



致新科技
Global Mixed-mode Technology

2024 SUSTAINABILITY REPORT



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About the Report

Reporting Principles

This is the first Sustainability Report published by Global Mixed-mode Technology Inc. (Stock Code: 8081, hereinafter referred to as “GMT” or “the Company”). It has been prepared in accordance with the “Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies” and based on the Global Reporting Initiative (GRI) Standards (2021). This 2024 Report discloses GMT’s sustainable development strategies, initiatives, and performance outcomes to its stakeholders.

Reporting Scope and Data

This Report covers the Company’s economic, environmental, and social performance for the period from January 1 to December 31, 2024 (fiscal year 2024). To ensure completeness and comparability, some performance data are traced back to 2023 or earlier. The reporting scope primarily includes Global Mixed-mode Technology Inc.’s Taiwan operational sites, including the Hsinchu Headquarters and Taipei Sales Office. Subsidiaries covered under the Consolidated Financial Statements are not included in the Report (For the list of consolidated entities, please refer to the Company’s [2024 Financial Statements](#)). The data and information disclosed were compiled by the responsible departments. Financial figures presented in the “Operational Performance” section are derived from the audited financial statements. All financial figures are expressed in New Taiwan dollars (NT\$). Data collection, measurement, and calculation methods are based on applicable international or local regulations. Where no applicable international standards exist, industry standards or practices are followed.

Disclosure Information	Standards Adopted	Assurance Provider
Financial Data	Annual Consolidated Financial Statements	PricewaterhouseCoopers Taiwan (PwC Taiwan)

Publication Timeline

The Company will publish its Sustainability Report annually and disclose it on its official website.

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Message from the Chairman

In response to the growing challenges of climate change, Global Mixed-mode Technology Inc. (GMT) remains firmly committed to its mission of sustainable development and corporate responsibility. Beyond complying with applicable government regulations, we proactively stay aligned with global ESG (Environmental, Social, and Governance) trends and best practices to continuously strengthen our sustainability governance. To establish a sound, sustainable management framework, the Company formally established the Sustainable Development Committee in 2025. The Committee coordinates the planning and implementation of sustainability strategies and action plans and collaborates with all departments to develop and execute specific sustainable development programs. We actively identify and respond to key issues of concern to stakeholders and comprehensively assess the potential risks and opportunities that climate change may pose to our operations. These evaluations serve as the foundation for subsequent risk management and response strategies. GMT is also committed to reducing the negative environmental impacts of its business activities. We implement concrete measures to realize our sustainable development goals and pursue long-term corporate resilience and growth.

As a fabless company specializing in power management IC design, GMT focuses on developing high-efficiency power conversion products that help customers reduce electricity consumption and achieve energy-saving and carbon-reduction outcomes. The Company concentrates on circuit design, while chip fabrication, packaging, and testing are outsourced to professional foundries and outsourced semiconductor assembly and test (OSAT) partners. As a result, the majority of our greenhouse gas (GHG) emissions occur within the operations of our supply chain partners. To fulfill our sustainability objectives, we not only strive to improve internal energy efficiency and reduce GHG emissions, but also encourage our suppliers to engage in carbon reduction efforts, such as lowering emissions, conserving water, and reducing waste. Together, we aim to build a resilient green supply chain and contribute to achieving net-zero emissions and a sustainable future for the planet.

Chairman Wu, Jiin-Chuan



Ch 1 Sustainability Management

1.1 About GMT

1.1.1 Company Profile

Global Mixed-mode Technology Inc. (GMT), founded in 1996, is a professional IC design company specializing in the design, R&D, and sales of integrated circuit products. All wafer fabrication, packaging, and testing processes are outsourced to professional foundry and OSAT partners. GMT's core business includes the research, development, production, and sale of digital and analog-mixed signal ICs for various electronic devices. The Company's headquarters is located in the Hsinchu Science Park, Taiwan, with subsidiaries in Shanghai and Shenzhen, China, as well as offices in Zhonghe, New Taipei City (Taiwan) and Suwon City (South Korea). As of the end of 2024, GMT employed a total of 361 staff across R&D, production, sales, and administrative functions. With years of R&D experience in the IC industry, the Company continues to invest in cultivating IC design talent and deepening its technological capabilities.

Leveraging strong design expertise, high-quality services, and reliable product performance, GMT delivers critical analog IC solutions to both domestic and international clients. Our products are widely used in consumer electronics such as LCD/OLED panels, televisions, monitors, broadband networks, as well as notebook computers, servers, and workstations. Our products are highly recognized by customers, particularly for their stability and reliability. GMT has obtained ISO 9001 and ISO 14001 certifications and continuously promotes its quality policy to uphold the highest standards.

As business operations expand, the need for equipment and personnel has increased, which in turn has led to a higher usage of environmental resources. In response to rising sustainability awareness, GMT conducts annual greenhouse gas inventories, and tracks water consumption and waste output. Our environmental goals include year-over-year reductions in carbon emissions, water usage, and total waste. We are committed to corporate social responsibility and reducing our environmental impact.

GMT's Management Philosophy and Corporate Vision

GMT is led by a capable management team that adheres to the business philosophy of "Integrity, Service, Innovation, and Sharing", pursuing sustainable corporate growth through stable and pragmatic operations. In addition to maintaining steady operations, the Company has achieved consistent profitability and is recognized as one of Taiwan's outstanding IC design companies. The Company was listed on the OTC market on August 30, 2004, and transferred to the TWSE main board on December 18, 2008. Looking ahead, we are committed to growing alongside our employees and shareholders, striving to become a benchmark enterprise in the analog/mixed-signal IC industry and a globally recognized leader. We will continue to deliver high-value solutions that create competitive advantages for our clients.

GMT Corporate Culture

Cooperation	Seamless collaboration and team spirit, fostering coordination and inclusiveness.
Innovation	Encouraging breakthroughs and risk-taking, embracing failure as a learning process to create value.
Exquisiteness	Streamlined hierarchy, empowerment, decisive decision-making, and prompt action.
Faith	Honesty and pragmatism, performance-oriented, and believing that "profit is the byproduct of doing the job well."

Corporate Overview

Item	2024 Relevant Explanations
Company Name	GLOBAL MIXED-MODE TECHNOLOGY INC.
Industry Category	Semiconductor Industry
Paid-in Capital	NT\$861 million
Date of Establishment	July 3, 1996
Chairman	Wu, Jiin-Chuan
Deputy Spokesperson	Tang, Han-Guang
Headquarters	Hsinchu Science Park, Taiwan
Core Business	Mainly engaged in the design, testing, production and

	marketing of analog and mixed-signal integrated circuits for power management.
Markets Served	Taiwan, China, South Korea, Japan, the United States, Europe, etc.

1.1.2 GMT's Key Milestones

Year	Key Milestones
1996	The Company has established a capital of NT\$60 million
	The Company has obtained the park business registration certificate
1998	The first PWM IC was introduced into mass production
	The Thermal sensor IC and Fan-controller IC for notebook computers have been certified by Acer
1999	Approved as an important scientific and technological undertaking by the Industrial Bureau of the Ministry of Economic Affairs
	The USB/PCMCIA Power Switch IC has been introduced into mass production and has been certified by Acer
	The Power Control IC for CDR-RW optical pickup heads has been introduced into mass production
2001	Passed the ISO9001 certification
2002	Initiated public offering
2003	Logged in to Emerging Stocks
2004	The stock was listed on the OTC
2008	Merged with Aimtron Technology Corp.
	The stock was listed on the OTC market and transferred to the IPO
2017	Established an Audit Committee
2018	The Board of Directors decided to publicly purchase 51.84% of the ordinary shares of Advanced Analog Technology, Inc.
2022	Awarded the "Outstanding Display Component Product" at the Gold Panel Awards.
2023	First automotive-grade product launched in August; received "Best Power Management IC of 2023" from EE Times Asia.

2024	<ol style="list-style-type: none"> 1. Officially became the certified supplier for Continental AG, the world's largest Tier 1 intelligent cockpit supplier. 2. Passed quality and delivery audits by Desay SV, China's leading cockpit supplier. 3. Certified by Xiaomi Corporation as the sole new PMIC supplier for 2024.
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1.1.3 Association and External Organization Participation

GMT actively participates in various associations and international sustainability organizations, including: Allied Association for Science Park Industries, Chinese National Association of Industry and Commerce, Taiwan (CNAIC), and Taiwan-Japan Association for Business Communication (TJABC) We actively participate in various activities and exchanges. Through external engagement, GMT stays informed of industry trends, contributes to policy discussions, and enhances cooperation and long-term sustainable development opportunities.

1.2 SDGs Performance

Sustainable Development Strategy

GMT continues to promote sustainable development by balancing corporate growth and profitability with environmental, social, and governance (ESG) responsibilities. The Company regularly identifies and assesses ESG-related risks associated with its operations, focusing on issues that may impact long-term competitiveness and corporate accountability, and formulates risk management policies accordingly. Amidst evolving global sustainability trends and market shifts, GMT remains committed to optimizing its ESG strategy through proactive stakeholder engagement and cross-sector collaboration, paving the way toward a vision that aligns economic growth with social responsibility.

Perspective	Alignment with the UN Sustainable Development Goals (SDGs)	Actions and 2024 Performance
Governance	SDG8: Decent Work and Economic Growth SDG 16: Peace, Justice, and Strong Institutions SDG 17: Partnerships for the Goals	<ul style="list-style-type: none">Independent directors accounted for 42.86% of the Board.The Board comprised 7 members and convened 6 meetings in 2024, with an average attendance rate of 95.23%.2024 consolidated revenue reached NT\$8,252,664 thousand, a 4.3% increase from NT\$7,910,870 thousand in 2023.Established a cross-department ESG Sustainable Management Task Force in 2024.The 2024 Board performance self-evaluation was rated “Excellent,” reflecting strong performance of the Board, Audit Committee, and Remuneration Committee.No incidents of integrity violations, employee dismissal, or legal sanctions related to corruption occurred in 2024.No material fines (NT\$100,000 or more)

		<p>or non-monetary sanctions for non-compliance with environmental, social, or governance regulations in 2024.</p> <ul style="list-style-type: none"> • In 2024, through active participation in associations such as the Allied Association for Science Park Industries, the Chinese National Association of Industry and Commerce (CNAIC), and the Taiwan-Japan Association for Business Communication (TJABC), the Company maintains close cooperation with government agencies and enterprises, promoting policy engagement, innovation, and sustainability goals.
Environment	SDG6: Clean Water and Sanitation SDG12: Responsible Consumption and Production SDG13: Climate Action	<ul style="list-style-type: none"> • ISO 9001:2015 Quality Management System certification obtained. • All product materials comply with the relevant requirements of EU RoHS, REACH, and halogen-free requirements. • GMT's customer satisfaction score in 2024 averaged 94.6, consistently above 90 for the past two years. • The total water withdrawal in 2024 was 8.785 million liters, a 3.74% decrease from 2023. Water-saving measures in office operations will continue to be promoted. • ISO 14001:2015 Environmental Management System implemented and certified. • Waste disposal followed applicable regulations and internal procedures. No major environmental pollution or penalties over the past two years. • Greenhouse gas (GHG) inventory for Scope 1 and Scope 2 emissions has followed the GHG Protocol since 2023. • Sustainability measures are being

		planned and implemented progressively, with commitments and results disclosed in this Report.
Product	SDG8: Decent Work and Economic Growth SDG9: Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> Over the past two years, R&D investments have been maintained, with a focus on innovation and breakthroughs in key technologies. In 2024, NT\$1.068 billion was invested, accounting for 12.94% of total revenue. As of year-end 2024, GMT holds a total of 86 valid patents. No incidents of data breaches, information theft, or customer data loss occurred in 2024.
Society	SDG3: Good Health and Well-being SDG4: Quality Education SDG5: Gender Equality SDG8: Decent Work and Economic Growth SDG 17: Partnerships for the Goals	<ul style="list-style-type: none"> Adopted and implemented a human rights policy aligned with international human rights conventions to protect employees' fundamental rights and enforce principles of non-discrimination, prohibition of forced labor, and prevention of child labor. No complaints or violations related to child labor, forced labor, labor disputes, gender inequality, or sexual harassment in 2024. No occupational injuries or disease occurred in 2024. No contractor-related workplace accidents occurred in 2024. The Company provides routine health examinations for employees each year, with 350 participants in 2024. In 2024, on-site physician services were provided on four occasions to implement workplace health protection mechanisms. A total of six health promotion activities were held in 2024, including CPR + AED training, bone density testing, and health

		<p>education, with 114 total participants.</p> <ul style="list-style-type: none"> • Parental leave without pay was granted to 27 employees in 2024 (including 8 women). Two female employees actually applied for leave, and both achieved 100% return-to-work and retention rates. • In the event of profitability (defined as pre-tax earnings before employee and director remuneration), the Company allocates not less than 1% of pre-tax net earnings to employee compensation, in accordance with operating performance, and implements a comprehensive performance appraisal and profit-sharing system. • In 2024, the average training hours per employee were 1.63 hours. • GMT recognizes and complies with international human rights frameworks, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and International Labour Organization (ILO) Conventions. These serve as the foundation for GMT's Human Rights Policy.
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1.3 Materiality Analysis

1.3.1 Stakeholder Identification

GMT follows the AA1000 Stakeholder Engagement Standard (SES) to conduct a structured stakeholder identification process. This allows the Company to understand stakeholder concerns related to economic, environmental, and social sustainability topics. Through an assessment of stakeholder dependency, responsibility, level of concern, influence, and diversity of perspectives, GMT identified five primary stakeholder groups: shareholders/investors, customers, employees, suppliers, and government authorities.

Stakeholder	Relevance to GMT
Shareholders/ Investors	Investors and shareholders play a pivotal role in GMT's public communications. Enhancing shareholder goodwill and public image significantly impacts the Company's ability to raise capital and support business development.
Customers	Customers are central to GMT's success. Maintaining strong customer relationships and satisfaction drives business growth, scale expansion, and profitability.
Employees	Employees are GMT's most important asset and essential to sustainable growth. The Company is committed to creating a workplace that supports self-fulfillment, provides competitive compensation and benefits, and ensures a safe and respectful work environment, with the aim of maximizing employees' capabilities and jointly enhancing corporate performance.
Suppliers	Suppliers provide essential raw materials for GMT's operations and are key partners in business continuity. GMT maintains close and trustworthy cooperation with suppliers to achieve mutual goals.
Government Authorities	GMT views laws and policies issued by government authorities as critical to compliant operations. The Company ensures internal supervision to meet regulatory requirements and actively aligns with government policies in fulfilling its corporate social responsibilities.

1.3.2 Material Topic Identification and Assessment Process

GMT conducted its materiality assessment in accordance with the GRI Universal Standards 2021. The Company identified key sustainability topics by analyzing industry trends and stakeholder concerns to determine those most significant to corporate sustainability. Through internal assessments of potential impact, GMT evaluated each topic's implications across economic, environmental, and human rights dimensions. The Sustainability Promotion Task Force collaborated with

senior executives to finalize eight material topics, which serve as the basis for disclosure of management approaches and performance indicators in 2024. GMT also reviews and updates its material topics regularly to ensure alignment with the evolving ESG landscape and to guide strategic planning and action implementation.

Assessment Process	Implementation Approach
Collecting Sustainability Issues	Step 1 Identification ESG-related Topics
	GMT identified ESG-related topics through a comprehensive analysis of global sustainability trends in the industry, benchmarking with representative domestic and international peers, and aligning with international sustainability frameworks (e.g., GRI Standards 2021, SASB metrics, TCFD framework), as well as taking into account regulatory focus areas specific to the semiconductor industry.
Internal Assessment of Impact Significance	Step 2 Assessment of the Impacts of ESG Topics
	Based on recommendations from external consultants, GMT's Sustainability Promotion Task Force assessed the positive and negative impacts of each ESG topic across economic, environmental, and human (including human rights) dimensions.
Determination of Material Topics	Step 3 Determination of Material Topics
	Taking into consideration GMT's sustainability priorities and business strategies, the ESG Working Group finalized a list of eight material topics in consultation with senior executives. These topics for 2024 are: Corporate Governance and Ethical Management, Economic Performance, Climate Change Adaptation and Energy Management, Occupational Health and Safety, Talent Cultivation and Development, R&D Innovation, Sustainable Supply Chain Management, and Information Security and Privacy Protection.
Information Reporting and Disclosure	Step 4 Reporting and Disclosure
	The Sustainability Promotion Task Force holds regular meetings to review and evaluate GMT's performance in economic, environmental, and social aspects. The President, as the highest responsible officer for sustainability matters, reports to the Board of Directors at least once per year on the Company's ESG strategy and project implementation outcomes. These reports identify progress and gaps to inform future improvement and management targets. Each department formulates sustainability management strategies aligned with its functional responsibilities to ensure continuous Company-wide advancement in sustainable development.

1.3.3 Material Topics Management Approach and Impact Scope

Perspective	2024 Material Topic	Corresponding to GRI Standards	Impact Description	Impact Boundaries					Corresponding Section
				Internal	External				
					Suppliers	Investors	Customers	Society	
Governance	Corporate Governance and Ethical Management	GRI 3-3 GRI 2-9~2-28	<p>Positive Impact: A sound corporate governance framework enhances the performance of the Board and its functional committees, improves transparency and oversight in decision-making processes, and comprehensively protects shareholder rights.</p> <p>Negative Impact: Weak governance and poor oversight may compromise stakeholder interests, result in the loss of stakeholder trust, and</p>	V		V	V	V	2.1 Corporate Governance 2.2 Integrity in Business Operations

			diminish corporate competitiveness.						
	Economic Performance	GRI 3-3 GRI 201	<p>Positive Impact: Improved revenue and stable profitability create maximum shareholder value, support continuous R&D investment, and strengthen customer relationships, driving sustainable corporate development.</p> <p>Negative Impact: Poor financial performance may reduce investor confidence, alter customer relationships, hinder talent recruitment, and increase financing and borrowing costs.</p>	V	V	V	V	V	2.5 Economic Performance

Environment	Climate Change Adaptation and Energy Management	GRI 3-3 GRI 302	<p>Positive Impact: Reducing carbon emissions and resource waste protects the environment and drives green supply chain transformation. Effective energy management lowers operating costs and enhances corporate image, contributing to long-term sustainability.</p> <p>Negative Impact: High carbon emissions and resource inefficiency exacerbate climate change and environmental degradation, potentially leading to fines, carbon taxes, and lost business. Climate disasters or high-risk environments</p>	V	V	V	V	V	4.1 Climate Change Response
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			may also threaten employee livelihood and well-being.						
Employees	Occupational Health and Safety	GRI 3-3 GRI 403	<p>Positive Impact: Enforcing occupational health and safety policies, conducting regular inspections of machinery and equipment, and providing safety training ensure that equipment, operations, and maintenance meet safety standards. This enhances hazard prevention, emergency response capabilities, and creates a safe, respectful, and equitable workplace.</p> <p>Negative Impact:</p>	V	V		V	V	5.4 Occupational Health and Safety

			Inadequate occupational safety management increases risk of workplace accidents and operational disruption. Furthermore, the lack of emphasis on employee occupational safety, health, and environmental concerns increases the likelihood of prolonged exposure to high-risk or overworked environments, which may adversely affect employees' physical and mental well-being.						
	Talent Cultivation and Development	GRI 3-3 GRI 404	Positive Impact: Enhances service and product quality, boosts employee productivity and career growth, strengthens competitiveness, and	V			V	V	5.2 Talent Cultivation and Development

			<p>contributes to social stability.</p> <p>Negative Impact: Talent attrition and insufficient training increase costs, lower product quality, and ultimately reduce organizational efficiency and competitiveness.</p>						
Product	R&D Innovation	GRI 3-3	<p>Positive Impact: Emphasizing energy-saving and low-power design in product R&D, incorporating green design principles, and improving energy efficiency help reduce environmental impact. Simultaneously, through innovation and strategic patent</p>	V	V	V	V		3.1 Technology Research and Development and Innovation

			<p>deployment, GMT addresses customer needs and maintains market leadership, driving business growth and shareholder value. On the other hand, co-innovation with clients and suppliers further enhances competitiveness and delivers win-win outcomes for both economic and environmental benefits.</p> <p>Negative Impact: Poor product design or service quality may result in lost business opportunities, reduced market share, legal liability from product</p>						
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			defects, and reputational harm. Weak patent strategies may lead to litigation, product launch delays, and impaired customer service, ultimately affecting profitability and competitiveness.						
	Information Security and Privacy Protection	GRI 3-3 GRI 418-1	Positive Impact: Strengthening enterprise information security systems and standardizing data protection policies helps safeguard key information assets, reinforces corporate reputation, and supports business continuity and long-term sustainability.	V	V	V	V		3.3 Information Security and Privacy

			Negative Impact: Inadequate cybersecurity management may lead to theft of confidential business data, damage corporate reputation, and reduce customer satisfaction.						
	Sustainable Supply Chain Management	GRI 3-3 GRI 204-1 GRI 308 GRI 414	Positive Impact: Meeting customer requirements across the supply chain improves satisfaction, expands business opportunities, reduces exception-handling costs, and increases revenue. Negative Impact: Poor supply chain management may result in inconsistent	V	V	V	V		3.4 Sustainable Supply Chain

			supply quality, production interruptions, delayed deliveries, and negative impacts on product shipments, service performance, brand reputation, and customer confidence, ultimately lowering market share.						
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1.4 Stakeholder Engagement

GMT upholds the philosophy of growing alongside customers and partners, focusing on creating long-term value for investors while actively investing in employee development to achieve sustainable corporate operations. Through ongoing communication with stakeholders, GMT gains an in-depth understanding of their expectations and concerns regarding sustainability issues. These insights are incorporated into the Company's sustainability management policies and operational practices. This approach not only enhances GMT's value contribution to stakeholders but also helps shape the Company's short-, medium-, and long-term sustainability strategies.

GMT's 2024 Stakeholder Engagement and Communication Outcomes

Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2024	Implementation and Outcomes of Stakeholder Engagement Channels in 2024
Shareholders/Investors	<ul style="list-style-type: none"> • Ethical corporate management • Risk management • Regulatory compliance • Shareholder rights and information transparency • Economic performance 	<ul style="list-style-type: none"> • Shareholders' meeting (annually) • Revenue announcements (monthly) • Market Observation Post System (real-time updates) • Company website (real-time updates) 	<ul style="list-style-type: none"> • Held 2 online investor conferences (total duration: 6 hours; approx. 120 participants) • Held 2 in-person investor conferences (total duration: 8 hours; approx. 150 participants) • Participated in 5 investor forums (approx. 200 participants) • Real-time teleconferences with institutional (buy-side/sell-side) analysts • Participated in ad hoc research interviews with institutional investors

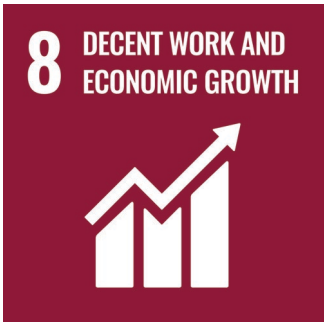
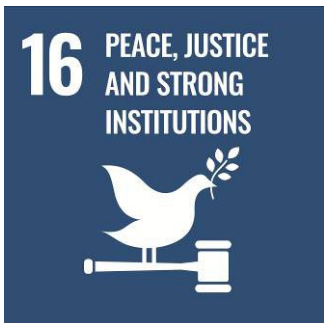

Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2024	Implementation and Outcomes of Stakeholder Engagement Channels in 2024
Customers	<ul style="list-style-type: none"> • Customer service management • Customer relationship management • R&D and innovation 	<ul style="list-style-type: none"> • Customer satisfaction survey (annually) • Telephone and online customer support (real-time) • Product update notifications (irregularly) • Technical seminars (irregularly) 	<ul style="list-style-type: none"> • Held 2 customer quality meetings • Completed 2 on-site customer audits • In 2024, the response rate for customer satisfaction surveys reached 100%, with an average satisfaction score of 94.6 points
Employees	<ul style="list-style-type: none"> • Human rights protection • Talent attraction and retention • Talent cultivation and development • Compensation and benefits • Occupational health and safety • Employee care and wellbeing 	<ul style="list-style-type: none"> • Labor-management meeting (quarterly) • Employee Welfare Committee meetings (irregularly) • Education and Training (irregularly) • Departmental communications and work meetings (irregularly) • Internal information announcements (irregularly) • Employee grievance hotline 	<ul style="list-style-type: none"> • Held 4 labor-management meetings • A total of 548.5 hours of employee training were conducted in 2024, with 153 participants • Received 0 employee feedback letters • Conducted ongoing legal and occupational safety policy briefings • Performed workplace environment assessments • Conducted employee health checkups • Held health promotion seminars (e.g., CPR + AED awareness) • Hosted 4 on-site physician visits for health consultations • Provided nursing facilities to support maternal care in the workplace

Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2024	Implementation and Outcomes of Stakeholder Engagement Channels in 2024
		(timely)	<ul style="list-style-type: none"> • Scheduled required occupational safety training (e.g., for forklift drivers, first aiders, fire prevention managers, and OH&S officers) • Held annual emergency evacuation drills
Suppliers	<ul style="list-style-type: none"> • Supply chain management • Quality, delivery, and pricing • Supplier risk assessment • Net-zero carbon and energy resource management 	<ul style="list-style-type: none"> • Supplier audits and evaluations (irregularly) • New supplier assessments (irregularly) • Contract negotiations and signing with suppliers (irregularly) • Communication via email (irregularly) 	<ul style="list-style-type: none"> • Held 4 supplier quality meetings • Audited 16 suppliers: 7 wafer foundries via document review, and 9 OSAT vendors via on-site audits; all passed
Government Authorities	<ul style="list-style-type: none"> • Ethical corporate management • Risk management • Regulatory compliance 	<ul style="list-style-type: none"> • Responded to government agency requests via official correspondence (real-time) • Update information on the Company website and MOPS/Monthly, quarterly, annually, or as needed • Questionnaires and 	<ul style="list-style-type: none"> • Published material announcements in both Chinese and English via MOPS • Submitted monthly occupational incident reports • Submitted monthly reports on recycling and disposal of inventory scrap and electronic waste

Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2024	Implementation and Outcomes of Stakeholder Engagement Channels in 2024
		interviews (irregularly) • Participation in government agency-related events (irregularly)	

Ch 2 Corporate Governance

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG 8	<p>Decent Work and Economic Growth</p> 	<ul style="list-style-type: none"> • Independent directors accounted for 42.86% of the Board. • The Board comprised 7 members and convened 6 meetings in 2024, with an average attendance rate of 95.24%. • 2024 consolidated revenue reached NT\$8,252,664 thousand, a 4.3% increase from NT\$7,910,870 thousand in 2023. • The 2024 Board performance self-evaluation was rated "Excellent," reflecting strong performance of the Board, Audit Committee, and Remuneration Committee. • Established a cross-department ESG Sustainable Management Task Force in 2024.
SDG 16	<p>Peace, Justice and Strong Institutions</p> 	<ul style="list-style-type: none"> • No incidents of integrity violations, employee dismissal, or legal sanctions related to corruption occurred in 2024. • No material fines (NT\$100,000 or more) or non-monetary sanctions for non-compliance with environmental, social, or governance regulations in 2024.
SDG17	<p>Partnerships</p> 	<ul style="list-style-type: none"> • In 2024, through active participation in associations such as the Allied Association for Science Park Industries, the Chinese National Association of Industry and Commerce (CNAIC), and the Taiwan-Japan Association for Business Communication (TJABC), the Company maintains close cooperation with government agencies and enterprises, promoting policy engagement, innovation, and sustainability goals.

Material Topic Management Approach: Corporate Governance and Ethical Management

Material Topics	Corporate Governance and Ethical Management
GRI Disclosure	GRI 2-9、GRI 2-10、GRI 2-11、GRI 2-12、GRI 2-13、GRI 2-14、GRI 2-15、GRI 2-16、GRI 2-17、GRI 2-18、GRI 2-19、GRI 2-20、GRI 2-21、GRI 2-22、GRI 2-25、GRI 2-26、GRI 2-27、GRI 2-28
Impact Description	<ul style="list-style-type: none"> • Positive Impact: A sound corporate governance framework enhances the performance of the Board and its functional committees, improves transparency and oversight in decision-making processes, and comprehensively protects shareholder rights. • Negative Impact: Weak governance and poor oversight may compromise stakeholder interests, result in the loss of stakeholder trust, and diminish corporate competitiveness.
Policy and Commitments	<ul style="list-style-type: none"> • The Company has established a "Code of Corporate Governance Practices" and a "Ethical Corporate Management Best Practice Principles," grounded in the principles of "integrity, service, innovation, and sharing" to drive long-term corporate sustainability.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • No major violations of regulations • Establishment of awareness training courses for integrity-based business conduct • Board Education Training Hours: Each board member is required to complete at least 6 hours of continuing education courses annually on average. • Maintain $\geq 95\%$ average attendance for Board meetings • Maintain $\geq 93\%$ average attendance for Audit Committee meetings • Achieve 100% attendance for Remuneration Committee meetings <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Continue achieving zero major violations of regulations • 100% of all employees completed the integrity training courses • Board Education Training Hours: Each board member is required to maintain at least 6 hours of continuing education courses annually on average. • Increase average attendance for Board meetings to $\geq 97\%$ • Increase average attendance for Audit Committee meetings to $\geq 95\%$ • Maintain 100% attendance for Remuneration Committee meetings
Responsible Unit	<ul style="list-style-type: none"> • Administrative Department Div.
Grievance Mechanism	<ul style="list-style-type: none"> • Email: whistle@gmt.com.tw • Contact Phone: +886-2-82273608

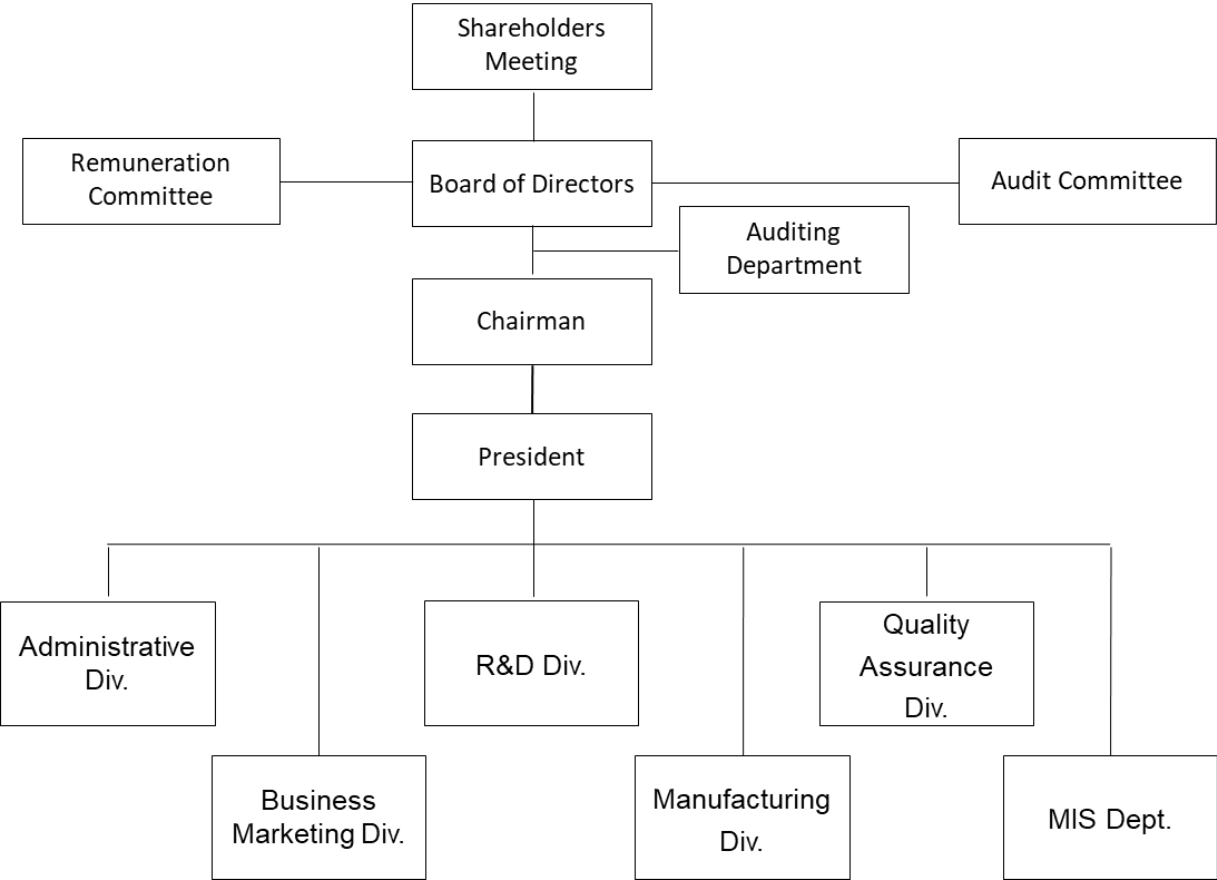
	<ul style="list-style-type: none"> • Mail: Audit Office, Mr. Hsieh, Global Mixed-mode Technology Inc., No. 2, Industry E. RD. III , Hsinchu Science Park, Hsinchu City
Action Plan	<ul style="list-style-type: none"> • According to the "Board of Directors Performance Evaluation Measures," the annual attendance rate is included as an assessment criterion for directors' performance. • Promote training programs on ethical business conduct and governance to strengthen employee integrity and ethical awareness.
Effectiveness Evaluation	<ul style="list-style-type: none"> • Conduct an internal self-performance evaluation once a year for the Board of Directors, functional committees, and individual board members. • The audit unit performs annual audits and reports the results to the Board and independent directors, including follow-up on corrective actions.

Material Topics Management Approach: Economic Performance

Material Topics	Economic Performance
GRI Disclosure	GRI 201-1 、GRI 201-2 、GRI 201-3 、GRI 201-4
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Improved revenue and stable profitability create maximum shareholder value, support continuous R&D investment, and strengthen customer relationships, driving sustainable corporate development. • Negative Impact: Poor financial performance may reduce investor confidence, alter customer relationships, hinder talent recruitment, and increase financing and borrowing costs.
Policy and Commitments	<ul style="list-style-type: none"> • Continue investing in new products and technologies to retain market share while expanding into new markets and application areas to broaden the business scope. • Commit to cost advantages and product differentiation to enhance overall operational performance and realize sustainable development goals.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Achieve stable growth in revenue and profit • Strengthen competitiveness through R&D investment • Expand market share by developing various analog IC products for new markets <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Sustain stable growth in revenue and profit • Leverage existing technologies to extend product applications across diverse electronics segments, thereby expanding both the breadth and depth of the product line • Reduce costs and optimize products to improve gross margins
Responsible Unit	<ul style="list-style-type: none"> • Finance Department, Administration Department
Grievance Mechanism	<ul style="list-style-type: none"> • Email: ir@gmt.com.tw
Action Plan	<ul style="list-style-type: none"> • Continue investing in R&D and enhancing economic performance to increase shareholder returns • Proactively expand market opportunities and acquire new customers to seek more business prospects • Closely monitor market trends and global political-economic developments to develop effective response strategies
Effectiveness Evaluation	<ul style="list-style-type: none"> • Independent directors hold regular discussions with internal auditors and CPAs to review the Company's financial and operational status; audit reports are reviewed by independent directors. • Quarterly financial reviews or audits are conducted and submitted to the Audit Committee and the Board of Directors for deliberation.

2.1 Corporate Governance

GMT adheres to applicable laws, its Articles of Incorporation, and the contract obligations with the Taiwan Stock Exchange. In alignment with the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies published by regulatory authorities, the Company established its own Code of Corporate Governance Practices, based on five key pillars: protecting shareholder rights, enhancing Board functions, strengthening supervisory functions, respecting stakeholder rights, and improving information transparency, serving as the core of the company's governance framework. The code of conduct was published on the Company's internal website for all employees to follow.



Note: The Sustainability Development Committee was officially established on January 7, 2025, as a functional committee under the Board of Directors.

2.1.1 Corporate Governance Structure

Composition of the Board of Directors

GMT's highest governance body is its Board of Directors, which currently consists of seven members, including three independent directors who possess professional expertise and are restricted from holding stakes or concurrent positions that could pose conflicts of interest. Since December 2023, Chairman Mr. Wu, Jiin-Chuan, no longer holds the position of President or any executive role, allowing him to focus on leading Board operations, overseeing governance policies, and presiding over strategic decision-making. He also supervises coordination between the Board's functional committees and the executive team.

According to the Articles of Incorporation, directors serve three-year terms and are eligible for re-election. The number of independent directors shall not be less than two and shall not be less than one-fifth of the number of directors. The acceptance of the nomination of directors and other matters to be complied with shall be in accordance with the relevant regulations, such as the Company Act and the Securities and Exchange Act. Liability insurance shall be purchased for the Company's directors by resolution of the Board of Directors after their election to mitigate risks associated with their duties. The Company also regularly discloses and reviews total shareholding percentages of all directors in compliance with regulatory requirements. In 2024, the Board held six meetings with an average attendance rate of 95.24%. In addition to reviewing annual financial reports, revising internal control systems and related measures, approving investment disposals, and deliberating on compensation adjustments for the Chairman and executives, the Board also addressed several sustainability-related topics, including formal reports and discussions on:

Key ESG Agenda Items in 2024	<ul style="list-style-type: none">November 12, 2024: Established the Company's internal control (internal audit) system for "Sustainability Information Management"
For details regarding Board meeting minutes and resolutions, please refer to page 32 of the Company's 2024 Annual Report: Download link for Global Mixed-mode Technology 2024 Annual Report	

The Company's Board of Directors holds regular meetings with internal audit supervisors and external auditors to communicate major matters including the Company's financial status, business performance, internal audit reports, quarterly

reports on GHG Scope 1 and Scope 2 emissions, Board performance evaluations, employee and director remuneration allocations, and the effectiveness of the internal control system.

Composition and Diversity of the Board of Directors of GMT

Title	Name of Director	Gender	Age	Concurrent employment as a Company employee	Tenure as an independent director	Industry experience and educational background	Industry Experience			Professional Ability			
							Semiconductors	Investment	Banking and Securities	Finance and Accounting	Administration Business	Industrial Knowledge	Legal Affairs
Representative of the Institutional Director - Chairman	Wu, Jiin-Chuan	Male	Aged 61 to 70	No	-	<p>Ph.D. in Electrical Engineering, Carnegie Mellon University, USA</p> <ul style="list-style-type: none"> NASA JPL Laboratory Full-time Professor, Department of Electronic Engineering, National Yang Ming Chiao Tung University <p>Over five years of professional experience in business, finance, and core corporate operations; possesses extensive industry expertise and leadership in innovation.</p>	V				V	V	

Title	Name of Director	Gender	Age	Concurrent employment as a Company employee	Tenure as an independent director	Industry experience and educational background	Industry Experience			Professional Ability			
							Semiconductors	Investment	Banking and Securities	Finance and Accounting	Administration Business Knowledge	Industrial Knowledge	Legal Affairs
Representative of the Institutional Director - Director	Hsieh, Yu-Ju	Female	Aged 51 to 60	No	-	M.B.A., Waseda University, Japan <ul style="list-style-type: none"> CTBC Bank, Legal Affairs Division: Foreign Management Department, Examination Department, Risk Management Department Special Assistant to the Chairman of KCodes Co., Ltd. President of ECSY Network Co., Ltd. Over five years of professional experience in business, finance, and core corporate operations; possesses strong financial expertise.			V	V			
Representative of the Institutional Director - Director	Hsieh, Yi-Wang	Female	Aged 41 to 50	No	-	Master of Business Administration, University of California <ul style="list-style-type: none"> Citibank (Taipei) Corporate Finance Department Sibson & Company (US) Over five years of professional experience in business, finance, and core corporate operations; possesses strong financial expertise.			V	V			

Title	Name of Director	Gender	Age	Concurrent employment as a Company employee	Tenure as an independent director	Industry experience and educational background	Industry Experience			Professional Ability			
							Semiconductors	Investment	Banking and Securities	Finance and Accounting	Administration	Business Knowledge	Legal Affairs
Director	Yao, Xu-Jie	Male	Aged 41 to 50	No	-	Master of Business Administration, Massachusetts Institute of Technology, United States <ul style="list-style-type: none"> Co-founder, ExpertHub Vice President, Connexus Product Manager, Yahoo! Kimo Over five years of professional experience in business, finance, and core corporate operations; possesses solid managerial expertise.			V		V	V	

Title	Name of Director	Gender	Age	Concurrent employment as a Company employee	Tenure as an independent director	Industry experience and educational background	Industry Experience			Professional Ability			
							Semiconductors	Investment	Banking and Securities	Finance and Accounting	Administration Business Knowledge	Industrial Knowledge	Legal Affairs
Independent Director	Chen, Shih-Hsin	Male	Aged 71 and above	No	3 to 9 years	<p>M.B.A., Wharton School of Business, University of Pennsylvania, USA</p> <ul style="list-style-type: none"> Financial Analyst of Procter & Gamble (Switzerland) Regional Manager of Johnson & Johnson (USA) Managing Director Assistant Manager of UNIVERSAL FINANCE LIMITED President of Huahe Financial Consulting Co., Ltd. Deputy General Manager of GFC, LTD. Chairman of Taiwan Venture Capital Association <p>Over five years of professional experience in business, finance, and core corporate operations</p> <p>Extensive expertise in financial management, industrial investment, and corporate strategic planning</p>		V		V	V		

Title	Name of Director	Gender	Age	Concurrent employment as a Company employee	Tenure as an independent director	Industry experience and educational background	Industry Experience			Professional Ability			
							Semiconductors	Investment	Banking and Securities	Finance and Accounting	Administration Business Knowledge	Industrial Knowledge	Legal Affairs
Independent Director	Chien, Wei-Neng	Male	Aged 61 to 70	No	Less than 3 years	Bachelor's Degree in Law, Fu Jen Catholic University Master of European Studies, Tamkang University <ul style="list-style-type: none"> Managing director of Chien Wei-Neng Law Firm Over five years of professional experience in business, finance, and core corporate operations Extensive experience in legal affairs.							V
Independent Director	Lin, Tsung-Sheng	Male	Aged 51 to 60	No	Less than 3 years	Ph.D. in Management, King's College London <ul style="list-style-type: none"> Independent director of YAGEO Corporation Independent director of Ubright Optronics Corporation Independent director of Taiwan Environment Scientific Co., Ltd. Over five years of professional experience in business, finance, and core corporate operations Extensive experience in finance and corporate governance		V		V	V		

2.1.2 Board Operations

Board Nomination and Selection

Board members are elected through a candidate nomination system and a cumulative voting mechanism in accordance with the "Board Election Procedures." The fair, impartial, and transparent nomination process reflects shareholders' opinions. Except for the Chairman, who is actively involved in the Company's operational guidance, all other directors (including independent directors) are external professionals with diverse backgrounds and expertise in relevant industries and financial accounting. To strengthen Board capabilities, the Company regularly provides updates on the latest laws and relevant regulations to directors and continues to promote board diversity and gender balance. Upon appointment, directors are provided with liability insurance to mitigate the risk of litigation or claims arising from the execution of their duties. In addition, the Company maintains open communication with stakeholders through its spokesperson system and corporate website. Internally, it enforces an internal control system to ensure all employees comply with relevant laws and regulations. Looking ahead, the Company will continue to strengthen the Board structure as part of succession planning for board members, ensuring diversity in terms of gender, age distribution, and professional expertise.

Diversity and Independence

The Company has a diversity policy for the Board of Directors. The composition of the Board of Directors should consider diversity. According to the Company's operation, operation mode and future development needs, etc., select members with diverse backgrounds and viewpoints. The consideration factors include but are not limited to gender, age, nationality, culture, professional background, such as law, accounting, industry, finance, marketing or technology, professional skills and industry experience, etc. The directors of the Company have rich experience and professional background in the fields of finance, electrical machinery, etc. Among them, the goal is to have 5 directors with industrial experience or professional ability in accounting. There are 6 directors who already have industry experience or expertise in finance and accounting in 2024. The Company pays attention to gender equality in the composition of the Board of Directors, and sets a goal of at least 2 female seats. The Board of Directors had a total of 7 directors in 2024, of which 2 are female directors, and the set target has been achieved. Among the current seven directors, three are independent directors who have no significant business dealings with the Company or its affiliates, do not hold key

positions in the Company or its affiliates, do not own excessive shares in the Company, and do not have other conflicts of interest with the Company.

Avoidance of Conflicts of Interest

According to the “Rules of Procedure for Board Meetings” and the “Code of Ethical Conduct,” directors and managers shall not use their positions in the Company to obtain undue benefits for themselves, their relatives, or any other parties, and must avoid any actions that may result in a conflict of interest with the Company.

In compliance with the Securities and Exchange Act, the board must have at least five members, including no fewer than two independent directors, and none of the directors may be spouses or within the second degree of kinship to one another or to any supervisors, to prevent conflicts of interest or concentration of power. Currently, there are no spousal or second-degree kin relationships among the Company's seven directors (including three independent directors) or between any directors and supervisors. In addition, the Directors maintain a high level of self-discipline. If a director or the legal entity they represent has a stake in a proposed board resolution, they are required to explain the material nature of the interest at the meeting. If the matter may be detrimental to the Company's interests, the director must abstain from discussion and voting and may not act as a proxy for other directors. Directors' recusals are conducted in accordance with the Company's “Code of Corporate Governance Practices.”

Board Performance Evaluation

To strengthen corporate governance functions and enhance the effectiveness of the Board's operations, the Company has established the “Board Performance Evaluation Guidelines.” In accordance with these guidelines, performance evaluations are conducted annually for the Board as a whole, individual Board members, and functional committees, using a questionnaire-based approach. The scope of the evaluations includes the overall Board, each individual director, and all functional committees. Evaluation methods include internal self-assessment by the Board, self-assessment by individual directors, peer evaluations, and assessments conducted by external professional institutions, experts, or other appropriate methods. However, the evaluation indicators encompass various aspects, including the Board's level of participation in the Company's operations, the quality of decision-making, the selection of directors and their continued training, and the implementation of internal control mechanisms. Individual directors conduct self-evaluations based on several criteria, such as understanding

of the Company's goals and missions, awareness and execution of responsibilities, participation in operations, management of internal relationships and communication, professional competence and continued education, and compliance with internal controls. These results are then compiled and reviewed by the Board for comprehensive evaluation. Through these assessment indicators, the Company gains insight into directors' level of alignment and engagement with the operations of the Board and its functional committees, serving as a reference for ongoing improvement. In January 2024, performance evaluations of the Board, individual Board members, and functional committees were completed. The evaluation results were reported to the Board in March 2024. Based on the weighted average score calculated from the ratio of total points obtained to the total possible score across all questions, the results fell within the 80%-100% range, corresponding to the highest performance rating of "Excellent." This indicates that the overall operations of the Board, the Audit Committee, and the Remuneration Committee were highly effective.

Board Performance Evaluation Metrics	Performance Evaluation Metrics for Board Members (Self or Peer Assessment)	Performance Evaluation Metrics for Functional Committees
<ul style="list-style-type: none"> • Participation in company operations • Enhancement of Board decision-making quality • Board composition and structure • Director nomination and ongoing education • Internal control 	<ul style="list-style-type: none"> • Understanding of corporate goals and mission • Awareness and fulfillment of director responsibilities • Participation in company operations • Management of internal relationships and communication • Professional capabilities and continued education • Internal control 	<ul style="list-style-type: none"> • Participation in company operations • Understanding of functional committee responsibilities • Enhancement of functional committee decision-making quality • Composition and nomination of functional committee members • Internal control

Board Remuneration Policy and Decision-Making Process

The Company has established a Remuneration Committee under the Board, currently composed of three independent directors. The committee evaluates the Company's remuneration policies, systems, standards, and structures for both directors and managers from a professional and objective perspective. In the evaluation process, the committee takes into account prevailing industry practices, individual performance, corporate operational performance, and the rationality of linking remuneration to future risks. Specific recommendations are submitted to the Board as a basis for decision-making. The committee also conducts internal performance evaluations annually. According to the Articles of Incorporation, directors are entitled to receive appropriate remuneration for the performance of their duties, regardless of the Company's operating results. Such remuneration is determined by the Board based on each director's involvement in Company operations, contribution value, and reference to general industry standards. Furthermore, when calculating annual profits (based on pre-tax earnings before deduction of employee and director remuneration), the Company allocates no less than 1% of profits for employee remuneration and no more than 2% for director remuneration, in accordance with applicable regulations.

GMT Board of Directors' Continuing Education in 2024

Upon appointment and during their tenure, Board members continue to participate in training courses hosted by institutions designated under the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies." These courses cover corporate governance-related topics including finance, risk management, operations, business, accounting, law, or corporate social responsibility. In 2024, Board members participated in the following training sessions, totaling 15 hours, to strengthen their knowledge in sustainability-related and legal topics: "2024 Cathay Sustainable Finance and Climate Change Summit", "Corporate Governance and Securities Regulations", "Corporate ESG Practices: Legal Responsibilities in Gender Equality and Human Rights", "Legal Analysis of Corporate Control Disputes", etc.

Course Name	Number of Directors Participated	Total Training Hours of All Directors
2024 Cathay Sustainable Finance and Climate Change Summit	1	6
Corporate Governance and Securities Regulations	1	3
Corporate ESG Practices: Legal Responsibilities in Gender Equality and Human Rights	1	3
Legal Responsibilities and Case Studies on Corporate Control Disputes	1	3

2.1.3 Functional Committees

The Board of Global Mixed-mode Technology Inc. has established three major functional committees: the Audit Committee, the Remuneration Committee, and the Sustainable Development Committee (established on January 7, 2025). The Audit Committee consists of three independent directors serving three-year terms, with a convener elected among the members to serve as chairperson. Its primary responsibilities include oversight, performance evaluation, and resolution of key issues. The committee also conducts annual internal performance evaluations. The Remuneration Committee evaluates the Company's policies, systems, and standards concerning the remuneration of directors and managers, and submits proposed revisions or adjustments to the Board. Each member serves a three-year term. The committee consists of no fewer than three members and must include at least one independent director. A convener is elected among members. The Sustainable Development Committee consists of the Chairman and two Co-Presidents. Its main responsibility is to promote sustainability-related initiatives within the Company. The Sustainable Management Task Force was established under the committee to consolidate and compile the sustainability report, which is reviewed and approved by the Sustainable Development Committee before final submission to the Board. The 2024 Sustainability Report is the Company's first officially published sustainability report.

Committee	Composition	Meeting Frequency	Number of Meetings Held in 2024	Average Attendance Rate
Audit Committee	Composed of 3 independent directors, with a 3-year term A convener is elected among members	At least once per quarter	5	93%
Remuneration Committee	Composed of 3 independent directors, with a 3-year term A convener is elected among members	At least twice per year	2	100%
Sustainable Development Committee	Established on January 7, 2025; composed of the Chairman and two Presidents.	At least once per year	-	-

2.1.4 Sustainable Development Committee

In January 2025, the Company has established a Sustainable Development Committee and head of the Administration Department, who promote sustainable development and monitor changes in laws and policies continuously, discuss and advance sustainability plans with relevant departments, and report the execution stations of sustainable development to the Board of Directors as needed. The main duties of the Committee include:

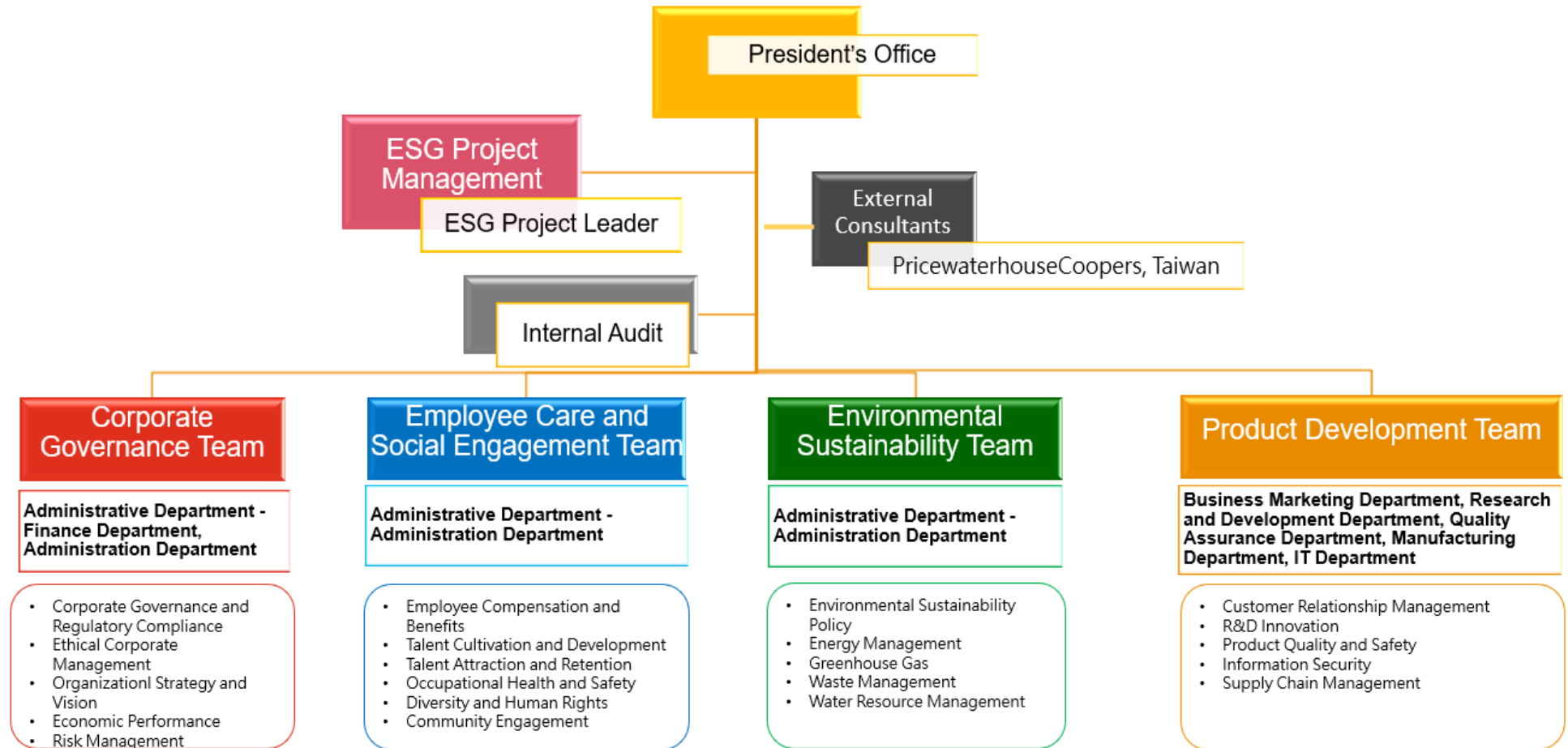
1. Formulating, promoting, and strengthening the Company's sustainability policies, annual plans, and strategies;
2. Reviewing, tracking, and revising the implementation and outcomes of sustainability actions;
3. Overseeing sustainability disclosures and reviewing the Sustainability Report; and
4. Supervising the implementation of sustainability-related tasks defined by the

Sustainability Development Best Practice Principles or resolved by the Board of Directors.

GMT Sustainability Promotion Task Force Organizational Structure

To enhance Global Mixed-mode Technology's sustainable competitiveness and effectively implement related initiatives, the Company established a cross-functional Sustainability Promotion Task Force in 2024. The President serves as the convener, under whom multiple topic-specific working groups have been established according to key sustainability issues. Meetings are held periodically to review and track the progress of short-, medium-, and long-term ESG goals, thereby progressively achieving the Company's sustainability objectives. The Task Force consists of group leaders and several members responsible for discussing relevant sustainability topics and developing corresponding action strategies. These strategies are submitted to the Sustainable Development Committee for review and, once approved, reported to the Board of Directors to ensure consistent implementation of the Company's ESG strategies.

Global Mixed-mode Technology Sustainability Promotion Task Force



2.2 Ethical Corporate Management

2.2.1 Ethical Conduct and Anti-Corruption Policies

To foster a culture of integrity and effectively prevent corruption and improper conduct, the Company has established the “Ethical Corporate Management Best Practice Principles” and “Procedures for Reporting Illegal or Unethical Conduct.” These documents clearly stipulate that all directors, supervisors, managerial officers, employees, and actual controllers are prohibited from directly or indirectly offering, promising, requesting, or accepting any form of improper benefits or engaging in conduct that violates integrity, law, or fiduciary duties. These restrictions apply not only to interactions with public officials and political parties but also to all business counterparts. Any violators will be subject to severe penalties in accordance with Company rules and applicable laws. To maintain sound and honest management, the Administration Department is responsible for formulating and supervising the Company’s ethical management policies and prevention programs and reports regularly to the Board of Directors. In addition, the Chairman, President, and senior management periodically undergo training and awareness programs and extend participation invitations to business partners to promote the importance of integrity. The Company also integrates its ethical conduct policy with performance evaluations and human resource management policies and establishes clear reward and punishment mechanisms. No incidents of integrity violations, employee dismissal, or legal sanctions related to corruption occurred in 2024.

2.2.2 Communication and Whistleblower System

The Company has implemented the “Ethical Corporate Management Best Practice Principles” and “Code of Ethical Conduct,” which are integrated into employees’ employment contracts and must be signed before onboarding to confirm compliance with the Company’s integrity policies. Upon formal employment, all employees are required to follow the “Employee Work Rules,” which prohibit favoritism, embezzlement, bribery, unauthorized secondary employment that affects duties, or use of the Company’s name for activities that damage its reputation. Employment contracts also stipulate obligations of loyalty and confidentiality, define ownership of documents, materials, and intellectual property as company property, and prohibit the use or disclosure of confidential information post-employment to protect the Company’s trade secrets.

To handle suspected illegal or unethical conduct, the Company has established

multiple reporting channels, including a whistleblower hotline, email, and mailboxes directed to the Internal Audit Office. Reports are accepted by both the spokesperson and the Internal Audit Office. Upon receiving a report, the Company promptly initiates an investigation, and if substantiated, the results are reported to the Chairman and Independent Directors. Whistleblower identities are kept strictly confidential, and necessary legal protections are provided to prevent retaliation. If a violation is confirmed, the Company will take immediate corrective action, including dismissal, termination, or legal proceedings depending on severity, and will review and enhance internal controls to prevent recurrence.

To promote transparency and an ethical culture, the Company has established a "Code of Ethical Conduct," covering basic ethical standards such as conflict of interest prevention, protection of confidential information, fair trading, and proper use of company assets, ensuring all business decisions meet the highest ethical and legal standards.

<p>Whistleblowing Categories</p>	<ul style="list-style-type: none"> • Misappropriation of Trade Secrets: For example, unlawfully acquiring, using, or disclosing the Company's trade secrets. • Receiving kickbacks or other forms of undue benefits from suppliers or customers. • Exploiting authority or role, either directly or indirectly, to obtain improper benefits or engage in other fraudulent activities. • Misappropriating or stealing the Company's assets or defrauding others by leveraging one's position.
<p>Whistleblowing Methods</p>	<ul style="list-style-type: none"> • Phone: (886)-2-82273608, Mr. Tang, President's Office • Email: whistle@gmt.com.tw • Reporting by Mail: Audit Office, Mr. Hsieh, Global Mixed-mode Technology Inc., No. 2, Industry E. RD. III , Hsinchu Science Park, Hsinchu City

2.3 Legal Compliance

Legal Compliance Management Policy

To enhance legal awareness among all employees and understanding of compliance-related issues, the Company provides internal advocacy on a regular basis. The management team remains vigilant regarding domestic and international regulatory developments that may affect financial or operational matters. The Company has implemented the “Regulations for Compliance with Laws and Regulations” and designated the Internal Audit Office to conduct compliance audits and assist in updating internal rules accordingly. No material fines (NT\$100,000 or more) or non-monetary sanctions for non-compliance with environmental, social, or governance regulations in 2024, nor was the Company involved in any litigation related to anti-competitive behavior, antitrust, or monopoly laws.

Looking ahead, the Company will continue to refine its compliance management policy and deepen its evaluation of ESG-related issues. First, internally, the Company will periodically review and update management procedures and operational rules to improve internal control and compliance systems. On the other hand, the Company encourages management and employees to participate in training programs on relevant laws such as the Personal Data Protection Act and the Trade Secrets Act. Additionally, diverse reporting channels, including telephone, email, and written submissions, are provided to ensure that any suspected violations can be promptly addressed, investigated, and corrected to minimize risks. To align with sustainability goals, the Company will continuously monitor sustainability performance and optimize corresponding internal management measures.

2.4 Risk Management

2.4.1 Risk Management Policy and Organization

The Company has established a “Risk Management Policy and Procedures” to implement an internal risk management system. The Board of Directors is the highest decision-making body for risk management, responsible for approving risk management policies and overseeing their effective execution. Each department is responsible for managing risks associated with their operations. After thoroughly understanding the risks involved, departments incorporate risk management mechanisms into their operational guidelines.

On the other hand, the Audit Office, which reports directly to the Board of Directors, independently reviews the effectiveness of the risk management framework and internal control system. Based on the risk assessment results, the Audit Office formulates an annual audit plan, which is executed after Board approval. It provides recommendations for improvement and submits an annual report on the overall risk management performance to ensure ongoing risk control effectiveness.

2.4.2 Risk Management Process

The Company’s risk management process consists of five stages: risk identification, risk analysis, risk evaluation, risk response, and risk monitoring and review, ensuring practical implementation of risk control. Details of each risk management process are as follows:

Procedure	Risk Management Stage	Description
1	Risk Identification	Each department identifies potential risk events based on the operational environment and strategic goals that could hinder goal achievement or cause losses.
2	Risk Analysis	Departments analyze the likelihood and impact of identified risks based on relevant information and determine the risk level accordingly.
3	Risk Evaluation	The results of risk analysis are compared against the Company’s risk appetite to identify prioritized risks for developing appropriate response measures.
4	Risk Response	Departments formulate response plans, ensure responsible

		personnel understand and execute them effectively, and monitor the implementation process. The response strategies should balance goal achievement with cost-effectiveness.
5	Supervision and Review	Review the effectiveness and continuity of the risk management process and associated mitigation measures. The outcomes of such reviews are incorporated into performance evaluations and reporting.

2.4.3 Risk Management Item Identification and Outcome

Global Mixed-mode Technology's risk management scope covers market risk, operational risk, financial risk, information and cybersecurity risk, and climate-related risk. No material irregularities were identified in 2024. Below are the risks identified and assessed by GMT in 2024.

GMT's Risk Identification and Assessment Results for 2024

ESG Perspective	Risk Items	Risk Description	Related Mitigation Measures
Governance	Market Risk	Prolonged U.S.-China trade war (tariff barriers)	<ul style="list-style-type: none"> Continue developing new products Actively expand new customer base

Governance	Climate Risk	<p>With the intensification of climate change, the frequency and severity of extreme weather events, such as typhoons, floods, heavy rainfall, and droughts, have increased, leading to higher operating and capital expenditures. In addition, as awareness of climate issues rises, shifts in customer preferences for products and services may occur. If the Company fails to meet these changing expectations, there is a risk of declining revenue.</p>	<ul style="list-style-type: none"> • To reduce potential losses, the Company has implemented remote work procedures and supporting tools, established an emergency response center, identified secure storage locations, maintained backup power systems, set up off-site data backup mechanisms, and secured relevant insurance coverage. • The Company continues to engage with clients and has established a response team to promptly develop strategies in response to environmental changes and client demands. This involves ongoing improvements and adjustments to seek the most advantageous model for the Company, enabling rapid adaptation to environmental and market changes and reducing the risk of revenue decline.
Governance	Operational Risk	High inventory levels	<ul style="list-style-type: none"> • Convene production and sales meetings • Conduct inventory reviews
Governance	Financial Risk	Foreign exchange fluctuations	<ul style="list-style-type: none"> • Manage currency risk via foreign currency loans • Lower NTD payments by switching to foreign currency or increasing foreign currency liabilities to offset exchange rate risks of foreign currency assets

Governance	Information and Cyber Security Risk	<ol style="list-style-type: none"> 1. Virus attacks, hacking 2. IT Equipment failure 	<ul style="list-style-type: none"> • Install antivirus software and firewalls, conduct cybersecurity awareness campaigns, regularly shut down personal computers, and update passwords. • Conduct routine equipment maintenance and repairs, implement off-site data backups.
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2.4.4 Audit and Internal Control

Internal Audit Structure and Responsibilities

The Company’s Internal Audit Office is an independent unit reporting directly to the Board of Directors. Based on the Company’s size, operations, and management needs, it is staffed with two dedicated auditors, including a manager and one full-time auditor. It is primarily responsible for reviewing the design and execution of internal controls across all operational procedures and assessing their effectiveness and efficiency.

Internal Audit Operations

The Company has established and maintains a comprehensive internal control cycle in accordance with the “Guidelines for Establishing Internal Control Systems by Public Companies” and applicable industry regulations. This covers sales and collections, procurement and payments, production, payroll, financing, fixed assets, investments, R&D, electronic data processing, and general management operations to ensure risk mitigation is embedded in all business processes. Based on risk assessments, the internal audit unit prepares an annual audit plan, which is approved by the Board of Directors and implemented accordingly. If deficiencies in the internal control system are found, improvement recommendations are issued in audit reports and regularly submitted to the Board of Directors. In addition to routine Board meetings, reports are submitted monthly or as needed to the Chairman and Independent Directors.

Each department integrates relevant control procedures into daily operations and cooperates with the internal audit office’s reviews and audits to enhance internal control effectiveness. In 2024, the Audit Office executed its audit plan and completed a total of 37 audit reports. No material irregularities were found during these audits. The audit team continues to monitor all deficiencies until improvements are implemented. The audit supervisor compiles progress updates and regularly reports to the Board of Directors and Chairman. These serve as the basis for the Board’s Statement of Internal Control System. In addition, the Internal Audit Office annually guides departments and subsidiaries to conduct self-assessments of internal controls, reviews their reports, and provides consolidated feedback to the Board to ensure continuous improvement of the Company’s risk management and internal control mechanisms.

Risk Identification and Planning → Audit Execution → Reporting and Communication → Follow-up and Remediation → Continuous Improvement

2.5 Economic Performance

Global Mixed-mode Technology Inc. is a professional analog IC design company. Its main products include Power Management ICs, Thermal Sensor ICs, Operational Amplifier ICs, Hall Sensor and Motor Driver ICs, etc. Given the short product life cycles and rapid market changes in the IC industry, the Company continues to strengthen its market insights and R&D capabilities. It leverages core technologies to develop niche products, shortening time-to-market and expanding market share to boost competitiveness. However, the Company's largest customer accounted for approximately 9% of total sales in the most recent fiscal year. Sales are distributed among domestic and international manufacturers and distributors. In the future, the Company will continue to develop new customers and strive for product diversification, so as to reduce the risk of concentrated sales from a single customer or purchases from a single manufacturer.

In 2024, the Company's consolidated operating revenue reached NT\$8,252,664 thousand, representing a growth of approximately 4.3% compared to NT\$7,910,870 thousand in 2023, demonstrating steady growth amid competitive market conditions. Power Management ICs remain the core product category, accounting for 83% of revenue. Thermal Sensor ICs and Operational Amplifier ICs accounted for 8% and 6% of revenue, respectively, reflecting a well-balanced and stable product layout in the analog IC field.

Direct Economic Value Generated and Distributed by GMT in the Past Two Years

Year/Item	2023	2024
Direct Economic Value Generated (A)		
Revenue (Note 1)	8,117,075	8,500,827
Direct Economic Value Distributed (B)		
Operating Costs (Note 2)	5,135,588	5,400,026
Employee Compensation and Benefits (Note 3)	1,190,642	1,265,573
Payments to Investors (Note 4)	1,231,332	1,214,527
Payments to Government (Note 5)	314,050	211,339
Retained Economic Value (A-B)	245,463	409,362

Note 1: Includes net consolidated operating revenue and non-operating income of GMT.

Note 2: Includes consolidated cost of goods sold, operating expenses, and non-operating expenses,

excluding employee benefits and community investments of GMT.

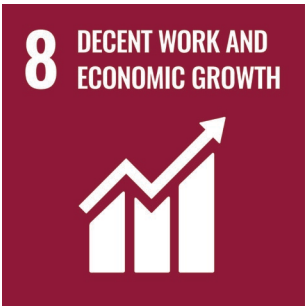

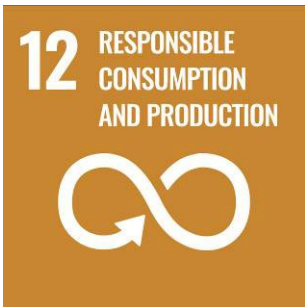
Note 3: Includes salaries, bonuses, pensions, labor and health insurance contributions, and other personnel expenses.

Note 4: Includes cash dividends and financial costs for the year.

Note 5: Payments to government authorities include all statutory taxes and penalties as required by international and domestic regulations. Tax items may include business tax, income tax, and property tax, but not deferred taxes.

Ch 3 Products and Customers

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG8	<p>Decent Work and Economic Growth</p> 	<ul style="list-style-type: none"> Over the past two years, R&D investments have been maintained, with a focus on innovation and breakthroughs in key technologies. In 2024, NT\$1.068 billion was invested, accounting for 12.94% of total revenue.
SDG9	<p>Industry, Innovation and Infrastructure</p> 	<ul style="list-style-type: none"> As of year-end 2024, GMT holds a total of 86 valid patents. No incidents of data breaches, information theft, or customer data loss occurred in 2024.
SDG12	<p>Responsible Consumption and Production</p> 	<ul style="list-style-type: none"> ISO 9001:2015 Quality Management System certification obtained. All product materials comply with the relevant requirements of EU RoHS, REACH, and halogen-free requirements. GMT's customer satisfaction score in 2024 averaged 94.6, consistently above 90 for the past two years.

Material Topics Management Approach: R&D Innovation

Material Topics	R&D Innovation
GRI Disclosure	GRI 3-3
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Emphasizing energy-saving and low-power design in product R&D, incorporating green design principles, and improving energy efficiency help reduce environmental impact. Simultaneously, through innovation and strategic patent deployment, GMT addresses customer needs and maintains market leadership, driving business growth and shareholder value. On the other hand, co-innovation with clients and suppliers further enhances competitiveness and delivers win-win outcomes for both economic and environmental benefits. • Negative Impact: Poor product design or service quality may result in lost business opportunities, reduced market share, legal liability from product defects, and reputational harm. Weak patent strategies may lead to litigation, product launch delays, and impaired customer service, ultimately affecting profitability and competitiveness.
Policy and Commitments	GMT places innovation at the core of its development, integrating technical talent with product strategy and committing to strong partnerships with key suppliers. Internally, employees are encouraged to participate in technical forums and industry associations, promoting external exchanges and ensuring the Company remains at the forefront of innovation. Through continuous development of new products and services, GMT aims to meet customer expectations, achieve innovation in technology, products, applications, value, and markets, and create more opportunities in the industry.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Focus on deepening and innovating core technologies, integrating sustainable development, and concentrating on R&D of high-performance, low-power products. • File at least 3 new patents per year. • Invest at least 12% of total revenue in R&D. <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Maintain at least 3 new patents filed annually. • Maintain R&D investment at a minimum of 12% of total revenue.
Responsible	<ul style="list-style-type: none"> • R&D Div. and Business Marketing Div.

Unit	
Grievance Mechanism	<ul style="list-style-type: none"> • Company's Stakeholder Page: https://www.gmt.com.tw/tw/company/related_person.php • Business Marketing Div. Email: contact@gmt.com.tw Contact Phone: +886-2-82273608
Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> • Launch customized high-quality products based on regional market demand to expand product reach. • Invest in technological R&D to lower chip costs through innovative architecture, enhancing product competitiveness. • Develop low-power designs tailored to various usage scenarios, reducing energy consumption in next-generation energy-saving products.
Effectiveness Evaluation	<ul style="list-style-type: none"> • Review of R&D Achievements: R&D progress and outcomes are reviewed regularly by each business unit, the R&D Center, the Technology R&D Center, and the Quality Management Department. In addition, customer and supplier visits are conducted to ensure product functions meet market needs. • Ensuring Product Quality: The Quality Management Department conducts regular meetings to ensure product quality based on management systems.

Material Topics Management Approach: Information Security and Privacy Protection

Material Topics	Information Security and Privacy Protection
GRI Disclosure	GRI 3-3, 418-1
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Strengthening enterprise information security systems and standardizing data protection policies helps safeguard key information assets, reinforces corporate reputation, and supports business continuity and long-term sustainability. • Negative Impact: Inadequate cybersecurity management may lead to theft of confidential business data, damage corporate reputation, and reduce customer satisfaction.
Policy and Commitments	GMT is committed to enhancing threat detection and real-time monitoring capabilities, strengthening endpoint protection, and requiring verification for all access to critical systems, thereby reducing internal threat risks.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Provide at least one information security training session per year to all employees. • Continuously update and reinforce cybersecurity protocols. • Ensure timely operating system updates and software patching. • Deploy endpoint detection and response (EDR/XDR) systems to intercept malicious behavior. <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Maintain at least one cybersecurity training session per year for all employees. • Establish a zero-trust architecture with identity verification to secure remote access. • Establish a backup mechanism for critical application systems. • Continue to upgrade and adopt cybersecurity solutions to address emerging threats.
Responsible Unit	<ul style="list-style-type: none"> • MIS Department
Grievance Mechanism	<ul style="list-style-type: none"> • Company's Stakeholder Page: https://www.gmt.com.tw/tw/company/related_person.php • Email: webmaster@gmt.com.tw
Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> • Improve employees' cybersecurity awareness through relevant

	<p>trainings.</p> <ul style="list-style-type: none"> • Conduct system disaster recovery test annually. <p>Negative Impact Management:</p> <ul style="list-style-type: none"> • In the event of a cybersecurity incident, execute incident response procedures, compile review reports, and document the process for tracking and remediation. • Proactively deploy and update defenses against potential threats and system vulnerabilities to minimize risks.
Effectiveness Evaluation	<ul style="list-style-type: none"> • Monthly review of cybersecurity protocols and measures. • Annual audits. • Annual strategic planning for cybersecurity initiatives and weekly management meetings to review new device deployment and access control.

Material Topics Management Approach: Sustainable Supply Chain Management

Material Topics	Sustainable Supply Chain Management
GRI Disclosure	GRI 2-6, 3-3, 204-1, 308-1, 308-2, 414-1
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Meeting customer requirements across the supply chain improves satisfaction, expands business opportunities, reduces exception-handling costs, and increases revenue. • Negative Impact: Poor supply chain management may result in inconsistent supply quality, production interruptions, delayed deliveries, and negative impacts on product shipments, service performance, brand reputation, and customer confidence, ultimately lowering market share.
Policy and Commitments	<p>GMT has established the "Subcontractor QSA/QPA/GPA Procedure," incorporating ESG into supplier audits and conducting annual audits on a regular basis. GMT is also registered with RBA Online and is committed to complying with the Responsible Business Alliance (RBA) Code of Conduct. Suppliers are expected to pass RBA VAP audits, strengthening responsible supply chain influence.</p>
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Ensure that 3 suppliers sign the RBA Supplier Code of Conduct Compliance Declaration. • Ensure that 3 suppliers pass the RBA VAP audit. • Conduct quality/environmental audits and ESG audits for 7 suppliers. • Obtain signed Conflict Minerals-Free Commitment Letters from 6 suppliers. • Require suppliers to maintain valid ISO 14001 Environmental Management System certification. • Comply with RoHS, Halogen-free, and REACH requirements. <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Continue strengthening supplier sustainability management processes and risk assessments, with a 100% audit rate and sustainability audits for OSAT (Outsourced Semiconductor Assembly and Test) suppliers. • Continue requiring suppliers to maintain valid ISO 14001 Environmental Management System certification. • Continue requiring suppliers to procure conflict-free raw materials, with 100% compliance in responsible minerals sourcing. • Continue to comply with RoHS, Halogen-free, and REACH

	<p>requirements.</p> <ul style="list-style-type: none"> • Continue to follow international environmental trends and collaborate with suppliers to set energy conservation and carbon reduction targets.
Responsible Unit	<ul style="list-style-type: none"> • Production Control Department/Quality Assurance Div.
Grievance Mechanism	<ul style="list-style-type: none"> • Company's Stakeholder Page: https://www.gmt.com.tw/tw/company/related_person.php • Contact Phone: +886-3-5788833
Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> • All new suppliers must pass the supplier evaluation standards to become qualified suppliers. • Conduct regular supplier audits to ensure proper functioning of quality management, hazardous substance control, environmental management, and corporate social responsibility systems. <p>Negative Impact Management:</p> <ul style="list-style-type: none"> • Provide guidance to suppliers failing to meet requirements. If improvements are not made or targets not met, suspend cooperation.
Effectiveness Evaluation	<ul style="list-style-type: none"> • Conduct one management review meeting annually. • Conduct one ESG sustainability audit of the supply chain annually to identify supplier risks and assist with improvements. • Track the signing status of Supplier Code of Conduct Declarations and Conflict Minerals-Free Commitment Letters.

3.1 Technology Research and Development and Innovation

3.1.1 Main Products and Services

GMT mainly engaged in the design, testing, production and marketing of analog and mixed-signal integrated circuits for power management, forming a diversified product portfolio centered on power management. We continue to invest in product line R&D, with core offerings in Power Management ICs, thermal sensor ICs, and Operational Amplifier ICs, used in consumer electronics such as LCD/OLED panels, televisions, monitors, broadband networks, as well as notebook computers, servers, and workstations.

The power management product line includes PMIC, Power Switch, DCDC Converter, Level Shift IC, Motor driver IC, etc., derive a more complete series of products from the existing technology, such as DDR DIMM, Panel, NB, SSD, CPU, fan motor drive, smart wearable and handheld products, etc. The temperature sensing series is developed primarily with laptop systems manufacturers, combining the functions of temperature detection and fan control, and adding new functions and new applications to expand to tablets, laptops, projectors, DDR DIMM, SSD and other fields. The Operational Amplifier series is mainly developed for applications in laptops, LCD screens, mobile phones and other products.

3.1.2 Innovation and R&D Investment

GMT's analog IC technologies are developed in-house, which accelerates new product development and enhances product quality. In 2024, GMT's R&D investment amounted to NT\$1.068 billion, accounting for 12.94% of total revenue, on par with 2023. As of the end of December 2024, the R&D department comprised 197 employees, representing 55% of the total workforce. To strengthen R&D capabilities and maintain autonomy, GMT adopts an On-the-Job Training (OJT) model, whereby experienced employees mentor newcomers by sharing practical know-how, enabling rapid adaptation to workflows and technical standards. This approach effectively builds and transfers critical internal know-how, including competencies in product development and intellectual property (IP) design. Additionally, to ensure employees' awareness of intellectual property rights, GMT promotes IP compliance through periodic internal communications via email and bulletin boards. All employees are required to sign confidentiality agreements upon onboarding, safeguarding the Company's IP and trade secrets. In 2024, GMT filed 12 patent applications, bringing the cumulative number of active patents to 86 by year-end, demonstrating stable growth in IP assets.

GMT's R&D Investment Over the Past Two Years

R&D Investment	2023	2024
Amount (NT\$ thousands)	1,019,810	1,067,566
Percentage of Total Revenue (%)	12.89%	12.94%

Beyond resource input, GMT employs a multi-tiered strategy to accelerate development. This includes optimizing system performance via software updates to significantly shorten development cycles. The Company also strategically collaborates with influential key customers, engaging them in in-depth product reviews to enhance both technical expertise and market insight within the R&D team.

GMT prioritizes product development through a structured process: the Business Marketing Division identifies target products based on market trends and customer needs, assesses opportunities, and proposes marketing strategies along with required resources and coordination with relevant departments. These steps form the basis for convening market/product feasibility meetings. Once a product passes the feasibility review, the R&D Division assigns a project leader to oversee execution and assemble a cross-functional team, spanning design, product engineering, testing, layout, and manufacturing, for a dedicated project meeting. Following the design stage, wafers are submitted for fabrication, after which sample functionality and stability are verified to initiate mass production. The process includes customized technical support and marketing through distribution partners. One of GMT's flagship products in 2024 was a new Power Management IC designed for both consumer and enterprise-grade solid-state drives (SSDs). The IC features multiple DCDC converter modules, high-speed digital interfaces, dynamic voltage scaling, and a flight-recorder-like function that stores abnormal events such as over-voltage or over-current in non-volatile memory. Throughout development, the team worked closely with customers to fine-tune specifications, ensuring compatibility with a variety of SSD system scenarios.

In 2024, GMT also launched an in-depth industry-academia collaboration with National Yang Ming Chiao Tung University to co-develop a high-efficiency Battery Management Unit (BMU) for wearable devices. This initiative aims to improve power efficiency and prolong battery life, aligning with the UN Sustainable Development Goal (SDG) for "Industry, Innovation and Infrastructure." The jointly developed chip converts lithium battery input voltage (2.8V-4.8V) into three stable outputs: 1.2V (digital), 1.8V (analog), and 3V (RF). Two key technologies were implemented: Adaptive On-Time Generator (AOTG) for output stability, and Zero Current Detection (ZCD) for improved power conversion efficiency. This

collaboration gave students practical exposure to the IC design process, while GMT benefited from innovation momentum and a pipeline of promising talent, supporting sustainable growth within Taiwan's semiconductor ecosystem. GMT and NYCU plan to continue this partnership to explore higher-integration and renewable energy-compatible power management solutions.

The future demand for ICs in information products is projected to rise steadily. As electronic products trend toward miniaturization and portability, and as semiconductors are applied across a wider range of fields, IC development will focus increasingly on low power consumption, high efficiency, and stability. In light of the growing impact of climate change, sustainable development has become a pressing issue for businesses and the public alike. As end-user products shift toward energy-saving features, favoring compact, low-power, and low-voltage designs, product life cycles are becoming shorter. To meet the challenges of short IC product cycles and fast-changing markets, GMT will continue to strengthen its understanding of market trends and enhance its R&D capabilities. The Company will leverage proprietary core technologies to develop niche products while investing in long-term talent development and marketing strategy, shortening time-to-market and capturing early opportunities in the energy-efficient product space.

Year	Innovation R&D Milestones
2021	Development of Power Management ICs for advanced automotive smart cockpit displays and high-end IT AMOLED panels
2021	Closed-loop OIS (Optical Image Stabilization) VCM (Voice Coil Motor) controller chips for smartphones with advanced interference suppression technology
2022	Power Management ICs for advanced active display systems and automotive systems
2022	A novel sensorless three-phase motor control algorithm implemented in server thermal modules
2023	EL-PMIC development for organic light-emitting microdisplays and smartphones
2023	Power Management ICs for consumer- and enterprise-level SSD applications
2024	Power Management IP development for high-end IT LCD panels and open-cell TFT displays
2024	Power Management ICs for automotive microcontrollers

3.2 Product Quality Management

3.2.1 Product Quality Management

Since its establishment, GMT has upheld the philosophy of “Customer First, Quality Foremost, and Service Innovation” to deliver high-quality products and services to its clients. Recognizing that product and service quality forms the cornerstone of sustainable operations, GMT has obtained ISO 9001 certification and developed an internal Quality Manual based on this standard. The Company continues to invest resources in quality improvement by listing product requirements, implementing monitoring measures, and promoting the continuous implementation of its quality policy. Adopting the PDCA cycle management approach, GMT applies quality principles to the five key production factors: manpower, machinery, materials, methods, and environment. This enables the identification of improvement opportunities and ensures that sufficient resources are provided to support corrective actions. In addition, annual quality management review meetings are held, and the results are reported to the President.

2024 GMT's Highlights in Customer Service

Customer Service Cases	Details and Outcomes
Urgent Order Support for Client	<ul style="list-style-type: none">Assessed the urgency of the order and its potential benefits or drawbacks for GMTIncreased FCST and promptly informed the production control unitProduction control made decisions based on wafer availability; once wafers were sent to the assembly/testing house, each stage was assessed for possible lead time reduction. Coordination with the testing house was made to increase machine capacity if necessaryCoordinated with the client to supply the minimum volume necessary to prevent a production line halt, while waiting for the main batch to arriveOutcome: Supported the client in fulfilling the urgent order, strengthening future collaboration opportunities and mutual trust

Emergency Support for Sudden Volume Spike Requirement of Clients	<ul style="list-style-type: none"> • Due to unforeseen circumstances, the client needed to complete new model validation earlier than planned; delivery was required within a day to avoid production line stoppage • GMT's sales staff worked in shifts at the testing site to await product output; batches of 1K-2K units were delivered to the client immediately upon availability, with support continuing into early morning hours • Outcome: Ensured uninterrupted production and facilitated the client's successful product launch, which later led to mass production, resulting in a win-win for GMT and the client
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3.2.2 Customer Communication and Satisfaction

To ensure timely responses to customer complaints, GMT has established a "Customer Complaint and Return Handling Procedure" to guide internal communication among departments and standardize customer interactions and internal quality response protocols. Upon receiving a complaint, the Quality Assurance Div. (QA) serves as the primary contact window and notifies the responsible departments to analyze the root cause and propose corrective actions. QA follows up to confirm that improvements have been completed.

In order to assess customer satisfaction with product quality and after-sales service, GMT conducts an annual customer satisfaction survey in accordance with the "Customer Service Management Procedure." The survey targets GMT's top 10 clients, covering delivery quality, product quality, and service quality. At the end of each year, the Business Marketing Div. consolidates the survey results and submits the report to the QA Div.

GMT actively reviews and responds to client feedback, particularly on matters of delivery and quality control. All efforts are made to continuously improve process details to meet customer expectations. In 2024, the customer satisfaction survey achieved a 100% response rate. For both 2023 and 2024, satisfaction scores exceeded 90 points.

Customer Satisfaction Survey Process

Survey Items	Workflow
<ul style="list-style-type: none"> • Delivery Quality Satisfaction: Delivery timeliness, accuracy of delivery documents, packaging protection, emergency delivery capabilities, etc. • Product Quality Satisfaction: Manufacturing quality, reliability, functional stability, timeliness of quality improvement feedback, etc. • Service Quality Satisfaction: Understanding of orders, service attitude, communication skills, response speed, technical support capabilities, etc. 	<ul style="list-style-type: none"> • Send the online customer satisfaction survey link to their contacts • Request the designated customer contact person to complete and return the questionnaire • Consolidate customer satisfaction survey results for review by the Sales Manager. • Provide the "Annual Customer Satisfaction Analysis" to the QA manager, who presents it at the annual management review meeting

Customer Satisfaction Survey Results for the Past Two Years

Year	Percentage of customers responding to the satisfaction survey as a proportion of total revenue (%)	Average Satisfaction Score
2024	Top 10 Customers, 57%	94.6
2023	Top 10 Customers, 57%	96.6

3.3 Information Security and Privacy

3.3.1 Information Security

To manage cybersecurity risks and safeguard the rights and interests of the Company and its employees, GMT has established the Information Security Policy and implemented internal information security management procedures. This policy aims to create a trusted information security operating environment that ensures the confidentiality and integrity of information assets, secures equipment and network systems, and upholds the principle of continuous operation of information systems. The Information Department is the designated authority responsible for information security at GMT. Headed by a Chief Information Security Officer (CISO), the department is supported by a team of IT professionals who oversee and execute all information-related activities. They also formulate internal information management procedures and workflows, promote cybersecurity awareness, enhance employee security literacy, and implement relevant security mechanisms.

GMT's information security management strategies consist of five core components: Network Security Management, Data Access Management, Physical Environment Security Management, Information Emergency Recovery Planning and Drills, as well as Education and Awareness Campaigns. To mitigate threats from malicious or phishing emails, GMT implemented an advanced email threat protection module in 2024. Additionally, third-party vulnerability patching software was deployed to ensure timely remediation of system and software vulnerabilities, thereby strengthening system security. Regarding remote access, GMT also enhanced endpoint protection in 2024. Devices are required to pass pre-connection checks verifying antivirus software installation and updated virus definitions. In the past, GMT promoted employee cybersecurity awareness through ad hoc training sessions. Starting 2024, the Company commits to holding at least one cybersecurity training session annually to systematically raise employees' knowledge of information security.

Information Security Management Measures

Management Measures	Content
Network Security Management	<ul style="list-style-type: none"> • Set up firewall connection rules. If there is an external connection with special needs, it can only be used after applying for open access. • Personal computers should install anti-virus software and regularly confirm updates of virus codes, and prohibit the installation and use of unauthorized software. • E-mail security control: Set up an e-mail scanning protection system to isolate suspicious and unsafe attachment files and spam e-mails before users receive e-mails, so as to prevent malicious e-mails from entering the Company.
Data Access Management	<ul style="list-style-type: none"> • The account, password and permission of the colleagues shall be kept and used properly and replaced regularly.
Physical Environment Security Management	<ul style="list-style-type: none"> • Server rooms are managed exclusively by the MIS Department. Unauthorized personnel are not permitted entry. • The rooms are equipped with temperature-controlled air conditioning, fire suppression systems, and uninterruptible power supply (UPS).
Information Emergency Recovery Planning and Drills	<ul style="list-style-type: none"> • Critical information systems and equipment must have appropriate backups in place. Disaster recovery drills are conducted periodically to verify recovery capabilities.
Education and Awareness	<ul style="list-style-type: none"> • All personnel should abide by legal norms and cybersecurity policy requirements, and strengthen employees' awareness of cybersecurity and the concept of laws and regulations. • In 2024, weekly email campaigns were conducted to promote ransomware prevention, and monthly email updates shared information security best practices.

Cybersecurity Incident Reporting and Response Procedures

GMT has developed the Global Mixed-mode Technology Inc. Ransomware Attack Response Guidelines, which outline the procedures for responding to and reporting information security incidents. In the event of a major cybersecurity incident, the incident response team is immediately activated, and the CISO along with IT security personnel are notified. All efforts are made to preserve evidence; system reboots, file deletions, or data clearing are strictly prohibited. In addition to internal response measures, regulatory authorities are notified of the incident as required. The IT team then initiates damage control or system recovery actions, implementing appropriate incident-handling procedures to minimize the business impact of the cybersecurity event.

Cybersecurity Incident Response Flow

<p>Phase I: Response and Handling (First 1-2 Hours) Prevent escalation of the security incident (e.g., ransomware outbreak), preserve forensic evidence, and complete all required internal and external reporting processes.</p> <p>Phase II: Containment and Diagnosis (First 24 Hours) Identify the nature of the security incident (e.g., ransomware type), trace its origin, and protect critical information assets from further damage.</p> <p>Phase III: System Reconstruction and Recovery (Next 72 Hours) Restore affected systems, patch any identified vulnerabilities, and implement enhanced defense measures to prevent recurrence.</p>
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3.3.2 Customer Privacy Protection

GMT places great importance on information security management and the protection of customer privacy. We comply with relevant laws and regulations, including confidentiality agreements and the Personal Data Protection Act, and allocate resources to establish robust privacy protection measures. Access to customer data directories is restricted by permissions, ensuring that only authorized personnel may access customer information, which is handled with the utmost care. In 2024, GMT received no complaints related to violations of customer privacy, nor were there any incidents involving data breaches, theft, or loss.

3.4 Sustainable Supply Chain

3.4.1 Supply Chain Structure

As a professional IC design company, GMT primarily serves electronic component and panel manufacturers. Wafer fabrication, packaging, and testing are all outsourced. We prioritize quality assurance and on-time delivery by maintaining long-term partnerships with foundries and packaging/testing service providers. To diversify production sources and enhance flexibility, we work with multiple vendors, allowing us to better secure capacity and ensure timely delivery in response to customer needs.

In the value chain of the integrated circuit (IC) industry, the IC design industry is the upstream industry. After the product design is completed, it must be manufactured into semi-finished wafers by the foundry, then cut and packaged by the assembly house, and finally tested by the test house. Finished ICs are sold through distribution channels to OEMs for assembly into end products. Each stage involves collaboration with different vendors. In 2024, GMT worked with 16 production-related suppliers, with total procurement amounting to NT\$1.8 billion. Of this, approximately NT\$1.35 billion was sourced locally, accounting for 74.91% of the total.

Local Procurement Ratio of Production Suppliers

Item	2023	2024
Local Procurement Amount	1,217,599,736	1,349,789,811
Procurement Amount	1,626,325,489	1,801,872,275
Local Procurement Ratio (%)	74.87%	74.91%

3.4.2 Sustainable Supply Chain Management

Supplier Selection and Evaluation

GMT complies with relevant domestic and international regulations and has established the “Contractor Investigation and Evaluation Procedure,” under which the Production Management Department coordinates with the Testing and Quality Assurance units to conduct reviews. All new packaging and testing vendors must undergo on-site evaluations, covering aspects such as production management, testing engineering, quality control, and environmental management. The final approval on qualification is made by the Quality Assurance Div. Upon approval, new suppliers are registered in the list of qualified suppliers.

New production-related suppliers must obtain certifications such as ISO 9001, ISO 14001, and IATF 16949, comply with halogen-free, RoHS, and REACH regulations, meet the Company’s “Hazardous Substances for Green Product Management Specification,” and sign documents including the “RBA Supplier Code of Conduct Compliance Declaration,” “Green Product and Environmental Declaration,” and “Conflict Minerals-Free Commitment Letters” to demonstrate concrete implementation of corporate sustainability responsibilities. In 2024, one new production supplier was evaluated and approved as a qualified supplier.

New Production Supplier Management Process

1. Supplier Evaluation: Assess supplier background in areas such as production management, testing engineering, quality control, and environmental management.
 2. On-site Audit: Conducted by the QA Department, with final decision on qualification.
 3. Qualified Supplier: Supplier is added to the approved list.

Required Documents for New Production Suppliers to Sign or Provide

- ✓ Supplier Basic Information Questionnaire
 - ✓ Procurement Contract
 - ✓ RBA Supplier Code of Conduct Compliance Declaration
 - ✓ Conflict Minerals-Free Commitment Letters
 - ✓ Suppliers shall provide certificates such as ISO 9001, IATF 16949, or ISO 14001
 - ✓ Green Product and Environmental Declaration

Supplier Management and Audits

Supplier products and services directly impact GMT’s offerings and operations, while their ESG performance may also indirectly affect our business reputation. To promote a responsible supply chain, GMT has registered on RBA Online, committing to follow the RBA Code of Conduct. We gradually require suppliers to pass the RBA Validated Assessment Program (VAP) audit and sign the RBA Supplier Code of Conduct Compliance Declaration. In addition to conventional supply chain management indicators, we have extended our supplier audit criteria to encompass ESG issues, including environmental policies, labor rights, occupational health and safety, ethics, and governance systems.

Based on the "Subcontractor QSA/QPA/GPA Procedure," GMT conducts annual audits of wafer foundries, packaging, and testing houses. Wafer foundries undergo document-based audits; domestic packaging/testing houses are subject to on-site audits, and overseas vendors are audited either on-site or via documentation depending on volume. The Quality Assurance unit conducts audit operations following a procedural workflow, scoring based on supplier-related criteria. In addition to the aforementioned ESG items, the evaluation also includes quality systems, production process quality, and environmental systems.

Suppliers scoring 70 or above are deemed qualified; those scoring between 60 (inclusive) and 70 are conditionally approved pending corrective action; suppliers scoring below 60 are disqualified, and cooperation is terminated. In 2024, GMT audited 16 suppliers: 7 wafer foundries via document review, and 9 OSAT vendors via on-site audits; all passed, and no partnerships were terminated due to non-compliance.

Key Supplier Audit Criteria

Quality Systems <ul style="list-style-type: none"> • Quality Management • Material Control • Defective Product Handling • Product Control • Development Management • Standard Operating Procedures (SOP) Management • Process Control • Measurement Equipment Management • Equipment Management • Second-Tier Supplier Management • Change Management • Customer Complaint Handling • Reliability Testing • Failure Mode and Effects Analysis 	Production Process Quality <ul style="list-style-type: none"> • Incoming Quality Control • QC Inspection • Inspection and Testing • Packaging • Outgoing Quality Control 	Environmental System <ul style="list-style-type: none"> • Environmental Quality Management System • Design and Change Management • Material Approval • Procurement and Incoming Material Management • Corrective and Preventive Measures • Production Management • Warehouse Management • Shipment Control • Education and Training • Documentation and Record Management 	ESG <ul style="list-style-type: none"> • Environmental: Including environmental policies, green products, climate strategies, water and waste management, etc. • Social: Human rights, diversity and inclusion, occupational health and safety • Governance: Corporate governance, code of ethics, risk management, information security, supply chain management, etc.
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Conflict Minerals Management

GMT is committed to complying with international regulations and incorporates conflict minerals management into its outsourced production supplier requirements. Outsourced production suppliers must sign a "Conflict Minerals-Free Commitment Letters" and complete the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) recommended by the Responsible Minerals Initiative (RMI) as part of their management protocols. In 2024, GMT continued to require all outsourced production suppliers to sign the conflict minerals commitment. We will continue promoting this policy toward achieving 100% signing rate. Our management policies are as follows:

- Fulfill social and environmental responsibilities by ensuring products are free from "conflict minerals" sourced from the Democratic Republic of the Congo and neighboring countries.
- Trace whether any products contain mineral substances listed in the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT), and require outsourced production suppliers to conduct due diligence on the origin of such minerals, accurately complete the CMRT and EMRT templates, and sign a "Conflict Minerals Free Commitment Letters."
- Outsourced production suppliers shall communicate these conflict minerals management requirements to their upstream suppliers.

Ch 4 Environmental Sustainability

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG6	Clean Water and Sanitation 	<ul style="list-style-type: none"> The total water withdrawal in 2024 was 8.785 million liters, a 3.74% decrease from 2023. Water-saving measures in office operations will continue to be promoted.
SDG12	Responsible Consumption and Production 	<ul style="list-style-type: none"> ISO 14001:2015 Environmental Management System implemented and certified. Waste disposal followed applicable regulations and internal procedures. No major environmental pollution or penalties over the past two years.
SDG13	Climate Action 	<ul style="list-style-type: none"> Greenhouse gas (GHG) inventory for Scope 1 and Scope 2 emissions has followed the GHG Protocol since 2023. Sustainability measures are being planned and implemented progressively, with commitments and results disclosed in this Report.

Material Topics Management Approach: Climate Change Adaptation and Energy Management

Material Topics	Climate Change Adaptation and Energy Management
GRI Disclosure	GRI 3-3 、 GRI 302-1 、 GRI 302-3 、 GRI 302-4
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Reducing carbon emissions and resource waste protects the environment and drives green supply chain transformation. Effective energy management lowers operating costs and enhances corporate image, contributing to long-term sustainability. • Negative Impact: High carbon emissions and resource inefficiency exacerbate climate change and environmental degradation, potentially leading to fines, carbon taxes, and lost business. Climate disasters or high-risk environments may also threaten employee livelihood and well-being.
Policy and Commitments	<ul style="list-style-type: none"> • Comply with environmental protection regulations and implement plans to prevent environmental pollution. • Pay attention to the impact of climate change on operating activities, and formulate the Company's energy saving and carbon reduction and greenhouse gas reduction strategies.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Achieve 100% completion of the Company's carbon inventory (Scopes 1 and 2). • Maintain 100% transparency in carbon emission disclosure. • The energy intensity (total electricity consumption/operating revenue) of 2026 will decrease by 1% each year compared to the previous year. <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Continue evaluating and revising energy-saving and carbon-reduction targets. • Continue implementing 100% completion of the Company's carbon inventory (Scopes 1 and 2). • Introduce at least one new energy-saving technology in office settings, such as LED lighting or optimized air conditioning systems.
Responsible Unit	<ul style="list-style-type: none"> • Administrative Div.
Grievance Mechanism	<ul style="list-style-type: none"> • Internal company website for communication and grievance • Email: suggest@gmt.com.tw • Contact Phone: +886-3-6203220

Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> • Continuously promote energy-saving improvement projects (e.g., office lighting, air conditioning optimization) to reduce energy waste. • Establish plans to install renewable energy generation equipment. • Provide energy management–related education and training sessions or promotional campaigns on an ad-hoc basis to strengthen employees’ energy-saving awareness. <p>Negative Impact Management:</p> <ul style="list-style-type: none"> • Regularly include climate change and energy management topics in high-level management meetings.
Effectiveness Evaluation	<ul style="list-style-type: none"> • Include climate change and energy management topics in high-level management meetings. • Conduct regular Scope 1 and 2 carbon inventories annually and disclose the results in the annual report.

4.1 Climate Change Response

4.1.1 Climate Change Adaptation Strategy

Global climate change and the increasing frequency of extreme weather events are posing greater threats to corporate operations. According to the Global Risks Report 2025 released by the World Economic Forum, "Extreme Weather Events" have ranked as the top long-term global risk for the second consecutive year, highlighting the growing severity of the issue. The issue of "Biodiversity Loss and Ecosystem Collapse" has risen by one position, now ranking second. In total, environmental issues account for five of the top ten long-term global risks, indicating that climate risks and other environmental issues have become imminent threats.

In response to the extreme climate challenges brought by global warming and their potential impacts on corporate operations, GMT adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework in 2024. By consolidating international climate science research, local regulatory requirements, and industry-relevant risks and opportunities, GMT identified climate-related transition risks, physical risks, and opportunities. These are managed and disclosed through the four pillars of "Governance," "Strategy," "Risk Management," and "Metrics and Targets."

Governance	<ul style="list-style-type: none">• Board of Directors Oversight: The Company is supervised and managed by the Board of Directors on overall sustainability issues, including climate-related risks and opportunities. The Board authorizes the General Manager to lead the respective responsible units under their jurisdiction to carry out execution and operations.• Management Responsibilities: The President, as the highest authority on sustainability-related issues, oversees the Sustainable Development Task Force, which is composed of cross-departmental units. This task force is responsible for executing and managing the promotion of climate change risks and opportunities, and for determining response measures. These measures include addressing supply chain risks, regulatory changes, and the impact of extreme weather events on financial operations. The task force reports to the Board of Directors on the
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	greenhouse gas inventory plan at least four times a year or on the effectiveness of sustainability strategies and project execution at least once a year.
Strategy	<ul style="list-style-type: none"> • Following the TCFD guidelines, GMT integrates industry characteristics and considers its own operations to identify material climate-related risks and opportunities based on the likelihood of occurrence and potential impact. • The Company defines the timeframes for climate change risks and opportunities as follows: short-term is within the next 3 years, medium-term is within the next 3 to 10 years, and long-term is beyond the next 10 years. • Qualitative financial assessments are used to evaluate the potential impact of material climate-related risks and opportunities on GMT's finances.
Risk Management	<ul style="list-style-type: none"> • For the risks and opportunities, strategies are formulated and regularly reviewed to mitigate the occurrence or impact of risks. These are reported to senior management for oversight and review of related disclosures. • In the future, the Company will integrate climate-related risks into the overall risk management process, including updating risk management policies and procedures, enhancing risk monitoring and reporting mechanisms, to ensure risk management and control, and communicate with stakeholders regarding the assessment and management of climate-related risks.
Metrics and Targets	<ul style="list-style-type: none"> • Energy Usage: The energy intensity (total electricity consumption/operating revenue) of 2026 will decrease by 1% each year compared to the previous year. • Greenhouse Gas Management: Starting from 2025, for five consecutive years, the carbon dioxide equivalent emissions for the current period compared to the previous period (Scope 1 and Scope 2) will be reduced by 1% annually.

GMT's Climate Risk and Opportunity Identification Process

1. Climate Issues Collection	2. Impact Assessment on GMT	3. Impact Analysis and Verification
<ul style="list-style-type: none"> • Consolidate industry trends, common risks and opportunities observed among leading domestic and international companies, and regulatory requirements at operational locations. Focus on climate-related risks and opportunities relevant to the current industry context. 	<ul style="list-style-type: none"> • Hold cross-departmental workshops to assess the sources of each risk and opportunity, evaluate their potential impact and financial implications on the Company, and facilitate a shared understanding of these issues through discussion. 	<ul style="list-style-type: none"> • Departments involved in climate risk and opportunity discussions reach a consensus, which is then confirmed by senior management to finalize material risks and opportunities.
Execution Results		
<ul style="list-style-type: none"> • Identified 6 climate-related risks and 3 climate-related opportunities 	<ul style="list-style-type: none"> • Held 1 cross-departmental workshop 	<ul style="list-style-type: none"> • Finalized 2 climate risks and 1 climate opportunity as material

GMT's 2024 Material Climate-Related Risks and Opportunities

Category	Risk/ Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
Transition Risk	Changes in Customer Behavior	With the increased awareness of climate change, customers' preferences for products and services may change, potentially altering procurement policies. For example, customers may demand products and services that exceed current environmental standards and impose stricter environmental audits. Customers tend to prefer products with lower carbon footprints and may require the Company to reduce carbon emissions. Failure to meet customer demands could	Short-term	Decrease in operating revenue	<ul style="list-style-type: none"> • Prepare the current primary product supply chain vendors (wafer, packaging, and testing plants) for their renewable energy usage rates, and regularly contact customers to provide updated data on this. • The Company continues to engage with clients and has established a response team to promptly develop strategies in response to environmental changes and client demands. This involves ongoing improvements and adjustments to seek the most advantageous model for the Company, enabling rapid adaptation to environmental and market changes and reducing the

Category	Risk/ Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
		affect customer relationships, leading to customer loss and decreased revenue.			risk of revenue decline.
Physical Risk	The severity and frequency of extreme climate events (typhoons, floods, heavy rainfall, etc.) have increased.	In recent years, the frequency of extreme weather events has increased, and their duration has become longer. Offices may suffer flood damage, and employees may experience direct or indirect harm, leading to increased operational costs. In addition, extreme weather disasters may impact supply chain capacity, disrupt supply, or directly affect transportation due to typhoons and heavy rainfall, leading to delays in supply chain delivery times.	Long-term	Increase in operating costs Decrease in operating revenue	<ul style="list-style-type: none"> • The Company has implemented remote work processes and related tools, and conducts regular training sessions to ensure employees understand the mechanisms for continuous operations and are familiar with remote work processes and collaboration tools. This is to handle unexpected situations and maintain productivity. • Optimize the supplier evaluation system by assessing the continuous operation plans of subcontractors, disaster prevention, and response measures, and conduct regular

Category	Risk/ Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
		Consequently, the Company may be unable to meet customer delivery deadlines, affecting revenue.			<p>audits.</p> <ul style="list-style-type: none"> · Establish an off-site backup mechanism in conjunction with the current digital transformation project to create an off-site backup for critical software and important data used in research and development. This will ensure that research and development are not interrupted by disasters, preserve research data and information, and prevent losses in research investment due to data collection or transmission interruptions. · Implement emergency response measures effectively, prepare firefighting and first aid equipment in advance, establish an emergency

Category	Risk/ Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
					<p>command center, and conduct comprehensive post-disaster response management.</p> <ul style="list-style-type: none"> • In response to flooding caused by extreme weather events, the Company seeks storage locations in safe areas and chooses transportation methods that are least impacted by extreme weather events for shipping. • Due to short-term power outages caused by typhoons or heavy rainfall, the Company uses uninterruptible power supplies (UPS) as a backup power source during outages to prevent operational disruptions. • Purchase relevant insurance, such as

Category	Risk/ Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
					natural disaster insurance, to reduce losses.
Opportunity	Improved energy use efficiency	The Company follows the ISO 14001 framework to manage energy. By reducing energy loss during operations, such as replacing outdated equipment with energy-efficient products, enhancing automation and implementing smart energy management, and regularly maintaining equipment to ensure optimal operation, energy use efficiency can be improved, electricity demand reduced, and operational costs lowered.	Mid-term	Increase in capital expenditure Decrease in operating costs	<ul style="list-style-type: none"> • Continue implementing the ISO 14001 Environmental Management System. • Actively implement the annual energy-saving and carbon-reduction plan, including energy efficiency improvements in the IT computer room, complete replacement of traditional lighting with LED lighting, and energy efficiency improvements in the chilled water system.

4.1.2 Energy Usage

GMT closely monitors its energy consumption and implements energy-saving initiatives within its existing capacity to continuously reduce overall energy usage. The Company's primary energy source is purchased electricity, accounting for 99.26% of total energy use. This electricity is mainly used to meet operational needs in laboratories and office facilities, including air conditioning, lighting, computer servers, and other equipment. Direct energy usage includes gasoline and diesel, which are consumed by company vehicles and emergency generators. Due to headcount growth and office expansion in 2024, electricity consumption increased, resulting in a higher total energy consumption. The energy intensity reached 1.149 GJ/NT\$ million in revenue, representing a 1.50% increase compared to the previous year, which is a minor fluctuation.

GMT's Energy Consumption and Intensity over the Past Two Years

Unit: GJ

Year	2023	2024
Gasoline	41.86	56.42
Diesel	0	14.07
Purchased Electricity	8,915.23	9,408.49
Total Energy Consumption	8,957.09	9,478.98
Energy Intensity (GJ/NT\$ million)	1.132	1.149

Note 1: Data covers GMT's Hsinchu Headquarters and Taipei Office.

Note 2: Energy values are calculated in accordance with the table of "Net Calorific Value of Energy Products" issued by the Bureau of Energy, Ministry of Economic Affairs. 1 liter of gasoline = 7,800 kcal; 1 kWh = 860 kcal.

Note 3: 1 kcal = 4.187 joules.

To effectively manage energy and respond to the global trend of energy conservation and carbon reduction, GMT complies with national energy regulations. Over the past three years, the Company has successively replaced air handling units and cooling towers. In 2025, lighting replacement is planned. Other energy-saving measures are aligned with standard corporate practices, including: procuring energy-efficient, environmentally certified vehicles for business use; turning off non-essential office lighting between 12:00–13:00; installing

motion-sensor lights in restrooms; installing timers for air conditioning to prevent the system from running after hours, etc.

On the other hand, in recent years, with the widespread promotion of low-carbon transitions in the corporate sector, renewable energy has garnered increasing attention. GMT plans to install solar panels starting in June 2025, with a designed capacity of 180 kW and operations expected to commence by year-end. Further assessments will be conducted to evaluate overall energy usage and explore the adoption of renewable energy sources. Over the past three years, GMT's energy-saving initiatives have resulted in electricity savings of 50,713 kWh, reducing carbon emissions by 24.04 metric tons.

GMT's Energy-Saving Programs and Results in the Past Three Years

Implementation Year	Name of the Energy Conservation Action Plan	Description	Energy Saving Type and Performance (Amount of fuel/electricity saved)
2022 to 2024	Replacement of air handling units (Floors 1-4)	Replaced 171 fixed-speed AHUs with new variable-speed AHUs Tested 9-hour runtime: electricity use reduced from 1 kW to 0.25 kW	Annual electricity savings: 32,063 kWh
2023	Replacement of cooling towers	Replacement and upgrade of motors (One 25 HP motor replaced with 20 HP) (One 20 HP motor replaced with 15 HP)	Annual electricity savings: 18,650 kWh

4.2 GHG emissions

4.2.1 GHG emissions

GMT began calculating its GHG emissions in 2023, following the GHG Protocol. A complete inventory of Scope 1 and Scope 2 emissions was conducted. Using 2023 as the base year, GMT established a GHG inventory system to assess its operational carbon footprint and evaluate feasible energy-saving and carbon-reduction measures for the future operation.

In 2024, GMT’s total Scope 1 and Scope 2 greenhouse gas (GHG) emissions amounted to 1,340.74 metric tons of CO₂e. Of this, Scope 1 direct emissions totaled 49.98 metric tons of CO₂e, accounting for 3.73%, primarily from the use of diesel for backup generators, gasoline and diesel for company vehicles, and fugitive emissions from refrigerants used in HVAC equipment, fire extinguishers, and septic tanks. Scope 2 indirect emissions totaled 1,290.76 metric tons of CO₂e, accounting for 96.27%, primarily from electricity consumption in office areas and related equipment.

GMT’s GHG Emission Sources

Scope	Emission Source	Associated Activity/Facility Type (Emission Source)
Scope 1: Direct GHG Emissions	Stationary combustion	• Emergency generators (diesel)
	Industrial processes	None
	Mobile combustion	• Company vehicles (gasoline)
	Fugitive emissions (from anthropogenic systems)	• Chillers, air handling units, split-type air conditioners, refrigerators, water dispensers, etc (HFCs) • Fire extinguishers (CO ₂) • Septic tanks (CH ₄)
Scope 2: Energy Indirect GHG Emissions	Purchased Electricity	

GMT's GHG Emissions and Emission Intensity over the Past Two Years

Unit: Metric tons CO₂e

Year	2023	2024
Scope 1	31.50	49.98
Scope 2	1,225.57	1,290.76
Total (Scopes 1 & 2)	1,257.07	1340.74
Emission Intensity (metric tons CO ₂ e/NT\$ million)	0.159	0.162

Note 1: GHG inventory is conducted following the GHG Protocol using the operational control approach. Data covers GMT's Hsinchu Headquarters and Taipei Office. GHGs included: carbon dioxide (CO₂), methane (CH₄), hydrofluorocarbons (HFCs).

Note 2: Emission factors are based on the "GHG Emission Factor Management Table v6.0.4" ; the electricity emission factor follows the 2023 coefficient published by the Bureau of Energy, MOEA (0.494 kg CO₂e/kWh); the Global Warming Potential (GWP) values are based on the IPCC Sixth Assessment Report (2021).

4.2.2 Greenhouse Gas Management

GMT remains attentive to the operational impacts of climate change and conducts annual greenhouse gas (GHG) inventories in accordance with the GHG Protocol. In addition, GMT has established GHG emission reduction targets. Starting from 2025, for five consecutive years, the carbon dioxide equivalent emissions for the current period compared to the previous period (Scope 1 and Scope 2) will be reduced by 1% annually. Through periodic internal campaigns on energy conservation and environmental protection, GMT enhances employees' awareness of climate-related issues. Outcomes of GMT's energy-saving and carbon-reduction actions are detailed in Section 4.1.2 "Energy Usage."

4.3 Waste and Water Resource Management

4.3.1 Waste Management

As an IC design company, GMT focuses on product design, R&D, and sales, while outsourcing wafer manufacturing, packaging, and testing to professional foundries. As such, GMT does not generate manufacturing-related waste, and its waste composition is relatively simple. To manage waste generated during operations, GMT has implemented and obtained ISO 14001:2015 Environmental Management System certification, using a systematic approach to execute waste management measures. The Company complies with the Waste Disposal Act and has established the "Environmental Waste Management Procedure" to segregate, store, and remove waste by category and nature, ensuring all waste is handled by qualified and licensed contractors. Over the past two years, no violations have been recorded among contracted waste disposal providers. All data are reported online with full documentation provided for recordkeeping.



GMT’s waste is categorized into non-hazardous and hazardous waste. Non-hazardous waste, including paper, packaging materials, and general office waste, and other household garbage and recyclable resources, accounts for 95.9% of the total; while hazardous industrial waste accounts for only 4.1%, including discarded electronic components, offcuts, and defective ICs. For industrial waste disposal, designated administrative staff are responsible for reporting through the Business Waste Reporting and Management Information System (established by Resource Circulation Administration, Ministry of Environment) before removal, and using the “Trip Ticket for Commissioned or Joint Processing” to complete the reporting process. Authorized contractors are scheduled to remove the waste, and confirmation must be completed within four days after processing.

GMT Waste Statistics Over the Past Two Years

Unit: metric tons

Waste Classification		2023		2024	
		On-site	Off-Site	On-site	Off-Site
Non-hazardous Waste	Recycled	0	6.834	0	6.503
	Incinerated (non-energy recovery)	0	6.534	0	6.604
Hazardous Waste	Recycled	0	1.835	0	0.565
	Incinerated (non-energy recovery)	0	0	0	0
Total Waste Removed		0	15.203	0	13.672

Note: Hazardous industrial waste includes discarded electronic components, production scraps, waste printed circuit boards, etc.

GMT's Waste Management Reduction Actions

Reduction Actions	Description
Office Waste Reduction	Clear labeling of waste categories and educational campaigns on sorting; promotion of electronic approvals to reduce paper usage; encouragement of duplex printing; use of hand dryers instead of paper towels.
Recycling of Trays and Plastic Casings	Collected trays are delivered to licensed contractors for regeneration and reuse.
Green Procurement	Support for the Ministry of Environment's green procurement policy; promotion of "recyclable, low-pollution, resource-saving" concepts to suppliers.

4.3.2 Water Resource Management

All water used by GMT is sourced from municipal tap water; no groundwater or seawater is extracted. All water use at company sites is for domestic purposes, with no industrial water usage. The GMT's Hsinchu Headquarters is located in the Hsinchu Science Park, with its water supply sourced from the Baoshan Reservoir in Hsinchu. According to the World Resources Institute's (WRI) Aqueduct Water Risk Atlas, GMT's water withdrawal and consumption from high or extremely high baseline water stress areas is zero, indicating a low potential impact on local water availability. All industrial wastewater in Hsinchu Science Park is collected via sewage pipelines and treated at the park's wastewater treatment plant. The effluent quality exceeds national discharge standards and is released into the Keya River via a dedicated system, ensuring no ecological or water quality impact.

GMT has also established the "Emergency Response and Control Procedure" to guide employees during major incidents or natural disasters (e.g., flooding), minimizing overall damage. Furthermore, water usage and facility conditions are regularly monitored to detect abnormalities early. Notices about water-saving measures are periodically posted on the internal bulletin board, and employees are instructed to report leaks immediately to the Operations Management Division for swift resolution. The total water withdrawal in 2024 was 8.785 million liters, a 3.74% decrease from 2023. The Company will continue to promote water efficiency measures, including installing water-saving toilets and faucets, and encouraging conservation habits among employees by posting water-saving reminders, thus

implementing office-based water resource management.

GMT Water Use Statistics Over the Past Two Years



Unit: million liters

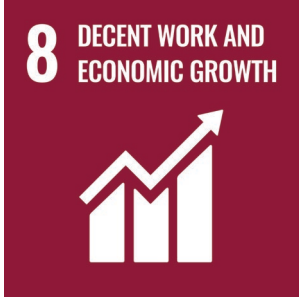
Item	2023	2024
Total Water Withdrawal	9.126	8.785
Total Water Consumption	9.126	8.785

Note: Data covers GMT's Hsinchu Headquarters and Taipei Office.

Ch 5 Employee Care and Social Engagement

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG3	<p>Good Health and Well-being</p> 	<ul style="list-style-type: none"> • Adopted and implemented a human rights policy aligned with international human rights conventions to protect employees' fundamental rights and enforce principles of non-discrimination, prohibition of forced labor, and prevention of child labor. • No complaints or violations related to child labor, forced labor, labor disputes, gender inequality, or sexual harassment in 2024. • No occupational injuries or diseases occurred in 2024. • No contractor-related workplace accidents occurred in 2024. • Annual health examinations exceeding legal requirements are provided to employees. In 2024, a total of 350 employees participated. • In 2024, on-site physician services were provided on four occasions to implement workplace health protection mechanisms. • A total of six health promotion activities were held in 2024, including CPR + AED training, bone density testing, and health education, with 114 total participants.
SDG5	<p>Gender Equality</p> 	<ul style="list-style-type: none"> • Parental leave without pay was granted to 27 employees in 2024 (including 8 women). Two female employees actually applied for leave, and both achieved 100% return-to-work and retention rates.

SDG8	<p>Decent Work and Economic Growth</p> 	<ul style="list-style-type: none"> • In accordance with Company policy, when calculating annual profit allocation (defined as pre-tax earnings before employee and director remuneration), no less than 1% was allocated to employee compensation. Distributions were made in accordance with applicable regulations. • In 2024, the average training hours per employee were 1.63 hours. • GMT recognizes and complies with international human rights frameworks, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and International Labour Organization (ILO) Conventions. These serve as the foundation for GMT's Human Rights Policy.
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Material Topics Management Approach: Talent Cultivation and Development

Material Topics	Talent Cultivation and Development
GRI Disclosure	GRI 404-1 、 GRI 404-2 、 GRI 404-3
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Enhances service and product quality, boosts employee productivity and career growth, strengthens competitiveness, and contributes to social stability. • Negative Impact: Talent attrition and insufficient training increase costs, lower product quality, and ultimately reduce organizational efficiency and competitiveness.
Policy and Commitments	<ul style="list-style-type: none"> • The emphasis on talent acquisition and development encompasses recruitment, continuous learning, compensation and benefits, and career development, ensuring the Company has a competitive workforce. • Actively enhance employees' motivation to learn and work skills to strengthen the Company's overall competitiveness.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Strengthen employer branding, expand recruitment channels, and promote career development to ensure retention of key talent, with a retention rate of 100%. • Design training programs for key positions, with a training completion rate of 80% for such roles. • Offer personal effectiveness and professional training courses to support career development, with the goal of achieving an average of 2 training hours per employee annually. <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Deepen employer branding and integrate sustainability strategies to attract and retain key talent. • Improve compensation and benefits systems, and enhance professional and management competencies to maintain a training completion rate of 80% for key roles. • Continuously strengthen the professional and management capabilities of employees and supervisors, maintaining the annual average training hours at 2 hours.
Responsible Unit	<ul style="list-style-type: none"> • Administration Department
Grievance	<ul style="list-style-type: none"> • Employee Suggestion and Grievance Mailbox: suggest@gmt.com.tw

Mechanism	<ul style="list-style-type: none"> Grievance Hotline: +886-3-6203220
Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> Enhance employee retention and cultivate key talent by strengthening employee relations and expanding academia-industry collaboration. We aim to create an innovative environment that attracts and develops technology talent, thereby enhancing the Company's industry position. <p>Negative Impact Management:</p> <ul style="list-style-type: none"> The Company provides diverse training programs to enhance employees' professional and managerial competencies. We have developed a comprehensive training system and conduct needs assessments to ensure sustained career development and skill improvement.
Effectiveness Evaluation	<ul style="list-style-type: none"> In 2024, a total of 589.5 training hours were delivered, with an average of 1.63 hours per employee.

Material Topics Management Approach: Occupational Health and Safety

Material Topics	Occupational Health and Safety
GRI Disclosure	GRI 3-3 、 GRI 403-1 、 GRI 403-2 、 GRI 403-3 、 GRI 403-4 、 GRI 403-5 、 GRI 403-6 、 GRI 403-7 、 GRI 403-8 、 GRI 403-9 、 GRI 403-10
Impact Description	<ul style="list-style-type: none"> • Positive Impact: Enforcing occupational health and safety policies, conducting regular inspections of machinery and equipment, and providing safety training ensure that equipment, operations, and maintenance meet safety standards. This enhances hazard prevention, emergency response capabilities, and creates a safe, respectful, and equitable workplace. • Negative Impact: Inadequate occupational safety management increases risk of workplace accidents and operational disruption. Furthermore, the lack of emphasis on employee occupational safety, health, and environmental concerns increases the likelihood of prolonged exposure to high-risk or overworked environments, which may adversely affect employees' physical and mental well-being.
Policy and Commitments	The Company complies with all applicable occupational safety and health regulations and related requirements. All contractors entering the facility must strictly follow safety and health management measures, and suppliers are also required to jointly implement them to maintain a safe and healthy workplace. The Company is committed to building a zero-accident and zero-injury workplace culture, continuously reviewing and enhancing safety measures. Occupational health and safety is integrated into corporate sustainability goals and promoted jointly with all employees.
Goals	<p>Short-term Goals (2025-2026):</p> <ul style="list-style-type: none"> • Achieve >80% completion rate for occupational safety and health-related training. • 100% completion of workplace hazard identification and risk assessment reports. • Conduct at least two fire drills and emergency response drills per year. • Zero major occupational injuries or fines. • Achieve > 50% follow-up re-examination rate for major health abnormalities from medical checkups. <p>Medium- to Long-Term Goals (2027-2030):</p> <ul style="list-style-type: none"> • Achieve > 90% completion rate for occupational safety and

	<p>health-related training.</p> <ul style="list-style-type: none"> • Institutionalize workplace hazard identification and risk assessment processes, achieving 100% annual report completion and conducting regular reviews and improvements. • Continue to conduct at least two fire and emergency response drills annually. • Maintain zero major occupational injuries and zero fines. • Achieve > 75% follow-up re-examination rate for major health abnormalities from medical checkups.
Responsible Unit	<ul style="list-style-type: none"> • Administration Department
Grievance Mechanism	<ul style="list-style-type: none"> • Employee Suggestion and Grievance Mailbox:suggest@gmt.com.tw • Grievance Hotline: +886-3-6203220
Action Plan	<p>Positive Impact Management:</p> <ul style="list-style-type: none"> • Require suppliers to sign the "Commitment to Non-use of Hazardous Substances," and establish a supplier evaluation mechanism, with corrective actions required for those failing to meet standards. • Provide regular health checkups and workplace health consultations. <p>Negative Impact Management:</p> <ul style="list-style-type: none"> • Promote anti-discrimination and anti-bullying policies, incorporating them into onboarding training. • Reduce occupational safety and health risks, and prevent work-related injuries and harmful exposures.
Effectiveness Evaluation	<ul style="list-style-type: none"> • Workplace disability incident statistics: Indicate zero occupational injuries in the workplace. No occupational injuries occurred in 2024. • Fire and emergency drills are conducted annually; two sessions were held in 2024, with 267 total participants. • Employee health examination completion rate: 100%. • On-site physician consultation services: A total of 4 sessions and 15 participants.

5.1 Employment

5.1.1 Employee Structure

Employees are the Company's most important asset and resource. Upholding the principle of respect for every individual, GMT is committed to maintaining sound labor relations and fostering a friendly working environment. As of the end of 2024, GMT had a total of 361 employees, representing a slight increase from 2023. Overall headcount remained stable, with all staff employed on a full-time basis. There were no cases of contract, temporary, or zero-hour employees. Of these, the Hsinchu Headquarters had 304 employees, including 223 male employees (73.36%) and 81 female employees (26.64%). The age structure was primarily composed of mid-career employees aged between 30 and 50, accounting for 66.78% of the workforce. The Taipei Office had 57 employees, including 35 male employees (61.40%) and 22 female employees (38.60%). The age distribution was similarly concentrated in the 30-50 age group, representing 66.67% of the total.

GMT adheres to a principle of diversity, inclusion, and equal opportunity in its recruitment and employment practices, with no discrimination based on gender or ethnicity. In 2024, female employees accounted for 28.53% of the total workforce, and women in supervisory positions represented 14.71%. Due to the nature of the semiconductor industry, there is a notable gender disparity across the sector, resulting in a higher proportion of men in management positions. This is not due to gender-based discrimination.

In 2024, GMT hired one employee with disabilities, providing suitable job placement and support. To ensure effective workplace integration and smooth communication, supervisors and colleagues consciously slowed their pace during interactions and dedicated additional time to assist the employee in understanding job requirements. The Company's non-employee workers are mainly composed of security guards and cleaning staff. In 2024, the Hsinchu Headquarters employed 6 non-employee workers (2 male and 4 female), and the Taipei Office employed 1 non-employee worker (1 female), totaling 7 non-employee workers.

2024 GMT Employee Structure

Hsinchu Headquarters							
Item	Category	Male		Female		Group Subtotal	
		Number of Employees	Proportion of the Category (%)	Number of Employees	Proportion of the Category	Number of Employees	Proportion of the Category
Contract Type	Full-time Employees	223	73.36%	81	26.64%	304	100%
Position Type	Supervisory Employees	50	22.42%	8	9.88%	58	19.08%
	Non-Supervisory Employees	173	77.58%	73	90.12%	246	80.92%
Age (years old)	<30	29	13.00%	10	12.35%	39	12.83%
	30-50	150	67.27%	53	65.43%	203	66.78%
	>50	44	19.73%	18	22.22%	62	20.39%
Total Employees		304					
Taipei Office							
Item	Category	Male		Female		Group Subtotal	
		Number of Employees	Proportion of the Category	Number of Employees	Proportion of the Category	Number of Employees	Proportion of the Category
Contract Type	Full-time Employees	35	61.40%	22	38.60%	57	100%
Position Type	Supervisory Employees	8	22.86%	2	9.09%	10	17.54%
	Non-Supervisory Employees	27	77.14%	20	90.91%	47	82.46%
Age (years old)	<30	1	2.86%	0	0.00%	2	3.51%
	30-50	21	60.00%	17	77.27%	38	66.67%
	>50	13	37.14%	5	22.73%	17	29.82%
Total Employees		57					

5.1.2 New Hires and Turnover

GMT aspires to grow together with its employees and advance toward becoming a world-class enterprise. The Company recruits professionals through job boards and encourages employee referrals. In 2024, GMT hired a total of 22 new employees, including 17 men (77.27% of new hires) and 5 women (22.73% of new hires). Due to industry characteristics, job openings tend to favor male candidates. In 2024, the overall employee new hire rate and turnover rate were 6.10% and 3.32%, respectively. The distribution of new hires and resignations is detailed in the table below.

GMT Number and Rate of New Hires/Resignation in 2024

Region		Hsinchu Headquarters					Taipei Office				
Item	Category	New Hires / Resignations					New Hires / Resignations				
		Number of New Hires	Number of Resignations	Total Number of Employees	New Hire Rate	Turnover Rate	Number of New Hires	Number of Resignations	Total Number of Employees	New Hire Rate	Turnover Rate
Gender	Male	16	4	223	7.17%	1.79%	1	2	35	2.86%	5.71%
	Female	5	5	81	6.17%	6.17%	0	1	22	0.00%	4.55%
Age (years old)	<30	15	4	39	38.46%	10.26%	1	0	2	0.50%	0.00%
	30-50	6	4	203	2.96%	1.97%	0	2	38	0.00%	5.26%
	>50	0	1	62	0.00%	1.61%	0	1	17	0.00%	5.88%
Total Employees		361									
Overall New Hire Rate		6.10%									
Overall Turnover Rate		3.32%									

Note1: New hire (turnover) rate = Number of new hires (resignations) / Total number of employees.

Note2: Category-specific new hire (turnover) rate = Number of new hires (resignations) in that category / Total employees in that category.

5.1.3 Employee Welfare

GMT places great emphasis on employee well-being. In addition to providing statutory labor and national health insurance, the Company offers a comprehensive benefits package. This includes annual leave from the first year of employment, paternity leave and prenatal leave for male employees, marriage and bereavement subsidies, birthday and childbirth gifts, as well as labor, health, and group insurance coverage. Other benefits include birthday parties, club activities, superior health check-ups, and domestic and international travel subsidies, among others.

Employee Benefits Overview	Content	Eligible Recipients
Employee Group Insurance	Includes term life, accident, accidental medical, hospitalization, and cancer insurance. Premiums are fully covered by the Company.	All employees
Three Major Holiday Bonuses (Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year)	Dragon Boat Festival Bonus (0.5 month's salary), Mid-Autumn Festival Bonus (0.5 month's salary), Year-End Bonus (1 month's salary)	All employees
Subsidies and Consolation Money for Weddings, Funerals, and Celebrations	Includes wedding cash gifts, childbirth cash gifts, birthday cash gifts, consolation money and funeral subsidies	All employees
Birthday Celebration Party	Quarterly company-wide gatherings	All employees
Club Activity Subsidies	Annual subsidy of NT\$4,000 per person	All employees
Travel Subsidies	Annual travel subsidy of NT\$40,000	All employees
Continuing Education Subsidies	Full subsidy for external training programs	All employees
Annual Health Checkups	Free annual physical	All employees

	examinations for all employees	
7-Day Flexible Leave	Preserves 7 national holidays removed under the Labor Standards Act	All employees
Free Afternoon Tea Snacks	Provided once per week	All employees
Free Coffee	Complimentary coffee available in break areas	All employees
Other Benefits	Seniority Awards (cash + certificate presented at the year-end banquet)	All employees

Retirement System

GMT values employees' late-career and post-retirement rights and incorporates retirement policies into its human rights management framework. In accordance with the Labor Standards Act and the Labor Pension Act, the Company provides fair and reasonable retirement arrangements. A monthly contribution of 6% of each employee's salary is allocated to their personal retirement account with the Bureau of Labor Insurance, ensuring basic financial security after retirement. Furthermore, to safeguard employee rights, the Company holds labor-management meetings as required by law and practical needs, facilitating sufficient communication and discussion between labor and management, thereby maintaining mutual benefits and sound relations. As of the end of 2024, there were no labor disputes within the Company that had a material impact on its finances or operations.

Parent-Friendly Workplace Environment

GMT values employees' family care responsibilities and has established a parental leave without pay policy in accordance with the Gender Equality in Employment Act and the Regulations for Implementing Unpaid Parental Leave for Raising Children, ensuring full compliance with eligibility and application procedures to safeguard employees' rights. As of the end of 2024, a total of two employees applied for parental leave without pay, all of whom were female, accounting for 25% of all eligible female employees. The number of employees who resumed work after the completion of their parental leave was 2, with a reinstatement rate of 100%. There are 2 employees who have remained in their positions for more than one year after resuming work from leave, resulting in a retention rate of 100%. To further support employees' childcare needs, a nursing

room has been newly provided, offering a convenient and private space for breastfeeding employees. GMT will continue to provide robust support and a stable career transition mechanism to help employees return to work smoothly and continue their professional development.

2024 GMT Parental Leave Statistics

Item	Male	Female	Total
A: Employees eligible for parental leave in 2024	19	8	27
B: Employees who applied for parental leave in 2024	-	2	2
C: Employees expected to return to work after leave in 2024	-	2	2
D: Employees who actually returned to work after leave in 2024	-	2	2
E: Employees who actually returned to work after leave in 2023 (in the same year)	-	2	2
F: Employees from (E) who remained employed for at least 12 months (2023)	-	2	2
Parental Leave Without Pay Application Rate (B/A)	-	25%	7%
Return-to-Work Rate (D/C)	-	100%	100%
Retention Rate (F/E)	-	100%	100%

Note 1: Return to Work Rate = (Number of employees who actually returned to work after parental leave/Number expected to return) × 100

Note 2: Retention Rate = (Number of employees still employed 12 months after returning/Number who returned during the previous reporting period) × 100

5.1.4 Compensation Policy

The Company's remuneration mainly includes salary, holiday bonus, and employee remuneration. The Company will adjust salary every year according to operating performance, seniority, and performance appraisal, and list employee remuneration for dividends. Employee remuneration is tied to company performance. In accordance with Company policy, when calculating annual profit allocation (defined as pre-tax earnings before employee and director remuneration), no less than 1% was allocated to employee compensation. Distributions were made in accordance with applicable regulations.

GMT Female-to-Male Pay Ratio for 2024

Employee Category	Ratio (Female: Male)
Supervisory Employees <small>(Note 1)</small>	1 : 1.33
Non-Supervisory Employees	1 : 1.32

Note1: "Supervisory Employee" refers to employees at the managerial level or above.

2024 GMT's Non-Supervisory Full-Time Employee Salaries

Unit: NT\$1,000

Item	2023	2024
Number of non-supervisory full-time employees	331	348
Total salary of non-supervisory full-time employees	740,304	785,222
Average salary of non-supervisory full-time employees	2,250	2,303
Median salary of non-supervisory full-time employees	2,044	2,176

5.2 Talent Cultivation and Development

5.2.1 Talent Training and Development

Given that analog IC design talent requires long-term cultivation and that the market changes rapidly, GMT provides comprehensive and diverse training programs to shorten the development cycle and meet both market and corporate growth needs.

In 2024, GMT offered general courses such as new employee orientation, managerial communication skills, financial/accounting upskilling, and labor health courses, as well as professional IC design training including product technology development and ISO quality management. The aim is to strengthen both professional knowledge and practical skills to enhance employees' competitiveness. In 2024, GMT provided a total of 589.5 hours of training, averaging 1.63 hours per employee.

GMT Education and Training Implementation in 2024

Item	Male		Female		Total
	Supervisory Employees	Non-Supervisory Employees	Supervisory Employees	Non-Supervisory Employees	
Total number of employees receiving training (People)(A)	55	202	10	94	361
Total training time (Hours)(B)	106.00	250.50	52.00	181.00	589.50
Average Training Hours per Employee (B/A)	1.93	5.20	1.24	1.93	1.63

Note: "Supervisory Employee" refers to employees at the managerial level or above.

Fire safety training



First aid training



5.2.2 Performance Evaluation, Review, and Promotion

GMT conducts annual performance evaluations each July. All regular employees below the President level who have passed their probationary period are required to participate. The evaluation results are used as key criteria for salary adjustments, promotions, and bonus distribution. They also serve as a reference for employee development and learning paths, aligning individual performance goals with the Company's strategic objectives.

The evaluation consists of two stages: employee self-assessment and supervisor evaluation. Employees first conduct self-assessments, followed by evaluations from supervisors. Performance reviews are then scheduled between supervisors and employees to reach a mutual agreement. After each department completes the performance evaluation process, the Human Resources unit consolidates and reviews the results, which are then submitted through hierarchical approval levels in accordance with assessment authority to ensure the objectivity and fairness of the evaluation procedure. In 2024, a total of 341 employees at GMT underwent performance evaluations, achieving a completion rate of 97.99%.

To effectively align employee performance with the Company's overall operational strategy, each department's performance objectives and individual work goals must be integrated with the Company's strategic planning. If an employee fails to meet the established performance objectives, the department supervisor is required to review and adjust the objectives together with the employee. In cases where there is a significant discrepancy between an employee's self-assessment and the supervisor's evaluation, the supervisor will actively identify the cause of the gap to help the employee make effective improvements. If the employee's performance evaluation result is rated as "Below Expectations," the supervisor

must proactively include the employee in a performance improvement plan and complete the related documentation; for ratings of “Fair,” the department supervisor will assess whether the employee should be included in a performance improvement plan.

GMT 2024 Performance Evaluation Statistics

Category/ Gender	Male			Female		
	Number of Employees Evaluated	Number of Employees Subject to Evaluation	Evaluation Coverage Rate	Number of Employees Evaluated	Number of Employees Subject to Evaluation	Evaluation Coverage Rate
Supervisory Employees (Note)	53	59	89.83%	10	10	100.00%
Non-Supervisory Employees	186	187	99.47%	92	92	100.00%
Total	239	246	97.15%	102	102	100.00%

Note: “Supervisory Employee” refers to employees at the managerial level or above.

5.3 Human Rights Management

To fulfill its corporate social responsibility and safeguard employees' fundamental human rights and related interests, GMT recognizes and complies with international human rights frameworks, including the Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and International Labour Organization (ILO) Conventions. In accordance with these international standards and Taiwan's labor laws and regulations, GMT has established its own human rights policy, which includes the protection of health and safety, prohibition of discrimination, assurance of wages and benefits, prohibition of child labor, prevention of sexual harassment, and prohibition of forced labor. Through corporate growth and responsible operations, GMT implements its human rights policy to ensure that the rights and interests of all stakeholders are respected and protected.

GMT Human Rights Management Measures

Human Rights Issue	Management Measure
Protection of Health and Safety	Ensures employee health and safety by providing a healthy, safe, and harassment-free work environment.
Prohibition of Discrimination	Guarantees equal employment opportunities for all individuals.
Assurance of Wages and Benefits	Provides wages and benefits that meet or exceed local legal requirements.
Prohibition of Child Labor	Strictly prohibits the employment of individuals below the legal working age.
Prevention of Sexual Harassment	Enforces gender equality and has established the "Workplace Sexual Harassment Prevention Guidelines." A complaint hotline (03-6203220) and email (suggest@gmt.com.tw) are available to maintain a safe and harassment-free workplace.
Prohibition of Forced Labor	Opposes any form of forced labor.
Respect for Freedom of Association	Respects employees' freedom of assembly, association, and collective bargaining rights.
Protection of Privacy	Safeguards human rights and privacy by implementing robust information security management systems for employees, clients, and all stakeholders, with strict controls and protective measures in place.

5.4 Occupational Health and Safety

5.4.1 Occupational Safety and Health Management Policy

GMT is primarily engaged in semiconductor-related R&D and design operations, and does not directly participate in manufacturing processes. Although the Company has not adopted the ISO 45001 Occupational Health and Safety Management System, it has established its own "Occupational Safety and Health Management Rule" in accordance with the Regulations of Occupational Safety and Health Management. GMT has also formed an Occupational Safety and Health Committee and Occupational Safety and Health Office to build a comprehensive occupational health and safety management system. As of the end of 2024, all 361 GMT employees were covered under the Company's internal occupational safety and health management system, achieving 100% coverage. Additionally, GMT has enacted the "Safety and Health Code of Conduct" to inform employees of principles for maintaining a safe working environment. Health, first aid and safety-related education and training courses are held every year, along with regular health checkups for employees.

Occupational Safety and Health Committee

GMT has established an Occupational Safety and Health Committee in accordance with the Regulations of Occupational Safety and Health Management. The Committee is composed of 8 members, including 3 employee representatives; one Chairperson oversees the committee's operations, and supported by one Secretary. The Committee's main responsibilities include coordinating and advising on the Company's occupational safety and health policies, education and training programs, work environment monitoring, health management, and occupational disease prevention.

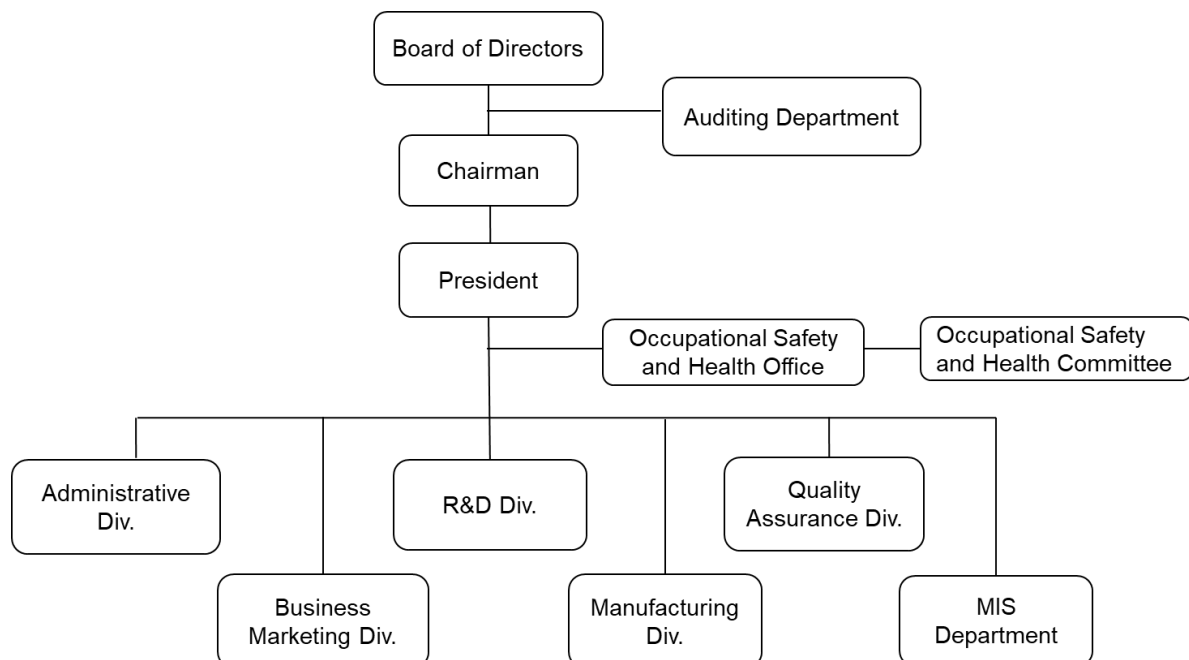
Key responsibilities of the Committee include:

- Providing recommendations on occupational safety and health policies proposed by the employer.
- Reviewing, coordinating, and advising on occupational safety and health management matters.
- Reviewing and planning safety and health education, environmental monitoring, and health promotion programs.
- Reviewing safety and health proposals, internal inspections, and audit

activities.

- Studying preventive measures for machinery, equipment, materials, or raw material hazards.
- Reviewing occupational injury investigation reports.
- Evaluating workplace safety and health performance.
- Reviewing contractor safety and health management practices.
- Addressing other matters related to occupational safety and health management.

GMT Occupational Safety and Health Organizational Structure



Contractor Occupational Safety and Health Management

In accordance with the Occupational Safety and Health Act and related regulations, GMT has formulated the "Contractor Safety and Health Management Guidelines." These provide a systematic safety and health management framework for construction contractors, subcontractors, and units carrying out improvement work within GMT facilities, to protect the lives and safety of personnel during external construction work.

GMT has implemented a clear safety management mechanism for all contractors

and subcontractors. In addition to complying with legal requirements regarding hazard communication and supervision, the Company ensures that all incoming contractor personnel are fully informed of potential workplace hazards and protective measures. Prior to work commencement, contractors must complete the “Contractor Work Application and Worker Safety Hazard Notification Form” to fulfill occupational injury prevention obligations.

5.4.2 Occupational Health and Safety Training

Each year, GMT holds training programs on health, emergency response, and safety. Topics include incident reporting, fire safety training, evacuation guidance, and first aid. In 2024, GMT conducted 3 occupational safety and health training sessions, with a total of 268 employee participants.

GMT 2024 Occupational Safety and Health Training

Training Program Title	Training Content	Participating Units and Headcount
2024 Fire Safety Lecture and Civil Defense Group Training	Understanding fire safety knowledge and the Civil Defense Act	4F Fire Self-Defense Team & New Hires; Total Participants: 29
2024 Emergency Evacuation and Safety Response Drill	Emergency evacuation and safety response drill	All employees; Total Participants: 238
2024 Occupational Safety and Health Management	Safety and health education for job tasks and disaster prevention	Occupational Safety and Health Officer; 1 participant, for a total of 3 hours training

5.4.3 Occupational Health Services

GMT cares about the physical and mental health of its employees. Each year, the Company posts health checkup information and sends notifications on the internal portal to encourage proactive participation in health examinations and help employees become aware of their health status early on. In 2024, 350 employees participated in the general health checkups, achieving a 100% participation rate. The Company also schedules health examinations based on job functions. Each employee is entitled to a maximum health check subsidy of NT\$2,000 to encourage full participation.

Additionally, GMT organizes a variety of health-related events, including health checkup result interpretation sessions, CPR+AED training, lung cancer screenings, bone density tests, workplace harassment prevention seminars, on-site physician consultations, and one-on-one consultations for high-risk employees. These efforts promote holistic wellness and sustainable health management.

GMT 2024 Employee Health Examination Overview

Item	Content
Type of Health Checkup	General Health Examination in 2024
Number of Employees Examined	350
Completion Rate of Health Checkup	100%
Health Examination Items Covered	Labor inspection items, tumor markers, ultrasound
Subsidy Amount	NT\$2,000 per person

Health Promotion Activities and Education

Activity Name	Activity Content	Frequency/ Number of Sessions	Eligible Participants and Number of Participants
Free Low-Dose Chest CT Scan	Lung cancer screening	Annual	Voluntary employee participation Total of 18 participants
Bone Health Program	Bone density test & full body fat analysis	Annual	Voluntary employee participation Total of 8 participants
Post-Checkup Report Explanation Session	Explanation of health checkup reports	Once per year	Voluntary employee participation Total of 26 participants

CPR + AED Hands-on Training	Instruction on the use of the Automated External Defibrillator (AED)	Annual	Emergency response staff and voluntary employee participation Total of 28 participants
Workplace Misconduct Prevention	Awareness session on workplace bullying for management-level staff	Once per year	Departmental management personnel Total of 19 participants
On-site Physician Consultation Service	Consultation for high-risk employees	Four times per year	High-risk employees and voluntary employee participation Total of 15 participants

Physician-led explanation of health checkup results



CPR + AED training course



Workplace misconduct prevention and communication skills enhancement



Health Examination in 2024



5.4.4 Occupational Injury Management

GMT provides employees with a safe and healthy working environment and is committed to reducing risk factors that may endanger employee safety and health, with the goal of preventing occupational injuries. If an occupational injury occurs in the workplace, the responsible person shall immediately report it to the Administration Department and the Occupational Safety Office to enable early assistance and support. A written report must be submitted to the Occupational Safety Office within three days. Other types of incidents, such as fatal accidents, injuries requiring hospitalization, or any incidents announced by the central competent authority, must be reported to the labor inspection agency within 8 hours in accordance with Article 37, Paragraph 2 of the Occupational Safety and

Health Act.

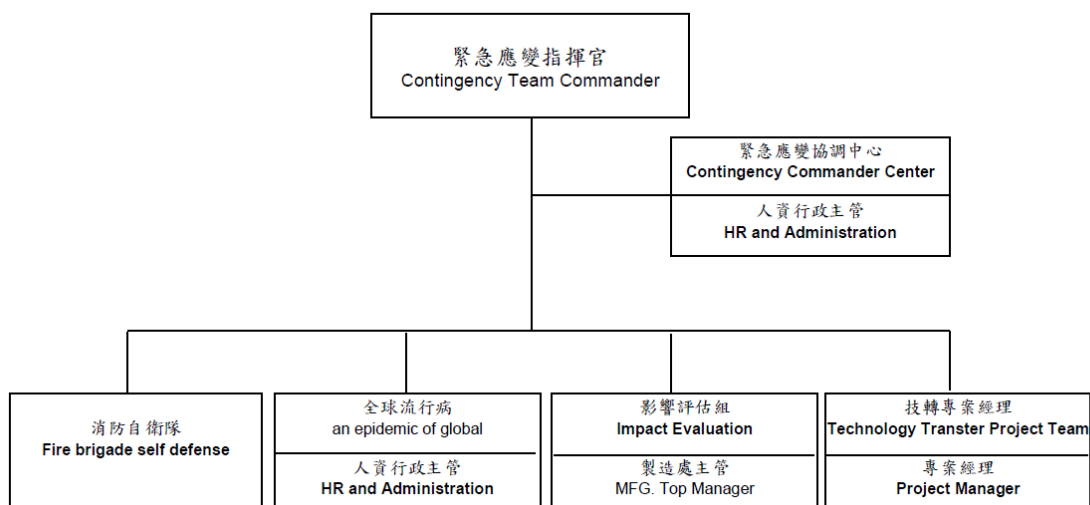
The Company conducts semi-annual inspections of the working environment, including carbon dioxide concentration and lighting equipment, in an effort to minimize harmful factors affecting employee health and safety. In addition, multiple workplace environment management measures are carried out regularly, such as: office and plant disinfection and mosquito control, biennial public safety inspections and declarations for buildings, annual inspection of fire safety equipment, and monthly inspection and automatic maintenance of high and low voltage electrical equipment and plant facilities. All inspection results in 2024 met the required standards, with no major anomalies or incidents reported. Through the implementation of occupational safety and health measures and environmental improvements, GMT demonstrates a high level of commitment to employee care and workplace safety.

Emergency Response Management & Emergency Response Training and Drills for Incidents

To ensure timely and effective response to emergencies and incidents, reduce environmental pollution and damage to personnel and equipment, and minimize the impact on customer commitments, the Company has established an “Emergency Response and Control Procedure” . This comprehensive mechanism covers response, post-incident recovery, review and improvement, and accident prevention. To enhance employee awareness and response capabilities, the Administration Department is responsible for planning and organizing at least one emergency response training and drill annually. New employees are also required to receive emergency response training upon onboarding to ensure full understanding of emergency reporting, response, and evacuation procedures.

GMT has formed an Emergency Response Team responsible for managing various emergencies, including fire, earthquake, typhoon, explosion, global pandemic, power outage, labor shortage, and the need for off-site operations. Clear procedures have been established for reporting, response, evacuation, recovery, and operations.

GMT Emergency Response Team Structure



Emergency Response Procedures

Sequence of Response	Stage of the Procedures	Main Content and Description
1	Emergency Reporting	Immediately report the incident to the department supervisor, switchboard, and OSH personnel upon discovery.
2	Initial Response Measures	Extinguish flames, shut off valves and power sources, or manually activate alarm systems.
3	Emergency Evacuation	If there is a risk to employee safety, the Emergency Response Incident Commander will issue evacuation orders and oversee execution.
4	On-site Safety Confirmation	Before entering the affected area, confirm the absence of potential hazards such as fire, toxic gases, chemical leaks, residual liquids, or structural hazards.
5	Post-incident Recovery	Clean up and remove hazardous substances and equipment debris.
6	Impact Assessment	Departments such as Quality Assurance and Production Control will assess the impact on finished products, raw materials, and inventory. Sales personnel will communicate with clients.
7	Investigation and Improvement	All emergency incidents and responses are recorded in the "Emergency Incident Log" and analyzed in collaboration with the occupational safety unit.

Occupational Safety Incident Prevention and Management

GMT conducts regular hazard identification and risk assessment operations annually. Through supervisor surveys and workplace risk assessment forms, the Company systematically identifies and evaluates potential hazards in the following categories: "workload," "prevention of ergonomic hazards," "prevention of unlawful infringement in the workplace," and "maternal health protection." Based on the results, preventive and corrective measures are implemented and recorded accordingly.

Occupational Injury Types	Description	Measures and Outcomes
Prevention of Illness from Abnormal Workload	To prevent employees from developing illnesses due to abnormal workloads, such as shift work, night shifts, or extended working hours.	<p>The Company identifies and assesses high-risk groups based on health examination results and further evaluates physical and mental conditions through instruments such as the Mental Stress Scale, Overwork Questionnaire, and Workload Assessment Questionnaire completed by employees. On-site physicians are then scheduled to provide one-on-one consultations and health guidance.</p> <p>Health management measures are provided to workers to prevent overwork-related illnesses such as cerebrovascular and cardiovascular diseases, thereby safeguarding both physical and mental well-being.</p> <p>In 2024, the health examination participation rate reached 100%. During the year, two high-risk workload cases were identified. Physician consultations were arranged for these cases, and ongoing follow-up was conducted.</p>

Occupational Injury Types	Description	Measures and Outcomes
Prevention of Ergonomic Hazards	To prevent musculoskeletal disorders caused by human error or unexpected incidents.	Ergonomic hazard awareness campaigns were carried out and relevant health education materials were distributed. High-risk individuals were screened through health check questionnaires, with six suspected cases initially identified. These cases were subsequently ruled out following individual consultations. In 2024, four on-site physician consultation sessions were conducted for further evaluation.
Maternal Health Protection Program	To prevent workplace hazards that may affect the health of mothers and their infants.	In 2024, evaluations were conducted using the "Workplace Hazard Assessment and Maternal Health Protection Measures Form" and the "Self-Assessment Form on the Health Status of Workers during Pregnancy and within One Year after Childbirth." No high-risk cases were identified. Through hazard assessment, control measures, and tiered risk management, GMT ensures the occupational health and safety of female employees during pregnancy and postpartum.
Prevention Plan for Unlawful Infringement During Duty	To prevent employees from experiencing unlawful acts, including physical or psychological harm, perpetrated by employers, supervisors, coworkers, service recipients, or other third parties in the workplace while	In 2024, based on the "Hazard Identification and Risk Assessment Form for the Prevention of Unlawful Infringements in the Workplace" and the "Supervisor Self-Inspection Checklist," no cases of unlawful infringement were reported.

Occupational Injury Types	Description	Measures and Outcomes
	performing job duties.	A reporting and response mechanism has been established to ensure the physical and mental safety of employees.

In 2024, GMT reported no significant or recordable occupational injuries, nor any cases of occupational disease. Looking ahead, GMT remains committed to maintaining a safe workplace environment and will continue to enhance occupational safety and health training for employees, striving to maintain a zero-accident record and to minimize occupational safety and health-related hazards and risks.

GMT Occupational Injury Statistics for 2024

Item	Employees	Non-Employee Workers
Total Hours Worked (Note 1)	719,112	8,544
Primary Type of Occupational Injury	None	None
Number of General Occupational Injuries (Note 2)	0	0
Number of Severe Occupational Injuries (Note 3)	0	0
Number of Fatalities	0	0
Total Recordable Occupational Injury Cases (Person-Times)	0	0
Lost Workdays	0	0
Occupational Injury Fatality Rate (Note 4)	-	-
Severe Occupational Injury Rate (Note 5)	-	-
Recordable Occupational Injury Rate (Note 6)	-	-
Lost Workday Rate	-	-
Total Injury Index	-	-

Note1: Total hours worked refer to the actual accumulated working hours of all employees and non-employee workers as of December 31, 2024.

Note2: General Occupational Injuries: Cases with \leq 180 lost workdays.

Note3: Severe Occupational Injuries: Cases with $>$ 180 lost workdays.

Note4: Occupational Injury Fatality Rate = (Number of fatalities × 1,000,000)/Total hours worked.

Note5: Serious Occupational Injury Rate = (Number of severe injury cases × 1,000,000)/Total hours worked.

Note6: Recordable Occupational Injury Rate = (Total number of recordable injury cases × 1,000,000)/Total hours worked; this is equivalent to the "Disabling Injury Frequency Rate (FR)" as defined by the Ministry of Labor.

Appendix 1. GRI Standards Content Index

Statement of Use	Global Mixed-mode Technology (GMT) has prepared this Sustainability Report in accordance with the GRI Standards. The data and information disclosed cover the period from January 1 to December 31, 2024.
GRI 1 Used	GRI 1: Foundation (2021)
GRI Sector Standards Applied	None

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
GRI 2: General Disclosures (2021)			
GRI 2: General Disclosures (2021)	2-1 Organizational details	5	1.1 About GMT
	2-2 Entities included in the organization's sustainability reporting	2-3	Regarding the Report
	2-3 Reporting period, frequency and contact point	2-3	Regarding the Report
	2-4 Restatements of information	-	This is the Company's first Sustainability Report; thus, it's not applicable.
	2-5 External assurance	-	No external assurance was conducted in 2024.
	2-6 Activities, value chain and other business relationships	5 51	1.1.1 Company Profile 3.4.1 Supply Chain Structure
	2-7 Employees	72-73	5.1.1 Employee Structure
	2-8 Workers who are not employees	72	5.1.1 Employee Structure
	2-9 Governance structure and composition	22-26	2.1.1 Corporate Governance Structure
	2-10 Nomination and selection of the highest governance body	27	2.1.2 Board Operations
	2-11 Chair of the highest governance body	22	2.1.1 Corporate Governance Structure
	2-12 Role of the highest governance body in	22-23 30	2.1.1 Corporate Governance Structure

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
	overseeing the management of impacts		2.1.4 Sustainable Development Committee
	2-13 Delegation of responsibility for managing impacts	11-12 30	1.3.2 Material Topic Identification and Assessment Process 2.1.4 Sustainable Development Committee
	2-14 Role of the highest governance body in sustainability reporting	22-23 30	2.1.1 Corporate Governance Structure 2.1.4 Sustainable Development Committee
	2-15 Conflicts of interest	27	2.1.2 Board Operations
	2-16 Communication of critical concerns	22-23	2.1.1 Corporate Governance Structure
	2-17 Collective knowledge of the highest governance body	28-29	2.1.2 Board Operations
	2-18 Evaluation of the performance of the highest governance body	28	2.1.2 Board Operations
	2-19 Remuneration policies	28 75	2.1.2 Board Operations 5.1.4 Compensation Policy
	2-20 Process to determine remuneration	28	2.1.2 Board Operations
	2-21 Annual total compensation ratio	-	Compensation details are considered confidential corporate information and are not disclosed in accordance with confidentiality policies.
	2-22 Statement on sustainable development strategy	4	Message from the Chairman
	2-23 Policy commitments	31	2.2. Integrity in Business Operations
		34	2.4 Risk Management
		79	5.3 Human Rights Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
	2-24 Embedding policy commitments	79	5.3 Human Rights Management
	2-25 Processes to remediate negative impacts	17-18	1.4 Stakeholder Engagement
		20	Material Topic Management Approach: Corporate Governance and Ethical Management
		21	Material Topics Management Approach: Economic Performance
		39-40	Material Topics Management Approach: R&D Innovation
		41	Material Topics Management Approach: Information Security and Privacy Protection
		42-43	Material Topics Management Approach: Sustainable Supply Chain Management
		55	Material Topics Management Approach: Climate Change Adaptation and Energy Management
		69	Material Topics Management Approach: Talent Cultivation and Development
		70-71	Material Topics Management Approach: Occupational Health and Safety
	2-26 Mechanisms for seeking advice and raising concerns	31-32	2.2.2 Communication and Whistleblower System
	2-27 Legal compliance	33	2.3 Legal Compliance
	2-28 Membership associations	7	1.1.3 Association and External Organization Participation
	2-29 Approach to stakeholder engagement	11 17-18	1.3.1 Stakeholder Identification 1.4 Stakeholder Engagement

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
	2-30 Collective bargaining agreements	-	GMT has not established a labor union.
GRI 3: Material Topics (2021)			
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	11-12	1.3.2 Material Topic Identification and Assessment Process
	3-2 List of material topics	13-16	1.3.3 Major Theme Management Policies and Impact Scope
Corporate Governance and Ethical Management			
GRI 3: Material Topics (2021)	3-3 Management of material topics	20	Material Topics Management Approach
GRI 205: Anti-Corruption (2016)	205-1 Operations assessed for risks related to corruption	-	GMT currently prevents corruption through the adoption of an integrity management policy and periodic training and awareness initiatives.
	205-2 Communication and training about anti-corruption policies and procedures	31-32	2.2.1 Ethical Conduct and Anti-Corruption Policies
	205-3 Confirmed incidents of corruption and actions taken	31	2.2.1 Ethical Conduct and Anti-Corruption Policies
GRI 206: Anti-competitive Behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33	2.3 Legal Compliance

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
Economic Performance			
GRI 3: Material Topics (2021)	3-3 Management of material topics	21	Material Topics Management Approach
GRI 201: Economic Performance (2016)	201-1 Direct economic value generated and distributed	37	2.5 Operational Performance
	201-2 Financial implications and other risks and opportunities due to climate change	35 58-60	2.4 Risk Management 4.1 Climate Change Response
	201-3 Defined benefit plan obligations and other retirement plans	75	5.1.3 Employee Welfare
	201-4 Financial assistance received from government	-	No financial assistance was received from the government in 2024.
Talent Cultivation and Development			
GRI 3: Material Topics (2021)	3-3 Management of material topics	69	Material Topics Management Approach
GRI 404 (2016): Training and Education	404-1 Average hours of training per year per employee	77	5.2.1 Talent Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	77	5.2.1 Talent Training and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	78	5.2.2 Performance Evaluation, Review, and Promotion
Occupational Health and Safety			
GRI 3: Material Topics (2021)	3-3 Management of material topics	70-71	Material Topics Management Approach
GRI 403 (2018): Occupational Health and Safety	403-1 Occupational health and safety management system	80	5.4.1 Occupational Safety and Health Management Policy
	403-2 Hazard identification, risk assessment, and	84-87	5.4.4 Occupational Injury Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
	incident investigation		
	403-3 Occupational health services	82-84	5.4.3 Occupational Health Services
	403-4 Worker participation, consultation, and communication on occupational health and safety	80-81	5.4.1 Occupational Safety and Health Management Policy
	403-5 Worker training on occupational health and safety	81-82	5.4.2 Occupational Health and Safety Training
	403-6 Promotion of worker health	82-84	5.4.3 Occupational Health Services
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	81	5.4.1 Occupational Safety and Health Management Policy
	403-8 Workers covered by an occupational health and safety management system	80	5.4.1 Occupational Safety and Health Management Policy
	403-9 Work-related injuries	87	5.4.4 Occupational Injury Management
	403-10 Work-related ill health	87	5.4.4 Occupational Injury Management
R&D Innovation			
GRI 3: Material Topics (2021)	3-3 Management of material topics	39-40	Material Topics Management Approach
Information Security and Privacy Protection			
GRI 3: Material Topics (2021)	3-3 Management of material topics	41	Material Topics Management Approach
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	50	3.3.2 Customer Privacy Protection
Sustainable Supply Chain Management			
GRI 3: Material Topics	3-3 Management of	42-43	Material Topics Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
(2021)	material topics		Approach
GRI 2: General Disclosures (2021)	GRI 2-6 Activities, value chain and other business relationships	51	3.4.1 Supply Chain Structure
GRI 204: Procurement Practices (2016)	GRI 204-1 Proportion of spending on local suppliers	51	3.4.1 Supply Chain Structure
GRI 308: Supplier Environmental Assessment (2016)	GRI 308-1 New suppliers that were screened using environmental criteria	51-52	3.4.2 Sustainable Supply Chain Management
	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	52-53	3.4.2 Sustainable Supply Chain Management
GRI 414: Supplier Social Assessment (2016)	GRI 414-1 New suppliers that were screened using social criteria	51-52	3.4.2 Sustainable Supply Chain Management
	GRI 414-2 Negative social impacts in the supply chain and actions taken	52-53	3.4.2 Sustainable Supply Chain Management
Climate Change Adaptation and Energy Management			
GRI 3: Material Topics (2021)	3-3 Management of material topics	55	Material Topics Management Approach
GRI 302: Energy (2016)	GRI 302-1 Energy consumption within the organization	61	4.1.2 Energy Usage
	GRI 302-3 Energy intensity	61	4.1.2 Energy Usage
	GRI 302-4 Reduction of energy consumption	61-62	4.1.2 Energy Usage
Other Topics			
GRI 300: Environment			
GRI 305: Emissions (2016)	GRI 305-1 Direct (Scope 1) GHG emissions	63	4.2.1 GHG emissions
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	63	4.2.1 GHG emissions
	GRI 305-4 GHG emissions intensity	63	4.2.1 GHG emissions
	GRI 305-5 Reduction of GHG emissions	61-62 64	4.1.2 Energy Usage 4.2.2 Greenhouse Gas

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
			Management
GRI 303: Water and Effluents (2018)	GRI 303-1 Interactions with water as a shared resource	66	4.3.2 Water Resource Management
	GRI 303-2 Management of water discharge-related impacts	66-67	4.3.2 Water Resource Management
	GRI 303-3 Water withdrawal	67	4.3.2 Water Resource Management
	GRI 303-5 Water consumption	67	4.3.2 Water Resource Management
GRI 306: Waste (2020)	GRI 306-1 Waste generation and significant waste-related impacts	65	4.3.1 Waste Management
	GRI 306-2 Management of significant waste-related impacts	65-66	4.3.1 Waste Management
	GRI 306-3 Waste generated	66	4.3.1 Waste Management
	GRI 306-4 Waste diverted from disposal	66	4.3.1 Waste Management
	GRI 306-5 Waste directed to disposal	66	4.3.1 Waste Management
GRI 400: Social			
GRI 401: Employment (2016)	GRI 401-1 New employee hires and employee turnover	73	5.1.2 New Hires and Turnover
	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	74-75	5.1.3 Employee Welfare
	GRI 401-3 Parental leave	75	5.1.3 Employee Welfare
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	22-26 72	2.1.1 Corporate Governance Structure 5.1.1 Employee Structure
	405-2 Ratio of basic salary and remuneration of women to men	75	5.1.4 Compensation Policy
GRI 402:	402-1 Minimum notice	-	In the event of significant

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/ Explanations
Labor/Management Relations (2016)	periods regarding operational changes		operational changes, the Company will provide notice at least one month in advance.
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	79	5.3 Human Rights Management
GRI 408: Child Labor (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	79	5.3 Human Rights Management
GRI 409: Forced or Compulsory Labor (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	79	5.3 Human Rights Management

Appendix 2. Climate-Related Disclosures Index for TWSE-Listed Companies

Provided in accordance with Article 4-1 of the "Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" : Appendix 2 "Climate-Related Disclosures Index for TWSE-Listed Companies"

Item	Disclosure Content	Corresponding Sections/Explanations	Page Number
1	Describe the Board's and management's oversight and governance of climate-related risks and opportunities.	4.1.1 Climate Change Adaptation Strategy	56
2	Describe how the identified climate risks and opportunities affect the business, strategy and finances of the organization (short, medium and long term).	4.1.1 Climate Change Adaptation Strategy	58-60
3	Describe the financial impact of extreme climate events and transformational actions.	4.1.1 Climate Change Adaptation Strategy	58-60
4	Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	4.1.1 Climate Change Adaptation Strategy	56
5	If scenario analysis is used to assess the resilience to climate change risk, the scenarios, parameters, assumptions, analytical factors, and key financial impacts should be described.	GMT has not yet used scenario analysis to assess climate change risks.	-
6	If there is a transition plan for managing climate-related risks, describe the plan and the metrics and objectives used to identify and manage entity and transition risks.	GMT has not yet established a transformation plan.	-
7	If internal carbon pricing is used as a planning tool, the basis for price setting should be specified.	GMT has not utilized internal carbon pricing.	-

8	If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning period, and the annual progress of achievement should be described; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and amount of carbon reduction credits offset or the amount of renewable energy certificates (RECs) should be described.	4.1.1 Climate Change Adaptation Strategy	56
9	Greenhouse gas inventory and confirmation of status and reduction goals, strategies and specific action plans	4.1.1 Climate Change Adaptation Strategy 4.2 GHG emissions GMT has conducted internal greenhouse gas (GHG) inventories since 2023 and will continue to manage the completion of inventory and verification schedules in accordance with the reference guidelines and relevant regulations issued by competent authorities.	56 63-64