, our personnel shall explain the Company’s ethical management policies and related regulations to their trading partners and explicitly refuse to directly or indirectly offer, promise, request or accept any improper benefits in any form or name. Avoid engaging in business transactions with agents, suppliers, customers or other business partners who are involved in dishonest behavior.

Complaint channel

Global Tek encourages reporting of dishonest or improper behavior. If the reported case is found to be true after investigation, it will be handled immediately in accordance with regulations. There is a whistleblower protection mechanism to keep the identity of reporter and the content of report confidential. We promise to protect the reporter from harassment in order to protect the rights of complainants and reporters.

Global Tek has established communication channels with external stakeholders. Any questions, suggestions, complaints, or reports regarding various company-related issues can be submitted through these channels and will receive a timely and appropriate response.

	Complaint channel	Reception window
Internal	■ Employee suggestion box ■ Report to your immediate supervisor or the human resources department ■ Dedicated email address for employees to report and file complaints	■ Chairman's Office ■ Audit Office ■ Human Resources Center
External	■ Spokesperson’s telephone number and email address ■ ESG contact number and email address	■ Spokesperson ■ Executive Secretariat of the Sustainable Development and Risk Management Committee
Reception unit	Chairman's Office, Auditing Office, or Human Resources Center	
Mailing address	Building C, 15F, No. 94, Section 1, Xintai 5th Road, Xizhi District, New Taipei City 221 | No. 638, Section 6, Expressway, Xinwu District, Taoyuan City 327	
Whistleblowing hotline	886-3-420-1398 ext. 3013 Chairman’s Office | 3006 Audit Office | 3003 Human Resources Center	
Email	HELP@globaltekww.com	
Case investigation and handling process		
Complaint received	Upon receipt of relevant complaints, the top supervisor of responsible unit initiates an investigation.	
Accident assessment and investigation	Conduct technical and feasibility assessments and analyses of complaint issues, and conduct investigations and collection of evidence.	
Immediate reply	Immediate response to the complaint handling results.	
Document retention	The reports and results shall be retained in writing for five years.	
Review and meeting report	The responsible unit shall report the situation, how it will be handled, and the subsequent review and improvement measures to the Board of Directors, if necessary.	

Global Tek defines a major violation as a single incident where the cumulative fine amount exceeds NT$1 million. In 2024, there were no major violations of social, economic, and environmental laws and regulations during the operations of Global Tek Group (including Taiwan Plant, Wuxi Plant, and Xi’an Plant).

Description of the reported incident

On August 8, 2024, Global Tek received a penalty notice from Taoyuan City Government, stating that wages for overtime hours of two workers had been underpaid in May 2024. It was in violation of Article 24, Paragraph 1 of the Labor Standards Act. On July 5, 2024, the City Government imposed a fine of NT$50,000 pursuant to Article 79, Paragraph 1, Subparagraph 1, and Article 80-1, Paragraph 1 of the same Act, and publicly announced the penalty decision, requiring corrective action within a specified period. Global Tek replied to the corrective action investigation form on August 15, 2024, explaining that a reminder was broadcast at the end of each day, supervisors urged employees to swipe their cards on time during morning meetings, and employees without approved overtime applications were prohibited from staying inside the factory. On February 14, 2025, government inspectors conducted a further examination and confirmed that the corrective actions had been completed, and the case was closed. Global Tek has a sound management and welfare system, and its labor-management relations have always been good. The risk of major disputes in the future is extremely low, so no related loss amount has been estimated in the financial statements.

Complaint handling process

Whistleblowing channel

Reported violations of professional ethics or dishonest behavior

- Chairman's Office
- Audit Office
- Human Resources Center

Acceptance and investigation

- Necessary conditions for reviewing reported cases
- Conditions for investigating reported cases
- Search for evidence, clarify facts, and verify
- Establish a review committee when necessary

Decision review

- Issue an investigation report
- After approval by the Chairman, the Company will handle the matter in accordance with the relevant regulations
- If the circumstances are serious or there is a risk of significant damage to the Company, the independent directors shall be notified in writing

Improvement of preventive measures

- Related personnel are required to review the cause of the incident and submit an improvement report
- Enhance internal and external communication, education, and training to prevent recurrence.

Whistleblowing mailbox: HELP@globaltekww.com

Whistleblowing hotline: 886-3-420-1398 **Extension:** 3013 Chairman's Office | 3006 Audit Office | 3003 Human Resources Center

Handling process

STEP 01

After receiving a complaint and verifying its validity, an investigation report shall be issued and direct supervisor of the person being reported should be notified. The matter will be handled in accordance with the law and relevant company regulations based on the circumstances.

STEP 02

The acceptance of reports, the investigation process, and the results of the investigation should be kept confidentially in written or electronic form for three years.

STEP 03

For reports that are confirmed to be true, the relevant personnel should be required to review the cause of the incident and submit improvement reports to prevent similar incidents from happening again.

Overview of the implementation of legal compliance and integrity promotion and education and training for Global Tek Group in 2024

Item	Implementation method	Participants	Percentage of employee participation	Completion rate
Indirect employees	Human Resources Development System courses are launched, providing teaching materials and videos on legal compliance and integrity	Administrative and back-office personnel	100%	100%
Direct employees	Google Forms provides teaching materials and quizzes in multiple languages	Frontline workers		
New employees	The orientation courses for new employees must be completed within three months	All new employees		
Current employees	Annual refresher training	All current employees		

Item	Topics	Trained personnel	Hours	Total number of people
Education and training	Workplace misconduct	All employees	2 hours	1,339
	Ethical behavior	All employees	1 hour	1,297
	Anti-corruption	All employees	1 hour	1,297
Compliance promotion	Prevention of insider trading	Internal managers and some supervisors at the management level and above	1 hour	17
Annual evaluation	Course training scope mentioned in legal compliance's education and training	All employees	1 hour	1,297

Anti-corruption policy

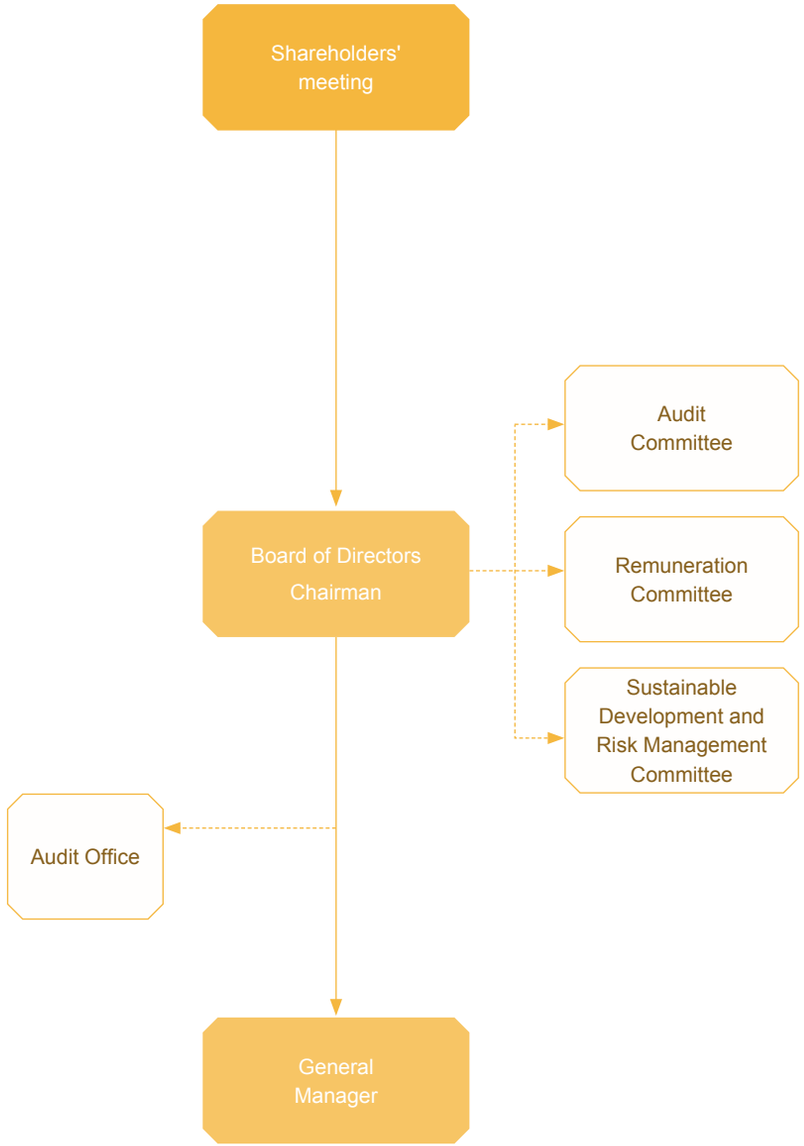
In order to implement the anti-corruption policy, the Company provides a copy of the “Code of Ethical Conduct” to all directors at the time of their election for compliance. In addition, on December 30, 2024, the Company conducted an advocacy session and reported to the Board of Directors on the “Implementation of Ethical Management Practices and Adopted Measures”, and communicated the organization’s anti-corruption policies and procedures. Board members received anti-corruption education, with a participation rate of 100% for the 7 required members. The anti-corruption education course covers trade secrets and anti-corruption policies. Through practical examples, employees gain a clear understanding of the relevant legal regulations and should approach them with diligence and prudence. An online anti-corruption awareness course was held. Each factory had a training session lasting 1 to 2 hours, and a total of 1,130 employees completed the training. All new employees at Taiwan Plant are required to sign the “Code of Ethics Commitment Letter”. A total of 408 full-time employees signed the letter, with a 100% signing rate.

Internal audit organization and management process

Based on the results of the risk assessment and in consideration of audit resources and regulatory requirements, the Audit Office shall formulate an annual audit plan for the following year by the end of December each year and submit it to the Audit Committee and the Board of Directors for review and approval. Implement each audit item according to the approved annual audit plan, submit working papers and related materials, and submit the completed audit report to the Chairman for review before delivering it to each independent director for review. Major internal control system deficiencies and anomalies discovered during the audit should be disclosed in the audit report. Follow-ups should be conducted after the audit report is reviewed and completed at least quarterly until improvements are completed to ensure that the relevant responsible units have taken appropriate improvement measures in a timely manner. In 2024, the audit report was completed according to the progress of the internal audit plan, and the tracking and improvement of various internal control system deficiencies and anomalies were implemented. Relevant records can be found on the Company’s website, which discloses the communication between the Audit Committee, Internal Audit Director, and CPAs.

Operation process of internal audit

Organizational structure of the Audit Office



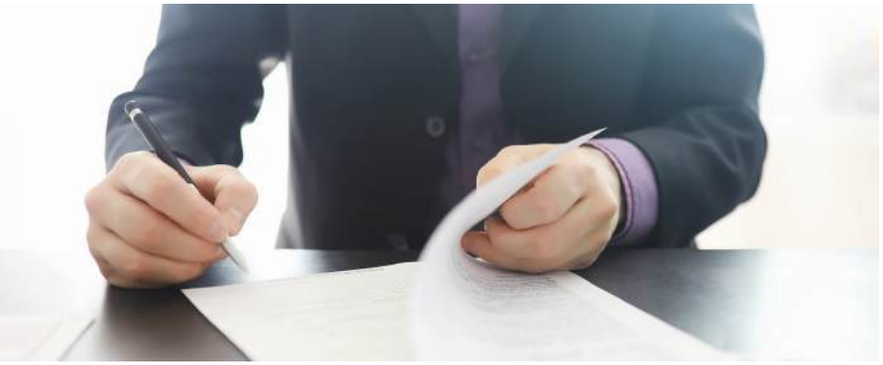
3.3 Risk management

Risk management organizational structure

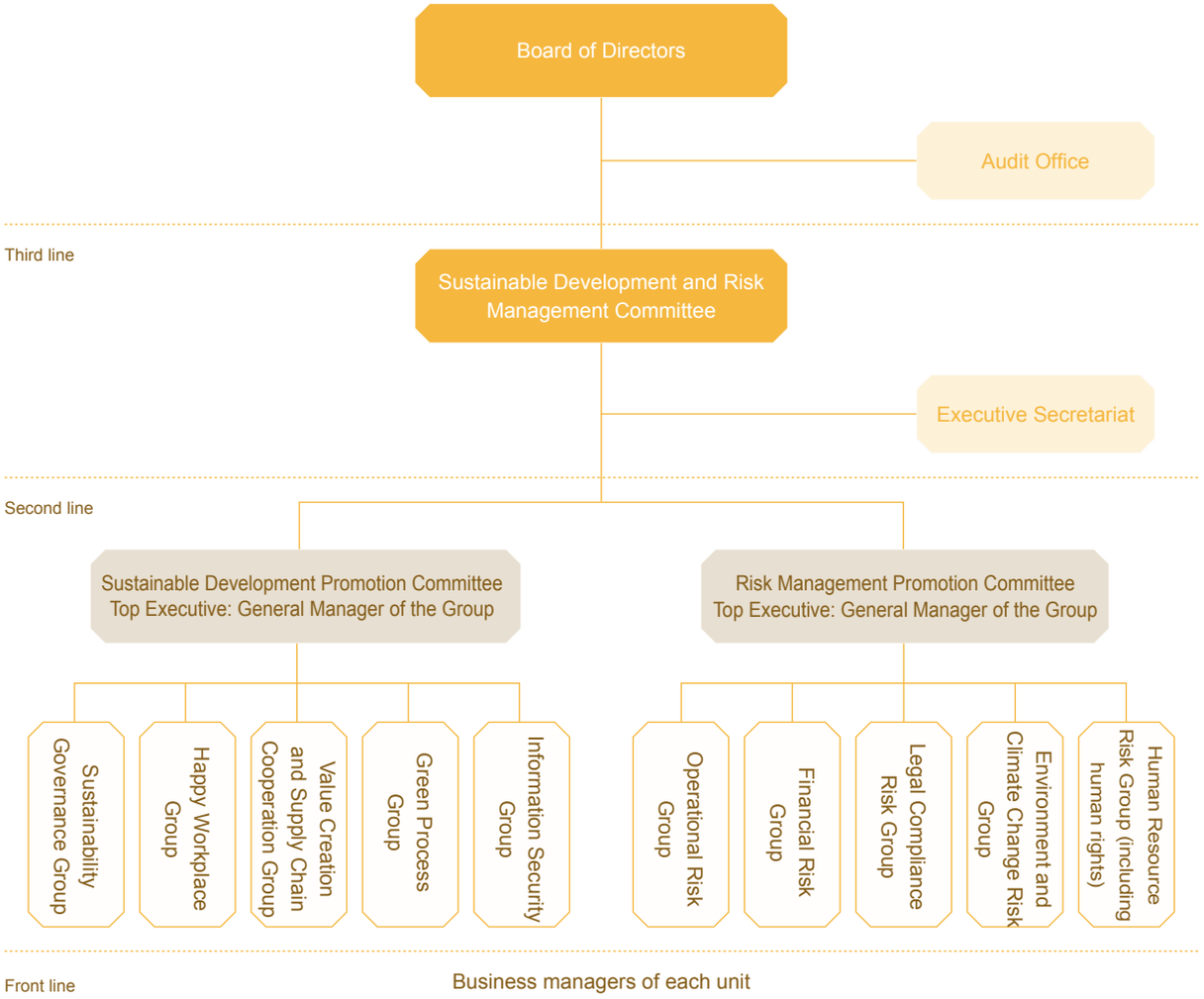
The “Risk Management Promotion Committee” has been established and is divided into five subgroups: Operational Risk, Financial Risk, Compliance Risk, Environmental and Climate Change Risk, and Human Resources (including Human Rights) Risk.

Risk management policy

To ensure prudent operations and sustainable development, on November 8, 2022, the Company established “Sustainable Development and Risk Management Committee” at the board level, under which “Risk Management Promotion Committee” was formed. The “Risk Management Policy and Procedures” was formulated as the highest guiding principles for risk management to define risk categories, including operations risk, financial risk, compliance risk, environmental and climate change risk, and human resources risk (including human rights). The Risk Management Promotion Committee and the heads of each factory and business unit identify, assess, analyze, validate, and develop response strategies and control measures for various risk factors. These are integrated into the 2024 OGSM (Objectives, Goals, Strategies, Measures) framework, which formulates the Group's objectives for each unit, forming a performance management system for objectives, actions, and results evaluation.



Organizational structure of the Sustainable Development and Risk Management Committee



Risk management procedures

Risk management procedures

The corporate risk management organization is divided into three levels and is managed through three major processes: “Risk Identification and Analysis”, “Risk Assessment and Response”, and “Risk Monitoring and Communication”. The types of risks faced by the Company include strategic risks, operational risks, financial risks, and compliance risks, with the corresponding responsibilities and management processes illustrated in the diagram below.

Phase 1

Risk identification and analysis

- Analyze the "Probability value" (P) and "Impact value" (I) of risks

Phase 2

Risk assessment and response

- Determine the priority of risk issues based on risk level
- Formulate countermeasures for risk response

Phase 3

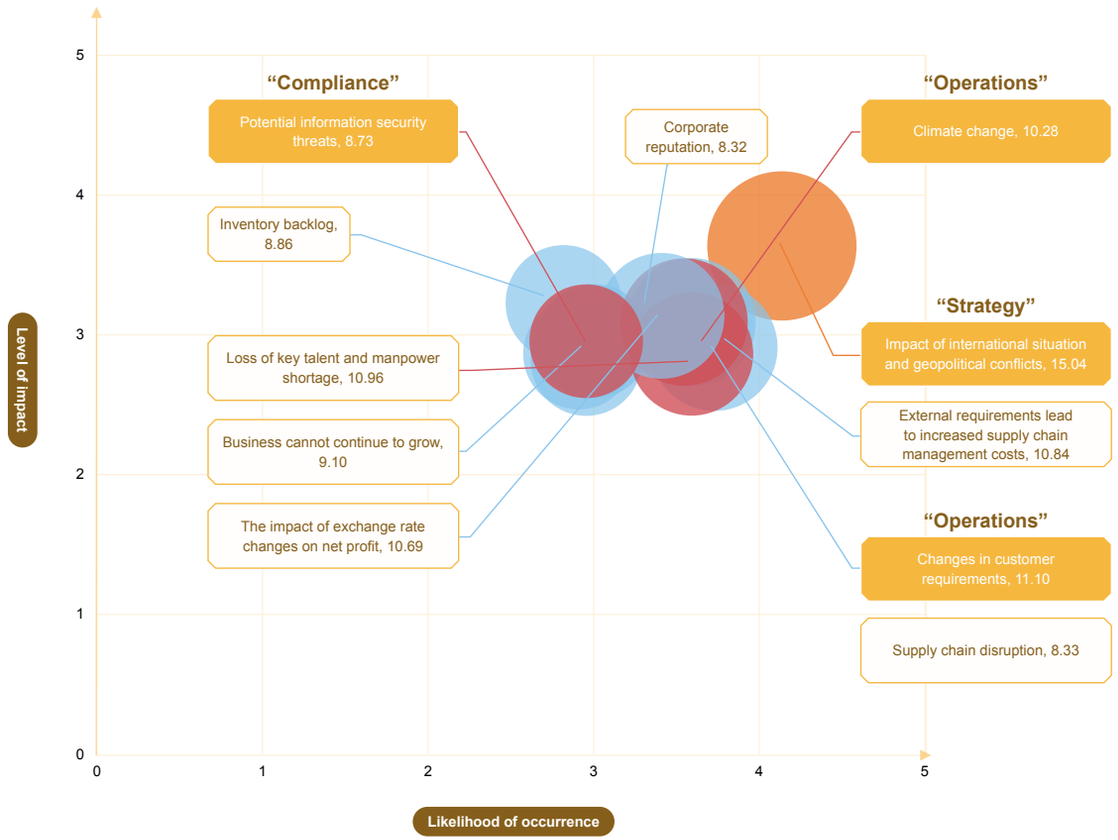
Risk monitoring and communication

- Monitor the implementation status with each functional group unit
- The Executive Secretariat reports to the Board of Directors on the implementation of risk management on a regular basis every year

In 2024, the Group General Manager convened three "Risk Management Promotion Committee" meetings with regional managers to identify various risk items. Functional teams from each factory (or department) report to the committee members on the Company’s risk environment, key risk management focuses, risk assessment results, as well as the risk control measures adopted and the operation of risk management system.

The 2024 Risk Management Report was presented to the Board of Directors by the Executive Secretariat of the Sustainable Development and Risk Management Committee. Based on the “Enterprise Risk Management - Integrated Framework” proposed by the Committee of Sponsoring Organizations of the Treadway Commission (COSO), the Secretariat conducted risk inventory and, under the four categories of “Strategic”, “Operational”, “Financial”, and “Compliance”, designed 12 overall risk issues to assist the Company’s management in identifying and assessing the enterprise-wide risks for 2025. The Risk Management Promotion Team conducted a survey using questionnaires and created “Risk Matrix” in accordance with the “Risk Management Policies and Procedures”.

Risk management matrix of Global Tek Group



Among the 12 possible risk issues, 4 items were decided as material risk issues for Global Tek. At the same time, an item was added to the operational scope to respond to the issue of climate change risks. The summary description is as follows:

		Response strategies
Strategic aspect	**Impact of international situation and geopolitical conflicts** Global trade protectionism is gradually increasing, along with red supply chains, regional conflicts (Russia-Ukraine War, Israel-Palestine conflict, etc.), and de-sinicization. For example, trade frictions between China, Europe and the United States may further exacerbate global trade tensions and have an adverse impact on economic growth.	■ The Company is a Tier 2 or Tier 3 supplier in the production supply chain, with aerospace, automotive, and industrial equipment as our ultimate international customers. We closely monitor economic, political, and military changes in the global landscape to adjust our production and supply layout.
Operations	**Changes in customer requirements** In order to meet customer needs, profits are squeezed and costs increase.	■ In response to the requirements of international customers for diversified production locations, the Company has established production bases for customers in Europe, the United States and mainland China. The Company has also purchased land in Thailand to further plan important production bases outside the two sides of Taiwan Strait.
Operations	**Climate change** Implementation of carbon tax/fee policies at home and abroad, mandatory climate information disclosure, investment in carbon reduction equipment and technology, and rising electricity prices.	■ We have included climate change issues in our risk identification scope and adopted the TCFD framework to identify climate-related risks and opportunities. We have also developed strategies to mitigate and adapt to the potential impacts of climate change. ■ We promote carbon reduction and energy saving plans, implement energy management, and have increased the proportion of green electricity used in Xi'an Plant and Taiwan Plant by 2025. ■ By prioritizing domestic regulatory requirements, we have completed greenhouse gas inventory and verification for our Taiwan, Wuxi, and Xi'an plants (excluding Tongchuan Plant). We also launched internal "ISO 14067 Product Carbon Footprint" education and training in 2024, and plan to obtain third-party verification for demonstration products in 2025. ■ The "ISO 50001 Energy Management" project is planned to be launched in the second half of 2025.
Compliance aspect	**Potential information security threats** In recent years, digital virus attacks or hacker intrusions have been frequent both domestically and internationally. As digital technology attack methods continue to evolve and threats persist, cybersecurity attacks may cause partial operational disruptions or leaks of internal digital confidential information.	■ Enhance information security awareness: Through the promotion of information security concepts, we can enhance employees' vigilance against information security threats, let them know how to identify phishing emails and other network attack methods, and reduce security risks caused by internal omissions. ■ Instant and timely identification and protection: The Company uses a variety of tools and technologies to achieve timely and effective identification, protection, detection, response and recovery. ■ Vulnerability scanning and vulnerability assessment: Continuously conduct information security vulnerability scanning and vulnerability assessment to discover and patch security holes in the system and reduce the risk of attacks. ■ Disaster recovery drills: Continuous cybersecurity vulnerability scanning and vulnerability assessments along with timely patching can reduce cybersecurity risks.

3.4 Information security management

Impact and influence

Through effective management and protection measures, the Company is committed to preventing malicious virus infections, hacker attacks or illegal intrusions, avoiding information leaks, and reducing operational risks and economic losses. In order to protect the business and technical secrets of the Company and its partners, we strengthen information security management to prevent the leakage of personal information of employees and customers due to malicious damage, human error, or improper operation, and ensure information security and human rights protection.

Policy commitments

We will continue to formulate relevant policies, introduce information security equipment and technologies, strengthen the skills of information security personnel, and conduct company-wide awareness campaigns in a timely manner to comprehensively enhance information security protection capabilities.

Actions taken

- Implement the Company's information security policy, establish a detection mechanism and a process for handling information security incidents, and reduce the impact of information security incidents on the Company's operations.
- Long-term cooperation with information security vendors can provide assistance when information security incidents occur.
- Promote relevant information security concepts and arrange regular education and training for employees.
- Based on actual external information security incidents, we will send information security incident notifications to employees via email.

Short-term goals

- No violation of customer privacy.
- No information security incidents occurred.

Medium and long-term goals

- Maintain zero breach of customer privacy and no information security incidents.
- Introduce the "ISO 27001 Information Security Management" to enhance information security standards.
- We adhere to the information security standards of ISO 27001 Information Security Management and Trade Secrets Act to ensure the security of customer confidentiality.

Evaluation mechanism

- Regularly conduct vulnerability analysis and simulate hacker attacks.

Performance results

- New information security management mechanisms: Cloud backup of senior executive emails, and protection against email phishing
- We regularly conduct vulnerability analysis and simulate hacker attacks to strengthen the protection of external information services and enhance our ability to block hackers. We also regularly conduct disaster recovery drills for important systems, and have re-planned related software and hardware at Wuxi Plant.
- We have implemented several information security projects including "ISO 27001 Information Security Management", Endpoint Detection and Response (EDR) endpoint detection and response solutions, computer updates to protect against information security vulnerabilities, OA network core switch upgrade projects, VMWare upgrade projects, etc.
- Information security training is included in new employee training, with 28 new employees participating for one hour each.
- Information security education is provided to all employees via email every six months.
- 24-hour network attack protection EDR (Endpoint Detection and Response) endpoint detection and response.
- There were 0 information security incidents in 2024.

Stakeholder engagement

If there are any information security-related issues, stakeholders can provide feedback to the Information Security System Center.

- Email: tw_dns@globaltekww.com
- Telephone: 03-4201398#3155

2024 Global Tek Information Security Project Implementation Results

Name of the project	Key points	Implementation benefits
EDR Endpoint Detection Response	An EDR endpoint security solution that continuously monitors endpoint device behavior, detects and responds to malware attacks, including both known and unknown threats.	■ Real-time detection and response to various malware attacks, including ransomware, viruses, spyware, etc. ■ Automated response mechanism shortens incident response time and reduces labor costs. ■ Detailed system activity records and security incident analysis reports are provided to help security teams quickly understand the threat situation. ■ Centrally manage security for all endpoint devices and improve efficiency.
Checkpoint Mail Security	Checkpoint Mail Security uses a multi-layered defense mechanism (including sandbox analysis, anti-virus scanning, etc.) to effectively block spam, phishing emails and malware, ensuring email security and reliability.	■ Reduce spam and phishing emails: Effectively filter spam and phishing emails to reduce the risk of attacks on users. ■ Enhance email security: Prevent malicious attachments and links to protect email system from malware intrusion. ■ Enhance corporate reputation: Protect the reputation of the corporate email system and prevent negative impacts caused by email security issues.
Veeam for M365	Veeam for M365 provides complete backup and rapid recovery of Microsoft 365 data (including Exchange Online, SharePoint Online, OneDrive, and Teams) and complies with regulatory requirements.	■ Ensure data security: Prevent data loss and protect important business data and user data. ■ Rapid data recovery: Minimize business disruption with quick data restoration. ■ Comply with regulatory requirements: Meet various regulatory compliance requirements, such as GDPR. ■ Simplify data management: Simplify data management processes to improve efficiency. ■ Enhance disaster recovery capabilities: Provide more powerful disaster recovery capabilities to protect enterprises from the impact of major disasters.
“ISO 27001 International Information Security Certification” Project (expected to start in the third quarter of 2025)	“ISO 27001 International Information Security Certification” ensures that an organization has comprehensive information security management system, reduces information security risks, and complies with international standards.	■ Focus: Establish, implement, monitor and continuously improve the Information Security Management System (ISMS) to reduce risks, enhance organizational security resilience and comply with international standards. ■ Benefits: Enhance customer trust, comply with regulations, reduce risks, and improve operational efficiency. The recognition and commitment of enterprises to information security brings long-term benefits and value.
Computer update vulnerability protection	Eliminate end-of-life (EOL) computers or isolate them in V-LAN to block external connections	■ Avoid attacks from unpatched vulnerabilities
OA network core switch upgrade project	Build Cisco 9300L core switch and establish stack mechanism to replace the old Cisco 3750 switch	■ Improve high availability. ■ Increase the backplane bandwidth to accelerate processing capabilities and enhance overall network speed.
VMware upgrade project	VMware Vsphere and Vcenter version 6 have reached EOL, and due to security vulnerabilities, they can no longer be updated.	■ Upgrade virtual platform security
Education and training	Implement information security education and training and information security education for new employees to enhance employees’ information security awareness. Strengthen the sharing of information security joint defense and information communication incidents in each factory.	■ Description of the results of information security education and training 1. Information security has been included in new employee training, with 28 employees participating for a total of 1 hour. 2. Conducted information security education and training for all employees twice; conducted education and training for IT personnel, with 2 employees participating for a total of 2 hours.

2024 Global Tek Information Security Implementation Results

Management policy	Policy description	Implementation mechanism/project	Implementation benefits
Legal compliance	■ Comply with national laws and regulations.		■ In Q3 2025, the ISO 27001 International Information Security Certification guidance program will be implemented in Taiwan.
Maintenance and operation measures	■ Ensure that authorized users can use the information and communication system when needed. ■ Assess the impact of various man-made or natural disasters and formulate recovery plans for core information and communications systems to ensure the sustainable operation of core businesses. ■ Protect information and information systems from unauthorized access and maintain the confidentiality of information and information systems. ■ Resource management for external suppliers and customers connecting to the Company's network to ensure the security of information and communication services.	■ Protect the integrity of information and communication systems by preventing unauthorized modification. ■ Disaster recovery engineering drill plan and operations (once per year). ■ Information security promotion and real-time information security incident reporting and promotion (Information security promotion at least once every six months/Real-time information security incident promotion at irregular intervals). ■ Penetration testing and vulnerability scanning are performed once a year.	■ The adequacy rate of the information and communication system is over 99.99%. (hours of interruption/total operating hours ≤ 0.01%). ■ After the information security incident occurs, the rate of reporting, response, and recovery operations at each level within the prescribed time is 100%.
Audit evaluation	■ Implement the information and communication security management system and pass the verification of internal and external auditing units. ■ Effectively manage information assets, continuously perform risk assessments, and take appropriate protective measures. ■ Implement audit execution and management review processes to achieve continuous improvement of the information security management system.	■ Assess the impact of various man-made or natural disasters and formulate recovery plans for core information and communications systems to ensure the sustainable operation of core businesses. ■ Effectively manage information assets, continuously perform risk assessments, and take appropriate protective measures.	■ The email filtering efficiency for spam and phishing prevention is over 98% (Efficiency = Number of spam messages successfully filtered/Total number of spam messages to be filtered). ■ Information security incidents involving data leakage in information systems shall be limited to ≤ 1 incident per year.
Education and training	■ Implement information security education and training and information security education for new employees to enhance employees' information security awareness. ■ Strengthen the sharing of information security joint defense and information communication incidents in each factory.		■ Description of the results of information security education and training: 1. Information security has been included in new employee training, with 28 employees participating for a total of 1 hour. 2. Conducted information security education and training for all employees twice; conducted education and training for IT personnel, with 2 employees participating for a total of 2 hours.

Conclusion: In 2024, Global Tek invested in a number of information security projects, such as strengthening measures for email security, effectively preventing phishing and malware, reducing the success rate of social engineering attacks, improving the Company's overall information security defense capabilities, and protecting the security of customer data. We will continue to invest in and update our information security systems to not only meet our customers' requirements for each level of information security protection but also exceed their expectations, fulfilling our commitment to customer security and data protection.

Information security management policy

This policy is formulated for all employees to follow in order to ensure smooth operation of the Company's business, prevent information or information systems from unauthorized access, usage, control, leakage, damage, tampering, destruction or other infringement, and ensure their confidentiality, integrity and availability. In 2024, Global Tek did not experience any major information security incidents, nor did it receive any complaints regarding infringement of customer privacy or loss of customer information.

Information security management framework

The Information Department is responsible for coordinating, implementing, and promoting Global Tek Group's information security policy through email to enhance employees' information security awareness, and is responsible for the continuous improvement of information security management system. To ensure the effectiveness of information security management, the audit unit will conduct information security audits annually based on the internal control system to evaluate the effectiveness of the Company's internal control over information operations.

Information officer	■ Lead the Company's information security policy ■ Personnel in charge of allocation and staffing ■ Policy implementation and supervision ■ Security incident response decision-making
Network and system manager	■ Recommended methods for implementing information security policies ■ Cybersecurity incident risk assessment ■ Recommendations for handling information security incidents ■ Verification of implementation results
System personnel of each site	■ Implementation of internet-related information and communications policies ■ Assist users in troubleshooting network security incidents
Each Site H.D	■ Implementation of system-related information and communications policies ■ Assist in troubleshooting information security incidents on the client system

Customer privacy protection

In order to safeguard customer rights and trust, in addition to implementing the Company's information security policies, we have established EDR endpoint detection and response mechanisms and processes for handling information security incidents, and collaborated with information security experts to provide real-time support. Reduce the impact of information security incidents on company operations, and establish long-term cooperation with manufacturers to assist in operations when information security incidents occur. No complaints regarding infringement of customer privacy or loss of customer information were received in 2024.

The following measures have been adopted to improve customer privacy protection:

Information security management	In accordance with information security management regulations, an information security promotion team is established to coordinate information security plans, integrate related operations, make decisions on risk assessments, and strengthen operational needs. Formulate and improve information security policies and plans to meet operational and customer information security needs, ensure implementation and tracking, and regularly review the information security policies of each unit.
Incident response	Establish a comprehensive information security incident reporting and response mechanism, with information units responsible for determining the extent of impact, reporting and seeking support. If necessary, a response team will be established to handle the incident quickly and effectively.
Employee confidentiality	We clearly teach and require employees to comply with confidentiality regulations and strengthen their awareness of information security.
Supplier confidentiality	It is clearly stated in supplier contracts that cooperation information between the two parties (including but not limited to pictures, specifications, calculations, prices, instructions, annotations, technical data, etc.) can only be used for contractual purposes and may not be used for any other purpose to ensure customer privacy.
Policy transparency	Any changes to the privacy policy will be notified to customers immediately to ensure transparent communication and maintain customer trust.

Information security management education and training

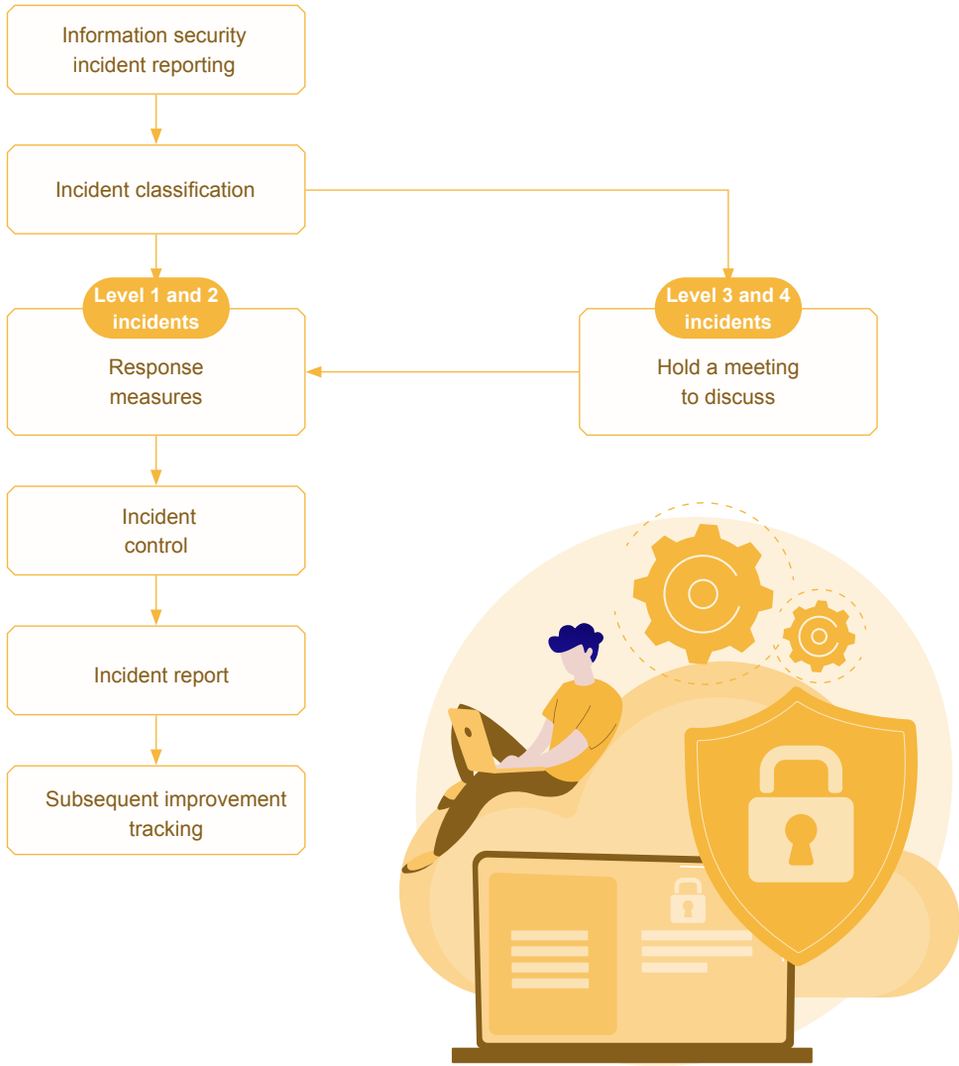
Date	Promotional items	Promotional content	Hours/ frequency	Number of participants	Total hours (times)
May 15, 2024	EDR (Endpoint Detection and Response) Operation of information security software platform	Provide education and training on newly purchased information security software for IT personnel	2 hours	2 people	4 hours
June 20, 2024	Information security promotion	Email social engineering attacks	Once every six months	All employees	4 hours
October 28, 2024	New employee training	Promote information security policies and regulations, information security incident reporting procedures, etc. to new internal employees	3 hours	20 people	60 hours
December 31, 2024	Information security promotion	Phishing/fraud analysis	Once every six months	All employees	Twice a year

Information security incident response process

The information department has conducted automatic backup and recovery testing drills for information service hosts and cloud email data, thoroughly implemented daily equipment inspections, and conducted equipment disaster recovery testing drills annually to ensure that the equipment is functioning properly and that personnel are proficient in operation, shortening the recovery time of the information system.

To strengthen information security protection, we have developed and implemented risk management mechanisms and standard procedures for handling information security incidents. This procedure includes a clear information security incident reporting process, the assignment of responsible units and personnel for major information security incidents, loss assessment methods, and subsequent response measures to ensure that information security incidents can be handled effectively and losses can be minimized.

Information security incident reporting and emergency response procedures



3.5 Product Liability and Safety

Quality management policy

Global Tek adheres to the business philosophy of “seeking truth, seeking change, and seeking innovation”, remains innovative and aware, and continues to provide overall value proposition services to fully meet the needs and expectations our customers.

In order to ensure the effective operation of ISO 9001, IATF 16949, AS 9100 and ISO 13485 quality management systems, we formulate quality policies, establish quality objectives for each function and level, appoint management representatives and customer representatives, establish information communication channels, raise awareness of meeting customer requirements among all employees, improve customer satisfaction, allocate necessary resources and establish quality policies:

1
Quality assurance for all employees
Customer satisfaction

2
Continuous improvement
Sustainable operation

3
Compliance with product regulations
Legal requirements

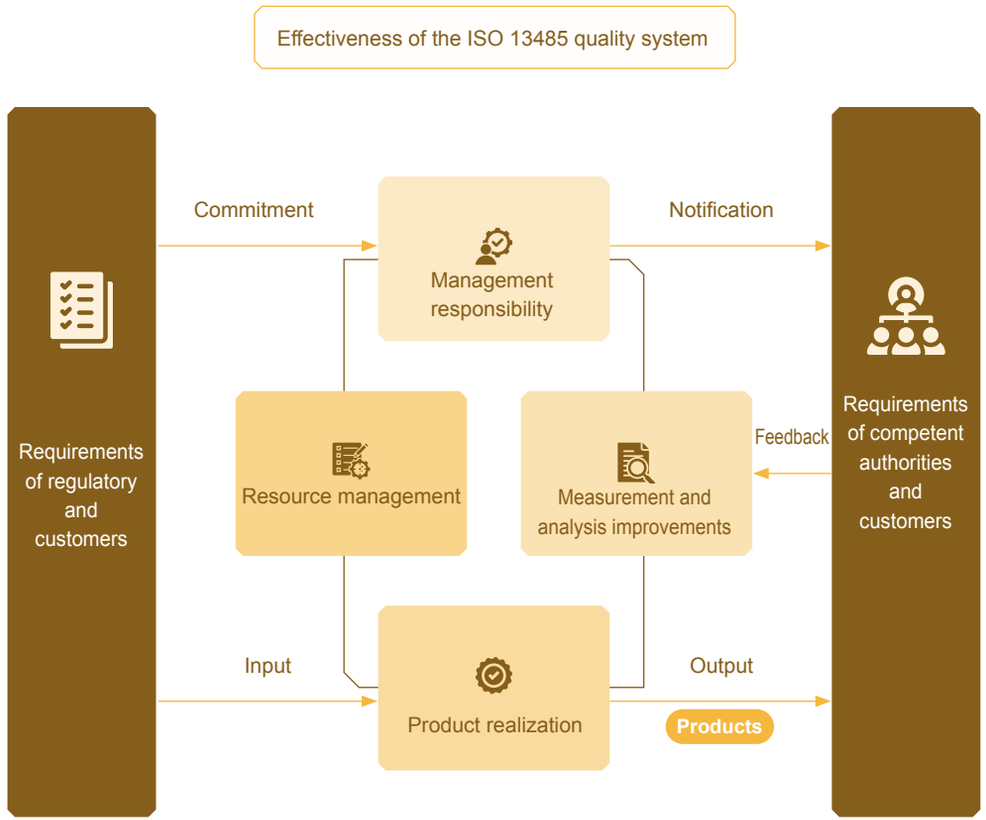
In the early stages of product development, we use APQP (Advanced Product Quality Planning) and rigorous quality feasibility assessment to ensure the reliability of product applications. Through these rigorous quality management measures, we ensure stable and reliable product quality and continue to improve it to achieve long-term competitive advantages and sustainable business goals

Quality inspection and management mechanism

Quality management and reliability assurance

In order to meet the needs of diverse industries such as aerospace, automotive, industrial instrumentation, and medical, we leverage ISO 9001:2015 as our foundation and incorporate standards such as IATF 16949:2016 (automotive), AS 9100 (aerospace), and ISO 13485:2016 (medical) based on industry needs. We also conduct audits through third-party certification institutions to ensure the ongoing effectiveness of our quality management system.

Global Tek Group’s medical product quality system process



Intelligent detection and automated quality management

In response to customers' increasing demand for product precision, we have introduced automatic full-scale inspection machines for key dimensions and full-scale image inspection machines to significantly improve inspection efficiency and eliminate human errors. Combining a three-dimensional measuring machine (CMM) with the EROWA robot, the automated measurement system improves efficiency, reduces reliance on manpower, and establishes a real-time data analysis mechanism to ensure stable product quality.

Benefits of automated testing

01 **Multi-part measurement improves efficiency and reduces manpower requirements**

02 **Reduce the cost of consumables, such as paper and printing ink used in reports**

03 **Cost savings in 2024 were approximately NT$6.65 million.**

The introduction of MES (Manufacturing Execution System) promotes paperless measurement, improves efficiency, and reduces environmental impact. Through data monitoring and the PDCA (Plan-Do-Check-Act) continuous improvement cycle, we optimize production processes, further enhance product quality, and implement our corporate energy conservation and carbon reduction policies to meet international trends and customer needs.

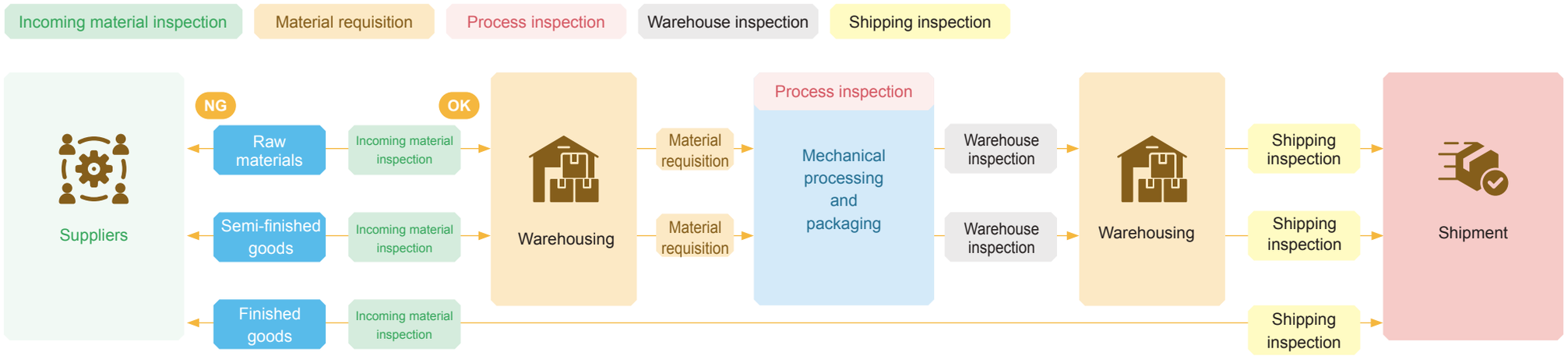
Quality control of production

Automotive quality inspection process

Introduce the five major automotive tools and techniques to establish the zero-defect goal and immediate defense system. Through containment plans, we verify process stability in the early stages of product development, identify anomalies early, and provide feedback to engineering departments to revise control plans and conduct FMEA (Failure Mode and Effects Analysis) to implement standardized management and prevent defective products from impacting customers. The engineering team follows APQP (Advanced Product Quality Planning) guidelines and customer requirements when delivering samples. After mass production parts are approved, engineering control documents are issued and incorporated into the document management system to ensure the smooth launch of new products and subsequent mass production control.

Comprehensive quality inspection process covers all stages including raw materials, production process, warehousing and shipment, and strictly enforces inspection standards:

Quality inspection flowchart



Incoming inspection of raw materials: Inspection is carried out according to the sampling plan, and qualified materials are put into storage.

- Process inspection: Perform first article - in-process - final article inspection according to the inspection frequency, and trace and handle abnormalities in real time.
- Warehouse inspection: Perform quality inspection according to sampling plan, record and determine the quality before warehouse entry.
- Shipping inspection: Perform inspection according to product characteristics and customer requirements to ensure that products are qualified before shipment.
- Abnormal management: If there is customer quality feedback, hold an internal meeting immediately to revise FMEA and control plan to effectively improve abnormal problems and prevent recurrence.

Aerospace Quality Inspection Process

We adopt an inspection mechanism of early identification → mid-term control → first article verification → late sampling to ensure that products meet the high standards of the aerospace industry:

1. Specification review: Develop inspection and control procedures based on blueprints and specifications.
2. Risk analysis and control plan: Develop production procedures and inspection standards.
3. First article and sampling inspection:
   - 100% inspection of the first article, and analysis of batch inspection results to determine the inspection frequency and control methods.
   - Mass-produced products are inspected according to inspection and control procedures, and unqualified parts are handled according to the procedures.
4. Final inspection and customer release:
   - Check inspection documents, sample parts characteristics, and inspect appearance and labeling to ensure products meet customer and regulatory requirements.

Quality KPI indicators

To ensure the effective implementation of our quality management policy, we set a series of key performance indicators (KPIs) each year, covering key areas such as factory certification and product compliance certification. These indicators are broken down and assigned to each department and converted into specific work goals to ensure the achievement of the Company's overall goals.

We continuously track the achievement of our goals through rigorous evaluation, monitoring, and improvement mechanisms. We adjust our strategies in a timely manner based on market trends and customer feedback to continuously improve product and service quality and enhance our market competitiveness.

Group KPI indicators	Industry category	2023 Targets	2023 Achievement Status	2024 Targets	2024 Achievement Status	2025 Targets
Success rate of first sample delivery (%)	Automotive customers	97%	100%	97%	100%	97%
	Aerospace customers	100%	NA (Not submitted)	100%	80%	95%
	Industrial customers	89%	91%	89%	98%	89%
On-time delivery rate (OTD)	Automotive customers	100%	99.5%	100%	99.5%	100%
	Aerospace customers	100%	100%	100%	100%	100%
	Industrial customers	100%	99.9%	100%	100%	100%

Products delivered in mass production must undergo a factory visit by the customer and an audit of both the environmental and quality management systems, as well as an evaluation and audit of product's production process. The following table shows the safety regulations and international certifications obtained by each of Global Tek's factories:

Certification / Factory or business entity	ISO 14064-1 Greenhouse gas inventory	IATF 16949 Automotive Quality Management System	AS 9100 Aerospace Quality Management System	NADCAP Aerospace Special Process (NDT) Non-destructive Testing Certification	PED EU Pressure Equipment Directive Certification	ISO 13485 Medical Device Quality Management System	ISO 14001 Environmental Management System	ISO 9001 Quality Management System	ISO 45001 Occupational Safety and Health Management System
Taiwan	●	●	●	●	●	●	●	●	
Wuxi	●	●				●	●	●	●
Xi'an	●		●				●	●	

Product certification

In 2024, each factory of Global Tek Group successively obtained certifications including ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 13485 Medical Device Quality Management System, PED (EU Pressure Equipment Directive) certification, NADCAP certification for special aerospace processes (NDT) non-destructive testing, AS 9100 Aerospace Quality Management System, IATF 16949 Automotive Quality Management System, and ISO 14064-3 Greenhouse Gas Assurance/Verification. The manufacturing processes for investment castings and sand castings have also been certified by customers, with GE GT193, FA, Casting, and Other Method certifications all reaching 100%. The certification status of each factory is as follows:

Taiwan Plant Certificates

AS9100 Aerospace Quality Management System

IATF 1694 Automotive Quality Management System

ISO 9001 Quality Management System

PED EU Pressure Equipment Directive

ISO 14001 Environmental Management System

ISO 14064-3 Greenhouse Gas Assurance/Verification

ISO 13485 Medical Device Quality Management System

NADCAP Aerospace Special Process (NDT) Non-destructive Testing Certification

Wuxi Plant Certificates

IATF 16949 Automotive Quality Management System

ISO 9001 Quality Management System

ISO 14001 Environmental Management System

ISO 45001 Occupational Safety and Health Management System

ISO 13485 Medical Device Quality Management System

Xi'an Plant Certificates

AS 9100 Aerospace Quality Management System

ISO 9001 Quality Management System

ISO 14001 Environmental Management System

Product and service information and labeling

In order to comply with EU regulations and customer requirements for green products and conflict minerals, we sign contracts with suppliers in the early stages of development to clearly define relevant laws and regulations, and integrate them into the ISO 9001 quality management system and ERP qualified supplier list. In addition, we incorporate hazardous substance management requirements into process design, raw material procurement, supply chain management, and process control. Through continuous promotion and confirmation, we ensure that hazardous substance management system and quality management system meet customer requirements. In accordance with customer requirements for hazardous substance control, we have announced the requirement for simultaneous declaration within the supply chain to ensure that the supplied products and raw materials meet customer and regulatory requirements. To prevent large-scale product recalls after mass production, Global Tek actively participates from technology development and product design stages to help customers incorporate feasibility assessments and product stability requirements into process design. According to the “Approval Procedure for Mass Production Parts”, all products must be reviewed and approved by customers before production, and must comply with product labeling and packaging requirements. Labeling content includes product name, material number, furnace number, production information, product warranty, material certification, mechanical properties, etc. If customers require environmental declaration documents such as RoHS, REACH, and conflict minerals, Global Tek will also submit them for customer evaluation and approval to ensure that all labeling operations meet standards.

The Company’s supply chain management and quality departments work together to encourage suppliers to comply with EU regulations and green product requirements, ensure that products meet environmental standards, and continuously optimize quality management and sustainable development strategies to enhance market competitiveness and customer trust. In 2024, the Company did not violate any regulations related to the health, safety, and information labeling of products and services, nor did it violate any regulations related to marketing labeling and communication.

New product education and training

New product development and existing product improvement development are currently planned to add/revise process education and training; a total of 96 people were trained in sand casting products and sand casting production courses this year; a total of 153 people were trained in investment casting products and investment casting production courses

7S management and proposal improvement activities

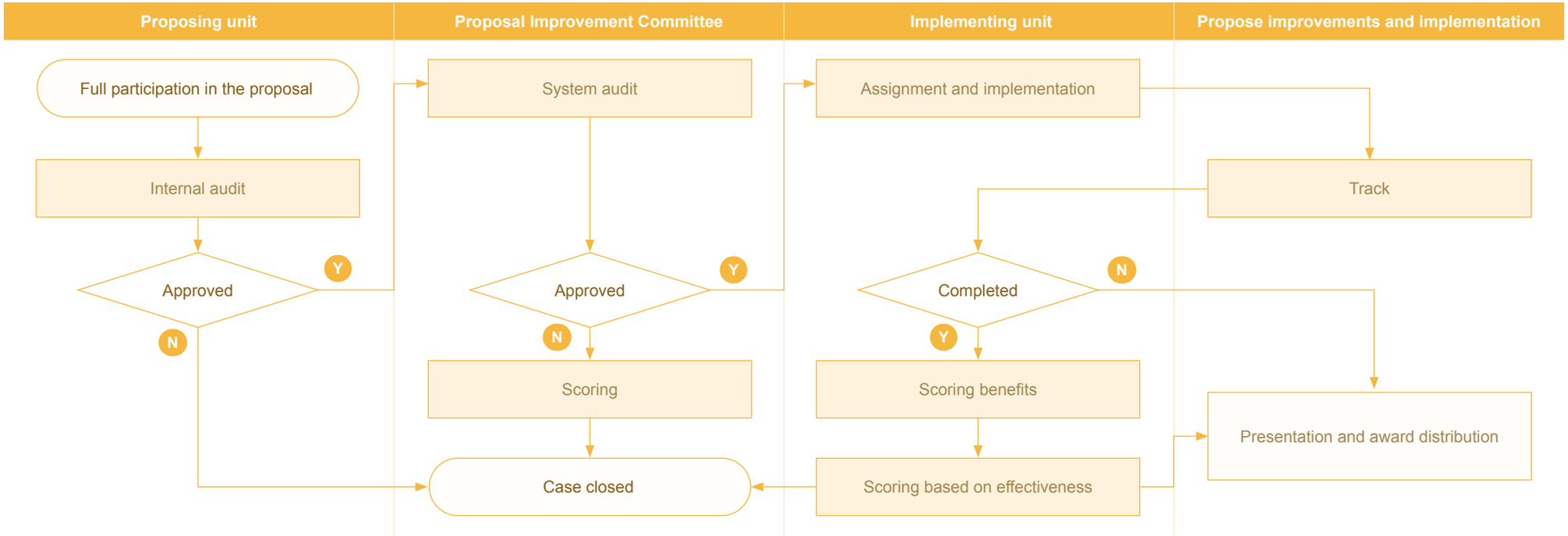
Implementation results and performance in 2024

1. 7S improvement management project: 377 cases in 2024, with 372 improvements, achieving 99% improvement rate.
2. Proposed improvement projects: A total of 1,374 improvement projects were proposed and implemented in 2024, with a total improvement benefit of NT$37.92 million.

In terms of product responsibility and safety, Global Tek Group adheres to continuous improvement and promotes 7S management and proposal improvement activities:

- Global Tek implements 7S management (Seiri - Sort, Seiton - Set in order, Seiso - Clean, Seiketsu - Standardize, Shitsuke - Discipline, Safety, and Saving), starting from each employee’s self-discipline (Shitsuke) as the foundation. Employees are held accountable for practicing 7S in their own positions, while 7S teams are organized by employees, and led by the highest-level supervisor of each department. Monthly 7S evaluations are conducted, with competitions held between office areas and manufacturing areas. Each quarter, the factory’s General Manager presents awards to the winning teams, thereby fostering employee awareness of safety and quality through 7S activities. In 2024, there were 377 items targeted for 7S improvement, with 372 successfully improved, achieving 99% improvement rate.
- The Company also fully promotes “Improvement Proposals” across all plants and establishes “Continuous Improvement Team”. Every year, a group-wide Lean Improvement Presentation Competition is held, aiming to inspire employees to generate more improvement ideas through incentives such as bonuses and public recognition, thereby cultivating an altruistic culture and promoting cross-departmental observation and learning. Case in 2024: The number of packaging material suppliers was reduced from seven to one, with inventory stocked and managed on the supplier’s side under a pull-based system. This enabled streamlined inventory management, coordinated shipment execution, and enhanced efficiency. 80% of improvement projects are aimed at optimizing productivity and eliminating defects, while 20% are for system optimization or occupational safety improvements. A total of 1,374 improvement projects were proposed and implemented in 2024. The total improvement benefit of “Continuous Improvement Team” in 2024 was approximately NT$37.92 million.

Proposal process:



Proposal for improvement benefits and performance in 2024

Unit: NTD

Factory area	Amount of proposed improvement benefits
Taiwan	8.29 million
Wuxi	7.27 million
Xi'an	22.36 million
Total amount of benefits	37.92 million

Proposal for improvement benefits

Factory area	Number of cases
Taiwan	87
Wuxi	629
Xi'an	658
Total number of improvements made by Global Tek Group	1,374

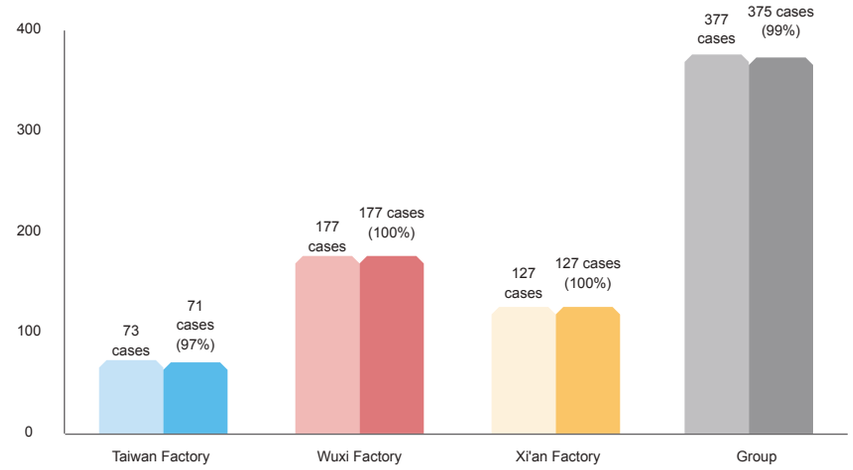
Taiwan Factory

Wuxi Factory

Xi'an Factory

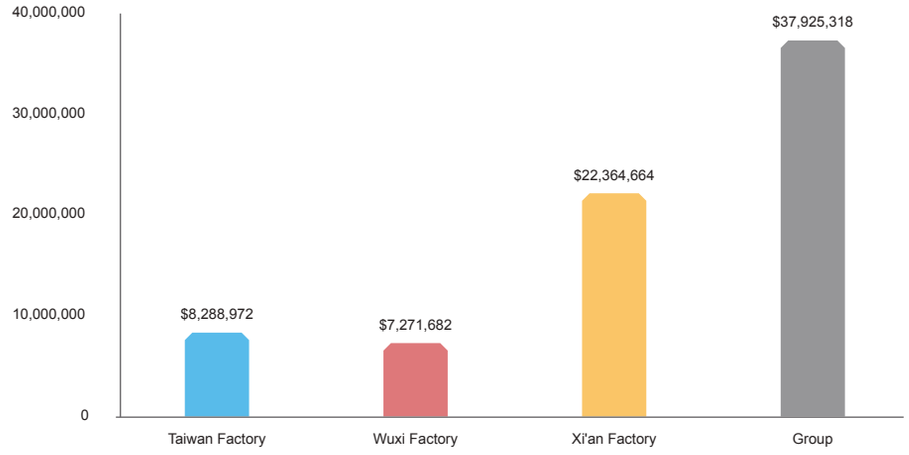
7S activities in 2024, number of cases to be improved and improvement completion rate by factory

Unit: Number of cases &%



Profit amount of each factory from proposed improvement activities in 2024 (NTD)

Unit: NTD



3.6 Technological Innovation

Innovation-driven, industry leader in precision manufacturing

Global Tek is a precision metal machining integrator for the international market, providing high-end precision manufacturing solutions to global customers, integrating upstream and downstream value chains, working with partners to enhance industry competitiveness, and deeply cultivating global niche markets. The Company adheres to a development strategy of specialization, systemization, and internationalization, and has obtained multiple international certifications, including IATF 16949 for the automotive industry, AS 9100 for the aerospace industry, and ISO 13485 for the medical device industry. In response to the rise of China's new domestic energy vehicle brands and the continuous increase in labor costs, Global Tek has collaborated with leading global Tier 1 manufacturers to develop specialized components for new energy vehicles, promoting automation and smart manufacturing. Through digital production systems (MES + ERP + PLM), real-time monitoring is achieved.

Innovation drives the improvement of precision machining competitiveness

Technology R&D and process optimization

Research and development of ultra-high precision blind holes Processing technology

In order to improve product quality and production efficiency, a grinding process is added to the lathe to ensure that products meet the high standards of customers, increase product qualification rate, and reduce manufacturing costs.

Application of forged spline technology

In order to reduce production costs and improve market competitiveness, the Company cooperated with suppliers to change the splines from traditional gear shaping to forging. This not only ensures that the products meet customer standards, but also effectively improves production efficiency and creates higher added value for the Company.

Global market layout and competitive advantages in precision manufacturing

Breakthroughs and strategic layout in the aerospace field

In order to further deepen its market presence, Global Tek entered the aerospace industry in 2009, positioning itself with the strategy of "doing what large enterprises are unwilling to do and what small enterprises are unable to do". The Company has built a supply chain system certified with AS 9100 and NADCAP, and through a cross-functional organizational management model, provides customers with one-stop precision metal machining solutions. This not only enhances Global Tek's competitiveness in the aerospace sector but also establishes it as a trusted strategic partner for global clients.

Manufacturing intelligence and digitization

Introducing intelligent production management to shorten development time and improve production efficiency

Global Tek actively promotes the systematization and standardization of production operations, and has fully introduced Siemens UG CNC Simulation and intelligent programming systems to shorten CNC programming and trial operation time and improve quotation accuracy. In terms of production management, the Company has developed and introduced Manufacturing Execution System (MES) to monitor production data in real time, combining ERP with Product Lifecycle Management (PLM). Through CAX software and Statistical Process Control (SPC), it optimizes production processes and monitors quality anomalies, thereby upgrading its supply chain management capabilities. Digital transformation not only significantly shortens the R&D cycle, but also significantly improves yield and production efficiency.

Introducing automation and intelligent equipment

For products that require small batches and a wide variety of products, a unitized production model is introduced based on processing characteristics. Automated equipment such as collaborative robots and trusses are introduced for use in processes such as loading and unloading, deburring, grinding, and sandblasting. This reduces labor burden, minimizes production variation, and improves production capacity and cost-effectiveness.

Leading the future of precision manufacturing

With “technological innovation, intelligent manufacturing, and enhanced customer value” as the core development strategy of innovative technology, the Company continues to promote industrial upgrading and strengthen its competitive advantage. It is committed to becoming the world’s most trusted partner in precision machining.

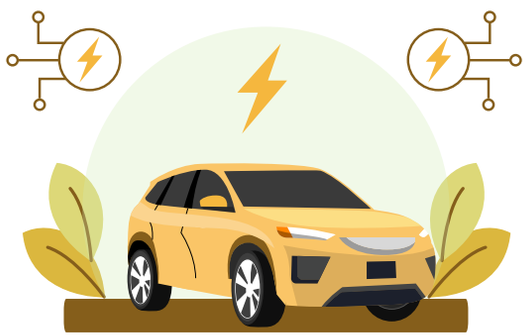
Unit: NTD thousand

Item/Amount	2022	2023	2024
R&D expenses	142,858	145,230	177,366
Operating revenue	4,986,366	4,208,458	4,797,370
As a percentage of operating revenue (%)	2.9%	3.5%	3.7%

Future challenges and responses

Strategic Layout and Sustainable Development of the New Energy Vehicle and Precision Machining Industries

As the trend of electric vehicles (EVs) surpassing and gradually replacing traditional fuel vehicles has become an industry consensus, the precision machining industry has ushered in new development opportunities and challenges, and is actively exploring the fields of high-precision machining products and electric drive gear products.



Patent layout

Global Tek’s core competitiveness lies in its sophisticated manufacturing technology. Regardless of the customer’s level of understanding of the manufacturing process, it can assist the customer in materializing the designer’s ideas and realizing the mass production of the product. In addition to ensuring the stability and high quality of the processing, Global Tek also continuously optimizes processing efficiency and production speed to reduce production costs and enhance competitiveness. Therefore, we continue to develop innovative processing technologies and fixture designs, and apply for patents for these breakthrough technologies to protect the Company’s intellectual property rights in process innovation.

As of November 4, 2024, Global Tek has obtained 49 patents, including 2 invention patents. Another 10 patent applications are under review, including 1 invention patent. The aforementioned patents are all process patents. In other words, the design part is the customer’s innovative results, while Global Tek’s role is the manufacturer, focusing on process innovation and technology implementation based on the customer’s design solutions.

Integration of invention patent projects

Utility model patent: Camshaft end cover assembly mold

The customer’s design requires an interference fit for the assembly dimension between the pin of the camshaft end cover product and the eccentric hole on the camshaft end face, and also specifies a minimum pressing force of 350N for the assembled product. Considering the assembly and production process, in order to enable operators to perform self-inspection and avoid issues such as missed processing or incomplete assembly that could affect customer’s assembly, the upper mold was designed with an additional installation pointer. After pressing, the pointer’s swing range allows a direct visual judgment of whether the pressing force meets the requirements specified in customer’s drawing.

Utility model patent: Piston deburring mechanism

To address the challenge of burr removal in small-sized cross-hole products, an automatic deburring mechanism was designed. This includes a brush, air nozzle, gripper, and sensing contact, combined with an automatic feeding and chip suction system. The solution comprehensively improves deburring quality and processing efficiency, while also reducing manual operation risks and costs.

To encourage employees to actively participate in technological research and development, we adopt a point-based assessment and reward mechanism to motivate employees to invest in R&D and innovation. We also regularly select the best improvement reports of the year and recommend them to participate in internal group competitions. Through these measures, Global Tek encourages outstanding talents to promote technological upgrading, ensures that R&D results can be effectively accumulated, and strengthens our core competitiveness.

	Taiwan Factory	Wuxi Factory	Total
Approved	11	38	49
Under review	2	8	10
Total	13	46	59

Industry-academia collaboration

In order to promote industry-academia collaboration and cultivate high-quality talents that meet industry needs, Global Tek's factories in various regions will cooperate with local educational institutions to cultivate industry technical talents. A four-year industry professorship agreement was signed with Wuxi University to jointly develop student training programs. By offering applied courses, the Company's accumulated practical experience and professional skills will be integrated into teaching to enhance their practical operational capabilities and employment competitiveness. Signed a technology development (commissioning) contract with Jiangsu Vocational College of Electronics and Information to jointly carry out scientific research projects, enabling them to transform the theoretical knowledge they have learned into practical applications. Through industry-academia collaboration, we can not only discover and cultivate a new generation of technical talents with potential, but also create a more complete practice and innovation environment for students, improve their future workplace competitiveness, and promote win-win cooperation between enterprises and academia.

On July 8, 2024, third-year students from Chung Yuan Christian University visited Global Tek's factory in Wuxi to learn advanced industrial knowledge and help with their career planning after graduation.

On November 21, 2024, employees from Wuxi plant participated in the job fair for graduates of Wuxi Mechanical and Electrical Vocational Technical School to promote school-enterprise cooperation and provide high-quality jobs for recent graduates.

Confidential information protection

To ensure the security of the Company's confidential information, Global Tek has established a comprehensive information protection mechanism and formulated a number of management regulations, including the "Procedures for the Acquisition, Maintenance, and Utilization of Intellectual Property Rights", "Product Safety Management Procedures", "Knowledge Management Operation Instructions", "Information Operation Management Regulations", "Personal Data Protection Management Regulations", and "Confidential Document Management Regulations" to prevent the risk of document leaks in a systematic manner.

The Company implements hierarchical management for confidential documents and strictly controls access rights according to confidentiality levels to ensure that confidential information is protected from unauthorized access and leakage. In addition, all new employees must sign a confidentiality agreement to clarify their confidentiality responsibilities during their employment and after leaving the Company. At the same time, the Company has also established relevant management measures for information involving personal data to ensure the legal use and security of the data. Through multi-level information security management, we can effectively reduce the risk of corporate secrets leaking out and safeguard technical and operational secrets. In response to market changes and the Company's growth needs, Global Tek implements the professional division of labor and collaboration in different market fields to address various technical and process challenges in a precise and efficient manner. The original large organization was transformed into several flat small organizations to quickly respond to customer needs. To make it easier for organizational members to discuss and solve problems, we advocate for information transparency and openness, so that every employee can clearly understand the Company's current status, including the latest performance, target achievement rate, monthly revenue and other data. All operational information is open and transparent.

3.7 Supply chain management

Impact and influence

Failure to effectively implement supplier management measures will affect the stability of cooperation, increase costs and competitive disadvantages, make it impossible to update the management mechanism in a timely manner, and increase supply chain risks. In terms of the environment, without effective audits, suppliers may be unable to reduce carbon emissions, minimize waste, and increase water recycling, thereby increasing the environmental burden and affecting the stability of the supply chain. In addition, if suppliers fail to fulfill their corporate social responsibilities, it may lead to inadequate human rights protection, increase the harm of products and processes to the human body, and even cause human rights violations, further weakening the resilience of supply chain and corporate image.

In the long run, without environmental, social, and governance risk assessments and audit verification, the supply chain's ability to adapt to market changes and manage risks will be reduced. When faced with disruptions, companies may find it difficult to maintain stable supply, which will affect operational performance.

Policy commitments

Global Tek is committed to promoting lean production management and supply chain optimization. Adhering to the business philosophy of professionalism, precision, and resilience without pursuing dominance, we establish a robust supply chain system through openness, sharing, and resource integration to ensure common growth and enhanced competitiveness with our partners. At the same time, we actively promote a symbiotic and mutually prosperous industrial ecosystem, work with suppliers to improve production efficiency and sustainable management capabilities, ensure the long-term stability and market adaptability of the supply chain, and promote industrial development and value enhancement.

Actions taken

- Suppliers are required to sign the "Code of Conduct Agreement" and are also instructed to sign and return the "Non-Use of Conflict Mineral" and "Environmentally Related Substances" declarations, which are also included in the annual supplier evaluation criteria.
- Continue to develop new suppliers and alternative raw materials.
- The supplier competition regulations for each factory area are formulated based on Quality, Cost, Delivery, and Service for the following six criteria: First-time delivery qualification rate (Q), procurement cost reduction (C), inventory turnover days (C), delivery on-time rate (D), unified invoice period (S), and supplier alliance (S).

Short-term goals

Strengthen supplier management and cooperation

- Key suppliers signed the "Global Tek Supplier Code of Conduct Compliance", "Conflict Minerals Non-Use Declaration", and "Environmentally Related Substances Declaration", with a signing rate of 100%.
- We also collaborate with suppliers to develop new materials and increase the ratio of local procurement to 90%.

Implement ESG supervision and improvement

- Incorporate ESG action items into supplier evaluation and satisfaction surveys, achieving a 100% return rate.
- Implement ESG risk assessment questionnaires for at least 40 key suppliers.
- Conduct ESG risk assessment questionnaires for at least 20 other suppliers.

Horizontal integration of educational resources to support collaboration

- Assist a key supplier in completing greenhouse gas inventory.
- Provide guidance to three suppliers in the project to reduce greenhouse gas emissions across the entire supply chain.

Medium and long-term goals

Strengthen supplier management and cooperation

- Key suppliers signed the "Global Tek Supplier Code of Conduct Compliance", "Conflict Minerals Non-Use Declaration", and "Environmentally Related Substances Declaration", with a signing rate of 100%.
- Promote the local procurement amount ratio to remain above 90%.

Implement ESG supervision and improvement

- Implement ESG risk assessment questionnaires for at least 50 key suppliers.
- Conduct ESG risk assessment questionnaires for at least 30 other suppliers.

Horizontal integration of educational resources to support collaboration

- Assist three key suppliers in completing their greenhouse gas inventory.
- Provide guidance to ten suppliers to continuously reduce greenhouse gas emissions across the supply chain.

Evaluation mechanism

- The Supply Chain Management Department is responsible for confirming achievement of these requirements through supplier ESG assessment questionnaires, on-site audits, and supplier satisfaction surveys.

Performance results

- Signing of Global Tek's "Supplier Code of Conduct Compliance", "Conflict Minerals Non-Use Declaration", and "Environmentally Related Substances Declaration": Taiwan and Wuxi plants revised supplier contract documents based on Supplier Code of Conduct and completed communication and awareness sessions with suppliers, achieving a 100% signing rate among key suppliers. Xi'an Plant formulated Supplier Code of Conduct and contracting requirements applicable to Taiwan, Wuxi, and Xi'an plants.
- Investigate the possibility of local procurement and set a target of maintaining a local procurement amount rate of 90%.
- Incorporate ESG action items into supplier evaluation and audit projects: Completed the revision of the new manufacturer evaluation form and supplier quality system audit form, and implemented the ESG risk assessment questionnaire for 67 suppliers.
- ESG issues are included in the annual supplier satisfaction feedback survey form, promoted once a year, and the feedback rate from key suppliers was 100% for 2024.

Stakeholder engagement

- All new suppliers of raw materials, blanks, semi-finished products, outsourced processing, surface treatment and finished products undergo the new supplier evaluation and are required to sign the relevant declarations.
- A total of 67 important suppliers completed on-site audits and visits.

Implementation results

The supplier management and signing rate reached 100%, covering the "Global Tek Supplier Code of Conduct Compliance", "Conflict Minerals Non-Use Declaration", and "Environmentally Related Substances Declaration", ensuring that the supply chain complies with regulations and environmental protection requirements.

- The goal for 2024 was to complete audits of 20 key suppliers, and the actual number of audits conducted was 67, with an achievement rate of 235%.
- Assist a key supplier in completing greenhouse gas inventory.
- A new "Manufacturing Promotion Plan" course has been added to provide education and training to promote supplier learning and growth.

Overview of the supply chain

Global Tek core business is the machining industry, supplying precision components to the automotive, industrial and aerospace sectors. The industrial supply chain covers upstream, midstream and downstream. The upstream includes machining raw materials and production equipment, and mainly purchases metal bars such as stainless steel, carbon steel, aluminum, titanium alloy, special alloy steel, as well as stampings, forgings and precision castings. As a midstream supplier, Global Tek Group processes metal raw materials, casting and forging billets into precision components. Its products cover automotive safety, transmission and braking systems, industrial instrumentation, oil and gas exploration, semiconductors, high-end bicycle and electric bicycle components, medical and aerospace industries. Ultimately, these components are sold to international Tier 1 or Tier 2 assembly plants and brand manufacturers, with a wide range of applications. The relationships between upstream, midstream, and downstream of the industry supply chain are as follows:

Upstream

Raw materials for metal machining

Stainless steel, carbon steel, aluminum, titanium alloys, special alloy steels, and other metal bars, as well as stamped parts, forged parts, and precision castings.

Midstream

Manufacturer of precision metal components

Downstream

Tier 1 international manufacturers

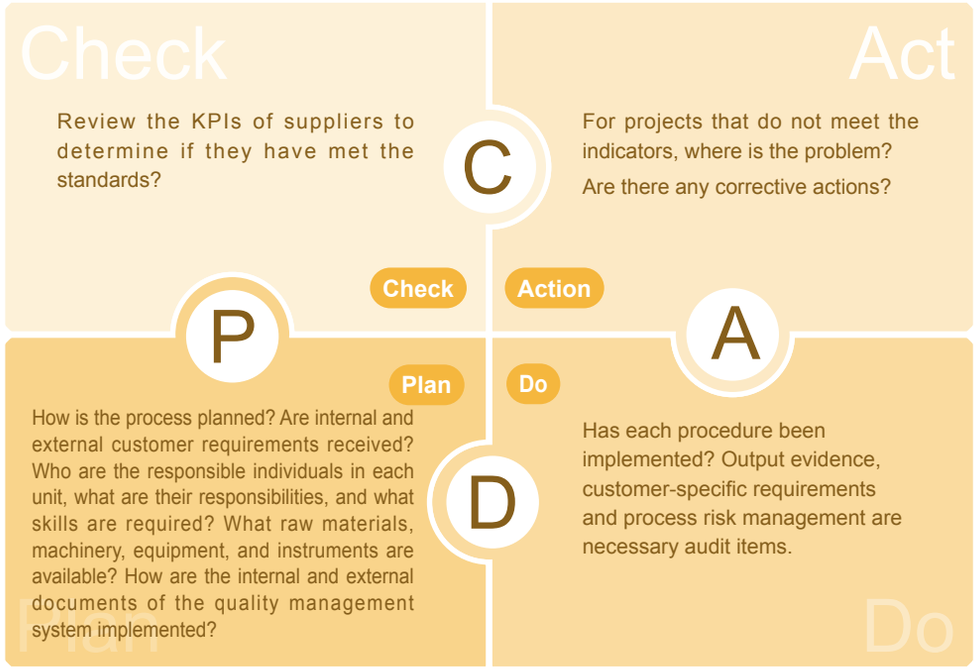
Manufacturers of safety airbags, automotive engines and transmission systems, industrial instruments and applications, semiconductor equipment, high-end bicycles, electric bicycles and aerospace components.

Supply Chain Policy

To strengthen sustainable supply chain management, Global Tek has formulated the “Supplier Management Procedures”, “Product and Service Procurement Requirements Procedures” and “Supplier Performance Evaluation Guidelines” for raw material, billet, semi-finished product, outsourced processing, surface treatment, heat treatment, and finished product suppliers. Based on these standards, the Company conducts annual evaluations and occasional audits of suppliers; additionally, the top 50 strategic suppliers are required to sign the “Supplier Code of Conduct”.

Supply Chain Management Process

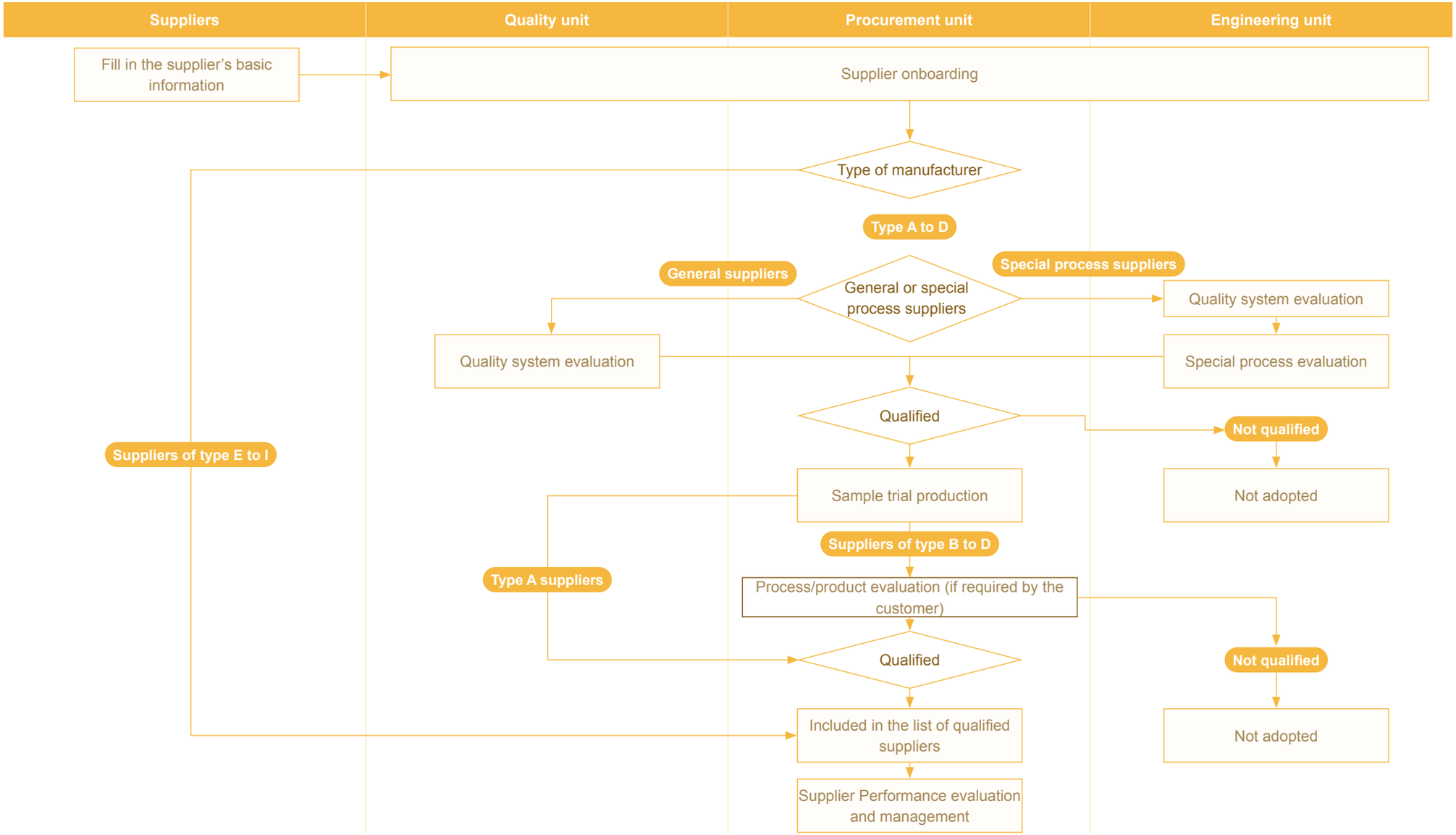
For new suppliers, evaluations are arranged, with the evaluation team composed of representatives from cross-functional groups or departments, including procurement, engineering, quality, and other relevant personnel. During the process, personnel verify and review outsourcing product risk assessments across dimensions such as personnel, equipment, materials, methods, and environment, and track deficiencies for corrective guidance, thereby qualifying the supplier as an approved trading partner.



Principles for quality system scoring

Total score of 70 points or above	Determined as a temporary qualified supplier.
Total score is between 60 and 70 points	List the items needing improvement on the evaluation form and ask the supplier to make improvements.
Total score below 60 points	Suppliers determined to be unqualified will not be introduced.

Supply chain evaluation



Regular evaluation method for qualified suppliers

Qualified supplier performance evaluation and management to carry out convergence and coaching of missing items.

We conduct routine on-site evaluations of qualified suppliers every year and categorize them into Level I, Level II, and Level III suppliers for management based on importance, technical difficulty, and substitutability of the products they supply.

Annual audit and evaluation corresponding to key supplier levels

The Procurement and Quality Department shall arrange for an evaluation team to conduct an annual quality system evaluation based on the “Supplier List” and “Annual Supplier Evaluation Plan”. Qualified Level I suppliers shall be evaluated at least once a year, and the evaluation results shall be recorded using the “Supplier Quality System Checklist” or specific audit form.

Level	Definition	Management project		
		Annual audit	Performance evaluation	Sampling method
Level I	a. The products supplied determine the Company's delivery b. The supplied products are technically complex and have certain technical competitiveness. They also have long production cycles and are difficult to replace. The replacement costs and risks are high	Once a year	Once a month	Normal sampling
Level II	a. The products supplied have a certain impact on the Company's delivery b. The products supplied have certain technology, but there is one or several suppliers able to supply them c. Can be replaced in the short term	As needed	As needed	Normal sampling
Level III	a. The products supplied have limited impact on the Company's delivery b. The products supplied are highly versatile and technically uncompetitive c. Easier to replace	As needed	As needed	As needed

Supplier monthly performance evaluation standards

Suppliers that have business transactions with the Company in the current month shall be subject to performance evaluation. The supplier’s monthly performance evaluation score sheet will be based on the following four key procurement items:

Item	Percentage (%)	Evaluation unit
Quality	30%	Quality control
On-time purchase rate	25%	Procurement
Market competitiveness	20%	Procurement
Service	25%	Supply quality engineer, procurement, engineering

Supplier monthly performance evaluation rating

The scoring results are compiled into a monthly rating sheet, which is issued by the Supplier Quality Engineer to qualified Level I suppliers and other suppliers as needed. The supplier will be informed of their monthly performance score and grade, and improvements will be made based on areas of deficiency. Global Tek has included ESG practice projects and goals as one of the key items in the annual performance evaluation of suppliers. In addition to reviewing the suppliers’ attention and implementation level, the results are submitted to suppliers’ top executives to generate driving forces that influence business relationship between the two parties.

Monthly evaluation score	Level
>91 to 100 points	A+
>81 to 90 points	A
>71 to 80 points	B
>61 to 70 points	C
Below 60 points	D

In terms of the 2024 performance, Taiwan Plant conducted a total of 29 audits on its top 30 suppliers with the highest sales revenue, and compiled a total of 64 suggested improvement projects in process control, environmental safety and health, supplier management, quality management and other systems. In 2024, 29 new suppliers and 67 existing suppliers underwent on-site ESG assessments, including 34 items in Taiwan Plant, 26 items in Wuxi Plant, and 7 items in Xi'an Plant. There are no major actual or potential negative impact risks.

Year	2022	2023	2024
Total number of suppliers	555	600	683
Total number of companies evaluated using ESG criteria	18	32	67
Monthly evaluation score A+	Taiwan Plant: 6 Wuxi Plant: 0 Xi'an Plant: 2	Taiwan Plant: 6 Wuxi Plant: 9 Xi'an Plant: 2	Taiwan Plant: 25 Wuxi Plant: 26 Xi'an Plant: 2
Monthly evaluation score A	Taiwan Plant: 4 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 6 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 5 Wuxi Plant: 0 Xi'an Plant: 3
Monthly evaluation score B	Taiwan Plant: 6 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 9 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 4 Wuxi Plant: 0 Xi'an Plant: 2
Monthly evaluation score C	Taiwan Plant: 0 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 0 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 0 Wuxi Plant: 0 Xi'an Plant: 0
Monthly evaluation score D	Taiwan Plant: 0 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 0 Wuxi Plant: 0 Xi'an Plant: 0	Taiwan Plant: 0 Wuxi Plant: 0 Xi'an Plant: 0

Supplier monthly performance evaluation rating

Year		2022	2023	2024
Eligible suppliers	Raw materials	7	9	15
	Machine processing	9	13	27
	Surface treatment	2	10	25
Total		18	32	67
Ineligible suppliers		0	0	0
Number of missing items		26	56	79
Number of cases closed		26	56	79
Ratio of completed ESG standard evaluation (B/A)		3.2%	5.3%	9.8%
Average audit score of supplier		89%	93%	96%

Note

1. We have completed ESG assessments for 67 major suppliers, accounting for 80% of the total procurement value, with a supplier ESG assessment coverage rate of 9.8%. We are gradually promoting the inclusion of suppliers in coaching programs and moving towards the goal of achieving 100% assessment coverage.

For suppliers identified as having significant actual or potential negative impacts on the environment, if their overall assessment score is rated D, the Company will initiate upgraded and stricter quality control measures within the following six months and provide necessary guidance and assistance. If the supplier still fails to meet the Company's performance standards within the improvement period, the procurement unit will conduct a comprehensive evaluation and submit a report for approval before terminating the transaction. All suppliers who have received guidance have met the relevant standards.

New Supplier Screening Policy

1 Supplier onboarding

2 Signing of procurement contract and code of conduct

3 Quality Management System Evaluation

4 Included in the list of qualified suppliers

All new suppliers of raw materials, billets, semi-finished products, outsourced processing, surface treatment, heat treatment, and finished products are required to sign and return the “Environmentally Related Substances Declaration”, “Conflict Minerals Non-Use Declaration”, and “Supplier Code of Conduct”. In 2024, a total of 29 new suppliers were added, including 21 in Taiwan, 3 in Wuxi, and 5 in Xi’an (including 2 temporary suppliers), all of whom completed and returned the signed documents.

Year		2022	2023	2024
Total number of suppliers		16	21	29
Eligible suppliers	Raw materials	5	5	6
	Machine processing	9	11	14
	Surface treatment	2	5	9
Ineligible suppliers		0	0	0
Number of missing items		19	47	64
Number of cases closed		19	47	64
Average audit score of supplier		84%	88%	94%

Percentage of products sourced locally in 2024

Example	Important operating locations		2022	2023	2024
Taiwan (NTD)	Yes	Purchase amount from local suppliers	2,178,251,675	1,291,276,381	1,098,228,462
		Total purchase amount	2,260,947,917	1,403,406,696	1,179,675,974
		Local procurement ratio	96%	92%	93%
Wuxi Factory (CNY)	Yes	Purchase amount from local suppliers	128,388,645	114,265,624	140,745,343
		Total purchase amount	185,550,953	135,729,471	170,527,537
		Local procurement ratio	69%	84%	83%
Xi'an Factory (CNY)	Yes	Purchase amount from local suppliers	83,760,037	92,269,005	93,493,432
		Total purchase amount	85,952,221	93,879,675	95,118,717
		Local procurement ratio	97%	98%	98%

All of Global Tek’s factories implement due diligence on conflict-free mineral suppliers to ensure supply chain compliance. The top 30 key suppliers of Taiwan Plant, the top 10 key suppliers of Wuxi Plant, and the top 10 key suppliers of Xi’an Plant are all eligible.

3.8 Customer Relationship Management

Impact and influence

Failure to meet customer expectations or provide excellent service may lead to customer churn, which in turn affects order stability. If there are problems with the production plan that affect product quantity, delivery date or quality, it will cause customer dissatisfaction and even damage the cooperative relationship. If good customer relationships are not established, it will be difficult to accurately understand their needs and preferences, resulting in products not meeting expectations and affecting products or orders. If customer complaints are not resolved in a timely manner, it will not only damage the Company's reputation and cause credibility and compensation issues, but may also weaken market competitiveness and affect long-term development.

Policy commitments

The Company adheres to the business philosophy of "technological leadership and service innovation", continuously improving technology and enhancing service quality to meet market demand and maintain competitive advantage. We are committed to "pursuing excellence and customer recognition", winning the trust of customers with high-quality products and excellent services, and establishing long-term and stable cooperative relationships. Ultimately, we hope to "share results and achieve sustainable development" with our customers, while creating corporate value and achieving sustainable development goals for society and the environment.

Actions taken

To improve customer satisfaction and build long-term and stable cooperative relationships, the Company is committed to five key strategies

1. Understanding customer needs: Through surveys, interviews and data analysis, we understand customer needs and adjust strategies in a timely manner to enhance customer experience and competitiveness.
2. Providing high-quality products and services: Strictly control design and production according to international standards, introduce advanced technologies, ensure product reliability and on-time delivery, and meet customer expectations.
3. Professional customer service: Provide immediate technical support and after-sales service to ensure customers have the best experience, and proactively resolve problems to maintain good relationships.
4. Smooth communication channels: Ensure information transparency, rapid response, and improve cooperation efficiency through dedicated lines, emails, etc.
5. Regularly assess satisfaction: We review and optimize products and services to continuously exceed customer expectations through surveys and data analysis.

Short-term goals

- Customer satisfaction remains above 90 points.
- We continue to hold 400 customer meetings per year to understand customer feedback firsthand.
- The marketing locations are constantly connected to provide customers with timely and seamless services.

Medium and long-term goals

- Maintain customer satisfaction above 95 points.
- Closely interact with customers and share the latest company information with them.
- Through QBR (Quarterly Business Review), we understand our customers' long-term plans and become long-term partners.

Evaluation mechanism

- Providing technical support and after-sales service, Global Tek maintains two-way communication between the sales and quality units and customers during new product design and mass production supply operations through discussions, interviews, and other interactions. This ensures that product, packaging, and related factors affecting customer safety are addressed to reduce risks. From product development to mass production, we maintain effective communication and continuous improvement so that customers can use Global Tek's products with confidence. Each year, we conduct customer satisfaction surveys to assess the degree to which we meet customer requirements, identify satisfaction trends, and analyze our strengths and weaknesses for further improvement, thereby enhancing the Company's reputation, strengthening service quality, and promoting customer satisfaction to continuously improve competitiveness.

Performance results

- In the 2024 customer satisfaction survey, the aerospace, automotive, and industrial business units scored above 95 points, with an overall average of 98.41 points.

Stakeholder engagement

The customer satisfaction survey is conducted annually. If you have any questions about the product, you can contact us through the Company's website or customer service representative for consultation. All questions will be kept confidential.

- Email: IR@globaltekww.com

Implementation results

Global business marketing locations (Taiwan, Mainland China, the United States, Germany, and Japan) provide customers with timely and seamless service.

- We provide customers with one-stop integrated services in everything from design materials to assembly to meet their diverse needs.
- We deeply understand our customers' long-term plans and become their trusted long-term partner.
- We strictly adhere to confidentiality agreements and implement data identification, storage, and supervision mechanisms to ensure the security of customer information.
- Through customer satisfaction surveys and continuous communication, we can quickly respond to quality or delivery challenges and provide effective solutions.

Diversified and efficient communication channels

Through diverse channels, including online meetings, on-site customer visits, and correspondence, Global Tek regularly evaluates customer feedback on delivery performance, pricing, quality, technology, and service, analyzing strengths and weaknesses and driving continuous improvement. For all customers, Global Tek's cross-functional team (CFT) provides dedicated contact points to respond quickly to customer needs. In business development and contract management, Global Tek has established methods for monitoring and evaluating customer satisfaction. Each month, we track the non-conformance rate in parts per million (PPM) and on-time delivery rate (OTD), and incorporate customer scorecards as a key focus of performance monitoring. We immediately make improvements and evaluate the effectiveness of any areas where customer satisfaction is insufficient. Conduct questionnaire surveys or internal assessments as needed to strengthen customer loyalty.

- ✓ **Regular customer meetings**
  We held regular meetings (including online meetings, physical visits and correspondence) with more than 30 customers, and organized more than 400 meetings in 2024. The meeting format includes:
  - Regular meetings: Update market demand, rolling demand forecast, production and sales meetings and supplier inventory review.
  - Customer and supplier quality system audits.
  - Irregular meetings: Held based on specific customer needs to discuss new projects, long-term contracts, delivery, quality, price and other related issues.
- ✓ **Business Engineering Support**
  At Global Tek, we operate as a cross-departmental team, with dedicated business personnel responsible for each product to ensure immediate response and support for customer needs.
- ✓ **Quality**
  We have a customer service department responsible for handling customer complaints. Customers provide feedback through email and other channels, provide detailed corrective and preventive measures, and track customer complaint records to ensure that problems are effectively resolved.
- ✓ **Instant Messaging Platforms**
  We use instant messaging software (such as Microsoft Teams, etc.) for daily communication and quick responses.
- ✓ **New Project Support**
  A cross-functional project team, led by a project manager, is responsible for promoting new projects, communicating with customers in real time, providing professional advice on machining technology, and working with customer engineering teams to develop solutions to improve product efficiency. We not only meet customer product needs, but also provide processing technology suggestions to enhance customer market competitiveness and create a win-win situation.

Customer Satisfaction Survey

Global Tek regularly conducts customer satisfaction surveys to ensure in-depth and comprehensive understanding of customer needs, improve service quality, and enhance corporate competitiveness. We also regularly analyze customer ratings and feedback to gain a deeper understanding of our strengths and weaknesses. Customer satisfaction content includes: quality performance of delivered products, customer interruptions, market returns, recalls, performance of planned deliveries, and customer notifications related to quality or delivery issues.

Standards to be followed: "Customer Satisfaction Level Specification" (COP-05-01).

Survey frequency: Once a month, sent by email to customers with transaction records within one year. For Category A customers (customers accounting for 80% of the annual turnover), the business unit will send customer satisfaction survey to customers once a year.

Satisfaction goals and results

Target: Average score of at least 90 points.

Actual: The average satisfaction score reached 95 points in 2024.

This data shows that the Company has received wide recognition from customers in terms of product price, delivery timeliness and product quality.

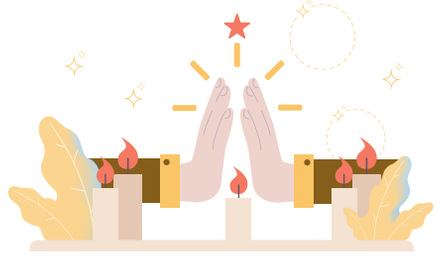
Customer Satisfaction Survey

Unit: Score

Group KPI indicators	Industry category	2023 Targets	Achievements in 2023	2024 Targets	Achievements in 2024	2025 Targets
Customer Satisfaction	Automotive customers	90	100	90	100	90
	Aerospace customers	95	100	95	100	95
	Industrial customers	90	85	90	95	90

Note

1. 100 points is the highest score.



Customer complaint handling process

When a business unit receives a customer notification stating that a delivered product is substandard or that the workmanship does not meet customer requirements, the quality assurance unit or business unit should respond with immediate corrective measures within 24 hours for customers in the automotive and aerospace industries; for customers in other industries, the response should be within three business days. Customer complaint hotline: 03-420-1398, please contact the quality department.

Receive customer complaints

- Automotive and Aerospace 24 hours
- Other products 3 days

Convene a preliminary review meeting on customer complaints

→ Plan formulation
Organize cross-functional response team

48-hour corrective actions

→ Inventory and identification
Prevention of discrepancies
Reply to customers

- Automotive and Aerospace 5 hours
- Other products 7 days

Reply to the root cause and correction

→ Investigate the cause
Formulate a correction plan

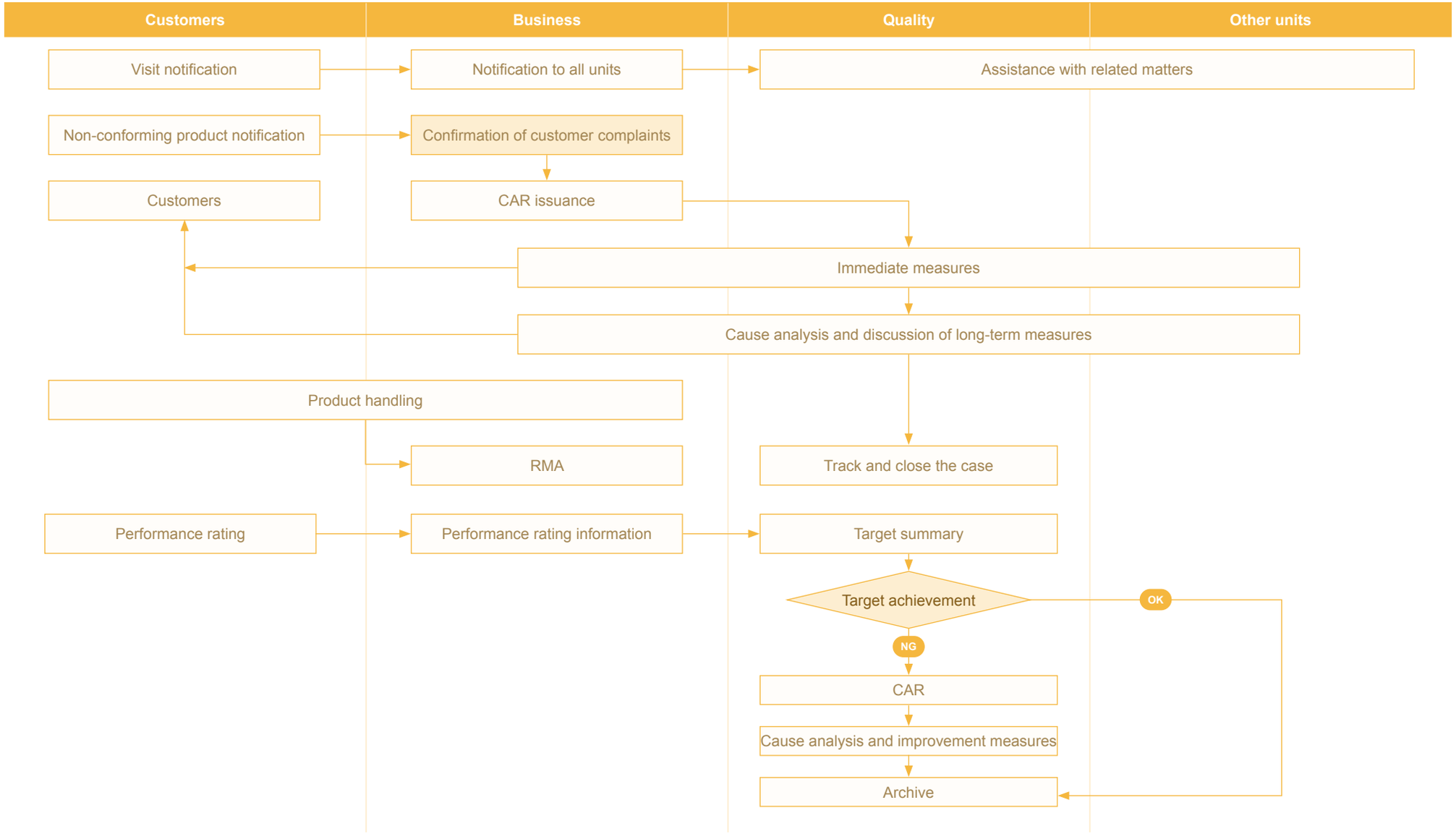
Corrective action and verification

Analysis of causes of customer complaints and proposed measures

After the corrective action request (CAR) is issued, it will be implemented in accordance with the relevant contents of [Corrective and Preventive Procedures]. Unless otherwise specified by the customer, for automotive customers, the quality assurance department or business unit should respond to the customer with a cause analysis and long-term corrective measures within five business days, and within seven business days for other industrial customers. Complaints involving suppliers should be responded to within fourteen business days.

Customer Complaint Management Flowchart

For detailed management measures, please refer to 2-4 Information Security Management



Chapter 4
Social Care and Human Rights

4.1 Talent Attraction and Retention 72

4.2 Talent Cultivation and Development 80

4.3 Occupational Safety and Health 85

4.4 Human Rights Protection 99

4.5 Social Prosperity 102

4.1 Talent Attraction and Retention

Talent Attraction and Retention

Impact and influence

Talent attraction and retention are important to business development. Faced with the changing work attitudes of the new generation and Taiwan's declining birthrate, if a company fails to attract talent, it may lead to labor shortages, lack of skilled employees, low work efficiency, and low team morale, affecting corporate competitiveness and long-term development.

Policy commitments

Global Tek values the opinions of its employees and has set up responsible departments for relevant affairs and systems. It hopes to effectively improve work efficiency and team cohesion by providing employees with reasonable remuneration, comprehensive welfare programs, and implementing employee care.

Actions taken

- The Company takes into account human rights and labor laws in the locations where it operates, and strives to provide comprehensive remuneration and benefits programs to enhance talent attraction and retention.
- Regularly review salary systems and welfare measures, and make adjustments in response to amendments to labor laws and regulations.
- Maintain smooth communication channels with employees and build a harmonious workplace environment with good labor-employer relations.
- Build a learning organization and enhance the competitiveness of Global Tek's team through functional training of employees.
- We provide a friendly and safe working environment and implement occupational safety and health management.

Short-term goals

- The retention rate is over 80%.
- The turnover rate does not exceed 20%.
- The overall satisfaction rate of employees across the Group is over 80%.

Medium and long-term goals

- The retention rate is over 85%.
- The turnover rate does not exceed 15%.
- The overall satisfaction rate of employees across the Group remains above 85%.

Evaluation mechanism

- We regularly conduct employee satisfaction surveys, continuously track implementation status and target achievement through top managers of the Human Resources Center, and report annually to the Group General Manager.

Performance results

Employee Satisfaction Survey

Global Tek's Human Resources Department conducts an employee satisfaction survey annually to establish communication channels between the Company and employees, improve information transparency, and enable employees to express their opinions on various company activities. Taking Taiwan as an example, the most recent satisfaction survey was conducted from March 24 to April 18, 2025, with a coverage rate of 66% and an overall employee satisfaction rate of 4.52 (out of 6 points). The improvement plans formulated based on employee satisfaction survey are as follows:

Category	Subsidies and allowances	Happy Workplace
Content	Birthday cash gifts Increased from NT$500 to NT$1,000 per person	Incentive to give birth Care package (for pregnant employees)
Responsible unit	Welfare Committee	Welfare Committee
Expected schedule of implementation	January 1, 2026	January 1, 2026

Retention Rate in 2024

The retention rate of Global Tek Group's employees was approximately 65%, and approximately 82% in Taiwan.

Stakeholder engagement

- In 2024, we explained our employee benefits and salary policies to school teachers and students through campus recruitment and industry-academia collaboration opportunities.
- We participate in ESG-related competitions and present the Company's practical actions and achievements in promoting friendly workplace to government agencies and externally.
- We communicate various welfare improvement plans with employees through labor-management meetings.

Highlights of performance

- The reinstatement rate for those on leave for parental care reached 100%, and the retention rate reached 88%.
- The proportion of employing local supervisors reached 93.8%.
- For two consecutive years, the average annual salary increase for entry-level employees has been approximately 4% to maintain overall salary competitiveness.

Overview of employees

Global Tek treats its employees as valuable assets and is committed to improving human resources management and its remuneration system to ensure that its employees grow in a safe, fair and competitive environment. The Company has production sites in Taiwan and mainland China and adopts a localized management model.

As of the end of 2024, the total number of employees at Global Tek Taiwan facilities (including Xizhi Office, Xinwu Plant, and Youshi Plant), AvioCast, and mainland China facilities (Wuxi Plant and Xi'an Plant) was 1,218, comprising 149 managerial staff and 1,069 general employees. All employees at Taiwan facilities and AvioCast are full-time employees, with no non-regular, temporary, dispatched, or non-employee workers. In contrast, most employees at mainland China facilities are individuals under fixed-term labor contracts. In terms of gender ratio, males account for 66% and females account for 34%, with female supervisors accounting for 31% of all supervisors; in terms of age distribution, the current employees are mainly between 30 and 50 years old, accounting for 65% of all employees.

Number of employees

Unit: Number of people

Category	Taiwan Factory		Factories in mainland China		Total	
	Male	Female	Male	Female	Male	Female
Senior manager	45	20	19	9	64	29
Mid-level manager	27	5	12	12	39	17
General employees	388	168	315	198	703	366
Total	460	193	346	219	806	412
Permanent employees Note 1	0	0	77	47	77	47
Temporary employees Note 2	0	0	197	106	197	106
Other temporary outsourcing Note 3	0	0	72	66	72	66
Total	0	0	346	219	346	219
Full-time employees Note 4	460	191	0	0	460	191
Part-time employees Note 5	0	2	0	0	0	2
Employees with no guaranteed hours of work Note 6	0	0	0	0	0	0
Total	460	193	0	0	460	193
Age group						
Under 30 years old	140	20	93	26	233	46
30-50 years old (inclusive)	258	128	230	171	488	299
Over 50 years old	62	45	23	22	85	67
Total	460	193	346	219	806	412
Diversity indicators (such as minority or underrepresented groups)						
Ethnic minorities	4	0	146	64	150	64
People with disabilities	6	3	8	2	14	5
Others Note 7	0	0	0	14	0	14
Total	10	3	154	80	164	83

Note

1. Permanent employees: Individuals who sign employment contracts with no fixed term.
2. Temporary employees: Individuals under fixed-term employment contracts. A fixed-term labor contract will be signed within one month of employee joining the Company. The initial contract term is 3 years, and the renewal term is 3 years. After two consecutive renewals or 10 consecutive years of service, an open-ended labor contract will be signed unless the employee proposes a fixed-term labor contract.
3. Other temporary outsourcing: Excluding permanent employees and other outsourced personnel who are temporary employees.
4. Full-time employees: Individuals who are subject to the definition of working hours under the Labor Standards Act. In Taiwan, working hours may not exceed 8 hours per day and 40 hours per week. Full-time employees in Taiwan factories include foreign workers (with labor insurance and health insurance).
5. Part-time employees: Excluding full-time employees.
6. Employees with no guaranteed hours of work: Employees who are not guaranteed a minimum or fixed number of working hours per day, week or month, but may be available for work on demand.
7. Others: 14 retired employees were re-employed and signed labor service agreements.
8. The above employee headcount statistics include data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Human Resources Statistics for Diversity

Distribution of Female Employees

Category	2022		2023		2024	
	Number of people	Percentage (%)	Number of people	Percentage (%)	Number of people	Percentage (%)
Total number of employees	963	100%	933	100%	1,218	100%
All female employees	362	37.6%	346	37.1%	412	33.8%
Female management level	42	33.1%	41	33.1%	46	30.9%

Statistics of Employees by Age

Category	2022		2023		2024	
	Number of people	Percentage (%)	Number of people	Percentage (%)	Number of people	Percentage (%)
Under 30 years old	256	26.6%	238	25.6%	279	22.9%
30-50 years old (inclusive)	601	62.4%	577	61.8%	787	64.6%
Over 50 years old	106	11.0%	118	12.6%	152	12.5%

Diversity Analysis

Category	2022		2023		2024	
	Number of people	Percentage (%)	Number of people	Percentage (%)	Number of people	Percentage (%)
Minority or disadvantaged groups	6	0.6%	11	1.2%	19	1.6%

Note

1. The statistical scope of the above diversity statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Workers who are not employees

Factory area	Job type	Contractual relationship	Number of people
Taiwan Factory	Consultant	Appointment	1
	Security personnel	Contractors	4
	Group meal service personnel	Contractors	2
	Cleaning staff	Contractors	3
Wuxi Factory	Employees who are re-employed after retirement	Dispatched	2
		Outsourcing	1
	General personnel	Dispatched	54
		Outsourcing	32
	Inspection personnel	Dispatched	13
		Outsourcing	5
	Sanitation worker	Dispatched	2
		Outsourcing	3
	Technician	Dispatched	5
		Outsourcing	3
	Warehouse staff	Dispatched	5
		Outsourcing	1
Xi'an Factory	General personnel	Labor outsourcing	39
	Inspection personnel	Labor outsourcing	5
	Engineer	Labor outsourcing	1
AvioCast	Sanitation worker	Outsourcing	1
	Security personnel	Outsourcing	2
	Consultant	Appointment	3

Note

1. The statistical scope of the above non-employee statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

New and resigned employees

Based on annual business goals and manpower budgets, the Company plans and executes recruitment activities, prioritizing internal transfers and job rotations to maximize existing talent potential, while also diversifying external recruitment channels. These include industry-academia collaboration with colleges and universities, training collaborations with vocational centers, employee referral programs, and partnerships with employment service agencies, thereby effectively introducing new talent, cultivating reserve talent, and strengthening the human resources pool.

In order to reduce turnover and stabilize the human resource structure, the Company actively strengthens its talent development and retention mechanism for key positions and improves the stability of core team. For new employees, senior employees are assigned to serve as mentors to provide both work guidance and daily care, helping them quickly integrate into the workplace and enhance their sense of belonging. In addition, to further motivate and retain talent, we will implement an employee shareholding trust system and issue new shares with restricted employee rights starting in 2025. This will enhance employees' sense of identity and willingness to participate in the Company's long-term development, and create a stable and competitive career development environment.

New employees

Category	Age	Taiwan Factory	Wuxi Factory	Xi'an Factory	AvioCast	Total	Percentage
Female	Under 30 years old	3	5	2	0	10	14%
	30-50 years old (inclusive)	9	23	19	5	56	82%
	Over 50 years old	2	1	0	0	3	4%
	Total	14	29	21	5	69	100%
Male	Under 30 years old	41	19	32	18	110	47%
	30-50 years old (inclusive)	26	19	51	21	117	50%
	Over 50 years old	2	3	0	1	6	3%
	Total	69	41	83	40	233	100%

Note

1. The statistical scope of the above new employee statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Resigned employees

Category	Age	Taiwan Factory	Wuxi Factory	Xi'an Factory	AvioCast	Total	Percentage
Female	Under 30 years old	2	6	1	0	9	17%
	30-50 years old (inclusive)	7	13	12	4	36	69%
	Over 50 years old	5	2	0	0	7	14%
	Total	14	21	13	4	52	100%
Male	Under 30 years old	25	19	27	11	82	42%
	30-50 years old (inclusive)	25	18	43	18	104	53%
	Over 50 years old	6	1	1	2	10	5%
	Total	56	38	71	31	196	100%

Note

1. Including new employees who resigned within 3 months.
2. The above employee resignation statistics include data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Remuneration policy

All managers at the section level and above in each of Global Tek Group's factories are local residents to ensure that they meet local market needs and promote local development of the Company. We prioritize market competitiveness and equal pay for equal work. We conduct annual salary surveys and adjust salaries based on operating conditions, government salary adjustment policies, inflation rates, job market conditions, and individual performance to ensure competitive and motivating salary levels. Junior employees receive salaries that exceed the statutory minimum wage. All employees are treated equally regardless of gender, race, religion, political stance, marital status, or union membership. Salary increases are based on seniority, work performance, and performance evaluations.

Percentage increase in annual remuneration:

2023	2024	Percentage of increase
$617,580	$637,686	3.26%

Average basic salary of women compared to men

Unit: Percentage

Factory area	Gender	Direct employees	Indirect employees	General employees	Manager
Taiwan Factory	Male	1	1	1	1
	Female	1	1.04	1	1.08
Wuxi Factory	Male	1	1	1	1
	Female	0.94	0.75	0.90	0.80
Xi'an Factory	Male	1	1	1	1
	Female	0.91	0.70	1.05	0.59
AvioCast	Male	1	1	1	1
	Female	1.07	0.87	0.94	0.67

Average salary of women compared to men

Unit: Percentage

Factory area	Gender	Direct employees	Indirect employees	General employees	Manager
Taiwan Factory	Male	1	1	1	1
	Female	1.41	0.74	1.32	0.94
Wuxi Factory	Male	1	1	1	1
	Female	0.86	0.78	0.82	0.96
Xi'an Factory	Male	1	1	1	1
	Female	0.81	0.68	0.85	0.61
AvioCast	Male	1	1	1	1
	Female	1.03	0.80	0.93	0.65

Note:

1. Management position: Supervisor at section level and above.
2. Direct employees: Employees directly involved in production or operational activities.
3. Indirect employees: Employees who are not directly involved in production.
4. Disclosure of salary information for full-time non-supervisory employees: MOPS > Single Company > Corporate Governance > Corporate ESG > Corporate ESG Company Information > ESG Information Disclosure (Individual Company Inquiry) > Social Aspect - Human Development Index.
5. The above salary statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Overall, difference in the ratio of men to women is mainly due to the differences in salary structures among factories, which are mainly affected by an uneven gender ratio of supervisors, difference in male and female job positions, and the number of overtime hours. The reasons for this are explained below:

Uneven gender ratio of supervisors

Overall, men's salaries are higher than women's because most senior executives are men, resulting in higher average salaries than women.

Number of overtime hours

More men work overtime, and bonus compensation reflects overtime allowances, resulting in men's average pay being slightly higher than women's.

Difference in male and female job positions

There are more women in administrative positions, while technical and R&D positions are mainly filled by men. These technical and R&D positions have higher salaries, so the average salary for men is higher.

Labor-management relations

Global Tek protects the rights and interests of employees and maintains stable labor-management relations through multiple mechanisms. Although Taiwan Plant and AvioCast have not established labor unions, quarterly labor-management meetings are still held to facilitate communication. Xi'an Plant established a labor union in 2009. While no collective agreement has been signed at the factory, it continues to follow relevant laws and management regulations and actively listens to employees' opinions.

At Wuxi Plant, a "Collective Contract" covering wages and labor protection has been signed, along with "Special Collective Agreement on the Protection of Female Employees" for 92 female staff members (covering 100% of female employees at the factory). The Company and labor union review the implementation of agreements annually, and the union holds regular monthly meetings. The new collective agreement signed in 2024 covers wage adjustments, women's rights, and occupational safety, which applies to 201 full-time and temporary employees (excluding outsourced workers).

Minimum announcement period for operational changes

The Company respects labor rights and the right to collective bargaining, values employee occupational health and safety, cares for disadvantaged groups, prohibits child labor, eliminates all forms of forced labor, and prevents employment discrimination. The Company ensures that its human resource policies do not discriminate based on gender, race, social class, age, marital or family status, thereby implementing equality and fairness in employment terms, remuneration and benefits, performance evaluations, and promotion opportunities.

Taiwan Factory

In order to ensure the working rights and interests of our employees, the Company strictly abides by the relevant laws and regulations of the Labor Standards Act. If the Company experiences major operational changes or needs to terminate the employment relationship with an employee, the labor contract with the employee will be terminated in accordance with government regulations.

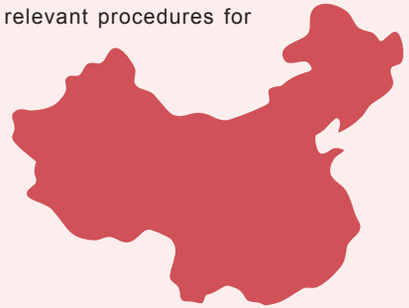
The notice period will be conducted according to the following regulations:

- An employee who has worked continuously for more than 3 months but less than 1 year shall be given a 10 day notice period.
- An employee who has worked continuously for more than 1 year but less than 3 years shall be given a 20 day notice period.
- An employee who has worked for more than 3 years shall be given 30 days notice period.

Factories in mainland China

If the Company undergoes major operational changes or needs to terminate the employment relationship with an employee, it will be carried out in accordance with Article 40 of the Labor Contract Law. The human resources department shall notify the employee in writing 30 days in advance or pay additional economic compensation. During this period, after reaching a consensus with the employee, the human resources department shall go through relevant procedures for terminating the labor contract.

In accordance with Article 40 of the Labor Contract Law.



Employee benefits

Global Tek is a “people-oriented” enterprise. In addition to employee benefits prescribed by law, each factory has a proactive "Employee Welfare Committee" to ensure that employees in various locations are provided with social insurance that complies with local laws. This committee handles various matters pertaining to welfare and benefits and complies with local regulations such as the Labor Standards Act and Labor Pension Regulations to handle various regulations and pension contribution and application matters. We strive to balance the physical and mental health and quality of life of our employees, allowing them to enjoy a warm and convenient working environment while pursuing professional development.

Employee birthday party

Basketball scoring competition

Supplier badminton competition

Brisk walking activities

Parent-child baking activities

On-site consultation service by occupational physicians

Marathon event

Employee welfare measures

Social insurance

- Occupational accident insurance including work injury, unemployment, maternity, and group accident insurance
- Commercial medical insurance
- Overseas Ping An insurance

Maternity care

- Maternity, childbirth and parental leave
- Breastfeeding room
- Maternity bonus

Employee benefits

- Employee cafeteria and dormitory
- Distribution of annual bonuses or gifts
- Subsidies for weddings, funerals, celebrations, and festivities
- Monthly birthday celebrations and birthday gifts
- Some factories also provide transportation subsidies, free commuter buses and parking spaces
- Provide free or work meal allowances, coffee machines, microwave ovens, rice steamers, refrigerators and other equipment
- Subsidy application for individual continuing education projects

Health management

- Regular health check-ups every year
- Welfare Committee subsidizes club activities for employees
- Health lectures, weight loss activities, aerobic exercises, smoking cessation programs, etc. are held regularly every year
- Some factories have psychological counseling services, physiotherapy rooms and health management camps

Other benefits

- Annual travel allowance
- Enjoy a fixed amount of dinner expenses each year
- Year-end banquet party
- We hold sports competitions, and tug-of-war, brisk walking, and games events, as well as other activities from time to time
- There is an employee lounge, a reading room, and changing rooms for men and women
- Provide housing provident fund subsidies

Retirement system

The Company has established a robust retirement system based on the Labor Pension Act and local government regulations. Under the old system, 2% of the pension fund is contributed monthly to a dedicated account, managed by the Labor Pension Reserve Fund Supervisory Committee. Under the new system, 6% is contributed monthly to individual labor pension accounts. Taiwan Plant employs professional consultants to perform annual actuarial calculations on the retirement reserve fund to ensure the fund's robust operation and provide employees with stable financial security after retirement. The policies for Wuxi and Xi'an plants are the same. According to the "Temporary Regulations on Retirement and Resignation of Workers", "Regulations on Basic Pension Insurance for Enterprise Employees in Jiangsu Province" and "Notice on Normal Retirement of Insured Persons" of the Shaanxi Provincial Department of Human Resources and Social Security, insured persons participate in basic pension insurance in accordance with the law. They can receive a basic pension on a monthly basis if they reach the statutory retirement age and their payment years meet the national minimum standards.

Parental leave

1. Group childcare and maternity leave policy

In accordance with local laws and regulations and the principle of gender equality, Global Tek Group provides a comprehensive childcare and maternity leave system to ensure that employees achieve a balance between work and family life. Female employees at Taiwan Plant are legally entitled to no less than 56 days of maternity leave. They are also granted seven days of paid maternity leave for checkups during their pregnancy. Employees are also granted seven days of paid maternity leave for checkups or childbirth during their spouse's pregnancy. After six months of service, employees may apply for parental leave without pay before each child reaches the age of three. The leave period lasts until the child reaches the age of three, but may not exceed two years. For those raising two or more children at the same time, their periods of parental leave should be calculated together, with the maximum limit being two years for the youngest child.

Female employees at Wuxi and Xi'an plants are entitled to no less than 158 days of maternity leave, with additional leave provided for prenatal checkups, difficult labor, miscarriage, or the birth of multiple births. Some locations can extend maternity leave by up to 60 days in accordance with local policies, and male employees can apply for 15 to 20 days of nursing leave (paternity leave) to ensure that family care needs are supported. In addition, we implement flexible work arrangements and workplace support mechanisms to help employees smoothly return to work and continue their career development, thereby improving talent retention and corporate competitiveness.

2. Leave application and reinstatement support

Global Tek Group encourages employees to apply for parental leave or maternity leave based on their personal needs, and clearly outlines the application process through internal human resources system to ensure transparent and accessible information. When new employees join the Company, the HR Department proactively provides relevant explanations to ensure they fully understand their parental rights. For employees returning from leave, we offer flexible work arrangements, adjusting work hours, location, or job content as appropriate to reduce conflicts between childcare and work and help them return to the workplace smoothly. In addition, the Company also provides job counseling and psychological support to help employees adapt to the challenges of returning to work and ensure that career development and family needs are balanced.

Implementation of parental leave without pay and maternity leave

In 2024, a total of 53 employees were eligible for parental leave, 30 of whom formally applied, with a 100% reinstatement rate, demonstrating the Company's active support for employees' reinstatement. Furthermore, the one-year retention rate for employees who completed parental leave the previous year after returning to work reached 88%, demonstrating the effectiveness of our efforts in employee care and reinstatement counseling.

Unit: Number of people

Category	Male	Female
Total number of employees entitled to parental leave in 2024 (A)	27	26
Total number of employees who actually took parental leave in 2024 (B)	12	18
Total number of employees expected to return from parental leave in 2024 (C)	12	14
Total number of employees who were reinstated after completing parental leave in 2024 (D)	12	14
Total number of employees who resumed work after completing parental leave in 2023 (E)	12	12
Total number of employees who have worked for one year or more after reinstatement in 2023 (F)	11	10
Reinstatement rate	100%	100%
Retention rate	92%	83%

Note

1. Number of people who should be reinstated = Number of people on parental leave without pay expected to be reinstated in that year.
2. Number of employees retained in 2024 = Number of employees who were reinstated in 2023 and still employed as of December 31, 2024.
3. Rate of reinstatement after parental leave without pay in the current year = Number of employees actually reinstated after parental leave without pay in the current year / Number of employees expected to be reinstated after parental leave without pay in the current year (D/C).
4. Rate of retention of parental leave without pay in the current year = Number of employees who continued to work for one year after returning from parental leave without pay in the previous year / Number of employees who actually reinstated from parental leave without pay in the previous year (F/E).
5. The above parental leave statistics include data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

4.2 Talent Cultivation and Development

Talent Cultivation and Development

Impact and influence

An effective talent development system is a major concern for Global Tek. Through continuous training and functional development, we enhance professional skills and teamwork capabilities, which helps to improve production efficiency and competitiveness, thereby providing high-quality products and services and achieving sustainable development goals.

Policy commitments

Adhering to the philosophy that "talent is the most important asset", the Company prioritizes employee development and lifelong learning. We promote a work culture of continuous learning, focusing on selecting, employing, developing, promoting, and retaining talent, thereby enhancing and integrating the overall cultural quality and execution capabilities of the team. At the end of each year, the Company plans an annual education and training plan based on the Group's corporate vision, business philosophy, future development strategy, legal requirements, customer specifications, quality systems, and professional skills training needs. Through continuous training and professional development, we improve production efficiency and competitiveness, ensure the provision of high-quality products and services, and achieve the Company's sustainable development goals.

Actions taken

- Through the Group's human resources development system, we provide various types of education and training, and offer online classes and mobile APP learning.
- Launch external online courses and organize regular reading clubs based on topics to deepen learning effects.
- Conduct a skills inventory and combine internal and external training courses to fill gaps.
- Subsidize key talents to apply for professional and ESG-related master's programs at top universities.
- Promote the Group's performance evaluation system.

Short-term goals

- Continue to cultivate key talent.
- Conduct training courses for mid-level managers.
- Establish a career development system for employees.

Medium and long-term goals

- To strengthen management functions, supervisor training courses are gradually being extended to all management positions.
- Expand the coverage of training and increase the number of courses and trainees.
- Expand learning channels and content, and build a complete and systematic learning map.

Evaluation mechanism

In the fourth quarter of each year, each department reviews its personnel competency needs assessment based on the organization's operational strategy, legal regulations, personal development, and work requirements, and submits a summary of its annual education and training plan for the following year. This plan is then reviewed by the Group's top executive at the Human Resources Center and submitted to the Group General Manager for approval.

Performance results

- The total hours of education and training in 2024 exceeded 15,649 hours, with an average of approximately 12.9 hours of training per person. Using the human resources development system, education and training are divided into physical and online forms, and including modules on corporate culture, business management, legal compliance promotion, quality engineering and other categories, and access to the mobile APP for real-time learning.
- Launch external online courses and invite professional lecturers to host reading clubs on different topics on a quarterly basis. A total of 12 activities were held in 2024, effectively enhancing the learning outcomes of employees and laying the foundation for corporate culture.

Stakeholder engagement

- Each year, each department submits its training needs, which are then combined with budget preparation, internal and external environments, and legislative changes to formulate a company-wide training plan.
- In 2024, we used a variety of channels, including post-class questionnaires, quizzes, and book clubs, to understand our employees' learning outcomes and help them improve and develop.
- In line with work needs, conduct online thematic learning, organize skills or knowledge competitions, and deepen the impression and profound understanding of employees.

Highlights of performance

- In 2024, through talent cultivation and development, the Company achieved remarkable results in corporate sustainability and digital transformation, and was awarded the bronze medal of "Golden Constant Award" organized by the ESG World Citizen Digital Governance Foundation.
- Approximately NT$1,408,017 was invested in education and training to enhance employees' professional and management capabilities and increase their sense of self-worth in the workplace, keeping pace with the times and responding to future workplace development needs.
- 96.6% of employees accepted regular performance evaluations.

We prioritize professional development and lifelong learning, cultivating the skills and expertise our employees need for career development. We conduct quarterly reviews of each department's training implementation to confirm the status of each department's training. If any training is inconsistent with or lags behind the annual training plan, we must propose improvement measures to ensure the plan's thorough implementation.

Education and training courses are categorized by target audience, including new employee training, cultural core value training, leadership management training, learning and growth training, and legal and ethical management training. For each professional field, we arrange for employees to participate in training or lectures hosted by external professional organizations, invite specialized employees from within the Company to serve as lecturers, and use digital courses on the human resources development platform to enhance individual and organizational competitiveness.

Employee training

The number of hours and number of people receiving education and training in 2024 were as follows:

Unit: Hours/Person

Type of employee	Male		Female		Total	
	Hours	Number of people	Hours	Number of people	Hours	Number of people
Senior manager	1,827	63	961	28	2,789	91
Mid-level manager	1,173	38	532	17	1,705	55
General employees	7,103	704	4,053	366	11,155	1,070
Total training hours / number of people	10,103	805	5,546	411	15,649	1,216

Average training hours per employee
12.87 hours

Average training hours of male employees
12.55 hours

Average training hours of female employees
13.49 hours

Average training hours of senior executives
30.64 hours

Average training hours of mid-level managers
31.00 hours

Average training hours of general employees
10.43 hours

Note

1. The statistical scope of the above employee training statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Education and training courses

Unit: NTD

Category	Course title	Training hours (hours/ session)	Person-time	Frequency
Regular courses	New employee training	6.5	379	Irregularly, depending on new employee's onboarding status
	Education and training for new supervisors	18	3	Irregularly, depending on new supervisor's onboarding status
	EMBA Our Academy Courses	1.5	938	Once a month
	Annual occupational safety	1	669	Once or twice a year
	Ethical corporate management	1.5	1,140	Once a year
	Promotion of sexual harassment and illegal infringement prevention in the workplace	2	396	Once a year
	Quality courses	4	235	Irregular training, based on the number of days on the job
	Cultural courses of Global Tek	4	17	Once a year
	On-the-job technical training	27	58	Eligible for technical certification projects
	Continuing education and training courses on ionizing radiation protection	6	10	Once a year
Non-standard courses	ISO 14067 Product Carbon Footprint Internal Verification Personnel Education and Training	9	160	Once a year
	2024 Sustainability ESG Report-GRI Training Course	24	2	
	Kilowatt-class HPC chip cooling technology and solutions	6	6	
	Coordinate Measuring Machine Geopak CNC basic class	18	18	
	Power Grid School-Electric Power Operations Manager Class	31	1	
	AI Business Marketing and Social Media Applications	3	38	
	AI automated analysis and Excel integration	3	52	
	Colorful and vivid AI animation film	3	39	
	Fire equipment operator (intermediate)	32	8	
	CQI-11, CQI-12, CQI-9	32	3	
	IATF 16949 and VDA 6.3 Audit Key Points and Practices	3	3	
	VDA19.1 Technical Cleanliness	1.5	15	
	Electrical safety training	0.5	151	
	Training on winter safety production prevention	0.5	159	
	Notice on studying the "Interim Measures for Production and Operation Units to Implement the Main Responsibility for Production Safety"	0.5	12	
	Seven good habits	0.77	64	
	Learning Organization (The Five Disciplines)	1	64	
	Global Tek strategy	1	64	
	Safety officer training (initial training/refresher training)	4	7	
	Specialized operation - Forklift certificate	4	2	
	Specialized operation - Electrician certificate	4	1	
	AS 13100 Quality Foundation	24	1	
	Heavy Transportation Industry Smart Manufacturing Professional Class	6	5	
Total	Total education and training expenses in 2024			1,408,017

Note

1. The statistical scope of the above education and training course statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Enhance employee skills and provide transition assistance

1. Digital learning and flexible training

Since 2022, we have promoted digital learning, introduced a human resources development system, and upgraded the mobile app learning platform, allowing employees to flexibly arrange their learning time. The courses cover areas such as quality management, occupational safety, information security, and technological development, and also include professional training in video editing and AI to enhance employees' cross-disciplinary application capabilities. We provide multiple learning methods, including physical courses, online live broadcasts and group discussions to meet the needs of different job levels. In addition, employees can choose courses based on their personal career plans to balance professional development and personal interests. Such as: In the 2024 employee satisfaction survey, the training and development dimension had a full score of 6 points, with Xi'an Plant's average score reaching 5.06. From this, we can see that the vast majority of employees agree that the Company provides sufficient and appropriate education and training to enable them to fully meet the various abilities required for their work.

2. Internal lecturer mechanism and knowledge transfer

Implement internal lecturer management measures to encourage employees to share knowledge and experience, and provide internal lecturers with opportunities to participate in external training. Internal instructors facilitate technology transfer and culture while promoting personal professional growth. Through after-class discussion forums and internal learning communities, we strengthen communication and learning interactions among employees and promote the accumulation and transformation of internal wisdom.

3. Career development and career planning support

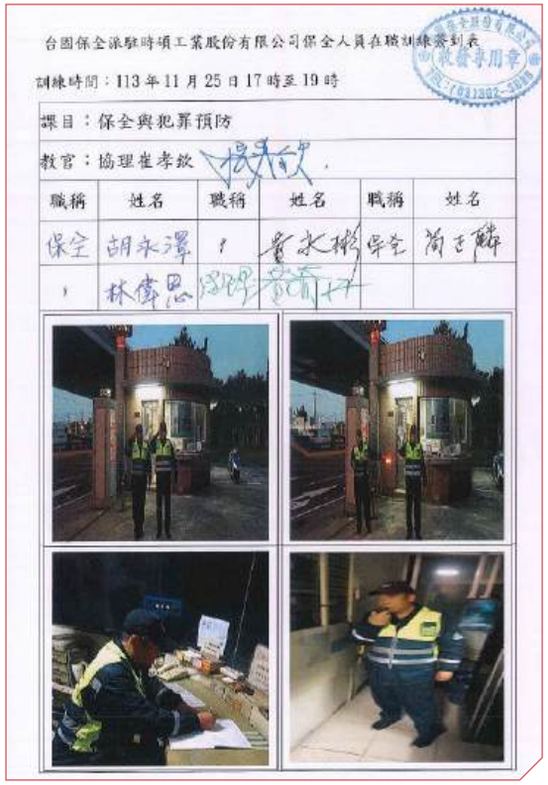
Whether it is digital learning, internal knowledge transfer, or career planning support, we promote the development of our employees from a long-term perspective. Through systematic and flexible learning mechanisms, we help our employees flexibly respond to challenges in a rapidly changing environment and continuously create new career achievements and development opportunities. It not only strengthens the competitiveness of employees, but also lays a solid foundation for the sustainable development of the Company.

4. Transition assistance program

- For employees who have reached the legal retirement age, we assist them in handling retirement procedures in accordance with the law to ensure their relevant benefits after retirement.
- For employees who are willing to continue to serve the Company and whose physical condition allows, priority will be given to providing a re-employment mechanism, so that they can receive a certain salary by continuing to serve, thus achieving a win-win situation for the Company and employees.

Security personnel training

All of Global Tek's factories implement security management in accordance with local management regulations and ensure that personnel receive annual training in security responsibilities, access control system processing, work handover, and on-duty practical training in accordance with regulations. The training covers security skills, factory rules and regulations, fire safety, and emergency response, etc. All units comply with regulations and implement comprehensive training to enhance safety management effectiveness. In addition, Xi'an Plant is located in the Xi'an Guanzhong Comprehensive Tax Declaration Zone A. The daily entry and exit of goods are subject to supervision of Xi'an Guanzhong Customs, and the daily movement of personnel in and out and security are directly managed by the Xi'an Municipal Urban Management Bureau (i.e. Urban Management Bureau) government department. Urban management departments and Xi'an Guanzhong Customs both carry out daily security work in accordance with relevant laws and regulations, and the proportion of security personnel receiving human rights or procedural training was 100%.


台固保全派駐時碩工業股份有限公司保全人員在職訓練簽到表

訓練時間：113年11月25日17時至19時

課目：保全與犯罪預防

教官：協理崔孝欽

職稱	姓名	職稱	姓名	職稱	姓名
保全	胡永澤	〃	黃永彬	保全	簡志麟
〃	林偉恩	協理	黃[illegible]		

Employee performance evaluation

We encourage our employees to achieve work goals, improve work methods, and enhance the Company's overall operating results. The Company regularly sets and evaluates system performance evaluations at mid-year and year-end. Fair, objective, and appropriate evaluations of employee work performance and achievements are provided as a basis for future job adjustments or development, as well as various rewards, penalties, and salary increases.

The evaluations are divided into supervisor evaluations, which focus on the achievement of the Company's overall goals, as well as leadership, management, and personality traits; and general employee evaluations, which evaluate the achievement of departmental goals, teamwork, and work ethic. Through the performance evaluation process, we assist our employees in their growth and thereby promote the integration of their personal career planning with the Company's organizational development. In 2024, 96.63% of all employees across all factories completed their regular performance evaluations.

Unit: Person-time

Number of employees receiving regular performance evaluations in 2024				
Category	Male	Female	Total	Percentage
Senior manager	49	24	73	5.99%
Mid-level manager	41	18	59	4.84%
General employees	687	358	1,045	85.80%
Total number of employees receiving regular performance reviews	777	400	1,177	96.63%
Percentage	63.79%	32.84%	100%	-
Total number of employees				1,218

Note

1. The reason for discrepancy between the number of employees in the performance evaluation and the total number of employees is that new employees who are still on leave without pay during the evaluation period and those on probation are not included in the regular evaluation.
2. The above statistics on the number of employees who receive regular performance evaluations include data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

4.3 Occupational Safety and Health

Impact and influence

If the safety and health of the workplace is not properly managed, occupational safety incidents and even major occupational hazards are likely to occur. These not only increase the injury and illness rates of employees, leading to more lost work time and affecting their lives and health, but also impact the Company's operations and cause financial losses. They also affect corporate image, reputation, and social perception.

Policy commitments

The Company strictly abides by laws and regulations and implements tiered control to ensure a safe work environment and the health of our employees. We are committed to preventing workplace injuries and reducing safety risks. By promoting employee health, implementing education and training, and establishing effective communication channels, we actively participate and negotiate, continuously review and improve risks, and continuously refine and improve occupational safety and hygiene.

Actions taken

- We comply with international standards and local regulations at our locations, formulate and implement safety and health standards for each factory.
- Through third-party supervision, we identify, evaluate, and regularly test workplace hazards and risks, and ensure the maintenance of equipment, machines, and fire protection facilities.
- We regularly conduct employee safety and health education training and promotions, and hold regular meetings to maintain smooth communication channels among employees.
- We provide physical and mental care and protection for our employees, and regularly arrange health checks, consultations, and health promotion activities.

Short-term goals

Taiwan Plant

- Disabling injury severity rate <10%

Wuxi, Xi'an Plant

- No occupational disease or suspected occupational disease incidents occurred.

AvioCast

- Prevention of occupational accidents (occupational accident statistics within the factory: <2 cases per month, <10 cases per year).
- For occupational safety audit deficiencies, the correction rate was >90% (generally, the improvement time is 1 week; if funding procurement is involved, the improvement time is within 1 month).

Medium and long-term goals

Taiwan Plant

- Zero major occupational injury incidents.

Wuxi, Xi'an Plant

- No major occupational injury incidents occurred.
- There were no occupational disease or suspected occupational disease incidents.

AvioCast

- Proposed budget details and actual accuracy >90% (definition: 100% ± 10%)
- Occupational safety and health risk control, number of fines for annual audit deficiencies < 0.

Evaluation mechanism

We implement management in accordance with international standards and relevant local laws and regulations of our business locations. We hold regular factory meetings to discuss the achievement of occupational safety and environmental goals for each department and report on the investigation and improvement of safety hazards.

Performance results

Taiwan Plant

- Implementation of employee care and health promotion: 100% (employee health management, follow-up, health promotion lectures, and event organization).
- Comply with occupational safety and health regulations: Currently, the number of suspended fines is 0 (verified by government agencies).
- Improvement rate for medium and high hazard risks: 90% > 85% (corrective and preventive measures table).
- Reduce temporary total disability incidents: severity 2% < 10% (actual lost work time cases).
- We will continue to establish occupational health and safety management system in accordance with CNS 45001 (ISO 45001) or relevant regulations of the factory location.
- We organize regular occupational safety and health education and training and promotion activities each year, including fire drills, emergency rescue, environmental protection, and maintenance of regulatory licenses, to cultivate our employees' emergency response capabilities and safety awareness,

Performance results

thereby reducing the risk of accidents. In 2024, a total of 2,065 people were trained in physical occupational safety and health education and training.

Wuxi, Xi'an Plant

- No major occupational injury incidents occurred.
- No occupational disease or suspected occupational disease incidents occurred.

AvioCast

- Occupational hazard accident prevention, achievement rate = 100%.
- Occupational safety audit deficiencies, correction and improvement rate >92%.
- The accuracy rate of proposed budget details and actual results was >90%.
- Occupational safety and health risk control, with zero deficiencies found during the annual audit, achievement rate = 100%.

Stakeholder engagement

- Occupational safety and health review and committee meetings are held quarterly to discuss the achievement of occupational safety and health targets of each department, conduct review evaluations and implement improvement measures.
- Through irregular occupational safety education, training and publicity, we enhance employee safety awareness and train employees to participate in hazard identification and risk assessment.

Highlights of performance

- Wuxi Plant obtained ISO 45001:2018 Occupational Safety and Health Management System certification.
- Analysis of annual health checkup data shows that the proportion of employees at Taiwan Plant experiencing "three highs" (high blood lipids, high blood pressure, and high blood sugar) has been decreasing.
- There were no fatalities resulting from occupational accidents at any of the factories.

Occupational Safety and Health Management System

Global Tek attaches great importance to occupational safety and health management and is committed to providing a safe working environment for employees. All of the Company's plants implement comprehensive occupational safety and health management systems in accordance with relevant local regulations. The scope covers all employees and contractors working within the facilities at Taiwan sites (Xizhi Office, Xinwu Plant, Youshi Plant), AvioCast, Wuxi Plant, and Xi'an sites (Xi'an Plant, Tongchuan Plant), achieving a 100% coverage rate. Regular risk assessments and evaluations are conducted to prevent unexpected incidents.

Wuxi Plant obtained ISO 45001 certification in 2024. Although Taiwan and Xi'an plants have not yet acquired certification, both have established relevant occupational safety and health management measures. In Taiwan, an Occupational Safety and Health Committee, along with dedicated occupational safety and health units and personnel has been established. Following Taiwan's CNS 45001 standards (aligned with ISO 45001), the Company has independently developed and implemented its own management system. Measures include hazard identification and improvement, issuance of corrective and preventive actions, and reporting and handling of occupational accidents through the Company's incident reporting and emergency response procedures. Xi'an Plant has established an occupational health system, regular occupational risk environmental factor monitoring, and health record management for personnel in occupational risk positions in accordance with government requirements. The "Safety Production Committee" has been established at the Wuxi Plant. A documented occupational safety management system has been established in accordance with the requirements of safety production standardization in the machinery industry. Risk assessments are required before the introduction of new chemicals, new equipment, and new processes. Safety risks are identified and evaluated annually, and effective measures are taken to control safety risks.

Occupational safety and health systems in each factory

Unit: Number of people

Factory area	Employees	Percentage (%)	Non-workers	Percentage (%)
Taiwan Factory	396	33%	10	5%
Wuxi Factory	357	29%	124	67%
Xi'an Factory	220	18%	45	24%
AvioCast	245	20%	6	3%
Total	1,218	100%	185	100%

Note

1. The above occupational safety and health system covers the statistical scope of the number of people and proportion statistics, including data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Hazard identification, risk assessment, and accident investigation

Global Tek has established an occupational safety and health management system based on local laws and international standards at each factory, and has established rules and regulations such as the "Occupational Safety and Health Risk Assessment Procedures", "Safety Risk Classification and Control Guidelines", and "Incident Reporting, Handling and Investigation Management Procedures". By systematically identifying the risk levels of various operations, the Company prioritizes control strategies for high-risk projects, adopting hazard elimination or engineering controls (such as installing protective equipment and automating operations), supplemented by administrative management (such as standardizing operations and adjusting shifts) and personal protection measures (such as distributing protective equipment) to reduce the incidence of occupational hazards. Regularly review and update work hazard identification and risk assessment results annually to ensure that risk management measures can respond to latest changes in the working environment.

The following is a description of the hazard identification and risk assessment process:

Taking Wuxi Plant as an example, Global Tek conducted a risk assessment of the hazardousness of operating conditions based on D (risk level), L (likelihood of accident), E (frequency of exposure to hazardous environments), and C (consequences of accidents). The calculated results of D value correspond to different risk levels:

Operating conditions hazard analysis (LEC)

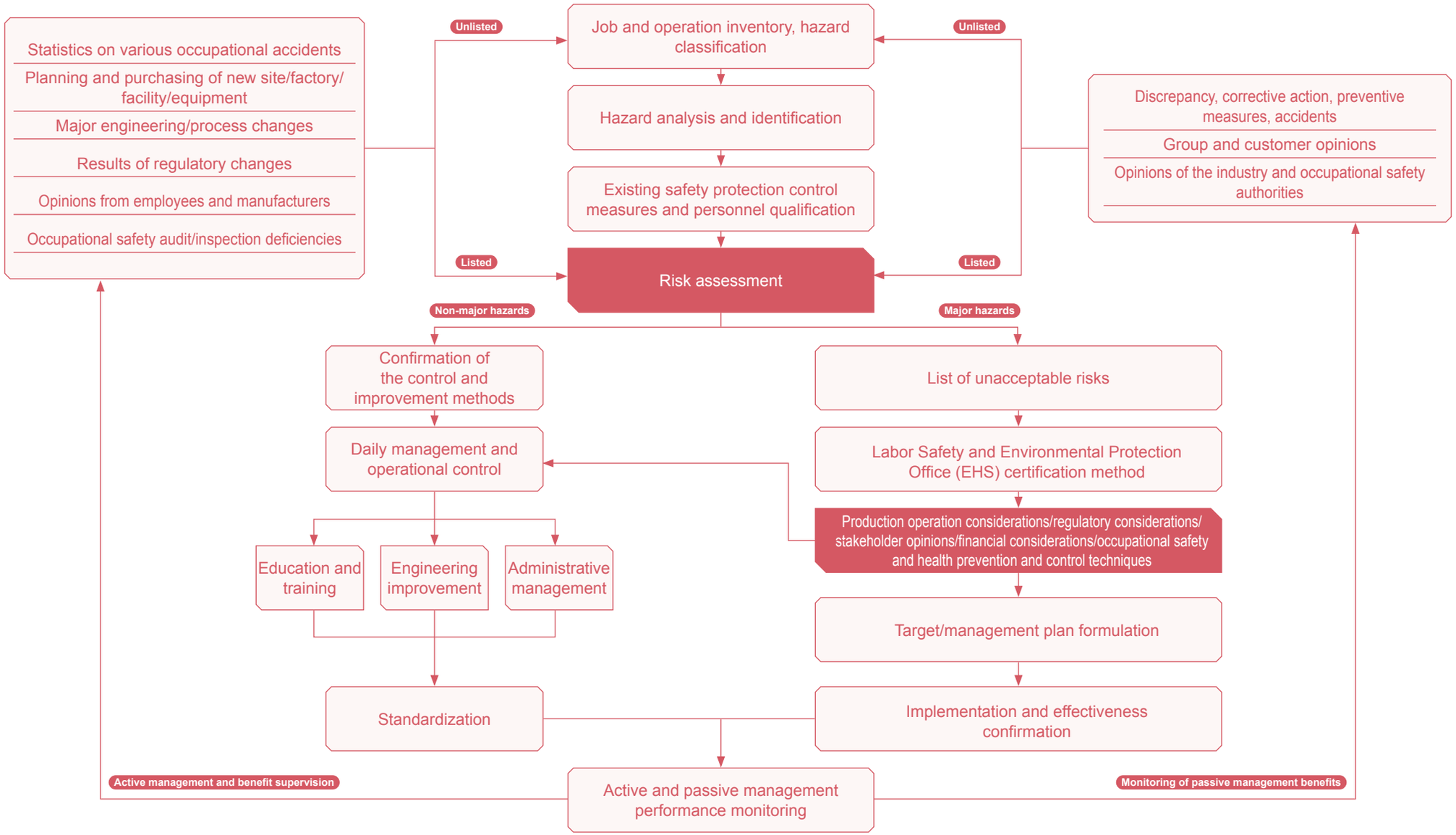
Frequency of exposure to hazardous environments

- D: Risk level
- L: Likelihood of accidents
- E: Frequency of exposure to hazardous environments
- C: Consequences of an accident

Definition of Risk Level

D value	Risk level	Risk level
>320	Impermissible dangers	A
160~320	High risk	B
70~160	Medium risk	C
<70	Minor and tolerable hazards	D

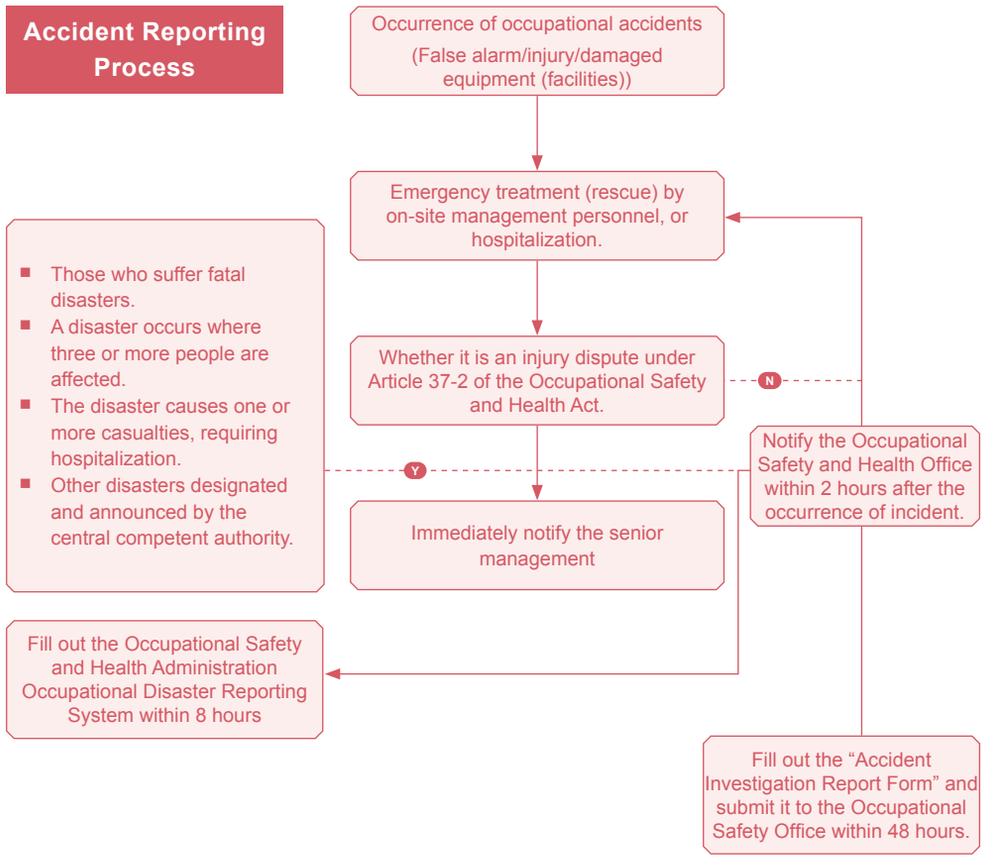
Hazard identification, risk assessment and control process flow chart

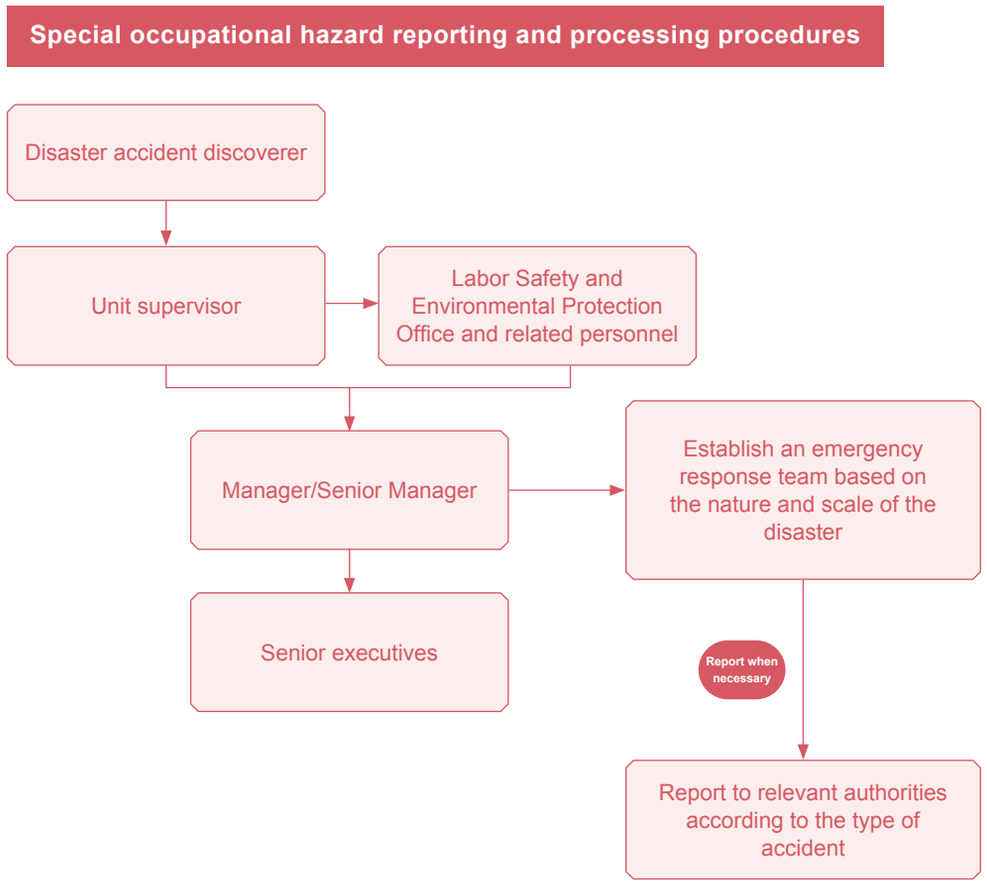


Global Tek has established an accident reporting and investigation mechanism. If any work-related injury or non-injury incident occurs in the factory, employees can report it according to established procedures. The relevant departments must conduct an investigation and formulate corrective and preventive measures to prevent similar incidents from happening again. The Company encourages employees to proactively report potential risks to prevent major disasters. Reporting individuals will not be penalized, but will be evaluated based on overall performance. Appropriate rewards will be given to those who proactively report false alarms to establish a positive feedback mechanism.

In terms of emergency management, Global Tek strictly abides by Article 18 of the Occupational Safety and Health Act. If an employee discovers immediate danger, he or she may stop work and retreat to a safe area without affecting the safety of others before immediately notifying the supervisor. In normal times, we strengthen education and training to guide employees to respond correctly in the event of an emergency, including immediately stopping equipment operations and reporting to supervisors. We hope to promote the goal of zero occupational injuries and create a safe workplace by continuously improving the occupational safety and health management system.

General/special incident reporting procedures





Worker engagement, consultation and communication

The Company attaches great importance to occupational safety and health management, and actively promotes the participation, consultation and communication mechanisms of employees to ensure the effective implementation of safety policies and measures. Through regular safety meetings, risk assessment discussions, and feedback mechanisms, we encourage employees to proactively participate in occupational safety and health matters, propose improvement suggestions, and promptly respond to occupational safety issues. Establish smooth communication channels to ensure that all departments and employees are fully aware of the latest safety management measures and regulations, jointly create a safe and healthy working environment, and continuously improve the effectiveness of occupational safety and health management.

Consultation and communication channels for workers in each factory

Factory area	Communication channel	Composition of members	Labor and management representatives	Frequency of meetings	2024 performance
Taiwan Factory	■ Occupational Safety and Health Committee meetings: Review, coordinate and make recommendations on occupational safety and health policies, implementation of safety and health education and training, workplace environment monitoring plans, monitoring results, implementation of measures, health management, occupational disease prevention and health promotion.	The Chairman is the general manager of the factory, heads of various departments and labor representatives	There are 5 labor representatives, accounting for more than one-third of the committee members.	Quarterly	A total of four meetings were held in 2024 to report on labor safety and health matters and discuss related proposals.
Wuxi Factory	■ Safety Production Committee meetings: Employee representatives have the right to propose rectification requirements and suggestions for safety hazards and risks existing in the factory, and safeguard the legitimate rights and interests of employees in production safety.	The general manager is responsible for production safety, and the director of factory affairs department is the person in charge	10 employee representatives	Every two months	A total of 6 meetings were held in 2024. Review the achievement of annual safety goals, explain the progress of rectification of major hidden dangers, and report the results of occupational hazard testing and employee health examinations.
Xi'an Factory	■ At employee meetings, employees report on occupational safety situations and make improvements and optimizations to any problems found. ■ We will refer to the opinions and suggestions of employees and their representatives on occupational safety systems, daily management and employee protection, and make appropriate improvements based on these when revising the employee code of conduct.	The Human Resources Department is the primary responsible unit for occupational health management, while the Manufacturing and Quality Department assists in daily management.	8 labor and management representatives, accounting for 4.8% of the total number of people	Monthly	■ In April and May 2024, we invited external experts to conduct occupational safety training and lecture courses, and organized employee health management camp to enhance employee health awareness. ■ Arrange occupational safety status reports through monthly staff meetings.

To improve workplace safety, the Company cultivates the emergency response capabilities and safety awareness of employees through continuous education, training, and publicity, raising their level of awareness and thereby reducing the risk of workplace safety accidents and injuries.

Global Tek has established a comprehensive occupational safety education and training system and creates an annual training plan. During on-the-job training, the Company provides a comprehensive safety induction course covering work environment risk assessment, safe operating procedures, and accident response measures to help new employees quickly integrate into and understand the Company's safety management requirements. For current employees, the Company regularly conducts occupational safety and health awareness promotion, fire drills, and emergency response training to strengthen the employees' ability to respond to emergencies and ensure that they are proficient in applying various safety measures. In addition, Wuxi Plant has established the "EHS Training Management Standards", which clearly requires employees to pass the three-level safety education examination before they can perform work at their posts.

In special operations and high-risk positions, we require and assist relevant employees to complete occupational safety and health professional certification and skills training to ensure that they have professional knowledge and operational skills required to engage in high-risk operations. In addition, emergency response training is conducted regularly every year, and safety operation standard training is conducted for high-hazard operations to improve employee response capabilities and handling efficiency in critical situations.

Implementation of education and training in each factory area

Factory area	Course title	Number of trainees
Taiwan Factory	Orientation training for new employees	30
	The Company provides semi-annual training for its employees (including fire drills)	90
	All occupational safety and health personnel should have certificates and skills training (including forklift, crane, organic solvent/dust operation supervisor, etc.)	46
	Annual emergency response training	118
	High-risk safety operation standard training	32
Total		316

Factory area	Course title	Number of trainees
Wuxi Factory	ISO 14001 and ISO 45001 basic training	28
	Safety production team leader training	8
	Forklift refresher training	4
	Elevator emergency drill training	9
	Environmental factors impact and awareness training	69
	First aid knowledge training	25
	Enterprise safety manager training	1
	Accident emergency response knowledge training	67
	Refresher training for special equipment safety managers	1
	Hazard identification and assessment training (safety risk management system)	8
	SOPB-8092 Fire Fighting Equipment Operation Manual	13
	Fire equipment operator (intermediate)	8
	Occupational health of the responsible person of employer unit	1
	SOPB-8183 Occupational Disease Prevention and Health Records Management System	9
	Initial training for occupational health managers	1
	Occupational health training	69
Total		321

Factory area	Course title	Number of trainees
Xi'an Factory	Occupational health training	226
	Fire escape drill and safety awareness training	205
	Fire drill and hands-on fire extinguisher operation	22
	AED first aid knowledge training	173
	Safety production education	221
	Product safety	15
	Training on winter safety production prevention	159
	Environmental protection and waste management	126
	Emergency drills for special equipment	9
	Training and drills on hazardous waste emergency response plan	5
	Electrical safety training	151
Total		1,312
AvioCast	Hazard identification, risk assessment and improvement control management education and training	7
	(High-pressure) gas cylinder safety management education and training	6
	Noise hazard prevention education and training	1
	Emergency response drills	12
	Chemical spill emergency response education and training	12
	Heat hazard education and training	14
	Hazardous chemical labeling and general regulations education and training (SDS)	71
	Occupational safety and health inspection and audit education and training	17
	Education and training on wearing standards for personal protective equipment (PPE) in each factory area	73
	Safety measures for hanging operations, hazard prevention education and training	43
	General education and training on the operation of toxic and concerned chemical substances and related hazards	44
	General safety and health education and training	16
	Education and training on the prevention of mechanical cutting and entrapment hazards	1
	Prioritize chemical management and verify safety data sheets through business training and education	1
	TOSHMS Management System (ISO 45001) Central Region Occupational Safety and Health Promotion Association education and training	2
	Corporate supply chain healthy workforce - GRI performance improvement education and training	1
	Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED) Education and Training	15
Total		336
Total		4,034

Note

1. The statistical scope of the above occupational safety and health education and training implementation statistics table includes data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

Photos of education and training

Supplier Occupational Safety

The Company attaches great importance to the safety and health of workers involved in operations, product manufacturing, and services. It not only implements occupational safety and health management itself, but also requires all suppliers, partners, and contractors to comply with the Company's environmental safety and health standards. All suppliers entering the factory area must complete a hazard notification form and submit it to the occupational safety department for record to ensure that they understand the operational risks and have appropriate preventive measures.

The Company encourages suppliers to extend safety and health management downwards and requires their downstream supply chain members (including contractors and service providers) to follow the same standards. All cooperating manufacturers must sign "Safety and Environmental Protection Agreement", "Factory Entry Safety Agreement", and "Outsourced Engineering Safety Agreement" to clearly define safety responsibilities and management obligations.

At Wuxi Plant, the Company has formulated the "Supplier Management Manual", which specifies supplier evaluation criteria and codes of conduct. It also conducts annual audits focusing on the environment, safety, social responsibility, and corporate governance. Suppliers are required to submit commitments regarding "environmentally relevant substances" and "non-use of conflict minerals" to ensure compliance with environmental, safety, and social responsibility goals. In addition, for external contractors, the "Safety Management Guideline for Related Parties" was established to standardize safety management behaviors during the construction process.

Xi'an Plant has established an audit form covering social responsibility, environment, and occupational health and safety, and conducts comprehensive reviews of the safety systems of suppliers. This includes the identification of potential risks and preventive measures, occupational safety education and training mechanisms, and accident reporting and tracking and improvement procedures to ensure that risks are traceable, controllable, and continuously improved.

Occupational health service

Global Tek is committed to creating a safe and healthy workplace for its employees and promoting a comprehensive management system to ensure the safety and health of its employees. We Integrate environmental monitoring data to identify potential health hazards, arrange special operational health checks for special operations such as noise, dust, n-hexane, and ionizing radiation, provide appropriate protective gear to reduce operational risks, and adjust work arrangements through health assessments, establish "workload disease prevention" and "musculoskeletal disease prevention" mechanisms to conduct risk assessments and data comparisons, adjust the working environment in a timely manner, and promote the prevention of workplace violence. We continuously monitor the health status of our employees and provide them with a basis for self-health management, ensuring that prevention is better than cure and creating a safe and friendly working environment.

The content of health services provided

Health checkup

- Health examinations are arranged for employees working in special operations, including those involving noise, dust, benzene, etc., and regularly monitor their health status.
- In addition to addressing special statutory operations, we consolidate environmental monitoring data to identify potential health hazards. Through systematic management of inspection data, we can identify historical trends, analyze them, and implement corresponding countermeasures.
- We conduct annual health checks for all employees that exceed legal requirements. We also conduct an employee overwork questionnaire and work hour survey to analyze employees at high risk of overwork and provide health guidance and work-appropriate arrangements.

Protection against abnormal working hours, ergonomic factors, and workplace violence

- We have established "Workload Disease Prevention Procedures" and "Musculoskeletal Disease Prevention Procedures" using questionnaires to conduct risk assessments and needs surveys. We have established a database for comparison and appropriate treatment for at-risk workers. We have also arranged seminars on workplace violence prevention to prevent illegal workplace violations.

To protect the health and well-being of our employees, each factory continues to promote regular health checks, with plans tailored to different years of service and health risks. The 2024 health check results were as follows:

Taiwan Factory

In 2024, a total of 330 employees underwent health examinations at a total cost of NT$277,500. The health examination content was designed based on age and job characteristics of employees to provide comprehensive health management.

Wuxi Factory

In March 2024, a comprehensive health check-up was arranged for all employees who had been employed for two years. A total of 206 employees participated, of which 44 underwent occupational health checks. The total cost of the check-up was RMB 57,075.

Xi'an Factory

A biennial health checkup system for all employees was adopted. In 2024, a total of 116 people completed health checks at a cost of RMB 34,990. Different checkup programs were planned based on age groups to enhance preventive health care benefits. Xi'an Plant conducts annual occupational health examinations for employees in positions involving occupational health risks. In 2024, the risk positions included sandblasting, spraying, and cleaning, with a total of 5 employees, at a cost of RMB 402.

Health promotion

In addition to focusing on the safety of our work environments, Global Tek Group also prioritizes the physical and mental health of employees. Through regular health checks and health promotion activities, we ensure our employees maintain their health even after work. We also offer a variety of health promotion activities to help our employees maintain good health and quality of life outside of work.

Health promotion service content

Protection of female and maternal workers

- Formulated the "Operational Procedures for the Protection of Maternity Health for Female Workers" and provided “Maternal Health Hazard Assessment and Work Suitability Arrangement Form" for female workers to complete, which will be submitted to medical staff for evaluation and appropriate work arrangement.

Physical and mental health consultation service

- We arrange for special medical staff to visit the factory for medical consultations every month, and announce health promotion application cases in each factory area.
- We have a psychological counseling room and free mental health consultation hotline to provide employees with psychological counseling channel.

Health Promotion Activities

- Organize smoking cessation activities every year.
- Plan multiple health promotion lectures.
- Healthy body posture control (weight loss) training activities.

Healthy eating

- A cafeteria has been established for employees. We have worked with nutritionists to discuss meals and use "My Plate" to promote the correct eating order and healthy portion intake.

Note

1. Analysis of annual health checkup data at Taiwan Plant revealed that most employees aged 35 to 49 participated in health promotion activities, and the proportion of those with one of the three highs is showing a decreasing trend.

The Company actively promotes health promotion activities. By integrating the physical and mental health needs of employees with local resources, we implement diverse health programs at each factory to enhance employee health awareness and quality of life. The achievements of each factory in 2024 were as follows:

Taiwan Factory

We actively organized health challenge activities such as fat loss, weight loss, and smoking cessation. A total of 86 people participated in the fat loss and weight loss program, and 5 people participated in smoking cessation activity. The response was enthusiastic. In addition, six health promotion lectures were held, covering topics such as nutrition, stress management, and exercise health to help employees develop healthy living habits.

Wuxi Factory

In response to International Women's Day on March 8, we invited professional doctors from our partner hospitals to the factory to provide health consultation services to all female employees, enhancing women’s health awareness and self-care abilities. A total of 20 people participated.

Xi'an Factory

We invited medical experts to hold health knowledge lectures and planned activities such as the employee health management camp to encourage employees to take the initiative to manage their own health and gradually establish a healthy and independent work culture. A total of 1 session was held in 2024, with a total of 152 people participating.

Occupational accident statistics

Occupational injury

Global Tek Group reduces the incidence of occupational injuries through continuous education and training, publicity and the establishment of preventive measures. Possible causes of occupational injury incidents include injuries due to improper equipment operation, vehicle-pedestrian collisions, equipment electric shock injuries, chemical hazards, etc. In 2024, there were a total of 10 recordable occupational injuries in Global Tek Group (5 in Taiwan, 1 in Wuxi, and 4 in AvioCast). These have been properly handled, actions have been taken to prevent recurrence, and injured employees have been assisted in receiving relevant medical treatment. No occupational injury incidents involving non-employee workers occurred in 2024. In addition, to prevent future occupational injuries, we further investigated the causes of the incidents and implemented improvements, such as replacing protective gear, promoting safe operation practices, improving signage, and replacing seating equipment. These have all been inspected daily by team members.

Occupational injury content and improvement measures for each factory in 2024

Factory area	Type of injury	Incident content	Improvement actions
Taiwan Factory	Equipment/site damage, injury from improper operation	■ In 2024, a total of 5 work-related injuries occurred (March 8, July 26, October 16, October 24, and October 27). Three of these injuries were minor and did not result in a loss of working time, and the other 2 were due to slippery road conditions and a burn during the production process—each resulting in 1 day of lost working time.	We conducted education and promotion, improved signage, formulated new safe operating standards, and improved equipment to improve the working environment and enhance the safety awareness of our employees.
Wuxi Factory	Injury at site	■ On July 9, 2024, an employee fell in the office during lunch break, but no working hours were lost.	Conducted inspections and assessments of office safety, placed first aid kits and medicines in the office, and identified first aid personnel.
AvioCast	Equipment/site damage, injury from improper operation	■ In 2024, a total of 4 work-related injuries occurred (March 21, August 22, November 12, and December 10). Three were pinching injuries, resulting in a total of 5 days of lost working time, and the other was bone fracture from a fall, resulting in 26 days of lost working time.	■ We have announced the "Occupational Safety and Health Policy" and created a small card for easy carrying on employee identification cards. ■ 8 sessions of education and training on accident response and related operating procedures were held, with a total of 174 participants.

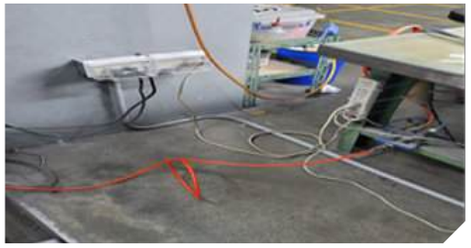
Corrective and Preventive Measures - Improving Electrical Safety

1 Before and after using the workbench, use an air blaster to blow the work area to minimize dust covering electrical appliances and desktops.

2 Arrange the power cord immediately and avoid operating in humid environment.

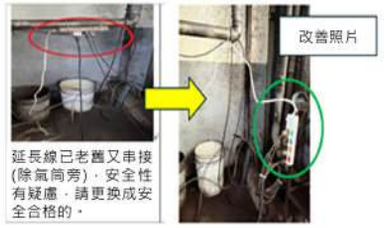
3 The power cords of drilling machines in the traditional machining area were exposed, but safety sockets have been added.

4 All power supplies in areas containing dust/ water/oil pollution on site must be covered.



5 The old power extension cord in the rice steaming room got a new socket.

6 The power extension cord was replaced with a certified safety socket with a single switch to prevent hazards.



Corrective and Preventive Measures - Improvement of Unsafe Conditions

- Safety information is placed in the work area.
- Post notices indicating no smoking areas.
- The oil product area is labeled as Class I hazardous material, and protective gloves, aprons, activated carbon masks, and goggles must be worn during operations.
- Spill prevention equipment was installed in the storage area.

Photos after the improvements were taken, and the changes were communicated to operational staff through education and training.

- The placement of forklifts was adjusted; yellow guardrails were replaced with pallets to prevent collision hazards, and a supplementary forklift safety training record form was added.

- Sheet metal construction was replaced.
- The fan was de-rusted, repainted, and fitted with protective grille.
- The overhead crane was confirmed to have no structural issues and the case has been cleared.
- The sockets have been updated.
- The 220V socket has been removed.

Occupational disease

Occupational hazards in production plants include high temperature and noise operations, ionizing radiation, metal grinding dust, and the health effects of chemicals, such as reproductive health damage, mucosal damage, and respiratory problems. In order to reduce risks, the Company regularly conducts work environment measurements to monitor the concentration of hazardous factors to keep them within the allowable range, and adopts health classification management to ensure that employees' exposure is within safety standards.

By implementing a workspace rotation system for employees, we reduce the risk of prolonged exposure to specific hazardous environments and provide protective equipment such as dust masks and earplugs. In addition, we regularly arrange health checks for employees and conduct occupational disease screening for high-risk employees. Through safety education and occupational health management plans, we enhance employee awareness of protection, ensure a safe working environment, and protect the health of employees. In 2024, no occupational diseases or suspected occupational diseases occurred among employees and non-employee workers in all Global Tek factories.

Due to the existing space configuration and equipment in the factory, improving noise levels is difficult. Although each factory provides employees with earplugs for protection, if employees do not wear the protective equipment or wear it incorrectly, they cannot completely isolate the noise damage. Therefore, every year, employees still experience deterioration in their hearing during special noise health examinations. The Company has classified this as high-risk control and continuously tracks the health examination status of employees.

Statistics of occupational injuries and diseases in 2024

Factory/Site		Taiwan	Wuxi	Xi'an	AvioCast	Total
Total working hours (hours)		815,912	723,392	237,171	471,168	2,247,643
Occupational injury	Number of general occupational injuries (within 180 lost working days) (number of cases)	5	1	0	4	10
	Number of serious occupational injuries (more than 180 lost working days) (number of cases)	0	0	0	0	0
	Recordable injuries (number of cases)	5	1	0	4	10
	Deaths from occupational injuries (number of people)	0	0	0	0	0
	Loss of working hours (number of days) Note 1	2	19	0	31	52
	Severe occupational injury rate (%) Note 2	0	0	0	0	0
	Recordable occupational injury rate (%) Note 3	6.13	1.38	0	8.49	0.89
	Death rate caused by occupational injuries (%) Note 4	0	0	0	0	0
Occupational disease	Occupational diseases (number of cases)	0	0	0	0	0
	Deaths from occupational diseases (number of people)	0	0	0	0	0
	Death rate caused by occupational diseases (%) Note 5	0	0	0	0	0
	Number of recordable occupational diseases	0	0	0	0	0

Note

1. The total number of lost days after all injuries occurred in a single case, calculated from the date of injury or death. The number of days that the injured person is temporarily (or permanently) unable to return to work does not include the day of injury and the day of return to work, but should include the days that have passed in between (including Sundays, holidays or days when the business unit is closed) and any days of inability to work after returning to work due to the disaster.
2. Severe occupational injury ratio = [Number of severe occupational injuries (excluding fatalities) × 1 million working hours] / Total working hours.
3. Recordable occupational injury ratio = (Number of recordable occupational injuries × 1 million working hours) / Total working hours.
4. Rate of fatalities due to occupational injuries = (Number of deaths from occupational injuries × 1 million working hours) / Total working hours.
5. Rate of fatalities due to occupational diseases = (Number of deaths from occupational diseases x 1 million working hours) / Total working hours.
6. The above occupational injury and occupational disease statistics include data from AvioCast Inc. and Tongchuan Plant of Xi'an Plant of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd.

4.4 Human Rights Protection

The Company respects labor human rights, such as freedom of association, the right to collective bargaining, care for disadvantaged groups, prohibition of child labor, elimination of all forms of forced labor, and elimination of discrimination in hiring and employment. The Company also ensures that its human resources policies do not discriminate based on gender, race, socioeconomic class, age, marital or family status, and implements equality and fairness in employment, employment conditions, remuneration, benefits, training, evaluation, and promotion opportunities. In 2024, there was no incident of discrimination.

Human rights management

We strictly abide by the labor laws and regulations of each location where we operate, and draw upon the principles and spirit of international human rights standards such as the United Nations Universal Declaration of Human Rights to formulate "Human Rights and Employee Policy". We respect the human rights of our current employees and supply chain partners, and foster a dignified working environment. This policy covers all employees, subsidiaries, business partners, suppliers, and contractors of Global Tek Group, conveying global Tek's emphasis on global human rights. It hopes to continuously improve the management of human rights issues through the efforts of all partners and contribute to international human rights. The content of this policy is published on our website at the same time.

We regularly review our activities by focusing on major social issues, participating in labor conditions and salary surveys, and conducting employee satisfaction surveys to assess and identify potential risks, continuously monitor, and enhance and improve the management of human rights issues. We attach particular importance to the following issues and specific actions:

Human rights issues	Specific management methods/measures	Implementation status in 2024
Elimination of unlawful discrimination Ensure equal job opportunities	■ Investigate the Company's employees.	No such situation occurred in 2024.
No child labor	■ Candidates are required to compare their identity information during the application, interview, and reporting stages.	No such situation occurred in 2024.
No forced labor	■ Control working hours through a system in accordance with government regulations. ■ Encourage employees to take time off during off-peak hours to adjust their body and mind. ■ We organize labor-management meetings at least once a quarter to provide a two-way communication channel, ensure the rights and interests of both parties, and strive to build a harmonious workplace environment for labor-employment relations.	No such situation occurred in 2024.
Personal data protection	■ Establish a secure information management mechanism and regularly check personal data to control data access and prevent leakage.	Everything is proceeding according to the work plan without any unusual incidents.
Freedom of employment and association	■ Employees have the right to resign or terminate their employment freely, and the freedom of association of all employees is respected without any punishment, retaliation or any adverse consequences.	There were no abnormal incidents.
Employee development	■ Introduce online courses on corporate culture, business management, and engineering quality, which can be learned in a timely manner using mobile phones.	In 2024, all group managers at the management level and above were introduced to the "EMBA-Our Academy" online course once a month to enhance their management skills. They also took part in reading clubs to supplement the course.
Smooth complaint channel	■ Employees who encounter various problems within the Company may file a complaint with the human resources or occupational safety department through the Company's complaint channel. In addition, there is a dedicated complaint mailbox and email specifically for cases of sexual harassment. During the complaint investigation, the Company adopts a confidential approach, and does not disclose the name or other relevant information that can be used to identify the complainant.	In 2024, a foreign worker filed a complaint regarding underpayment of overtime pay, resulting in a fine of NT$50,000 by the Labor Bureau. Communication and improvement efforts have been made with the employee's supervisor, and the case was closed after review by the competent authority in February 2025. There were no other major incidents. In addition, the complaint mailbox received only one external invitation to participate in a seminar, and no other complaints or reports of employees violating ethical integrity or infringing labor human rights were reported.

Due diligence on human rights

Global Tek refers to international human rights conventions, relevant guidelines, and human rights due diligence reports issued by benchmark companies. After summarizing relevant human rights risk issues, it assesses such issues that may occur in the value chain and incorporates them into human rights risk assessment process. This year, we conducted a human rights due diligence investigation on internal employees through online questionnaires. No human rights issues with medium risk or above were identified in 2024, and the Company will continue to implement preventive and mitigation measures for risk management of human rights.

In order to improve risk management functions, the Company's risk management mechanism is implemented through a process that includes risk identification, assessment, determination, development of solutions or prevention methods, control, supervision, and preparation of risk management reports to clearly understand the risk level of each risk item. The Company's risk management operations shall be reported at least twice annually by the Chief Risk Manager or his/her designated authorized agent to the Sustainability Development and Risk Management Committee. The Sustainability Development and Risk Management Committee shall report to the Board of Directors on a timely basis.

Human rights due diligence process:

STEP 01

Important issues

- A list of human rights risk issues is compiled with reference to international human rights conventions, relevant guidelines, and human rights due diligence reports issued by benchmark companies.

STEP 02

Re-examining of relevant rules and regulations

- Review the Company's corporate governance or human resources related regulations.
- Departments conduct their own assessments.
- Interviews with employees.

STEP 03

Identify high-risk human rights issues

- We distributed online questionnaires to investigate human rights risk issues of concern to internal employees, and identified risk levels based on "likelihood of occurrence" and "severity".
- In 2024, a foreign worker filed a complaint regarding underpayment of overtime pay, resulting in a fine of NT$50,000 by the Labor Bureau.

STEP 04

Personal handling review (including countermeasures and remedial measures)

- We develop solutions or prevention methods for various human rights issues based on different risk levels, and continuously conduct control and supervision.
- Regarding the under-calculation of overtime pay for employees, we have improved the calculation method and strengthened publicity to protect the rights and interests of employees.

Human rights due diligence results in 2024

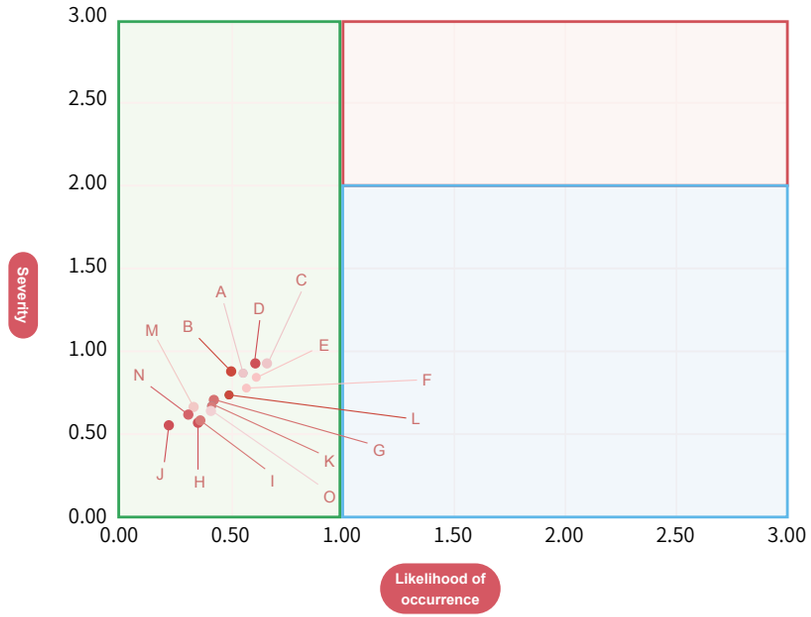
Item	Sorting	Content	Value at risk
C	1	Guarantee of working and labor conditions	0.62
D	2	Right to health (1) - Providing occupational safety education and training	0.59
E	3	Right to health (2) - Measures to protect health	0.52
A	4	Privacy protection	0.49
F	5	Freedom of speech and expression (1) - Providing channels for speech and expression	0.45
B	6	Personal freedom and security	0.45
L	7	No discrimination (2) - Promotion	0.38
G	8	Freedom of speech and expression (2) - Protecting freedom of speech and expression	0.31
K	9	No discrimination (1) - Recruitment	0.30
O	10	Right to family life (2) - No infringement upon the right to family life	0.29
M	11	Forced labor	0.22
I	12	Freedom of assembly and association (2) - Protection of freedom of assembly and association	0.22
H	13	Freedom of assembly and association (1) - Establishment of a collective bargaining mechanism	0.21
N	14	Right to family life (1) - Providing support and benefits for raising children	0.20
J	15	Child protection	0.13

High risk
Likelihood of occurrence is greater than 1 point and severity is greater than 2 points

Medium risk
Likelihood of occurrence is greater than 1 point and severity is less than 2 points

Low risk
The probability of occurrence is less than 1 point

Human rights risks



Human rights education and training

Regarding human rights issues such as workplace infringement, personal information protection laws, business integrity and ethical behavior, Global Tek Group conducts annual publicity and education training, and utilizes human rights due diligence processes through self-assessment forms, audits, regular evaluations and other tools to assess human rights risks. In 2024, all companies conducted promotional activities through physical or online courses, covering topics such as workplace infringement, personal information protection laws, business integrity, anti-corruption, and ethical behavior. Course materials will also be translated into the native languages of foreign workers to ensure that they can fully understand the promotional content. In 2024, the Group conducted 1,297 promotional activities for a total of 2,594 hours; in addition, it held promotional meetings on the prevention of insider trading, totaling 17 people/17 hours. In addition, starting from 2022, we have published ESG e-newsletters on a monthly basis, combining the United Nations Sustainable Development Goals (SDGs), such as Goal 5: Gender Equality, Goal 10: Reduce Inequalities, and Goal 16: Institutions for Justice and Peace, for sharing with all employees. A total of 36 issues have been published to continuously strengthen the human rights awareness of all employees, establish a common culture of sustainability, and organize ESG interactive Q&A activities from time to time, hoping to gradually enhance senior executives' awareness and participation in human rights-related matters.

4.5 Co-prosperity in society

In order to fulfill corporate social responsibility, promote economic, environmental, and social progress, and achieve the goal of sustainable development, in accordance with the "Code of Practice for Sustainable Development of Listed Companies", while pursuing sustainable operations and profitability, all companies in Global Tek Group attach importance to environmental, social, and corporate governance, and pay attention to the rights and interests of other stakeholders, incorporating these into corporate management policies and operational activities.

In terms of taking care of local residents, the Company communicates with local residents on an irregular basis to exchange views on community welfare issues such as environmental protection, living quality, and health promotion, in order to reach a consensus on maintaining local environmental quality while taking into account community prosperity. In 2024, we assessed and adopted Touzhou Charm Park, where our Taiwan Plant is located, to contribute to the local community.

Global Tek upholds the responsibility of "corporate citizenship" and actively deepens its care for local communities. In its operational activities, it is committed to reducing actual or potential negative impacts on local communities, hoping to create far-reaching and lasting positive impacts. In 2024, Global Tek Group spent a total of NT$552,882 on social welfare.

In 2024, Taiwan Plant participated in social welfare activities

Name of activity	SDGs	Action plan
Yushan Project × Parents' Workplace Experience Program of Global Tek		As one of the sponsors of Carnegie's "Yushan Project", we provide workplace experience opportunities for high school students from disadvantaged families and children of employees in Taoyuan high schools, helping them find opportunities for transformation and growth. During the event, we ordered refreshments from Eden Social Welfare Foundation-Bakery Cafe to promote employment and economic growth.
Donation to Taoyuan City Chensenmei Social Welfare Foundation		We donated to disadvantaged groups and continued to invite children with intellectual disabilities to perform at Global Tek's year-end party every year, doing what we can to help.
Global Tek Tree Planting for Loving the Earth - Northern, Central, and Southern Campus Tree Planting Program		In 2024, we travelled to five schools in northern, central and southern Taiwan and worked with teachers, students, volunteers and parents to carry out tree planting activities to help with ecological restoration, planting 1,615 saplings of native Taiwanese species throughout the event.
Supported the 2024 Taoyuan Xinwu Fish and Rice Country Marathon with actions		Global Tek cares about local new housing activities and sponsored the Taoyuan Xinwu Fish and Rice Country Marathon with NT$100,000. In collaboration with employees, we support community development through practical actions. On October 6, 2024, senior executives personally led more than 100 employees and their families to enthusiastically participate in the event, contributing to the achievement of the United Nations Sustainable Development Goals.

In 2024, Wuxi Plant participated in social welfare activities

Name of activity	SDGs	Action plan
Donation activity for Xishan District Special Education School on Children's Day		We visited special local schools in Xishan District, gained a deeper understanding of their current situation and the difficulties they face, and donated supplies to express our sympathy and care.
Participated in the summer parent-child baking DIY event in Xishan District		We provide a warm interactive platform for employees and their families, strengthening parent-child relationships, and promoting work-life balance.
Participated in the 2nd Wuxi Corporate Sports Games		We actively participate in local corporate sporting events to promote the health of employees and strengthen team cohesion. At the same time, these events strengthen interaction and cooperation between companies, enhance corporate image, and bring many positive impacts to the Company's long-term development.
Participated in the Xishan District Marathon event		Participated in the district-level marathon held in Xishan District, where Wuxi Plant is located. The 5km mini-marathon was my first attempt. It helped me improve my physical fitness while cultivating willpower and self-discipline.

Social welfare activities at Xi'an Plant in 2024

Name of activity	SDGs	Action plan
Low-carbon and environmentally friendly activities		We invited employees to participate in public welfare activity on the streets, cleaning up approximately 1 kilogram of cigarette butts. This was a practical action to call on citizens to raise their awareness of fire prevention and environmental protection, and to jointly create a clean and safe living environment.
Offer a piece of love Uplift a share of hope		Employees and their families are invited to participate in Children's Village donation drive. By purchasing daily necessities, producing promotional banners and corporate donation signs, we show our concern for under-privileged children through concrete actions. We hope this will serve as a catalyst to raise awareness of children's welfare and maximize the benefits of our love.
ESG environmental protection promotion of Global Tek		We invite employees to participate in the production of banners and brochures and give away eco-friendly bags, encouraging low-carbon travel, environmental protection, and creating a better community together.
Participation in local nursing home donation activities.		We invite employees to participate in the production of promotional banners and donate daily necessities to care for the elderly through practical actions, setting an example and improving social welfare.

Chapter 5
Environment and Climate

5.1 Climate Change Response (TCFD) 105

5.2 Energy Management 115

5.3 Water Resource Management 119

5.4 Waste management 121

5.5 Air Pollution Prevention 128

5.1 Climate Change Response (TCFD)

Faced with extreme weather, rising awareness of environmental protection, energy conservation, safety, health, and conservation, Global Tek closely monitors global climate change trends and international response directions, incorporating climate change into material topic of corporate sustainable development and one of the key major risk projects. We continuously conduct analysis and control, and are committed to greenhouse gas adaptation and mitigation. In its 2024 report, Global Tek referred to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and established a climate change governance framework based on its four core elements of climate-related financial information disclosure: governance, strategy, risk management, and indicators and targets. It identified significant risks and opportunities that may affect operations, proposed relevant response strategies, and set climate-related indicators and targets for sustainable management.

Governance

The Sustainability Development and Risk Management Committee of Global Tek is the highest organization for climate change management. It is chaired by independent director and has Risk Management Promotion Committee, which is led by the Group General Manager. The committee evaluates the Company's climate change strategy and goals, examines climate change risks and opportunities, reviews implementation status and discusses future plans. It reports to the Sustainability Development and Risk Management Committee twice a year, and the Sustainability Development and Risk Management Committee reports to the Board of Directors in a timely manner.

In 2024, the Sustainability Development and Risk Management Committee held two meetings, with a 100% attendance rate among members. Global Tek's Board of Directors regularly listens to various business reports from the management team, including operational reports, greenhouse gas inventory reports, and ESG-related reports. Management must propose the Company's operating strategies to the Board of Directors, which must evaluate the feasibility of these strategies, review their progress, and urge the management team to make adjustments when necessary. In 2024, the Company reported to the Board of Directors twice on the implementation results of sustainable development and future work plans. The contents of the proposal include:

1. Promotion of sustainability projects
2. Implementation status of each Sustainable Development Promotion Team
3. Achievements of employees' participation in public welfare activities in 2024
4. Risk management and response in 2025
5. TCFD Financial impact of climate-related risks

Attendance rate of the Sustainable Development and Risk Management Committee

100%

Strategy

To cope with the climate crisis brought about by global warming, companies must invest more resources to deal with extreme weather events and adjust their energy usage patterns. At the same time, companies need to review the economic useful life of their assets every year. If regulations shift to more environmentally friendly assets, the economic life of fixed assets may be shortened, leading to higher operating costs, lower asset values and increased capital expenditures. Currently, Global Tek has not yet established internal carbon pricing, but in the future it will combine energy management results with operational performance indicators to effectively achieve reduction targets.

Based on the climate change risks and opportunities identified in 2023, Global Tek's Risk Management Promotion Committee consolidated 11 climate change risk issues and 4 climate change opportunity issues, which served as the assessment form for company executives in identifying corporate climate change risks/opportunities for 2025. In accordance with the Company's "Risk Management Policies and Procedures" and with reference to the Financial Stability Board's TCFD framework, a matrix analysis and assessment were conducted from two dimensions, namely likelihood of occurrence and level of impact. Based on the analysis results, out of 10 possible climate change risk issues in 2024, five items were identified as important climate change risk issues for Global Tek: changes in customer requirements, carbon fees/carbon taxes, climate change-related regulations, power instability caused by climate change, and corporate reputation; and out of four possible climate opportunity issues, one item was identified as a key climate change opportunity issue for Global Tek: changes in market trends.

Identification of climate-related risks and opportunities

STEP1
Collection of climate risk and opportunity topics

Actively research global climate change trends and industry-related issues, covering climate change, policies and regulations, market trends, and technological development, which may have an impact on Global Tek's business and finances. Comprehensively identify, evaluate and determine various risks, understand risk levels, propose solutions or preventive measures based on analysis results, establish effective monitoring mechanisms, and ultimately prepare risk management reports to ensure proper management and response to risks.

STEP2
Identification of physical and transition risks and opportunities

Through discussions with various units, we summarized the climate risks and opportunities that may affect operations and designed a climate change risk assessment questionnaire. The specific impacts of these climate trends on the business are then assessed, focusing on risks to physical assets, supply chains, operations and market positions, as well as potential transition opportunities.

STEP3
Analyzing financial impacts

Disclose and describe understanding of and responses for climate change-related risks and opportunities in accordance with the TCFD guidelines.

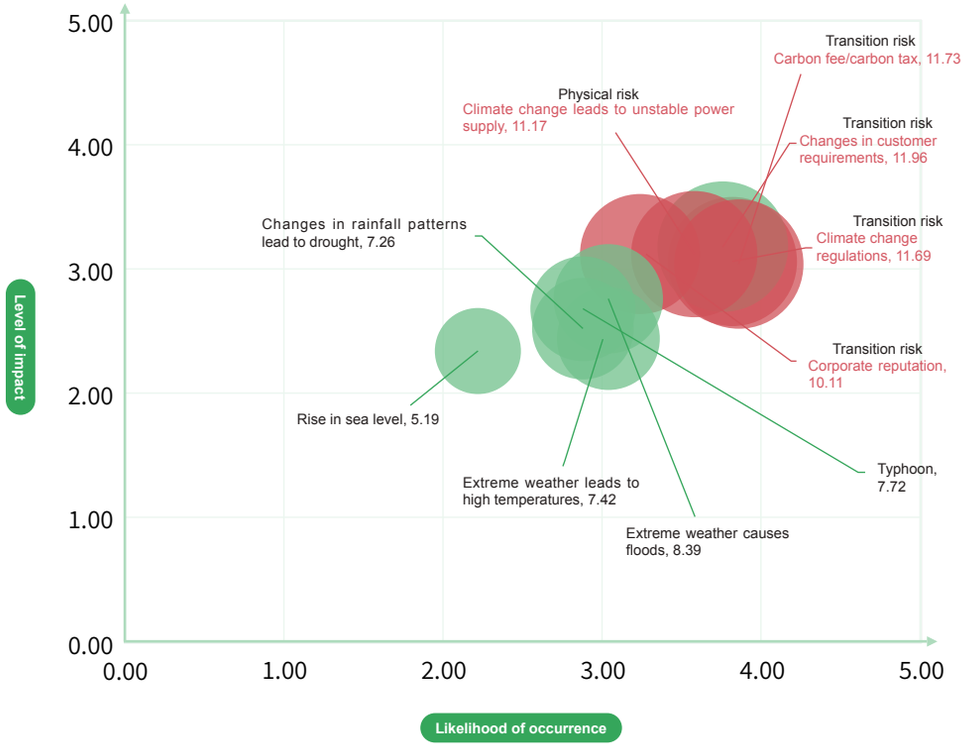
This includes disclosing the financial impacts faced by Global Tek, risk management strategies and objectives, as well as risk and opportunity forecasts within different time frames. Financial disclosures can enhance transparency and stakeholder understanding of Global Tek's climate risk management.

STEP4
Formulate countermeasures

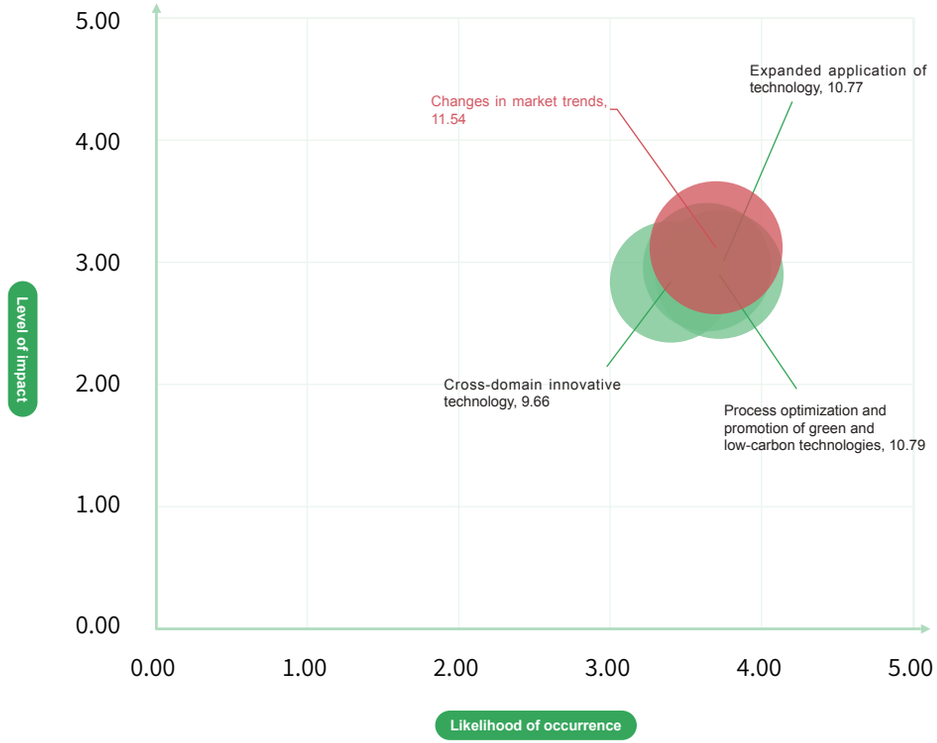
Identify and assess the impact of risks and climate change opportunities based on the likelihood and impact of risks, and determine the risk level and response measures accordingly. For key risks and opportunities, we develop action plans, continuously track implementation progress, and regularly review and evaluate their management effectiveness to ensure adjustments are made when necessary to effectively address risks and fully utilize opportunities, thereby promoting the Company's long-term sustainable development in climate action.

Identification of climate-related risks and opportunities

Climate change risk matrix



Climate change opportunity matrix



Transition risk

Risk aspects	Risk events and descriptions	Occurrence period, likelihood and impact	Potential financial impact	Annual action plan/response measures
Policies and regulations	■ Climate change regulations Policies and regulations that promote climate change adaptation, such as the implementation of carbon pricing mechanisms to reduce greenhouse gas emissions, indoor air quality, electricity conservation standards, and improved water efficiency, may increase operating costs of business.	Occurrence period: long term Likelihood of occurrence: medium Impact level: medium to high	■ Increased operating costs: The price of traditional electricity supply has increased. ■ The costs needed to remain in compliance with the requirements of the competent authorities has led to increased costs. ■ Fines or damage to business reputation resulting from inadvertent violation of relevant laws. ■ Increase the proportion of renewable energy used in production facilities on both sides of the Taiwan Strait. ■ Investment costs for energy-saving equipment.	■ Using the “ISO 14064-1 Organizational Greenhouse Gas Inventory” system, we assess the organization’s greenhouse gas emissions and hotspots, and plan and implement reduction plans. In 2024, the total greenhouse gas emissions from Taiwan, Wuxi and Xi’an plants were reduced by 7% compared to the base year greenhouse gas emissions in 2022. ■ Optimizing energy use and improving energy efficiency by 2024: Taiwan Plant invested NT$2,250 thousand in energy-saving equipment to optimize energy management; Wuxi Plant invested RMB 443 thousand in real-time energy monitoring system and AI-powered air compressor control; and Xi’an Plant invested RMB 95 thousand in installing automatic power-saving switches on production lines and public areas. This resulted in an 8% reduction in Scope 2 indirect greenhouse gas emissions (electricity) compared to the base year of 2022. ■ The “ISO 50001 Energy Management System” project is expected to be launched in Q4 2025 to review current energy usage and improve energy efficiency.
	■ Carbon fee/carbon tax Implementation of carbon tax/fee policies at home and abroad.	Occurrence period: short term Likelihood of occurrence: medium Impact level: medium to high	■ Increased operating costs	■ Evaluate the possibility of purchasing green electricity certificates.
Reputation	■ Corporate reputation 1. Poor sustainability execution results will affect the Company's reputation, leading to loss of customers and business, and affecting orders and revenue. 2. To stakeholders, such as customers, competent authorities, investors, banks, suppliers, employees, etc., climate change issues of concern are to be actively addressed in a timely manner to avoid affecting the Company’s image and reputation.	Occurrence period: mid-term Likelihood of occurrence: medium Impact level: medium	■ The market value has declined, investors’ willingness to invest has decreased, and it has become difficult to raise funds in the market. ■ Banks charge different credit costs based on the performance of enterprises on sustainability issues, which increases the cost of capital.	■ We initiated the "ISO 14064-1 Organizational Greenhouse Gas Inventory" and "ISO 14067 Product Carbon Footprint" projects ahead of schedule, and through the early submission of sustainability reports, we built internal consensus and established positive corporate image externally. The 2023 Chinese and English versions of the sustainability report were submitted on August 16 and November 13, 2024, respectively, and announced on the website of Global Tek. ■ Through the Company’s website and sustainability report, stakeholders can better understand Global Tek’s actions.

Risk aspects	Risk events and descriptions	Occurrence period, likelihood and impact	Potential financial impact	Annual action plan/response measures
Market	■ Changes in customer requirements In order to meet customer needs, profits are squeezed and costs increase.	Occurrence period: short term Likelihood of occurrence: medium Impact level: medium to high	■ The decline in corporate competitiveness and customer loss led to a decline in revenue. ■ increased capital expenditure.	■ Starting from 2023, briefing sessions on the EU Carbon Border Adjustment Mechanism (CBAM) will be held, inviting external consultants and accountants to the factory to explain the CBAM operating mechanism and response measures to provide customers with relevant carbon emissions information. A total of 115 people have participated in the courses. ■ In order to gain a deeper understanding of product carbon emissions and effectively reduce them, the Company introduced the "ISO 14067 Product Carbon Footprint" project in August 2024 and plans to implement third-party verification in August 2025. ■ Strengthen risk management and contingency plans: Conduct risk assessment and identification to achieve preventive measures and ensure rapid response in times of crisis. ■ Adjust product or service design: Adjust products based on customer demand for environmental protection or sustainable development, such as using renewable resources, reducing carbon emissions or providing carbon neutral options, to meet market demand and reduce environmental impact.

Physical risk

Risk aspects	Risk events and descriptions	Occurrence period, likelihood and impact	Potential financial impact	Annual action plan/response measures
Immediacy	■ Climate change leads to unstable electricity Abnormal weather conditions lead to high electricity demand from businesses, and peak summer electricity consumption may cause power outages. Instantaneous power voltage drops increase the probability of production equipment tripping, which may affect operations and production.	Occurrence period: short term Likelihood of occurrence: medium Impact level: medium to high	■ Increased operating costs. ■ increased capital expenditure.	■ Adopt low-carbon or renewable energy: In 2024, Wuxi Plant expanded its solar power generation capacity, resulting in the total annual solar green electricity usage of 1,362,445 kWh, with cumulative reduction of CO2e emissions by 776.6 metric tons. ■ Install Uninterruptible Power Supply (UPS) system in the factory and conduct regular inspections to activate it in case of power instability or shutdown. ■ Actively promote suitable energy-saving projects based on the locations of different factories. ■ Conduct energy-saving diagnosis on major processes, power systems, and key technical equipment.

Scenario analysis

It has been identified that extreme weather events (such as typhoons, droughts and heavy rainfall) may cause damage to the Company's factory equipment and logistics and transportation difficulties, thereby affecting operations. We regularly review the impact of climate-related physical risks on our operations. We begin by analyzing our operations in Taiwan and mainland China. We then reference the climate-related physical risk database, which includes national meteorological observations, climate scenarios (such as the IPCC SSP1-2.6 low emissions and SSP5-8.5 very high emissions scenarios), and disaster risks to assess the likelihood and impact of risks. Finally, according to the analysis results, the risks are divided into five levels (from low to high). In 2024, Global Tek identified the risk of flooding as low to medium risk and conducted assessments of its factories in Taiwan and mainland China, incorporating it into future climate adaptation strategies to ensure stable operations when extreme weather events occur.

Under the SSP5-8.5 scenario, Taiwan's operating sites face the risk of heavy rainfall during the plum rain season and through typhoons every year, and extreme weather may cause damage to production equipment. According to the assessment, Taiwan Plant located in Xinwu, Taoyuan, is in a low-medium to medium-risk area. In mainland China, two operating sites are estimated to have low flooding risks based on water resource pressure. They are located in Xi'an and Wuxi, etc. Although these sites are in low-risk areas, they are still regularly evaluated and adjusted according to the following relevant adaptation measures. Over time, flooding can lead to operational disruption and asset loss. In order to reduce disaster losses and operational risks, regular adjustments and monitoring will continue to be carried out to enhance operational resilience of the factory.

The following is a scenario analysis of flooding at Xinwu Plant in Taiwan Plant:

Source of scenario	Scenario description	Key parameters
IPCC	SSP1-2.6	Precipitation caused by extreme weather
	Low emission scenario	**Impact content** Operational disruption and asset impairment caused by flooding
	The world is striving towards sustainable development goals. Although there has been progress, the pace is slow and there are still challenges in achieving climate emission reductions.	**Risk level** Level 2 (medium-low risk)

Adaptive measures

- Equipment protection and inspection
  - Equipment waterproofing: Provide simple waterproofing protection for equipment that may be affected by water accumulation (such as electrical equipment, control systems, etc.). Waterproof covers and coverings can be used to prevent equipment failure caused by short-term water accumulation.
  - Shut down equipment promptly: Temporarily shut down unnecessary or non-pertinent equipment to avoid short-term failure or damage due to water ingress.
- Drainage system startup and monitoring
  - Activate drainage system in the factory, keep the drainage pipes unobstructed, and remove accumulated water in time.
  - Use a water level monitoring system to monitor water level changes and immediately activate drainage system when water level approaches the danger zone.
- Adjustment of business plan
  - If flooding cannot be avoided in the short term, adjust production plan according to the situation and delay or suspend certain production processes to reduce the risk of equipment damage.
- Asset protection and inspection
  - Regularly check the location of high-value equipment (such as machinery and instruments) and move equipment that is susceptible to flooding to higher locations.
  - Prepare emergency waterproofing devices for critical equipment and facilities to avoid damage caused by floods in the short term.
- Safety and evacuation guidelines for employees
  - Provide simple safety instructions to employees to ensure they can quickly evacuate to safe areas when flooding occurs.
  - Ensure evacuation routes are clear to prevent disruption and delay caused by flooding.

Note

1. Based on the Intergovernmental Panel on Climate Change (IPCC) Sixth Scientific Assessment Report, 2021.
2. With reference to the NCDR climate change disaster atlas analysis, the risk level is graded from one to five (low to high).

Source of scenario	Scenario description	Key parameters
IPCC	SSP5-8.5	Precipitation caused by extreme weather
	Very high emissions scenario	**Impact content**
		Operational disruption and asset impairment caused by flooding
	The world lacks effective climate policies and continues to rely heavily on fossil fuels, resulting in extremely high greenhouse gas emissions and increasing the risk of climate change.	**Risk level**
		Level 3 (medium risk)

Adaptive measures

- Fully activate waterproofing facilities and strengthen equipment protection
  - Relocation of high-value equipment: Emergency relocation of all vulnerable high-value equipment to higher floors or reinforced areas.
  - Shut down unnecessary equipment: When widespread flooding is predicted, immediately deactivate unnecessary equipment to reduce the risk of equipment being damaged during a disaster.
- Strengthen the drainage system and external support
  - Activate a large number of drainage equipment: Activate large-scale drainage equipment such as pumping stations to carry out large-scale drainage, keep the factory area dry, and reduce the long-term impact of floods on equipment and buildings.
  - External support and collaboration: If internal drainage capacity is insufficient, it is necessary to collaborate with local governments and emergency rescue agencies to seek more drainage equipment and support.
- Emergency shutdown and disaster prevention emergency response
  - When flooding is severe enough to threaten the safety of equipment and employees, production will be stopped immediately and emergency shutdown procedures will be implemented.
  - Evacuate all employees: Initiate a comprehensive evacuation procedure and guide all employees to a designated safe area to prevent them from being threatened by floods.
- Asset impairment management and emergency loss control
  - Post-disaster damage assessment: Immediately after a flood, conduct a comprehensive asset damage assessment, catalog damaged equipment, and work with insurance companies to settle loss claims.
  - Asset repair and replacement: Based on the damage, quickly initiate the equipment repair or replacement process to ensure that production can be resumed as soon as possible after the disaster.
- Post-disaster recovery and restoration plans
  - In response to the long-term damage caused by the flood, a detailed resumption plan was formulated to gradually resume production. The focus is on comprehensive inspections of production lines, equipment, and facilities to ensure that all assets are operating normally.
  - Subsequent damage prevention: Conduct preventive inspections of all assets after the disaster to prevent similar incidents from happening again and strengthen equipment maintenance management.

Note

1. Based on the Intergovernmental Panel on Climate Change (IPCC) Sixth Scientific Assessment Report, 2021.
2. With reference to the NCDR climate change disaster atlas analysis, the risk level is graded from one to five (low to high).

Opportunity

Opportunities

Products and services

Opportunities and descriptions

- Changes in market trends

Under the trend of low-carbon transformation, the market demand for energy-efficient products and corporate climate resilience is increasing. Early deployment of high-efficiency process technology can gain competitive advantages and thereby increase operating income.

Likelihood of occurrence and degree of impact

Occurrence period: short term

Likelihood of occurrence: medium to high

Impact level: medium

Potential financial impact

- Increase the added value of products.
- Goodwill enhancement.
- Strengthen partnerships with international customers.
- Obtain more customer orders and increase revenue.

Annual action plan/response measures

- Changes in product mix will accelerate the positive development of overall supply chain.
- Enhance the Company's reputation.
- Improve order stability and reduce revenue fluctuations.

Risk and management

As attention to climate-related regulations and issues increases, climate change has become an important issue in Global Tek's risk management policy. The identification and assessment process uses the two dimensions of likelihood of occurrence and impact to identify risk values, determine risk levels, and assess the impact of risks on the Company over the expected period. Risk management is carried out through three major processes: "Risk Identification and Analysis", "Risk Assessment and Response", and "Risk Monitoring and Communication", aiming to enhance resilience. The management team will formulate countermeasures or preventive measures for high-risk issues and continuously monitor and control them annually.

Phase 1

Risk identification and analysis

- Analyze the "probability value" (P) and "impact value" (I) of risks

Phase 2

Risk assessment and response

- Determine the priority of risk issues based on risk level
- Formulate countermeasures for high-risk issues

Phase 3

Risk monitoring and communication

- The Risk Management Promotion Committee supervises implementation and reports annually to the Sustainability Development and Risk Management Committee. The Sustainability Development and Risk Management Committee reports to the Board of Directors in a timely manner.

Indicators and targets

Global Tek continues to follow the ISO 14064-1 standard and the Financial Supervisory Commission's "Sustainable Development Roadmap Promotion Schedule (2023-2029)" to conduct greenhouse gas inventories and third-party verification operations to understand the greenhouse gas emissions of each factory. According to the carbon reduction roadmap announced by the Executive Yuan at the end of 2022, specific reduction targets have been set: by 2025, Scope 1 and 2 greenhouse gas emissions will be reduced by 10% compared to the base year of 2022, and another 15% reduction is planned by 2030 for a cumulative carbon reduction of 25%. In order to improve energy efficiency, we are also actively promoting energy improvement measures, such as continuously monitoring energy usage, replacing high energy-consuming equipment, and setting remote automatic start and shut-down times for equipment to save energy during holidays. In terms of strengthening communication with stakeholders, we participate in external ESG assessments to demonstrate our continued efforts on relevant issues, thereby enhancing the Company's image and reputation. The timelines and achievements of the indicators and their targets are as follows:

Indicator	2024	
	Target	Achievement status
Keep track of greenhouse gas emissions	Greenhouse gas emissions are verified by third-party qualified institution	■ The 2024 greenhouse gas emissions received an unqualified opinion statement from BSI on April 23, 2025.
Greenhouse gas reduction (%)	Scope 1 and 2 greenhouse gas emissions: ■ 10% reduction in 2025 compared to the base year of 2022 ■ 25% reduction in 2030 compared to the base year of 2022	■ In 2024, the amount was reduced by 7% compared to the base year of 2022.
Proportion of green electricity in total electricity (%)	Continue to increase the proportion of renewable energy use	■ Renewable energy accounted for 5% of total electricity in 2024, an increase of 3% compared to the previous year.
Proportion of green electricity used in mainland China factories (%)	Continue to increase the proportion of renewable energy use	■ In 2024, the proportion of renewable energy used in mainland China factories reached 8%, an increase of 5% compared to the previous year.
Strengthen communication with stakeholders	Participation in external ESG evaluations	■ In 2024, Global Tek actively participated in several benchmark ESG award selections, including "Taoyuan Golden Award" organized by the Taoyuan City Government, where it received the [ESG Corporate Governance] Award; Bronze Award from the ESG World Citizen Digital Governance Foundation; and Bronze Award (Traditional Manufacturing - Sustainability Report Category) at the TCSA Taiwan Corporate Sustainability Awards organized by Taiwan Institute for Sustainable Energy. These honors not only reflect our sound corporate governance structure and actions, but also demonstrate the Company's resilience and strength in dealing with changing environment and potential risks.

Management policy on greenhouse gas emissions

Starting in 2022, Global Tek Group has voluntarily conducted annual greenhouse gas inventory and assurance. The inventory scope included Taiwan Plant (Xinwu Plant, Youshi Plant, Youyi Plant, Youer Plant, and Xizhi Office), Wuxi Plant (Changjiang South Road Plant, Anzhen Plant), and Xi'an Plant. In 2023, due to the relocation of Youyi Plant and Youer Plant to Youshi Plant and the relocation of Changjiang South Road Plant to Anzhen Plant, the inventory scope was changed to Taiwan Plant (Xinwu Plant, Youshi Plant, Xizhi Office), Wuxi Plant, and Xi'an Plant.

The 2024 greenhouse gas emissions were verified by BSI (British Standards Institution) in March 2025. The verification scope included Taiwan Plant (Xinwu Plant, Youshi Plant, Xizhi Office), Wuxi Plant, and Xi'an Plant. On April 23, 2025, a statement of unqualified opinion was obtained from BSI.

Greenhouse gas and other gas emissions in 2024

Unit: Metric tons CO2e

Region (business group)	Scope 1	Scope 2	Scope 3					Total
	Direct greenhouse gas emissions	Energy indirect greenhouse gas emissions	Employees commute	Business trip	Purchased fuel and energy resources	Waste disposal	Waste removal and transportation	
Taiwan sites	131.5966	5,398.2872	188.5236	49.8045	1,079.2670	43.9906	4.0935	6,895.5630
Mainland China sites	277.5389	7,943.0998	53.5113	20.0759	1,448.6711	6.0505	0.5099	9,749.4574
Total	409.1355	13,341.3870	242.0349	69.8804	2,527.9381	50.0411	4.6034	16,645.0204

Unit: Metric tons CO2e

Region/Greenhouse Gas	Carbon dioxide	Methane	Nitrous oxide	Hydrofluorocarbons	Perfluorocarbons	Sulfur hexafluoride	Nitrogen trifluoride	Total
	(CO_2)	(CH_4)	(N_2O)	(HFCs)	(PFCs)	(SF_6)	(NF_3)	
Taiwan sites	6,825.1983	9.8877	0.8190	59.6580	0.0000	0.0000	0.0000	6,895.5630
Mainland China sites	9,505.8802	0.0000	0.0000	243.5772	0.0000	0.0000	0.0000	9,749.4574
Total	16,331.0785	9.8877	0.8190	303.2352	0.0000	0.0000	0.0000	16,645.0204

Greenhouse gas emissions in the past three years

Factory area	Item	Unit	2022	2023	2024	2024 compared to the base year of 2022 (%)
Taiwan Factory	Scope 1: Direct greenhouse gas emissions	Metric tons CO2e	124.5109	140.0244	131.5966	6%
	Scope 2: Energy indirect greenhouse gas emissions	Metric tons CO2e	5,892.2574	5,607.8170	5,398.2872	-8%
	Scope 3: Other indirect greenhouse gas emissions	Metric tons CO2e	1,366.5431	1,473.3892	1,365.6792	0%
	Total greenhouse gas emissions	Metric tons CO2e	7,383.3114	7,221.2306	6,895.5630	-7%
	Greenhouse gas emission intensity	Metric tons CO2e/annual revenue	2.7536	3.5873	3.9048	42%

Factory area	Item	Unit	2022	2023	2024	2024 compared to the base year of 2022 (%)
Wuxi Factory	Scope 1: Direct greenhouse gas emissions	Metric tons CO2e	286.8032	582.6324	248.9009	-13%
	Scope 2: Energy indirect greenhouse gas emissions	Metric tons CO2e	7,307.2870	5,842.9453	6,494.4054	-11%
	Scope 3: Other indirect greenhouse gas emissions	Metric tons CO2e	1,258.8379	1,073.2630	1,244.3412	-1%
	Total greenhouse gas emissions	Metric tons CO2e	8,852.9281	7,498.8407	7,987.6475	-10%
	Greenhouse gas emission intensity	Metric tons CO2e/annual revenue	5.1387	4.8780	4.4250	-14%

Factory area	Item	Unit	2022	2023	2024	2024 compared to the base year of 2022 (%)
Xi'an Factory	Scope 1: Direct greenhouse gas emissions	Metric tons CO2e	33.3970	32.6784	28.6380	-14%
	Scope 2: Energy indirect greenhouse gas emissions	Metric tons CO2e	1,377.9115	1,376.6386	1,448.6944	5%
	Scope 3: Other indirect greenhouse gas emissions	Metric tons CO2e	255.0427	254.2397	284.4775	12%
	Total greenhouse gas emissions	Metric tons CO2e	1,666.3512	1,663.5567	1,761.8099	6%
	Greenhouse gas emission intensity	Metric tons CO2e/annual revenue	2.7942	2.6166	2.9075	4%

Factory area	Item	Unit	2022	2023	2024	2024 compared to the base year of 2022 (%)
Global Tek Group	Scope 1: Direct greenhouse gas emissions	Metric tons CO2e	444.7111	755.3352	409.1355	-8%
	Scope 2: Energy indirect greenhouse gas emissions	Metric tons CO2e	14,577.4559	12,827.4009	13,341.3870	-8%
	Scope 3: Other indirect greenhouse gas emissions	Metric tons CO2e	2,880.4237	2,800.8919	2,894.4979	0%
	Total greenhouse gas emissions	Metric tons CO2e	17,902.5907	16,383.6280	16,645.0204	-7%
	Total annual revenue	NTD million	4,986	4,208	4,311 Note 5	
	Greenhouse gas emission intensity	Metric tons CO2e/(NTD million)	3.5906	3.8934	3.8611	8%

Note

1. Greenhouse gas emissions data covers the Company's Taiwan sites (Xinwu Plant, Youshi Plant, Xizhi Office) and mainland China sites (Wuxi Plant, Xi'an Plant).
2. The electricity emission coefficient for Taiwan sites is based on electricity emission coefficient of 0.494 kgCO2e/kWh announced by the Bureau of Energy, Ministry of Economic Affairs. The electricity emission coefficient for mainland China sites is based on the China Product Life Cycle Greenhouse Gas Emission Coefficient Database - Average CO2 emissions from China's power grid in 2022: 0.5366 kgCO2e/kWh.
3. Scope 3 included: Employee commutes, business travel, purchased fuel and energy resources, waste disposal, and waste removal.
4. The method used in this organizational inventory boundary investigation is the operational control method.
5. The data covers Taiwan, Wuxi and Xi'an plants.

5.2 Energy management

Impact and influence

The use of low-carbon and diversified energy sources and effective energy management can help improve corporate operational performance and achieve net zero emissions goals. Failure to focus on energy and greenhouse gas management may cause companies to lag behind industry trends, resulting in insufficient product competitiveness. Actions taken in energy and greenhouse gas management may have positive or negative impacts on the environment or the economy.

Policy commitments

Global Tek adheres to the core concepts of social responsibility, sustainable development, and internationalization, actively promotes energy management, and fully implements energy conservation and carbon reduction strategies. We use a variety of measures to reduce energy consumption and carbon emissions, improve energy efficiency, and contribute to environmental sustainability through practical actions.

Actions taken

- Improve energy efficiency: Continuously improve energy efficiency and reduce energy consumption.
- Energy management: Introducing an energy monitoring and management system to accurately monitor energy usage through real-time data analysis and adjust operating strategies based on data analysis to achieve optimal energy-saving results.
- Promote renewable energy: Increase the proportion of renewable energy use and support the development of renewable energy projects.
- Promote the participation of employees: Improve the awareness of energy management among all employees and encourage them to participate in energy-saving actions.

Short-term goals

- Improve energy efficiency and reduce carbon emissions: Introduce high-efficiency equipment to reduce energy consumption. Compared to the base year, the Group's energy intensity decreased by 0.5% (total energy consumption/total annual revenue).
- Develop green electricity applications: All factories will introduce the use of renewable energy.

Medium and long-term goals

- Improve energy efficiency and reduce carbon emissions: Continue to introduce high-efficiency equipment to reduce energy consumption. Compared to the base year, the Group's energy intensity decreased by 5-10% (total energy consumption/total annual revenue).
- Development of green electricity applications: All factories continue to introduce the use of renewable energy.

Evaluation mechanism

- Collect and track data monthly, review performance results annually, conduct management reviews and propose response measures.
- Conduct a comprehensive energy management policy review once a year. Conduct immediate assessments of major changes or special events (e.g., equipment upgrades, policy adjustments).

Performance results

Year		2022 (base year)	2023	2024
Global Tek Group	Total energy consumption (GJ)	97,607.8345	89,457.6828	99,006.0228
	Total annual revenue (NTD million)	4,986	4,208	4,311
	Energy intensity (total energy consumption/total annual revenue)	19.5764	21.2590	22.9659

Energy intensity compared to the base year	Whether the target is achieved	Improvement plan
17% increase	No	■ Taiwan Plant is expected to introduce the ISO 50001 energy management system in Q4 2025. ■ Improvement of central air-conditioning chiller efficiency and intelligent system control. ■ Continuously monitor the energy consumption of high-power machines and identify opportunities for improvement. ■ The hydraulic systems of machine tools in Xi'an Plant are gradually being replaced with variable frequency hydraulic pump systems.

Location/Target	Use of renewable energy	New energy technology and product development
Wuxi	A total of 1,362,445 kWh or 4,904.80 GJ, of solar power was generated.	■ Successfully developed charging terminals for charging stations in new energy vehicle charging systems, with an annual output of 2.4 million units and annual revenue of RMB 30 million.

Stakeholder engagement

- We share energy-saving knowledge through emails, newsletters, and display screens, and by displaying relevant promotional materials in the office, we raise awareness of energy conservation, consumption reduction, and carbon reduction among all employees, encouraging them to embrace green, environmentally friendly, and low-carbon awareness.
- Organize energy-related meetings annually to continuously review potential energy-saving solutions and identify opportunities for short, medium, and long-term investment improvements.

Energy management

With the increasing severity of global warming and adjustments to the domestic power system, energy management and energy conservation and carbon reduction have gradually become key issues of social concern. Global Tek is committed to improving the utilization rate of various resources, actively responding to international carbon reduction trends, strengthening energy management, and implementing low-carbon operation strategies to reduce environmental impact and enhance the Company's sustainable competitiveness. Regular review meetings are held to evaluate the effectiveness of these measures, adjust energy-saving strategies accordingly, and evaluate how to continue to increase the proportion of renewable energy use in the future. In 2024, the energy intensity of Global Tek was 22.9659 GJ/NTD million, and the total energy consumption reached 99,006.0228 GJ, of which purchased electricity accounted for 93.6%, both diesel and gasoline accounted for 1.5%, and solar power generation accounted for 5.0%. Purchased electricity is the main source of energy for production processes and factory systems. Diesel is mainly used for power generation, while gasoline is used for official vehicles.

Energy consumption statistics in 2024

Unit: GJ

Type of energy		Taiwan	Wuxi	Xi'an	Total energy
Non-renewable energy	Gasoline	325.6658	300.7147	137.1132	763.4937
	Diesel fuel	521.4068	187.0495	-	708.4563
	Purchased electricity	39,339.7452	43,570.3680	9,719.1576	92,629.2708
Total non-renewable energy consumption (a)		40,186.8178	44,058.1322	9,856.2708	94,101.2208
Renewable energy	Solar power generation	-	4,904.8020	-	4,904.8020
Total renewable energy consumption (b)		-	4,904.8020	-	4,904.8020
Total energy consumption (a + b)		40,186.8178	48,962.9342	9,856.2708	99,006.0228

Note

1. The energy conversion coefficients used are based on the calorific value of fuels calculated using Taiwan Environmental Protection Administration's Gas Emission Coefficient Management Table, Version 6.0.4: gasoline 7,800 kcal/L; diesel 8,400 kcal/L; 1 cubic meter of natural gas = 10.5 kWh; and 1 kcal = 4.1868 kJ. (1L of gasoline = 0.0326GJ; 1L of diesel = 0.0351GJ).
2. The factories in China use the national standard "General Rules for Calculating Comprehensive Energy Consumption", which is 10,300 kcal/L for gasoline and 10,200 kcal/L for diesel. 1 kcal = 4.1868 kJ.
3. The data covers Taiwan (Xinwu Plant, Youshi Plant, Xizhi Office), Wuxi Plant, and Xi'an Plant.
4. Greenhouse gas emissions from manufacturing only include direct emissions from the manufacturing process (Scope 1) and indirect energy emissions from electricity use (Scope 2).
5. Renewable energy was not utilized in 2022, therefore no calculation was made. Renewable energy is only used in Wuxi Plant.

Energy consumption statistics in the past three years

Unit: GJ

Type of energy		2022 (base year)	2023	2024
Non-renewable energy	Gasoline	757.7402	721.1106	763.4937
	Diesel fuel	426.1895	672.8239	708.4563
	Purchased electricity	96,423.9048	86,357.5103	92,629.2708
Total non-renewable energy consumption (a)		97,607.8345	87,751.4448	94,101.2208
Renewable energy	Solar power generation	- Note 6	1,706.2380	4,904.8020
Total renewable energy consumption (b)		-	1,706.2380	4,904.8020
Total energy consumption (a + b)		97,607.8345	89,457.6828	99,006.0228

Note

1. The energy conversion coefficients used are based on the calorific value of fuels calculated using Taiwan Environmental Protection Administration's Gas Emission Coefficient Management Table, Version 6.0.4: gasoline 7,800 kcal/L; diesel 8,400 kcal/L; 1 cubic meter of natural gas = 10.5 kWh; and 1 kcal = 4.1868 kJ. (1L of gasoline = 0.0326GJ; 1L of diesel = 0.0351GJ).
2. The factories in China use the national standard "General Rules for Calculating Comprehensive Energy Consumption", which is 10,300 kcal/L for gasoline and 10,200 kcal/L for diesel. 1 kcal = 4.1868 kJ.
3. The data covers Taiwan (Xinwu Plant, Youshi Plant, Xizhi Office), Wuxi Plant, and Xi'an Plant.
4. Greenhouse gas emissions from manufacturing only include direct emissions from the manufacturing process (Scope 1) and indirect energy emissions from electricity use (Scope 2).
5. Renewable energy was not utilized in 2022, therefore no calculation was made. Renewable energy is only used in Wuxi Plant.

Comparison of energy intensity

Location/Year		2022 (base year)	2023	2024
Taiwan	Energy consumption (GJ)	42,372.7926	41,623.6486	40,186.8178
	Energy intensity (energy consumption/ annual revenue)	15.8027	20.6774	22.7566
Wuxi	Energy consumption (GJ)	46,410.2039	39,031.2780	48,962.9342
	Energy intensity (energy consumption/ annual revenue)	26.9389	25.3901	27.1245
Xi'an	Energy consumption (GJ)	8,824.8380	8,802.7562	9,856.2708
	Energy intensity (energy consumption/ annual revenue)	14.7976	13.8458	16.2659
Global Tek Group	Total energy consumption (GJ)	97,607.8345	89,457.6828	99,006.0228
	Total annual revenue (NTD million)	4,986	4,208	4,311 Note 2
	Energy intensity (total energy consumption/total annual revenue)	19.5764	21.2590	22.9659

Note

1. The data covers Taiwan (Xinwu Plant, Youshi Plant, Xizhi Office), Wuxi Plant, and Xi'an Plant.
2. The data covers Taiwan, Wuxi and Xi'an plants.

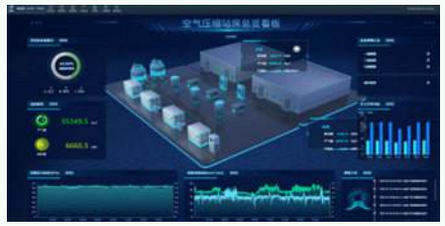
Energy reduction actions

In 2024, in order to reduce energy consumption, we actively implemented a number of energy-saving plans and measures for each factory facility to promote carbon reduction and continuously improve energy management efficiency, thereby reducing carbon emissions. In order to better meet customer needs, Taiwan Plant rents logistics warehouses in areas near the customer's location and delivers products to logistics warehouses by batch sea transportation. Customers can go directly to logistics warehouse to pick up the goods when needed. This measure not only shortens delivery time, but also effectively reduces the use of air transportation, which is more polluting, and further reduces carbon emissions.

The main energy-saving measures adopted are as follows:

Intelligent management

Wuxi Introduce AI intelligent control technology to carry out intelligent management of air compressors. Compared to the previous year, the air compressor reduced energy consumption by 8.2%, or 218,800 kWh/787.68 GJ.



Xi'an The lighting in production area is controlled by an automatic on/off system, saving 524 kWh of electricity per month, and approximately 6,288 kWh or 22.64 GJ per year.

Use of renewable energy

Wuxi The use of green energy is greatly increased by introducing solar power generation systems. The second phase of solar power generation was expanded in 2024. The total amount of solar green electricity used throughout the year reached 1,362,445 kWh or 69,894 GJ.

Regular cleaning and equipment improvement

Xi'an Through heat recovery in the tunnel dryer, we can reduce equipment heating energy consumption, lower energy consumption for temperature control in summer, and adjust the mode to improve drying efficiency and reduce heating energy consumption. 13,104 kWh or 47.17 GJ of electricity was saved.

Equipment replacement and upgrade

Taiwan The air compressor system control was implemented and the chiller system control was introduced in 2024, resulting in a savings of 3.54%, surpassing the 1% target. A total of 1,438.95 GJ of energy was saved.

Reduced energy consumption (GJ)	
Taiwan	A total of 1,438.95 GJ
Wuxi	A total of 70,681.68 GJ
Xi'an	A total of 69.81 GJ

Note

1. The data covers Taiwan (Xinwu Plant, Youshi Plant, Xizhi Office), Wuxi Plant, and Xi'an Plant.

5.3 Water resource management

In recent years, extreme weather has caused frequent droughts, extreme floods and rising sea levels. As a result, the international community has paid increasing attention to water resource issues, and water resource management has become a key issue in the operations of Global Tek Group. According to the water risk assessment conducted using Aqueduct, a water risk analysis tool developed by the World Resources Institute (WRI), regions in Taiwan, including Xizhi Office, Xinwu Plant, and Youshi Plant are classified as low to low-medium risk, while the factories in mainland China, including Wuxi and Xi'an plants are classified as medium to high risk. In addition, Global Tek Group is a professional manufacturer of vehicle parts, with operations mainly including casting and processing, which is not a high-pollution industry. To prevent and control pollution sources, it has installed wastewater treatment and dust collectors and other equipment. In addition, it strengthens the professional training of environmental protection personnel and the technology of operating equipment according to on-site operations. It entrusts a testing institution approved by the Ministry of Environment to conduct inspections. Therefore, with proper prevention and control engineering, it fully complies with the emission standards required by the Ministry of Environment. The total tap water intake in 2024 was 0.0484 million liters. Tap water is Global Tek's main water source. Taiwan Plant's water supply comes from Shihmen Reservoir, Wuxi Plant's water supply comes from Yangtze River, and Xi'an Plant sources 70% of its water supply from Heihe Jinpen Reservoir. The water intake, discharge, and consumption are summarized in the following table:

Water resource usage

Unit: Million liters

Region	All regions			Regions with water stress		
Year	2022	2023	2024	2022	2023	2024
Tap water intake	60.0050	44.0920	50.3033	38.0740	24.3380	26.4020
Groundwater withdrawal	-	-	-	-	-	-
Surface water withdrawal	-	-	-	-	-	-
Seawater intake	-	-	-	-	-	-
Total water intake	60.0050	44.0920	50.3033	38.0740	24.3380	26.4020
Total amount of recycled and reused water	-	-	-	-	-	-
Water discharge	50.5610	38.7453	44.2189	28.6300	18.9913	20.3176
Water consumption	9.4440	5.3468	6.0844	9.4440	5.3468	6.0844

Note

1. As Wuxi Plant reviewed its discharge calculation method in 2024 and adjusted the relevant estimation basis after confirmation, the overall discharge volume has been revised accordingly and the data from 2022 to 2023 has been retrospectively updated. Therefore, the information has been recompiled based on the latest data.
2. The lease term for Workshop 2 of Xi'an Plant begins on July 1, 2024, so this area only covers water usage data from July to December 2024.

Adaptation measures for water-stressed regions

Item/ Factory area	Wuxi Factory	Xi'an Factory
Content of measures	■ Measures to deal with short-term water supply outages: The pump room is equipped with a 15m³ domestic water storage tank and a sprinkler truck is coordinated to temporarily supply water to the park, which can meet the adjustment time of 1 day. ■ The factory is equipped with a 200m³ fire-fighting water reservoir. In case of emergency, temporary use of fire-fighting water may be requested in advance from the local fire and rescue authorities.	■ Measures to deal with short-term water supply outages: Add water storage tanks (4 water tanks with a total capacity of 15m³) and coordinate temporary water supply from sprinkler trucks in the park, which can meet the adjustment period of 1 day. ■ Partial reuse of concentrated water from the pure water system: The initial spraying in the cleaning process has been replaced with concentrated water discharged from the RO pure water system.

Wastewater management

Global Tek adopts different strategies to treat wastewater in each factory to reduce the impact on water environment. Process wastewater from Wuxi and Taiwan plants is outsourced for removal and treatment, and is not discharged, effectively reducing damage to water environment. Since 2024, Taiwan Plant has achieved zero discharge of process wastewater, and it officially obtained a treatment system decommissioning permit issued by the Department of Environmental Protection on December 30. In addition, to further conserve water, Taiwan Plant will strengthen the promotion of personal water awareness to achieve water conservation goals. Xi'an Plant uses a wastewater recycling system for treatment, and the wastewater is discharged only after it meets the emission standards. Global Tek's domestic sewage is pre-treated in a septic tank and then sent to a sewage treatment plant to ensure that it complies with environmental protection regulations before being discharged. No water pollution incidents occurred in the entire factory area in 2024.

Effluent test results in 2024

Unit: Million liters

Test item	Standard value	Actual emission value	
		Wuxi	Xi'an
pH	6~9	7.6	6.9
Chemical oxygen demand (mg/L)	≤ 500	348	85
Biochemical oxygen demand (mg/L)	≤ 300	-	25.4
Suspended solids (mg/L)	≤ 400	34	18
Ammonia nitrogen (mg/L)	≤ 45	40.6	1.89
Total phosphorus (mg/L)	≤ 8	6.45	-
Cationic surfactant (mg/L)	≤ 20	3.34	-
Petroleum (mg/L)	≤ 15	64	6.9

Note

1. The data covers Wuxi and Xi'an plants, and does not include Taiwan Plants (Xinwu Plant and Youshi Plant) because process wastewater will no longer be discharged starting in 2024 and the Company officially obtained permission from the Department of Environmental Protection to decommission its treatment system on December 30.
2. The quality of effluents is measured in accordance with local regulations at each factory.

Water conservation policy

In order to reduce the risk of water shortages, Wuxi and Xi'an plants, which face medium to high level of risks, have implemented water resource monitoring system and installed water flow meters for each water-consuming process to collect data and conduct real-time monitoring. Water consumption is compared with incoming processing values on a monthly basis, and regular meetings are held to evaluate strategies for improving water efficiency. In terms of water conservation plans, the entire factory focuses on saving water in daily life and improving water consumption in the production process to maximize the efficiency of water resource utilization. The specific measures include:

1. Replace non-potable or quality-independent water with recycled water or groundwater.
2. Implement automatic monitoring and water-saving improvements for chilled-water air conditioning, water-saving devices in restrooms, reuse of concentrated water from RO purification systems, and water-saving improvements for water-jet shelling machines, along with daily meter reading and record management.
3. Xi'an Plant has implemented intelligent management for its high water consumption processes. Cleaning process is the most water-intensive process, accounting for over 80% of the factory's total water consumption. Specific water resource management measures are as follows:

- An independent water meter is installed for cleaning water, and the water is controlled according to the amount of cleaning work.
- By adding a water inlet solenoid valve and implementing equipment linkage, water inflow is stopped when the equipment is shut down, avoiding long-term water flow.

5.4 Waste management

Impact and influence

Waste generated from operational activities harms the natural environment, affecting human health and the sustainable development of social economy. Active and concrete measures should be taken to reduce their environmental impact, such as developing and applying environmentally friendly technologies, promoting resource recovery and recycling, and complying with environmental laws and regulations, in order to promote the goal of sustainable development.

Policy commitments

Actively promote the sustainable use of resources, avoid the depletion of Earth's resources, and reduce waste generation. By reducing waste at the source and increasing waste recycling and reuse rates, we can promote a circular economy and reduce the impact on the environment.

Actions taken

- Set waste reduction targets.
- Enhance employees' environmental awareness and implement recycling and reuse plans.
- Improve production process and optimize packaging design.

Short-term goals

- Compared to the base year, the Group's waste intensity decreased by 0.5% or more (total weight of waste/total annual revenue).

Medium and long-term goals

- Compared to the base year, the Group's waste intensity decreased by 10% or more (total weight of waste/total annual revenue).

Evaluation mechanism

- Waste intensity (total weight of waste/annual revenue) is calculated by the factory affairs division of each factory.

Performance results

Year		2022 (base year)	2023	2024	Waste intensity compared to the base year
Global Tek Group	Total weight of waste (metric tons)	2,232.21	1,708.27	1,890.15	2.07% decrease
	Total annual revenue (NTD million)	4,986	4,208	4,311	
	Waste intensity (total weight of waste/total annual revenue)	0.45	0.41	0.44	

The waste intensity of each factory area is as follows:

Location/Year		2022 (base year)	2023	2024
Taiwan	Total weight of waste (metric tons)	358.64	326.17	278.51
	Waste intensity (total weight of waste/annual revenue)	13.38	16.20	15.77
Wuxi	Total weight of waste (metric tons)	1,862.88	1,375.232	1,603.5051
	Waste intensity (total weight of waste/annual revenue)	108.13	89.46	88.83
Xi'an	Total weight of waste (metric tons)	10.70	6.87	8.14
	Waste intensity (total weight of waste/annual revenue)	1.79	1.08	1.34

Stakeholder engagement

- We continuously participate in community environmental protection activities to enhance our corporate image and promote social responsibility. We also regularly communicate with stakeholders. No leakage incidents or environmental pollution occurred this year.

Waste management policy

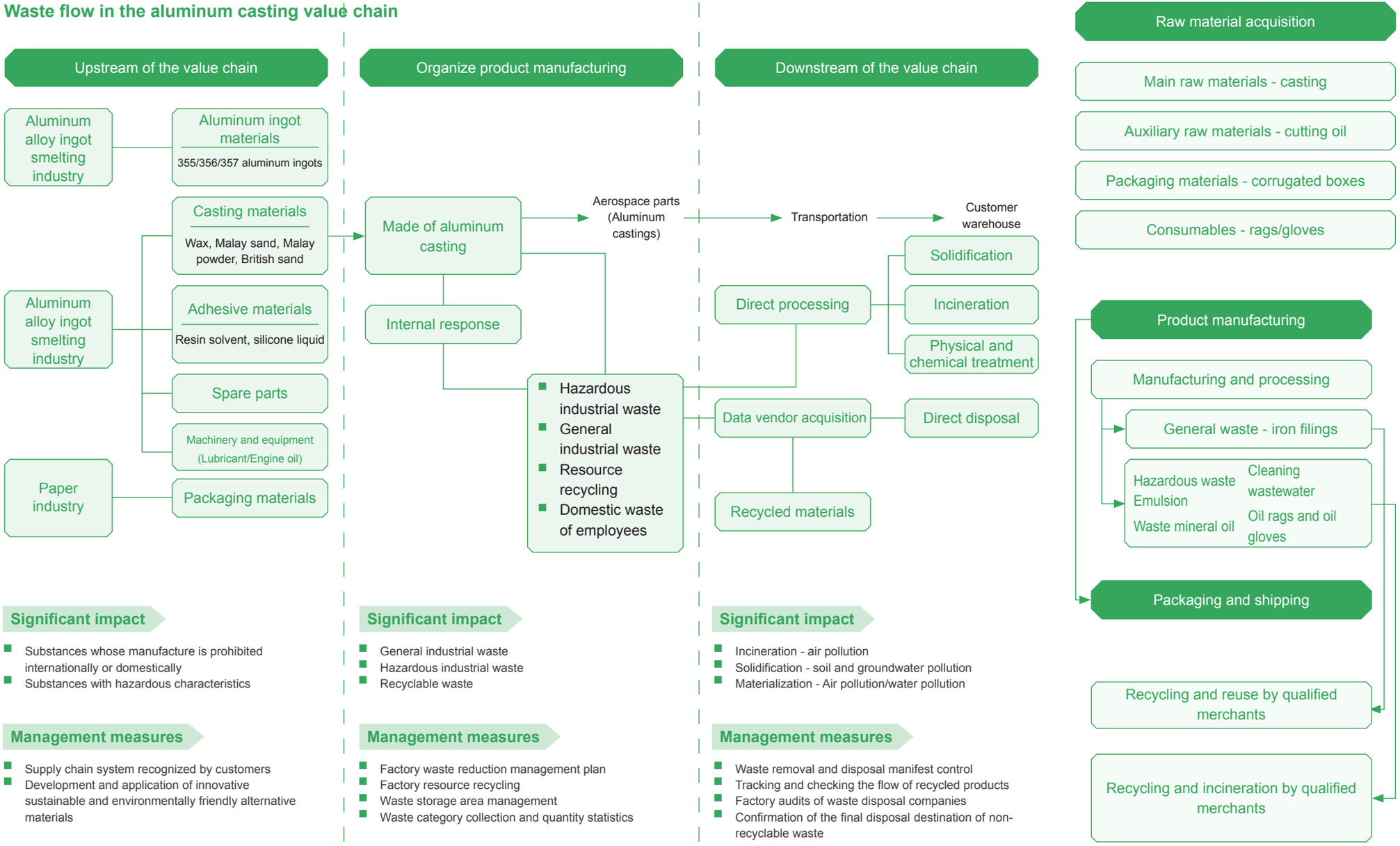
In operations or production processes, the main sources of waste are packaging and production processes. General industrial waste is handled by private treatment facilities, while hazardous industrial waste is entrusted to qualified waste collection and treatment units. The entire process is handled in accordance with the Waste Disposal Act, and data is uploaded to the national platform for full tracking and management to ensure that the process complies with regulatory requirements.

Actively promote the circular economy, implement source reduction and waste reuse measures, strive to increase recycling rates, and maximize the benefits of waste reuse. In 2024, no leakage or environmental pollution incidents occurred, demonstrating robust environmental management results. We also strengthen internal education and employee training to enhance all employees' understanding of waste management, and establish performance evaluation mechanism to ensure that management goals are achieved.

Value chain waste disposal process

Global Tek's products are categorized into automotive, aerospace, and medical-related products. The main production lines include "Aluminum Casting Value Chain" and "Precision Components Value Chain". The types of waste generated vary depending on the upstream and downstream processes of each product value chain. Each factory manages the relevant waste properly and in compliance with regulations, please refer to the illustration below:

Waste flow in the aluminum casting value chain



Significant impact

- Substances whose manufacture is prohibited internationally or domestically
- Substances with hazardous characteristics

Management measures

- Supply chain system recognized by customers
- Development and application of innovative sustainable and environmentally friendly alternative materials

Significant impact

- General industrial waste
- Hazardous industrial waste
- Recyclable waste

Management measures

- Factory waste reduction management plan
- Factory resource recycling
- Waste storage area management
- Waste category collection and quantity statistics

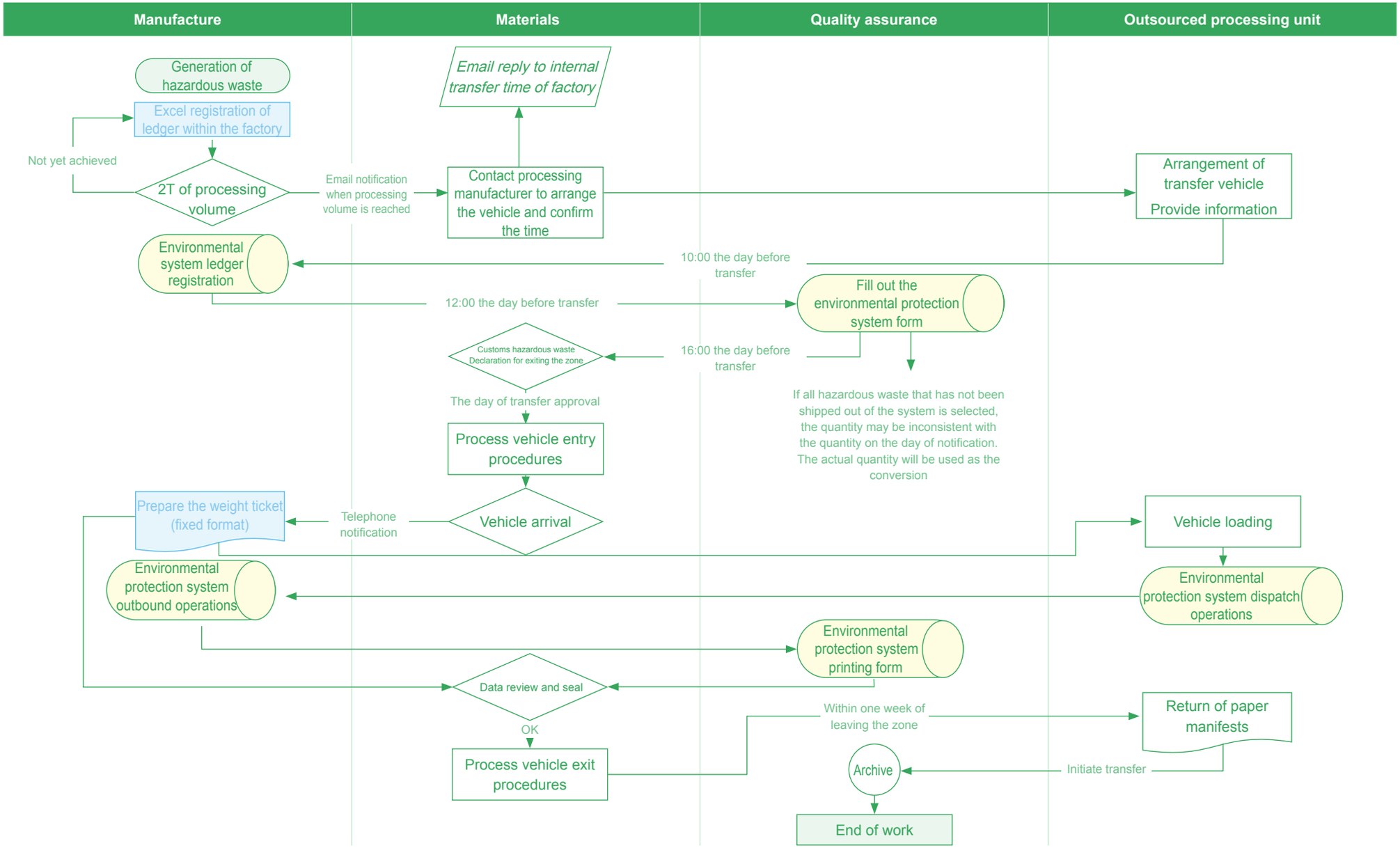
Significant impact

- Incineration - air pollution
- Solidification - soil and groundwater pollution
- Materialization - Air pollution/water pollution

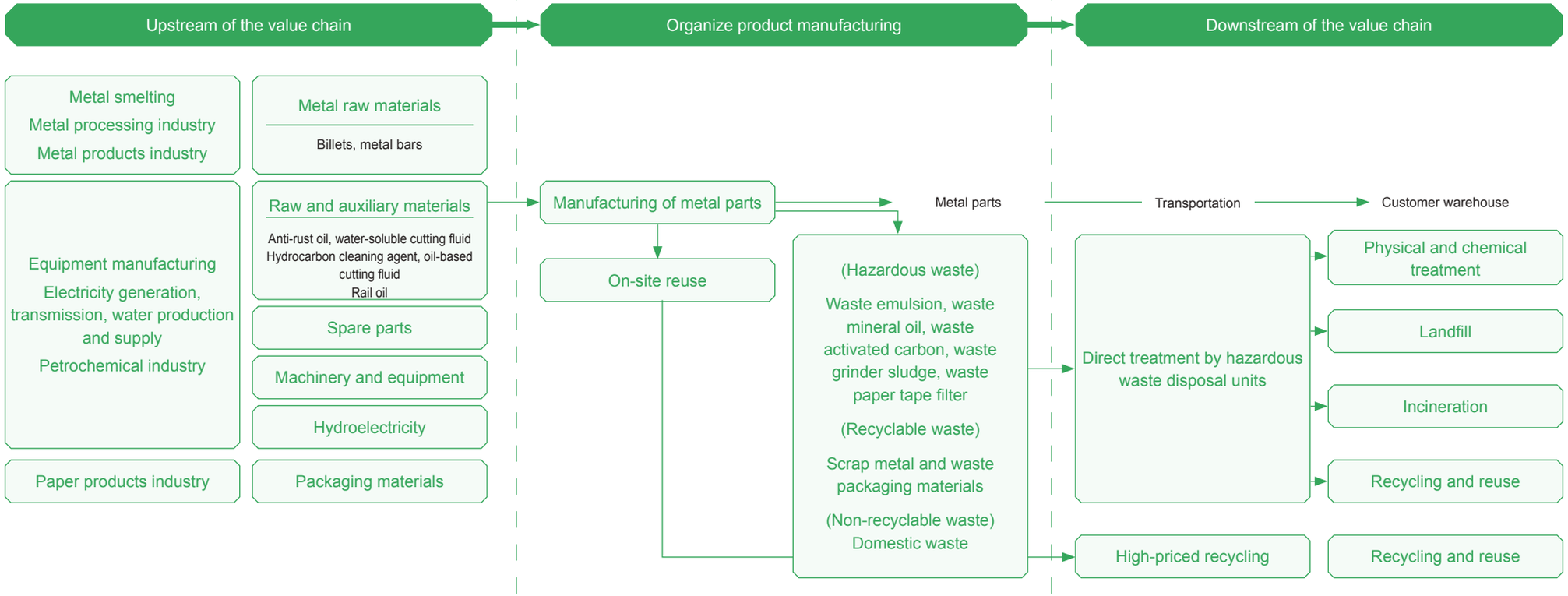
Management measures

- Waste removal and disposal manifest control
- Tracking and checking the flow of recycled products
- Factory audits of waste disposal companies
- Confirmation of the final disposal destination of non-recyclable waste

Hazardous waste treatment process



Waste logistics in precision parts manufacturing



Significant impact

- Exceeding the limits of hazardous substances under REACH and ROHS regulations

Management measures

- Strategic suppliers recognized by customers
- Materials comply with REACH, ROHS regulations and sampling inspections

Significant impact

- Hazardous waste
- Recyclable waste
- Non-recyclable waste

Management measures

- Sustainable innovation and use of environmentally friendly materials
- Waste classification, collection and treatment
- On-site waste reduction and recycling
- Storage area management

Significant impact

- Incineration - air pollution
- Landfill-methane and other greenhouse gas emissions, soil pollution risks

Management measures

- Hazardous waste is handed over to qualified hazardous waste disposal units
- Online declaration of hazardous waste removal and disposal, and joint form control
- Audit of waste disposal companies
- Confirmation of final disposal of non-recyclable waste

Waste impact identification

Upstream — Self-operation — Downstream

Actual or potential impact
Poor quality of upstream raw material supply will require the Company to consume more energy (resources) and produce more waste, potentially exceeding environmental permit limits. In severe cases, production cuts may be necessary

Cause
Poor quality of raw materials from upstream suppliers requires the Company to consume more energy and resources and generate more waste, potentially exceeding environmental permit limits. In severe cases, production cuts may be necessary

Actual or potential impact
If the amount of waste produced increases or the quality of waste is abnormal, it may render the waste treatment or recycling company unable to process or reuse it. In serious cases, production may need to be reduced (or suspended) to reduce (or stop) waste generation

Cause
Abnormal process operation will lead to quality abnormalities, which will increase the amount of waste produced by the process

Actual or potential impact
If the waste disposal company is unable to accept waste due to violation of laws or any other reasons, resulting in the Company's waste being temporarily stored or piled up on site, we must urgently consult other qualified manufacturers for assistance. If we cannot handle it in time, in serious cases, we may need to reduce (or stop) production, and gradually reduce (or stop) waste generation

Cause
Waste disposal companies are unable to accept our waste due to process anomalies, violations of laws and regulations, or abnormalities in waste disposal (including recycling)

Waste reduction measures and results

Item/Location	Taiwan	Wuxi	Xi'an
Recycling and reuse	■ Collaborate with recycling organizations to recycle waste ceramic mold castings.	■ Measures such as reusing packaging materials, reducing process waste liquids, and reusing cartons and wooden pallets help to reduce waste generation.	■ We continue to promote the use of recycled paper in general waste and continue to implement the Company's paperless systems (such as the PDM system) to continuously reduce usage. ■ We continue to promote the use of recyclable packaging (turnover boxes, blister packs, pallets and stacking boards) to reduce packaging waste emissions.
Process improvement and optimization	■ Explore recycling technologies for waste cutting oil, such as separating the oil for reuse.	■ Reduce the amount of waste emulsion generated during the production process: Two oil-water separation units were added to the workshop. After being treated by oil-water separators, emulsions are returned to the machines for reuse. In 2024, the actual amount of waste emulsion generated was 171.86 metric tons, with a monthly average of 14.3 metric tons.	■ Higher-quality and more environmentally friendly cutting fluids are used to extend service life and reduce waste generation. Usage has continued to decrease, showing a year-on-year reduction of 11.7% (2023 hazardous waste treatment: 9.2175 tons; 2024 hazardous waste treatment: 8.135 tons; (9.2175 - 8.135) ÷ 9.2175 = 11.7%).
2022 (base year) Total weight of waste (metric tons)	358.64	1,862.88	10.70
2023 Total weight of waste (metric tons)	326.17	1,375.23	6.87
2024 Total weight of waste (metric tons)	278.51	1,603.51	8.14
Performance in 2024 Comparison with base year	Reduced by 22.34%	Reduced by 13.92%	Reduced by 23.9%

Waste data in the past three years

Unit: Metric tons

Global Tek Group								
Type/Year			2022		2023		2024	
Classification	Treatment area	Treatment method	metric tons	Percentage	metric tons	Percentage	metric tons	Percentage
Hazardous industrial waste	Outside the factory	Recycling and reuse	4.85	0.22%	3.40	0.20%	4.25	0.22%
	Outside the factory	Incineration (including energy recovery)	5.67	0.25%	3.03	0.18%	5.80	0.31%
	Outside the factory	Incineration (excluding energy recovery)	10.70	0.48%	6.87	0.40%	8.14	0.43%
	Outside the factory	Other disposal operations	167.76	7.52%	175.80	10.29%	210.86	11.16%
	Subtotal of hazardous industrial waste		188.98	8.47%	8.47	11.07%	11.07	12.12%
Non-hazardous industrial waste	Outside the factory	Recycling and reuse	1,837.02	82.30%	1,315.72	77.02%	1,531.73	81.04%
	Outside the factory	Incineration (including energy recovery)	97.65	4.37%	94.12	5.51%	102.79	5.44%
	Outside the factory	Incineration (excluding energy recovery)	18.70	0.84%	10.28	0.60%	26.59	1.41%
	Outside the factory	Other disposal operations	89.87	4.03%	99.05	5.80%	- Note 4	0.00%
	Subtotal of non-hazardous industrial waste		2,043.24	91.53%	91.53	88.93%	88.93	87.88%
Total waste (metric tons)			2,232.21		1,708.27		1,890.16	

Note

1. The scope of waste data covers Taiwan (Xizhi Office, Xinwu Plant, and Youshi Plant), Wuxi Plant, and Xi'an Plant.
2. Other disposal operations for hazardous industrial waste are handled externally. The disposal units separate oil and water through processes such as demulsification, oil separation, sedimentation, and air flotation. The recovered oil can be reused, while the wastewater undergoes biochemical treatment and is discharged after meeting standards.
3. Other disposal operations for non-hazardous industrial waste are collected by external companies.
4. During the 2022 and 2023 reporting of "D-1799 Waste Oil Mixture" and "D-1504 Non-Hazardous Organic Waste Liquid or Waste Solvent", their disposal methods were marked as "physical treatment", so they were classified under "other disposal operations". Following third-party external verification under ISO 14064-1 in 2024, these items were reclassified as "reuse" and "incineration". Therefore, the "other disposal operations" item for 2024 was 0.

5.5 Air pollution prevention

Pollution prevention policies and practices

Global Tek Group is committed to preventing and reducing air pollution. All its factories comply with national and local laws and regulations, and implement preventive measures to ensure normal operations, with results exceeding national and local standards. Taiwan Plant adopts the best available technology to ensure that air pollution prevention measures comply with and achieve the expected results. Wuxi Plant has installed enclosed collection systems on all equipment that generates exhaust gas. The emissions are then treated through filter cotton adsorption, high-voltage electrostatic oil removal, and a secondary activated carbon tower. After meeting the standards, the treated gas is discharged through a 25-meter-high exhaust stack. The waste gas treatment facilities have passed the acceptance inspection of the government's environmental protection department and are inspected daily. Professional institutions are invited to monitor emissions every year. Xi'an Plant conducts third-party monitoring twice a year, and the results are in compliance with national and local standards.

Air pollution data for this year

Unit: Kg

Air pollutants	Taiwan	Mainland China
Nitrogen oxides (NOx)	21.30	-
Sulfur oxides (SOx)	23.71	-
Volatile organic compounds (VOC)	114.69	129.24
Particulate matter (PM)	358.90	-
Non-methane hydrocarbons (NMHC)	-	591.12
Is it in compliance	Yes	Yes

Note

1. Factory data covers Taiwan (Xinwu Plant, Youshi Plant) and mainland China (Wuxi Plant, Xi'an Plant), excluding Xizhi Office in Taiwan.
2. Source of Taiwan factory data: Department of Atmospheric Environment (Integrated Management System for Air Pollution Fees and Emissions Reporting of Stationary Pollution Sources).
3. Non-methane hydrocarbons (NMHC) emissions data only refers to Wuxi Plant, as they are characteristic air pollutants confirmed by the government's environmental protection department for Wuxi Plant. No emissions are seen at other factories.
4. Xi'an Plant only discharges volatile organic compounds (VOC). No other air pollutants.

Air pollution prevention and improvement measures

	Taiwan	Wuxi	Xi'an
Air pollution prevention and improvement measures	■ The Company's fixed pollution control achievements are reflected in the lowest rate in the air pollution fee and emission declarations, and air pollutant reduction will be carried out in a timely manner in accordance with environmental regulations.	■ Reduce the use of hydrocarbon cleaning agents and switch to water-based cleaning agents to reduce the emission of organic waste gas from the source. ■ Upgrade cleaning equipment and use fully sealed automatic cleaning equipment to reduce the escape of exhaust gas	■ The Company has set reduction targets for air pollution, and expects emissions in 2025 to be reduced by no less than 3% compared to 2024. The Company will subsequently achieve these reduction targets by replacing more environmentally friendly cutting fluids and continuously updating machining equipment.
Effectiveness of improvement	Taiwan's factory areas have improved their control measures for stationary pollution sources, and the air pollution fee rate reached the lowest standard in 2024. In addition, the dust and exhaust gas collection systems are upgraded to reduce the environmental impact during production process.	According to the waste gas monitoring report of a third-party environmental monitoring agency, the total non-methane hydrocarbon emissions in 2022 were 1,050 kilograms, and the total emissions in 2024 dropped to 590 kilograms, representing a decrease of 44%.	The emissions of volatile organic compounds (VOC) in 2022 was 230.88 kg, and the emissions in 2024 decreased to 129.24 kg, a reduction of 44%.

Air pollution-related environmental protection expenditures in 2024

Unit: NTD thousand

Item	Taiwan	Wuxi	Xi'an
Replacement costs of consumables for waste gas treatment facilities	174.68	176.17	20.05
Air pollution control fee	158.00	1,122.50	142.51
Total	332.68	1,298.67	162.56

Appendix

Appendix 1: GRI Standards on Sustainability Reporting (GRI Standards) Comparison Table 130

Appendix 2: Sustainability Accounting Standards Board (SASB) Comparison Table 139

Appendix 3: Climate-related Information of TWSE/TPEx Listed Companies 141

Appendix 4: Third-party verification statement from British Standards Institution (BSI) 145

Appendix 5: International Standards and Quality Certifications 145

Appendix 6: Third-party limited assurance report from Crowe (TW) CPAs 118

Appendix 1 GRI Standards on Sustainability Reporting (GRI Standards) Comparison Table

Statement of use Global Tek Fabrication Co., Ltd. has reported the information quoted in the GRI content index for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards.

GRI 1 Usage GRI 1: Foundation 2021 **Applicable GRI Industry Standards** None

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
GRI 2: General Disclosures 2021				
1. Organizational and Reporting Practices				
2-1	Organizational details	2.1 Company Profile	9	
2-2	Entities Included in the organization's sustainability reporting	1.2 About the Report	5	
2-3	Reporting period, frequency, and contact	1.2 About the Report	5	
2-4	Restated information	1.2 About the Report	5	
2-5	External guarantee/assurance	1.2 About the Report	5	
2. Activities and Workers				
2-6	Activities, value chain and other business relationships	2.1 Company Profile	9	
2-7	Employees	4.1 Talent Attraction and Retention	72	
2-8	Workers who are not employees	4.1 Talent Attraction and Retention	72	
3. Governance				
2-9	Governance structure and composition	3.1 Corporate Governance Framework	32	
2-10	Nomination and selection of the highest governance body	3.1 Corporate Governance Framework	32	
2-11	Chairman of the highest governance body	3.1 Corporate Governance Framework	32	
2-12	Role of the highest governance body in overseeing impact management	2.4 Sustainable Strategy Governance	17	
2-13	Person in charge of impact management	2.4 Sustainable Strategy Governance	17	
2-14	Role of the highest governance body in sustainability reporting	2.4 Sustainable Strategy Governance	17	
2-15	Conflicts of interest	3.1 Corporate Governance Framework	32	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
2-16	Communication of key material events	2.4 Sustainable Strategy Governance	17	
2-17	The collective knowledge of the highest governance body	3.1 Corporate Governance Framework	32	
2-18	Performance evaluation of the highest governance body	3.1 Corporate Governance Framework	32	
2-19	Remuneration policy	3.1 Corporate Governance Framework	32	
2-20	Remuneration decision process	3.1 Corporate Governance Framework	32	
2-21	Annual total compensation ratio	4.1 Talent Attraction and Retention	72	
4. Strategies, Policies and Practices				
2-22	Statement of sustainable development strategy	1.3 Message from the President	7	
2-23	Policy commitments	4.4 Human Rights Protection	99	
2-24	Include policy commitments	4.4 Human Rights Protection	99	
2-25	Procedures for remediating negative impacts	3.2 Legal Compliance and Ethical Corporate Management	37	
2-26	Mechanisms for seeking advice and raising concerns	3.2 Legal Compliance and Ethical Corporate Management	37	
2-27	Legal compliance	3.2 Legal Compliance and Ethical Corporate Management	37	
2-28	Membership in associations	2.1 Company Profile	9	
5. Stakeholder Engagement				
2-29	Stakeholder engagement policy	2.5 Identification and Engagement of Stakeholders	23	
2-30	Collective bargaining agreements	4.1 Talent Attraction and Retention	72	
Topic guidelines: 200 Series				
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed by the organization	2.3 Business Performance	14	
201-2	Financial impacts and other risks and opportunities arising from climate change	5.1 Climate Change Response (TCFD)	105	
201-3	Defined benefit obligations and other retirement plans	4.2 Talent Cultivation and Development	80	
201-4	Financial aid received from the government	2.3 Business Performance	14	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
GRI 202: Market Presence 2016				
202-1	Ratio of the standard salary for entry-level employees by gender to the local minimum salary	4.1 Talent Attraction and Retention	72	
202-2	Proportion of senior management hired from the local community	4.1 Talent Attraction and Retention	72	
GRI 203: Indirect Economic Impacts 2016				
203-1	Development and impact of investment in infrastructure and support services	4.5 Social Prosperity	102	
203-2	Significant indirect economic impacts	4.5 Social Prosperity	102	
GRI 205: Anti-corruption 2016				
205-1	Operational sites that have undergone corruption risk assessments	3.2 Legal Compliance and Ethical Corporate Management	37	
205-2	Communication and training on anti-corruption policies and procedures	3.2 Legal Compliance and Ethical Corporate Management	37	
205-3	Confirmed incidents of corruption and actions taken	3.2 Legal Compliance and Ethical Corporate Management	37	
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive practices, anti-trust and monopoly practices	3.2 Legal Compliance and Ethical Corporate Management	37	
GRI 207: Tax 2019				
207-1	Tax policy	3.2 Legal Compliance and Ethical Corporate Management	37	
207-2	Tax governance, control and risk management	3.2 Legal Compliance and Ethical Corporate Management	37	
207-3	Stakeholder communication and management of tax-related issues	3.2 Legal Compliance and Ethical Corporate Management	37	
207-4	Country-by-country reporting	3.2 Legal Compliance and Ethical Corporate Management	37	
Topic guidelines: 300 Series				
GRI 303: Water and Effluents 2018				
303-1	Mutual influence of shared water resources	5.3 Water Resource Management	119	
303-2	Management of water discharge-related impacts	5.3 Water Resource Management	119	
303-3	Water withdrawal	5.3 Water Resource Management	119	
303-4	Water discharge	5.3 Water Resource Management	119	
303-5	Water consumption	5.3 Water Resource Management	119	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
GRI 304: Biodiversity 2016				
304-1	Operational sites owned, leased, managed by the organization or their adjacent areas located in environmental protection zones or other areas of high biodiversity value	-		No such situation
304-2	Significant impacts of activities, products, and services on biodiversity	-		No such situation
304-3	Habitats protected or restored	-		No such situation
304-4	Among the habitats affected by the operations, species that have been included in the IUCN Red List and the National Conservation List	-		No such situation
GRI 305: Emissions 2016				
305-6	Emissions of Ozone Depleting Substances (ODS)	5.5 Air Pollution Prevention	128	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions	5.5 Air Pollution Prevention	128	
GRI 306: Effluents and Waste 2016				
306-3	Major leakage	5.3 Water Resource Management	119	
Topic guidelines: 400 Series				
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken by the organization	4.4 Human Rights Protection	99	
GRI 407: Freedom of Association and Collective Bargaining 2016				
407-1	Operational sites or suppliers at risk of freedom of association and group bargaining	4.4 Human Rights Protection	99	
GRI 408: Child Labor 2016				
408-1	Significant risks of child labor at operational sites and suppliers	4.4 Human Rights Protection	99	
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operational sites and suppliers at significant risk of incidents of forced and compulsory labor	4.4 Human Rights Protection	99	
GRI 411: Rights of Indigenous Peoples 2016				
411-1	Incidents involving infringement of the rights of indigenous peoples	-		No such situation
GRI 413: Local Communities 2016				
413-1	Operational activities that have undergone local community engagement, impact assessment, and development plans	4.5 Social Prosperity	102	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
413-2	Operational activities with significant actual or potential negative impact on the local community	4.5 Social Prosperity	102	
GRI 415: Public Policy 2016				
415-1	Political contributions	-		No such situation
GRI 416: Customer Health and Safety 2016				
416-1	Assess the impact of product and service categories on health and safety	3.5 Product Liability and Safety	49	
416-2	Violation of health and safety regulations related to products and services	3.5 Product Liability and Safety	49	
GRI 417: Marketing and Labeling 2016				
417-1	Product and service information and labeling requirements	3.5 Product Liability and Safety	49	
417-2	Incidents of non-compliance with laws and regulations related to information and labeling of products and services	3.5 Product Liability and Safety	49	
417-3	Incidents of non-compliance with laws and regulations related to marketing communication	3.5 Product Liability and Safety	49	

List of GRI Material Topics

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
GRI 3: Material Topics 2021				
3-1	Process for determining material topics	2.6 Identification of Material Sustainability Topics	29	
3-2	List of material topics	2.6 Identification of Material Sustainability Topics	29	
Material Topic: Supply Chain Management				
GRI 3: Material Topics 2021				
3-3	Material topic management	3.7 Supply Chain Management	60	
GRI 204: Procurement Practices 2016				
204-1	Proportion of procurement expenditure from local suppliers	3.7 Supply Chain Management	60	
GRI 308: Supplier Environmental Assessment 2016				
308-1	Screen new suppliers using environmental criteria	3.7 Supply Chain Management	60	
308-2	Negative environmental impacts in the supply chain and actions taken	3.7 Supply Chain Management	60	
GRI 414: Supplier Social Assessment 2016				
414-1	Screen new suppliers using social criteria	3.7 Supply Chain Management	60	
414-2	Negative social impacts in the supply chain and actions taken	3.7 Supply Chain Management	60	
Material Topic: Customer Relationship Management				
GRI 3: Material Topics 2021				
3-3	Material topic management	3.8 Customer Relationship Management	67	
Material Topic: Information Security Management				
GRI 3: Material Topics 2021				
3-3	Material topic management	3.4 Information Security Management	44	
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints about breaches of customer privacy or loss of customer data	3.4 Information Security Management	44	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
Material Topic: Energy Management				
GRI 3: Material Topics 2021				
3-3	Material topic management	5.2 Energy Management	115	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	5.2 Energy Management	115	
302-2	Energy consumption outside the organization	5.2 Energy Management	115	
302-3	Energy intensity	5.2 Energy Management	115	
302-4	Reduce energy consumption	5.2 Energy Management	115	
302-5	Reduce the energy demand of products and services	5.2 Energy Management	115	
Material Topic: Climate Change Response				
GRI 3: Material Topics 2021				
3-3	Material topic management	5.1 Climate Change Response (TCFD)	105	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) greenhouse gas emissions	5.1 Climate Change Response (TCFD)	105	
305-2	Indirect energy (Scope 2) greenhouse gas emissions	5.1 Climate Change Response (TCFD)	105	
305-3	Other indirect (Scope 3) greenhouse gas emissions	5.1 Climate Change Response (TCFD)	105	
305-4	Greenhouse gas emission intensity	5.1 Climate Change Response (TCFD)	105	
305-5	Reduction of greenhouse gas emissions	5.1 Climate Change Response (TCFD)	105	
Material Topic: Waste Management				
GRI 3: Material Topics 2021				
3-3	Material topic management	5.4 Waste Management	121	
GRI 301: Materials 2016				
301-1	Weight or volume of materials used	5.4 Waste Management	121	
301-2	Use of recycled materials	5.4 Waste Management	121	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
301-3	Recycled products and their packaging materials	5.4 Waste Management	121	
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	5.4 Waste Management	121	
306-2	Management of significant waste-related impacts	5.4 Waste Management	121	
306-3	Waste generated	5.4 Waste Management	121	
306-4	Waste disposal and transfer	5.4 Waste Management	121	
306-5	Direct disposal of waste	5.4 Waste Management	121	
Material Topic: Talent Attraction and Retention				
GRI 3: Material Topics 2021				
3-3	Material topic management	4.1 Talent Attraction and Retention	72	
GRI 401: Labor-employer Relations 2016				
401-1	New and resigned employees	4.1 Talent Attraction and Retention	72	
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	4.1 Talent Attraction and Retention	72	
401-3	Parental leave	4.1 Talent Attraction and Retention	72	
GRI 402: Labor/Management Relations 2016				
402-1	Minimum notice period for operational changes	4.1 Talent Attraction and Retention	72	
GRI 405: Employee Diversity and Equal Opportunity 2016				
405-1	Diversity of governance units and employees	4.1 Talent Attraction and Retention	72	
405-2	Ratio of basic salary and remuneration of female to male	4.1 Talent Attraction and Retention	72	
GRI 410: Security Practices 2016				
410-1	Security personnel trained in human rights policies or procedures	4.1 Talent Attraction and Retention	72	
Material Topic: Talent Cultivation and Development				
GRI 3: Material Topics 2021				
3-3	Material topic management	4.2 Talent Cultivation and Development	80	

GRI Guidelines	Disclosure content	Chapter of report	Page	Remarks
GRI 404: Training and Education 2016				
404-1	Average hours of training per employee per year	4.2 Talent Cultivation and Development	80	
404-2	Programs for improving employee capabilities and transition assistance	4.2 Talent Cultivation and Development	80	
404-3	Percentage of employees who receive regular performance and career development reviews	4.2 Talent Cultivation and Development	80	
Material Topic: Occupational Safety and Health				
GRI 3: Material Topics 2021				
3-3	Material topic management	4.3 Occupational Safety and Health	85	
GRI 403: Occupational Safety and Health 2016				
403-1	Occupational Safety and Health Management System	4.3 Occupational Safety and Health	85	
403-2	Hazard identification, risk assessment, and accident investigation	4.3 Occupational Safety and Health	85	
403-3	Occupational health service	4.3 Occupational Safety and Health	85	
403-4	Worker’s participation, consultation, and communication on occupational safety and health	4.3 Occupational Safety and Health	85	
403-5	Worker’s training on occupational safety and health	4.3 Occupational Safety and Health	85	
403-6	Worker’s health promotion	4.3 Occupational Safety and Health	85	
403-7	Prevention and mitigation of occupational safety and health impacts directly linked to business relationships	4.3 Occupational Safety and Health	85	
403-8	Workers covered by the occupational safety and health management system	4.3 Occupational Safety and Health	85	
403-9	Occupational injury	4.3 Occupational Safety and Health	85	
403-10	Occupational disease	4.3 Occupational Safety and Health	85	

Appendix 2: Sustainability Accounting Standards Board (SASB) Comparison Table

Industry: Transportation_Automotive Parts

Disclosure topic	Indicator number	Disclosure indicator	Nature	Annual disclosure	Chapter of report	Page
Energy management	TR-AP-410a.1	(1) Total energy consumption for operations	Quantification	Global Tek Group: 99,006.02 GJ	5.2 Energy Management	115
		(2) Percentage of grid electricity		Taiwan Plant: 97.89% Wuxi Plant: 88.99% Xi'an Plant: 98.61% (Electrical grid power usage percentage = (Electricity / Total energy consumption) X 100%)		
		(3) Percentage of renewable energy		Taiwan Plant: 0% Wuxi Plant: 4.95% Xi'an Plant: 0%		
Waste management	TR-AP-150a.1	(1) Total waste generated during the manufacturing process	Quantification	Global Tek Group: 1,890.16 metric tons	5.4 Waste Management	121
		(2) Percentage of hazardous waste		Global Tek Group: 12.12%		
		(3) Recycling rate		Global Tek Group: 81.26%		
Product safety	TR-AP-250a.1	Number of recalls and total number of products recalled	Quantification	There were no product recalls due to product safety in Global Tek Group in 2024. Number of recalls: 0 Total number of recalled products: 0	3.5 Product Liability and Safety	49
Fuel efficient design	TR-AP-410a.1	Products that can help increase fuel efficiency and/or reduce emissions	Quantification	The Company's product attributes cannot increase fuel efficiency/reduce emissions. Fuel efficiency/reduced emissions: 0	-	
Procurement of raw materials	TR-AP-440a.1	Description and risk management related to the use of key materials	Qualitative	The Company does not purchase products that use key raw materials. For details on the use and procurement of other raw materials, please refer to 3.7 Supply Chain Management.	3.7 Supply Chain Management	60
Material efficiency	TR-AP-440b.1	Percentage of products sold that can be recycled	Quantification	Global Tek Group has a policy of not accepting products and their packaging materials. Except for products that are destroyed due to defects, none of our factories (Taiwan, Wuxi, Xi'an, and AvioCast) will recycle products and their packaging materials.	3.5 Product Liability and Safety	49
	TR-AP-440b.2	Percentage of input materials with recycled or remanufactured components	Quantification	In 2024, the total amount of precision casting wax used was 29,942 kg, of which the input of new material wax was 1,300 kg; therefore, the recycling rate was: (29,942-1,300)/29,942=95.6%.		
Competitive behavior	TR-AP-520a.1	Total monetary losses as a result of legal proceedings related to anti-competitive practices	Quantification	No anti-competitive, anti-trust, and monopoly violations occurred in 2024. Total monetary loss: NT$0	3.2 Legal Compliance and Ethical Corporate Management	37

Activity indicator	Indicator number	Unit of measurement	Nature	Description	Chapter of report	Page
Parts production quantity	TR-AP-000.A	Quantity	Quantification	Quantity of parts produced by Global Tek in 2024: Automobile brakes: 46,443,219 items Automotive safety: 122,522,124 items Industrial applications: 8,403,620 items New energy: 29,511,511 items Aerospace applications: 368,191 items Medical: 153,723 items Total number of parts produced: 207,402,388 items	2.3 Business Performance	14
Weight of parts produced	TR-AP-000.B	Metric tons (t)	Quantification	Weight of parts produced by Global Tek Group in 2024: Automobile brakes: 682,957.08 metric tons Automotive safety: 178,647.94 metric tons Industrial applications: 1,045.94 metric tons New energy: 2,386.17 metric tons Aerospace applications: 22.59 metric tons Medical: 0.76 metric tons Total weight of parts production: 865,060.47 metric tons		
Area of production factory	TR-AP-000.C	Square meter (m^2)	Quantification	The production factory area of Global Tek Group in 2024: Global Tek Fabrication: 12,112.76 m2 Global Tek: 528.5 m2 Global Tek Wuxi: 45,942.79 m2 Global Tek Xi'an: 3,383.48 m2		

Appendix 3: Climate-related Information of TWSE/TPEx Listed Companies

Item	Chapter of report	Page
Describe the Board of Directors and management's supervision and governance of climate-related risks and opportunities.	5.1 Climate Change Response (TCFD)	105
Describe how the identified climate risks and opportunities affect the Company's business, strategy , and finances (Short-term, medium-term, long-term).	5.1 Climate Change Response (TCFD)	105
Describe the financial impacts of extreme weather events and transition actions.	5.1 Climate Change Response (TCFD)	105
Describe how the climate risk identification, assessment and management processes are integrated into the overall risk management system.	5.1 Climate Change Response (TCFD)	105
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and main financial impacts used should be explained.	5.1 Climate Change Response (TCFD)	105
If there is a transition plan to manage climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical and transition risks.	5.1 Climate Change Response (TCFD)	105
If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained.	5.1 Climate Change Response (TCFD)	105
If climate-related targets are set, details regarding the activities covered, the scope of greenhouse gas emissions, the planning period, and annual progress should be explained. If carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon reduction credits or the number of RECs used should be explained.	5.1 Climate Change Response (TCFD)	105
Greenhouse gas inventory and assurance, reduction targets, strategies, and specific action plans (to be filled in 1-1 and 1-2).	Greenhouse gas inventory and verification will be explained in 1.1 and 1.2	142

1.1 The Company's greenhouse gas inventory and assurance status in the past two years

Greenhouse gas inventory information

In order to effectively manage greenhouse gas emissions across its factories, Global Tek voluntarily established a greenhouse gas inventory mechanism in 2022 in accordance with ISO 14064-1, the greenhouse gas inventory standard issued by the International Organization for Standardization (ISO). Greenhouse gas inventories and assurance activities are conducted annually, including its subsidiaries Global Tek Co., Ltd., Global Tek (Wuxi) Co., Ltd., and Global Tek (Xi'an) Co., Ltd. The greenhouse gas inventory reports and data tables of Global Tek Group for 2022 and 2023 were subjected to third-party verification by the reputable British Standards Institution (BSI). BSI issued an unqualified opinion, and stated that the annual greenhouse gas inventory reports fully complied with relevant standards and the greenhouse gas information was properly and accurately disclosed.

The 2024 greenhouse gas inventory was verified by the British Standards Institution (BSI) in February-March 2025, with the verification scope aligned with the above inventory scope. The Company has successfully obtained an unqualified opinion on greenhouse gas verification statement in April 2025.

The greenhouse gas inventory data for the last two years is compiled based on the operational control method and includes the greenhouse gas emissions of the Company and its subsidiaries as described below:

		2023		2024	
		Emissions (tons CO2e)	Density (tons CO2e/turnover in NTD million)	Emissions (tons CO2e)	Density (tons CO2e/turnover in NTD million)
The Company	Scope 1: Direct greenhouse gas emissions	140.0244	-	131.5966	-
	Scope 2: Indirect greenhouse gas emissions from energy input	5,575.5473	-	5,367.8356	-
	Scope 3-6: Other indirect greenhouse gas emissions	1,440.6297	-	1,342.6640	-
	Subtotal	7,156.2014	-	6,842.0962	-
All subsidiaries included in the consolidated financial statements	Scope 1: Direct greenhouse gas emissions	615.3108	-	277.5389	-
	Scope 2: Indirect greenhouse gas emissions from energy input	7,251.8536	-	7,973.5514	-
	Scope 3-6: Other indirect greenhouse gas emissions	1,360.2622	-	1,551.8339	-
	Subtotal	9,227.4266	-	9,802.9242	-
	Total	16,383.6280	3.8934	16,645.0204	3.8611

Note

1. The inventory includes direct emissions (Scope 1, i.e., direct emissions from sources owned or controlled by the Company), indirect greenhouse gas emissions from imported energy (Scope 2, i.e., indirect emissions from purchased electricity, heat, or steam), and other indirect emissions (Scopes 3-6, i.e., emissions generated from the Company's activities that are not energy-related indirect emissions, but originate from sources owned or controlled by other companies).
2. The scope of direct emissions and energy-indirect emissions data shall be handled according to the schedule specified in the order pursuant to Article 10, Paragraph 2 of these regulations. Other indirect emissions information may be disclosed on a voluntary basis.
3. Greenhouse Gas Inventory Standard: ISO 14064-1 issued by the International Organization for Standardization (ISO).
4. The intensity of greenhouse gas emissions may be calculated per unit of product/service or turnover, but at least the data calculated based on turnover (in millions of NTD) should be disclosed.

1.1 The Company's greenhouse gas inventory and assurance status in the past two years

Greenhouse gas assurance information

The Company and certain subsidiaries included in the consolidated financial statements (including Global Tek Co., Ltd., Global Tek (Wuxi) Co., Ltd., and Global Tek (Xi'an) Co., Ltd.). The implementation status of greenhouse gas inventory in the past two years was as follows:

Scope of assurance engagement		Emissions in 2023 (tons CO2e)	Emissions in 2024 (tons CO2e)
The Company	Category 1 Direct greenhouse gas emissions	140.0244	131.5966
	Category 2 Indirect greenhouse gas emissions from energy input	5,575.5473	5,367.8356
	Categories 3-6 Other indirect greenhouse gas emissions	1,440.6297	1,342.6640
	Total	7,156.2014	6,842.0962
	As a percentage of inspection data disclosed in section 1-1-1 above	100.00%	100.00%
All subsidiaries included in the consolidated financial statements	Category 1 Direct greenhouse gas emissions	615.3108	277.5389
	Category 2 Indirect greenhouse gas emissions from energy input	7,251.8536	7,973.5514
	Categories 3-6 Other indirect greenhouse gas emissions	1,360.2622	1,551.8339
	Total	9,227.4266	9,802.9242
	As a percentage of inspection data disclosed in section 1-1-1 above	100.00%	100.00%
Assurance Institution		BSI Assurance Institution	BSI Assurance Institution
Description of assurance status		ISO 14064-3:2019 Category 1 and 2 Reasonable Assurance Category 3 to 6 Confirmation and Agreement Procedures	ISO 14064-3:2019 Category 1 and 2 Reasonable Assurance Category 3 to 6 Confirmation and Agreement Procedures
Assurance opinion/conclusion		Unqualified opinion	Unqualified opinion

1-2 Greenhouse gas reduction targets, strategies and specific action plans

Base year and reduction targets of greenhouse gas reduction

In order to effectively manage greenhouse gas emissions across its factories, Global Tek voluntarily established a greenhouse gas inventory mechanism in 2022 in accordance with ISO 14064-1, the greenhouse gas inventory standard issued by the International Organization for Standardization (ISO). Greenhouse gas inventories and assurance activities are conducted annually, including its subsidiaries Global Tek Co., Ltd., Global Tek (Wuxi) Co., Ltd., and Global Tek (Xi'an) Co., Ltd. It is expected to gradually complete the inventory of all consolidated subsidiaries by 2027.

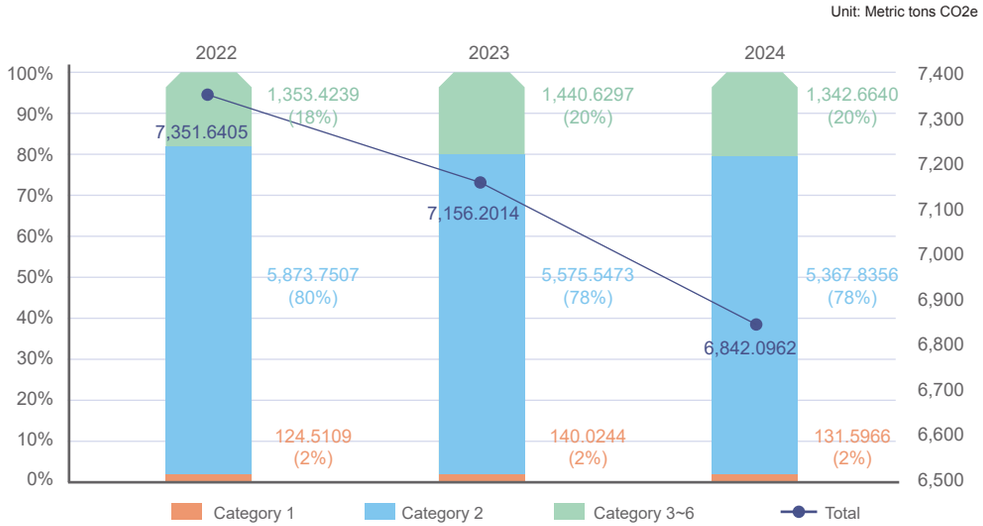
In order to proactively plan greenhouse gas reduction strategies, the Company has temporarily designated 2022 as the base year, with Scope 1 and Scope 2 emissions of 444.7111 tons CO2e and 14,577.4559 tons CO2e, respectively. Through the following concrete actions, the Company aims to achieve a 10% reduction compared to the base year by 2025, and a further 15% reduction by 2030, thereby reaching a cumulative carbon reduction target of 25%.

Greenhouse gas reduction strategy and specific action plans

In 2024, Global Tek continued to promote the implementation of energy conservation and emission reduction actions, including: continuous replacement of old power-consuming equipment, improving energy utilization efficiency, digitizing information on public equipment monitoring systems, recycling and reusing water resources for cleaning equipment, reducing the volume of waste materials, and recycling and reusing waste cutting water, etc. At the same time, it will expand the construction of solar power generation systems, evaluate the procurement of green electricity certificates or carbon rights, and ensure that the reduction is in line with the progress, thereby reducing the impact of carbon emissions and enhancing operational competitive advantages. To enable management, the executive team, and all employees to achieve greenhouse gas reduction goals, we have gradually required relevant departments to formulate short, medium, and long-term action plans and incorporate them into performance indicators. These plans will serve as a reference for employee performance appraisals and bonus incentives, thereby implementing the spirit of responsible management. In addition, individual incentive bonuses will be awarded based on ESG-driven performance. At the same time, an ESG column has been added to the monthly e-newsletter to deeply embed a sustainable corporate culture in the minds of employees. For managers, there are online courses, such as Sustainable Transformation - Strategic Practices for Business and Goodwill, to motivate employees to work together and gradually implement the Company's net zero emissions path and goals. For details on the carbon reduction goals, strategies and actions of Global Tek Group, please refer to Section 5.1 Climate Change Response (TCFD).

Achievement of reduction targets

Taking Taiwan Plant as an example, the annual emissions data and target achievement status to date are as follows:



Appendix 4: Third-party verification statement from British Standards Institution (BSI)

bsi.

Opinion Statement

Greenhouse Gas Emissions
Verification Opinion Statement

This is to verify that: GLOBAL TEK GROUP
No. 638, Sec. 6, Kuaisu Rd.
Xinwu Dist.
Taoyuan City
327001
Taiwan

時碩集團
臺灣
桃園市
新屋區
快速路六段 638 號
327001

Holds Statement No: GHGEV 804738

Verification opinion statement

As a result of carrying out verification and validation procedures in accordance with ISO 14064-3:2019, it is the statement for mixed engagement including reasonable assurance for verification activity as well as validation and agreed-upon procedures (AUP) contains the following:

- The Greenhouse Gas Emissions with GLOBAL TEK GROUP for the period from 2024-01-01 to 2024-12-31 was verified and validated.
- The verified organization-level greenhouse gas emissions include direct greenhouse gas emissions 409.1355 tonnes of CO_2 equivalent and indirect greenhouse gas emissions from imported energy 13,341.3870 tonnes of CO_2 equivalent.
- GLOBAL TEK GROUP has defined and explained its own process and pre-determined criteria for significance of indirect Greenhouse Gas Emissions and quantify and report these identified significant emissions accordingly.

For and on behalf of BSI:

Managing Director BSI Taiwan, Peter Pu

Originally Issue: 2025-04-23 Latest Issue: 2025-04-23

Page: 1 of 4

...making excellence a habit.

The British Standards Institution is independent to the above named client and has no financial interest in the above named client. This Opinion Statement has been prepared for the above named client only for the purposes of verifying its statements relating to its carbon emissions more particularly described in the scope. It was not prepared for any other purpose. The British Standards institution will not, in providing this Opinion Statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used or to any person by whom the Opinion Statement may be read. This Opinion Statement is prepared on the basis of review by The British Standards Institution of information presented to it by the above named client. The review does not extend beyond such information and is solely based on it. In performing such review, The British Standards Institution has assumed that all such information is complete and accurate. Any queries that may arise by virtue of this Opinion Statement or matters relating to it should be addressed to the above name client only.
Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
BSI Taiwan is a subsidiary of British Standards Institution.

Appendix 5: International Standards and Quality Certifications

Taiwan Plant - Certification

IATF 16949

ISO 9001

ISO 9001

Nadcap

ISO 9001 (EU)

ISO 9001 (EU)

PED (EU)

PED (EU)

ISO 14001

ISO 9001 (UK)

ISO 9001 (UK)

PER (UK)

PER (UK)

AS 9100

Wuxi Factory - Certification

IATF 16949

ISO 9001

ISO 14001

ISO 13485

ISO 45001

Xi'an Factory - Certification

ISO 9001

ISO 14001

AS 9100

Sewage permit

Appendix 6: Third-party limited assurance report from Crowe (TW) CPAs

Crowe

國富浩華聯合會計師事務所
Crowe (TW) CPAs
105405 台北市松山區
敦化北路 122 號 8 樓
7F, No. 122, Dunhua N. Rd.,
Songshan Dist.,
Taipei City 105405, Taiwan
Tel +886 2 87705181
Fax +886 2 87705191
www.crowe.tw

INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

Global Tek Fabrication Co., Ltd.

We have been engaged by Global Tek Fabrication Co., Ltd. to perform assurance procedures on the sustainability performance information identified by Global Tek Fabrication Co., Ltd. (see Appendix 1) and reported in Global Tek Fabrication Co., Ltd. 2024 Sustainability Report ("the Report"), and have issued a limited assurance report based on the result of our work performed.

Management's Responsibilities

Management is responsible for the preparation of the sustainability performance information disclosed in the Report in accordance with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Global Reporting Initiative (GRI) Standards published by the GRI, and for such internal control as management determines is necessary to enable the preparation of the sustainability performance information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We planned and conducted our work on the sustainability performance information in the Report in accordance with the Standard on Assurance Engagement 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" to issue a limited assurance report on whether the sustainability performance information is free from material misstatement. The nature, timing and extent of procedures performed in a limited assurance engagement are different from and more limited than a reasonable assurance engagement and, therefore, a lower assurance level is obtained than a reasonable assurance.

We applied professional judgment in the planning and conduct of our work to obtain evidence supporting the limited assurance. Because of the inherent limitations of any internal control, there is an unavoidable risk that even some material misstatements may remain undetected. The procedures we performed include, but not limited to:

- Inquiring management and personnel involved in the preparation of the Report to understand the policies and procedures for the preparation of the Report;
- Analyzing and examining, on a test basis, the documents and records supporting the sustainability performance information.

Inherent Limitations

The subject information included non-financial information, which was under more inherent limitations than financial information. The information may involve significant judgment, assumption and interpretations by the management, and the different stakeholders may have different interpretations of such information.

Quality Controls and Independence

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which contains integrity, objectivity, professorial competence and due care, confidentiality and professional behavior as the fundamental principles. In addition, the firm applies Statement of Quality Management Standard 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation of the Republic of China, and accordingly requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements: professional standards, and applicable legal and regulatory requirements.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the sustainability performance information in the Report is in all material respects, not prepared in accordance with the above mentioned reporting criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the sustainability performance information or the criteria applied after the issuance date of the Report.

The engagement partner on the assurance resulting in this independent limited assurance report is Lin, Pin Yen.

Crowe (TW) CPAs

Taipei, Taiwan

Republic of China

June 23, 2025

Note:

For the convenience of readers and for information purpose only, the independent auditors' limited assurance report has been translated into English from the original Chinese version prepared and used in the Republic of China. In the event of any discrepancy between the English version and the original Chinese version or any differences in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report shall prevail.

APPENDIX 1

SUMMARY OF SUSTAINABILITY PERFORMANCE INFORMATION

#	Assurance Items	Chapter	Applicable Criteria
1	Number of parts produced in 2024: 207,402,388 units Weight of parts produced in 2024: 865,060.47 metric tons	Appendix II: SASB Standards Cross-Reference Table	Number of parts produced and weight of parts produced.
2	In 2024, the total consumption of investment casting wax was 29,942 kg. Of this amount, 1,300 kg was newly added virgin wax, resulting in a recycled wax usage rate of 95.6%, calculated as (29,942 – 1,300) / 29,942.	Appendix II: SASB Standards Cross-Reference Table	Percentage of input materials composed of recycled or remanufactured content.
3	(1). Total waste generated from manufacturing processes in 2024: 1,890.16 metric tons; (2). Percentage of hazardous waste in 2024: 12.12%; (3). Recycling rate in 2024: 81.26%.	Appendix II: SASB Standards Cross-Reference Table	(1) Total waste generated from manufacturing processes (2) Percentage of hazardous waste (3) Percentage of waste recycled.
4	In 2024, the total water withdrawal across all locations was 50.3033 million liters, total water discharge was 44.2189 million liters, and total water consumption was 6.0844 million liters. In areas subject to water stress, water withdrawal was 26.4020 million liters, water discharge was 20.3176 million liters, and water consumption was 6.0844 million liters.	5.3 Water Resources Management	Total water withdrawal, total water discharge, total water consumption, and total volume of water reused in 2024.
5	In 2024, each board director completed no less than 6 hours of continuing education, with a total of 46 training hours completed by all directors.	3.1 Corporate Governance Structure	Total training hours completed by board directors in 2024.
6	In 2024, a total of 15,649 hours of training were provided to 1,216 participants.	4.2 Talent Cultivation and Development	Number of employees trained and total training hours in 2024.
7	In 2024, the number of recordable occupational injury cases was 10, with a recordable occupational injury rate of 4.45.	4.3 Occupational Safety and Health	Number and rate of occupational injuries in 2024.
8	I In 2024, the number of participants in insider trading prevention training was 17, with a total of 17 training hours.	4.4 Human Rights Protection	Number of participants and total hours of insider trading prevention training in 2024.
9	Taiwan facilities: Nitrogen Oxides (NOx): 21.30 kg; Sulfur Oxides (SOx): 23.71 kg; Volatile Organic Compounds (VOCs): 114.69 kg; Particulate Matter (PM): 358.90 kg. China facilities: Volatile Organic Compounds (VOCs): 129.24 kg; Non-Methane Total Hydrocarbons (NMTHC): 591.12 kg.	5.5 Air Pollution	Air emissions data for Taiwan and China manufacturing sites in 2024.

GLOBALTEK

TEL: +886 226963988

FAX: +886 226963989

Address: Building C, 15F, No. 94, Section 1, Xintai 5th Rd., Xizhi District, New Taipei City 221

Website: http://www.globaltekww.com