致新科技
Global Mixed-mode Technology

SUSTAINABILITY REPORT 2025

Towards a Greener, Fairer, and More Responsible Future





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Regarding the Report

Reporting Principles

This Sustainability Report is published by Global Mixed-mode Technology Inc. (stock code: 8081; hereinafter referred to as "GMT" or "the Company"). In accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Company prepared its 2025 Sustainability Report using the 2021 edition of the GRI Standards issued by the Global Reporting Initiative (GRI). This report discloses GMT's sustainability strategies, investments, and performance 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, 2025 (fiscal year 2025). To ensure completeness and comparability, some performance data are traced back to 2024 or earlier. Any restated historical information is explained within the text.

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 **2025 Consolidated 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$). Any differences between the disclosure boundaries of individual chapters or indicators and the overall reporting scope are explained in the relevant chapters or notes. 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.

Publication Date: August 2026

Next Scheduled Publication: August 2027 (tentative)

Contact Us

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Message from the Chairman

In response to the growing challenges posed by global climate change, GMT remains committed to sustainable operations, integrating corporate social responsibility into its business strategies and actively advancing sustainability initiatives. In addition to complying with applicable laws and regulations, the Company closely monitors ESG (environmental, social, and corporate governance) trends, adopts international sustainability management practices, and continually improves its governance mechanisms and overall sustainability performance.

To establish a more robust sustainability governance framework, GMT established a Sustainable Development Committee in 2025 to integrate the Company's sustainability strategies, set implementation priorities, and oversee implementation. Working with the relevant functional departments, the Committee also promotes the integration of sustainability initiatives into daily operations. At the same time, the Company also continually gathers and responds to stakeholder concerns and identifies the risks and opportunities that climate change may pose to its operations. Based on these findings, it develops management measures and response strategies to strengthen corporate resilience and long-term competitiveness. In addition, GMT continually monitors the environmental impacts of its operations and takes concrete actions in energy conservation and carbon reduction, efficient resource use, and environmental management to progressively reduce its environmental burden. In doing so, the Company fulfills its sustainability commitments and steadily advances toward low-carbon operations and sustainable growth.

As a fabless semiconductor company specializing in power management IC design, GMT continues to invest in R&D for high-efficiency power management products, helping customers improve energy efficiency, reduce power consumption and carbon emissions, and realize energy conservation and carbon reduction benefits. As the Company focuses primarily on product design and technology development, it outsources chip fabrication, packaging, testing, and other manufacturing processes to specialized wafer foundries and packaging and testing providers. As a result, its greenhouse gas emissions are concentrated primarily in upstream supply chain production. Grounded in the principles of sustainable development, GMT not only continues to strengthen internal energy management, improve energy efficiency, and reduce greenhouse gas emissions, but also actively works with supply chain partners to encourage suppliers to implement carbon reduction measures, including reducing emissions, improving water-use efficiency, minimizing waste generation, and strengthening environmental management. Together, they are building a resilient and sustainable green supply chain, advancing toward net-zero emissions, and creating greater value for environmental protection and a sustainable future.

Wu, Jiin-Chuan,

Chairman of Global Mixed-mode Technology Inc.



Chapter 1 Sustainability Management

1.1 About GMT

1.1.1 Company Profile

Global Mixed-mode Technology Co., Ltd. (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 established in Zhonghe, New Taipei City (Taiwan) and Suwon City (South Korea).

GMT has been deeply engaged in the semiconductor industry for many years. Leveraging its professional design expertise, high service standards, and outstanding product quality, GMT is committed to providing key analog IC solutions to customers in Taiwan and overseas. GMT's R&D team has long focused on IC-related technologies, building extensive and solid R&D experience. To meet diverse customer needs, GMT continues to cultivate IC design professionals, strengthen its competitiveness, and broaden and deepen its product lines.

The Company's products are primarily used in consumer electronics and IT equipment, with applications including LCD/OLED panels, televisions, monitors, broadband networking equipment, notebook computers, servers, and workstations. The Company continues to strengthen its quality policy and improve product stability and reliability through ISO 9001 and ISO 14001 certification, thereby enhancing customer confidence.

GMT's Management Philosophy and Corporate Vision

GMT has assembled a professional and experienced management team guided by the business philosophy of "Integrity, Service, Innovation, and Sharing." The Company continues to strengthen its operational fundamentals and steadily advance its long-term development. Through prudent strategic planning and effective execution, the Company has maintained steady growth in operating performance and profitability, demonstrating strong competitiveness and sound operating results.

The Company was listed on the Taipei Exchange (TPEx) on August 30, 2004, and transferred its listing to the Taiwan Stock Exchange (TWSE) in December 2008. Since then, it has continued to strengthen corporate governance and expand its market influence. Looking ahead to changes in the industry landscape, the Company will pursue steady progress, help customers strengthen their competitive advantages, and actively expand product applications and market

penetration to consolidate and enhance overall operating performance. Meanwhile, GMT also works with its employees and shareholders to create long-term value through shared growth.

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	2025 Relevant Explanations
Company Name	Global Mixed-Mode Technology Inc.
Industry Category	Semiconductor Industry
Paid-in Capital	NT$861,721 thousand
Date of Establishment	July 3, 1996
Chairman	Wu, Jiin-Chuan
Deputy Spokesperson:	Tang, Han-Guang
Headquarters	Hsinchu Science Park, Taiwan
Taiwan Operation Sites	Headquarters: No. 2, Industry E. Rd. III, Hsinchu Science Park, Hsin-Chu, Taiwan Taipei Office: 4F.-1, No. 186, Jian 1st Rd., Zhonghe Dist., New Taipei City 23553, 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

Year	Key Milestones
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	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
2025	Established the Sustainable Development Committee

1.1.3 Association and External Organization Participation

GMT actively participates in domestic and international industrial organizations and is currently a member of several key associations, including Allied Association for Science Park Industries, Chinese National Association of Industry and Commerce, Taiwan (CNAIC), and Taiwan-Japan Association for Business Communication (TJABC). By participating in industry exchanges and collaborative platforms, the Company keeps abreast of global and regional industry trends, strengthens professional connections across sectors, and enhances its ability to respond to market changes. These efforts also help expand business opportunities, strengthen its overall competitive advantage, and lay a solid foundation for stable long-term development.

1.2 SDGs Performance

Sustainable Development Strategy

While pursuing corporate growth and financial performance, GMT has placed sustainability at the core of its overall business strategy, with environmental, social, and governance matters serving as long-term management priorities. Through a systematic process, the Company regularly identifies and assesses environmental, social, and governance risks related to its operations, pinpoints key issues that may affect its long-term value, competitiveness, and corporate responsibility, and develops appropriate management policies and action plans to ensure effective responses. In response to global sustainability trends, regulatory requirements, and market changes, GMT will continue to refine its ESG strategy. Through stakeholder communication and collaboration, the Company seeks to create economic value while protecting the environment and fulfilling its social responsibilities, thereby promoting both stable long-term development and sustainable value creation.

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	• Independent directors accounted for 42.86% of the Board. • The Board comprised 7 members and convened 5 meetings in 2025, with an average attendance rate of 100%. • GMT's consolidated revenue for 2025 was NT$8,665,677 thousand, an increase of approximately 5% from NT$8,252,664 thousand in 2024. • GMT established the Sustainable Development Committee in 2025. The Committee held one meeting during the year, with an average attendance rate of 100%. • The 2025 Board performance self-evaluation was rated “Excellent,” reflecting strong performance of the functional committees of the Board of Directors. • Established the Sustainable Development Committee in 2025. • No incidents of unethical conduct, employee dismissals, or legal sanctions related to corruption occurred in 2025. • No material fines (NT$100,000 or more) or non-monetary sanctions for non-compliance with environmental, social, or governance regulations in 2025. • In 2025, through active participation in

Perspective	Alignment with the UN Sustainable Development Goals (SDGs)	Actions and 2024 Performance
		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	• The total water withdrawal in 2025 was 8.664 million liters, a 1.38% decrease from 2024, demonstrating effective water conservation. GMT will continue to promote strategies aimed at improving office water resource efficiency. • 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 annually. • 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 SDG12: Responsible Consumption and Production	• Over the past two years, R&D investments have been maintained, with a focus on innovation and breakthroughs in key technologies. In 2025, GMT's R&D expenditure on a separate-company basis was NT$846,012 thousand, accounting for 11.05% of total revenue. • As of year-end 2025, GMT holds a total of 99 valid patents. • No incidents of data breaches, information theft, or customer data loss occurred in 2025. • All product materials comply with the relevant requirements of EU RoHS, REACH, and halogen-free requirements. • ISO 9001:2015 Quality Management System certification obtained. • GMT's customer satisfaction score in 2025 averaged 95.8, consistently above 90 for the past two years.

Perspective	Alignment with the UN Sustainable Development Goals (SDGs)	Actions and 2024 Performance
Society	SDG3: Good Health and Well-being SDG5: Gender Equality SDG8: Decent Work and Economic Growth	• 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 2025. • No occupational injuries or diseases occurred in 2025. • No contractor-related workplace accidents occurred in 2025. • The Company provides routine health examinations for employees each year, with 366 participants in 2025. • In 2025, the Company organized four health promotion activities, including positive communication, influenza vaccination, lectures on basic first aid and self-rescue, and physician-led health report interpretation, with a total of 85 attendees. • Parental leave without pay was granted to 28 employees in 2025 (including 8 women). One male employee actually applied for leave, and both achieved 100% return-to-work and retention rates. • If the Company has made a profit in the year (i.e., profit before tax), the Company shall set aside not less than 1% of the profit before tax as remuneration to employees based on its operational performance. Not less than 60% of allocatable employee remuneration should be allocated to entry-level employees, supported by the implementation of a comprehensive performance appraisal and bonus distribution system. • In 2025, the average training hours per employee were 7.26 hours. • GMT recognizes and adheres to international principles and standards, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour

Perspective	Alignment with the UN Sustainable Development Goals (SDGs)	Actions and 2024 Performance
		Organization's core labour standards, and has established the GMT Human Rights Policy.

1.3 Materiality Analysis

1.3.1 Stakeholder Identification

GMT follows the AA1000 Stakeholder Engagement Standard (AA1000SES) to establish a systematic process for stakeholder identification and analysis and understand stakeholder priorities regarding economic, environmental, and social sustainability issues. Through an assessment of stakeholder dependency, responsibility, level of concern, influence, and diversity of perspectives, and by consolidating and analyzing the relevant results. GMT identified five primary stakeholder groups: shareholders/investors, customers, employees, suppliers, and government authorities. These groups serve as an important foundation for subsequent sustainability communication and engagement mechanisms.

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 followed the process for determining material topics prescribed by the GRI Universal Standards 2021 and completed a comprehensive material topic identification process in 2024. By analyzing sustainability issues of concern to stakeholders and industry peers and considering input from external experts, GMT identified issues with a significant bearing on its sustainable development. It then conducted an internal impact assessment to review the

potential economic, environmental, and human rights impacts of each sustainability issue. Following discussions between the Sustainability Promotion Task Force and senior management, eight material topics were ultimately determined.

As these material topics continued to adequately reflect the Company's operating characteristics and most significant sustainability impacts while remaining closely aligned with stakeholder priorities and external trends, the same material topics from 2024 were retained in 2025. They served as the basis for developing the year's sustainability management strategy and disclosing performance indicators, demonstrating continuity and consistency in the Company's sustainability governance.

Going forward, GMT will continue to monitor changes in its internal and external environments and stakeholder expectations, regularly review the continued relevance of its material topics, and use the findings as an important basis for advancing sustainability strategies and related action plans.

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 social (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 Sustainability Promotion Task Force finalized a list of eight material topics in consultation with senior executives. These topics for 2025 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	2025 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	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.	V		V	V	V	2.1 Corporate Governance 2.2 Integrity in Business Operations
	Economic performance	GRI 3-3 GRI 201	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.	V	V	V	V	V	2.5 Economic Performance

Perspective	2025 Material Topic	Corresponding to GRI Standards	Impact Description	Impact Boundaries					Corresponding Section
				Internal	External				
					Suppliers	Investors	Customers	Society	
Environment	Climate Change Adaptation and Energy Management	GRI 3-3 GRI 302	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.	V	V	V	V	V	4.1 Climate Change Response
Employees	Occupational health and safety	GRI 3-3 GRI 403	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	V	V		V	V	5.4 Occupational Health and Safety

Perspective	2025 Material Topic	Corresponding to GRI Standards	Impact Description	Impact Boundaries					Corresponding Section
				Internal	External				
					Suppliers	Investors	Customers	Society	
			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 contributes to social stability. Negative Impact: Talent attrition and insufficient training increase costs, lower product quality, and ultimately reduce organizational efficiency and competitiveness.	V			V	V	5.2 Talent Cultivation and Development
Product	R&D Innovation	GRI 3-3	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	V	V	V	V		3.1 Technology Research and Development and Innovation

Perspective	2025 Material Topic	Corresponding to GRI Standards	Impact Description	Impact Boundaries					Corresponding Section
				Internal	External				
					Suppliers	Investors	Customers	Society	
			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.						
	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. Negative Impact: Inadequate cybersecurity management may lead to theft of confidential business data, damage corporate reputation, and reduce customer satisfaction.	V	V	V	V		3.3 Information Security and Privacy
	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	V	V	V	V		3.4 Sustainable Supply Chain

Perspective	2025 Material Topic	Corresponding to GRI Standards	Impact Description	Impact Boundaries					Corresponding Section
				Internal	External				
					Suppliers	Investors	Customers	Society	
			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.						

1.4 Stakeholder Engagement

GMT places great importance on stakeholder communication and the protection of stakeholder rights and interests, as well as balancing the rights and obligations of shareholders/investors, employees, customers, suppliers, and other stakeholders. Through diverse engagement channels, the Company maintains ongoing communication with stakeholders and gains an in-depth understanding of their expectations and concerns regarding sustainability issues. These insights provide an important basis for setting sustainability goals and action plans, strengthening value creation for stakeholders, and effectively planning GMT's short-, medium-, and long-term sustainability strategies.

GMT's 2025 Stakeholder Engagement and Communication Outcomes

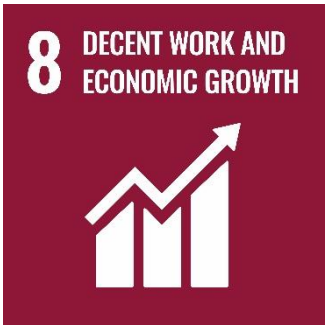
Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2025	Implementation and Outcomes of Stakeholder Engagement Channels in 2025
Shareholders/Investors	• Ethical corporate management • Risk management • Regulatory compliance • Shareholder rights and information transparency • Economic performance	• Shareholders' meeting (annually) • Revenue announcements (monthly) • Market Observation Post System (real-time updates) • Company website (real-time updates) • Media/Monthly, real-time	• Held a total of 2 online investor conferences (total duration: 6 hours; approx. 150 participants). • Held a total of 2 in-person investor conferences (total duration: 8 hours; approx. 200 participants). • Participated in a total of 5 investor forums (approx. 250 participants). • Real-time communications with investors and institutional analysts (buy-side and sell-side): approximately five times per day; ad hoc meeting requests from research institutions: approximately seven times per week. • Participated in four media forums. • Ad hoc interview requests from individual reporters: approximately seven every two weeks.
Customers	• Customer service management • Customer relationship	• Customer satisfaction survey (annually) • Telephone and online customer support (real-time)	• Customer Satisfaction Survey: Conducted annually to gather feedback on products and services, with a 100% response rate. • Official Website/Customer Service Email: Inquiries are

Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2025	Implementation and Outcomes of Stakeholder Engagement Channels in 2025
	management • R&D and innovation	• Product update notifications (irregularly) • Technical seminars (irregularly)	handled promptly, with responses provided online. • Business Visits and Project Meetings: Held with customers as needed to discuss product design-in, confirm specifications, and track progress. • Social Media: Comments and direct messages are answered promptly. Response Rate: 100%. • Technical Support (FAE): Promptly provides design-in, debugging, and application support.
Employees	• Human rights protection • Talent attraction and retention • Talent cultivation and development • Compensation and benefits • Occupational health and safety • Employee care and wellbeing	• 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 (timely) • Occupational safety meeting (quarterly)	• Held 4 labor-management meetings • A total of 2,800.8 hours of employee training were conducted in 2025, with a cumulative total of 1,115 participants. • Received 0 employee feedback letters. • An employee health checkup session was conducted, with a total of 366 participants. • Scheduled required occupational safety training (e.g., for forklift drivers, first aiders, fire prevention managers, and OH&S officers) • Held an emergency evacuation drill • Held 4 occupational safety meetings
Suppliers	• Supply chain management • Quality, delivery, and pricing • Supplier risk assessment	• Supplier audits and evaluations (irregularly) • New supplier assessments (irregularly) • Contract negotiations and signing with suppliers (irregularly)	• Held 9 supplier quality meetings in 2025 • Nine packaging and testing providers were audited and evaluated in 2025 • In 2025, the Company requested by email that five packaging and testing providers submit their 2024 greenhouse gas inventory reports, and all five reports

Stakeholder	Key Issues of Concern	Communication Methods and Frequency in 2025	Implementation and Outcomes of Stakeholder Engagement Channels in 2025
	• Net-zero carbon and energy resource management	• Communication via email (irregularly)	were received.
Government Authorities	• Ethical corporate management • Risk management • Regulatory compliance	• 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 interviews (irregularly) • Participation in government agency-related events (irregularly)	• Responses are provided within the deadlines specified in official correspondence • Company Website: Revenue information is updated monthly, financial reports are uploaded quarterly, and dividend distributions are announced annually • Participates in seminars held quarterly by the TWSE

Chapter 2 Corporate Governance

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG 8	Decent Work and Economic Growth 	• Independent directors accounted for 42.86% of the Board. • The Board comprised 7 members and convened 5 meetings in 2025, with an average attendance rate of 100%. • GMT's consolidated revenue for 2025 was NT$8,665,677 thousand, an increase of approximately 5% from NT$8,252,664 thousand in 2024. • GMT established the Sustainable Development Committee in 2025. The Committee held one meeting during the year, with an average attendance rate of 100%. • The 2025 Board performance self-evaluation was rated “Excellent,” reflecting strong performance of the functional committees of the Board of Directors.
SDG 16	Peace, Justice and Strong Institutions 	• Established the Sustainable Development Committee in 2025. • No incidents of unethical conduct, employee dismissals, or legal sanctions related to corruption occurred in 2025. • No material fines (NT$100,000 or more) or non-monetary sanctions for non-compliance with environmental, social, or governance regulations in 2025.
SDG17	Partnerships 	• In 2025, 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	• 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 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	• 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	Short-term Goals (2026): • No major violations of regulations. • Establishment of awareness training courses for ethical corporate management. • Director Education and Training Hours: Complied with the continuing education hours required by the competent authorities. • Maintain ≥95% average attendance for Board meetings. • Maintain ≥93% average attendance for Audit Committee meetings. • Achieve 100% attendance for Remuneration Committee meetings. Medium- to Long-Term Goals (2027-2030): • Continue achieving zero major violations of regulations. • 100 % of all employees completed the ethical corporate management training courses. • Director Education and Training Hours: Complied with the continuing education hours required by the competent authorities. • Increase average attendance for Board meetings to ≥97%. • Increase average attendance for Audit Committee meetings to ≥95%. • Maintain 100% attendance for Remuneration Committee meetings.
Responsible Unit	• Administrative Office

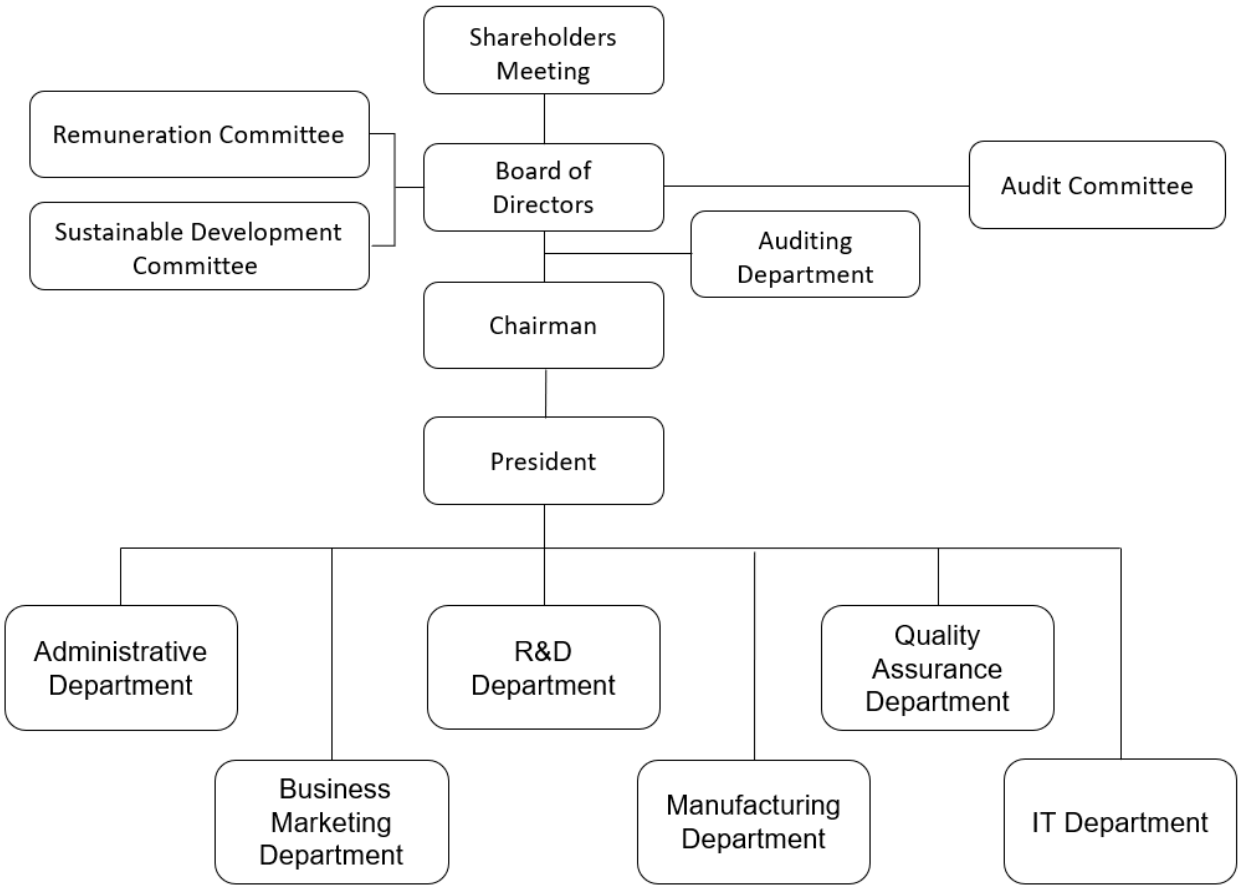
Grievance Mechanism	• Email: whistle@gmt.com.tw • Contact Phone: +886-2-82273608 • Reporting by Mail: Audit Office, Mr. Hsieh, Global Mixed-mode Technology, No. 2, Industrial East 3rd Road, Science Park, Hsinchu City
Action Plan	• According to the "Board of Directors Performance Evaluation Measures," the annual attendance rate is included as an assessment criterion for directors' performance. • The Company has progressively promoted corporate governance and ethical management courses and training to strengthen integrity and ethical conduct among all employees.
Effectiveness Evaluation	• 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.
Annual Performance	• No major violations of regulations in 2025. • The Board of Directors achieved an attendance rate of 100% in 2025. • The Audit Committee achieved an average attendance rate of 100% in 2025. • The Remuneration Committee achieved an average attendance rate of 100% in 2025.

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	• 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 the cost of capital.
Policy and Commitments	• 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	Short-term Goals (2026): • Achieve stable growth in revenue and profit. • Continuously strengthen competitiveness through R&D investment. • Expand market share by developing various analog IC products for new markets Medium- to Long-Term Goals (2027-2030): • 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	• Finance Department, Administration Department
Grievance Mechanism	• Email: ir@gmt.com.tw
Action Plan	• 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	• 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. • No violations of securities laws or regulations or related penalties were recorded during the year.
Annual Performance	• GMT's parent-company-only operating revenue increased by 5.01% year over year in 2025. • GMT's parent-company-only R&D expenses totaled NT$846,012 thousand in 2025, accounting for approximately 60.88% of operating expenses. • In 2025, the Company continued to develop highly integrated new products featuring low power consumption and a compact footprint. For details of its R&D results, please refer to section 3.1 Technology Research and Development and Innovation.

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.



2.1.1 Corporate Governance Structure

Composition of the Board of Directors

GMT's highest governance body is its Board of Directors. As of 2025, the Board of Directors 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. 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. One independent director resigned in May 2026, while the directors' terms were due to expire on June 13, 2026. An election of directors was therefore held at the shareholders' meeting on June 11, 2026.

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 2025, the Board held five meetings with an average attendance rate of 100%. In addition to reviewing annual financial reports, revising internal control systems and related measures, approving the operating budget and investment proposals, and deliberating on compensation adjustments for the Chairman and Managers, the Board also addressed several sustainability-related topics, including formal reports and discussions on:

Key ESG Agenda Items in 2025	• January 7, 2025 - The Company proposes to establish a Sustainable Development Committee. • November 12, 2025 - Established the Company's "Sustainability Report Compilation and Assurance Procedures."
For details regarding Board meeting minutes and resolutions, please refer to page 33 of the Company's 2025 Annual Report: **Link for Global Mixed-mode Technology 2025 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	Business Administration	Industrial Knowledge	Legal Affairs
Representative of the Institutional Director - Chairman	Wu, Jiin-Chuan	Male	Aged 61 to 70	No	-	Ph.D. in Electrical Engineering, Carnegie Mellon University, USA • NASA JPL Laboratory • Full-time Professor, Department of Electronic Engineering, National Yang Ming Chiao Tung University Over five years of professional experience in business, finance, and core corporate operations; possesses extensive industry expertise and leadership in innovation.	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	Business Administration	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 • 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	-	Doctor of Education, University of California • 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	Business Administration	Industrial Knowledge	Legal Affairs
Director	Yao, Xu-Jie	Male	Aged 41 to 50	No	-	Master of Business Administration, Massachusetts Institute of Technology, United States • 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	Business Administration	Industrial Knowledge	Legal Affairs
Independent Director	Chen, Shih-Hsin (Note)	Male	Aged 71 and above	No	3 to 9 years	M.B.A., Wharton School of Business, University of Pennsylvania, USA • 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 Over five years of professional experience in business, finance, and core corporate operations Extensive expertise in financial management, industrial investment, and corporate strategic planning		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	Business Administration	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 • Managing Attorney, Chien Wei-Neng Law Firm Over five years of professional experience in business, finance, and core corporate operations Extensive experience in legal affairs.							V

Note: Chen, Shih-Hsin tendered his resignation as an independent director of the Company on February 25, 2026, effective May 24, 2026.

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	Business Administration	Industrial Knowledge	Legal Affairs
Independent Director	Lin, Tsung-Sheng	Male	Aged 51 to 60	No	Less than 3 years	Ph.D. in Management, King's College London • Independent Director, 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

The Company adopts a candidate nomination system for the election of directors. Elections are conducted using cumulative voting in accordance with the Procedures for Election of Directors to ensure a just, fair, and open election process. Except for the Chairman, who is actively involved in the Company's operational guidance, all members (including independent directors) of the Board of Directors are external professionals with diverse professional 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 directors' assumption of office, the Company procures directors' liability insurance in accordance with applicable laws to mitigate potential litigation and claims arising from the performance of their duties and support them in properly fulfilling their responsibilities.

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 its succession planning for Board members and further optimize the Board's composition in terms of diversity, gender balance, age distribution, and professional expertise.

Diversity and Independence

The Company has established a Board diversity policy. In determining the Board's composition, it carefully considers the Company's operating characteristics, business model, and future strategic needs and selects directors with diverse backgrounds and perspectives to enhance the quality of Board decision-making and governance effectiveness. Factors considered in selecting directors include, but are not limited to, gender, age, nationality, cultural background, and areas of expertise and competence such as law, accounting, industry, finance, marketing, and technology. Consideration is also given to professional skills and practical industry experience. In 2025, the Board comprised seven directors, six of whom had industry experience or relevant professional backgrounds in finance and accounting. Two directors were women, representing 28.57% of the Board. The Company will continue to promote gender diversity and progressively increase female representation while meeting regulatory and professional requirements. The Board also included three independent directors, none of whom had material transactions with the Company or its related parties, held key positions at the Company or its affiliates, or had material conflicts of interest, thereby safeguarding the Board's independence and governance effectiveness.

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, a company must have at least five directors, including no fewer than two independent directors. Directors may not be spouses or relatives within the second degree of kinship, and the same restrictions apply among supervisors and between supervisors and directors to prevent conflicts of interest and excessive concentration of authority. The Company's Board currently comprises seven directors, including three independent directors. No director is a spouse or relative within the second degree of kinship of another director or any supervisor, in compliance with applicable laws and regulations.

Furthermore, in keeping with high standards of self-discipline, any director with a personal interest in a Board proposal, or whose represented juristic person has an interest in the proposal, fully discloses the material aspects of that interest at the meeting. If the interest could be detrimental to the Company, the director recuses themselves from the discussion and voting in accordance with the law and may not exercise voting rights on behalf of another director. All related procedures comply with the Company's Code of Corporate Governance Practices.

Board Performance Evaluation

To enhance corporate governance and the effectiveness of Board operations, the Company has established the Board Performance Evaluation Guidelines. Questionnaire-based performance evaluations are conducted annually for the Board as a whole, individual directors, and each functional committee.

The performance evaluation is conducted using methods such as internal self-evaluations by the Board of Directors and individual evaluations by members. 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, providing a valuable reference for future enhancements.

In January 2025, GMT completed the performance evaluation of the Board of Directors, individual Board members, and functional committees. The evaluation results were reported to the Board in March 2025. 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**
• Participation in company operations • Enhancement of Board decision-making quality • Board composition and structure • Director nomination and ongoing education • Internal control	• 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	• 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 establishes and regularly reviews 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 the deduction of employee and director remuneration), the Company allocates no less than 1% of profits for employee

remuneration. No less than 60% of the total distributable employee remuneration shall be allocated to entry-level employees, and no more than 2% to director remuneration, in accordance with applicable regulations.

GMT's 2025 Annual Total Compensation Ratios

Ratio of the Annual Total Compensation of the Highest-Paid Manager to the Median Annual Total Compensation of Employees	Ratio of the Percentage Increase in the Annual Total Compensation of the Highest-Paid Manager to the Median Percentage Increase in the Annual Total Compensation of Employees
4.47	-8.13

Note 1: Annual total compensation ratio: The ratio of the annual total compensation of the organization's highest-paid individual to the median annual total compensation of all other employees, excluding the highest-paid individual.

Note 2: Annual total compensation increase ratio: The ratio of the percentage increase in the annual total compensation of the organization's highest-paid individual to the median percentage increase in the annual total compensation of all other employees, excluding the highest-paid individual.

Note 3: For 2025, the numerator of the annual total compensation increase ratio was negative, while the denominator was positive.

GMT Board of Directors' Continuing Education in 2025

Board members participate annually in continuing education courses on corporate governance topics such as finance, risk management, operations, business, accounting, law, and corporate social responsibility. In 2025, Board members completed a total of 33 hours of training across a range of courses, further strengthening their expertise in sustainable development, corporate governance, and applicable laws and regulations.

Course Name	Number of Directors Participated	Total Training Hours of All Directors
Analysis of Artificial Intelligence Trends and Corporate Risk Management Strategies	1	3
2025 Legal Compliance Briefing on Equity Transactions by Insiders	1	3
Corporate Integrity Management and Anti-Fraud Forensic Practices (Including Awareness Training on Ethical Corporate Management and the Prevention of Insider Trading)	1	3
Corporate Climate Governance and TCFD Disclosure Practices	1	3
Group Governance and Performance Management	1	3
Offensive and Defensive Strategies for Hostile Takeovers and the Legal Liabilities of Company Officers	1	3

Course Name	Number of Directors Participated	Total Training Hours of All Directors
2025 Cathay Sustainable Finance and Climate Change Summit	2	12
Obligations and Liabilities of Companies, Directors, and Supervisors under the Securities and Exchange Act	1	3

2.1.3 Functional Committees

The Board of Global Mixed-mode Technology has established three major functional committees: the Audit Committee, the Remuneration Committee, and the Sustainable Development Committee (established in January 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 and manage the sustainable development strategy 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.

Committee	Composition	Meeting Frequency	Number of Meetings Convened in 2025	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	4 times	100%
Remuneration Committee	Composed of 3 independent directors, with a 3-year term A convener is elected among members	At least twice per year	3 times	100%
Sustainable Development Committee	Established in January 2025; composed of the Chairman and two Presidents.	At least once per year	1 time	100%

2.1.4 Sustainable Development Committee

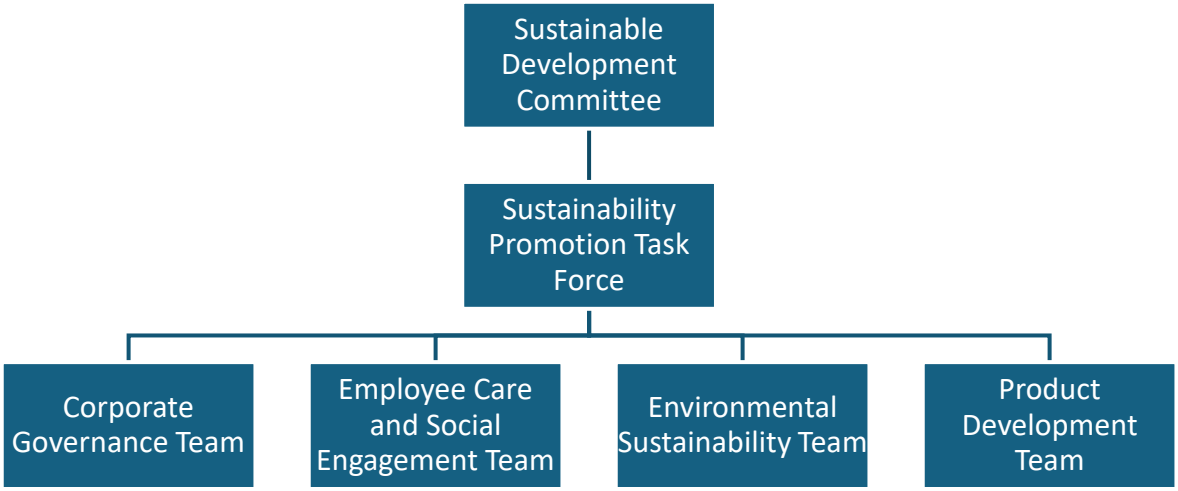
In January 2025, the Company established the Sustainable Development Committee, comprising the Chairman and two Co-Presidents. The Committee's main responsibility is to promote sustainability-related initiatives within the Company. The Sustainability Promotion Task Force operates under the Sustainable Development Committee. Led by the Administration Division manager, the Task Force monitors changes in laws and policies, works with relevant departments to discuss and implement sustainability plans, and coordinates the preparation of the Sustainability Report. It also reports the implementation status of sustainability initiatives to the Board as needed.

The main duties of the Sustainable Development 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.
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 GMT’s sustainability competitiveness and effectively implement related initiatives, the Company established a cross-functional Sustainability Promotion Task Force under the Sustainable Development Committee. Convened by the Administration Department manager, the Task Force comprises the Corporate Governance Team, Employee Care and Social Engagement Team, Environmental Sustainability Team, and Product Development Team. It meets as needed to review and track progress toward short-, medium-, and long-term ESG goals and progressively achieve the Company’s sustainability objectives. The Sustainability Promotion 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.



2.2 Ethical Corporate Management

2.2.1 Ethical Corporate Management and Anti-Corruption Policies

To foster a culture of ethical corporate management, promote sound development, and establish sound business practices, 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. Any violators will be subject to severe penalties in accordance with Company rules and applicable laws.

The administration departments coordinate the planning of the Company's ethical management systems. The Ethical Corporate Management Best Practice Principles are published on the corporate website for access by employees and managerial officers. Related policies are incorporated into employee performance evaluations and human resources management systems, with designated units responsible for follow-up and assessment. Clear reward, disciplinary, and violation-handling mechanisms have also been established to ensure effective implementation. The Company communicates the importance of ethical management to employees through emails issued as needed. It also plans to organize education and training courses on ethical management to strengthen its culture of integrity and awareness of regulatory compliance. No incidents of integrity violations, employee dismissal, or legal sanctions related to corruption occurred in 2025.

2.2.2 Communication and Whistleblower System

GMT has established the Ethical Corporate Management Best Practice Principles and the Code of Ethical Conduct as standards of conduct applicable to all employees and management. In accordance with these standards, the Company has established an Employment Agreement that employees must sign before joining the Company, ensuring that they fully understand and undertake to comply with its integrity and ethical requirements. The Employment Contract expressly stipulates employees' duties of loyalty and confidentiality and treats documents, data, materials, and related intellectual property as confidential Company information. Employees are prohibited from using information obtained through their positions to disclose confidential information or engage in competing activities during or after their employment, thereby protecting the Company's trade secrets and legitimate rights and interests.

After formally commencing employment, employees must comply with both the Employment Agreement and the Company's Employee Work Rules. The Company expressly prohibits fraud for personal gain, embezzlement, bribery, kickbacks, and the acceptance of any other improper benefits. Employees may not engage in unauthorized secondary employment that could affect the performance of their duties or use the Company's name to engage in improper conduct that could damage its reputation. 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 ensure effective implementation of its ethical corporate management principles, the Company has established comprehensive and diverse whistleblowing channels. Internal and external parties may report suspected illegal or unethical conduct to the Internal Audit Office by telephone hotline, email, or written submission. Reports are received by the Company spokesperson or the Internal Audit Office, as applicable, after which investigation procedures are initiated in accordance with established requirements.

If a report is substantiated, the investigation findings are submitted to the Chairman and independent directors for review and oversight. Throughout the reporting and investigation process, the Company strictly protects whistleblowers' identities and provides the necessary legal safeguards to ensure that they are not subjected to any form of retaliation. If a violation is substantiated, the Company immediately orders the conduct to cease and, depending on its severity, may remove the person from office, terminate their employment, or pursue legal

liability. The Company also reviews and strengthens the relevant internal control system to prevent recurrence.

Whistleblowing Categories	• 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.
Whistleblowing Methods	• 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, No. 2, Industrial East 3rd Road, Science Park, Hsinchu City

2.3 Legal Compliance

Legal Compliance Management Policy

To strengthen employees' understanding of the rule of law and awareness of regulatory compliance, the Company conducts internal compliance communications as needed to help employees fully understand applicable legal requirements and key compliance matters. The management team closely monitors domestic and foreign policies and laws that may affect the Company's finances and operations and has established the Procedures for Compliance with Laws and Regulations as the basis for Company-wide compliance management. The internal audit unit also audits regulatory compliance and reviews relevant internal rules under these procedures to ensure that internal processes comply with applicable requirements. No material fines (NT$100,000 or more) or non-monetary sanctions for non-compliance with environmental, social, or governance regulations in 2025, 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. 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, the Company provides accessible reporting channels, including telephone, email, and written submissions, to ensure that suspected violations are promptly received, investigated, and remediated, thereby effectively mitigating potential risks. In support of its sustainable development goals, the Company will continue to review its sustainability performance and update and optimize the corresponding internal management measures to ensure the steady advancement of sustainable operations.

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 the design and effective operation of the overall risk management system. Each department is responsible for implementing risk management strategies within its area of responsibility. After fully identifying and assessing relevant risks, departments incorporate risk management mechanisms into their operating procedures to implement risk controls in daily operations.

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 will be submitted to the Board of Directors for approval before execution. 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.

Procedure	Risk Management Stage	Description
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 2025. Below are the risks identified and assessed by GMT in 2025.

GMT's Risk Identification and Assessment Results for 2025

Risk Type	Potential Risk	Risk Level	Related Mitigation Measures
Market Risk	Prolonged U.S.-China trade war (Tariff barriers)	High	1. Continue developing new products 2. Actively expand new customer base
Climate Risk	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.	High	1. When climate-related risk events occur, the Company implements response measures in accordance with its "Emergency Response and Control Procedure". It has also introduced remote working procedures, established off-site backup systems, and procured appropriate insurance to mitigate potential losses and business interruption risks. 2. 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.
Operational Risk	High inventory levels	Low	1. Convene production and sales meetings

Risk Type	Potential Risk	Risk Level	Related Mitigation Measures
			2. Conduct inventory reviews
Financial Risk	Foreign exchange fluctuations	High	1. Manage currency risk via foreign currency loans 2. Lower NTD payments by switching to foreign currency or increasing foreign currency liabilities to offset exchange rate risks of foreign currency assets
Information and Cyber Security Risk	1. Virus attacks, hacking 2. IT Equipment failure	High	1. Install antivirus software and firewalls, conduct cybersecurity awareness campaigns, regularly shut down personal computers, and update passwords. 2. Conduct routine equipment maintenance and repairs, implement off-site data backups.

2.4.4 Audit and Internal Control

Internal Audit Structure and Responsibilities

The Company's Internal Audit Office reports directly to the Board of Directors and serves as an independent oversight unit, ensuring the objectivity and independence of the internal audit function. Based on the Company's operating scale, business nature, and management needs, the Internal Audit Office is staffed with appropriate full-time audit personnel. It currently comprises two members: a manager and a full-time internal auditor. The Internal Audit Office is primarily responsible for conducting regular and ad hoc reviews of the design and implementation of internal controls across the Company's operating processes. These reviews help ensure that internal controls operate effectively, continuously improve management efficiency, and strengthen corporate governance and risk management capabilities.

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 major operating activities, including sales and collections, procurement and payments, production, payroll, financing, fixed assets, investments, R&D, electronic data processing, and general management operations. This ensures that risk prevention and control mechanisms are incorporated into all business processes to maintain operational stability and efficiency.

Based on the annual risk assessment results, the Internal Audit Office prepares an audit plan and submits it to the Board for approval before implementation. It conducts regular and ad hoc audits to examine the design and implementation of the Company's internal control systems. For potential deficiencies identified during audits, the Internal Audit Office proposes specific corrective actions and prepares audit reports. It regularly reports audit findings and the status of corrective-action follow-up to the Board. In addition to reporting at regular Board meetings, the Internal Audit Office reports to the Chairman and independent directors monthly or as otherwise necessary, enabling the Board to maintain effective oversight of internal control operations.

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. If any deficiencies are identified during the audit, the audit team continues to monitor them 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 2025, the Audit Office developed and implemented its audit plan and completed a total of 38 audit reports. No material irregularities were identified in the operating processes audited.

In addition, the Internal Audit Office annually guides departments and subsidiaries to conduct self-assessments of internal controls, reviews their reports, consolidates the results, and submits them 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 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. The Company continues to strengthen its understanding of market trends and innovative R&D capabilities in response to the IC industry's short product life cycles and rapidly changing market conditions. By applying its proprietary key technologies to product development, the Company can effectively shorten time to market and improve market responsiveness and competitive advantage. The Company sells its products to a diverse range of domestic and overseas manufacturers and distributors, helping reduce market concentration risk. Looking ahead, GMT will continue to expand its customer base and diversify its product lines to mitigate operational risks arising from excessive concentration in a single customer or source of supply and further reinforce its momentum for stable growth.

GMT's consolidated operating revenue totaled NT$8,665,677 thousand in 2025, an increase of approximately 5% from 2024. Power management ICs, the Company's core products, accounted for more than 80% of revenue. This performance reflects the Company's continued expansion of technology applications and strengthened competitiveness, enabling stable growth in a changing market environment.

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

Year/Item	2024	2025
Direct Economic Value Generated (A)		
Revenue (Note 1)	8,500,827	8,833,519
Direct Economic Value Distributed (B)		
Operating Costs (Note 2)	5,400,026	5,721,803
Employee Compensation and Benefits (Note 3)	1,265,573	1,318,829
Payments to Investors (Note 4)	1,214,527	1,412,539
Payments to Government (Note 5)	211,339	228,471
Retained Economic Value (A-B)	409,362	151,877

Note 1: Includes net consolidated operating revenue and non-operating income of Global Mixed-mode Technology.

Note 2: Includes consolidated cost of goods sold, operating expenses, and non-operating expenses, excluding employee benefits and community investments of Global Mixed-mode Technology.

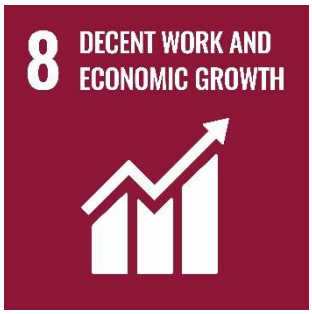
Note 3: Includes salaries, bonuses, pensions, labor and health insurance contributions, and other personnel expenses.

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.

Chapter 3 Products and Customers

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG8	Decent Work and Economic Growth 	• Over the past two years, R&D investments have been maintained, with a focus on innovation and breakthroughs in key technologies. In 2025, GMT's R&D expenditure on a separate-company basis was NT$846,012 thousand, accounting for 11.05% of total revenue.
SDG9	Industry, Innovation and Infrastructure 	• As of year-end 2025, GMT holds a total of 99 valid patents. • No incidents of data breaches, information theft, or customer data loss occurred in 2025.
SDG12	Responsible Consumption and Production 	• 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 2025 averaged 95.8, 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	• 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	Global Mixed-mode Technology 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	Short-term Goals (2026): • 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. Medium- to Long-Term Goals (2027-2030): • Maintain at least 3 new patents filed annually. • Maintain R&D investment at a minimum of 12% of total revenue.
Responsible Unit	• R&D Department and Business Marketing Department
Grievance Mechanism	• Company's Stakeholder Page: **https://www.gmt.com.tw/investor-detail/140__1/** • Business Marketing Department Email: **contact@gmt.com.tw** Contact Phone: +886-2-82273608
Action Plan	Positive Impact Management: • 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	• 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.
Annual Performance	• Product development continues to trend toward lower energy consumption, higher efficiency, and greater stability, with technological advances emphasizing compact and lightweight designs, low power consumption, and low voltage, further shortening product life cycles. • A total of 15 invention patents were granted in Taiwan and overseas in 2025. • GMT's parent-company-only R&D investment accounted for 11.05% of total revenue in 2025.

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	• 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	Short-term Goals (2026): • 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. • Conduct at least one system disaster recovery test per year. Medium- to Long-Term Goals (2027-2030): • 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. • Control endpoint device connections. • Conduct social engineering drills. • Continue to upgrade and adopt cybersecurity solutions to address emerging threats.
Responsible Unit	• IT Department
Grievance Mechanism	• Email: webmaster@gmt.com.tw
Action Plan	Positive Impact Management: • Improve employees' cybersecurity awareness through relevant trainings. • Conduct system disaster recovery test annually. Negative Impact Management: • 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	• Monthly review of cybersecurity protocols and measures. • Annual audits. • Annually planning for future information security initiatives.

Annual Performance	• All employees completed one information security education and training session in 2025. • Implemented information management processes, conducted information security audits, and enforced information security controls. • In 2025, the Company implemented multiple information security enhancement measures, including controls and access rules for IoT devices, two-factor authentication, enhanced off-site backups, server operating system upgrades, and information security education and training, thereby strengthening information security management. • Successfully deployed an endpoint Managed Detection and Response (MDR) system on the server side. • Conducted one system disaster recovery test in 2025.

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	• 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	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.
Goals	Short-term Goals (2026): • Ensure that 3 suppliers sign the RBA Supplier Code of Conduct Compliance Declaration. • Ensure that 2 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. Medium- to Long-Term Goals (2027-2030): • 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 requirements. • Continue to follow international environmental trends and collaborate with suppliers to set energy conservation and carbon reduction targets.
Responsible Unit	• Production Control Department/Quality Assurance Department
Grievance Mechanism	• Company's Stakeholder Page: https://www.gmt.com.tw/investor-detail/140__1/ • Contact Phone: +886-3-5788833
Action Plan	Positive Impact Management: • All new suppliers must pass the supplier evaluation standards to become qualified suppliers. • 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. • Conduct regular supplier audits to ensure proper functioning of quality

	management, hazardous substance control, environmental management, and corporate social responsibility systems. Negative Impact Management: • Provide guidance to suppliers failing to meet requirements. If improvements are not made or targets not met, suspend cooperation.
Effectiveness Evaluation	• Conduct one management review meeting annually. • Conduct one ESG sustainability audit of the supply chain annually to identify supplier risks and assist with improvements. • Conduct one customer satisfaction survey annually. • Collect suppliers' greenhouse gas inventory information annually and track their emissions data.
Annual Performance	• Ensure that 4 suppliers sign the RBA Supplier Code of Conduct Compliance Declaration. • Obtain signed Conflict Minerals-Free Commitment Letters from 6 suppliers. • 16 suppliers have obtained valid ISO 14001 Environmental Management System certification. • Complied with halogen-free, RoHS, and REACH requirements, as well as the Company's Hazardous Substances for Green Product Management Specification.

3.1 Technology Research and Development and Innovation

3.1.1 Main Products and Services

GMT focuses on the R&D and design of analog and mixed-signal ICs for power management and also engages in testing, production, and marketing. With power management technology at the core of its development, GMT has gradually established a comprehensive and diversified product portfolio. To address market demand and industry application trends, we continue to invest in R&D resources and refine our product performance and portfolio. Our main products include power management ICs, thermal sensor ICs, and operational amplifier ICs. These products are widely used in a range of 3C products and applications, including LCD/OLED panels, televisions, monitors, broadband networking products, NB, servers, and workstations.

Regarding our power management products, we have established a comprehensive portfolio comprising PMICs, power switches, DC-DC converters, level-shifter ICs, and motor driver ICs. Leveraging our existing technologies, we continue to expand and enhance related applications and provide a more comprehensive product range for DDR DIMMs, display panels, NB, SSDs, CPUs, fan motor drives, smart wearable devices, and handheld devices. As DDR5 specifications advance, high-end memory requires increasingly sophisticated power management and precise voltage conversion. This has increased the value of related PMIC applications and helped the Company optimize its product mix and increase added value. Conversely, as demand for AI servers and high-performance computing expands, the Company's existing presence in CPUs, DDR DIMMs, and related power management fields will help it capitalize on market opportunities arising from AI development and DDR5 memory upgrades.

For thermal sensor products, we primarily collaborate with NB

system manufacturers to integrate temperature sensing and fan control functions. We also continue to introduce new functions and applications to enhance product value and expand the range of market applications. In addition to NB, this product series has been expanded to applications such as tablet computers, projectors, DDR DIMMs, and SSDs. Regarding our operational amplifier (OP-AMP) products, we continue to develop and optimize products for various end applications. These products are primarily used in NB, LCD monitors, mobile phones, and other devices to meet market demand for high-performance analog components.

3.1.2 Innovation and R&D Investment

GMT has long invested in a range of analog IC technologies, placing in-house R&D at the core of its technological development and accumulating multiple proprietary core technologies. These R&D achievements have not only accelerated new product development but also improved product quality and overall R&D efficiency, further strengthening the Company's competitive advantage. As of the end of December 2025, GMT had 210 R&D employees,

representing 54% of its total workforce. In 2025, GMT's parent-company-only R&D investment totaled NT$846,012 thousand, accounting for 11.05% of total revenue for the year and remaining comparable to the 2024 level. The Company will continue to invest R&D resources to enhance its competitiveness in the industry.

To continue advancing in-house R&D and strengthening its R&D capabilities, GMT adopts an on-the-job training (OJT) model under which senior employees with extensive practical experience guide and mentor new employees, helping them quickly understand and master workflows, technical content, and related operating requirements. This approach effectively facilitates the accumulation and transfer of core technologies, knowledge, and experience, including key capabilities such as product development technologies and silicon intellectual property (IP) design. In addition, the Company actively implements intellectual property protection measures. Through emails and bulletin-board notices issued as needed, the Company raises employees' awareness of intellectual property issues and requires all employees to comply with applicable intellectual property requirements. All employees must sign a confidentiality agreement upon joining the Company to safeguard its intellectual property, technological achievements, and related trade secrets. In 2025, GMT filed nine patent applications, steadily expanding its patent portfolio. By year-end, the cumulative number of valid patents had reached 99.

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

R&D Investment	2024	2025
Amount (NT$ thousands)	813,393	846,012
Percentage of Total Revenue (%)	11.16%	11.05%

Note 1: Data for 2024 and 2025 were sourced from GMT's annual parent company only financial statements.

Note 2: Beginning in 2025, R&D investment has been calculated using R&D expenses reported in the parent company only financial statements, and the percentage of revenue has been calculated accordingly. To enhance consistency in information disclosure, the 2024 R&D investment figures have been restated and revised.

In addition to its ongoing investment in R&D personnel and funding, GMT has adopted multifaceted R&D and market strategies to enhance product development efficiency and overall competitiveness. On the one hand, we shorten R&D cycles through software updates and system performance optimization; On the other hand, we actively expand our base of key strategic customers. Through close product reviews and technical exchanges with customers, we continue to enhance our R&D team's technical capabilities, product development experience, and market insight.

GMT emphasizes a comprehensive and systematic product development process. At the initial stage of new product development, the Business Marketing Department identifies target products based on market trends and customer needs. It then conducts a comprehensive assessment and plans for market conditions, development opportunities, marketing strategies, required resources, and the relevant supporting units, providing a basis for the market/product feasibility assessment meeting. After a product passes the feasibility assessment, the head of R&D appoints a project leader to coordinate the R&D plan and assembles a project team comprising personnel responsible for design, product engineering, testing, layout, and product manufacturing engineering. The team holds regular project meetings to advance each stage of development. Once product design is complete, the Company proceeds with tape-out and commissions a wafer foundry to manufacture the product. Once samples are available, they undergo functional, performance, and stability testing and verification. After the product passes the relevant verification procedures, it enters mass production. During product development and the transition to mass production, we provide technical support based on customers' actual needs and leverage the marketing resources of our distributors to accelerate product adoption and increase market penetration. GMT's notable R&D achievements in 2025 encompassed a range of power management and analog IC products. Key R&D priorities included reducing operating power consumption and chip area, improving noise performance, and increasing product integration. Among these, related products have been successfully applied in fields such as temperature sensing switches, power switches, integrated LCD TV solutions, synchronous buck converters, NB cooling fan driver ICs, mobile phone power management systems, and camera module power management ICs. Compared with previous-generation products, most delivered greater power savings and chip-area optimization, while others used multifunctional integration to reduce the use of external components and lower system bill-of-materials costs. Furthermore, some products also achieved improved noise control, helping enhance overall system performance and application quality and demonstrating the Company's continued efforts to strengthen its R&D capabilities and technological innovation.

R&D Innovation Features	Product Name	Product Description	Benefits
Power Consumption Reduction Chip Area Reduction	G7095	Resistor programmable temperatures switches with thresholds set by an external resistor	Compared with the previous-generation product, current consumption was reduced from 40 μA to 30 μA, and chip area was reduced by 50%.
Power Consumption Reduction	G3718N	Two channel power switch	Compared with the previous-generation product, current

R&D Innovation Features	Product Name	Product Description	Benefits
Chip Area Reduction			consumption was reduced from 230 µA to 110 µA, and chip area was reduced by 10%.
Chip Area Reduction	G2766S (G2766P+G2766L)	3-in-1 LCD TV solution integrating a power converter, temperature sensor, and level shifter	Compared with the previous-generation product, chip area was reduced by approximately 39%.
Noise Reduction	G2326	0.6A 6MHz, COT Synchronous Step-Down Converter	It features an ultra-low quiescent current of 11 µA while supporting a high switching frequency of 6 MHz.
High Integration	M8313	Sensorless, low-noise, three-phase NB cooling fan driver IC	Compared with the previous-generation IC, the PR noise level was reduced from 12 dB to 6 dB.
High Integration	G2360	Mobile Phone Power Management System	A single IC integrates multiple circuits, including a built-in four-channel buck converter, 12 LDO channels, a three-channel 12-bit ADC, and a built-in 32.768 Hz quartz crystal oscillator driver circuit.
High Integration	G8101	PMIC for camera module	Compared with the previous-generation product, it integrates functions that previously required external components, reducing the use of passive components and lowering system bill-of-materials costs.

As information and electronic products become increasingly diverse in their applications, market demand for related ICs is expected to continue growing. Information appliances are becoming thinner, lighter, more compact, miniaturized, and portable. The continued expansion of semiconductor applications is also driving IC products toward lower power consumption, higher efficiency, and greater stability. Furthermore, as companies address the

impacts and challenges of climate change, sustainable development has become an important focus of corporate management and public attention. As energy efficiency becomes increasingly important for end products, electronic product design is placing greater emphasis on thin and compact form factors, low power consumption, and low-voltage technologies. These trends are also accelerating technological updates and shortening product life cycles. Given the IC industry's short product life cycles, rapid technological advances, and fast-changing markets, GMT will continue to deepen its understanding of market trends, strengthen its R&D capabilities, and leverage its key technological advantages to actively develop niche products. At the same time, the Company will continue to advance its medium- and long-term plans for R&D talent development and marketing to enhance product development efficiency and shorten time to market, thereby capturing opportunities in the energy-efficient product market and strengthening its overall competitive advantage.

Year	Innovation R&D Milestones
2021	1. Development of power management ICs for advanced automotive smart cockpit displays and high-end IT AMOLED panels 2. Closed-loop OIS (Optical Image Stabilization) VCM (Voice Coil Motor) controller chips for smartphones with advanced interference suppression technology
2022	1. Power management ICs for advanced active display systems and automotive systems 2. A novel sensorless three-phase motor control algorithm implemented in server thermal modules
2023	1. EL-PMIC development for organic light-emitting microdisplays and smartphones 2. Power management ICs for consumer- and enterprise-level SSD applications
2024	1. Power management IP development for high-end IT LCD panels and open-cell TFT displays 2. Power management ICs for automotive microcontrollers
2025	1. Power management ICs for next-generation data center server memory modules 2. Power management for the latest color e-paper displays

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 customers. Outstanding product quality and a comprehensive service system are essential foundations for sustainable business operations. Accordingly, we continue to invest resources in quality management and improvement and refine our quality systems and management practices to enhance product quality, customer satisfaction, and overall operating performance.

We have obtained ISO 9001 certification for our quality management system and established the Company's Quality Manual and related procedures accordingly, thereby implementing total quality management in a systematic manner. By establishing clear product quality standards, implementing monitoring mechanisms, and continuously reviewing and improving our practices, we ensure the effective implementation of the quality policy. We have adopted the PDCA quality management cycle and applied it to the five key production factors of people, machines, materials, methods, and environment. This enables us to continuously identify opportunities for improvement, allocate appropriate resources to optimization measures, and enhance product quality and management effectiveness. Furthermore, the Company holds a quality management review meeting annually to comprehensively review the operation of its quality management system and the results of improvement measures. The review results are reported to the President as a basis for continuous improvement and management decisions.

2025 GMT's Highlights in Customer Service

Customer Service Cases	Details and Outcomes
AI PC Applications and Product Innovation	• With the rapid development of AI applications, the AI PC market gained visibility in 2025, driving demand for hardware upgrades, including high-performance computing, enhanced memory performance, and improved thermal management. • The Company continued to invest in related product technologies and expand its AI PC product portfolio, including cooling fan motor ICs and related power and control ICs, while monitoring system demand arising from DDR5 memory upgrades. • Through product integration and technological optimization, the Company helped customers improve system performance and stability. • Result: Through technological innovation and expanded product applications, the Company gradually strengthened its AI PC product portfolio and increased the added value of its products alongside the growth of AI applications.

Customer Service Cases	Details and Outcomes
Automotive Electronics Collaboration	• The smart vehicle and automotive electronics markets continue to grow, and customers' requirements for product reliability and stability continue to rise • The field application engineering (FAE) team provided product integration recommendations to help customers complete product design and reliability verification, while working with the R&D team to optimize product application solutions • Result: The Company successfully helped customers introduce products and transition them into mass production, improving product stability and strengthening market competitiveness.
Supply Chain Resilience and Response to Country-of-Origin Requirements	• Throughout 2025, the global trade environment and country-of-origin requirements across markets continued to change, creating challenges for some customers' product delivery and production arrangements. • Through cross-functional coordination and adjustments to supply chain management, the Company helped customers evaluate production arrangements, with certain products supported by overseas production sites. • Results: Ensured stable product supply and delivery while strengthening supply chain resilience and customer relationships.
Intellectual Property Protection and Customer Collaboration	• A customer faced a patent infringement dispute raised by a third party during product application. • The legal and technical teams provided professional support by helping analyze the relevant patented technologies and supplying technical information for the legal proceedings. • Result: As of the publication of the 2025 Sustainability Report, judicial proceedings in 2026 had confirmed that the matter did not constitute patent infringement, further strengthening the customer relationship.

3.2.2 Customer Communication and Satisfaction

To ensure timely responses to customer complaints, GMT has established the "Customer Complaint and Return Handling Procedure" to govern external communications by its departments and standardize internal transmission of quality information and interactions with customers. When a customer complaint arises, the Quality Assurance Department serves as the external point of contact and is responsible for handling and responding to the complaint. It concurrently notifies the relevant responsible departments to analyze the root cause of the nonconformity and propose corrective actions. Personnel responsible for customer complaints in the Quality Assurance Department subsequently follow up and verify

the effectiveness of the improvements to ensure that the issue has been properly addressed and the case closed.

To understand customer satisfaction with the Company's product quality and related after-sales services, GMT has established the "Customer Service Management Procedure" and conducts a customer satisfaction survey annually. The Sales Department is responsible for the survey, which covers the Company's top 10 customers and satisfaction indicators relating to delivery quality, product quality, and service quality. At the end of each year, the Sales Department compiles and submits a survey report. If any individual satisfaction indicator falls below 80% or a customer provides negative feedback, the relevant unit promptly proposes an improvement plan, and the Quality Assurance Department follows up on its implementation.

GMT consistently evaluates and responds proactively to customer feedback, continuously reviewing and improving shipment management, quality control, and related matters, and has consistently complied with applicable requirements. Furthermore, the Company focuses each year on refining the details of every operating process to continuously improve operational quality. In 2025, the Company received customer feedback regarding delivery schedules, primarily because increased customer demand meant that short-term capacity arrangements could not fully meet customer expectations. In response, the Company adjusted its capacity arrangements based on customer demand and communicated delivery schedules and alternative solutions in advance, thereby reducing the impact on customers' operations and improving supply stability. Going forward, the Company will continue to strengthen its supply chain management and capacity planning mechanisms to respond to temporary increases in demand and improve delivery stability and service quality.

All customer satisfaction questionnaires distributed in 2025 were returned, representing a response rate of 100%. Customer satisfaction scores exceeded 90 in both of the past two years. Through mechanisms for collecting customer feedback, responding promptly, and tracking improvements, GMT strives to continuously improve product quality, delivery management, and service performance to meet and exceed customer needs.

Customer Satisfaction Survey Process

Survey Items	Workflow
• 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.	• 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 Business Marketing 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
2025	Top 10 Customers, 57%	95.8
2024	Top 10 Customers, 57%	94.6

2025 Customer Recognition Awards

Awards Presented by Customers	
Delivery Service Award	

Awards Presented by Customers	
Premier Supply Partner Award	
Supplier Excellence Award	  
Annual Outstanding Partner Award	

3.3 Information Security and Privacy

3.3.1 Information Security

To manage information security risks and safeguard the rights and interests of the Company and its employees, GMT has established the "Information Security Policy" and implemented an internal information security management system accordingly. The core objective of our Information Security Policy is to establish a trusted information security operating environment, ensure the confidentiality and integrity of information assets, strengthen equipment and network security, and maintain the stable and continuous operation of information systems.

The IT Department is the unit responsible for information security at GMT. Headed by the Chief Information Security Officer (CISO) and supported by several professional IT personnel, the department coordinates, plans, and carries out information security activities, including establishing and revising internal information management rules and procedures, promoting information security awareness to enhance employees' understanding, and implementing information 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 enhance overall information security management, the Company established controls and access rules for IoT devices in 2025 to strengthen device management. It also implemented two-factor authentication for logins to servers, network equipment, and computers with special access privileges, thereby enhancing access security. Successfully deployed an endpoint Managed Detection and Response (MDR) system on the server side. In addition, to strengthen its off-site backup mechanism, the Company performs daily automated backups, synchronizes backup files to tape drives, and regularly archives and retains the data. The Company also upgraded its server operating systems to enhance system security and continued to require all employees to participate in information security education and training annually, thereby strengthening their information security awareness and protection capabilities.

Information Security Management Measures

Management Measures	Content
Network Security Management	• 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	• The account, password and permission of the colleagues shall be kept and used properly and replaced regularly.
Physical Environment Security Management	• Server rooms are managed exclusively by the Information 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	• Critical information systems and equipment must have appropriate backups in place. Disaster recovery drills are conducted periodically to verify recovery capabilities.
Education and Awareness	• All personnel should abide by legal norms and cybersecurity policy requirements, and strengthen employees' awareness of cybersecurity and the concept of laws and regulations. • The Company sends weekly emails on ransomware prevention and monthly emails on information security safeguards.

Cybersecurity Incident Reporting and Response Procedures

GMT has established the "Global Mixed-mode Technology Ransomware Attack Response Guidelines," which clearly specify the procedures for responding to and reporting information security incidents. In the event of a major cybersecurity incident, the incident response mechanism is activated immediately, the response team intervenes promptly, and the Company's Chief Information Security Officer and information security personnel are notified

without delay. At the same time, relevant evidence must be preserved in full, and actions that could affect forensic analysis, such as system reboots, file deletion, or data erasure, must be avoided. In addition to its internal response, the Company reports information security incidents to the competent authorities in accordance with applicable requirements. Information security personnel then immediately carry out damage containment or recovery work and take appropriate measures to reduce the impact of the incident on the Company's operations.

Cybersecurity Incident Response Flow

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. 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. Phase III: System Reconstruction and Recovery (Next 72 Hours) Restore affected systems, patch any identified vulnerabilities, and implement enhanced defense measures to prevent recurrence.

3.3.2 Customer Privacy Protection

GMT places great importance on information security management and customer privacy and strictly complies with applicable legal and contractual requirements, including confidentiality agreements and the Personal Data Protection Act. These requirements apply to all of the Company's operating locations, customers, and suppliers. The Company also continues to invest resources in establishing comprehensive privacy protection measures and implements tiered access controls for customer data to ensure that only authorized personnel can access it, thereby properly safeguarding customers' personal information. In 2025, a total of 387 employees participated in personal data protection training courses, all of whom completed the training. The courses totaled 34 hours. Furthermore, to date, GMT has received no complaints concerning violations of customer privacy, nor have there been any incidents involving data leakage, theft, or loss, demonstrating the effectiveness of the related management measures.

3.4 Sustainable Supply Chain

3.4.1 Supply Chain Structure

GMT is a professional IC design company that primarily serves electronic component and display panel manufacturers. The Company focuses on product R&D and design. Wafer fabrication, packaging, testing, and other manufacturing processes are outsourced to specialized third-party service providers. To ensure product quality and reliable delivery, we maintain long-term partnerships with wafer foundries and packaging and testing service providers. GMT also engages multiple contract manufacturers to reduce single-source risk, enhance overall production scheduling and supply flexibility, and ensure that capacity allocation and delivery management meet customer needs.

In the integrated circuit (IC) industry value chain, IC design is an upstream activity. Once product design is complete, wafer foundries fabricate the wafers, which are then sent to assembly houses for dicing and packaging before testing houses perform back-end testing. Finished ICs are ultimately supplied through sales channels to OEMs for assembly into end products, with specialized suppliers responsible for different stages throughout the industry value chain. In 2025, GMT worked with 16 production-related suppliers, with total procurement amounting to NT$2,041,269 thousand. Of this, approximately NT$1,446,467 thousand was sourced locally, accounting for 70.86% of the total.

Local Procurement Ratio of Production Suppliers

Item	2024	2025
Local Procurement Amount (NT$ thousand)	1,349,790	1,446,467
Procurement Amount	1,801,872	2,041,269
Local Procurement Ratio (%)	74.91%	70.86%

3.4.2 Sustainable Supply Chain Management

Supplier Selection and Evaluation

GMT complies with applicable domestic and international regulations and has established the "Contractor Investigation and Evaluation Procedure" as the basis for reviewing and managing new production-related suppliers. The Production Control Department coordinates the evaluation, which is jointly conducted with the Testing and Quality Assurance departments. All new packaging and testing service providers must undergo on-site evaluations covering production management, test engineering, quality management, environmental management, and other areas. After the evaluation is complete, the Quality Assurance Department makes

the final qualification determination. Only suppliers that pass the evaluation are included in the approved supplier list.

New production-related suppliers must obtain management system certifications such as ISO 9001, ISO 14001, and IATF 16949 and comply with halogen-free, RoHS, and REACH requirements, as well as the Company's "Hazardous Substances for Green Product Management Specification." Suppliers must also sign the "RBA Supplier Code of Conduct Compliance Declaration," "Green Product and Environmental Declaration," and "Conflict Minerals-Free Commitment Letter" to support GMT's sustainable supply chain management and fulfill corporate sustainability responsibilities.

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 a 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

Suppliers are important partners in GMT's operations. The products and services they provide affect not only the Company's product quality, operating efficiency, and customer service performance, but their ESG management performance may also indirectly affect its business reputation. Accordingly, GMT continues to promote responsible supply chain management by incorporating sustainability requirements into its supplier management mechanisms, enhancing supply chain resilience, and advancing its sustainable operations goals.

To extend the influence of responsible supply chain management, GMT has registered on RBA Online and committed to complying with the Responsible Business Alliance Code of Conduct. The Company is also gradually requiring suppliers to pass Responsible Business Alliance Validated Assessment Program (RBA VAP) audits and sign the "RBA Supplier Code of Conduct Compliance Declaration." As of the end of 2025, four suppliers had signed the declaration.

Regarding supplier management, in addition to building on its existing supply chain management practices, GMT has incorporated ESG issues into its management scope. The relevant areas cover environmental policies, labor rights, occupational health and safety, business ethics, and management systems. These areas have also been designated as key focus areas for supplier audits to continuously enhance the effectiveness of supplier sustainability management.

In accordance with the "Quality and Environmental Management System Audit Procedures for Subcontractors," GMT conducts annual audits of wafer foundries, packaging houses, and testing houses. Audit methods vary by supplier type and location. Wafer foundries undergo document-based audits, domestic packaging and testing houses undergo on-site audits, and overseas packaging and testing houses undergo either on-site or document-based audits depending on production volume. The Quality Assurance Department conducts the audits and assigns scores based on the applicable evaluation criteria. In addition to ESG-related matters, the evaluation covers quality systems, production process quality, environmental systems, and conflict minerals management. Audit results are managed by tier based on the scoring criteria. Suppliers scoring 70 or above are classified as qualified; those scoring at least 60 but below 70 are classified as conditionally qualified and must correct the audit deficiencies; those scoring below 60 are classified as unqualified, and cooperation is terminated.

In 2025, GMT audited 16 suppliers: seven wafer foundries through document-based audits and nine packaging and testing houses through on-site audits. All suppliers passed the audits, and no supplier relationships were terminated for failure to comply with GMT's requirements.

Key Supplier Audit Criteria

Quality Systems	Production Process Quality	Environmental System	ESG
• 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	• Incoming Quality Control • QC Inspection • Inspection and Testing • Packaging • Outgoing Quality Control	• 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	• 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.

Conflict Minerals Management

GMT is committed to complying with applicable international regulations and has incorporated conflict minerals management into its management mechanisms for outsourced production suppliers to implement responsible supply chain management. We require outsourced production suppliers to sign a "Conflict Minerals-Free Commitment Letter" and use the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) recommended by the Responsible Minerals Initiative (RMI) as the basis for identifying, tracing, and managing conflict minerals.

In 2025, GMT continued to promote the signing of the "Conflict Minerals-Free Commitment Letter" among its outsourced production suppliers. As of the end of 2025, six suppliers had signed the letter. The Company will continue these efforts to achieve a 100% signing rate.

GMT's Conflict Minerals Management Policy is 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 products contain any minerals listed in the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT). Require outsourced production suppliers to investigate the sources of such minerals, accurately complete the CMRT and EMRT, and sign the "Conflict Minerals-Free Commitment Letter."
- Require outsourced production suppliers to communicate the conflict minerals management requirements to their upstream suppliers, thereby jointly fulfilling supply chain management responsibilities.

Chapter 4 Environmental Sustainability

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG6	Clean Water and Sanitation 	• The total water withdrawal in 2025 was 8.664 million liters, a 1.38% decrease from 2024, demonstrating effective water conservation. GMT will continue to promote strategies aimed at improving office water resource efficiency.
SDG12	Responsible Consumption and Production 	• ISO 14001:2015 Environmental Management System implemented and certified. • Waste disposal followed applicable regulations and internal procedures. No major environmental pollution incidents or penalties over the past two years.
SDG13	Climate Action 	• Greenhouse gas (GHG) inventory for Scope 1 and Scope 2 emissions has followed the GHG Protocol annually. • 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	• 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	• 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	Short-term Goals (2026): • 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. • Reduce GHG emissions by 1% in 2026 compared with the previous year. Medium- to Long-Term Goals (2027-2030): • Continue to assess and revise energy conservation and carbon reduction targets, with net-zero emissions by 2050 as the long-term vision. • Continue to conduct Scope 1 and Scope 2 GHG inventories and plan to expand the inventory boundary to include subsidiaries.
Responsible Unit	• Administrative Div.
Grievance Mechanism	• Internal company website for communication and grievance • Email: suggest@gmt.com.tw • Contact Phone: +886-3-6203220
Action Plan	Positive Impact Management: • 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. Negative Impact Management: • Regularly include climate change and energy management topics in high-level management meetings.

Effectiveness Evaluation	• 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.
Annual Performance	• 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) in 2025 will decrease by 5.33% each year compared to the previous year. • Total Scope 1 and Scope 2 emissions in 2025 decreased by 4.77% from the previous year.

4.1 Climate Change Response

4.1.1 Climate Change Adaptation Strategy

In response to the extreme weather challenges posed by global climate change and the potential impacts arising from changes in national policies, regulations, and market conditions, GMT continues to review and assess the impacts on its operations and formulate corresponding response strategies and action plans, thereby strengthening corporate resilience and ensuring sustainable development.

The identification of climate risks and opportunities for the Company is carried out by the Sustainability Promotion Task Force. This process follows the TCFD framework to identify climate change risks and opportunities, and involves collecting information on industry trends, common risks and opportunities among leading domestic and international companies, and local regulatory requirements. The focus is on current climate change opportunities and risk issues in the industry.

After assessing the likelihood and potential impact, we assessed the possible effects on the Company, including its business model, financial condition, and product delivery schedules. We identified priority transformation risks, physical risks, and climate opportunities. Following discussions and resolutions with senior internal management, the Company has formulated and regularly reviews response strategies to mitigate the occurrence or impact of these risks, and reports to senior management for oversight and review of related disclosures. After a comprehensive assessment, the Company's business model and industry market environment have not undergone significant changes compared to last year. Therefore, the major climate risks and opportunities identified for this year remain consistent with those of last year.

The Company will continue to monitor changes in policies, regulations, and market conditions and regularly review whether the related issues remain relevant. It will also assess the future integration of climate-related risks into its overall risk management processes, including updating its risk management policies and procedures and strengthening risk monitoring and

reporting mechanisms, to ensure effective risk management and to communicate with stakeholders regarding the assessment and management of climate-related risks.

Governance	• 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 President 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 Sustainability Promotion 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 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	• 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	• 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	• 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: Continue to assess and revise energy conservation and carbon reduction targets, with net-zero emissions by 2050 as the long-term vision.

GMT's Climate Risk and Opportunity Identification Process

1. Climate Issues Collection	2. Impact Assessment on GMT	3. Impact Analysis and Verification
• 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.	• 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.	• 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		
• Identified 6 climate-related risks and 3 climate-related opportunities	• Held 1 cross-departmental workshop	• Finalized 2 climate risks and 1 climate opportunity as material

GMT's 2025 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 affect customer relationships, leading to customer loss and decreased revenue.	Short-term	Decreased operating revenue	• 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 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	Long-term	Increase in operating costs Decreased operating revenue	• 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

Category	Risk/Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
		supply chain delivery times. Consequently, the Company may be unable to meet customer delivery deadlines, affecting revenue.			operation plans of subcontractors, disaster prevention, and response measures, and conduct regular audits. • 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 command center, and conduct comprehensive post-disaster response management. • 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

Category	Risk/Opportunity Name	Risk/Opportunity Description	Impact Timeline	Financial Impact	Response Strategy
					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 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	• 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

The Company's primary energy source is purchased electricity, accounting for 99.39% of total energy use. This electricity primarily powers office and operational equipment, including laboratory devices, air conditioning, lighting, computer servers, and other equipment. Direct energy usage includes gasoline and diesel, which are consumed by company vehicles and emergency generators. The energy intensity this year decreased by 5.45% compared to last year. The Company will continue to implement energy conservation improvement plans, enhance energy efficiency, and reduce overall energy consumption.

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

Unit: GJ

Year	2024	2025
Gasoline	56.42	57.53
Diesel	14.07	-
Purchased Electricity	9,408.49	9,353.63
Total Energy Consumption	9,478.98	9,411.16
Energy Intensity (GJ/NT$ million)	1.300	1.229

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.

Note 4: Revenue data (NT$ million) was sourced from GMT's annual parent-company-only financial statements.

Note 5: For the current year, the denominator used to calculate energy intensity was changed from consolidated operating revenue to parent-company-only operating revenue. Accordingly, the 2024 energy intensity data were restated to improve the consistency of information disclosure.

In addition to complying with applicable national energy laws and regulations, GMT has continued to invest in replacing equipment with energy-efficient alternatives and implementing energy management measures over the past three years. Regarding the equipment, the Company completed upgrades to air handling units and cooling towers to improve energy efficiency. In January 2026, the Company installed a solar power generation system with a planned installed capacity of 180 kW. The electricity generated will be used primarily for self-consumption, with annual electricity savings estimated at 196,443 kWh. The Company will continue to review its overall energy use and gradually increase the proportion of renewable energy used. On the management front, the Company implemented several

energy-saving measures, including prioritizing the procurement of environmentally certified vehicles for business use, requiring non-essential office lighting to be turned off from 12:00 noon to 1:00 p.m., and installing timers on air-conditioning systems to prevent them from being left on after business hours. Based on energy-saving measures implemented over the past three years, GMT expects to save approximately 192,845 kWh of electricity per year and reduce carbon emissions by approximately 91.41 metric tons, demonstrating the effectiveness of its energy management.

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

Implementation Year	Name of the Energy Conservation Action Plan	Description	Types and Performance of Energy Conservation (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; Power consumption during a nine-hour test run decreased from 1 kW to 0.25 kW	Annual electricity savings: approximately 32,063 kWh
2023	Replacement of cooling towers	Replaced obsolete motors (one 25 HP motor replaced with a 20 HP motor)(one 20 HP motor replaced with a 15 HP motor)	Annual electricity savings: approximately 18,650 kWh

Implementation Year	Name of the Energy Conservation Action Plan	Description	Types and Performance of Energy Conservation (Amount of fuel/electricity saved)
2025	Replacement of lighting fixtures	Replaced lighting fixtures in the Hsinchu office area with energy-efficient LED lighting 1. A total of 1,235 ceiling lights (56 W replaced with 25 W) 2. A total of 300 four-foot double-tube light fixtures (56 W replaced with 26 W) 3. A total of 38 recessed lights (30 W replaced with 15 W) 4. A total of 170 four-foot light tubes (28 W replaced with 13 W) 5. Replaced the lighting fixtures in the Taipei office area with energy-efficient LED lights 6. A total of 208 ceiling lights (56 W replaced with 25 W)	Annual electricity savings: approximately 142,132 kWh
2026	Installation of solar panels	Commissioned the solar power generation system	Annual electricity savings: approximately 196,443 kWh

4.2 GHG emissions

4.2.1 GHG emissions

GMT conducts annual GHG inventories in accordance with the GHG Protocol, including inventories of Scope 1 and Scope 2 emissions. GMT designated 2023, the first year in which it conducted a GHG inventory, as the base year. By establishing a GHG inventory system, GMT gained an understanding of carbon emissions from its operations and used the results to assess energy conservation and carbon reduction measures that may be implemented in the future.

In 2025, GMT's total Scope 1 and Scope 2 GHG emissions amounted to 1,276.73 metric tons of CO_2e, a decrease of 4.77% from the previous year. Scope 1 direct GHG emissions totaled 45.45 metric tons of CO_2e, accounting for 3.56%, and were generated primarily by diesel used in generators, gasoline used in company vehicles, refrigerant-containing equipment, fire extinguishers, and septic tanks. Scope 2 indirect GHG emissions totaled 1,231.28 metric tons of CO_2e, accounting for 96.44%, and were generated primarily by electricity used for office operations, including air conditioning, lighting, computer equipment, and servers.

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, and refrigerants used in company vehicles, 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 CO_2e

Year	2024	2025
Scope 1	49.98	45.45
Scope 2	1,290.76	1,231.28
Total (Scopes 1 & 2)	1,340.74	1,276.73
Emissions Intensity (metric ton CO_2e/NT$1,000,000)	0.184	0.167

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), and nitrogen dioxide (NO2).

Note 2: Emission factors are based on the "GHG Emission Factor Management Table v6.0.4"; the electricity emission factor follows the 2024 coefficient published by the Bureau of Energy, MOEA (0.474 kg CO_2e/kWh); the Global Warming Potential (GWP) values are based on the IPCC Sixth Assessment Report (2021). Note 3: Revenue data (NT$ million) was sourced from GMT's annual parent-company-only financial statements.

4.2.2 Greenhouse Gas Management

As required by the Financial Supervisory Commission, GMT conducts annual GHG inventories in accordance with the GHG Protocol, discloses relevant information as required by regulations, and formulates carbon reduction strategies. The Company also raises employees' awareness of energy conservation and carbon reduction through awareness campaigns and training conducted from time to time. Its energy conservation and carbon reduction actions and results are detailed in Section 4.1.2, Energy Usage.

4.3 Waste and Water Resource Management

4.3.1 Waste Management

GMT is an IC design company that focuses primarily on product design, R&D, and sales, while outsourcing production processes such as wafer fabrication, packaging, and testing to specialized contract manufacturers. Accordingly, the Company does not engage in manufacturing operations or generate manufacturing-related waste, making the sources and composition of its waste relatively straightforward.

To manage waste generated from its operations, GMT has implemented and obtained ISO 14001:2015 Environmental Management System certification. Through a systematic management mechanism, the Company implements waste management measures and, in accordance with the Waste Disposal Act, has established the "Environmental Waste Management Procedure," which clearly governs segregated storage, sorting, and waste clearance procedures. All waste is properly sorted according to its characteristics and then consigned to licensed waste clearance and treatment service providers for subsequent disposal.

Over the past two years, none of the waste clearance and treatment service providers engaged by GMT violated applicable laws or regulations. All relevant waste clearance and transportation data have been reported online as required, and complete documentation has been retained for inspection. Furthermore, no penalties were imposed on the Company for violations of environmental laws or regulations in 2025.

ISO 14001 Environmental Management System Certificate	

Waste generated by GMT in the course of its operations is classified as either non-hazardous waste or hazardous industrial waste. Non-hazardous waste consists primarily of general waste

and recyclables, such as paper, packaging materials, and office waste, and accounts for 89.89% of total waste. Hazardous industrial waste accounts for only 10.11% and consists primarily of discarded electronic components, offcuts, and defective ICs.

For industrial waste clearance, designated administrative staff are responsible for tracking and managing waste quantities and, before clearance, filing the "Trip Ticket for Commissioned or Joint Processing" online through the "Business Waste Reporting and Management Information System" of the Resource Circulation Administration, Ministry of Environment. The Company then engages licensed and approved waste clearance and treatment contractors to perform on-site clearance and treatment. After clearance and treatment are completed by the contractor, the Company confirms the manifest within four days as required.

GMT Waste Statistics Over the Past Two Years

Unit: metric tons

Waste Classification		**2024**		**2025**	
		On-site	**Off-Site**	**On-site**	**Off-Site**
Non-hazardous Waste	Recycled	0	6.503	0	6.590
	Incinerated (non-energy recovery)	0	6.604	0	6.564
Hazardous Waste	Recycled	0	0.565	0	1.480
	Incinerated (non-energy recovery)	0	0	0	0
Total Waste Removed		0	13.672	0	14.634

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 withdrawn for GMT's operations is municipal tap water; the Company does not withdraw groundwater or seawater. Water use at all operating locations is for domestic purposes, with no water required for manufacturing processes or other industrial uses. GMT's Hsinchu Headquarters is located in Hsinchu Science Park and draws water from Baoshan Reservoir in Hsinchu. The Taipei Office, located in Zhonghe District, New Taipei City, receives tap water supplied from the Xindian River basin as its primary water source. According to an analysis using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas, neither GMT's Hsinchu Headquarters nor its Taipei Office is located in an area of high or extremely high baseline water stress. The proportions of the Company's water withdrawal and consumption from such areas were both zero, indicating that GMT's operations have a relatively limited potential impact on local water resources. All wastewater generated by companies in Hsinchu Science Park is collected via the sewer system and treated at the park's wastewater treatment plant. The treated effluent is of better quality than required under national effluent standards and is discharged into the Keya River via a dedicated pipeline, ensuring no adverse impact on the surrounding ecosystem or water quality.

GMT has also established the "Emergency Response and Control Procedure" to guide employees during major incidents or natural disasters, including flooding, and has purchased natural disaster insurance to mitigate overall disaster losses. In addition, the Company also regularly reviews water use and the operating condition of related equipment to facilitate the early detection of abnormalities and the implementation of appropriate response measures. At the same time, the Company promotes water conservation through internal emails issued from time to time, reminding employees to immediately report any abnormalities to the Operations Management Division so that they can be addressed promptly and ongoing water leakage can be prevented.

The total water withdrawal in 2025 was 8.664 million liters, a 1.38% decrease from 2024. 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

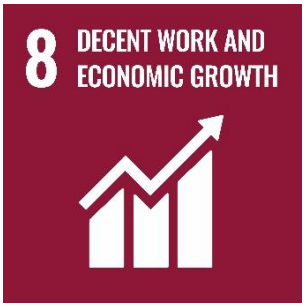
Item	**2024**	**2025**
Total Water Withdrawal	8.785	8.664
Total Water Consumption	8.785	8.664

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

Chapter 5 Employee Care and Social Engagement

Sustainability Performance and Corresponding SDGs

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG3	Good Health and Well-being 	• 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 2025. • No occupational injuries or diseases occurred in 2025. • No contractor-related workplace accidents occurred in 2025. • Annual health examinations exceeding legal requirements are provided to employees. In 2025, a total of 366 employees participated. • In 2025, the Company organized four health promotion activities, including positive communication, influenza vaccination, lectures on basic first aid and self-rescue, and physician-led health report interpretation, with a total of 85 attendees.
SDG5	Gender Equality 	• Parental leave without pay was granted to 28 employees in 2025 (including 8 women). One male employee actually applied for leave, and both achieved 100% return-to-work and retention rates.

Contributing to the UN Sustainable Development Goals (SDGs)		Sustainability Performance
SDG8	**Decent Work and Economic Growth** 	• If the Company has made a profit in the year (i.e., profit before tax), the Company shall set aside not less than 1% of the profit before tax as remuneration to employees based on its operational performance. Not less than 60% of allocatable employee remuneration should be allocated to entry-level employees, supported by the implementation of a comprehensive performance appraisal and bonus distribution system. • In 2025, the average training hours per employee were 7.26 hours. • GMT recognizes and adheres to international principles and standards, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour Organization's core labour standards, and has established the GMT Human Rights Policy.

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	• 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	• 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	Short-term Goals (2026): • Strengthen employer branding, expand recruitment channels, and promote career development to ensure retention of key talent. The retention rate reached 100% in 2025 and is expected to remain at this level through 2026. Offer personal effectiveness and professional training courses to support career development, with the goal of achieving an average of 7 training hours per employee annually. Medium- to Long-Term Goals (2027-2030): • 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 7 hours.
Responsible Unit	• Administration Department
Grievance Mechanism	• Employee Suggestion and Grievance Mailbox:suggest@gmt.com.tw • Grievance Hotline: +886-3-6203220
Action Plan	Positive Impact Management: • Through strategic employee relations and the expansion of academia-industry collaboration, we aim to create an innovative environment that attracts and develops technology talent, thereby enhancing the Company's industry position. Negative Impact Management: • 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	• Training sessions were held regularly, and training progress and results were compiled annually.
Annual Performance	• In 2025, the retention rate for key talent reached 100%. • In 2025, the average training hours per employee were 7.26 hours.

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	• Positive impact: The Company implements occupational safety and health policies and provides safety and health education and training to ensure operational safety, enhance workplace hazard prevention and emergency response capabilities, and ensure that employees work in a safe and respectful environment. • Negative impact: Inadequate occupational safety and health management may increase the risk of occupational accidents and cause operational disruptions. It may also expose employees to prolonged high-risk or overwork conditions, affecting their physical and mental health and quality of life.
Policy and Commitments	The Company complies with all applicable occupational safety and health laws, regulations, and related requirements and requires contractors and suppliers to jointly implement safety and health management measures to maintain workplace safety and health. The Company is committed to fostering a safety culture of zero accidents and zero injuries.
Goals	Short-term Goals (2026): • Achieve >80% completion rate for occupational safety and health-related training. • 100% completion of health-related workplace hazard identification and risk assessment reports. • Conduct fire safety training once every six months and 1 emergency response drill per year. • Zero major occupational injuries or fines. • Target an 80% completion rate for the annual employee health examination. Medium- to Long-Term Goals (2027-2030): • Achieve > 90% completion rate for occupational safety and health-related training. • Institutionalize health-related workplace hazard identification and risk assessment processes, achieving 100% annual report completion and conducting regular reviews and improvements. • Continue to conduct fire safety training once every six months and 1 emergency response drill per year. Maintain zero major occupational injuries and zero fines. • Target an 85% completion rate for the annual employee health examination.
Responsible Unit	• Administration Department
Grievance Mechanism	• Employee Suggestion and Grievance Mailbox:suggest@gmt.com.tw • Grievance Hotline: +886-3-6203220
Action Plan	Positive Impact Management: • Provide regular health checkups and workplace health consultations.

	Negative Impact Management: • Reduce occupational safety and health risks, and prevent work-related injuries and harmful exposures.
Effectiveness Evaluation	• Workplace disability incident statistics: Indicate zero occupational injuries in the workplace. No occupational injuries occurred in 2025. • Fire and emergency response drills are conducted regularly each year. In 2025, 2 fire drills and 1 emergency response drill were held, with a total attendance of 323. • Employee health examination completion rate: 97.9%. • On-site physician consultation services: A total of 4 sessions and 19 participants.
Annual Performance	• Achieved a 95% completion rate for occupational safety and health training in 2025. • Completed the health-related workplace hazard identification and risk assessment reports in 2025. • Completed two fire safety and regular emergency response drills in 2025. • No material occupational accidents or fines occurred in 2025. • In 2025, health examination results were screened for the 2024 "abnormal workload" and "statutory health examination items." A total of 24 individuals with significant abnormalities were placed under management, of whom 13 had completed follow-up or case closure, for a current follow-up completion rate of 54.2%.

5.1 Employment

5.1.1 Employee Structure

Employees are an important foundation for a company's continued growth and stable operations. GMT is committed to supporting the Company's long-term operations and development through stable workforce deployment and sound management systems.

As of the end of 2025, GMT had 386 employees in Taiwan, all of whom were full-time employees. The Hsinchu Headquarters had a total of 328 employees, including 242 male employees (73.78%) and 85 female employees (25.91%). The age structure was primarily composed of employees aged between 30 and 50, accounting for 64.63% of the workforce. The Taipei Office had 58 employees, including 34 male employees (58.62%) and 24 female employees (41.38%). The age distribution was similarly concentrated in the 30-50 age group, representing 68.97% of the total. Employees with professional expertise and work experience form the core workforce at each major operating location.

GMT upholds the principles of diversity, inclusion, and equal opportunity in employment. It values employees' professional competencies, job performance, and suitability for their roles and does not discriminate on the basis of gender or race. In 2025, female employees accounted for 28.50% of the total workforce, while female managers accounted for 11.24% of all managers. Given the structural characteristics of the semiconductor industry, gender distribution differs across the overall workforce, resulting in a relatively higher proportion of men in management. However, the Company upholds the principles of fairness and equal opportunity in recruitment, development, and promotion, and this situation does not result from gender discrimination.

To promote workplace inclusion, GMT employed 1 employee with disabilities in 2025 and provided suitable job assignments and workplace support based on the employee's abilities and needs. To help the employee integrate smoothly into the workplace and ensure effective communication, supervisors and colleagues proactively slowed the pace of communication in their daily work and devoted additional time to helping the employee fully understand job requirements, demonstrating the Company's respect and support for employees' diverse needs.

The Company's non-employee workers are primarily security guards and cleaning personnel. In 2025, the Hsinchu Headquarters engaged 6 non-employee workers, including 2 men and 4 women, while the Taipei Office engaged 1 female non-employee worker, for a total of 7 non-employee workers. Through the deployment of necessary support personnel, the Company maintains a safe and clean office environment and smooth daily operations.

2025 GMT Employee Structure

Hsinchu Headquarters							
Item	Category	Male		Female		Group Subtotal	
		Number of Shareholders	Proportion of the Category (%)	Number of Shareholders	Proportion of the Category	Number of Shareholders	Proportion of the Category
Contract Type	Permanent Employee	242	73.78%	85	25.92%	327	99.70%
	Temporary Employee	-	0%	1	0.30%	1	0.30%

Note: In accordance with GRI definitions, employees are categorized by contract type: fixed-term contract employees are classified as temporary employees, while indefinite-term contract employees are classified as permanent employees.

Hsinchu Headquarters							
Item	Position Type	Male		Female		Group Subtotal	
		Number of Shareholders	Proportion of the Category (%)	Number of Shareholders	Proportion of the Category	Number of Shareholders	Proportion of the Category
Position Type	Supervisory Employees	67	20.43%	8	2.44%	75	22.87%
	Non-Supervisory Employees	175	53.35%	78	23.78%	253	77.13%
Age (years old)	<30	31	9.45%	10	3.05%	41	12.50%
	30-50	157	47.86%	55	16.77%	212	64.63%
	>50	54	16.47%	21	6.40%	75	22.87%
Total Employees		328					

Taipei Office							
Item	Category	Male		Female		Group Subtotal	
		Number of Shareholders	Proportion of the Category	Number of Shareholders	Proportion of the Category	Number of Shareholders	Proportion of the Category
Contract Type (Note)	Permanent Employee	34	58.62%	24	41.38%	58	100%
Position Type	Supervisory Employees	12	20.69%	2	3.45%	14	24.14%
	Non-Supervisory Employees	22	37.93%	22	37.93%	44	75.86%
Age (years old)	<30	0	0.00%	0	0.00%	0	0.00%
	30-50	20	34.48%	20	34.48%	40	68.96%
	>50	14	24.14%	4	6.90%	18	31.04%
Total Employees		58					

Note: The Taipei Office had no temporary employees

GMT's Non-employee Workers in 2025

	Hsinchu Headquarters	Taipei Office	Total
Male	2	0	2
Female	4	1	5
Total	6	1	7

5.1.2 New Hires and Turnover

GMT continues to recruit professionals through diverse and reliable recruitment channels. In addition to using job boards to recruit professionals who meet the Company's needs, GMT encourages employee referrals, expanding its talent pool through internal and external channels to support operational development and business needs.

In 2025, GMT recruited 36 new employees, comprising 27 male employees (75.00%) and 9 female employees (25.00%). Due to the characteristics of the semiconductor industry and the requirements of relevant positions, men accounted for a higher proportion of new hires. Throughout the recruitment and hiring process, the Company continues to select candidates based on job requirements, professional competencies, and organizational development needs, ensuring that new hires effectively supplement the professional capabilities required by the Company.

In 2025, the overall new hire rate at the Hsinchu and Taipei offices was 9.33%. Compared with 2024, the number of new hires increased and the number of departures decreased in 2025, driving down the overall turnover rate, while the retention rate for key talent reached 100%. Employee turnover is detailed in the table below.

GMT's New Employee Hires and Employee Turnover over the Past Two Years

Region		Hsinchu Headquarters									
Year		2024					2025				
Item	Category	New Hires/Employee Departures									
		Number of New Hires	Number of Employee Departures	Total Number of Employees	New Hire Percentage	Employee Departure Percentage	Number of New Hires	Number of Employee Departures	Total Number of Employees	New Hire Percentage	Employee Departure Percentage
Gender	Male	17	4	223	7.62%	1.79%	26	5	242	10.74%	2.07%
	Female	5	5	81	6.17%	6.17%	6	2	86	6.98%	2.33%
Age (years old)	<30	15	4	39	38.46%	10.26%	13	0	41	31.71%	0.00%
	30-50	7	3	203	3.45%	1.48%	18	7	212	8.49%	3.30%
	>50	0	2	62	0.00%	3.23%	1	0	75	1.33%	0.00%
Total Employees		304					328				
Overall New Hire Rate		7.24%					9.76%				
Overall Employee Turnover Rate		2.96%					2.13%				

Note 1: New hire (employee departure) rate = Number of new hires (employee departures)/Total number of employees.

Note 2: Category-specific new hire (employee departure) rate = Number of new hires (employee departures) in that category/Total employees in that category.

Region		Taipei Office									
Year		2024					2025				
Item	Category	New Hires/Employee Departures									
		Number of New Hires	Number of Employee Departures	Total Number of Employees	New Hire Percentage	Employee Departure Percentage	Number of New Hires	Number of Employee Departures	Total Number of Employees	New Hire Percentage	Employee Departure Percentage
Gender	Male	1	2	35	2.86%	5.71%	1	2	34	2.94%	5.88%
	Female	0	1	22	0.00%	4.55%	3	1	24	12.50%	4.17%
Age (years old)	<30	1	0	1	100.00%	0.00%	0	0	0	0.00%	0.00%
	30-50	0	2	38	0.00%	5.26%	4	1	40	10.00%	2.50%
	>50	0	1	18	0.00%	5.56%	0	2	18	0.00%	11.11%
Total Employees		57					58				
Overall New Hire Rate		1.75%					6.90%				
Overall Employee Turnover Rate		5.26%					5.17%				

Note 1: New hire (employee departure) rate = Number of new hires (employee departures)/Total number of employees.

Note 2: Category-specific new hire (employee departure) rate = Number of new hires (employee departures) in that category/Total employees in that category.

5.1.3 Employee Welfare

In addition to enrolling employees in Labor Insurance and National Health Insurance as required by law, GMT actively provides a comprehensive and diverse employee benefits system to offer employees more extensive support and care.

Regarding employee protection, in addition to providing statutory social insurance, GMT provides comprehensive group insurance to strengthen employees' basic protection against life and health risks. Regarding the leave system, the Company provides annual leave beginning in the year of employment and offers male employees paternity leave and prenatal checkup accompaniment leave, supporting employees' family responsibilities and personal needs. Regarding employee benefits, GMT provides wedding and bereavement grants, employee birthday gifts, and childbirth grants, offering tangible support at important stages of employees' lives. The Company provides employee birthday celebrations, club activities, and subsidies for domestic and overseas employee travel. These diverse activities promote interaction among employees, strengthen organizational cohesion, and create a healthy, friendly workplace with a strong sense of belonging. Regarding healthcare, GMT provides free health examinations that exceed regulatory requirements, helping employees gain an early understanding of their health status and demonstrating the Company's commitment to their physical and mental well-being. Through institutionalized benefits and ongoing employee care, the Company aims to enhance employee job satisfaction and workforce stability, thereby supporting the organization's long-term development and sustainable operations.

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

Employee Benefits Overview	Content	Eligible Recipients
Travel Subsidies	Annual travel subsidy of NT$40,000	All employees
Employee On-the-Job Training	Fully subsidized	All employees
Health Lecture	2 physical and mental health promotion seminars are held annually	All employees
Annual Health Checkups	Free annual physical examinations for all employees	All employees
4-Day Flexible Leave	Preserves 4 national holidays removed under the Labor Standards Act	All employees
Free Afternoon Tea Snacks	Once a 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 has established comprehensive retirement policies in accordance with applicable laws and regulations, including the Labor Standards Act and the Labor Pension Act, to provide employees with fair and reasonable retirement protection that complies with regulatory requirements. GMT contributes 6% of each employee's monthly salary to the employee's individual labor pension account with the Bureau of Labor Insurance to safeguard employees' post-retirement lives and ensure that pension contributions comply with applicable laws and regulations.

GMT convenes labor-management meetings in accordance with legal requirements and practical needs as an important mechanism for exchanging views, safeguarding rights and interests, and coordinating workplace issues. In 2025, the Company held 4 labor-management meetings, continuing to safeguard the rights and interests of both labor and management through institutionalized communication channels. As of the end of 2025, the Company had no labor disputes that materially affected its finances or operations, demonstrating stable performance in safeguarding employee rights and interests, facilitating labor-management communication, and managing human resources.

Parent-Friendly Workplace Environment

GMT values employees' family care needs throughout their career development. In accordance with the Gender Equality in Employment Act, the Regulations for Implementing Unpaid Parental Leave for Raising Children, and other applicable laws and regulations, the

Company has established a parental leave without pay policy to protect employees' right to apply for such leave in accordance with the law.

As of the end of 2025, 1 male employee at GMT had applied for parental leave without pay, accounting for 5% of all employees eligible to apply for parental leave. The number of employees who returned to work upon expiration of parental leave without pay was 0; 2 employees remained employed 1 year after returning from such leave, resulting in a retention rate of 100%. Through its parental leave without pay policy and return-to-work arrangements, the Company helps employees balance family care and career development and supports their smooth transition back to work after such leave.

In addition, GMT provides a lactation room as a convenient and private breastfeeding space for employees with childcare needs. Through these facilities and institutional arrangements, the Company aims to reduce the pressure employees face in balancing work and family care during the child-rearing stage and enhance their trust in and sense of belonging to the workplace.

2025 GMT Parental Leave Statistics

Item	Male	Female	Total
A: Employees eligible for parental leave in 2025	20	8	28
B: Employees who applied for parental leave in 2025	1	-	1
C: Employees expected to return to work after leave in 2025	-	-	-
D: Employees who actually returned to work after leave in 2025	-	-	-
E: Employees who actually returned to work after leave in 2024 (in the same year)	-	2	2
F: Employees from (E) who remained employed for at least 12 months (2024) (F)	-	2	2
Parental Leave Without Pay Application Rate (B/A)	5%	-	4%
Return-to-Work Rate (D/C)	-	-	-
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 compensation consists of salaries, three major holiday bonuses (Dragon Boat Festival, Mid-Autumn Festival, and Lunar New Year), and employee remuneration. Salary adjustments are made annually based on operating performance, employee seniority, and performance appraisal results, and employee remuneration is accrued for profit sharing. The Company's overall operating performance is also directly reflected in employee compensation. Based on net profit before tax for the year before the deduction of employee and director remuneration, no less than 1% is allocated as employee remuneration and distributed in accordance with the Regulations Governing the Evaluation of Employee Performance.

GMT Female-to-Male Pay Ratio for 2025

Employee Category	**Ratio (Female: Male)**
Supervisory Employees (Note)	1：1.21
Non-Supervisory Employees	1：1.15

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

2025 GMT's Non-Supervisory Full-Time Employee Salaries

Unit: NT$1,000

Item	**2024**	**2025**
Number of non-supervisory full-time employees	348	364
Total salary of non-supervisory full-time employees	785,222	824,589
Average salary of non-supervisory full-time employees	2,303	2,316
Median salary of non-supervisory full-time employees	2,176	2,202

5.2 Talent cultivation and development

5.2.1 Talent Training and Development

Since developing analog IC design professionals takes considerable time and market demand and product technologies change rapidly, GMT continues to build a diverse and comprehensive education and training system. Systematic training shortens the talent development cycle and strengthens employees' professional competencies and practical experience, enabling them to respond to market changes and support the Company's long-term growth needs. The Company also defines key talent as key management personnel who have a significant impact on its core technology R&D, product competitiveness, and long-term strategic development and who possess a high level of expertise and are difficult to replace. This includes managers at the manager level and above in the R&D Department. The Company will develop training courses for key talent. It will subsequently discuss the training plan, training content, and measurement methods internally and design relevant courses based on future industry trends, with the program scheduled to launch in 2027.

In 2025, GMT provided training courses in two main areas: general competency training and professional IC design training. General courses included new employee training, workplace communication skills for managers, continuing education in finance and accounting, and occupational health. Professional courses included product technology development, ISO quality management, and other IC design-related training. These courses were designed to develop employees' professional knowledge, practical skills, and competencies and enhance their professional competitiveness. The Company has not yet established a dedicated key talent development program. It will gradually plan a development mechanism based on future operational development needs to strengthen the retention and development of key personnel. In addition to enhancing employees' professional competencies through its internal training system, GMT actively integrates external academic and R&D resources and expands the benefits of technological innovation and talent development through industry-academia collaboration. In 2025, GMT continued its in-depth industry-academia collaboration with National Yang Ming Chiao Tung University to develop high-density hybrid power supplies for mobile devices with different battery architectures, thereby improving device energy efficiency and extending battery life in alignment with the United Nations Sustainable Development Goal of "Industry, Innovation and Infrastructure." The chip jointly developed by the two parties uses an innovative architecture to convert different input voltages into a fixed target supply voltage. 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. Moving forward, GMT and NYCU plan to continue this partnership to explore higher-integration and renewable energy-compatible power management solutions.

The Company planned training courses by job category, covering production, marketing, human resources, R&D, finance, quality, information technology, and environmental, safety, and health functions, and provided relevant professional training. The Company also established a new employee training mechanism to help new hires quickly become familiar with Company systems and operating procedures and strengthen their ability to adapt to their work. In 2025, GMT provided a total of 2,800.8 hours of training, averaging 7.26 hours per employee.

GMT Education and Training Implementation in 2025

Item	Male		Female		Total
	Supervisory Employees	Non-Supervisory Employees	Supervisory Employees	Non-Supervisory Employees	
Total number of employees receiving training (People)(A)	79	197	10	100	386
Total training time (Hours)(B)	497.00	1,371.50	90.50	841.80	2,800.80
Average Training Hours per Employee (B/A)	6.29	6.96	9.05	8.41	7.26

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

GMT Education and Training Implementation in 2025





5.2.2 Performance Evaluation, Review, and Promotion

GMT conducts regular performance evaluations each July. Senior executives at the vice president level and above are evaluated by the Remuneration Committee and are not subject to the general employee performance evaluation system. Special assistants and contract personnel are also excluded from the evaluation due to the nature of their duties and employment arrangements. All regular employees who have completed their probationary

period are required to participate in the annual performance evaluation. The evaluation results serve as an important basis for annual salary adjustments, promotions, and employee profit sharing. They also provide a reference for employees to review their work performance, strengthen their professional competencies, and plan their future learning and development. This mechanism effectively links individual performance targets with the Company's overall operating strategy and annual plans.

GMT's performance appraisal process consists of two stages: employee self-assessment and supervisor evaluation. Employees first assess their own job performance, after which their supervisors conduct an evaluation. Supervisors and employees then hold performance interviews to reach consensus through two-way communication. After each department completes the appraisal process, the Human Resources unit consolidates the evaluation results, which are then submitted to supervisors at successive levels for review in accordance with the applicable authority to ensure that the performance evaluation process is objective and fair. In 2025, a total of 354 GMT employees underwent performance appraisals, for a completion rate of 100%.

To closely align employee performance with the Company's overall operating strategy, each department's performance targets and each employee's individual work goals must be integrated with the Company's strategic plan. If an employee fails to meet the established performance targets, the department supervisor reviews implementation with the employee and adjusts the targets as appropriate based on actual circumstances to improve implementation effectiveness. When there is a significant discrepancy between an employee's self-assessment and the supervisor's evaluation, the department supervisor proactively clarifies the reasons for the discrepancy and uses two-way communication and feedback to help the employee address shortcomings and improve performance. Employees whose performance appraisal result is rated "Below Expectations" are placed on a performance coaching and improvement plan, and a plan form is completed to track and document their improvement. For employees rated "Fair," the supervisor determines whether to include them in the coaching mechanism based on their individual circumstances, thereby continuously enhancing employee competencies and job performance.

GMT 2025 Performance Evaluation Statistics

Category/ Gender	Male			Female		
	Number of Employees Evaluated	Number of Employees Subject to Evaluation (Note 2)	Evaluation Coverage Rate	Number of Employees Evaluated	Number of Employees Subject to Evaluation (Note 2)	Evaluation Coverage Rate
Supervisory Employees (Note 1)	63	63	100%	10	10	100.00%
Non-Supervisory Employees	188	188	100%	93	93	100%
Total	251	251	100%	103	103	100%

Note 1: "Supervisory Employee" refers to employees at the managerial level or above.

Note 2: The employees subject to performance appraisal are regular employees who have completed their probationary period, excluding employees at the vice president level and above, special assistants, and contract personnel.

5.3 Human Rights Management

As a responsibility-driven technology company, GMT upholds the core values of respecting and protecting human rights, follows international standards including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour Organization’s core labor standards, and is committed to building a violence-free, diverse, and responsible global operating system. The Company follows the international standards above and complies with applicable government labor laws and regulations in formulating a human rights policy suited to its operational needs. The policy covers health and safety, prohibition of discrimination, protection of wages and benefits, prohibition of child labor, prevention of sexual harassment, and prohibition of forced labor. The Company will continue to promote and implement its human rights policy in daily operations and management processes and deepen awareness of human rights protection. It will ensure that all employees worldwide, including dispatched personnel, contract personnel, and interns, as well as directors, consultants, suppliers, contractors, and business partners, fulfill their respective responsibilities. The Company also requires members of its supply chain to comply with this policy. The Sustainable Development Committee of the Board of Directors will regularly review operating conditions and social responsibility performance to ensure that the rights and interests of all parties are fully respected and properly 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 its operational activities do 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 an Occupational Safety and Health Office, thereby building a comprehensive occupational health and safety management framework and system to ensure a safe workplace environment.

As of the end of 2025, all 386 GMT employees were covered under the Company's occupational safety and health management system, achieving 100% coverage. In addition, the Company has established the "Safety and Health Code of Conduct", which clearly regulates safe operation principles and implementation guidelines, while assisting employees in cultivating proper occupational safety and health concepts and codes of conduct.

To continuously strengthen workplace safety and health management, GMT plans and conducts health promotion activities, first aid training, and safety education and training each year and regularly provides employee health examinations. Through institutionalized management mechanisms and ongoing awareness programs, the Company reduces occupational safety and health risks and creates a safe, healthy, and secure work environment.

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.

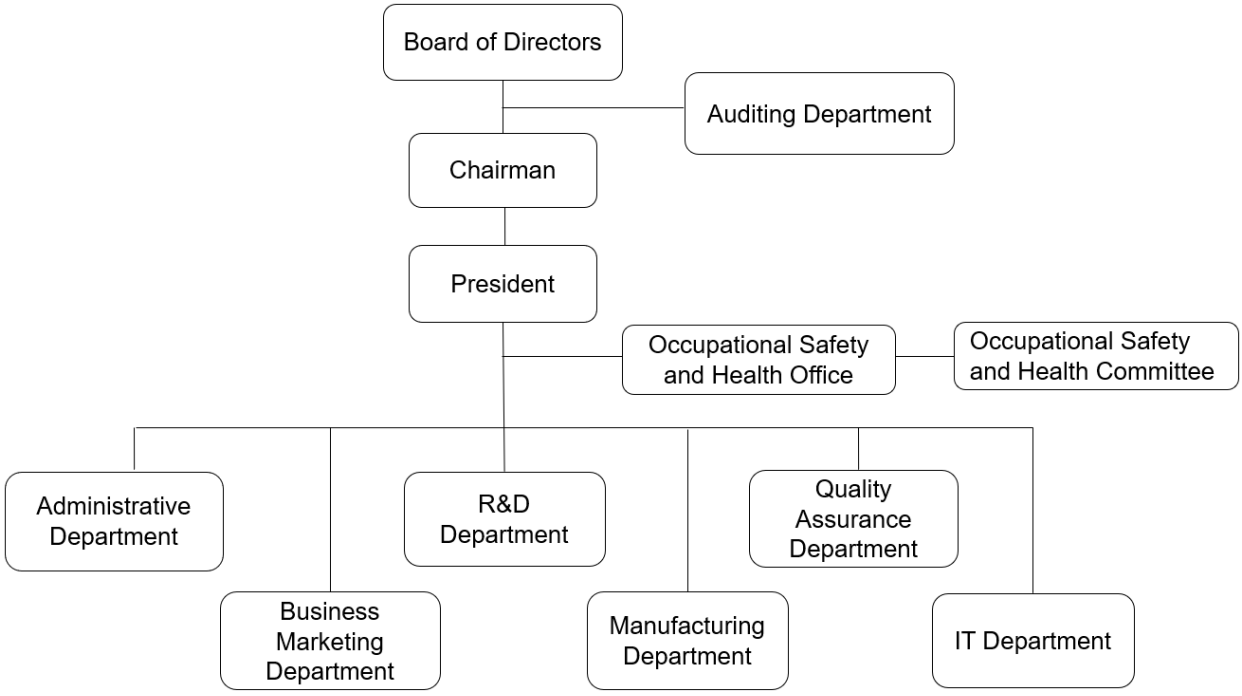
Key responsibilities of the Committee include:

- 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.

In 2025, the Occupational Safety and Health Committee made recommendations on the occupational safety and health management system, education and training plans, work environment monitoring, health management, occupational disease prevention, and other matters. Achievements during the year included establishing employee grievance and feedback mechanisms, strengthening statutory occupational safety personnel staffing and compliance with education and training requirements, and introducing construction safety review procedures and a systematic education and training mechanism, thereby enhancing the overall quality of workplace safety and health management.

GMT Occupational Safety and Health Organizational Structure



Contractor Occupational Safety and Health Management

To implement safety management for contracted work, GMT formulated the "Contractor Safety and Health Management Guidelines" in accordance with the Occupational Safety and Health Act and related regulations. The guidelines apply to construction contractors, their subcontractors, and units performing various improvement projects within Company facilities and provide an institutionalized safety and health management framework to protect the lives and operational safety of workers during external construction.

The Company has established a comprehensive safety management process for contractors. In addition to providing hazard information and supervising work in accordance with occupational safety and health laws and regulations, the Company requires all contractors entering its facilities to complete the "Contractor Work Application and Worker Safety Hazard Notification Form" before commencing work to ensure that workers fully understand potential workplace risks and necessary protective measures.

5.4.2 Occupational Health and Safety Training

Each year, GMT plans and conducts education and training related to health, first aid, and occupational safety. Topics include occupational safety and health education and training, fire safety seminars and civil defense corps training, emergency evacuation and safety response drills, and safety protection and rescue. In 2025, 2 occupational safety and health education and training courses were held for all employees, with 367 employees completing each course. Specialized occupational safety and health education and training was also provided for different positions and personnel based on differences in work content and operating locations.

GMT 2025 Occupational Safety and Health Training

Training Program Title	Training Content	Participating Units and Headcount
General Occupational Safety and Health Training for Workers	Occupational safety	All active employees; 367 participants
Occupational Health and Safety Training	Occupational safety	All active employees; 367 participants completed the training
First Half of 2025 - Fire Safety Lecture and Civil Defense Group Training (Hsinchu)	Understanding fire safety knowledge and the Civil Defense Act	Hsinchu 1F Fire Self-Defense Team & New Hires; 25 participants

Training Program Title	Training Content	Participating Units and Headcount
First Half of 2025 - Fire Safety Lecture and Civil Defense Group Training (Taipei)	Understanding fire safety knowledge and the Civil Defense Act	Taipei Self-Defense Team; 15 participants
Second Half of 2025 - Fire Safety Lecture and Civil Defense Group Training (Taipei)	Understanding fire safety knowledge and the Civil Defense Act	Taipei Self-Defense Team; 14 participants
Second Half of 2025 - Fire Safety Lecture and Emergency Evacuation Response Drill (Hsinchu)	Emergency evacuation and safety response drill	Hsinchu Headquarters; 298 participants
In-service Refresher Training for Occupational Safety and Health Personnel	Occupational safety and health systems and regulatory updates	Hsinchu Occupational Safety and Health Personnel; 1 participant
In-service Refresher Training for Occupational Safety and Health Personnel	Occupational safety and health systems and regulatory updates	Taipei Occupational Safety and Health Personnel; 1 participant
In-service Refresher Training for First Aid Personnel	First-aid skills and emergency response training	First-aid personnel; 9 participants
In-service Refresher Training for Forklift Operators	Forklift operation safety training	Forklift operators; 4 participants
In-service Refresher Training for Fire Prevention Personnels	Fire management and disaster prevention training	Fire Prevention Manager (Taipei); 1 participant

5.4.3 Occupational Health Services

GMT values the physical and mental health of its employees. Each year, the Company provides health examination information through multiple channels, including notifications and intranet announcements, to remind and encourage employees to participate actively in health examinations so that they can gain an early understanding of their health status. In 2025, a total of 366 employees participated in the general health examination, for an overall participation rate of 97.9%. To encourage participation, each employee is eligible for a health examination subsidy of up to NT$2,000.

In addition, the Company continues to plan diverse health promotion activities, including employee health examination report interpretation sessions, basic first aid and self-rescue lectures, influenza vaccinations, and courses and activities on positive workplace communication. Through health education, first aid skills training, and mental health support, the Company promotes health and creates a safer, healthier, and friendlier workplace.

GMT 2025 Employee Health Examination Overview

Item	Content
Type of Health Checkup	General Health Examination in 2025
Number of Employees Examined	366 employees
Completion Rate of Health Checkup Note	97.9%
Health Examination Items Covered	Labor inspection items, tumor markers, thyroid panels, and bone mineral density assessments
Subsidy Amount	NT$2,000 per person

Note: Calculated based on the number of active employees as of July 31, 2025.

Health Promotion Activities and Education

Activity Name	Activity Content	Frequency/Number of Sessions	Eligible Participants and Number of Participants
Lecture on Barrier-Free Communication and Inspiring Positive Action	Helping employees identify communication blind spots and develop effective listening and verbal expression skills	Once per year	Voluntary employee participation Total of 10 participants
Influenza Vaccination in 2025	Influenza Vaccination	Once per year	Voluntary employee participation Total of 39 participants
Post-Checkup Report Explanation Session	Explanation of health checkup reports	Once per year	Voluntary employee participation Total of 26 participants
Lecture on Basic First Aid and Self-Rescue	Basic first aid knowledge, tourniquet use, AED operation, and hands-on CPR practice with a Resusci Anne manikin	Once per year	Voluntary participation Total of 10 participants
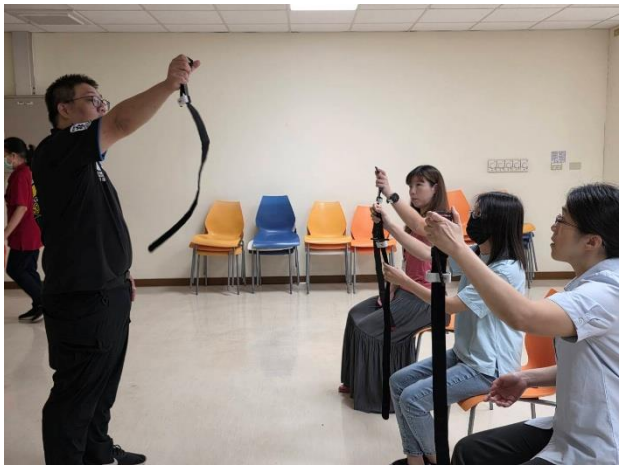
Influenza Vaccination in 2025





Lecture on Basic First Aid and Self-Rescue





Lecture on Barrier-Free Communication and Inspiring Positive Action



5.4.4 Occupational Injury Management

GMT is committed to creating a safe and healthy work environment. Through comprehensive incident response procedures, risk assessment mechanisms, and education and training systems, it prevents occupational accidents and safeguards employees' physical and mental health. The Company established the "Occupational Safety and Health Work Rules" as the basis for occupational safety and health management and provides employee education and training through instructional videos to enhance the safety awareness and emergency response capabilities of all personnel.

When a workplace accident or work-related traffic accident occurs, the following procedures apply:

1. Immediate Reporting: Personnel at the scene or the person involved must immediately notify their supervisor and the occupational safety and health unit.
2. Statement of Cause: Personnel from the unit involved describe the cause and circumstances of the accident.
3. Follow-up and Evaluation: Occupational safety personnel and occupational health nurses conduct subsequent follow-up, evaluation, and handling.
4. Form Documentation: The "Occupational Injury and Accident Report Form" serves as the basis for accident documentation and management.

Through annual health examinations combined with questionnaires, GMT systematically conducts occupational health risk assessments for employees to comprehensively identify ergonomic hazards and psychosocial risks that may affect employee health. During annual health examinations, the Company also administers questionnaires on ergonomic hazards and psychosocial risks, such as work stress, to collect information on employees' work patterns, work postures, repetitive tasks, work stress, and other factors. Occupational health nurses then conduct statistical analyses based on the questionnaire results to identify employee groups that may be at risk of musculoskeletal discomfort or psychological stress. Risk levels are then assigned based on the assessment results to identify individuals requiring further care or health management, facilitating the provision of appropriate health promotion and counseling measures.

In terms of education and training, the Company continues to provide occupational safety and health education and training through instructional videos and makes the related materials available on its internal platform for employees to view and study online at any time, promoting the dissemination and internalization of safety and health knowledge. Additionally, the system records training hours and passing scores on post-course tests are utilized to confirm employees' learning and mastery of knowledge related to occupational accident prevention, ensuring that training effectiveness can be concretely evaluated and continually

improved. To maintain a sound work environment, the Company conducts work environment monitoring every six months. Monitoring items include carbon dioxide concentrations, lighting equipment, and other factors, enabling the Company to continuously monitor the quality of its office and operating environments. The Company regularly implements workplace environment management measures, including environmental disinfection and vector mosquito control in offices and plant areas, building public safety inspections and filings every two years, annual inspection and maintenance of fire safety equipment, and monthly inspections and automated maintenance of high- and low-voltage electrical equipment and facility equipment, thereby strengthening environmental safety and facility management effectiveness.

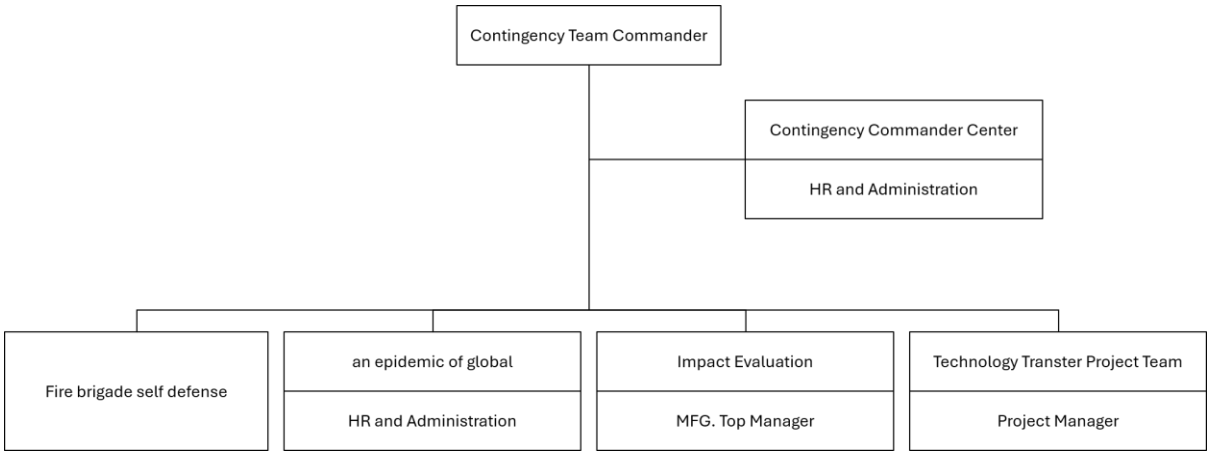
In 2025, the Company's work environment monitoring results met applicable standards, with no significant abnormalities or reports recorded.

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 health-related hazard identification and risk assessment operations every three years. 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.	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. 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. In 2025, the health examination participation rate reached 97.9%. No high-risk cases were identified in 2025.
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 using health check questionnaires. In 2025, 1 onsite ergonomics visit was conducted and 2 case investigations were completed, while ergonomic hazard prevention measures continued to be refined.

Occupational Injury Types	Description	Measures and Outcomes
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. No new maternal health protection cases were identified in 2025, and a reassessment is planned for 2026.
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 performing job duties.	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. No new grievance cases were reported in 2025. 1 employee education and training session was held, identification, reporting, and handling mechanisms continued to be strengthened, and reassessment is planned for 2027.

In 2025, 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 2025

Item	Employees	Non-Employee Workers
Total Hours Worked (Note 1)	756,560	13,720
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

Item	Employees	Non-Employee Workers
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	-	-

Note 1: Total hours worked refer to the actual accumulated working hours of all employees and non-employee workers as of December 31, 2025.

Note 2: General Occupational Injuries: Cases with ≤ 180 lost workdays.

Note 3: Severe Occupational Injuries: Cases with > 180 lost workdays.

Note 4: Occupational Injury Fatality Rate = (Number of fatalities × 1,000,000)/Total hours worked.

Note 5: Serious Occupational Injury Rate = (Number of severe injury cases × 1,000,000)/Total hours worked.

Note 6: 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, 2025.
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	1.1.1 Company Profile
	2-2 Entities included in the organization's sustainability reporting	1	Regarding the Report
	2-3 Reporting period, frequency and contact point	1	Regarding the Report
	2-4 Restatements of information	1 57 83	Regarding the Report 3.1.2 Innovation and R&D Investment 4.1.2 Energy Usage
	2-5 External assurance	-	No external assurance was conducted in 2025.
	2-6 Activities, value chain and other business relationships	5 70	1.1.1 Company Profile 3.4.1 Supply Chain Structure
	2-7 Employees	98	5.1.1 Employee Structure
	2-8 Workers who are not employees	98	5.1.1 Employee Structure
	2-9 Governance structure and composition	27	2.1.1 Corporate Governance Structure
	2-10 Nomination and selection of the highest governance body	35	2.1.2 Board Operations
	2-11 Chair of the highest governance body	27	2.1.1 Corporate Governance Structure

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
	2-12 Role of the highest governance body in overseeing the management of impacts	27 40	2.1.1 Corporate Governance Structure 2.1.4 Sustainable Development Committee
	2-13 Delegation of responsibility for managing impacts	12 40	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	27 40	2.1.1 Corporate Governance Structure 2.1.4 Sustainable Development Committee
	2-15 Conflicts of interest	35	2.1.2 Board Operations
	2-16 Communication of critical concerns	27	2.1.1 Corporate Governance Structure
	2-17 Collective knowledge of the highest governance body	35	2.1.2 Board Operations
	2-18 Evaluation of the performance of the highest governance body	35	2.1.2 Board Operations
	2-19 Remuneration policies	35 105	2.1.2 Board Operations 5.1.4 Compensation Policy
	2-20 Process to determine remuneration	35	2.1.2 Board Operations
	2-21 Annual total compensation ratio	35	2.1.2 Board Operations
	2-22 Statement on sustainable development strategy	3	Message from the Chairman
	2-23 Policy commitments	41	2.2. Ethical Corporate Management
		45	2.4 Risk Management
		109	5.3 Human Rights Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
	2-24 Embedding policy commitments	109	5.3 Human Rights Management
	2-25 Processes to remediate negative impacts	20	1.4 Stakeholder Engagement
		24	Material Topic Management Approach: Corporate Governance and Ethical Management
		26	Material Topics Management Approach: Economic Performance
		51	Material Topics Management Approach: R&D Innovation
		53	Material Topics Management Approach: Information Security and Privacy Protection
		55	Material Topics Management Approach: Sustainable Supply Chain Management
		76	Material Topics Management Approach: Climate Change Adaptation and Energy Management
		94	Material Topics Management Approach: Talent Cultivation and Development

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
		96	Material Topics Management Approach: Occupational Health and Safety
	2-26 Mechanisms for seeking advice and raising concerns	42	2.2.2 Communication and Whistleblower System
	2-27 Legal compliance	44	2.3 Legal Compliance
	2-28 Membership associations	7	1.1.3 Association and External Organization Participation
	2-29 Approach to stakeholder engagement	12 20	1.3.1 Stakeholder Identification 1.4 Stakeholder Engagement
	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	12	1.3.2 Material Topic Identification and Assessment Process
	3-2 List of material topics	15	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	24	Material Topics Management Approach
GRI 205: Anti-Corruption (2016)	205-3 Confirmed incidents of corruption and actions taken	41	2.2.1 Ethical Corporate Management and Anti-Corruption Policies
GRI 206: Anti-competitive Behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	44	2.3 Legal Compliance
Economic performance			

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
GRI 3: Material Topics (2021)	3-3 Management of material topics	26	Material Topics Management Approach
GRI 201: Economic Performance (2016)	201-1 Direct economic value generated and distributed	49	2.5 Economic Performance
	201-2 Financial implications and other risks and opportunities due to climate change	45 77	2.4 Risk Management 4.1 Climate Change Response
	201-3 Defined benefit plan obligations and other retirement plans	102	5.1.3 Employee Welfare
	201-4 Financial assistance received from government	-	No financial assistance was received from the government in 2025
Talent cultivation and development			
GRI 3: Material Topics (2021)	3-3 Management of material topics	94	Material Topics Management Approach
GRI 404 (2016): Training and Education	404-1 Average hours of training per year per employee	106	5.2.1 Talent Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	106 107	5.2.1 Talent Training and Development 5.2.2 Performance Evaluation, Review, and Promotion
	404-3 Percentage of employees receiving regular performance and career development reviews	107	5.2.2 Performance Evaluation, Review, and Promotion
Occupational health and safety			
GRI 3: Material Topics (2021)	3-3 Management of material topics	96	Material Topics Management Approach
GRI 403 (2018): Occupational Health and Safety	403-1 Occupational health and safety management system	111	5.4.1 Occupational Safety and Health Management Policy
	403-2 Hazard identification, risk assessment, and incident investigation	117	5.4.4 Occupational Injury Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
	403-3 Occupational health services	114	5.4.3 Occupational Health Services
	403-4 Worker participation, consultation, and communication on occupational health and safety	111	5.4.1 Occupational Safety and Health Management Policy
	403-5 Worker training on occupational health and safety	113	5.4.2 Occupational Health and Safety Training
	403-6 Promotion of worker health	114	5.4.3 Occupational Health Services
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	111	5.4.1 Occupational Safety and Health Management Policy
	403-8 Workers covered by an occupational health and safety management system	111	5.4.1 Occupational Safety and Health Management Policy
	403-9 Work-related injuries	117	5.4.4 Occupational Injury Management
	403-10 Work-related ill health	117	5.4.4 Occupational Injury Management
R&D Innovation			
GRI 3: Material Topics (2021)	3-3 Management of material topics	51	Material Topics Management Approach
Information Security and Privacy Protection			
GRI 3: Material Topics (2021)	3-3 Management of material topics	53	Material Topics Management Approach
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	69	3.3.2 Customer Privacy Protection
Sustainable Supply Chain Management			
GRI 3: Material Topics (2021)	3-3 Management of material topics	55	Material Topics Management Approach

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
GRI 2: General Disclosures (2021)	GRI 2-6 Activities, value chain and other business relationships	70	3.4.1 Supply Chain Structure
GRI 204: Procurement Practices (2016)	GRI 204-1 Proportion of spending on local suppliers	70	3.4.1 Supply Chain Structure
GRI 308: Supplier Environmental Assessment (2016)	GRI 308-1 New suppliers that were screened using environmental criteria	70	3.4.2 Sustainable Supply Chain Management
	GRI 308-2 Negative environmental impacts in the supply chain and actions taken	70	3.4.2 Sustainable Supply Chain Management
GRI 414: Supplier Social Assessment (2016)	GRI 414-1 New suppliers that were screened using social criteria	70	3.4.2 Sustainable Supply Chain Management
	GRI 414-2 Negative social impacts in the supply chain and actions taken	70	3.4.2 Sustainable Supply Chain Management
Climate Change Adaptation and Energy Management			
GRI 3: Material Topics (2021)	3-3 Management of material topics	76	Material Topics Management Approach
GRI 302: Energy (2016)	GRI 302-1 Energy consumption within the organization	83	4.1.2 Energy Usage
	GRI 302-3 Energy intensity	83	4.1.2 Energy Usage
	GRI 302-4 Reduction of energy consumption	83	4.1.2 Energy Usage
Other Topics			
GRI 300: Environment			
GRI 305: Emissions (2016)	GRI 305-1 Direct (Scope 1) GHG emissions	86	4.2.1 GHG emissions
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	86	4.2.1 GHG emissions
	GRI 305-4 GHG emissions intensity	86	4.2.1 GHG emissions
	GRI 305-5 Reduction of GHG emissions	83 87	4.1.2 Energy Usage 4.2.2 Greenhouse Gas Management
GRI 303: Water and Effluents (2018)	GRI 303-1 Interactions with water as a shared resource	90	4.3.2 Water Resource Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
	GRI 303-2 Management of water discharge-related impacts	90	4.3.2 Water Resource Management
	GRI 303-3 Water withdrawal	90	4.3.2 Water Resource Management
	GRI 303-5 Water consumption	90	4.3.2 Water Resource Management
GRI 306: Waste (2020)	GRI 306-1 Waste generation and significant waste-related impacts	88	4.3.1 Waste Management
	GRI 306-2 Management of significant waste-related impacts	88	4.3.1 Waste Management
	GRI 306-3 Waste generated	88	4.3.1 Waste Management
	GRI 306-4 Waste diverted from disposal	88	4.3.1 Waste Management
	GRI 306-5 Waste directed to disposal	88	4.3.1 Waste Management
GRI 400: Social			
GRI 401: Employment (2016)	GRI 401-1 New employee hires and employee turnover	100	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	102	5.1.3 Employee Welfare
	GRI 401-3 Parental leave	102	5.1.3 Employee Welfare
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	27 35 98	2.1.1 Corporate Governance Structure 2.1.2 Board Operations 5.1.1 Employee Structure
	405-2 Ratio of basic salary and remuneration of women to men	105	5.1.4 Compensation Policy
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken	109	5.3 Human Rights Management

GRI Standards	Disclosure Items	Page Number	Corresponding Sections/Explanations
GRI 408: Child Labor (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	109	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	109	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	77
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	77
3	Describe the financial impact of extreme climate events and transformational actions.	4.1.1 Climate Change Adaptation Strategy	77
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	77
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.	-

Item	Disclosure Content	Corresponding Sections/Explanations	Page Number
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	77
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. No external assurance or verification was conducted in 2025	77 86

Appendix 3. Sustainability Accounting Standards Board (SASB) Index - Semiconductor Industry

Disclosure Topic	Metric Code	Metric Content	Category	Unit of Measurement	Corresponding Sections/Explanations
GHG emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) the amount of total emissions from perfluorinated compounds	Quantitative	Metric tons (t) of carbon dioxide equivalent	**4.2 GHG emissions** (1) 45.45 metric tons of CO2e. (2) 0% (as GMT is an IC design company and generates no PFC emissions).
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	As the Company's direct carbon emissions are minimal, its current emissions reduction approach focuses on "driving carbon reduction through management" by implementing proper maintenance, regularly maintaining generators and Company vehicles, prioritizing efficiency, and ensuring the smooth operation of all equipment.
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage of grid electricity, and (3) percentage of renewable energy	Quantitative	Gigajoules (GJ), Percentage (%)	**4.1 Climate Change Response** (1) 9,411.16 GJ. (2) 100%. (3) 0%.
Water Management	TC-SC-140a.1	(1) Total water withdrawn and the percentage in regions with high or extremely high baseline water stress; (2) Total water consumed and the percentage in regions with high or extremely high baseline water stress	Quantitative	Thousand cubic meters (m^3), Percentage (%)	**4.3 Waste and Water Resource Management** (1) Total water withdrawal was 8.664 thousand cubic meters, 0% of which was withdrawn from areas with high or extremely high baseline water stress. According to the WRI assessment cited in this report, GMT's location is in an area with low to medium water stress. (2) Total water withdrawal was 8.664 thousand cubic meters, 0% of which was withdrawn from areas with high or extremely high baseline water stress.

Disclosure Topic	Metric Code	Metric Content	Category	Unit of Measurement	Corresponding Sections/Explanations
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing and (2) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	**4.3 Waste and Water Resource Management** (1) 1.48 metric tons (2) 100%
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Discussion and Analysis	N/A	**5.4 Occupational Health and Safety** The Company has established a comprehensive occupational safety and health management system in accordance with applicable regulations and formulated 7 specialized prevention plans addressing different types of workplace health hazards. These plans cover the prevention of unlawful infringement in the workplace, abnormal workload, maternal health protection, ergonomic hazards, respiratory protection, safety for middle-aged and older workers, and hearing protection, thereby systematically assessing, monitoring, and reducing the risks of worker exposure to various human health hazards. In 2025, the Company's employees worked a total of 756,560 hours, and occupational safety and health education and training recorded 1,102 attendances. There were no occupational injuries or occupational disease cases, and lost work hours totaled 0.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	Presentation currency	There were no monetary losses as a result of legal proceedings associated with employee health and safety violations.
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Quantitative	Percentage (%)	0.26%

Disclosure Topic	Metric Code	Metric Content	Category	Unit of Measurement	Corresponding Sections/Explanations
Product Design & Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	Percentage (%)	**3.4.2 Sustainable Supply Chain Management** GMT is an IC design company that does not engage in manufacturing; production is outsourced to wafer foundries. Products manufactured by suppliers were 100% compliant with the Company's "Hazardous Substances for Green Product Management Specification."
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Various, by product category	GMT is an IC design company and does not have applicable system-level processor energy efficiency metrics; therefore, this disclosure is not applicable.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	**3.4 Sustainable Supply Chain** GMT is committed to complying with relevant international regulations and requires outsourced production suppliers to sign "Conflict Minerals-Free Commitment Letters." GMT maintains stable, long-term relationships with wafer foundries and packaging and testing houses while outsourcing production to multiple vendors to mitigate single-source risk
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	There were no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.

Disclosure Topic	Metric Code	Metric Content	Category	Unit of Measurement	Corresponding Sections/Explanations
Activity Metrics	TC-SC-000.A	Production volume from owned manufacturing facilities and facilities contracted for manufacturing services	Quantitative	The entity shall disclose total production from its own manufacturing facilities and those with which it contracts for manufacturing services. For semiconductor equipment manufacturers, total production shall be reported on a per-unit basis. For semiconductor device manufacturers, total production shall be reported consistently with the International SEMATECH Manufacturing Initiative's Semiconductor Key Environment Performance Indicators Guidance, Technology Transfer #09125069A-ENG.	GMT is primarily engaged in IC design and outsources manufacturing. As it does not own any wafer fabrication facilities, it has no production volume from its own facilities. In 2025, product manufacturing was outsourced to external partners, with outsourced production totaling 2,365,074 thousand units and 255 thousand wafers.
	TC-SC-000.B	Percentage of production from owned facilities	Quantitative	Percentage (%)	N/A. GMT is a specialized IC design company and does not manufacture products at its own facilities.