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Gloria Material Technology Corp.

2024 Annual Report

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Notice to readers: This English-version meeting agenda is a translation of the Chinese version. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

(I) Contact Information of Spokesperson:

Name: Yung-Chang Kang
Title: President
Tel.: (06)6520031
e-mail : yc.kang@gmtc.com.tw

Contact Information of Spokesperson:

Name: Yu-Chen Li
Title: Executive Vice President
Tel.: (06)6520031
e-mail : alyj0937@gmtc.com.tw

(II) Contact information of the headquarters, branch offices and factories:

Headquarters and factories:

Address: 1F., No. 35, Xinzhong Rd., Xinying Dist., Tainan City 730014, Taiwan (R.O.C.)

Tel.: (06)6520031

Headquarter: No. 10, Gong 2nd Rd., Liuying Dist., Tainan City 736006, Taiwan (R.O.C.)

(III) Name, address, website, and telephone number of the shares transfer agency:

Name: Registrar & Transfer Agency Department, KGI Securities Co., Ltd.
Address: 5F, No. 2, Section 1, Chongqing South Road, Zhongzheng District, Taipei City, Taiwan (R.O.C.)
Website: www.kgi.com.tw
Tel.: (02)2389-2999

(IV) Firm name, address, website, telephone number, and the name of the CPA who attested the most recent year's financial report:

Names of Auditors: Ming-Hsien Liu and Yong-xiang Zhao
CPA Office: Deloitte Taiwan
Address: 20F., No. 100, Songren Rd., Xinyi Dist., Taipei City 110050, Taiwan (R.O.C.)
Website: www.deloitte.com.tw
Tel.: (02)2725-9988

(V) Overseas trade places for listed negotiable securities: None.

(VI) Company Website: www.gmtc.com.tw

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One. Letter to Shareholders

Business Report

I. 2024 Business Plan Implementation Results

In 2024, the prices of raw materials such as nickel and chromium remained at low levels. Additionally, factors such as the sluggish German economy in the European market, overcapacity in steel mills leading to price cuts and fire sales, cautious ordering by customers in the U.S. market due to the upcoming election and the downturn in the manufacturing industries in Taiwan and China contributed to a slight decline in revenue. However, benefiting from steady demand in the aerospace sector, as well as the geopolitical shifts in regions such as Ukraine, Russia and the Middle East, which have created geopolitical economic niches, the stable order intake in the defense industry has helped stabilize the Company's revenue and profitability. The consolidated revenue for the year 2024 was NT\$12,864,438 thousand, a decrease of 4.89% compared to 2023. The net profit before tax for 2024 was NT\$3,249,952 thousand, an increase of 12.21% compared to 2023.

Growth of consolidated sales and pre-tax profit

Unit: NT\$ thousand

	Operating revenue	Gross margin	Operating profit	Pre-tax profit
2024	12,864,438	3,370,428	1,959,596	3,249,952
2023	13,525,251	3,644,650	2,374,232	2,896,244
Percentage Growth	-4.89%	-7.52%	-17.46%	12.21%

(I) Budget implementation

Although benefiting from the stable demand in the aerospace and defense industries, the sluggish performance of both domestic and international manufacturing sectors led to conservative order placements from customers. With excess inventory in the supply chain, no growth in orders was seen in the second half of the year. As a result, the full-year revenue and profit slightly declined, failing to meet the budget targets. In 2024, the actual parent company only net operating revenue was NT\$11,729,109 thousand, achieving 87.83% of the budget. The actual parent company only net income after tax was NT\$2,592,390, with a budget achieving rate of 128.65%.

Unit: NT\$ thousand

Year Item	2024 parent company only budget	Actual 2024 parent company only	Achievement rate %
Net operating revenue	13,425,521	11,792,109	87.83%
Gross margin	3,323,589	2,808,906	84.51%
Operating profit	2,312,097	1,712,800	74.08%
Pre-tax profit	2,518,816	3,134,192	124.43%
Net profit	2,015,054	2,592,390	128.65%

(II) The capacity of financial revenue and profitability

1. The net cash inflow from operating activities for the year amounted to NT\$876,128 thousand, primarily due to the increase in operating profit. The net cash outflow from investing activities was NT\$656,715 thousand, mainly due to the purchase of fixed assets for plant expansion. The net cash outflow from financing activities was NT\$274,137 thousand, primarily due to the distribution of dividends.
2. Profitability analysis (consolidated)
Return on assets: 8.49%
Return on shareholders' equity: 15.16%
Operating profit to paid-in capital ratio: 32.53%
Income before tax to paid-in capital ratio: 53.94%
Basic EPS (after tax): 4.40

(III) Description of the research and development review

In response to the R&D and improvement of high-end and traditional steel, GMTC has developed new types of steel for hot work tool steel and mirror-finished stainless steels that have both high strength and toughness, which can be effectively used in the die casting, aluminum extrusion and mold making industries. A new product launch was held in July of that year.

The main tasks of R&D and quality in 2024 are as follows:

1. In response to equipment replacement and regulations/standards revision, the Company will continue to negotiate with end customers to expand the scope of certified products.
2. Continue to comply with the steel type, shape, size, weight, and simplified processes to increase the flexibility of order delivery and achieve effective production.
3. We have been improving the steelmaking process, including source management of raw materials, optimized ingredients and adjustment of process parameters to shorten the melting time and improve the internal and external quality standards of ingots.
4. Regarding the physical testing of mold materials, we continue to collect data to verify and realize production localization of high-grade tool steel.
5. Expand various sizes and steel grades of roll bars.
6. Conducted trials with a 50-ton melting furnace and made preparations for the implementation of production operations.
7. Successfully developed new products: high-end mirror-finished stainless steel and hot work tool steel.

II. 2025 Business plan

(I) Business development

In 2024, the company was affected by the economic downturn in Germany, the European market, lower end-market demand, reduced inventory levels and a decline in the prices of nickel, chromium and other alloys, which led to a decrease in the average order price. Additionally, the slow recovery of the Chinese economy had an impact on global economic development and social stability.

International major forecasting institutions predict that global economic growth in 2025 will be around 3%, making it another year full of uncertainties. The U.S.-China trade war may intensify, dragging down the global economic expansion speed. Global tariffs and trade protectionism will all contribute to pressure on global economic adjustments. However, emerging markets such as India and ASEAN countries are expected to maintain strong economic growth, especially in manufacturing, which will add some bright spots to the global economy. GMTC, with its global marketing presence, has strategically planned its business development across different regions, ensuring stable order volumes in the market.

Domestic Market: Affected by the U.S.-China trade war and steel dumping from China, the Company has continued to actively develop high-end tool steels. Last year, two new products were launched (Advanced Hot Work Steel TS-GHA1 and High-End Mirror-finished Stainless Steel TS-GPX1), aimed at improving end customers' production efficiency and reducing costs, while replacing imported materials, achieving a win-win situation.

Additionally, with the new 50-ton furnace and continuous casting machine starting mass production, the Company will enhance the cost competitiveness of general commercial steel. It is anticipated that in the future, the domestic market will expand its service range, offering more in-house/customized material options to various domestic industries.

Overseas markets: In the midst of the gradual easing of inflation, the U.S. infrastructure and other issues will continue to grow in the next few years, coupled with the benefits of order transfer derived from geopolitics and the issue of the international military technology transfer, the steel market will be driven to a feverish sales boom continually. In response to global carbon emissions and other related issues and supporting measures, the Company is actively building up to meet international standards. The group company, Golden Win International, is responsible for logistics in neighboring regions, coordinating with Taiwanese businesses to expand into Southeast Asian markets such as Vietnam, Indonesia and Malaysia. At the same time, the Company deepens its collaboration with professional transmission component manufacturers to seize the rapidly growing market for automation and industrial machinery materials supply.

The aerospace industry has been slightly affected by Boeing's flight safety issues and strikes, leading to a delay in demand. However, the market's demand for commercial aircraft remains urgent and Boeing's order intake and production have also begun to recover after restructuring their supply chain. In the long term, the market is expected to continue growing. In response to the new U.S. tariff system and the uncertainty of policies, the Company strengthens communication with customers and remains attentive to tariff and trade barrier information from various countries.

GMTC not only continues to deepen high-value industries such as the aerospace, energy, and oil and gas industries, but also provided competitive products, actively developing high-end tool steel products to tap into high-end applications in Europe, the U.S., and Japan. After the newly constructed equipment is put into mass

production, it is expected to enhance the competitiveness of the general industrial/commercial materials, and will be able to supply the relevant products to the market in a more comprehensive manner. The aerospace and energy industries will focus on expanding product certifications and closely collaborate with system manufacturers to address the demand for forged and precision-machined components at overseas locations. The addition of new production capacity will help ensure a complete range of product sizes, further expanding market share.

(II) Product development:

New product / New process development:

In 2025, in addition to continuing to expand the application achievements of high-end hot work steel and mirror-finished stainless steel for end-users in mold applications, the development of new products such as plastic mold steel and cold work tool steel will be completed this year. These new products are primarily used in the plastic mold industry, with improved characteristics of the original materials, enhancing toughness and wear resistance, resulting in a higher grade.

The key tasks of 2025 in line with the above product lines are as follows:

1. Production:

The expansion of production equipment at the two major plants is underway, with their positioning completed. Each plant will focus on producing competitive products. The arrangements for capacity from the new equipment, cost control and the establishment of more comprehensive maintenance capabilities will be prioritized. Additionally, emphasis will be placed on the precision of production and logistics, the smooth scheduling logic and system interfaces, ensuring that new product lines successfully enter the market. The construction of new forging equipment is also underway and once completed, it will serve as an outlet for molten steel. After the completion of the specialized steel integrated production line, it will become Taiwan's most comprehensive rebar steel production base.

2. Sales:

- a. In response to the expansion of new production lines, the total sales volume is expanded in all sizes and steel types.
- b. Aerospace and defense industries continue to receive stable orders for functional VAR-grade products.
- c. The Americas region monitors market changes in response to tariff issues and adjusts order-taking pace dynamically.
- d. In response to the imposition of the European carbon tax, sales strategies have been adjusted to expand sales of stainless steel, functional stainless steel and the development of semi-finished product sales.
- e. Asian markets: The Indian market is experiencing stable growth due to an increase in foreign direct investment.

The Japanese market established an overseas office last year and has been actively developing the JIS MARK market and high-end stainless steel products.

The Korean market is actively collaborating with local distributors to increase the market share of stainless steel products.

The economic growth in Southeast Asia and India is stable, with strong domestic demand; however, price competition is intense, and the market is approached based on product layout.

3. R&D:

Focusing on new product development, two new steel grades will be introduced, with process improvements and integration, along with the establishment of production parameters, in preparation for mass production after the completion of the final trial run of the 50T steelmaking plant. The detailed process planning

will be continuously carried out, along with relevant production, testing, and adjustments, to ensure the new plant functions effectively. This will enable the quality to meet the established targets and, combined with expanded equipment capacity, deliver better products to the market.

(III) The Company's business policy for 2025

In the face of ever-changing regional market dynamics in the post-pandemic era, in 2024, GMTC's international operations will need to adjust its order portfolio in response to the rapidly changing characteristics of the market in order to maintain its share in the competitive market.

The focus of this year's business policy is as follows:

1. Continued expansion of business scale.
2. We will Improve the production scheduling system to ensure the smoothness of production and increase the speed of logistics.
3. Process design and improvement of new production lines.
4. To reduce work-in-progress inventory.
5. Sales and purchasing strategies will be aligned to create low cost raw material inventories.

III. Future development strategy

GMTC's market is mainly based on export and the proportion of exported products has reached 85.72%, selling in nearly 50 countries around the world. In the face of global competitors and the ever-changing international protectionism situation, sales volume, price, cost and quality determine the battlefield. Low price and sufficient material purchasing mechanism, as well as process cost control are the most important strategies to expand market share:

(I) Marketing strategy:

1. Formulating the strategy to achieve leading market share in the Asian tool steel market.
2. We will expand the global market share of 6 series of functional stainless steels and continue to develop in industries that require certification, such as the aerospace, energy, oil and gas and defense industries.
3. Deepen the expansion of the Southeast Asian and Indian markets and broaden the Northeast Asian market.
4. We will plan the domestic sales network and global layout for new products.
5. Develop different product types in the market.

(II) Production strategy:

1. Production positioning planning and execution for both plant areas, conducting production process reengineering and optimization.
2. Strengthen the competitiveness of different product sizes, specialization and division of labor, and scale production to reduce costs.
3. Continuously optimize the production process, improve production efficiency, expand product size range to enhance competitiveness and stabilize manufacturing quality.
4. Expanding the new forging capacity.
5. We will install green power and design energy-saving and carbon-reducing production processes to minimize the impact on the environment and fulfill our responsibility for green energy and environmental protection.

(III) Human resource:

Since employees are the Company's most valuable assets, employee development shall be one of the Company's growth drivers. Therefore, we safeguard the rights and interests of employees by formulating relevant rules, providing incentives and a salary bonus system,

caring for employees, and offering preferential benefits to enable employees to work with peace of mind.

In response to global market trends and new generations, we internally conducted efficient labor deployment and management, and functional and organizational transformation. To achieve harmonious labor-management relations, we have established an Employee Welfare Committee. Each year, we provide employees with travel subsidies, three festival bonuses (for Lunar New Year, Labor Day and Mid-Autumn Festival) and birthday gifts. In addition, we offer relevant subsidies during employees' weddings, funerals or celebratory events. In 2024, we have increased the birthday gift, travel subsidy and maternity subsidy amounts by over 50%, with the maternity subsidy being tripled. We have also raised the budget for free lunches, all in the hope of enhancing employees' sense of happiness and satisfaction.

In addition, we actively encourage migrant workers to obtain certifications by offering incentives for crane and forklift certifications, as well as organizing training classes to improve the pass rate. We also offer Chinese language courses for migrant workers to help develop outstanding talent. Furthermore, we encourage and subsidize employees' further education, in collaboration with Taiwan Steel Institute of Technology to offer master's degree programs for working professionals and specialized courses. Through a diversified and mutually beneficial industry-academia cooperation platform, we aim to cultivate excellent talent and create a win-win situation for both parties.

IV. Influences of the external competitive environment, regulatory environment, and the overall business environment

(I) Economic environment

The global economy in 2024 experienced a year full of challenges and fluctuations, primarily influenced by changes in Federal Reserve policies, inflation trends, unemployment rate fluctuations, and uncertainties in international policies. Additionally, the impact of the U.S. presidential election created a strong market wait-and-see atmosphere and the uncertainty in policies further slowed economic growth, resulting in a year of economic downturn for steel industry players.

The global economic growth in 2025 is estimated to be around 2.7% to 3.3%, mainly due to the expected insufficient recovery of the U.S. and Chinese economies. President Trump's policies will keep countries and industries in an adjustment phase during the first half of the year, making significant growth difficult. His tariff policies have led to retaliatory measures from various countries, further hindering economic growth. However, emerging countries, benefiting from labor cost advantages and developed manufacturing industries, as well as strong domestic demand in regions such as India and Southeast Asia, are expected to experience growth rates higher than the global average.

(II) Industry environment analysis:

The global economic growth in 2024 was slow. The recovery of the two major economies, the United States and China, fell short of expectations, with the Federal Reserve continuously raising interest rates. Frequent geopolitical conflicts have impacted various industries differently. In 2025, a potential ceasefire in the Russia-Ukraine war may lead to post-war recovery, which could drive a rebound in the sluggish economy. All related basic industries are expected to benefit. Key industries have a long-term growth trend and the short-term low-growth trend before the ceasefire is expected to improve in the second half of the year. Below is an analysis and forecast of several key industries related to special steel:

I. Aviation industry:

After the pandemic, the passenger load factor of airlines has steadily increased, with the global commercial aircraft fleet expected to grow by 3.2% annually, which is

lower than the growth rate of air traffic volume. Although deliveries were delayed in 113 due to strikes, the industry remains a growing sector in the long term.

The air freight fleet is expected to increase by two-thirds over the next 20 years, with a growth rate of approximately 4.1% in air freight volume.

As emerging markets resume their previous growth trends, passenger traffic in South Asia is expected to grow by 7.4%, followed by Southeast Asia (7.2%) and Africa (6.4%).

It is expected that the Eurasian continent will have the highest aircraft delivery volume, accounting for 22% of the total, leading all markets, with North America (20%) and China (20%) following closely.

A total of 33,380 single-aisle aircraft will be delivered, with their share in the fleet reaching 71% by 2043. The global wide-body aircraft fleet is also expected to more than double in size, with twin-aisle aircraft accounting for 44% of the aircraft fleet in the Middle East.

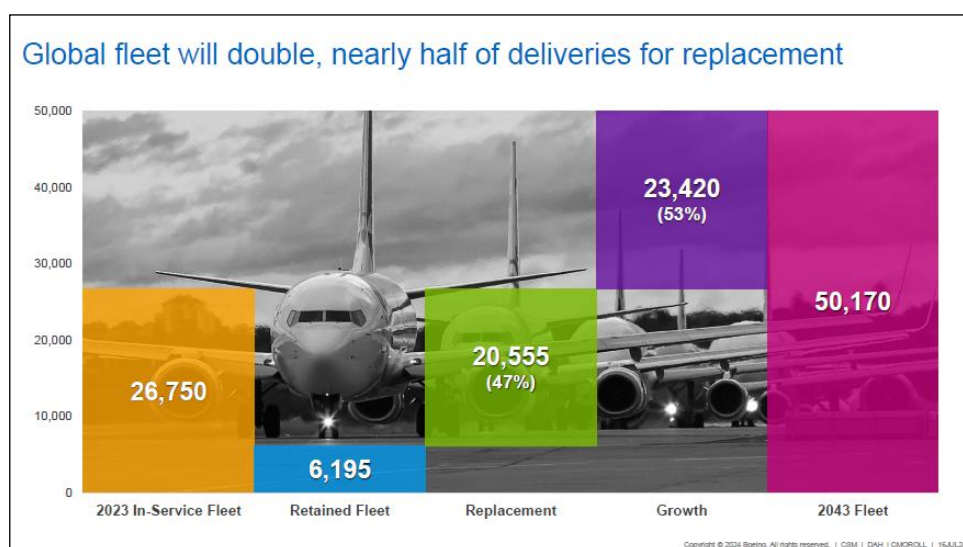


Fig.: Forecast of New Machine Demand in 2024 - 2043

Source: Boeing, CMO 2024-2043

II. Power industry

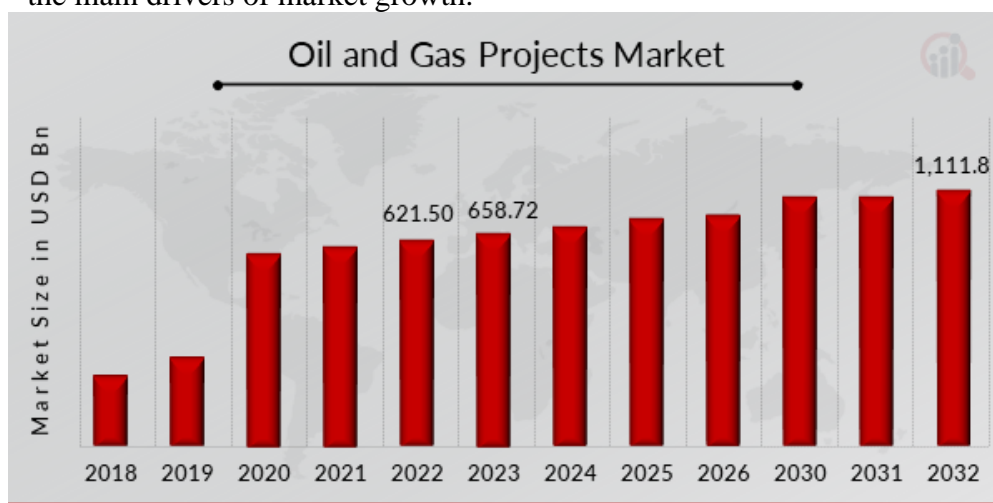
The global gas turbine market was valued at 18.9 billion USD in 2021 and is expected to reach 22.5 billion USD by 2026, with a compound annual growth rate (CAGR) of 3.6% from 2021 to 2026.

Due to the increase in economic activities in developing countries, rising industrialization, and the growing use of electrical appliances, the demand for electricity continues to rise. According to data from the Indian government and the Ministry of Statistic and Program Implementation, the electricity generation by utilities increased from 1,303,493 GWh in 2017 to 2018 to 1,371,779 GWh in 2018 to 2019, with an annual growth rate of approximately 5.24%. Therefore, the strict emission standards followed by developed countries and the growing demand for electricity are expected to drive the installation of natural gas power plants, as natural gas emits less carbon dioxide.

In 2020, the Asia-Pacific region dominated the gas turbine market, accounting for the largest share of the global gas turbine market in terms of value. In addition, due to rapid industrialization, urbanization, and economic growth in the region, emerging economies are expected to install new power plants, with power generation also projected to increase.

III. Crude oil industry

The market size of oil and gas projects was valued at USD 621.5 billion in 2022. The oil and gas market is expected to grow from USD 658.72 billion in 2023 to USD 1,111.8 billion by 2032, with a compound annual growth rate (CAGR) of 5.65% from 2024 to 2032. The increase in global energy demand and technological innovations are the main drivers of market growth.

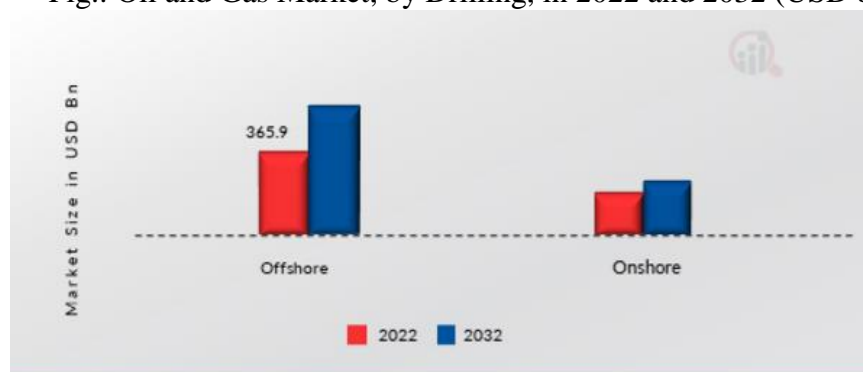


Source: Market Research Future

The market segmentation for oil and gas projects based on drilling includes offshore and onshore. The offshore category dominates the market due to the vast reserves hidden beneath the seabed, providing significant untapped resources for exploration and extraction.

The development of advanced drilling technologies and the upgrading of component materials have enhanced the ability to reach deeper and more remote offshore locations. Additionally, in areas where onshore exploration may face environmental or geopolitical challenges, offshore drilling can access large oil and gas reserves, further highlighting its strategic importance in the global oil and gas industry.

Fig.: Oil and Gas Market, by Drilling, in 2022 and 2032 (USD billions)



Source: MARKET RESEARCH FUTURE

The North American oil and gas market dominates, with abundant shale resources, thereby increasing exploration, extraction, and production activities. In addition, the demand for energy, technological advancements in extraction methods and the growing demand for natural gas in power generation are all driving forces behind market growth.

IV. Machinery and Molding Industry

The machinery industry holds a significant position in the global machinery and semiconductor equipment market. In recent years, with the rapid development of smart robots, unmanned vehicles, and generative AI technologies, the demand from global semiconductor, aerospace and energy industries has increased. This has led to a rebound

in machinery equipment demand. In 2024, the output value of Taiwan's machinery industry is expected to reach NTD 1.8279 trillion, representing a 3.4% growth compared to 2023. By 2025, the output value will rise to NTD 1.12241 trillion, with an annual growth of 3.7%. This is also expected to stimulate a recovery in the long-dormant orders for machine tools.

Molding technology is increasingly used in the manufacturing industry, with a growing demand for complex and precise plastic parts, such as those in the aerospace and automotive industries. This is especially true for the plastic mold industry. According to data from market research firm Dataintelo, the global plastic mold steel market size was USD 3.152 billion in 2022, and it is expected to reach USD 5.2 billion by 2030, with a projected compound annual growth rate of 5.9% from 2023 to 2031.

In 2022, the demand for plastic mold steel reached over 2.86 million tons, and it is expected to reach 3.76 million tons by 2031, with a compound annual growth rate of 3.2%. The market growth can be attributed to the expansion of the global automotive, packaging, and electronics industries, as well as the increasing demand for plastic mold steel in the construction, industrial, medical, and other applications. In recent years, GMTC has continuously invested in the research and development of new mold steel products and improvements. Coupled with the advantage of Asia being the main market, the market share and domestic production rate of plastic mold steel are expected to increase accordingly.

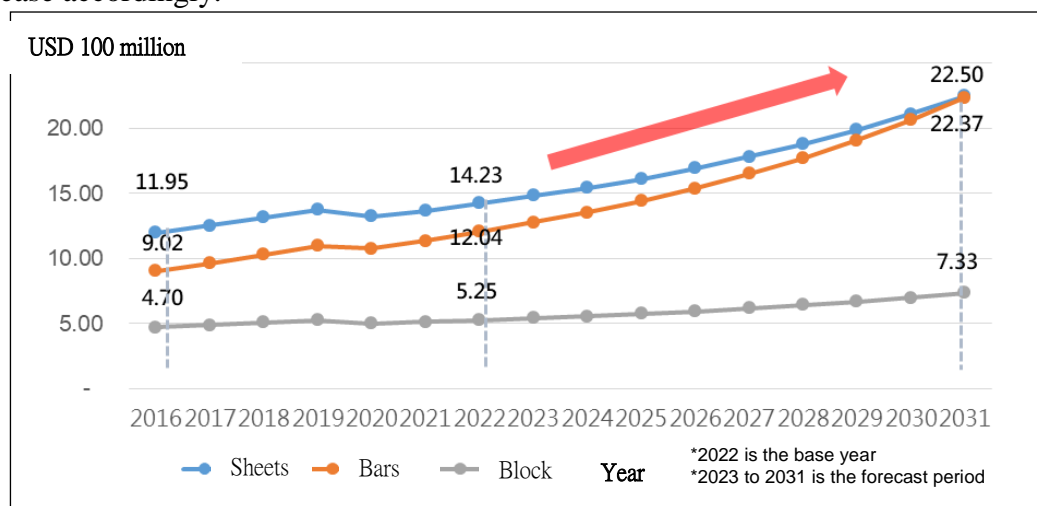


Fig.: Global Plastic Mold Steel Market Size from 2016 to 2031 Source: Metal Industries Research & Development Centre

(III) Iron and steel industry:

According to statistics from the World Steel Association, in 2024, global crude steel production decreased slightly by 0.6% compared to the previous year. The global steel demand growth rate for 2025 is projected to be around 1.2%. The crude steel industry remains dominated by China, where domestic demand has declined in recent years. The remaining production capacity is primarily exported to other countries, intensifying competition in various markets. With the U.S. implementing tariff policies, closing product exclusions and exemptions, the road to recovery for the steel industry is filled with challenges. The regions with stronger steel market demand are India, Southeast Asia, and North Africa, with an estimated growth of 3.5% to 4.5%.

Table. Regional Steel Production

	2024 (Million tons)	2024 (Million tons)	Year-on-year ratio (%)
Africa	22.3	22	1.4%
Asia and Oceania	1,357.80	1,367.20	-0.7%

	2024 (Million tons)	2024 (Million tons)	Year-on-year ratio (%)
European Union (27 countries)	129.5	126.3	2.5%
Other European countries	43.2	41.7	3.6%
Middle East	54.1	53.2	1.7%
North America	105.9	109.6	-3.4%
Russia and other independent countries + Ukraine	84.8	88.1	-3.7%
South America	41.9	41.5	1.0%
Total for 71 countries/regions	1,839.40	1,849.70	-0.6%

Source: World Steel Association

(IV) Regulatory environment and overall business environment

Global steel protectionism continues to intensify, with the U.S. returning to a dominant protectionist stance. In response, countries have implemented steel tariff quota import strategies or imposed additional import taxes to protect their regional markets from the impact. These measures have not been relaxed. As the new year begins, the global trade war will trigger shifts in market sectors.

Taiwan is a mineral resource-deficient country and relies on imported alloy iron raw materials, which is vulnerable to fluctuations in international raw materials prices. As a result, it is not easy to control production costs, which puts additional pressure on the iron and steel industry.

1. High competitiveness in the global alloy tool steel market
2. Obstacles to trade remain in place across countries
 - (1) The U.S. steel Section 232 trade barrier is expected to enter another wave of tariff policies in 2025. Some steel products had previously obtained exemptions, but these were canceled after President Trump took office, leveling the playing field for global competitors without any exemptions.
 - (2) European Union: The trade barriers of steel tariff quotas continue to be in effect.
 - (3) Signing RCEP: The steel industry in Southeast Asia is a battleground of price wars, and the impact of tariffs is gradually starting to take effect. In the long term, this will be one of the pressures on Taiwanese steel manufacturers.
3. In recent years, the global geopolitical frictions have affected the global economy and the steel industry.
4. Carbon emission topic:

The global net-zero trend is advancing, and our country has announced a carbon fee collection policy. In response to the gradual increase in national policy strength, businesses should implement organizational carbon auditing and establish product carbon footprints. From a technical perspective, efforts should focus on low-carbon production processes, equipment development, or replacement, accelerating carbon reduction to face future industry effects as early as possible. From a national perspective, promoting the carbon border management mechanism and establishing a fair competitive environment for domestic manufacturers is an urgent task.
5. The grace period for the clause regarding large electricity consumers' self-supply of green energy will expire at the end of this year and full implementation will begin in 2026. The electricity costs for the steel industry are expected to rise and adjusting production schedules and selecting green energy are among the challenges faced by industry players.

Looking ahead to 2025, the economic recovery of all manufacturing industries is slowing down. The tariff policies in the U.S. are leading the speed of growth of all

industrial activities. This uncertainty in the global trade environment may lead to trade disputes and revenge between countries. In addition, many risks such as the slowdown of the anti-inflation trend may further delay the expansion of the interest rate. In 2025, the Company will adopt a prudent strategy. Management will respond to the changes in the external environment and adjust accordingly. The Company will continue to implement internal and lean management, professional division of responsibilities, and establish a procurement and inventory mechanism. The expansion of new production lines and equipment will be completed on schedule, and the output will be increased and the quality will be improved. The Company will also enhance technological value, develop new products, while maintaining a robust financial position and controlling various costs, strengthening market competitiveness, and ensuring the stability and growth of market share in each region.

Finally, we would like to thank all shareholders for their support and recognition. Despite the global economic downturn in 2024, the GMTC management team and employees have continued to work hard to achieve the best operational performance for our shareholders and employees. While many challenges lie ahead, we will continue to strive and bring profits to our shareholders.

We wish you all good wealth and prosperity!

Chairman: Chiung-Fen Wang

Manager: Yung-Chang Kang

Accounting Manager:
Yi-Ting Tseng

Two. Company Profile

I. Information on the Company's directors, supervisors, general manager, assistant general managers, deputy assistant general managers, and the supervisors of all the Company's divisions and branch units

(1) Board Members Information

March 31, 2025

Title	Nationality or Place of Registration	Name	Gender Age	On-Board Date	Term	Date first elected	Shareholding when Elected		Current shareholding		Spouse & Minor Current Shareholding		Current Shareholding in the name of others	Experience (Education)	Current Positions at The Company and Other Companies	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%				Title	Name	Relation	
Chairman	R.O.C.	Taiwan Steel Group United Co., Ltd.	Male 60~69 years old	2023.05.25	3	2017.06.02	19,636,000	3.79	19,636,000	3.26	-	-	None	N/A	N/A	None	None	None	None
		Representative: Chiung-Fen Wang					10,000	-	10,000	-	-	-	None	Department of Law, National Chung Hsing University	Note 2	None	None	None	Note 1
Director	R.O.C.	Taiwan Steel Group United Co., Ltd.	Male 70~79 years old	2023.05.25	3	2018.05.29	19,636,000	3.79	19,636,000	3.26	-	-	None	N/A	N/A	None	None	None	None
		Representative: Shih-Chieh Chao(Note 3)					-	-	-	-	-	-	None	Bachelor of Automation, Tsinghua University Chairman of TMP Steel Corporation	-	None	None	None	None
	R.O.C	Taiwan Steel Group United Co., Ltd.	Male 60~69 years old	2025.02.25	3	2025.02.25	19,636,000	3.79	19,636,000	3.26	-	-	None	N/A	N/A	None	None	None	None
		Representative: Yi-Chang Hsieh (Note 4)					-	-	-	-	-	-	None	Department of Economics, Chinese Culture University Secretary, Kaohsiung City Investigation Bureau	Legal Compliance Officer of WanPay Digital Marketing Co., Ltd. Consultant of Yiho International Co., Ltd. Chief Strategy Officer of Kaohsiung Boheng Law Firm Consultant of Chien Wei Precise Technology Co., Ltd.	None	None	None	None
	R.O.C.	Gloria Investments Limited	Male 60~69 years old	2023.05.25	3	2017.06.02	1,000	-	1,000	-	-	-	None	N/A	N/A	None	None	None	None
		Representative: Wen-Yuan Lin					-	-	-	-	-	-	None	Master of Civil Engineering, University of Hawaii Chairman of China Steel	Chairman of Taiwan Styrene Monomer Corp. Chairman of Eastern Broadcasting Co., Ltd. Director of Yang Ming Shan Tien Lai Resort & Spa	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender Age	On-Board Date	Term	Date first elected	Shareholding when Elected		Current shareholding		Spouse & Minor Current Shareholding		Current Shareholding in the name of others	Experience (Education)	Current Positions at The Company and Other Companies	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%				Title	Name	Relation	
														Corporation	Independent Director of Taroko Co., Ltd. Director of Nanho Industrial Co., Ltd. Independent Director of LOCUS Cell Co., Ltd. Chairman of Overseas Investment & Development Corp				
		Gloria Investments Limited					1,000	-	1,000	-	-	-	None	N/A	N/A	None	None	None	None
		Representative: Cheng-Hsiang Chen	Male 60~69 years old	2023.05.25	3	2018.05.29	1,270,871	0.25	1,270,871	0.24	-	-	None	Master of Materials Science and Engineering, National Tsing Hua University	Consultant of Gloria Material Technology Corp.. Director of Hoyang Investment Co., Ltd. Director of S-Tech Corp. Director of Guangzhou Goldway Special Metal Co., Ltd. Director of Tianjin Goldway Special Metal Co., Ltd. Director of Xian Goldway Special Metal Corp. Ltd. Director of Zhejiang Jiaxing Xiangyang Metal Materials Technology Co., Ltd.	None	None	None	None
Director	R.O.C.	Baijiayuan Investment Co., Ltd. (Note 3)					1,000	-	1,000	-	-	-	None	N/A	N/A	None	None	None	None
		Yi-Ching Wu	Female 40~49 years old	2023.5.25	3	2019.06.06	-	-	-	-	-	-	None	Alliant International University (San Diego, USA), Doctorate of Business Management (DBA) Chairman of Taiwan Styrene Monomer Corp.	Chairman of Hoho International Development Ltd. Director of Yang Ming Shan Tien Lai Resort and Spa Director of Chun Yu Works & Co., Ltd. Director of Star Travel Co., Ltd. Chairman of Guitian Cultural and Creative Entertainment Co., Ltd.	None	None	None	None
Independent director	R.O.C.	Chun-Hsiung Chu	Male 50~59 years old	2023.5.25	3	2018.05.29	-	-	-	-	-	-	None	Master of Law, National Chung Hsing University	Attorney of Chuan Ying International Law Firm Independent Director of D-Link Corp Independent Director of PANJIT International Co., Ltd. Independent Director of Huang Long Development Co., Ltd	None	None	None	None

Title	Nationality or Place of Registration	Name	Gender Age	On-Board Date	Term	Date first elected	Shareholding when Elected		Current shareholding		Spouse & Minor Current Shareholding		Current Shareholding in the name of others	Experience (Education)	Current Positions at The Company and Other Companies	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%				Title	Name	Relation	
Independent director	R.O.C.	Yi-Lang Lin	Male 60~69 years old	2023.5.25	3	2020.06.20	-	-	-	-	-	-	None	Department of Business Management, National Sun Yat-Sen University Deputy Chief Planning Officer of China Steel Corp.	Director of Launch Technologies Co., Ltd. Director of President Co., Ltd.	None	None	None	None
Independent director	R.O.C.	Tzu-Meng Liu	Male 60~69 years old	2023.5.25	3	2023.5.25	-	-	-	-	-	-	None	EMBA of National Cheng Kung University	Chi Shing CPA LLP Independent Director of Taiwan Styrene Monomer Corp. Independent Director of Finesse Technology Co., Ltd.	None	None	None	None
Independent director	R.O.C.	Tian-Lin Chao	Male Aged 50-59 years old	2024.5.29	3	2024.5.29	-	-	-	-	-	-	None	Doctoral Research in Industrial Engineering and Management at National Kaohsiung University of Science and Technology Master of Public Policy, National Sun Yat-sen University	Associate Professor, Department of Public Administration, Shih Hsin University Chief Consultant, Tsung-Mao Recycling Corp. Consultant, Carbon-based Technology, Inc.	None	None	None	None

Note 1: For operations and management, the Company has appointed Chairman Chiung-Fen Wang to concurrently serve as the chief executive officer.

Note 2: The following is the current positions of Chiung-Fen Wang.

Chairperson of Kings Asset Management Co., Ltd.
Chairperson of Taiwan Steel Group United Co., Ltd.
Chairperson of Taiwan Network Group United Co., Ltd.
Chairperson of S-Tech Corp.
Chairperson of Golden Win International Corp.
Chairperson of Ho Yang Investment Corp.
Chairperson of Rong Yang Investment Co., Ltd.
Chairperson of TSG Hawks Baseball Co., Ltd.
Chairperson of TSG Sports Marketing Co., Ltd.
Director of Taiwan Steel University of Science and Technology
Director of Soft-World International Corporation

Representative of Institutional Director of Taiwan Styrene Monomer Corporation
 Representative of Institutional Director of D-Link Corporation
 Representative of Institutional Director of Chun Yu Works & Co., Ltd.
 Representative of Institutional Director of Chun Yu Bio-Tech Corp.
 Representative of Institutional Director of Chun Yu Investment Co., Ltd.
 Representative of Institutional Director of Chun Bang Precision Co., Ltd.
 Director of Shanghai Chun Zu Machinery Industry Co., Ltd.
 Supervisor of Chun Yu (DongGuan) Metal Products Co., Ltd.
 Supervisor of ShangHai Uchee Hardware Products Co., Ltd.
 Chairperson of Na Neng Co., Ltd.
 Chairperson of Jade Colorful Co.
 Chairperson of East Win Administration consultant Co., Ltd.
 Representative of Institutional Director of UFC Gym Taiwan Ltd.
 Chairperson of GuanZhou Goldway Special Metal Corp., Ltd.
 Chairperson of TianJin Goldway Special Metal Corp., Ltd.
 Chairperson of XiAn Goldway Special Metal Corp., Ltd.
 Chairperson of ZheJiang JiaXing Goldway Special Metal Corp., Ltd.
 Chairperson of Shiang Yang Metal Material Technology Co., Ltd.
 Chairperson of G-Yao Enterprises Ltd.
 Chairperson of All Win Enterprises Ltd.
 Chairperson of Faith Enterprises Ltd.
 Chairperson of Alloy Tool Steel Inc.
 Chairperson of Gloria Material Technology Japan Co., Ltd.
 Chairperson of Tung Ying Management Consulting Co., Ltd.
 Chairperson of Tung Ying Enterprises Co., Ltd.
 Board Director of Taigang University of Science and Technology

Note 3: Director Shih-Chieh Chao passed away on January 8, 2025 and was discharged from his post of director.

Note 4: For the corporate director of Taiwan Steel Corporation appointed Hsieh Yi-Chang as the new director on February 25, 2025.

Note 5: The corporate director, Jinggang Investment Co., Ltd. was discontinued due to the merger, and the position of the former corporate director was succeeded by the surviving company, Baijiayuan Investment Co., Ltd. The record date of the merger was November 30, 2023.

Major shareholders of institutional shareholders

March 31, 2025

Name of Institutional Shareholder	Major shareholders of institutional shareholders (Note)
Taiwan Steel Group United Co., Ltd.	Kings Asset Management Co., Ltd. (100%)
Gloria Investments Limited	Chu-Yen Huang (100%)
Baijiayuan Investment Co., Ltd.	PROMINENT SINO HOLDINGS LIMITED (100%)

Note: The top ten in holdings and its shareholding.

Major shareholders of the Company's major institutional shareholders

March 31, 2025

Name of Institutional Shareholder	Major shareholders of institutional shareholders (Note)
Kings Asset Management Co., Ltd.	Chun-Yi Huang (45%), Chiung-Fen Wang (36%), and E-TOP Metal Co., Ltd. (19%)

Note: The top ten in holdings and its shareholding.

Disclosure of professional qualifications of the Company's directors and supervisors and independence status of independent directors:

	Professional qualifications and experience	Independence Attribute	Number of Holding Concurrent Independent Director Position in Other Public Companies
Representative of Taiwan Steel Group United Co., Ltd.: Chiung-Fen Wang	Attorney Qualification Attorney-at-Law, Pro Law Firm Chairman of Kings Asset Management Co., Ltd. Chairman of Taiwan Steel Group United Co., Ltd. Chairman of Taiwan NetCom Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act	N/A	-
Representative of Taiwan Steel Group United Co., Ltd.: Shih-Chieh Chao. (Note 1):	Chairman of TMP Steel Corporation General Manager of E-TOP Metal Co., Ltd. Director of S-Tech Corp. Not been a person of any conditions defined in Article 30 of the Company Act		-
Representative of Taiwan Steel Group United Co., Ltd.: Yi-Chang Hsieh (Note 2):	Secretary, Kaohsiung City Investigation Bureau Legal Compliance Officer of WanPay Digital Marketing Co., Ltd. Consultant of Yiho International Co., Ltd. Chief Strategy Officer of Kaohsiung Boheng Law Firm Consultant of Chien Wei Precise Technology Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		-
Representative of Gloria Investments Limited: Wen-Yuan Lin	Chairman of China Steel Corporation Chairman of Taiwan Styrene Monomer Corp. Chairman of Eastern Broadcasting Co., Ltd. Independent Director of Taroko Co., Ltd. Independent Director of LOCUS Cell Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		2
Representative of Gloria Investments Limited: Cheng-Hsiang Chen	Consultant of Gloria Material Technology Corp. Director of Forcera Materials Co., Ltd. Director of Hoyang Investment Co., Ltd. Director of S-Tech Corp. Not been a person of any conditions defined in Article 30 of the Company Act		-
Representative of Baijiayuan Investment Co., Ltd. (Note 3): Yi-Ching Wu	Lecturer in Mahasarakham University's International Program Chairman of Taiwan Styrene Monomer Corp. Chairman of Hoho International Development Ltd. Director of Chun Yu Works & Co., Ltd. Director of Star Travel Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		-
Chun-Hsiung Chu	Attorney Qualification Attorney-at-Law of Britannia Law Firm Independent Director of D-Link Corp Independent Director of PANJIT International Co., Ltd. Independent Director of Huang Long Development Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act	According to the Company's Articles of Incorporation and the "Corporate Governance Best Practice Principles," directors are elected by a candidate nomination system. The Company has obtained written statements, work experience, proof of service from each director during the nomination and selection of board members and the table of kinship to verify the independence of the company himself/herself, his/her spouse and his/her relatives within three degrees of kinship. During the two years prior to their assumption of duty and during their term of office, the four independent directors on the left have also been verified in compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission. The independent directors have been given	3
Yi-Lang Lin	Deputy Chief Planning Officer of China Steel Corp. Engineer of CSC's Industrial Engineering Division Independent Director of Launch Technologies Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		-
Tzu-Meng Liu	Certified Public Accountant CPA of Southern Taiwan Office, PwC Taiwan Independent Director of Taiwan Styrene Monomer Corp. Independent Director of Finesse Technology Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		2
Tian-Lin Chao	Associate Professor, Department of Public Administration, Shih Hsin University Chief Consultant, Tsung-Mao Recycling Corp. Consultant, Carbon-based Technology, Inc.		-

	Professional qualifications and experience	Independence Attribute	Number of Holding Concurrent Independent Director Position in Other Public Companies
	Not been a person of any conditions defined in Article 30 of the Company Act	the powers of reference to make decisions and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, so that they can exercise relevant powers independently.	

Note 1: Director Shih-Chieh Chao passed away on January 8, 2025 and was discharged from his post of director.

Note 2: For the corporate director of Taiwan Steel Corporation appointed Hsieh Yi-Chang as the new director on February 25, 2025.

Note 3: The corporate director, Jinggang Investment Co., Ltd. was discontinued due to the merger, and the position of the former corporate director was succeeded by the surviving company, Baijiayuan Investment Co., Ltd. The record date of the merger was November 30, 2023.

Diversity of the Board of Directors:

The Company has stipulated diversified policies for the composition of Board members in the “Corporate Governance Best Practice Principles.” With regard to the board composition, it is advisable that the number of the directors who concurrently serve as the managers of the Company should not exceed one-third of the board seats. In addition, the Company has, based on its own operations, operational patterns and developmental needs, formulated appropriate diversification policies including but not limited to the following:

- 1 Basic conditions and value: gender, age, nationality and culture.
2. Professional knowledge and skills: operational judgment capability, accounting and financial analysis capability, business management capability, risk management capability, industry knowledge, international market outlook, leadership capability, and decision-making capability.

The company's tenth Board of Directors has nine members (including four independent directors), with independent directors accounting for 44%, and one female director. The nine directors have different industry operating experience and have different professional capabilities. This has a complementary effect on the corporate development and business operations, as well as a synergistic effect on future development. On October 28, 2020, the Company established a Nomination Committee for Laying down the standards of independence and a diversified background covering the expertise, skills, experience, gender, etc. of members of the board, supervisors and senior executives, and finding, reviewing, and nominating candidates for directors based on such standards.

The Company's Board of Directors currently has nine seats, including one female director, accounting for one-third of the total. This is mainly due to the fact that the iron and steel industry is a traditional heavy industry with a relatively high proportion of male employees, resulting in a limited number of female talents with industrial practical experience and high-level management background. However, the Company places great emphasis on the composition of the board of directors, and recognizes that gender diversity will help strengthen the effectiveness of corporate governance and the quality of decision-making.

In order to improve the diversity and gender balance of the Board of Directors, the Company will include gender diversity in the nomination and selection of directors in the future, and actively explore female talents with professional ability, industry experience and leadership potential as an important source of director candidates. In addition, the Company will continue to promote the cultivation of female managers, strengthen their management functions and decision-making participation, and expand the depth of the future female leadership.

Specific management objectives for diversification	Implementation status
Directors who concurrently serve as the company's manager shall not exceed one-third of directors	Only one director serves as concurrent manager of the company, accounting for 11.11% of the total number of directors, which conforms with the objective of not exceeding one-third of directors.
The Board members shall include at least one female director.	The company's Board members include one female director, which achieved the objective of gender equality.
At least one director should have a professional background in finance or accounting, or management experience in the steel industry.	Among the board members, 3 directors shall have financial accounting backgrounds, 2 directors shall have expertise in law, and all directors shall have industry-related management experience.
Among the board members, the directors who concurrently serve as employees of the company, parent company, subsidiary or sister company shall be less than (including) one-third of directors to achieve the objective of supervision.	2 directors concurrently serve as employees, accounting for 22.22% of directors, with the objective of not exceeding one-third of directors.

Director Name	Core items for diversification	Basic composition				Business management	Leadership and decision-making	Industrial knowledge	Law	Financial accounting	Human resource	Marketing	
		Gender	Age Distribution										
			40-49	50-59	60-69								70-79
Chairman Chiung-Fen Wang		Male			✓		✓	✓	✓	✓			
Director Shih-Chieh Chao(Note 1)		Male				✓	✓	✓	✓				
Director Yi-Chang Hsieh (Note 2)		Male			✓		✓	✓		✓			
Director Wen-Yuan Lin		Male			✓		✓	✓	✓			✓	
Director Cheng-Hsiang Chen		Male			✓		✓	✓	✓				
Director Yi-Ching Wu		Female	✓				✓	✓	✓		✓	✓	
Independent Director Chun-Hsiung Chu		Male		✓			✓	✓	✓	✓			
Independent Director Yi-Lang Lin		Male					✓	✓	✓		✓	✓	
Independent Director Tzu-Meng Liu		Male				✓	✓	✓	✓		✓		
Independent Director Tian-Lin Chao		Male		✓			✓	✓					

Note 1: Director Shih-Chieh Chao passed away on January 8, 2025 and was discharged from his post of director.

Note 2: For the corporate director of Taiwan Steel Corporation appointed Hsieh Yi-Chang as the new director on February 25, 2025.

(II) Information on the Company's general manager, assistant general managers, deputy assistant general managers, and the supervisors of all the Company's divisions and branch units

March 31, 2024

Title	Nationality	Name	Gender	Inauguration Date	Shareholding		Spouse & Minor Current Shareholding		Current Shareholding in the name of others	Experience (Education)	Current Positions at Other Companies	Managers who are spouses or within two degrees of kinship			Remarks
					Shares	%	Shares	%				Title	Name	Relation	
President	R.O.C.	Yung-Chang Kang	Male	2021.01.01	25,000	-	5,268	-	None	PhD in Materials Science and Engineering, National Taiwan University	Representative the juristic (corporate) person director of Golden Win International Corp. Representative the juristic (corporate) person director of Golden Win Steel Industrial Corp.	None	None	None	None
Executive Vice President/ Financial Manager	R.O.C.	Yu-Chen Li	Female	2018.01.23	661	-	-	-	None	EMBA of National Cheng Kung University Bachelor of Accounting, Soochow University	Representative of the juristic person supervisor of Hoyang Investment Co., Ltd., Supervisor of Guangzhou Goldway Special Metal Co., Ltd, Supervisor of Tianjin Goldway Special Metal Co., Ltd., Supervisor of Xian Goldway Special Metal Corp. Ltd., Supervisor of Zhejiang Jiaxing Goldway Special Metal Co. Ltd., Supervisor of Zhejiang Xiangyang Metal Materials Technology Co., Ltd., Representative of the juristic person Supervisor of Gloria Material Technology Japan Co. Ltd. Supervisor of Alloy Tool Steel Inc. General Manager of Golden Win International Corp	None	None	None	None
Vice President	R.O.C.	Li-Ling Chen	Female	2012.01.01	443,175	0.07	-	-	None	Department of English Language and Literature, Soochow University	Representative the juristic (corporate) person director of Golden Win International Corp. General Manager of Alloy Tool Steel Inc. Director of Gloria Material Technology Japan Co. Ltd.	None	None	None	None
Assistant Vice President	R.O.C.	Yung-Chin Lin	Male	2011.01.01	3,451	-	-	-	None	Bachelor of Materials and Mineral Resources Engineering, National Taipei University of Technology	None	None	None	None	None
Deputy Assistant Vice President	R.O.C.	Ming-Hung Chuang	Male	2013.01.01	68,697	0.01	-	-	None.	Department of Business Management, National Sun Yat-Sen University	None	None	None	None	None
Assistant Vice President	R.O.C.	Mei-Hsia Li	Female	2016.08.11	53,837	0.01	-	-	None.	Department of Business Administration, Feng Chia University	None	None	None	None	None
Deputy Assistant Vice President	R.O.C.	Ying-Jen Chen	Male	2016.11.01	19,270	-	-	-	None	Master of Automation Engineering and Mechatronoptic Systems, Chienkuo Technology University	None	None	None	None	None

Title	Nationality	Name	Gender	Inauguration Date	Shareholding		Spouse & Minor Current Shareholding		Current Shareholding in the name of others	Experience (Education)	Current Positions at Other Companies	Managers who are spouses or within two degrees of kinship			Remarks
					Shares	%	Shares	%				Title	Name	Relation	
Deputy Assistant Vice President	R.O.C.	Chien-Chun Tung	Male	2018.06.01	-	-	-	-	None	Bachelor of Materials and Mineral Resources Engineering, National Taipei University of Technology	None	None	None	None	None
Deputy Assistant Vice President	R.O.C.	Yen-Chao Lin	Male	2019.07.01	10,034	-	-	-	None	Bachelor of Industrial Management, National Taiwan University of Science and Technology	None	None	None	None	None
Deputy Assistant Vice President	R.O.C.	Che-Liang Kuo	Male	2020.01.06	2,031	-	-	-	None	Master in Mechanical Engineering, National Taiwan University of Science and Technology	None	None	None	None	None
Deputy Assistant Vice President	R.O.C.	Chung-Yi Wang	Male	2020.01.06	60,247	0.01	-	-	None	Bachelor of Materials Science and Engineering, Feng Chia University	None	None	None	None	None
Deputy Assistant Vice President	R.O.C.	Chang-Shan Lu	Male	2020.01.06	-	-	-	-	None	Department of Business Administration, Soochow University	None	None	None	None	None
Accounting Manager	R.O.C.	Yi-Ting Tseng	Female	2021.05.06	104,000	0.02	40,000	0.01	None	Department of Accounting, Soochow University	None	None	None	None	None
Corporate Governance Officer.	R.O.C.	Ya-Rong Chang	Female	2023.07.27	-	-	-	-	None	Department of Accounting, Tunghai University	None	None	None	None	None

II. Remuneration paid during the most recent fiscal year to directors, the general manager, and assistant general managers

(1) Remunerations of directors and independent directors

Units: NT\$ thousand; December 31, 2024

Title	Name	Remunerations of Directors								Ratio of Total Remuneration (A+B+C+D) to Net Income		Relevant remuneration received by directors who are also employees								Ratio of total compensation (A+B+C+D+E+F+G) to net income				Compensation paid to directors from an invested company other than the company's subsidiary
		Base Compensation (A)		Severance Pay (B)		Directors Compensation (C)		Allowances (D)				Salary, Bonuses and Allowances (E)		Severance Pay (F)		Employee Compensation (G)								
		The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidated financial statement	The Company		All companies in the consolidated financial statement		The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidated financial statement			
Juristic (corporate) person director	Taiwan Steel Group United Co., Ltd.	-	-	-	-	7,750	7,750	-	-	7,750	7,750	-	-	-	-	-	-	-	-	7,750	7,750	0.30%	0.30%	-
Chairman	Chiung-Fen Wang	720	784	-	-	-	1,557	100	140	820	2,481	17,626	18,022	-	-	6,550	-	7,450	-	24,996	27,953	0.96%	1.08%	1,400
Director	Shih-Chieh Chao	600	600	-	-	-	-	40	40	640	640	-	-	-	-	-	-	-	-	640	640	0.02%	0.02%	288
Juristic (corporate) person director	Gloria Investments Limited	-	-	-	-	5,200	5,200	-	-	5,200	5,200	-	-	-	-	-	-	-	-	5,200	5,200	0.20%	0.20%	-
Director	Wen-Yuan Lin	600	600	-	-	-	-	70	70	670	670	-	-	-	-	-	-	-	-	670	670	0.03%	0.03%	-
Director	Cheng-Hsiang Chen	600	600	-	-	-	120	80	90	680	810	-	-	-	-	-	-	100	-	680	910	0.03%	0.04%	700
Juristic (corporate) person director	Baijiayuan Investment Co., Ltd.	-	-	-	-	2,600	2,600	-	-	2,600	2,600	-	-	-	-	-	-	-	-	2,600	2,600	0.10%	0.10%	-
Director	Yi-Ching Wu	600	600	-	-	-	-	70	70	670	670	-	-	-	-	-	-	-	-	670	670	0.03%	0.03%	-
Independent director	Chin-Chen Chien	160	160	-	-	200	200	30	30	390	390	-	-	-	-	-	-	-	-	390	390	0.02%	0.02%	-
Independent director	Chun-Hsiung Chu	960	960	-	-	2,600	2,600	210	210	3,770	3,770	-	-	-	-	-	-	-	-	3,770	3,770	0.15%	0.15%	-

Independent director	Yi-Lang Lin	960	960	-	-	2,600	2,600	210	210	3,770	3,770	-	-	-	-	-	-	-	3,770	3,770	0.15%	0.15%	-
Independent director	Tzu-Meng Liu	930	930	-	-	2,600	2,600	190	190	3,720	3,720	-	-	-	-	-	-	-	3,720	3,720	0.14%	0.14%	-
Independent director	Tian-Lin Chao	400	400	-	-	1,450	1,450	70	70	1,920	1,920	-	-	-	-	-	-	-	1,920	1,920	0.07%	0.07%	-

Note:

1.Except as disclosed in the above table, the remuneration for directors for providing services to all companies in the consolidated financial statement (such as consultants not classified as employees) in the most recent fiscal year are as follows: The Remuneration for Director Cheng-Hsiang Chen is NT\$4,200thousand.

2.For the proposal of 2024 earnings distribution, the proposed allotment of shares for the remuneration of directors and employee compensation has been approved by the Board of Directors before the shareholders' meeting

Note 1: For the proposal of 2024 earnings distribution, the proposed allotment of shares for the remuneration of directors and employee compensation has been approved by the Board of Directors before the shareholders' meeting.

(II) Remunerations of Supervisors: Not applicable, as the Company sets up the Auditing Committee with three independent directors in place of the function of supervisor starting from June 6, 2008.

(III) Remuneration of the general manager, and deputy general manager:

NT\$ thousand; December 31, 2024

Title	Name	Salary (A)		Severance Pay (B)		Bonus and Allowances (C)		Employee Compensation (D)				Ratio of Total Remuneration (A+B+C+D) to Net Income (%)				Compensati on paid to directors from an invested company other than the company's subsidiary
								Note 1								
		The Company	All companies in the consolidated financial statement	The Company	All companies in the consolidate d financial statement	The Company	All companies in the consolidate d financial statement	The Company	All companies in the consolidate d financial statement	The Company	All companies in the consolidated financial statement	The Company		All companies in the consolidated financial statement		
Cash	Stock	Cash	Stock													
CEO	Chiung-Fen Wang	8,866	9,262	-	-	6,500	6,500	6,550	-	7,450	-	21,916	0.85%	23,212	0.90%	1,400
President	Yung-Chang Kang	3,374	3,374	-	-	5,590	5,590	3,500	-	3,500	-	12,464	0.48%	12,464	0.48%	-
Executive Vice President	Yu-Chen Li	2,989	2,989	-	-	2,880	2,880	1,500	-	1,900	-	7,369	0.28%	7,769	0.30%	-
Vice President	Li-Ling Chen	2,590	4,885	-	-	2,367	2,367	1,000	-	1,000	-	5,957	0.23%	8,252	0.32%	-

Note 1: For the proposal of 2024 earnings distribution, the proposed allotment of shares for the remuneration of directors and employee compensation has been approved by the Board of Directors before the shareholders' meeting.

(IV) Analysis of the proportion of the total remuneration of directors, supervisors, general managers and deputy general managers of the Company paid by the Company and all companies in the financial statement to net profit after tax in the recent two years. Explanation of remuneration policies, standards and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure

Item	2023		2024	
	The Company (%)	All companies in the consolidated financial statement (%)	The Company (%)	All companies in the consolidated financial statement (%)
Remunerations of the director	2.57	2.72	2.19	2.31
Remunerations of, the general manager, and deputy general manager	1.19	1.30	0.99	1.10
Reason of the difference	No significant difference			

GMTC's policies and standards for the remuneration of directors, general managers and deputy general managers are set in the Company's Articles of association. For the distribution of remuneration for directors, we not only refer to the overall operating performance, future business risks and development trends in the industry, but also the employees' individual performance and contribution to the Company's performance. Directors and managers have moral hazard risk or other risk events that have a negative impact on the company's image and goodwill, inadequate internal management, personnel malpractice, etc. After comprehensive consideration of the goal achievement rate, profit rate, operational efficiency, and contribution of directors and managers, the remuneration ratio shall be calculated and reasonably given. The relevant performance appraisal and reasonableness of the compensation shall be reviewed by the Nomination Committee, Remuneration Committee and the Board of Directors, with timely discussions on the remuneration system according to the actual operating conditions and relevant laws and regulations, in order to seek balance between corporate sustainability and risk management. In addition, the employee compensation system is based on employee performance and the Company's actual operating performance.

(V) Names of Managers who Received Employee Compensation and the Distribution Status

Unit: NT\$ thousand
December 31, 2024

Title	Name	Stock	Cash	Total	Ratio of Total Remuneration to Net Income (%)
			(Note)		
CEO	Chiung-Fen Wang	0	16,454	16,454	0.63
President	Yung-Chang Kang				
Executive Vice President	Yu-Chen Li				
Deputy General Manager	Li-Ling Chen				
Assistant Manager	Yung-Chin Lin				
Assistant Manager	Mei-Hsia Li				
Deputy Manager	Ming-Hung Chuang				
Deputy Manager	Ying-Jen Chen				
Deputy Manager	Chien-Chun Tung				
Deputy Manager	Che-Liang Kuo				
Deputy Manager	Chang-Shan Lu				
Deputy Manager	Chung-Yi Wang				
Deputy Manager	Yen-Chao Lin				
Accounting Manager	Yi-Ting Tseng				
Corporate Governance Officer.	Ya-Rong Chang				

Note: For the proposal of 2024 earnings distribution, the proposed allotment of shares for the remuneration of directors and employee compensation has been approved by the Board of Directors before the shareholders' meeting.

III. The state of the company's implementation of corporate governance

(I) The state of operations of the Board of Directors

9 meetings were held by the Board of Directors in the current fiscal year (2024), and the attendance of directors is shown below:

Title	Name		In-person Attendance Number of seats	By proxy	In-person Attendance Rate (%)	Remarks
Chairman	Taiwan Steel Group United Co., Ltd. Representative	Chiung-Fen Wang	9	0	100	Re-elected on May 25, 2023
Director	Representative of Gloria Investments Limited	Shih-Chieh Chao(Note)	5	0	56	Re-elected on May 25, 2023
		Wen-Yuan Lin	9	1	83	Newly elected on May 25, 2023
		Cheng-Hsiang Chen	9	0	100	Newly elected on May 25, 2023
	Baijiayuan Investment Co., Ltd. Representative	Yi-Ching Wu	9	0	100	Newly elected on May 25, 2023
Independence Director	Chin-Cheng Chien		1	0	100	Re-elected on May 25, 2023 Resigned on January, 31, 2024
	Chun-Hsiung Chu		9	0	100	Re-elected on May 25, 2023
	Yi-Lang Lin		9	0	100	Re-elected on May 25, 2023
	Tzu-Meng Liu		9	0	100	Newly elected on May 25, 2023
	Tian-Lin Chao		4	0	80	Newly elected on May 29, 2024

Note :Director Shih-Chieh Chao passed away on January 8, 2025 and was discharged from his post of director.

Other matters to be recorded:

I. During operations of the Board of Directors, the meeting date, period, content, qualified opinion and resolution made by any independent director should be specified:

(I) Matters specified in Article 14-3 of the Securities and Exchange Act in the following table:

Meeting Date (Period)	Content	Qualified Opinions from any Independent Director and Resolutions
January 23, 2024 7th meeting of the 11th term	<ul style="list-style-type: none"> (1) Approved the payment of the Company's year-end bonus for managerial officers in 2023 (2) Approved the change of managerial officers' salaries (3) Approved the application and renewal of the financing guarantee for the subsidiary 	Motion was passed as proposed by independent directors.
February 29, 2024 8th meeting of the 11th term	<ul style="list-style-type: none"> (1) Approved the proposal for the 2023 distribution of remuneration to directors (2) Approved the revision of the "Procedures for Acquisition or Disposal of Assets (3) Approved the Company's 2023 appointment of CPAs and assessment of independence and competency (4) Approved the sale of shares in S-Tech Corp (5) Approved donation proposal (6) Approved the application and renewal of the financing guarantee for the subsidiary 	Approved by all attending independent directors
April 15, 2024 9th meeting of the 11th term	<ul style="list-style-type: none"> (1) Approved the sale of the land, plant and equipment of the VIM plant (2) Approved the revision of the "Procedures for Acquisition or Disposal of Assets (3) Approved the adjustment of the Company's internal control system 	Motion was passed as proposed by independent directors.
April 25, 2024 10th meeting of the 11th term	<ul style="list-style-type: none"> (1) Approved the distribution of the Company's 2023 managerial officers' remuneration (2) Approved the disbursement of performance bonus to managers for the fourth quarter of 2023 and the first quarter of 2024 (3) Approved the adjustment of the Company's internal control system (4) Approved the application and renewal of the financing guarantee for the subsidiary 	Motion was passed as proposed by independent directors.
July 25, 2024 11th meeting of the 11th term	<ul style="list-style-type: none"> (1) Approved the signing of the lease of the land and building scope for the ESR and VAR of the VIM plant (2) Approved the application and renewal of the financing guarantee for the subsidiary 	Motion was passed as proposed by independent directors.

Meeting Date (Period)	Content	Qualified Opinions from any Independent Director and Resolutions
September 12, 2024 12th meeting of the 11th term	(1) Approval of the Company's plan to participate in the private placement of subscription of common shares of Mutto Optronics Corporation (2) Approved the motion to purchase shares of the subsidiary, Hui Hsian (3) Approved donation proposal	Motion was passed as proposed by independent directors.
October 31, 2024 13th meeting of the 11th term	(1) Approved the release of performance bonuses to managers for the second and third quarters of 2024 (2) Approved the motion for participating in the cash capital increase of S-Tech Corp (3) Approved the additional budget for the 50T steelmaking plant (4) Approved the lease of the land of S-Tech rolling mill for the expansion of Liuying finishing plant (5) Approved the sale of equity of Golden Win Steel Industrial Corp. (6) Approved the establishment of the Company's internal control system (7) Approved the application and renewal of the financing guarantee for the subsidiary	Motion was passed as proposed by independent directors.
November 14, 2024 15th meeting of the 11th term	(1) Approved the motion for participating in the cash capital increase of S-Tech Corp	Motion was passed as proposed by independent directors.

(II) Unless otherwise stated, other Independent Directors who expressed opposition or qualified opinions that were recorded or declared in writing as: None.

II. To avoid conflict of interest among directors, the Director's name, meeting content, and reason for avoiding conflict of interest and participation in the voting process must be properly recorded:

Meeting Date	Name of Directors	Content	Reason for avoiding conflict of interest	Voting Participation
January 23, 2024 7th meeting of the 11th term	Chairman Chiung-Fen Wang	Review of the manager's year-end bonus.	Avoid conflict of interest as the matters involve the directors' personal interests, and appointed Independent Director Chin-Cheng Chien as the Acting Chairperson.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
	Chairman Chiung-Fen Wang	Review of the change in remuneration for managers.	Avoid conflict of interest as the matters involve the directors' personal interests, and appointed Independent Director Chin-Cheng Chien as the Acting Chairperson.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
February 29, 2024 8th meeting of the 11th term	Chairman Chiung-Fen Wang Director Cheng-Hsiang Chen Director Shih-Chieh Chao	Review of the selling of S-tech's shares	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
	Chairman Chiung-Fen Wang	Review of the donation.	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.

Meeting Date	Name of Directors	Content	Reason for avoiding conflict of interest	Voting Participation
April 15, 2024 9th meeting of the 11th term	Chairman Chiung-Fen Wang Director Cheng-Hsiang Chen Director Shih-Chieh Chao	Review of the sale of the land, plant and equipment of the VIM plant	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
April 25, 2024 10th meeting of the 11th term	Chairman Chiung-Fen Wang	Review of proposal for distribution of remuneration to managers in 2023.	The content involved the personal affairs of directors, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
	Chairman Chiung-Fen Wang	Review of proposal for the disbursement of performance bonus to managerial officers for the fourth quarter of 2023 and the first quarter of 2024.	The content involved the personal affairs of directors, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
July 25, 2024 11th meeting of the 11th term	Chairman Chiung-Fen Wang Director Cheng-Hsiang Chen	Reviewed the land and building lease contract for the ESR and VAR of the VIM Plant	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.

Meeting Date	Name of Directors	Content	Reason for avoiding conflict of interest	Voting Participation
September 12, 2024 12th meeting of the 11th term	Chairman Chiung-Fen Wang	Review of the donation.	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
October 31, 2024 14th meeting of the 11th term	Chairman Chiung-Fen Wang	Review of proposal for the disbursement of performance bonus to managers in the second and third quarters of 2024.	The content involved the personal affairs of directors, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
	Chairman Chiung-Fen Wang Director Cheng-Hsiang Chen	Review of participating in the issuance of common stock for cash by S-Tech Corp.	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.
	Chairman Chiung-Fen Wang Director Cheng-Hsiang Chen	Review of lease of the land of S-Tech rolling mill for the expansion of Liuying finishing plant	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.

Meeting Date	Name of Directors	Content	Reason for avoiding conflict of interest	Voting Participation
November 14, 2024 15th meeting of the 11th term	Chairman Chiung-Fen Wang Director Cheng-Hsiang Chen	Review of the motion for cash capital increase of S-Tech Corp.	As the content involves related party matters, conflicts of interest should be avoided and independent director Chu Chun-Hsiung was appointed as acting chairman.	Except for the directors listed on the left, the motion was passed as proposed by all other attending directors.

III. The TWSE/TPEX-listed bank shall disclose the appraisal cycle and period, the scope of appraisal, the method, and contents of appraisal about the Board of Directors' self (or peer) performance appraisal, and specify the status of appraisal conducted by the Board of Directors:

Status of appraisal conducted by the Board of Directors

Conducted in accordance with the "Rules for Performance Evaluation of the Board of Directors" adopted at the 2nd meeting of the 10th term Board of Directors on August 13, 2020. In addition to the 2022 internal board performance evaluation, there were also external evaluations by the Taiwan Corporate Governance Association.

For detailed board performance evaluation results, please refer to page 46 of the Annual Report "(III) The implementation of corporate governance, and deviation from Corporate Governance Best-Practice Principles for TWSE/ TPEX Listed Companies and cause thereof," which is also disclosed on the Company website.

Appraisal Cycle	Appraisal Period	Scope of Appraisal	Method of Appraisal	Contents of Appraisal
At least once every year	From January 1 to December 31, 2024.	The scope of evaluation of the Company's Board of Directors covers the overall board performance and its members, and the evaluation of the Remuneration Committee, Nomination	Self-evaluation of Board performance and its members, and self-evaluation of functional committee members.	The criteria for evaluating the performance of the Board of Directors should cover five aspects, including the participation in the operation of the company, improvement of the quality of the Board of Directors' decision-making, composition and structure of the Board of Directors, election and continuing education of the directors, and internal control. The criteria for evaluating the performance

Appraisal Cycle	Appraisal Period	Scope of Appraisal	Method of Appraisal	Contents of Appraisal
		Committee and Audit Committee.		of the board members should cover six aspects, including the alignment of the goals and missions of the company, awareness of the duties of a director, participation in the operation of the company, management of internal relationships and communication, the director's professionalism and continuing education, and internal control. The criteria for evaluating the performance of functional committees shall cover five aspects, including the participation in the operation of the company, awareness of the duties of the functional committee, improvement of quality of decisions made by the functional committee, the makeup of the functional committee and election of its members, and internal control.

IV. Strengthening the functions of the board in the current and recent fiscal years and conducting performance assessments:

- a. The Company's Board operations are in accordance with relevant laws and regulations, the Company's Articles of Incorporation, and resolutions of the shareholders' meeting. Apart from the necessary knowledge, skill, and experience for performing duties, all directors shall adhere to the principle of loyalty, integrity and due diligence, and create maximum shareholder interest.
- b. Directors have been re-elected to strengthen corporate governance in 2020. One independent director was added, and the Board is currently composed of 9 directors (including 4 independent directors). In addition, the Company's board members have diverse professional backgrounds in different industries, educational backgrounds, and the legal profession. The Board is composed of one female director. In order to help the Company to establish quality corporate governance and sound supervisory capabilities on the part of the Board of Directors of the Company, and to strengthen management capabilities in accordance with the regulations of the competent authority, the Remuneration Committee was established on December 20, 2011, and the Nomination Committee was established on October 28, 2020 to implement corporate governance.
- c. On August 13, 2020, the Company formulated the Rules for Performance Evaluation of the Board of Directors with performance targets to enhance the efficiency of Board operations. In addition, internal auditors also prepared audit reports on Board operations in compliance with the regulations of the competent authority.

- d. On July 27, 2023, the Company's Board of Directors appointed Section Manager Ya-Rong Chang as the full-time Corporate Governance Officer, responsible for handling matters related to the board of directors and shareholders' meetings in accordance with relevant laws and regulations, preparing the minutes of the board of directors' meetings and shareholders' meetings, assist directors when they take office and support further training, information required for directors to execute their business, and assist directors with legal compliance, in order to protect shareholder interests and strengthen board functions.
- e. The Company has dedicated efforts to promoting information disclosure and better transparency of corporate governance and was ranked as the top 5% performing companies of the 8th ~10 th term Corporate Governance Evaluation organized by the Securities and Futures Institute.

(II) Operations of the Audit Committee

The Company's Audit Committee shall be composed of 4 independent directors. The Audit Committee aims to assist the Board in supervising the quality and integrity of the accounting, auditing, financial reporting processes, and financial management.

The main focus of work in 2024 is as follows:

1. Financial statements
2. Auditing and accounting policies and procedures
3. The internal control system and its related policies and procedures
4. Transaction involving major assets or derivatives
5. Major loaning of funds and endorsements/ guarantees
6. Offering and issuance of securities
7. Legal compliance
8. The hiring or dismissal of an attesting CPA, or the compensation given thereto
9. The appointment or discharge of a financial, accounting, or internal auditing officer

● Inspection Report

The Board of Directors made the Company's 2024 business report, financial statements and appropriation of earnings, among which the financial statements were certified by Deloitte Taiwan which issued a verification report. The above-mentioned business report, financial statements and appropriation of earnings are approved by the Audit Committee, and it is considered that there is no disagreement.

● The effectiveness of the internal control system

The Audit Committee evaluates the effectiveness of the Company's internal control system policies and procedures (including financial, operational, information security, legal compliance and other control measures), and reviews regular reports of the Company's audit department, CPAs, and managers. The Audit Committee believes that the Company's internal control system is effective, as the Company has already adopted necessary control mechanisms to supervise and correct violations.

● Appointment of CPA

The Audit Committee of the Company evaluates the independence and suitability of its subordinate CPAs every year. In addition to requiring the CPAs to provide "Declaration of Independence" and "Audit Quality Indicators (AQIs)," the assessment is conducted in accordance

with the 17 AQI indicators specified in Note 1. It was confirmed that the CPAs have no other financial interests or business relationships with the Company and that the CPA's family members do not violate the independence requirements. AQI indicator information is also used to confirm that the CPA and the firm have different experiences and that the training hours were better than the industry average. The evaluation results for the most recent year were passed by the 15th meeting of the 6th Audit Committee on February 25, 2025 and were submitted to the 17th meeting of the 11th Board of Directors on the same day. The resolution was passed on the evaluation of the independence and suitability of the CPAs.

Note 1: AQI indicator information:

Professionalism	• Indicator 1-1: Audit Experience • Indicator 1-2: Training hours • Indicator 1-3: Liquidity • Indicator 1-4: Professional support
Quality control	• Indicator 2-1: CPA Load • Indicator 2-2: Audit Input • Indicator 2-3: EQCR review status • Indicator 2-4: Quality control support capability
Independence	• Indicator 3-1: Non-audit services • Indicator 3-2: Customer Familiarity
Supervision	• Indicator 4-1: External Inspection Defects and Penalties • Indicator 4-2: The competent authority issues a letter to improve
Innovation ability	• Indicator 5-1: Innovative plans or initiatives

8 meetings were held by the Audit Committee held in the current fiscal year (2024) and the attendance of independent directors is shown below:

Title	Name	In-person Attendance	By proxy	In-person Attendance Rate (%)	Remarks
Independent director	Chin-Cheng Chien	1	0	100	Convenor, re-elected on May 25, 2023 Resigned on January, 31, 2024
Independent director	Chun-Hsiung Chu	8	0	100	Re-elected on May 25, 2023 Elected as the convener on February 1, 2024
Independent director	Yi-Lang Lin	8	0	100	Re-elected on May 25, 2023
Independent director	Tzu-Meng Liu	8	0	100	Newly elected on May 25, 2023
Independent director	Chao Tian-Lin	4	0	100	Newly elected on May 29, 2024

The state of operations in 2024:

Meeting Date (Period)	Content	Matters specified in Article 14-5 of the Securities and Exchange Act	Qualified Opinions from any Independent Director and Resolutions
January 23, 2024 6th meeting of the 6th term	(1) Approved the Company's 2024 operating budget.		Approved by all independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the setting of the base date for the conversion of the Company's 6th and 7th unsecured convertible bonds into common shares and issuance of new shares.		
	(3) Approval of bank credit.		
	(4) Approved the application and renewal of financing guarantee for the subsidiary.	✓	
February 29, 2024 7th meeting of the 6th term	(1) Approved the proposal to issue an "Internal Control System Statement" that complies with all laws and regulations, stating that the design and implementation of the Company's internal control system are effective.		Approved by all independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the Company's 2023 financial statements and consolidated financial statements.	✓	
	(3) Approved the Company's 2023 business report.		
	(4) Approval of the Company's earnings distribution for the fourth quarter of 2023.		
	(5) Approved the amendments to the "Procedures for Acquisition or Disposal of Assets".	✓	
	(6) Approved the amendments to the Company's "Audit Committee Charter"		
	(7) Approved the appointment of the Company's CPAs and independence and competency assessment for 2023.	✓	
	(8) Approved the sale of shares of S-Tech Corp .	✓	
	(9) Approved the donation.	✓	
	(10) Approval of bank credit.		
	(11) Approved the application and renewal of financing guarantee for the subsidiary.	✓	
April 15, 2024 8th meeting of the 6th term	(1) Approved the sale of the land, plant and equipment of the VIM plant.	✓	Approved by all independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the amendments to the "Procedures for Acquisition or Disposal of Assets"	✓	
	(3) Approved the amendments to the Company's internal control system	✓	
April 25, 2024	(1) Approved the Company's consolidated financial		Approved by all

Meeting Date (Period)	Content	Matters specified in Article 14-5 of the Securities and Exchange Act	Qualified Opinions from any Independent Director and Resolutions
9th meeting of the 6th term	statements for the first quarter of 2024.		independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the Company's earnings distribution for the first quarter of 2024.		
	(3) Approved the motion to amend the Company's internal control system .	✓	
	(4) Approval of bank credit.		
	(5) Approved the application and renewal of financing guarantee for the subsidiary.	✓	
July 25, 2024 10th meeting of the 6th term	(1) Approval of the Company's consolidated financial statements for the second quarter of 2024.	✓	Approved by all independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the Company's earnings distribution for the second quarter of 2024.		
	(3) Approved the signing of the lease of the land and building scope for the ESR and VAR of the VIM plant.	✓	
	(4) Approval of bank credit.		
	(5) Approved the application and renewal of financing guarantee for the subsidiary.	✓	
September 12, 2024 11th meeting of the 6th term	(1) Approved the Company's plan to participate in the subscription of Mutto Optronics Corporation's private placement of common shares	✓	Approved by all independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the motion to purchase shares of the subsidiary, Hui Hsian .	✓	
	(3) Approved the donation.	✓	
October 31, 2024 12th meeting of the 6th term	(1) Approval of the Company's consolidated financial statements for the third quarter of 2024.		Approved by all independent directors, and approved by the Board of Directors after discussion.
	(2) Approved the Company's earnings distribution for the third quarter of 2024.		
	(3) Approved the Company's 2025 audit plan.		
	(4) Approved the proposal for the Company's participation in the cash capital increase of S-Tech Corp.	✓	
	(5) Approved the supplementary budget for the 50T steelmaking plant.	✓	
	(6) Approved the lease of the land of S-Tech rolling mill for the expansion of Liuying finishing plant.	✓	
	(7) Approved the sale of equity of Golden Win Steel Industrial Corp.	✓	
	(8) Approved the proposal to establish the Company's	✓	

Meeting Date (Period)	Content	Matters specified in Article 14-5 of the Securities and Exchange Act	Qualified Opinions from any Independent Director and Resolutions
	internal control system.		
	(9) Approved the motion to amend the "Corporate Governance Best Practice Principles".		
	(10) Approved the risk management report of the Company in 2024		
	(11) Approval of bank credit.		
	(12) Approved the application and renewal of financing guarantee for the subsidiary.	✓	
November 13, 2024 13th meeting of the 6th term	(1) Approved the motion for the Company's participation in the cash capital increase of S-Tech Corp.	✓	Approved by all independent directors, and approved by the Board of Directors after discussion.

Other matters to be recorded:

1. During operations of the Audit Committee, the meeting date, period, content, the dissenting opinion, qualified opinion and major proposals of Independent Directors, and resolution made by the Audit Committee should be specified:
 - (I) Conditions specified in Article 14-5 of the Securities and Exchange Act: Please refer to pages 40-42 about the state of operations of the Audit Committee in 2024.
 - (II) Other than those described above, any resolutions unapproved by the Audit Committee but passed by more than two-thirds of directors: None.
2. Avoidance of involvements in interest-conflicting motions by Independent Directors: None.
3. Communication between Independent Directors and internal/external auditors:
 - (I) The chief of internal audit sends audit reports of the previous month to members of the Audit Committee, prepares internal audit reports before or during the quarterly audit committee meetings, and immediately reports to the Audit Committee members under special circumstances. There were no special circumstances in 2024. The Company's Audit Committee maintains good communication with the internal audit manager.
 - (II) In the quarterly audit committee meetings, the Company's CPAs report the quarterly audit results or review of financial statements and other communications stipulated in relevant laws and regulations. For special circumstances, the CPAs will also immediately report to

audit committee members. There were no special circumstances in 2024. The Company's Audit Committee maintains good communication with the CPA.

Communication between Independent Directors and internal/external auditors is described in the following table:

Meeting Date (Period)	Communication with internal auditors	Communication with external auditors
February 29, 2024 The 7th meeting of the 6th term	(1) Review of the internal audit report. (2) Review of the "Statement of Declaration for the Internal Control System" in 2023	1. Review of the audit of the 2023 financial statements, including any problems or difficulties during the review, and management response. 2. Review with reference to the Audit Quality Indicators (AQIs) for CPAs Qualification, performance and independence of CPAs. 3. General pre-approval policy for providing non-assurance services
April 25, 2024 The 9th meeting of the 6th term	1. Review of the internal audit report.	None.
July 25, 2024 The 1st meeting of the 6th term	1. Review of the internal audit report.	None.
October 31, 2024 The 4th meeting of the 6th term	1. Review of the internal audit report.	1. Communication with the Company's top management on key audit matters and audit plans in the 2024Annual Report.

(III) The implementation of corporate governance, and deviation from Corporate Governance Best-Practice Principles for TWSE/ TPEX Listed Companies and cause thereof

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
I. Does the company establish and disclose the Corporate Governance Best Practice Principles based on “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Company has established the Corporate Governance Best Practice Principles based on “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,” disclosed on the MOPS and company website.	No difference
II. Shareholding structure and shareholders’ rights				
1. Does the company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	✓		1. The Company has set up a public relations office, and appointed dedicated personnel to handle shareholder-related matters, with spokespersons, deputy spokespersons and stock affairs agent responsible for effectively responding to shareholder opinions or disputes and other related issues.	No difference
2. Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	✓		2. The Company has appointed stock affairs agent to handle related matters, assisted by the professional stock affairs agency “Registrar & Transfer Agency Department Yuanta Securities Co., Ltd.” to effectively keep track of the list of major shareholders, with disclosures in accordance with relevant laws and regulations.	
3. Does the company establish and execute the risk management and firewall system within its conglomerate structure?	✓		3. The Company’s internal control covers risk management at corporate level, and operational level activities, while it has formulated the “Procedures for Supervision of Subsidiaries” to implement risk control mechanisms for subsidiaries. In addition, the Company formulated regulations on purchasing and sales, acquisition or disposal of assets, endorsements/ guarantees, and loaning of funds between affiliates. Those who have transactions with affiliates are treated as independent third parties, in order to eliminate non-arm’s-length transactions.	

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
4. Does the company establish internal rules against insiders trading with undisclosed information?	✓		4. The Company has formulated the “Procedures for Handling Material Inside Information,” “Ethical Corporate Management Best-Practice Principles” and “Code of Ethical Conduct,” prohibiting company insiders from trading securities using information not disclosed to the market for any profit and disclosing it to others.	
III. Composition and Responsibilities of the Board of Directors				
1. Does the Board develop and implement a diversified policy for the composition of its members?	✓		1. The Company has stipulated diversified policies for the composition of Board members in the “Corporate Governance Best Practice Principles.” The company's 11th Board of Directors has nine members (including four independent directors), with independent directors accounting for 44%, and one female director. The nine directors have different industry operating experience and have different professional capabilities. This has a complementary effect on the corporate development and business operations, as well as a synergistic effect on future development. Please refer to Notes 1 and 2 for the management objectives and implementation status of the diversification policy of board members.	No difference
2. Aside from establishing the Remuneration Committee and Audit Committee, did the Bank voluntarily create other functional committees?	✓		2. Aside from establishing the Remuneration Committee and Audit Committee in accordance with the law, the Company also voluntarily set up the nomination committee based on its business development. The Audit Committee and Remuneration Committee shall be composed of independent directors, and more than 50% of the Nomination Committee members shall also be composed of independent directors. The functional committee operated smoothly, with sound supervisory capabilities which strengthened Board functions.	

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
3. Has the TWSE/TPEX-listed bank established a set of policies and assessment tools to evaluate the Board's performance, conducted the performance evaluation regularly at least on an annual basis, and submitted the performance evaluation result to the Board and applied the same as reference for remuneration to individual directors and nomination?	✓		<p>3. The Company formulated the Rules for Performance Evaluation of the Board of Directors at the 2nd meeting of the 10th term Board of Directors on August 13, 2020. At the end of each year, the Finance Department collects information on Board activities and performs internal board performance evaluation for the Board of Directors, directors, Audit Committee, Remuneration Committee and Nomination Committee. Questionnaires were used for self-evaluation, and the evaluation results were collected and submitted to the Nomination Committee for approval, and reported to the Board of Directors as the basis for review and improvement. The overall Board performance results will be used as reference for selecting or nominating director candidates (including independent directors), and the evaluation results of individual directors will be considered as future reference for determining their individual remuneration. In addition, the aforementioned Regulations clearly stipulate that external evaluations should be performed at least once every three years.</p> <p>－ 、 Internal evaluation: The Company completed the 2024 self-evaluation of the Board and its members, and the self-evaluation of functional committee members in January 2025, each with a maximum of 100 points. The self-evaluation of the Board and its members were 98 and 100 points., respectively, while the self-evaluation of functional committee members was 100 points for the Audit Committee, 100 points for the Remuneration Committee, and 99.75 points for the Nomination Committee.</p> <p>The results of previous internal and external evaluations were submitted to the 8th meeting of the 11th term Board of Directors and the 1st meeting of the 2nd</p>	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
4. Does the company regularly evaluate the independence of CPAs?	✓		<p>term Nomination Committee on February 25, 2025.</p> <p>二、External evaluation: In August 2022, the Company appointed Taiwan Corporate Governance Association (TCGA) to conduct the external evaluation. We also completed self-evaluation, review, and on-site evaluation in November, and obtained the performance evaluation results prepared by TCGA.</p> <p>The results of previous internal and external evaluations were submitted to the 19th meeting of the Board of Directors and the 5th meeting of the 1st term Nomination Committee on February 23, 2023.</p> <p>4. The Company assesses the CPA independence and competence at least once a year, with indicators including whether there are material indirect financial interests, close business relationships or potential employee relations, whether the CPA acted as a defender, audit fees, or the revision of investigation cases by the competent authority, and interactions with management and internal audit supervisor. It is assessed that the appointed CPAs meet the independence standards. The last evaluations were submitted to the Board of Directors for approval after being reviewed by the Audit Committee on February 25, 2025</p>	
IV. Whether the Bank assigns the adequate number of competent corporate governance officers, and appoints the chief corporate governance officer responsible for the corporate governance affairs (including but not limited to, providing directors/ supervisors with the information needed to perform their duties, helping directors/supervisors with compliance, organization of the Board of Directors meetings and	✓		<p>On July 27, 2023, the Company's Board of Directors appointed Section Manager Ya-Rong Chang as the full-time Corporate Governance Officer, responsible for handling matters related to the board of directors and shareholders' meetings in accordance with relevant laws and regulations, preparing the minutes of the board of directors' meetings and shareholders' meetings, assist directors when they take office and support further training, information required for directors to execute their business, and assist directors with legal compliance, in order to protect shareholder</p>	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
shareholders' meetings, and preparation of board meeting and shareholders' meeting minutes, etc.)?			interests and strengthen board functions.	
V. Does the Company establish communication channels and dedicate section for stakeholder (including but not limited to the shareholders, employees, clients and suppliers) on its website to respond to important issues of corporate social responsibility concerns?	✓		The Company requests the public relations, stock affairs, human resources, sales and procurement departments to communicate with stakeholders based on different situations, and discloses the contact information of the spokesperson and relevant departments on the company website, in order to respond appropriately issues concerned by stakeholders such as corporate social responsibility. The communication with stakeholders in 2024 was reported to the Board of Directors on January 21, 2025. For relevant contact information and communication, please refer to the dedicate section for stakeholders on the company website (http://www.gmtc.com.tw/csr_investor.php).	No difference
VI. Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	✓		The Company appointed the Registrar & Transfer Agency Department of KGI Securities to deal with shareholder affairs.	No difference
VII. Disclosure of information				
1. Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	✓		1. The company has set up an official website (www.gmtc.com.tw) to disclose both financial standings and the status of corporate governance.	No difference
2. Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	✓		2. In addition to the traditional Chinese website, the Company also set up the simplified Chinese and English website. The Company also appointed designated personnel to handle information collection and disclosure, and created a spokesman system. The investor conferences and related briefings have been webcasted on the company website and MOPS.	
3. Whether the company announces and reports the annual financial report within the time limit at the end of each fiscal year,	✓		3. The company announces and reports the annual financial report within the time limit prescribed by the Securities and Exchange Act at the end of each fiscal year, and the	

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
and the financial report for Q1, Q2 and Q3 and monthly operation overview before the prescribed time limit?			financial report for Q1, Q2 and Q3 and monthly operation overview before the prescribed time limit.	
VIII. Does the company have other information that enables a better understanding of its corporate governance practices (including but not limited to employee rights, employee care, investor relations, stakeholders' rights, continuing education of directors/ supervisors, implementation of risk management policies and risk measurements, implementation of customer policy, and insuring against liabilities of bank's directors and supervisors)?	✓		<p>1. Employee rights and interests: The Company's management rules are formulated in accordance with relevant laws and regulations (such as the Labor Standards Act) and the Company's work rules. The welfare committee has been established, which provide various benefits to reward employees for their hard work.</p> <p>2. Employee care: Provide multiple channels for employees to express their opinions, in order to create a good working environment.</p> <p>3. Investor relations: The Company actively ensures and guarantees complete implementation of investor rights, including the voting right for Board members, the right to transfer shares freely equity, the right to share the Company's earnings, obtain the Company's material information, and attend shareholders' meetings. Meanwhile, to ensure the security of stock registration and transfer, and establish a sound channel for investors to express their opinions.</p> <p>4. Supplier relationship: Suppliers are required to follow the code of conduct of corporate social responsibility, or meet standard requirements, which mainly include issues such as environmental safety and health, ethics and environmental protection.</p> <p>5. Stakeholders' rights: The Company's official website (www.gmtc.com.tw) has a dedicated section for "Investor Services" which discloses information related to the Company's financial results and business operations, with links to the MOPS as reference for stakeholders. In addition, the company's stock affairs agency "Registrar & Transfer Agency Department Yuanta Securities Co., Ltd." also assists in handling relevant issues and opinions of shareholders and stakeholders.</p>	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>Professional lawyers and legal personnel will be appointed to deal with legal aspects, in order to protect stakeholder rights and interests.</p> <p>6. Directors' training status: The Company has formulated the "Directions for the Implementation of Continuing Education for Directors" in accordance with the "Sample Template for the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies." Please refer to pages 53-56 for details of relevant education and training.</p> <p>7. The execution of the risk management policy and risk measurement standards: The Company is committed to its core business management and development, and does not engage in high-risk or high-leverage investments, derivatives, loaning of funds, and endorsements/ guarantees. An internal control system has been established for relevant operations, and the execution status is evaluated through the internal audit system, which achieved successful outcomes.</p> <p>8. Implementation status of customer strategies: The Company maintains smooth communications and relationships with customers and suppliers.</p> <p>9. Purchase of liability insurance for directors: The Company purchases liability insurance for directors and independent directors in accordance with the "Corporate Governance Best-Practice Principles for TWSE/ TPEX Listed Companies" to mitigate and diversify the risk of illegal behaviors that may cause serious harm to the Company and shareholders.</p>	

IX. Please explain the improvements made, based on the latest Corporate Governance Evaluation results published by Taiwan Stock Exchange Corporation Governance Center, and propose enhancement measures for any issues that are yet to be rectified.

In the 2024 corporate governance evaluation, The Company was ranked as top 5% TPEX listed companies of the 9th term Corporate Governance Evaluation organized by the Securities and Futures Institute. Improvements will be made mainly to the following two aspects

(I) To cultivate on sustainable governance, strengthen the Board functions, and increase information transparency:

1. Strengthening the disclosure of financial and corporate governance related information in both Chinese and English versions on the company website .
2. Appoint a full-time Corporate Governance Officer to strengthen the Board functions and protect shareholders' rights.
3. At the end of the year, internally evaluate Board performance, and the evaluation results were reported to the Board of Directors on February 25, 2025.
4. Implement ethical corporate management with related advocacies, and the implementation status in 2024 was reported to the Board of Directors on January 21, 2025.
5. Plan and organize directors' continuing education courses. For details of directors' continuing education, please refer to pages 53-56 .
6. Establish the rules of appeal: Set up the Regulations Governing the Reporting Cases of Illegal and Unethical or Dishonest Behavior and the complaint mailbox: ethics@gmtc.com.tw which is disclosed on the company website.

(II) Corporate social responsibility practices:

1. Voluntary preparation of the corporate social responsibility (CSR) report: Disclose more non-financial information, exercising corporate governance, fostering a sustainable environment, preserving public welfare, protect the rights and interests of stakeholders, and promote corporate sustainability.
2. Maintaining social welfare: Implementing specific policies to protect human rights, and protective measures related to the personal safety of employees and working environment.
3. Protecting the rights and interests of stakeholders: Hold investor conferences, and setting up a dedicate section for stakeholders on the company website to ensure smooth communication channels with stakeholders and disclose the concerned issues and the Company's response. The communication status in 2024 was reported to the Board of Directors on January 21, 2025.
4. Sustainable environment: Actively engage in and disclose the Company's policies related to energy-saving and carbon reduction, greenhouse gas emissions and other information.
5. Enhance information security management and obtain ISO27001 certification.

Looking forward to 2025, GMTCC will continue to strengthen corporate governance, board functions, communicate with stakeholders, and regularly update its official website for better information transparency and corporate social responsibility measures, in order to fulfill the commitment of corporate sustainability and providing a friendly environment.

Note 1: Implementation of board member diversification:

Specific management objectives for diversification	Implementation status
Directors who concurrently serve as the company's manager shall not exceed one-third of directors	Only one director serves as concurrent manager of the company, accounting for 11.11% of the total number of directors, which conforms with the objective of not exceeding one-third of directors.
The Board members shall include at least one female director.	The company's Board members include one female director, which achieved the objective of gender equality.
At least one director should have a professional background in finance or accounting, or management experience in the steel industry.	Among the board members, 3 directors shall have financial accounting backgrounds, 2 directors shall have expertise in law, and all directors shall have industry-related management experience.
Among the board members, the directors who concurrently serve as employees of the company, parent company, subsidiary or sister company shall be less than (including) one-third of directors to achieve the objective of supervision.	2 directors concurrently serve as employees, accounting for 22.22% of directors, with the objective of not exceeding one-third of directors.

Director Name	Core items for diversification	Basic composition				Business management	Leadership and decision-making	Industrial knowledge	Law	Financial accounting	Human resource	Marketing
		Gender	Age Distribution									
			40-49	50-59	60-69	70-79						
Chairman Chiung-Fen Wang	Male			✓		✓	✓	✓	✓			
Director Shih-Chieh Chao(Note 1)	Male				✓	✓	✓	✓				
Director Yi-Chang Hsieh (Note 2)	Male			✓		✓	✓		✓			
Director Wen-Yuan Lin	Male			✓		✓	✓	✓				✓
Director Cheng-Hsiang Chen	Male			✓		✓	✓	✓				
Director Yi-Ching Wu	Female	✓				✓	✓	✓		✓		✓
Independent Director Chun-Hsiung Chu	Male		✓			✓	✓	✓	✓			
Independent Director Yi-Lang Lin	Male					✓	✓	✓		✓	✓	
Independent Director Tzu-Meng Liu	Male				✓	✓	✓	✓		✓		
Independent Director Tian-Lin Chao	Male		✓			✓	✓					

Note 1: Director Shih-Chieh Chao passed away on January 8, 2025 and was discharged from his post of director.

Note 2: For the corporate director of Taiwan Steel Corporation appointed Hsieh Yi-Chang as the new director on February 25, 2025.

Directors' training status in the most recent fiscal year

Title	Name	Training period		Organizer	Name of course	Training hours	Whether training courses meet the conditions set out in applicable requirements
		Start date	End date				
Representative of juristic (corporate) person director	Chiung-Fen Wang	May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
		August 7, 2024	August 7, 2024	Securities and Futures Institute	Ethical Corporate Management and Anti-corruption from the Perspective of Sustainable Governance	3.0	Yes
Representative of juristic (corporate) person director	Shih-Chieh Chao	May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
		August 6, 2024	August 6, 2024	Taiwan Institute of Directors	Real Value Created by Circular and Low-carbon Innovation - Understanding Circular Economy and Governance	3.0	Yes
Representative of juristic (corporate) person director	Wen-Yuan Lin	June 21, 2024	June 21, 2024	Taiwan Corporate Governance Association	Corporate Governance and Securities Regulations	3.0	Yes
		July 25, 2024	July 25, 2024	Taiwan Corporate Governance Association	The latest developments of corporate governance from the Corporate Governance Evaluation Indicators	3.0	Yes
		August 7, 2024	August 7, 2024	Taiwan Styrene Monomer Corporation	Ethical Corporate Management and Anti-corruption from the Perspective of Sustainable Governance	3.0	Yes
		November 8, 2024	November 8, 2024	Taiwan Corporate Governance Association	How can the Board of Directors formulate ESG sustainable governance strategies	3.0	Yes

Title	Name	Training period		Organizer	Name of course	Training hours	Whether training courses meet the conditions set out in applicable requirements
		Start date	End date				
Representative of juristic (corporate) person director	Yi-Ching Wu	May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
		November 13, 2024	November 13, 2024	Taiwan Corporate Governance Association	Case study on short-term trading and insider trading practices	3.0	Yes
Representative of juristic (corporate) person director	Cheng-Hsiang Chen	May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
		November 13, 2024	November 13, 2024	Taiwan Corporate Governance Association	Case study on short-term trading and insider trading practices	3.0	Yes
Independent director	Chun-Hsiung Chu	April 10, 2024	April 10, 2024	Taiwan Investor Relations Institute	The role and responsibilities of information security governance in the Board of Directors	3.0	Yes
		July 18, 2024	July 18, 2024	Securities and Futures Institute	The opportunity and challenge for Taiwan's industry transformation under geopolitical situation - PMI/NMI exclusive analysis	3.0	Yes
		August 20, 2024	August 20, 2024	Taiwan Corporate Governance Association	When the era of "carbon emissions have a price" is coming, how should enterprises respond?	3.0	Yes
		September 3, 2024	September 3, 2024	Taiwan Corporate Governance Association	Full-scale activation of corporate innovation and growth	3.0	Yes

Title	Name	Training period		Organizer	Name of course	Training hours	Whether training courses meet the conditions set out in applicable requirements
		Start date	End date				
Independent director	Yi-Lang Lin	April 11, 2024	April 11, 2024	Taiwan Academy of Banking and Finance	Workshop for corporate governance and sustainable operation	3.0	Yes
		May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
Independent director	Tzu-Meng Liu	May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
		August 7, 2024	August 7, 2024	Taiwan Styrene Monomer Corporation	Ethical Corporate Management and Anti-corruption from the Perspective of Sustainable Governance	3.0	Yes
		September 25, 2024	September 25, 2024	Taiwan Corporate Governance Association	New aspect of corporate governance	3.0	Yes
Independent director	Chao Tian-Lin	May 29, 2024	May 29, 2024	Taiwan Corporate Governance Association	Legal issues concerning the management of insider shareholding and trading of shares	3.0	Yes
		September 23, 2024	September 23, 2024	Taipei Foundation of Finance	Corporate Governance - AI Supervision	3.0	Yes
		November 13, 2024	November 13, 2024	Taiwan Corporate Governance Association	Case study on short-term trading and insider trading practices	3.0	Yes
		December 13, 2024	December 13, 2024	Taiwan Corporate Governance Association	The introduction of the corporate governance personnel system and the role of legal personnel in corporate governance	3.0	Yes

(Note) Independent Director Chien Chin-Cheng resigned from the position of Independent Director on January 31, 2024

Chief corporate governance officer's training status in the most recent fiscal year

Title	Name	Training period		Organizer	Name of course	Training hours	Whether training courses meet the conditions set out in applicable requirements
		Start date	End date				
Chief corporate governance officer	Ya-Rong Chang	June 17, 2024	June 18, 2024	Taiwan Corporate Governance Association	Continuing Education Course for Accounting Supervisors of Issuers, Securities Firms, and Stock Exchanges	12.0	Yes

(IV) Operations of the Remuneration Committee

1. Information of the Remuneration Committee Members

Identity		Professional qualifications and experience	Independence Attribute	Number of Holding Concurrent Independent Director Position in Other Public Companies	Remarks
Independent director	Chin-Cheng Chien	Professor of Accounting, National Cheng Kung University CPA qualifications (USA) Independent Director of Taiwan Styrene Monomer Corp. Independent Director of Chun Yu Works and Co., Ltd. Director of Soft-World International Corp. Not been a person of any conditions defined in Article 30 of the Company Act	According to the Company's Articles of Incorporation and the "Corporate Governance Best Practice Principles," directors are elected by a candidate nomination system. The Company has obtained written statements, work experience, proof of service from each director during the nomination and selection of board members and the table of kinship to verify the independence of the company himself/herself, his/her spouse and his/her relatives within three degrees of kinship.	2	Convenor, re-elected on May 25, 2023 Resigned on January, 31, 2024
Independent director	Chun-Hsiung Chu	Attorney Qualification Attorney-at-Law of Britannia Law Firm Independent Director of D-Link Corp Independent Director of PANJIT International Co., Ltd. Independent Director of Huang Long Development Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act	During the two years prior to their assumption of duty and during their term of office, the four independent directors on the left have also been verified in compliance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" and Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission. The independent directors have been given the powers of reference to make decisions and express opinions in accordance with Article 14-3 of the Securities and Exchange Act, so that they can exercise relevant powers independently.	3	Re-elected on May 25, 2023
Independent director	Yi-Lang Lin	Deputy Chief Planning Officer of China Steel Corp. Engineer of CSC's Industrial Engineering Division Independent Director of Launch Technologies Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		0	Re-elected on May 25, 2023
Independent director	Tzu-Meng Liu	Certified Public Accountant CPA of Southern Taiwan Office, PwC Taiwan Independent Director of Taiwan Styrene Monomer Corp. Independent Director of Finesse Technology Co., Ltd. Not been a person of any conditions defined in Article 30 of the Company Act		2	Newly elected on May 25, 2023

2. Operations of the Remuneration Committee

Remuneration Committee Meetings were convened 4 times in 2024. The attendance record of members are as follows:

Title	Name	In-person Attendance	By proxy	In-person Attendance Rate	Remarks
Independent director	Chin-Chen Chien	1	-	100%	Convenor, re-elected on May 25, 2023 Resigned on January, 31, 2024
Independent director	Chun-Hsiung Chu	4	-	100%	Re-elected on May 25, 2023
Independent director	Yi-Lang Lin	4	-	100%	Re-elected on May 25, 2023
Independent director	Tzu-Meng Liu	2	-	100%	Newly elected on May 25, 2023

Operations of the Remuneration Committee in 2024:

Meeting Date (Period)	Concerned Issues and Follow-up Actions	Resolutions	The Company's Response to the Remuneration Committee's Opinion
January 13, 2024 The 2nd meeting of the 5th term	(1) Review of the manager's year-end bonus in 2023 (2) Review of the changes in salary structure and salary adjustment for the manager	Passed by all committee members.	The motion was submitted for review and approval by all attending directors at the Board of Directors' meeting.
February 29, 2024 The 13th meeting of the 5th term	(1) Review of the 2023 remuneration for directors. (2) Review of the 2023 compensation for employees	Passed by all committee members.	The motion was submitted for review and approval by all attending directors at the Board of Directors' meeting.
April 25, 2024 The 4th meeting of the 5th term	(1) Review of the distribution of 2023 remuneration for managers. (2) Review of the distribution of bonuses for managers in Q4 of 2023 and Q1 of 2024.	Passed by all committee members.	The motion was submitted for review and approval by all attending directors at the Board of Directors' meeting.
October 31, 2024 The 1st meeting	(1) Distribution of bonuses for managers in Q2 and Q3 of 2024.	Passed by all committee members.	The motion was submitted for review and approval by all attending directors at the Board of Directors' meeting.

Meeting Date (Period)	Concerned Issues and Follow-up Actions	Resolutions	The Company's Response to the Remuneration Committee's Opinion
of the 5th term			meeting.

Other matters to be recorded:

- I. In the event where the Remuneration Committee's proposal is rejected or amended by the Board of Directors, please describe the date and session of the meeting, details of the agenda, the board's resolution, and how the bank had handled the Remuneration Committee's proposals (describe the differences and reasons, if any, should the Board of Directors approve a solution that was more favorable than the one proposed by the Remuneration Committee): There were no rejections or amendments to the Remuneration Committee's by the Board of Directors in 2024.
- II. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: There were no resolution of the Remuneration Committee objected to by members or expressed reservations in 2024.

(V) Operations of the Nomination Committee

On October 28, 2020, the Company established a Nomination Committee for corporate sustainability, assisting the Board on strengthening the management mechanism and corporate governance. The Nomination Committee shall be composed of at least three independent directors, of which more than 50% of the independent directors shall attend the meeting. With authorization from the Board of Directors (below, "the board"), the Nomination Committee shall exercise the due care of a good administrator to faithfully perform the following duties and shall submit its proposals to the board for discussion:

1. Laying down the standards of independence and a diversified background covering the expertise, skills, experience, gender, etc. of members of the board, supervisors and senior executives, and finding, reviewing, and nominating candidates for directors, supervisors, and senior executives based on such standards.
2. Establishing and developing the organizational structure of the board and each committee, and evaluating the performance of the board, each committee, and each director and senior executive and the independence of the independent directors.
3. Establishing and reviewing on a regular basis programs for director continuing education and the succession plans of directors and senior executives.
4. Establishing corporate governance guidelines of the Company to strengthen the corporate governance system and practices, and protect the rights and interests of stakeholders.

The Chairman of the Nomination Committee, Independent Director Chun-Hsiung Chu, has an expertise in law and corporate governance, while Director Yi-Lang Lin has

the expertise in management and human resources, meeting the professional capabilities required by the committee.

Name of Nomination Committee member	Is an Independent Director	Expertise
Chun-Hsiung Chu (Chairperson)	✓	Laws and corporate governance
Chin-Chen Chien	✓	Business management and finance
Yi-Lang Lin	✓	Business management and human resource
Tzu-Meng Liu	✓	Business management and finance
Chiung-Fen Wang		Business management, laws and corporate governance
Tian-Lin Chao	✓	Business management

Two meeting was held by the Nomination Committee in the current fiscal year (2024), and the attendance of members is shown below:

Title	Name	In-person Attendance	By proxy	In-person Attendance Rate (%)	Remarks
Independent director	Chun-Hsiung Chu	2	0	100	Convenor, re-elected on May 25, 2023
Independent director	Chin-Chen Chien	0	0	-	Re-elected on May 25, 2023 Resigned on January, 31, 2024
Independent director	Yi-Lang Lin	2	0	100	Re-elected on May 25, 2023
Independent director	Tzu-Meng Liu	2	0	100	Newly elected on May 25, 2023
Independent director	Tian-Lin Chao	0	0	-	Newly elected on July 25, 2024
Director	Chiung-Fen Wang	2	0	100	Re-elected on May 25, 2023

The state of operations in 2024:

Meeting Date (Period)	Concerned issues and follow-up actions	Resolutions	The Company's response to the Nomination Committee's opinion
February 29, 2024 The 1st meeting of the 2nd term	(1) Review of the 2023 Board Performance Evaluation Results (2) Amendments to the Company's Guidelines for Board Member Continuing Education"	Passed by all committee members.	The motion was submitted for review and approval by all attending directors at the Board of Directors' meeting.
April 1, 2024 The 2nd meeting of the 2nd term	(1) Nominated list of candidates for independent directors	Passed by all committee members.	The motion was submitted for review and approval by all attending directors at the Board of Directors' meeting.

Other matters to be recorded:

- I. If the Board of Directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the Board of Directors, and the Company's response to the remuneration committee's opinion: None.
- II. Resolutions of the nomination committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

(VI) Deviation and causes of deviation from Corporate Social Responsibility Best Practice Principles for TPEX-Listed Companies

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
I. Does the company establish exclusively (or concurrently) dedicated first line managers authorized by the board to be in charge of proposing the corporate social responsibility policies and reporting to the board?	V		<p>The Consolidated company established the “Corporate Sustainability Management Committee” on December 16, 2020. The Chairman is the advisory member of the Committee and the committee meeting shall be chaired by the general manager, while the center supervisors shall review the resolutions of the committee meeting. The board of directors authorized the Corporate Sustainability Management Committee to concurrently promote sustainability in accordance with GMTC’s Sustainable Development Best Practice Principles. It authorized the chair of the committee to handle economic, environmental and social issues generated by business activities, as well as to be responsible for the formulation and implementation of sustainable development policies, systems and related management policies and promotion plans, which shall then be reported to the board of directors.</p> <p>The teams on Corporate Governance and Integrity Management, Corporate Sustainability, Value Creation, Social and Employee Care, and Risk Management have been set up under the Corporate Sustainability Management Committee. In addition, relevant unit supervisors were assigned as team conveners to be responsible for formulating promotional strategies and objectives, and then conducting performance evaluations and review according to the competent authority. GMTC also appointed an executive secretary to assist committee members in planning and implementing sustainable development policies.</p> <p>In order to integrate resources and implement corporate sustainable development policies, Corporate Sustainability Management Committee holds at least two meetings every year. In contrast, temporary meetings are held when necessary to review the implementation of and formulation of sustainable policies. Three meetings were held in 2024. The situation is as follows:</p> <p>January 3, 2024: Discussion of the 2023 work achievements, 2024 work plans and objectives, and 2023 materiality analysis results of each team</p> <p>July 18, 2024: Discussion of the Implementation of the work of the Corporate Sustainability Committee in 2024</p>	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>December 5, 2024: Confirmation of the 2024 Major Topic Analysis Results</p> <p>The chair of the Corporate Sustainability Management Committee reports to the Board of directors the implementation status on an annual basis. The recent implementation status reported to the Board of directors are described as follows:</p> <p>January 23, 2024: Sustainability issue impact assessment report and communication status with stakeholders in 2023</p> <p>February 29, 2024: Implementation of Sustainable Development in 2023 and Promotional Plans for Sustainable Development in 2024</p> <p>July 25, 2024: Review of the 2023 sustainability report verified by third-party assurance provider Afnor</p> <p>October 31, 2024: Implementation of risk management in 2024</p>	
II. Whether the Company conducts the risk assessment on the environment, society and corporate governance issues related to the Company's operation and adopts related risk management policies or strategies? (Note 2)	V		<p>1. This discloses the corporate sustainability performance at GMTTC's main bases from January to December 2024. The risk assessment boundary mainly covers GMTTC's operations including its operating bases in Taiwan.</p> <p>2. Based on the GRI Standards, United Nations Sustainable Development Goals (SDGs), Sustainability Accounting Standards Board, the Corporate Sustainability Committee has summarized sustainability issues related to the corporate governance, society and environment, with reference to issues related to steel industry peers. The Company's sustainability report was prepared according to the materiality principle, communicating with internal and external stakeholders through surveys and assessing ESG issues in consideration of the severity of the negative impact and the positive impact on the organization, their scale and scope and possibility of occurrence and stakeholder concern. Based on these, an assessment is made on the ESG material topics for the formulation of management guidelines.</p> <p>3. The "Risk Management Team" under the Corporate Sustainability Committee is responsible for the overall risk management and for formulating the "Risk Management Policies and Procedures" to improve the risk management mechanism. The Corporate Sustainability Committee, risk management team, and business units participated in the WEF 113 Global Risks Report, COP climate summit trends and resolutions, ESG materiality analysis results, SASB steel industry risk items of</p>	No difference

Item	Implementation Status			Deviations and Reasons			
	Yes	No	Description				
			concern and the latest international and domestic risk and emerging issues, identify and analyze the key risks faced by the Company through risk management procedures, and clearly focus on these "uncertainty" issues, identify and measure governance risks, and plan management and monitoring measures for major risks to reduce the impact of related risks.				
			4. GMTC conducts the risk assessment on the environment, society and corporate governance issues related to the Company's operation and adopts related risk management policies/ strategies as follows:				
			Aspects	Risk Type		Potential risks	Management and control strategies
			Corporate governance	Supply risks		Risk of shutdown due to shortage of materials	(1) Continuously develop new external sources of supply; cultivate at least two material sources for key raw materials
							(2) Regularly keep track of the consumption and storage progress
				Supplier delivers raw materials out-of-specifications		(3) Maintain adequate safety stock	
						(4) Internally, the Company's relevant units convene discussion meetings to determine the feasibility of amendments to scrap steel specifications	
				Operating risk		Returns due to quality issues	(5) Research alternative ingredient solutions in advance
							(1) Formulation of clear acceptance specifications for raw materials
			(2) Implement incoming inspection				
Certification - Failure of second-party quality system certification		(3) Build relationships with more than two suppliers to supply key raw materials					
		(4) Maintain adequate safety stock					
		(5) Develops in-factory/outourced rectification capability					
Failure of third -party		(1) Regular arrangement of product/process audits					
		(2) Regularly arrange quality meetings to review and follow up on improvements					

Item	Implementation Status					Deviations and Reasons	
	Yes	No	Description				
					quality system certification	a. Internal audits on a regular basis	
					Insufficient technical capabilities to secure orders	b. Renovation and optimization of machinery c. Install new machinery d. Improve communications with industry professionals	
					Equipment malfunction affecting quality	(1) Equipment is inspected regularly and quality is tracked regularly (2) Manufactured with alternative equipment	
			Demand risks	Has not yet achieved sales target	(1)Discuss contingency plans through weekly meetings related to order collection (2)Strengthen the timely update of market conditions through meetings before the stock market opens		
			Macroeconomic Risk	Interest Rate Risk	(3) Short-term financing by use of commercial promissory notes and bank loans with low-interest rates (4) Consider issuing medium- and long-term corporate bonds when interest rates are relatively low to reduce the impact of interest rate fluctuations on the Company		
				Exchange Rate Risk (Material Risk)	(5) Keep track of changes in the financial market every day, and evaluate the foreign exchange risks and changes in profit/ loss that arise from the Company's assets and liabilities (6) Focus on natural hedging and the spot market, and use derivatives such as currency forwards for hedging (7) Mitigate foreign exchange rate risks by stringent control of the major capital expenditures and capital transfers that cause significant		

Item	Implementation Status					Deviations and Reasons	
	Yes	No	Description				
					changes in foreign exchange positions		
				Information Security Risk	Ransomware attacks and social engineering risks		(8) Deployment of endpoint anti-virus software (9) Account access management (10) Regular Conduct social engineering drills from time to time (11) Deployment of firewalls, intrusion detection equipment and SPAM (12) Evaluate MDR deployment on endpoints and delegate MDR security event monitoring and alerting to MDR security monitoring vendors (13) Raise employees' information security awareness through training
					Data leakage and software infringement risks		(14) Regularly conduct web page and system weakness scanning and penetration testing (15) Implement system permissions management and control (16) Enhance information security advocacy to raise employees' information security awareness (17) Control and manage employees' illegal installation of software
				Commercial and Market Risks	Trade barrier risks		(18) Apply for tariff exemption in various countries (19) Market development in other countries with duty-free or lower tariffs
			Society	Operating Risk	Loss of entry-level technicians		e. Understand the willingness of employees and describe job roles before job transfer. f. Develop various recruitment packages, introduction bonuses, transport allowances, and company share for talent retention. g. Improve pay structure and raise monthly salary.

Item	Implementation Status					Deviations and Reasons	
	Yes	No	Description				
					h. Formulate primary equipment SOP. i. Establish equipment maintenance log. j. Improve equipment management system.		
				Occupational safety risk	Occupational injury risks		k. Safety and health education and training l. Handle the abnormalities detected during on-site inspections m. Emergency response drills.
					Fire disaster risk		n. Fire drills. o. Routine equipment maintenance and inspection.
					Pandemic disease risks		p. Anti-pandemic measures in the factory. q. Encourage vaccination.
				Commercial and Market Risks	Stricter labor regulations		r. Legal compliance.
			No timely amendments in response to changes in labor-related laws and regulations		s. Appoint dedicated personnel to keep track of recent laws and real-time news on a regular basis.		
			Environment	Disasters	Earthquake risks		t. Hold evacuation drills.
					Natural disaster risks (Floods, wind damage)		u. Inspection, drainage, pumping and cleaning of the drainage ditch on a regular basis. v. Establish an emergency preparedness team and hold meetings before the rainy season and typhoons.
				Climate Risk	Implementation of carbon pricing		w. Inventory the sources of carbon emissions from each production process

Item	Implementation Status					Deviations and Reasons
	Yes	No	Description			
					mechanisms in various countries (material risk) 	

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
(II) Does the company endeavor to utilize resources more efficiently and use renewable materials which have a low impact on the environment?	V		<p>1.The Consolidated company actively promotes various energy reduction measures. GMTC established the ISO 50001 energy management system in Xinying and Liouying Plants. We continuously monitor energy consumption across all plants and develop energy-saving plans to improve energy efficiency per unit and lessen our negative environmental impact.</p> <p>In line with the government's policy, the 2024 targets for the Xinying Plant and Liouying Plant is to achieve an annual power saving rate of 1%. Having reported to the central competent authority for review and approval, it is confirmed that the Xinying Plant has achieved an annual power saving rate of 0.18%, and the Liouying Plant has achieved an annual power saving rate 1.92%, and the annual power saving was 1,095.57 kWh.</p> <p>In 2025-2028,. in accordance with policy adjustments, the electricity saving rate target for 2025 is 1.5% for Plant Xinying and 1.5% for Plant Liouying, ensuring continued compliance with regulations.</p> <p>The promotion measures include the most optimal process design to increase production efficiency and reduce unit energy consumption, replace old motors, ice machines, air compressor and more., to improve energy use efficiency, implement energy-saving procurement, install roof-top solar power generation devices, and purchase green power and more, to achieve the goal of optimizing energy use efficiency.</p> <p>2. The company, as the parent in consolidated group, uses an electric arc furnace for steelmaking. The raw materials include recycled steel scrap combined with iron base alloys and the scraps generated during the steelmaking process can be recycled and reused. The finished steel products can be recycled after being sold or used. The input of scrap steel accounts for about 90% of the total input (including the recovered materials in the plant).</p>	No difference
(III) Does the company assess climate change's current and future risks and opportunities and	V		The assessment of the Consolidated company's climate change-related risks and opportunities and countermeasures is listed in Table 2-2-3 of this annual report.	No difference

Item	Implementation Status			Deviations and Reasons																			
	Yes	No	Description																				
relevant responsive measures?																							
(IV) Whether the company gathers the statistics about the annual greenhouse gas emission, water consumption and gross weight of waste for the past two years, and adopts policies for greenhouse gas reduction, reduction of water consumption or management of exhaust gas and other waste goods?	V		<p><u>(1) Greenhouse gas</u></p> <p>The results of the Consolidated company’s greenhouse gas inventory, assurance, and reduction policy are listed in Table 2-2-3 of this annual report.</p> <p><u>(2) Water consumption</u></p> <p>The Consolidated company’s primary source of water is tap water, with its main uses including process cooling water recycling and domestic water for employees.</p> <p><u>Water consumption in the last 2 years</u></p> <p>Scope: Water usage data for 2023 and 2024, and water withdrawal data for 2024, cover the parent company. Water withdrawal data for 2024 covers the parent company and subsidiaries. Water intensity comparison is based on the primary water-consuming processes (Plant Xinying + Plant Liouying). The aforementioned data has not been verified.</p> <table><tr><th colspan="2">Unit: million liters</th><th>2023</th><th>2024</th></tr><tr><td>Water consumption</td><td>Parent Company</td><td>61,401</td><td>107,645</td></tr><tr><td rowspan="2">Water withdrawal</td><td>Parent Company</td><td>306</td><td>330</td></tr><tr><td>Subsidiary</td><td></td><td>12</td></tr><tr><td colspan="2">Water withdrawal intensity of major water-consuming processes (million liters / <u>GMTC’s finished product output (tons)</u>)</td><td>0.00356</td><td>0.00366</td></tr></table>	Unit: million liters		2023	2024	Water consumption	Parent Company	61,401	107,645	Water withdrawal	Parent Company	306	330	Subsidiary		12	Water withdrawal intensity of major water-consuming processes (million liters / <u>GMTC’s finished product output (tons)</u>)		0.00356	0.00366	No difference
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Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>The parent company is internally promoting water-saving measures to achieve a 10% reduction in water intensity per unit of product compared to the 2014 baseline year (base year: water withdrawal: 449.948 million liters / water withdrawal intensity in major water-consuming processes: 0.00460 million liters/ton).</p> <p>The main water management methods include</p> <p>(1) Abnormal water usage is monitored in real-time through the energy and resource platform</p> <p>(2) The Company will expand the proportion of wastewater recycling and reuse in the manufacturing process based on the feasibility of adding water treatment equipment.</p> <p>(3) Adopt alternative cooling methods where feasible, such as air cooling instead of water cooling, to reduce water consumption</p> <p>In 2024, the parent company's water withdrawal for major water-consuming processes was 307 million liters, with a water withdrawal intensity of 0.00366 million liters/ton. This represents a 3.0% increase compared to 2023 and a 20% decrease compared to the 2014 baseline year.</p> <p><u>(3) Waste:</u></p> <p>In accordance with the “Waste Disposal Act”, the Consolidated company’s disposal of commercial waste generated from the manufacturing process is entrusted to a qualified waste management company approved by the competent authority.</p> <p>GMTC formulated waste disposal procedures in cooperation with the resource recycling company and has set up resource recycling centers in its plants and offices to implement resource recycling and garbage classification to advocate correct environmental protection concepts to employees. The supplier's packaging materials, including iron drums and space bags, will be reused in the plant if appropriate, but must be scrapped after they are deemed no longer usable.</p>	

Item	Implementation Status			Deviations and Reasons																										
	Yes	No	Description																											
			<p><u>Waste generation in the past two years</u></p> <p>Scope: Waste generation data for 2023 covers the parent company. Waste generation data for 2024 covers the parent company and its subsidiaries. The waste generation per unit of product is calculated based on the parent company’s waste generation. The parent company’s waste generation is included in the ISO 14001 management system, which must be verified annually to maintain its effectiveness. All relevant data has been externally verified.</p> <table><tr><th colspan="2">Units: Tons</th><th>2023</th><th>2024</th></tr><tr><td rowspan="3">Parent Company</td><td>Hazardous waste</td><td>1,986</td><td>1,912</td></tr><tr><td>Non-hazardous waste</td><td>46,289</td><td>43,726</td></tr><tr><td>Total weight</td><td>48,274</td><td>45,638</td></tr><tr><td rowspan="3">Subsidiary</td><td>Hazardous waste</td><td rowspan="3"></td><td>6</td></tr><tr><td>Non-hazardous waste</td><td>74</td></tr><tr><td>Total weight</td><td>80</td></tr><tr><td colspan="2">Waste output per unit of product (ton / <u>GMTC finished product output (tons)</u>)</td><td>0.59</td><td>0.54</td></tr></table> <p>Our waste management policy primarily focuses on engaging qualified waste disposal contractors for the reuse of waste, thereby promoting the resource recovery of industrial waste and minimizing environmental impact. In recent years, the company mainly focused on the recycling of waste bricks, furnace slag, and dust from the steelmaking processes to reduce wastes, with the hope to achieve a waste reuse rate of 90%.</p> <p>In 2024, the parent company increased its channels for reusing and disposing of hazardous waste dust, raising the reuse rate to 21.22% and reducing the amount sent to landfills. We anticipate further increasing the reuse rate in 2025. The overall waste reuse rate for the entire company was 94%, a 0.44% increase compared to the previous year. The waste intensity was 0.54, a 4% reduction compared to 0.59 in 2023.</p>	Units: Tons		2023	2024	Parent Company	Hazardous waste	1,986	1,912	Non-hazardous waste	46,289	43,726	Total weight	48,274	45,638	Subsidiary	Hazardous waste		6	Non-hazardous waste	74	Total weight	80	Waste output per unit of product (ton / <u>GMTC finished product output (tons)</u>)		0.59	0.54	
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Item	Implementation Status			Deviations and Reasons						
	Yes	No	Description							
IV. Social issues (I) Did the company draft applicable management policies and procedures based on applicable laws and international human rights agreements?	V		<p>The "GMTC Human Rights Policy" abide by the laws and regulations in each of its global bases, and complies with the human rights standards such as the “International Bill of Human Rights," “International Labor Organization - Declaration on Fundamental and Rights at Work" and the “Ten Principles of the United Nations Global Compact," so that employees and third-party personnel are entitled to dignity and respect at work and preventing human rights violations. The documentation of “Human Rights Policy,” “Work Rules” and “Corporate Social Responsibility Manual” clearly declare the protection of human rights.</p> <p>The Company's human rights risk mitigation measures are summarized as follows.</p> <table><tr><th colspan="2">Mitigating human rights risks</th></tr><tr><td>Provision of a Safe and Healthy Working Environment</td><td>1. Aim to achieve zero disasters and risk reduction 2. Upgrade on-site equipment to enhance safety and hygiene awareness 3. Strengthen the protection of mechanical equipment against environmental hazards 4. Conduct analysis, investigation and follow-up based on the association between health examination results and the company’s manufacturing operations 5. Promote health promotion activities and encourage employees to participate in maintaining a healthy lifestyle</td></tr><tr><td>Prevention of Unlawful Discrimination and Ensure Equality in Work Opportunities</td><td>Abide by the local government labor standards, international norms and GMTC's human rights policies, with standard staff employment procedures to prevent illegal discrimination. The starting salaries are the same between GMTC’s male and female employees with equal seniority and ranks.</td></tr></table>	Mitigating human rights risks		Provision of a Safe and Healthy Working Environment	1. Aim to achieve zero disasters and risk reduction 2. Upgrade on-site equipment to enhance safety and hygiene awareness 3. Strengthen the protection of mechanical equipment against environmental hazards 4. Conduct analysis, investigation and follow-up based on the association between health examination results and the company’s manufacturing operations 5. Promote health promotion activities and encourage employees to participate in maintaining a healthy lifestyle	Prevention of Unlawful Discrimination and Ensure Equality in Work Opportunities	Abide by the local government labor standards, international norms and GMTC's human rights policies, with standard staff employment procedures to prevent illegal discrimination. The starting salaries are the same between GMTC’s male and female employees with equal seniority and ranks.	No difference
Mitigating human rights risks										
Provision of a Safe and Healthy Working Environment	1. Aim to achieve zero disasters and risk reduction 2. Upgrade on-site equipment to enhance safety and hygiene awareness 3. Strengthen the protection of mechanical equipment against environmental hazards 4. Conduct analysis, investigation and follow-up based on the association between health examination results and the company’s manufacturing operations 5. Promote health promotion activities and encourage employees to participate in maintaining a healthy lifestyle									
Prevention of Unlawful Discrimination and Ensure Equality in Work Opportunities	Abide by the local government labor standards, international norms and GMTC's human rights policies, with standard staff employment procedures to prevent illegal discrimination. The starting salaries are the same between GMTC’s male and female employees with equal seniority and ranks.									

Item	Implementation Status			Deviations and Reasons	
	Yes	No	Description		
			Prohibit Child Labor	According to GMTC's human rights policy, work rules and social responsibility, the company was never engaged in child labor to protect children's physical and cognitive growth and development. GMTC only accepts job applications from those aged 18 and older and will check the IDs of the new employees when they are hired to reject the candidates below the age of 18 years old.	
			Prohibit Forced Labor	GMTC has strictly abided by the local government labor standards and the company's human rights policies to respect human rights at the workplace and prohibits any form of forced labor.	
			Support employees in maintaining good physical and mental health and improve work-life balance	In order to encourage employees to participate in workplace social clubs, GMTC's Employee Welfare Committee has been subsidizing its social clubs every year. In addition, GMTC's workplace social clubs organized regular activities to improve the employees' work-life balance.	
			Regular Review and Evaluation of Related Mechanisms and Behaviors	GMTC reviews regulations and makes adjustments to relevant systems on a regular basis	
			GMTC arranges relevant human rights education and training courses (including the understanding of the Labor Act, and advocacies on the prevention of wrongfully damaging the rights of another and sexual harassment) for new employees, and provides general, occupational safety and health training. In 113, 73 people were trained, with a total of 292 hours of training, while relevant regulations are disclosed on the MOPS.		

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
(II) Whether the company adopts and implements reasonable employee benefit policy (including remuneration, vacation and other benefits, etc.), and reflects the operating performance or results to the remuneration to employees adequately?	V		<p><u>Employee compensation</u></p> <p>With the aim to care for employees and their family members, GMTC provides comprehensive employee benefits, an incentive compensation bonus system, considerate care, and preferential benefits to enable employees to work with peace of mind and ensure that the employees and families have a comfortable life.</p> <p>GMTC's new employee performance appraisal is based on the employee's educational background, professional knowledge, skills, seniority and experience. In addition to the 3 months probationary period assessment for newly recruited workers, the performance evaluations for all employees are conducted on a monthly basis, with promotions based on the appraisal of their individual performance. In addition, GMTC will allocate year-end bonuses if there is a surplus in the current fiscal year, and plans to distribute dividends in the following year.</p> <p><u>Employee welfare measures</u></p> <p>GMTC provides employees with labor and health insurance, retirement pensions, maternity/ paternity leave, and parental leave without pay in accordance with relevant laws, with group insurance for new employees. Colleagues can also pay for preferential group insurance for their family members, so that group insurance coverage covers the employees and their families. In addition, the company also provides employees with comprehensive travel insurance for long business trips, in order to protect employees who are working abroad.</p> <p>The leave system is implemented in accordance with the Labor Standards Act, except for special leave, maternity/paternity leave and childcare leaves. Employees can also apply for leave without pay if they encounter major accidents or special circumstances that require longer leave, in order to take care of themselves and their families and to avoid moving.</p> <p>To support breastfeeding female employees, GMTC has set up a nursing room to meet the needs of employees, and allows employees to apply for parental leave without pay, with arrangements on job positions after the employees return to work from parental leave.</p>	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>To improve labor relations, GMTC has set up an Employee Welfare Committee (hereinafter referred to as the Welfare Committee), which not only provides employee travel incentives, festival gifts (Spring Festival, Labor Day, and Moon Festival), birthday gifts, wedding gifts and funeral condolences.</p> <p>In order to encourage employees to participate in workplace social clubs, GMTC's Employee Welfare Committee has been subsidizing its social clubs every year, such as running, biking, swimming, bowling, softball, basketball, golf, and badminton clubs. In addition, GMTC's workplace social clubs organized diversified holiday leisure and entertainment activities to improve the employees' work-life balance to promote coworker exchange relationships and coworker friendships.</p> <p><u>Workplace Diversity and Equality</u></p> <p>GMTC supports gender equality and work force diversity. GMTC's personnel recruitment and selection is solely based on skills and experience instead of race, class, politics, ideology, religious beliefs, place of origin, place of birth, gender, sexual orientation, age, family status, genetic features, disability or previous labor union membership. In addition, the Company has strictly abided by the local government labor standards, and has never engaged in child labor. There was no workplace discrimination in 113.</p> <p>GMTC actively coordinates and arranges suitable jobs for the disabled from the existing job vacancies, so that the disabled can enter the job market as soon as possible and demonstrate their skills and competencies. In the past years, GMTC's disability inclusion has exceeded legal requirements (1%). In 2024, GMTC hired 12 disabled people, accounting for 1.2% of the total number of employees.</p> <p>Female Diversity Indicator</p>	

Item	Implementation Status			Deviations and Reasons														
	Yes	No	Description															
			<table><thead><tr><th>Indicator</th><th>Percentage (%)</th></tr></thead><tbody><tr><td>Female employees (%)</td><td>10.7%</td></tr><tr><td>Female heads (%)</td><td>8.5%</td></tr><tr><td>Female Ranking of Junior Management (%)</td><td>3.0%</td></tr><tr><td>Female senior executives (%)</td><td>31.3%</td></tr><tr><td>Female managers in revenue-generating roles (%)</td><td>3.2%</td></tr><tr><td>Female to STEM (%)</td><td>28%</td></tr></tbody></table> <p>Note 1: “Senior executives” refer to the Company’s managers, such as general manager and others of equivalent level, vice presidents and people of equivalent level, assistant vice presidents and people of equivalent level, financial department executive, accounting department executive, and others who have the right to manage company affairs and sign on behalf of the company.</p> <p>Note 2: Entry-level managers: Denotes management staff below the levels of middle and senior management.</p> <p>Salary equality</p> <p>The Company has appointed the "Remuneration Committee" to provide employees with competitive remuneration, and to use a transparent and equal remuneration policy to give back the Company's operational performance to employees.</p> <p>Due to the nature of the industry, there are more male employees than female employees. However, there is no gender difference in the compensation structure. We uphold the basic position of gender equality and employees are paid regardless of their gender, race, religion, or political affiliation and marital status. The ratio of starting salaries to male and female employees at different ranks is 1:1. In addition, the average starting salary of the Company’s grassroots employees is 107% of the minimum wage in Taiwan. In accordance with the Labor Standards Act, if an employee has to work overtime due to business needs, the company shall pay the employee overtime wages on the basis of the employee's full wage.</p> <p>The promotion, salary adjustment and salary verification of the Company's employees are processed in accordance with the salary structure table, and there is no differential treatment based on gender. The salary difference is mainly based on job</p>	Indicator	Percentage (%)	Female employees (%)	10.7%	Female heads (%)	8.5%	Female Ranking of Junior Management (%)	3.0%	Female senior executives (%)	31.3%	Female managers in revenue-generating roles (%)	3.2%	Female to STEM (%)	28%	
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Female to STEM (%)	28%																	

Item	Implementation Status			Deviations and Reasons										
	Yes	No	Description											
			<p>duties, seniority, performance and other factors not based on gender.</p> <table><tr><th>Remuneration equality indicator</th><th>Overall</th></tr><tr><td>The "average" gap between male and female salaries</td><td>14.1%</td></tr><tr><td>Gap in the "median" of male and female salaries</td><td>17.3%</td></tr><tr><td>The difference in the “average variable bonus” between men and women</td><td>52.7%</td></tr><tr><td>The difference in the “median variable bonus” between men and women</td><td>28.6%</td></tr></table> <p>Note 1: Calculation formula (1- (average salary of females/average salary of men)) * 100% of the gap ratio obtained</p> <p><u>Employee Compensation is Commensurate with the Company's Performance</u></p> <p>In order to reflect the 2023 business performance in employee remuneration, the overall salary increase in 2024 will be 4% in the beginning of the year..</p>	Remuneration equality indicator	Overall	The "average" gap between male and female salaries	14.1%	Gap in the "median" of male and female salaries	17.3%	The difference in the “average variable bonus” between men and women	52.7%	The difference in the “median variable bonus” between men and women	28.6%	
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The difference in the “average variable bonus” between men and women	52.7%													
The difference in the “median variable bonus” between men and women	28.6%													
(III) Did the company create a safe and healthy work environment for employees and offer periodic safety and health training to employees?	V		<p><u>1. Occupational health and safety management system</u></p> <p>The Consolidated company has established the occupational safety and health management system in accordance with the occupational safety and health regulations, providing safe and healthy work conditions while adhering to the occupational safety and health regulations and related requirements, removing hazards, minimizing occupational safety and health risks, and providing consultation of occupational safety and health issues and promoting employee participation. The parent company’s Xinying Plant and Liouying Plant completed ISO 45001:2018 and CNS 45001 certifications in June 2023, with an expiry date of June 7, 2025, and we plan to undergo recertification to maintain the effectiveness of our management system.</p> <p><u>2. Implementation Status of the Environmental Protection and Occupational Safety and Health Committee</u></p> <p>GMTC holds safety and health committee meetings on a quarterly basis. The committee consists of 45 members, including General Manager, labor safety personnel, department chiefs, medical staff, and labor union representatives. Among them, there were a total of 23 representatives of the labor union, accounting for 51% of the committee members. The meeting shall be chaired by the company's senior management, and participated by various department chiefs and members of the safety committee. In addition to describing and reviewing the safety and health matters in the previous quarter, the relevant</p>	No difference										

Item	Implementation Status			Deviations and Reasons												
	Yes	No	Description													
			<p>implementations at the workplace were also discussed in order successfully promote occupational safety and health.</p> <p><u>3. Safety and health education and training</u></p> <p>Since GMTC believes that most accidents are caused by human error, the Company focuses on cultivating employees' knowledge via safety and health education and training. To prevent colleagues and third-party manufacturers from being injured or frightened during work operations, all workers entering the plant must participate in safety and health education and training courses to lower occupational accident rates.</p> <p>(1) New employee training: Participated by a total of 73 new employees.</p> <p>(2) On-the-job training: Each unit organizes the on-the-job training courses once a month, which was participated by a total of 705 employees.</p> <p>(3) Training for cooperative suppliers: Remind suppliers on safety awareness and comply with regulations. 428 sessions were held, with a total of 1,282 participants.</p> <p>(4) Fire safety drills: For employees to be familiar with the notification process and operation of emergency equipment, in order to enhance the employees’ skills on emergency response. 3 sessions were held, which were participated by a total of 86 employees.</p> <p><u>4. Regular settings of safety and health operating standards</u></p> <table><tr><td colspan="2">Regular settings of safety and health operating standards</td></tr><tr><td>Fire safety training</td><td>Once every six months</td></tr><tr><td>Work safety weekly inspection</td><td>On an irregular basis</td></tr><tr><td>Industrial safety inspection</td><td>Once every month</td></tr><tr><td>Environmental safety conference</td><td>Once every month</td></tr><tr><td>Environmental Protection and Occupational Safety and Health</td><td>Once every quarter</td></tr></table>	Regular settings of safety and health operating standards		Fire safety training	Once every six months	Work safety weekly inspection	On an irregular basis	Industrial safety inspection	Once every month	Environmental safety conference	Once every month	Environmental Protection and Occupational Safety and Health	Once every quarter	
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Environmental safety conference	Once every month															
Environmental Protection and Occupational Safety and Health	Once every quarter															

Item	Implementation Status			Deviations and Reasons										
	Yes	No	Description											
			<table><tr><td>Committee</td><td></td></tr><tr><td>Health promotion (blood donation)</td><td>Once every quarter</td></tr><tr><td>Environment, safety and health lectures</td><td>Twice every year</td></tr><tr><td>Health check-up</td><td>Once every year</td></tr><tr><td>Flu vaccine</td><td>Once every year (in October)</td></tr></table>	Committee		Health promotion (blood donation)	Once every quarter	Environment, safety and health lectures	Twice every year	Health check-up	Once every year	Flu vaccine	Once every year (in October)	
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			<u>5. Chemicals management</u>											
			Chemical management includes procurement and disposal. The suppliers are required to provide safety data sheets and hazard labels and perform inspections in accordance with the Regulations for the Labeling and Hazard Communication of Hazardous Chemicals, Toxic and Concerned Chemical Substances Control Act and the Regulations Governing Designating and Handling Permission of Controlled Chemicals. Chemicals containing toxic chemical substances listed by the Environmental Protection Administration or chemical ingredients controlled by the Ministry of Labor are prohibited from being purchased, in order to avoid harm to employee health. After chemicals are purchased, each unit carries out chemical inventory preparations, regularly classifies the chemicals used for management and monitors the operating environment every six months, and after the chemicals are used up, they will be recycled by professional and qualified waste disposal companies.											
			<u>6. Equipment safety management</u>											
			In order for effective management, the plant’s machinery and equipment are classified into hazardous and general in accordance with relevant laws and regulations. Apart from regular inspections by the inspection agency for hazardous machinery and equipment in accordance with laws and regulations, the plant also conducts self-inspection for the hazardous and general machinery/ equipment before daily operations and monthly and annual inspections. Anomalies are reported immediately for repair and maintenance. Currently, there are 201 units of hazardous machinery/ equipment, including fixed cranes and specific equipment for high pressure gases.											
			<u>7. Contractor management</u>											

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>For external contractor management, the contractors who enter the factory for construction have the responsibility and obligation on maintaining safety and health on construction sites, machinery and equipment and construction workers. Hence, before entering the factory, the contractors are required to submit the construction application form, list of construction workers, Statement of Commitment to EHS Letter, pre-construction review report, and Notice of Alleged Safety or Health Hazards, and the contractors shall appoint relevant safety and health management personnel to the construction site. All relevant construction workers shall be insured with NT\$5 million accident insurance, and take necessary safety and health education and training before entering the factory for construction.</p> <p>During the construction process, GMTC's safety personnel conduct audits on an irregular basis based on four major aspects, including the on-site construction progress, the construction environment, machinery, and worker protection and issue a Statement of Deficiencies for any violations. If there are major violations, the contractor shall be penalized according to the penalty standards for violation of contractor regulations. After the construction is completed, GMTC's safety and health personnel will conduct evaluations according to the contractor's safety and health conditions before, during and after construction, which shall be used as a reference for the selection of contractors by various units. The Company holds a safety and health consultation meeting every six months for on-site or external contractors to advocate for occupational safety and health, with explanations for management matters, in order to prevent the occurrence of occupational accidents involving contractors.</p> <p><u>8. Emergency response</u></p> <p>GMTC has formulated emergency response procedures according to the emergency response regulations, so that employees can report and rescue according to the procedures in the event of emergency or abnormal situation, ensuring the safety of workers and surrounding residents, and prevent further expansion of disaster. With the aim to reduce the risk of personal injury and environmental pollution, GMTC attaches great importance to emergency response drills and training. In 2024, each factory has conducted 6 disaster prevention drills, participated by a total of 115 employees. Since 2017, emergency response drills</p>	

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>have also included environmental protection events. The simulation of the air pollution control equipment and abnormal leakage and spillage of waste water or chemicals enable employees become more familiar with emergency response. During on-site operations, if the employees discovered environmental or safety and health hazards in the workplace, they shall report to the unit supervisor or occupational safety and health unit using the environmental safety and health communication form, by telephone, by email, or in person, and request for improvements. If, upon urgent risks and hazards in the environment or during operation, or emergency health issues, and the employee was unable to report to the unit supervisor or occupational safety and health personnel in time, the employee can move to a safe location first, and will not be penalized by the company for this.</p> <p>9. Safety and Health Management</p> <p>In 2024, the disabling injury frequency rate was 1.51, a slight decrease compared to 2023. There were a total of 3 occupational injury incidents involving 3 employees. The plant experienced zero fire incidents, representing 0.3% of the total employee headcount at the end of 2024.</p> <p>For accident injuries, we plan to improve safety and health management based on four aspects, including improvement of mechanical equipment to prevent clamping injury, use of personal protective equipment, strengthening on-site inspections, and performing thematic inspections every month, in order to reduce the occurrence of work-related accidents. After the occurrence of various accident injuries, the responsible units shall immediately make improvements, report to the Environmental Protection and Occupational Safety and Health Committee about the accident, and require all other units to carry out parallel improvements to reduce the risk of injury.</p>	
(IV) Does the company provide its employees with career development and training	V		<p>1. Since corporate sustainability depends on the long-term cultivation of talents, GMTC has developed an education and training system according to its strategies, objectives and business plan, and has established the "Regulations Governing Education and Training". All relevant education and training shall be handled in accordance with the Regulations. GMTC planned annual training courses for each level according to business policies, legal compliance, and employee functions to strengthen the learning efficiency of participants and improve employee quality and benefits of employee development.</p>	No difference

Item	Implementation Status			Deviations and Reasons																												
	Yes	No	Description																													
sessions?			<p>2. The education and training system mainly covers 6 major projects as follows: "New Employee Training," "Basic Professional Skills," "Project Planning Ability Training," "Industry-Academia Collaboration," "Leadership/ Management Skills Training," "Supervisor Training."</p> <p>3. From January to December 2024, there were 376 internal and external training sessions, with a total of 4,289 participants.</p> <table border="1"> <thead> <tr> <th>Training type</th><th>Item</th><th>Class/ session</th><th>Total training hours</th><th>Number of trainees</th></tr> </thead> <tbody> <tr> <td rowspan="2">Internal training</td><td>Professional technology</td><td>224</td><td>555</td><td>2,760</td></tr> <tr> <td>Core technology</td><td>84</td><td>159</td><td>844</td></tr> <tr> <td rowspan="2">External training</td><td>Professional technology</td><td>50</td><td>589</td><td>175</td></tr> <tr> <td>License</td><td>18</td><td>544</td><td>510</td></tr> <tr> <td colspan="2">Total</td><td>376</td><td>1,847</td><td>4,289</td></tr> </tbody> </table>	Training type	Item	Class/ session	Total training hours	Number of trainees	Internal training	Professional technology	224	555	2,760	Core technology	84	159	844	External training	Professional technology	50	589	175	License	18	544	510	Total		376	1,847	4,289	
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(V) Whether the company complies with the related laws and international practices with respect to customers' health and safety, customers' privacy, marketing and labeling for its products and services, and adopts	V		<p>The Consolidated company has formulated the “Ethical Corporate Management Best-Practice Principles” and “Code of Ethical Conduct”, which stipulates that the R&D, procurement, manufacturing, provision or sales of products and services shall be conducted in accordance with relevant regulations and international standards, so as to ensure product and service information transparency and security. The company has also established and disclosed policies to protect the rights of consumers or other interested parties. The policies are implemented during business activities to prevent products or services from having a direct or indirect impact on consumers' rights, health, and safety or other interested parties. The company's customer/supplier information shall be kept confidential unless it is authorized to be disclosed according to relevant laws and regulations.</p> <p><u>Customer health and safety</u></p> <p>1. Management measures have been established to identify whether product applications are related to product safety at the order-taking stage, and corresponding quality management procedures are carried out in R&D, procurement, and manufacturing to reduce the probability of defective goods outflows.</p>	No difference																												

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
related consumer/customer protection policies and complaining procedures?			<p>2. GMTC strictly abides by the Restrictions of Hazardous Substances Directive (RoHS), substance of very high concern under the REACH Regulation (REACH-SVHC), Labelling and SDS Requirements under MoL's Regulations, no radiation requirements, U.S. Securities and Exchange Commission conflict-free mineral requirements, and the Toxic Substances Control Act (TSCA), in order to meet customer needs and reduce environmental impact and public health hazards.</p> <p><u>Marketing and labeling</u></p> <p>Relevant management guidelines are in place. All product marketing and labeling are handled in accordance with internal standards, the regulations of export destinations (e.g., India), and product identification requirements (e.g., JIS Mark).</p> <p><u>Customer privacy</u></p> <p>The Company has established the “Personal Data and Trade Secret Management Guidelines” ,“Intellectual Property Management Regulations” and “Information Security Policy and Management Plan” to protect customer privacy.</p> <p><u>Policies for protecting consumer and customer rights, and complaint procedures</u></p> <p>Both our products and services include after-sales consultation and defect complaint handling procedures to protect customer rights. The consolidated company has established customer complaint handling regulations. Upon receiving a customer complaint, the sales department initiates the process, with the Quality Assurance department acting as internal coordinator. This involves clarifying responsibility, analyzing the root cause, and proposing corrective actions to prevent recurrence, ultimately enhancing customer satisfaction.</p>	
(VI) Whether the company adopts any specific suppliers' management policy demanding that the	V		<p>GMTC pursues green procurement, implements the environmental protection 3R principles (Recycle, Reuse, Reduce), and establishes the Supplier Management Procedures. In addition, the company has set up the CSR management system in accordance with Social Accountability 8000 (SA8000) to advocate on the concept of corporate social responsibility and require key raw material suppliers to sign the CSR Commitments, Declaration of Conflict-Free Minerals and the Guarantee for Controlled Environmental Substances/ Declaration of RoHS & REACH SVHC Compliance, in order to jointly implement</p>	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
suppliers should comply with the related regulations governing environmental protection, occupational safety and health or labors' human rights, and how the policy is implemented?			<p>relevant ethical management, labor and human rights regulations to strengthen the balance of the three dimensions of sustainable development - economic, social and environmental.</p> <p>GMTC attaches great importance to social responsibility such as ensuring quality across the supply chain, environmental protection, safety and health. Therefore, the Company investigates whether the new supplier of key raw materials has obtained environmental safety and health certifications including ISO 9001, ISO14001 and ISO45001, whether there have been major environmental safety and health accidents in the past three years, and require the new supplier to comply with the “Labor Standards Act” and “Occupational Safety and Health Act,” human rights related laws, regulations and enforcement rules.</p> <p>In order for close cooperation between GMTC and the key raw material suppliers and improve supply quality, material sources and services to stabilize supply and lower relevant costs, all of GMTC’s key raw material suppliers must comply with the company’s Supplier Management Procedures so that raw materials conform with the company’s needs and regulatory requirements.</p> <p>In addition to supplier audits on the new suppliers of key raw materials, GMTC also regularly monitors the delivery schedule and quality of suppliers through annual supplier evaluation and other mechanisms for the existing trading partners. In addition, GMTC will also help or guide suppliers towards better quality and environmental protection, in the hope that the joint efforts of upstream and downstream companies can make their supply chains more sustainable.</p> <p><u>New Supplier Audit</u></p> <ol style="list-style-type: none"> 1. Supplier information (including quality/ EHS (environmental, health and safety) system inspections) 2. Signing of the Declaration of RoHS and REACH Compliance 3. Signing of the Declaration of Minerals Conflict-Free 4. Signing of the Commitment of Social Responsibility 	

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p><u>Supplier Qualification, Monitoring and Evaluation</u></p> <p>1. After the new supplier audit, the new suppliers are required to receive a stage 2 audit, and will be qualified as the company's suppliers after receiving the acceptance report issued by the purchasing unit and passing the quality assurance review.</p> <p>2. GMTC monitors whether the supplier meets the company's requirements every month based on indicators including the delivery date and supply quality.</p> <p>3. Every March, GMTC evaluates the quality, delivery date and services of qualified suppliers that have previous year transactions.</p> <p><u>Training Suppliers</u></p> <p>1. Since scrap steel is one of GMTC's key raw materials to produce special steel, the company has set up stringent rules for procurement and acceptance. In order to improve the quality of steel scrap supply, GMTC will support and train the suppliers that are willing to improve self-inspection skills to better understand GMTC's steel scrap grades and specifications and achieve stable supply.</p> <p>2. GMTC also request for suppliers that store scrap steel directly on the soil ground to improve the on-site storage environment, and lay cement or iron plates to avoid environmental or geological pollution or damage. Improvement of the suppliers' storage environment can reduce dust and impurities from steel scrap, and enhance the quality and purity of steel scrap.</p>	
V. Whether the company prepares the report disclosing the company's non-financial information, such as the	V		The Company formulated the 2024 Sustainability Report in accordance with the GRI Standards. A third-party verification company, Afnor Asia Ltd., was entrusted with the verification of the Report in accordance with the GRI standard and AA1000 Assurance Standard (AA1000 AS V3) Type 2 Moderate level assurance, to ensure the quality of the data disclosed via an external verification.	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
corporate sustainability report, based on the guidelines or directions for preparation of reports applicable internationally? Whether said report has been assured or guaranteed by a third party certification unit?				
<p>VI. If the Company has established a corporate sustainability code of conduct based on “Corporate Sustainability Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any discrepancy between the principles and their implementation:</p> <p>The Company has formulated the Corporate Sustainability Code of Conduct, with no discrepancy between the code of conduct and their implementation.</p>				
<p>VII. Other information material to the understanding and promotion of corporate sustainability:</p> <p>1. Promotion of sports culture:</p> <p>(1) TSG Hawks baseball team, sponsorship amount of NTD 30 million.</p> <p>(2) TSG GhostHawks basketball team, sponsorship amount of NTD 40 million.</p> <p>(3) Sponsored of NTD 320,000 to the TSG Caring and 18th Shangao Cup National Basketball Invitational Tournament.</p> <p>(4) Sponsored the NTD 50,000 for the Taizi Temple Marathon in Xinying, Tainan.</p> <p>(5) Sponsored NTD 200,000 for the 2024 Golf Tournament of Kaohsiung Golf & Country Club.</p> <p>(6) Sponsored NTD 60,000 of the RUN FOR FUTURE 4th Shun Fa × Gang Du Charity Road Run.</p>				

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
2. Community development plan				
2.1 Local Care				
<ul style="list-style-type: none">● Donated personal thermal imaging equipment valued at NTD 310,000 to the Xinying 1st Brigade of the Tainan City Fire Bureau.● Donated NTD 75,000 to disaster area in Yanshuei district caused by the typhoon Gaemi.● Continuing our support for the Taizi Community Development Association’s meal service program, we have sponsored the activity with NTD 100,000. The Taizi Community Development Association in Xinying District follows government policy to provide meals for community members aged 65 and over living alone, low-income families, single-parent families, and vulnerable groups. GMTC has been a long-term sponsor of the program's expenses, fostering goodwill and neighborly relations within the community.● At the end of the year, the creative market was held. The event was organized by Taiwan Fund for Children and Families in North Tainan and the Sinying Industrial Park Association in Tainan. The Company donated NTD 100,000 in support and provided aid to the economically disadvantaged families, helped children and young people out of poverty, and hopes that this love will continue to spread.				
2.2 Environmental greening and beautification				
<ul style="list-style-type: none">● Greening and beautification: GMTC’s greening and beautification policies mainly focus on adopting the green spaces surrounding Liuying Plant and the industrial park, with a total area of 21,688sqm.				
2.3 Support cultural activities				
<ul style="list-style-type: none">● Sponsored the Healing Banquet at the Xuanwu Temple.● Sponsored the Healing Banquet at the Yanshui Martial Temple.● Sponsored by the Tainan Yanshuei Art Yige Promotion and Cultural Education Association● Sponsored the Lantern Festival Parade at Wu Temple in Yanshuei.				

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
<ul style="list-style-type: none"> Sponsored of the Groundbreaking Ceremony of Wujunying Fazhugong Temple 				
2.4 Neighborhood activities				
<ul style="list-style-type: none"> Sponsored NTD 5 thousand for Mid-autumn Festival of the Evergreen Care Association. Donated of NTD 8 thousand for the Chong-Xi Elementary School's Anniversary and Sports Day. Sponsored the expenses of Liouying District Office - Tainan International Mango Festival for NTD 4 thousand. Sponsored NTD 15,000 for the Mid-Autumn Festival Banquet for the neighborhood, Liouying District, Taikang Village, Dunong Village and Chongxi Village. Celebrating the 80th anniversary of Yuejin Elementary School, we donated NTD 60,000 to congratulate the successful holding of the anniversary celebration and share in the joy. Sponsored NTD 3,000 for the 24th anniversary celebration of the Dunong Community Watch Team in Liouying District, Tainan City, in appreciation of the community's long-term efforts in maintaining the safety around our plant and reducing disturbances, thereby fostering good neighborly relations. 				
3. Industry-academia collaboration:				
<ul style="list-style-type: none"> Employee Development - Taiwan Steel University of Science and Technology Executive Master's Program: To address the Company's rapid growth and high demand for specialized talent, we actively invest in employee development and the enhancement of professional knowledge. To strengthen the professional competence of employees in the field of metal materials and manufacturing, the Company cooperated with the Taiwan Steel University of Science and Technology in 2024 to set up the "Graduate School of Mechatronic Science and Technology". In this class, 9 employees were trained. The Company fully subsidizes the registration and education fees for the employees, and demonstrates its commitment and support for the career development of the employees. The project is expected to invest more than NTD 1 million in a single academic year, aiming to improve the academic and practical abilities of employees, further strengthen the Company's competitiveness in the field of industrial technology, and achieve the goal of sustainable development. Enhancing Migrant Worker Skills: To improve the Chinese language proficiency of our migrant workers, R.G. along with Taiwan Steel University of Science and Technology, jointly offered a "Chinese Language Class for Migrant Workers," training a total of 16 key personnel. The post-class oral proficiency test pass rate was 81%. Pre- and 				

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
			<p>post-testing revealed significant improvement in listening comprehension, with over 90% of participating migrant workers reporting that the course helped them understand instructions from supervisors at work, and more than half of the unit supervisors indicating that it facilitated workplace communication. The program has demonstrated remarkable effectiveness in enhancing the language communication skills of migrant workers and laying a foundation for workplace adaptation. Furthermore, it has also improved their communication abilities in daily life, reducing communication barriers and fostering self-learning capabilities to help them integrate more smoothly into long-term life in Taiwan. We appreciate the hard work and dedication of our migrant worker colleagues. Our company will continue to offer Chinese language classes and increase multilingual signage to assist migrant worker colleagues in establishing a safe working environment and enhancing their professional development.</p>	
●			<p>Talent Cradle - Ministry of Labor Pre-employment Program for College Youth: Integrating career-oriented curricula, this program offers university students in their penultimate year mid-level or higher technical positions. Workplace mentors are assigned to provide practical training, enabling students to learn job-specific skills in advance. Through close interaction, mentors share their experiences, answer questions, and provide guidance on workplace conduct. This initiative aims to help students understand the skills required for their roles, offer diverse career advice, and assist them in self-discovery and exploration to illuminate their career paths.</p>	
●			<p>Sustainable Workplace Health and Safety - Safety and Health Promotion</p> <ul style="list-style-type: none"> ● GMTC Safety and Health Family was established in October 2015 under the entrustment of the Tainan City Labor Bureau, it currently has 26 member companies, assisting and guiding relatively vulnerable small and medium-sized enterprises in improving their work environment safety. Having received regular professional guidance from the City Government, on July 9, 2024, under the entrustment of the Labor Bureau, GMTC conducted the “Safety and Health Family Education Training”. This training aimed to strengthen occupational safety and health practices to prevent workplace accidents and create a win-win situation for both employers and employees. 	
●			<p>GMTC participate in the TOSHMS Southern Region Promotion Association established by the Occupational Safety and Health Technology Center. In 2024, we assigned personnel to serve as the leader of the Education and Training Group, sharing occupational safety management experience, planning and arranging educational training, and actively promoting various occupational safety and health initiatives. Our dedication to industrial safety and public welfare was recognized with a letter of appreciation from the Occupational Safety and Health Administration, Ministry of Labor.</p>	
5. Charitable activities:				

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
●			Every quarter, GMTC holds blood donation activities to give back to the community. In 2024, a total of four blood donation activities were held with an investment of NTD 90,000. The Company continues to promote blood donation activities, and demonstrates the sustainable vision of social inclusion. A total of 231 people participated in blood donation activities. The total blood donation volume for the year was 90,000 cc, creating a good circulation.	
●			The Company donated NTD 800,000 to the Tainan TSG Huangying Social Welfare and Charity Foundation.	
●			Donation of funds specifically for ambulances of Hui Rong Social Welfare and Charity Foundation.	
●			Participating in the National Health Insurance Administration (NHIA) Chiayi and Tainan Region Rural Dental Care Equipment Project, the NHIA connected businesses to extend care to vulnerable groups. Through this initiative, dental care equipment was donated to four care institutions in rural Chiayi and Tainan, demonstrating a commitment to public welfare and care for the disadvantaged. A donation of NTD 300,000 was made towards this dental care equipment project.	
●			Donation to the Noto Peninsula Earthquake in Ishikawa Prefecture, Japan: Following the magnitude 7.6 earthquake that struck on January 1st, causing severe casualties and damage, including widespread road fractures, building collapses, and loss of life, we donated NTD 500,000 through the Ministry of Health and Welfare's disaster relief fund to support rescue and reconstruction efforts in Japan, allowing compassion to transcend national borders.	
6. Support cultural development				
●			The Company actively participates in cultural and creative investment, in order to promote the overall development of the cultural and creative industry and fulfill its corporate social responsibility. In 2024, the Company will invest NTD 3 million to sponsor the production of 30 sets of the domestic sports program “WS Sports” by Kuei Tien Cultural & Creative Entertainment. in 2024. The program will be filmed in a forum format and is expected to be produced once a week for 30 sets.	
●			Sponsored NTD 100,000 towards the performance expenses of the Taipei First Girls High School Marching Band, Honor Guard and Color Guard at the Calgary Stampede in Canada. The Taipei First Girls High School Marching Band, Honor Guard and Color Guard is a renowned and long-established student performance group in Taiwan, having represented the nation in numerous international performances, achieving excellent results and bringing honor to the country. This year, they plan to participate in the Calgary Stampede, an internationally acclaimed cultural festival with a 112-year history that attracts over one million attendees annually. Due to a funding shortfall, we are providing sponsorship to support their performance expenses, encouraging student participation in this major international event and promoting Taiwan's international cultural exchange.	

(VII) Climate-related information

1 Climate-related information implementation

Item	Implementation Status														
1. Describe board and management level supervision and governance on climate-related risks and opportunities.	<p>In accordance with the Sustainability Practice Principles, the Corporate Sustainability Committee is tasked with assessing the potential risks and opportunities of climate change on the Company's present and future operations. Relevant measures are then adopted to address these issues. Annually, the committee presents reports to the Board of Directors on the development, implementation, and progress of sustainability policies, systems, relevant management guidelines, and specific implementation plans.</p> <p>At the operational level, Corporate Sustainability Committee discusses and management of climate change-related risks and opportunities. The Risk Management Team conducts the identification and impact assessment of climate-related risks and opportunities. Meanwhile, the Environmental Sustainability Team jointly works with relevant internal units on relevant measures, including green electricity, energy management, greenhouse gas inventory, etc. In addition, an energy-saving and carbon reduction team was established. The President presides over the meeting and regular discussions are held with the Deputy Executive General, Vice President, and related managers on carbon reduction from manufacturing processes and equipment, carbon inspection and important regulatory responses such as EU CBAM and domestic carbon tariffs.</p>														
2. Describe the climate-related risks and opportunities the organization has identified and their impact on businesses, strategies and financial planning over the short, medium and long term.	<p>Taiwan’s operating locations are used as the scope of review. The climate-related risks and opportunities identification assessment are implemented according to the TCFD framework to assess the impact on the Company’s operations. It is hoped that the clarification of various climate-related issues can reduce the impact of climate change on operations and finances in the short term of 3 years, the mid term of 3 - 7 years, and the long term of more than 7 years.</p> <table><tr><th></th><th>Risk Type and Opportunities</th><th>Short term (1 - 3 years)</th><th>Medium term (3 - 7 years)</th><th>Long term (more than 7 years)</th></tr><tr><td>Risks</td><td>Transition risks Risks associated with changes in policies, regulations, technology, market, society and economic conditions may occur during the</td><td>1. Domestic carbon charge 2. Renewable energy regulations 3. Water consumption fees</td><td>5. Greenhouse gas cap 6. The government has tightened regulations and supervision over the industry 7. Changes in customer</td><td>10. Carbon border tax of each country 11. Net zero emission target</td></tr></table>						Risk Type and Opportunities	Short term (1 - 3 years)	Medium term (3 - 7 years)	Long term (more than 7 years)	Risks	Transition risks Risks associated with changes in policies, regulations, technology, market, society and economic conditions may occur during the	1. Domestic carbon charge 2. Renewable energy regulations 3. Water consumption fees	5. Greenhouse gas cap 6. The government has tightened regulations and supervision over the industry 7. Changes in customer	10. Carbon border tax of each country 11. Net zero emission target
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Risks	Transition risks Risks associated with changes in policies, regulations, technology, market, society and economic conditions may occur during the	1. Domestic carbon charge 2. Renewable energy regulations 3. Water consumption fees	5. Greenhouse gas cap 6. The government has tightened regulations and supervision over the industry 7. Changes in customer	10. Carbon border tax of each country 11. Net zero emission target											

Item	Implementation Status				
		low-carbon transformation process.	4. Mandatory reporting of climate-related information	preferences 8. Low-carbon products or services 9. Raw materials price	
		Physical risks The climate model of the physical risks brought about by climate change can be immediate or long-term. The physical risks may have financial impact on the organization, such as direct damage to assets or indirect impact caused by the supply chain interruption.	(1) Typhoon	(2) Drought risk (3) Flood risk (4) High temperature risk	(5) Rising sea level (6) Typhoon (wind disaster)
		Risk Type and Opportunities	Short term (1 - 3 years)	Medium term (3 - 7 years)	Long term (more than 7 years)
	Opportunities	Opportunities The efforts made to mitigate and adapt to climate change will create opportunities for the organization.	(1) Use of low-carbon energy (2) Reduce water consumption (3) Leverage public sector incentive programs	(4) Energy substitution/diversification	
The Company has assessed the aforementioned high-risk situations and identified the climate-related risks and opportunities that may cause significant financial impact, and the countermeasures to be taken by the Company.					

Item	Implementation Status		
	Transition risks/climate opportunities		
	R risk / O opportunity	financial impact - / +	Responding strategies
	<p>R Domestic carbon charge, carbon border tax of each country</p> <p>R Renewable energy regulations tightened</p> <p>O Use of low-carbon energy</p>	<p>- Increase in operating costs results from paying the carbon fee</p> <p>- The implementation of carbon border tax in various countries may impact the price of products, which in turn affects revenue</p> <p>- Power users need to purchase or build own generation equipment, energy storage equipment, or green power to fulfill their contractual capacity of 10%</p> <p>- Construction of renewable energy equipment with the required roof area to meet the legal requirements, which increases the operating cost</p> <p>- If the Company fails to complete its obligations within the prescribed deadline, it shall pay for the expenses incurred</p> <p>+ Expand the diversity of renewable energy sources to enhance flexibility in cost allocation</p>	<p>(1) Apply for emissions reduction credits through voluntary reduction to receive a carbon fee reduction</p> <p>(2) Reduce waste in the manufacturing process, replace old equipment, improve energy efficiency</p> <p>(3) Selects the best solution to fulfill its obligations based on the cost</p> <p>(4) Evaluate the purchase of carbon rights according to the applicability of the law to reduce the impact of related taxes and fees</p>
	<p>R Changes in customer preferences</p> <p>R Low-carbon products and service demands</p> <p>O Leverage public sector incentive programs</p>	<p>- Inadequate climate actions affect supplier assessment</p> <p>- Purchase green energy in large quantities to reduce GHG emissions and increase operating costs</p> <p>+ Acquisition of interest discounts by working with financial institutions to develop ESG indicators</p>	<p>(1) Understanding the ESG trend and status of competitors to formulate response strategies</p> <p>(2) Reduce waste in the manufacturing process, replace old equipment, improve energy efficiency.</p> <p>(3) Measures to promote energy conservation, water conservation, reduction of greenhouse gas emissions and waste recycling, in order to obtain interest discounts</p>

Item	Implementation Status		
	R. Changes in raw material prices	Mid-term steel industry uses waste steel as a means of carbon reduction, which affects the market's demand and supply of waste steel, and increases operating costs	(1) Continuously develop new suppliers. (2) Develop viable alternative ingredient models to improve production flexibility. (3) Develop a viable procurement material preparation model.
	R Greenhouse gas cap	- The greenhouse gas cap system may be officially implemented in the mid-term, potentially increasing operating costs	The Company will continue to track the progress of the laws and regulations, assess the financial impact, and respond in a timely manner
	R Net zero emission target	- Increase in installation and operation cost of carbon reduction equipment	Continue to implement greenhouse gas reduction actions
	Physical risks / climate opportunities		
	R risk / O opportunity	financial impact - / +	Responding strategies
	R Typhoon (wind disaster)	- Inability to operate normally affects revenue	(5) Plants Xinying and Liouying have specialized their operations and geographically dispersed their employees' residences to mitigate impact
3. Describe the impact of extreme weather events and transition activities on financial planning.	<u>Financial impact of transition initiatives</u> <p>Transition risks primarily reference scenario frameworks aligned with limiting warming to 1.5°C, with detailed future climate scenario settings to be determined based on the attributes of each transition risk event. Through the Company's climate change response status and goals, and collecting domestic policies and regulations, relevant research reports, and international related issues and development trends, the future climate scenarios of each transformation risk event are established.</p> <p>Given the transition risks, undergoing a transition towards a low-carbon economy may entail navigating through wide-ranging changes in policies, regulations, technology, and market dynamics. Within the short-term analysis timeframe (1 - 3 years), factors include the official implementation of domestic carbon fees in 2025 impacting corporate operating costs, the commencement of the EU's</p>		

Item	Implementation Status
	<p>Carbon Border Adjustment Mechanism (CBAM) in 2026 with anticipated follow-through from other nations potentially affecting product pricing and thus revenue. Simultaneously, the climate-related information disclosure and reporting system is expected to become increasingly stringent. Furthermore, considering the progress of renewable energy regulations and corporate expansion plans, the establishment of on-site renewable energy generation facilities and the procurement of green electricity to meet regulatory requirements will be unavoidable. Moving into the medium term (3 - 7 years), the Ministry of Environment’s recent proposal for a dual-track system of future greenhouse gas cap-and-trade and carbon fees will be a key consideration. The widespread adoption of electric arc furnaces as a carbon reduction strategy by domestic and international steel industry peers, replacing blast furnaces, may alter the supply and demand dynamics of the scrap steel market. Additionally, the phase-out of high-proportion free allowances under the CBAM is likely to prompt customers to seek lower-carbon products, potentially compelling businesses to intensify their decarbonization efforts, which could lead to financial impacts. All of the aforementioned variables require continuous monitoring and assessment of the financial impacts resulting from transition actions. The financial impacts of future net-zero emission targets will depend on the maturity of related technologies such as hydrogen combustion, carbon capture, and energy-saving innovations.</p> <p><u>Financial impacts of extreme climate events</u></p> <p>Through internal discussions, inventorying, and assessment, the Corporate Company has identified three climate hazards – “flooding,” “drought,” “high temperatures” and “typhoon”– as well as extreme changes in climate patterns as potential risks to the production stage. Although flooding caused by heavy rainfall will not impact factory equipment, it will prevent employees from attending work normally, affecting operations and output. Reduced water supply due to drought will have minimal impact on production volume given the current production line water consumption. As for high temperatures, while they may affect the cooling efficiency of electrical equipment due to the industry’s inherently high-temperature processes, the overall impact is not significant.</p> <p>Based on the TCCIP 2041-2060 average temperature increase forecast for Tainan City, the average temperature is projected to rise by 1.6°C, with a maximum increase of 2.2°C. Under a 3°C warming scenario, Tainan’s maximum annual one-day rainfall is expected to increase by 12.1% to 53.2%, equating to 260~355 mm (compared to a baseline of 231.8 mm). According to the National Science and Technology Center for Disaster Reduction’s flood hazard potential map, when the 24-hour sustained rainfall reaches 650 mm, neither the Xinying Plant nor the Liouying Plant operating sites are directly located within the rainfall inundation potential areas. Therefore, the risk</p>

Item	Implementation Status
	of direct flooding within the plants causing damage to factory equipment is not significant.
<p>4. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Through the TCFD framework, we systematically analyze the impact of policies and regulations, technology, market conditions, corporate image, as well as short-term and long-term climate risks. We discuss the impact of risks and opportunities and periodically identify climate-related risks and opportunities to ensure that the identification results comply with the current situation, while we developed response plans based on the identification results of climate-related risks/opportunities.</p> <p>(I) Transition risk and opportunity identification and assessment process</p> <p>In terms of transformation risks, as the overall environment is moving towards low-carbon transformation, the Company may face the relevant risks. Therefore, the climate change adaptation project promotion team will check the transformation risk issues based on external policies, market trends, and internal goals, and then conduct risk identification based on “degree of association” and “possible time of occurrence” to screen out material transformation risk issues. After setting the future scenarios and quantifying the financial impact based on the major issues, the Company will ultimately propose an action plan and estimate the management cost.</p> <p>In terms of transformation opportunities, the Company evaluates the relevance of its current operations and future operations based on the opportunity items of TCFD, resource efficiency, energy sources, products and services, markets, and resilience. The Company identifies opportunities based on “developability” and “executibility” to serve as the basis for the discussion of financial benefits of subsequent opportunities.</p> <p>(II) Physical risk identification and assessment process</p> <p>For the physical risks, in order to understand the level of impact of climate disasters on each operating aspect, the operating aspects are divided into the three major aspects, namely “value chain”, “production” and “assets”, and further discuss the important issues involved in the three major aspects above, and continue to understand the causes of the issues through the “risk events” under each topic. This concept will link to the hazard, vulnerability, and exposure components within the climate change risk assessment methodology. This approach will facilitate a detailed examination of the extent and variations in how different aspects and issues are affected by climate hazards. The insights gained will serve as a basis for formulating adaptation action plans, enabling the effective allocation of resources to mitigate the impacts of potential future climate disasters.</p> <p>The Risk Management Team of the Corporate Sustainability Committee will collaborate with relevant business units to jointly identify key risks. Response measures will be established based on the significance of these risks to avoid, reduce, or transfer the impact of their occurrence. Subsequently, the findings will be reported to the Corporate Sustainability Committee for confirmation and then presented to the Audit Committee and the Board of Directors.</p> <p>The Risk Management Team of the Corporate Sustainability Committee continues to track the risks and opportunities related to climate change, and works with the Energy Conservation and Carbon Reduction Team and the Sustainable Environment Team to implement relevant project execution and performance tracking. For major risks that can be responded to immediately, projects are</p>

Item	Implementation Status												
	planned for their improvements and control by the responsible units/teams of the corresponding units. Mid- and long-term risks are regularly tracked and timely responses are made. Each year, the Corporate Sustainability Committee submits the implementation performance and plans to the Board of Directors, and the risk management team submits risk reports to the Audit Committee and the Board of Directors.												
5. If scenario analysis is used in the assessment of resilience to climate change risks, please explain the scenarios, parameters, assumptions, analysis factors and main financial impacts.	<p><u>Transition risks</u></p> <p>The primary reference frameworks include the IEA NZE 2050 scenario, Taiwan’s Climate Change Response Act, the National Development Council’s “Net-Zero Emissions Pathway,” the Presidential Office’s Climate Change Countermeasures Committee, the draft Third-Stage Greenhouse Gas Reduction and Management Target by the Ministry of Environment, and climate change response strategies of industry peers. These are used to estimate the maturity timelines of various technologies, market opportunities, and risks. The financial impact assessment will be conducted using publicly available, self-assumed, or internal information, focusing on quantifiable impacts from carbon fees and renewable energy regulations.</p> <p>The primary financial impact calculations based on the Ministry of Environment’s carbon fee collection regulations and self-assumed carbon fee scenarios are as follows.</p> <p>Assess the primary financial impacts of transition risks under different scenarios</p> <table><tr><th>Scenario</th><th colspan="2">Explanation</th><th>Estimate the possible financial impact</th></tr><tr><td>Scenario 1 – Government Net-Zero Pathway (Uncontrolled)</td><td>Based on current regulations and policies in Taiwan</td><td>Short-term (2025): Carbon fee NT\$300/ton Mid-term (2030): Carbon fee NT\$600/ton Long-term(2050):Carbon fee NT\$1,800/ton</td><td>Increased operating costs accounting for approximately 0.47% of annual revenue Increased operating costs accounting for approximately 1% of annual revenue Increased operating costs accounting for approximately 3% of annual revenue</td></tr><tr><td>Scenario 2 – IEA</td><td>A low-emission</td><td>Under the goal of achieving global net-zero</td><td>Increased operating costs accounting</td></tr></table>	Scenario	Explanation		Estimate the possible financial impact	Scenario 1 – Government Net-Zero Pathway (Uncontrolled)	Based on current regulations and policies in Taiwan	Short-term (2025): Carbon fee NT\$300/ton Mid-term (2030): Carbon fee NT\$600/ton Long-term(2050):Carbon fee NT\$1,800/ton	Increased operating costs accounting for approximately 0.47% of annual revenue Increased operating costs accounting for approximately 1% of annual revenue Increased operating costs accounting for approximately 3% of annual revenue	Scenario 2 – IEA	A low-emission	Under the goal of achieving global net-zero	Increased operating costs accounting
Scenario	Explanation		Estimate the possible financial impact										
Scenario 1 – Government Net-Zero Pathway (Uncontrolled)	Based on current regulations and policies in Taiwan	Short-term (2025): Carbon fee NT\$300/ton Mid-term (2030): Carbon fee NT\$600/ton Long-term(2050):Carbon fee NT\$1,800/ton	Increased operating costs accounting for approximately 0.47% of annual revenue Increased operating costs accounting for approximately 1% of annual revenue Increased operating costs accounting for approximately 3% of annual revenue										
Scenario 2 – IEA	A low-emission	Under the goal of achieving global net-zero	Increased operating costs accounting										

Item	Implementation Status				
	NZE 2050 (Uncontrolled)	scenario aiming to limit global temperature rise to around 1.5°C.	emissions by 2050: Estimated global carbon price in 2030: US\$130/ton Estimated global carbon price in 2050: US\$250/ton	for approximately 7% of annual revenue Increased operating costs accounting for approximately 13% of annual revenue	
	<p>The Company addresses transition risks by implementing energy-saving and carbon-reduction measures, such as phasing out heavy fuel oil, replacing outdated equipment, streamlining processes to reduce waste, maintaining a high proportion of recycled steel usage, and investing in renewable energy installations to lower carbon intensity. As steel is the cornerstone of industrial activities, the Company is also enhancing research and development efforts to understand market trends in steel usage, introducing new products to meet evolving customer procurement needs. The related energy conservation projects may result in an increase in operating costs.</p> <p><u>Physical risks</u></p> <p>The physical risks are set by IPCC as the four Shared Socioeconomic Pathways (SSP) in AR6 as the future climate scenarios. The AR6 report is divided into four simulations: SSP1-2.6, SSP2-4.5, SSP4-6.0, and SSP5-8.5. To prepare for the most severe climate disasters that may occur in the future, GMTC's Xinying and Liouying plants are using SSP5-8.5 as a basis to research future climate scenarios for four common climate disasters in Taiwan: "flooding," "drought," "high temperature" and "typhoon" Furthermore, by collecting publicly available disaster potential maps or related research data from the National Science and Technology Center for Disaster Reduction, they are estimating the "Probability of climate disaster occurrence" and the "Potential scale of climate disasters" for the three climate hazards under the SSP5-8.5 scenario. Based on the potential scale of climate disasters, they are proposing "Possible plant area scenarios" as the basis for future scenario assumptions regarding physical risks.</p> <p>Under the worst-case scenario (RCP8.5) for the mid-21st century (2041-2060), the proportion of intense typhoons is expected to increase by about 105%. The change rate in typhoon rainfall is projected to increase by roughly 20%. This suggests a future where the number of typhoons decreases from the current 4-5 per year to 3-4 in the mid-21st century. Over the long term, although the number of typhoons may decrease, their intensity is expected to increase. We estimate the potential financial impact of production disruptions caused by flooding from a catastrophic typhoon preventing employees from attending work and affecting operations.</p>				

Item	Implementation Status				
	Scenario		Estimate the possible financial impact		
	RCP 8.5 The mid-21st century - Catastrophic wind disasters		Two such events occurred in one year, affecting 0.55% of revenue		
	RCP 8.5 The mid-21st century - Catastrophic wind disasters		Three such events occurred in one year, affecting 0.82% of revenue		
6. If transition planning is used as a means of managing climate-related risks, please explain the content of the plan and the indicators and goals used in the verification and management of physical risks and transition risks.	The Company is committed to reducing the carbon footprint per unit of product and minimizing environmental impact. We continue to devise methods to reduce energy and resource consumption, targeting reductions in both direct emissions from operational activities (Scope 1) and indirect emissions from energy usage (Scope 2). Goals for energy conservation, water conservation, and other measures are established to ensure that greenhouse gas emissions intensity meets our expectations. The implementation covers the following:				
	1. Scope 1: Elimination of heavy fuel oil, replacement of outdated equipment, increase the combustion efficiency, simplification of the process and reduce waste, maintaining high scrap utilization rate, increasing material yield, and reducing carbon intensity in the manufacturing stage				
	2. Scope 2: Following regulations, we continuously build rooftop solar power generation facilities on our own premises. We expand the installation scope as we expand our plants and gradually procure renewable electricity.				
	Item	Energy management goals	Water resource goals	Greenhouse gas management goals	Raw materials usage targets
2025 Goals	In alignment with government policies to achieve an annual electricity saving rate of 1.5%, this includes both the Xinying Plant and the Liouying Plant.	The water intensity was reduced by 10% compared with the base year of 2014	Annual greenhouse gas emission intensity per unit of product decreased by 1% compared to the previous year	Maintain a total scrap steel recycling rate of over 90% *Formula: (External scrap steel+In-house recovered material) / (External scrap steel+In-house recovered material+Alloy steel)	
2024 Executive Achievements	Xinying Plant 0.18%; Liouying Plant 1.92%	Water consumption intensity of key manufacturing processes declined by 20% compared to 2014	GHG emission intensity of major manufacturing processes to increase by 2.6%	Total scrap steel recycling rate of 90%	

Item	Implementation Status
7. If internal carbon pricing is used as a planning tool, please describe the bases for setting prices.	For transition risks, we are using shadow pricing as an internal carbon pricing mechanism to estimate future cost impacts. We are referencing the Ministry of Environment's carbon fee collection regulations and the implementation schedule of the EU's Carbon Border Adjustment Mechanism (CBAM). For domestic carbon fees, we are using a trial calculation basis of NTD 300 or more per ton of carbon, while for CBAM, we are using the EU ETS transaction price as the trial calculation basis.
8. If the climate-related targets or goals have been set, please describe the information about the scope of activities and emissions included in the target, the defined time horizon by which the target is intended to be achieved. If carbon offsets or renewable energy certificates ("RECs") have been used to achieve climate-related targets or goals, please describe certain information about the amount of carbon reduction represented by the offsets or the amount of generated renewable energy represented by the RECs.	<p>It is expected that the carbon emission will still increase after the 50 tons arc furnace is put into operation and there is uncertainty. To fulfill corporate social responsibility, the Company will continue to implement carbon reduction measures (such as process optimization, equipment improvement, renewable energy utilization, and more) and monitor the development of new technologies, to understand the international trends and government policies, and to continuously revise and perfect the planning of carbon reduction routes. The target is to reduce carbon emissions by 45% compared to the projected BAU scenario by 2030, with the long-term goal of achieving carbon neutrality by 2050.</p> <p>In 2024, the Consolidated company used 1,343,996 KWH of self-use renewable energy (Taiwan), and completed the procurement of 400,000 KWH of renewable energy for Taiwan's operating locations (including 200,000 KWH for a five-year period and 200,000 KWH for a one-year period).</p>
9. Greenhouse gas inventory, assurance status and reduction targets, strategies and concrete action plans (please fill in 1-1 and 1-2 separately).	See Table 1-1

1-1 The Company's Greenhouse Gas Inventory and Assurance in the Recent Two Years

1-1 Greenhouse Gas Inventory Information

The greenhouse gas emissions (in tCO₂e), intensity (in tCO₂e per NT\$ million), and the scope of data coverage for the past two years.

Minimum scope of information to be disclosed according to the Sustainable Development Roadmap for TWSE/TPEX Listed Companies

1. The individual carbon emissions inventory for the parent company should be conducted starting from 2023.
2. Carbon emissions inventory for subsidiaries included in the consolidated financial reports should be conducted starting from 2025

The Consolidated company has established a greenhouse gas inventory mechanism based on the ISO 14064-1 standard published by the International Organization for Standardization (ISO). Starting in 2025, we will regularly inventory the greenhouse gas emissions of the Company on an individual basis and its subsidiaries included in the consolidated financial statement. This will allow us to comprehensively understand greenhouse gas usage and emissions and to verify the effectiveness of our emission reduction initiatives.

Furthermore, the greenhouse gas inventory data for the past two years has been compiled based on the operational control approach, encompassing the greenhouse gas emissions of both the Company and all subsidiaries within its consolidated financial reports. The details are as follows:

		2023		2024	
		Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/ NT\$ million in revenue)	Total emissions (tCO ₂ e)	Intensity (tCO ₂ e/ NT\$ million in revenue)
The Company	Scope 1: Direct GHG Emissions	96,005.3555		95,187.8847	
	Scope 2: Indirect GHG Emissions	96,784.2120		102,779.8028	
	Subtotal	192,789.5675		197,967.6875	
All subsidiaries in the consolidated financial statement	Scope 1: Direct GHG Emissions			378.2471	
	Scope 2: Indirect GHG Emissions			848.0131	
	Subtotal			1,226.2601	
Total		192,789.5675	14.25	199,193.9476	15.48

1-1-2 Greenhouse Gas Assurance Information

Describe the status of assurance in the last 2 years up to the date of publication of the annual report, including the scope of assurance, institutions of assurance, criteria of assurance, and opinions of assurance.

Minimum scope of assurance coverage as described in the Sustainable Development Roadmap for TWSE/TPEX Listed Companies,

1. The parent only company shall implement assurance starting from 2024.
2. Assurance for subsidiaries included in the consolidated financial reports should be conducted starting from 2027.

In our disclosure on where 1-1-1 is located regarding total greenhouse gas emissions, the scope of assurance for 2023 and 2024 (corresponding to the Republic of China calendar years 112 and 113) covered 100% and 100%, respectively, of the Company's individual (non-consolidated) total emissions for each year. The assurance was conducted by Afnor Asia Ltd. in accordance with ISO 14064-3:2019, published by the International Organization for Standardization (ISO). The assurance opinions for both years were at the level of reasonable assurance with no reservations.

The assurance of the Company's greenhouse gas inventory in the last two years is described as follows:

Scope of Assurance		2023 total emissions (tCO ₂ e)	2024 total emissions (tCO ₂ e)
The Company	Scope 1 Direct GHG Emissions	96,005.3555	95,187.8847
	Scope 2 Indirect GHG Emissions	96,784.2120	102,779.8028
	Total	192,789.5675	197,967.6875
	Percentage of the disclosed inventory data as outlined in 1-1-1:	100%	100%
Institute of Assurance		Afnor Asia Ltd.	Afnor Asia Ltd.
Assurance statement		ISO 14064-3:2019 Reasonable assurance	ISO 14064-3:2019 Reasonable assurance
Assurance opinion/conclusion		Unqualified opinion	The information will be disclosed in the Sustainability Report with complete assurance

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

Description of greenhouse gas reduction base year and its statistics, reduction target, strategies, concrete action plans and achievement of reduction target.

Base year for greenhouse gas reduction and reduction target

To plan our greenhouse gas reduction strategy, the consolidated company completed its inventory in 2025 using the consolidated financial report as the boundary. Therefore, the base year is 2024, with Scope 1 and Scope 2 emissions of 98,760 tonnes of CO₂e and 103,625 tonnes of CO₂e, respectively. Due to the commissioning of a 50-tonne steelmaking plant for trial operation, we anticipate that greenhouse gas emissions in 2025 will remain stable or experience a slight increase of 2% to 5%.

Greenhouse gas reduction strategies and concrete action plans

The Consolidated company adopts the following methods to reduce greenhouse gas emissions

- (1) Implement ISO-50001 energy management system thoroughly
- (2) Thermal process simplification: Project-based control to reduce waste and improve resource efficiency
- (3) Procurement of energy-saving machines: When purchasing new machines or replacing old machines, high-efficiency motors such as IE3 or above are used and are included in the energy-saving design
- (4) Enhance equipment combustion efficiency
- (5) Installation of solar power generation system on the rooftop of the plant
- (6) Procurement for Renewable energy
- (7) Factory consumption is monitored using an energy and resource management platform

(VIII) Ethical Corporate Management and Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/ TPEX Listed Companies” and Reasons

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
I. Establishment of ethical corporate management policies and programs				
1. Has the ethical corporate management policies been established and approved by the Board of Directors? Does the company declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its board to implement the policies?	✓		1. On October 28, 2020, the Ethical Corporate Management Best-Practice Principles and Code of Ethical Conduct were formulated in the 3rd meeting of the 10th term Board of Directors, which clearly stipulated that the Company should adhere to the concept of integrity, transparency and responsibility in its ethical management policies, and establish good corporate governance and risk control mechanisms, in order to achieve business sustainability. When signing various contracts with external parties, the Company adheres to the principle of mutual benefit, negotiate reasonable contract contents, and actively fulfills the contractual commitments. Education courses were held for directors, independent directors and managers on December 27, 2024.	No difference
2. Has the company establish a risk evaluation mechanism for unethical conduct, analyze and evaluate operating activities involving highly unethical conduct, and formulate policies to prevent unethical conduct, which at least covers the preventative measures under Paragraph 2 of Article 7 of the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies”?	✓		2. The Company encourage employees to report any illegal conduct, unethical behavior, or integrity violations as stipulated in the Ethical Corporate Management Best-Practice Principles.	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
3. Does the company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, and the commitment to implement the policies, with review and amendments on a regular basis?	✓		3. In order to prevent any unethical behavior, the Company has established regulations including the “Ethical Corporate Management Best Practice Principles,” “Code of Ethical Conduct,” “Regulations Governing the Reporting Cases of Illegal and Unethical or Dishonest Behavior” and “Work Rules” as the basis for its implementation. The Company has established the "Procedures for Handling Material Inside Information," advocating for the prevention of insider trading and ethical corporate management, with education courses for directors, independent directors and managers on December 27, 2024. The Company also conducts education and training on relevant work rules for new employees, and establishes a comprehensive reporting, appealing and punishment system to implement the policies to prevent unethical conduct.	No difference
II. Implementation of ethical management				
1. Has the Company assess a trading counterpart’s ethical management record, and expressly states the ethical management clause in the contract to be signed with the trading counterpart?	✓		1. The Company shall engage in commercial activities in a fair and transparent manner based on the Ethical Corporate Management Best-Practice Principles. Prior to any commercial transactions, the Company shall take into consideration the legality of their agents, suppliers, clients, or other trading counterparties and whether any of them are involved in unethical conduct, and shall avoid any dealings with persons so involved. In the event the trading counterparties are involved in unethical conduct, the Company may at any time terminate or rescind the contracts. There were no transactions with trading counterparties involved in unethical conduct.	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
2. Does the company have a unit that specializes in business integrity? Does this unit report ethical corporate management policies and preventive measures for unethical conduct to the Board of Directors on a regular basis (at least once every year), and supervise the implementation status?	✓		2. In order to implement ethical corporate management, the company has formulated the “Ethical Corporate Management Best-Practice Principles,” with a dedicated unit (Accounting and Statistics Office of Financial Department responsible for promoting its implementation. Education courses were held for directors, independent directors and managers on December 27, 2024.	No difference
3. Has the Company defined any policy against conflict of interest, provides adequate channel thereof, and fulfills the same precisely?	✓		3. For matters related to conflicts of interest, the employees shall not only report to the unit supervisor, but also report to the human resource department and Talent Appeal Committee.	No difference
4. Has the company implemented effective accounting and internal control systems for maintaining business integrity? Did the internal audit unit formulate relevant audit plans based on risk assessment results of unethical conduct, with inspection on the implementation of preventing unethical conduct, or are these systems reviewed by external auditors?	✓		4. The Company has established a complete and effective accounting system and internal control system. In addition to internal auditing on a regular basis, the Company also appointed Deloitte Taiwan to conduct regular audits of financial statements.	No difference
5. Did the company provide internal and external training on ethical operation on a regular basis?	✓		5. The Company has established the "Procedures for Handling Material Inside Information," advocating for the prevention of insider trading and ethical corporate management, with education courses for directors, independent directors and managers on December 27, 2024. The Company also conducts education and training on relevant work rules for new employees, and establishes a comprehensive reporting, appealing and punishment system to implement the policies to prevent unethical conduct.	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
III. Status of the Company's complaint system				
1. Has the Company defined a specific complaints and rewards system, and established some convenient complaint channel, and assigned competent dedicated personnel to deal with the situation?	✓		1. The Company has formulated the “Regulations Governing the Reporting Cases of Illegal and Unethical or Dishonest Behavior” and “Employee Relations Appeals Procedures,” and has established a comprehensive complaint system and channels. The website has a dedicate section for stakeholders, with complaint mailbox or contact information of the spokesperson and deputy spokesperson such as emails or telephone number. It also provides corresponding contact windows for different stakeholders, so that reports and complaints can be expressed via multiple reporting channels, and responded by dedicated personnel.	No difference
2. Has the company implemented any standard procedures, follow-up measures after the inspection, or confidentiality measures for handling reported misconducts?	✓		2. The Company has set up clear regulations including the “Regulations Governing the Reporting Cases of Illegal and Unethical or Dishonest Behavior” and “Employee Relations Appeals Procedures,” and will keep confidential and protect the whistleblowers, complainants or investigators. Documentation of case acceptance, investigation processes, investigation results, and relevant documents shall be retained.	No difference
3. Did the company adopt measures that protect the person who reported from improper treatment due to the report?	✓		3. The Company has clearly stipulated in various regulations and measures that in order to protect whistleblowers, complainants or investigators against retaliation, the dedicated unit may appoint the Industrial Safety Division and the Legal Affairs Division to provide suitable management and legal protection for the complainant. For any violation of corporate policies or regulations, the Company shall identify the reasons, with improvements and corresponding preventive measures based on the severity of the case.	No difference

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
<p>IV. Enhancing Information Disclosure</p> <p>Has the Company disclosed the Ethical Corporate Management Best Practice Principles and effect of implementation thereof on its website and Market Observation Post System?</p>	✓		<p>The Company has disclosed the “Ethical Corporate Management Best Practice Principles,” “Code of Ethical Conduct” and “Regulations Governing the Reporting Cases of Illegal and Unethical or Dishonest Behavior,” and disclosed information on ethical corporate management and its effectiveness in the Company’s principles of corporate governance. Meanwhile, the Company also disclosed its Ethical Corporate Management Best Practice Principles on the MOPS. Company Rules: https://www.gmtc.com.tw/tw/investor/governance/rules</p> <p>Corporate Governance: https://www.gmtc.com.tw/tw/investor/governance/info</p>	No difference
<p>V. If the Company has established ethical management principles based on “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies,” please describe any discrepancy between the principles and their implementation:</p> <p>On October 28, 2020, the Company formulated the “Ethical Corporate Management Best Practice Principles” together with the “Code of Ethical Conduct” and the “Regulations Governing the Reporting Cases of Illegal and Unethical or Dishonest Behavior” in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/ TPEX Listed Companies.” We reviewed the implementation status of the Principles to make improvements accordingly. For the implementation status, there were no deviations from the Principles.</p>				
<p>VI. Other information material to the understanding of ethical management operation:</p> <p>1. The Company shall comply with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, TWSE/GTSM listing rules, or other laws or regulations regarding commercial activities, as the underlying basic premise to facilitate ethical corporate management.</p> <p>2. The Company’s “Rules of Procedures for the Board of Directors Meeting” stipulated regulations related to recusal. For those who has a stake in a matter under discussion in the meeting shall state the important aspects of the stake in the meeting and, where there is a likelihood that the interests of this Corporation would be prejudiced, may not participate in the discussion or vote on that proposal, shall recuse himself or herself from any discussion and voting, and may not exercise voting rights as proxy on behalf of another director.</p> <p>3. The Company has set up the “Procedures for Handling Material Inside Information,” which clearly stipulates that directors, supervisors, managerial officers, or employees with knowledge of the Company’s material inside information shall not divulge the information to others, and shall not inquire about or collect any non-public material inside information not related to their individual duties from a person with knowledge of such information, nor may they disclose to others any non-public material inside information of which they become aware</p>				

Item	Implementation Status			Deviations and Reasons
	Yes	No	Description	
for reasons other than the performance of their duties. On October 27, 2022, the Procedures for Handling Material Inside Information was amended to prohibit directors, managers and employees from buying or selling securities using undisclosed information. The aforementioned prohibition ranges from the date the corporate insiders obtained the Company’s financial report or related financial performance content, which includes (but is not limited to) the provision that directors are not allowed to trade the securities of listed companies or other equity-based securities held during the close period from within 30 days before the announcement of the annual financial report to 15 days before the announcement of the quarterly financial report. The amended procedures are disclosed on the Company’s official website for employee compliance, so as to avoid violations or insider trading. The Company arranged the announcement dates of quarterly and annual financial reports at the beginning of the year, and sent email notices in advance on January 22, 2024, April 1, 2024, July 9, 2024, and October 14, 2024 to insiders (including but not limited to directors) to notify them of the announcement date of the financial report and start and end dates of the close period, prohibiting them from trading securities issued by the Company during the close period, in order to prevent insider trading.				

(IX) The other important information that is sufficient to enhance the understanding of corporate governance operations

1. For the management of the Company's internal information, the "Procedures for Handling Material Inside Information" has been formulated, notified to all directors, managers and employees, and disclosed on the internal website together with relevant precautions for all employees to follow, in order to prevent improper information disclosures and to ensure the consistency and accuracy of information released by the Company to the public.
2. When the Company's insiders such as the directors and managers took office, they are provided with the latest version of the "Laws and Precautions Related to the Equity of Insiders of TPEX and OTC Listed Companies" of Taipei Exchange for legal compliance. In addition, the Company's insider shall also issue an acknowledgement of the Securities and Exchange Act and comply with various regulations.

3. Continuing education of managers:

Name	Title	Date	Name of course	Organizer
Yi-Ting Tseng	Accounting Manager	2024.9.9-2024.9.10	Continuing Education and Training for Appointed Accounting Managers	Accounting Research and Development Foundation

(X) Internal control system implementation status

1. Statement of Internal Control System in 2024

Gloria Material Technology Corp.
Statement of Internal Control System

Date: February 25, 2025

Based on the findings of a self-assessment, Gloria Material Technology Corp. states the following with regard to its internal control system during the year 2024:

- (1) The Company's Board of Directors and management are responsible for establishing, implementing, and maintaining an adequate internal control system and have already established it. Its purpose is to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance and safeguarding of assets); for the reliability, timeliness and transparency of the report; iii. to comply with applicable rulings, laws and regulations.
- (2) An internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing its three stated objectives above. Moreover, the effectiveness of an internal control system may be subject to changes due to extenuating circumstances beyond our control. Nevertheless, our internal control system contains self-monitoring mechanisms, and the Company takes immediate remedial actions in response to any identified deficiencies.
- (3) The Company evaluates the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (herein below, the Regulations). The assessment items adopted by the Principles for the internal control system are based on the process of management and control, and shall comprise the following constituent elements: 1. control environment, 2. risk assessment, 3. control activities, 4. information and communications, and 5. monitoring activities. Each element contains several items. For the aforementioned items, please refer to the Principles.
- (4) The Company has adopted the aforementioned items to assess the design and operating effectiveness of the internal control system.
- (5) Based on the findings of such evaluation, the Company believes that, on December 31, 2024, it has maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency of reporting, and compliance with applicable rulings, laws and regulations
- (6) This Statement is an integral part of the Company's Annual Report and Prospectus, and will be made public. Any falsehood, concealment, or other illegality in the content made public will entail legal liability under Articles 20, 32, 171, and 174 of the Securities and Exchange Act.
- (7) **This statement was passed by the Board of Directors in their meeting held on February 25, 2025, with none of the nine attending directors expressing dissenting opinions, and the remainder all affirming the content of this Statement.**

Gloria Material Technology Corp.
Chairman: Chiung-Fen Wang (Signed)
General Manager: Yung-Chang Kang

2. If CPA was engaged to conduct a Special Audit of Internal Control System, Provide Its Audit Report: None.

(XI) Material resolutions of a shareholders meeting or a Board of Directors meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report

1. Shareholders Meeting

Meeting Date	Name	Major Content of the Resolution	Status of the Resolution	Implementation Status
May 29, 2024	2024 Annual General Meeting	Proposals for Acceptance and Approval: <ul style="list-style-type: none"> ● Rectification of the 2023 business report and financial statements. ● Rectification of the 2023 earnings distribution. 	Number of voting rights of attending shareholders: 445,232,594 <ol style="list-style-type: none"> (1) The motion was approved as proposed by 95.99% of the voting rights of attending shareholders. (2) The motion was approved as proposed by 96.15% of the voting rights of attending shareholders. 	<ol style="list-style-type: none"> (1) The 2023 business report and financial statements were recognized on May 29, 2024. (2) The ex-dividend date was set on July 2, 2024, and the cash dividends were distributed on July 24, 2024.
		Discussion Items <ul style="list-style-type: none"> ● The lifting of non-competition restriction on the newly elected directors and its representatives. ● Amendment of the Company's Articles of Incorporation ● Amendment to the Procedures for Acquisition or Disposal of Assets. ● Amendment of the Rules and Procedures of Shareholders' Meeting. 	Number of voting rights of attending shareholders: 445,232,594 <ul style="list-style-type: none"> ● The motion was approved as proposed by 87.05% of the voting rights of attending shareholders. ● The motion was approved as proposed by 94.46% of the voting rights of attending shareholders. ● The motion was approved as proposed by 87.20% of the voting rights of attending shareholders. ● The motion was approved as proposed by 94.46% of the voting rights of attending shareholders. 	<ul style="list-style-type: none"> ● According to the resolution of the shareholders' meeting dated May 29, 2024, the non-compete prohibition on the newly elected independent directors was released, and it was announced to the public on the same day. ● The amendments to the Articles of Incorporation were completed on May 29, 2024. ● The amendment to the Procedures for Acquisition or Disposal of Assets was completed on May 29, 2024 and announced on the Market Observation Post System. ● The amendments to the Rules of Procedure for Shareholders' Meetings were completed on May 29, 2024.

Meeting Date	Name	Major Content of the Resolution	Status of the Resolution			Implementation Status
		Election Matters: Case of by-election of an independent director.	List of newly elected independent directors is as follows:			According to the resolution, the Company changed its registration and was approved by the competent authority on July 4, 2024.
			Account No./ Certificate No.	Name	Electoral votes	
			U12116****	Chao Tian-Lin	396,910,035 votes	
		Others: None.				

2. Board of Directors

Meeting Date	Major Content of the Resolution	Resolutions of the Board of Directors/ Audit Committee
January 23, 2024	(1) Approved the proposal for distributing the 2023 year-end bonus to the managers.	The motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(2) Approved the change in remuneration for managers	The motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(3) Approval of the Company's 2024 operating budget.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(4) Approved the setting of the base date for the conversion of the Company's 6th and 7th unsecured convertible bonds into common shares and issuance of new shares.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(5) Approved the renewal of bank loan.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(6) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
February 29, 2024	(1) Approved the appointment of the 5th Remuneration Committee members.	Unanimously approved by all present directors.
	(2) Approved the proposal of 2023 directors' remuneration and payment of the Company's remuneration.	Unanimously approved by all present directors.
	(3) Approved the 2023 employee remuneration.	Unanimously approved by all present directors.
	(4) Approved the "Declaration of Internal Control System" stating that the design and implementation of the Company's internal control system are effective.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(5) Approved the Company's 2023 financial statements and consolidated financial statements.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(6) Approved the Company's 2023 business report.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(7) Approved the Company's earnings appropriation for the fourth quarter of 2023.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(8) Approved the proposal for the ex-dividend base date and payment date for 2024.	Unanimously approved by all present directors.
	(9) Approval of the amendments to the Company's Articles of Incorporation.	Unanimously approved by all present directors.
	(10) Amendments to the "Procedures for the Acquisition and Disposal of Assets."	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(11) Approved the amendments to the Rules and Procedure of Shareholders' Meeting.	Unanimously approved by all present directors.

Meeting Date	Major Content of the Resolution	Resolutions of the Board of Directors/ Audit Committee
February 29, 2024	(12) Approved the amendments to the Company's "Rules of Procedure for Board of Directors Meetings".	Unanimously approved by all present directors.
	(13) Approved the motion to amend the Company's "Audit Committee Charter".	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(14) Approved the amendments to the company's Directions for the Implementation of Continuing Education for Directors.	Unanimously approved by all present directors.
	(15) Approved the motion for by-election of one independent director.	Unanimously approved by all present directors.
	(16) Approved the motion to lift the restriction on competing business for the newly elected independent directors.	Unanimously approved by all present directors.
	(17) Approved the proposal for the Company's 2024 general shareholders' meeting to accept shareholder proposals and nomination rights of shareholders holding more than 1% of the shares.	Unanimously approved by all present directors.
	(18) Approved the convening of the 2024 annual general meeting of the Company.	Unanimously approved by all present directors.
	(19) Approved the proposal for the appointment and evaluation of the independence and competency of the Company's CPAs for 2023.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(20) Approved the selling of S-Tech's shares.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(21) Approved donation case.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(22) Approval of the bank credit renewal.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
April 15, 2024	(23) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(1) Approved the nomination and review of the list of independent director candidates.	Unanimously approved by all present directors.
	(2) Approved the sale of land, plant and equipment of the VIM plant.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(3) Approved amendments to the "Procedures for Acquisition or Disposal of Assets".	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.

Meeting Date	Major Content of the Resolution	Resolutions of the Board of Directors/ Audit Committee
	(4) Approved the motion to amend the Company's internal control system .	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
April 25, 2024	(1) Approved the distribution of remuneration to managerial officers and employees of the Company in 2023.	The motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(2) Approved the proposal for the disbursement of performance bonus to managers for the fourth quarter of 2023 and first quarter of 2024.	The motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(3) Approved the Company's consolidated financial statements for the first quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all the present directors.
	(4) Approved the Company's earnings distribution for the first quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(5) Approved the motion to amend the Company's internal control system .	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(6) Approved the renewal of bank loan.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(7) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
July 25, 2024	(1) Approval of the Company's consolidated financial statements for the second quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(2) Approved the Company's earnings distribution for the second quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(3) Approved the appointment of the 2nd Nomination Committee members.	Unanimously approved by all present directors.
	(4) Approval for the Company's change of stock agency.	Unanimously approved by all present directors.
	(5) Approved the signing of the lease of land and building scope for ESR and VAR of the VIM plant.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(6) Approved the 2023 Sustainability Report of the Company.	Unanimously approved by all present directors.
	(7) Approval of the bank credit renewal.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(8) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.

Meeting Date	Major Content of the Resolution	Resolutions of the Board of Directors/ Audit Committee
September 12, 2024	(1) Approved the Company's plan to participate in the subscription of Mutto Optronics Corporation's private placement of common shares	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(2) Approved the purchase of shares of the subsidiary, Hui Hsian.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(3) Approval of the donation	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
September 23, 2024	(1) Approved the non-compete restriction case for managerial personnel	Unanimously approved by all present directors.
October 31, 2024	(1) Approved the proposal for the appropriation of performance bonus for managers in the second and third quarters of 2024.	The motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(2) Approval of the Company's consolidated financial statements for the third quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(3) Approved the Company's earnings distribution for the third quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(4) Approval of the 2025 annual audit plan of the Company.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(5) Approved the motion for the Company to participate in the cash capital increase of S-Tech Corp.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(6) Approved the additional budget for the 50T steelmaking plant.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(7) Approved the lease of the land of S-Tech rolling mill for the expansion of Liuying finishing plant.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(8) Approved the sale of equity of Golden Win Steel Industrial Corp.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(9) Approved the proposal to establish the Company's internal control system.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(10) Approved amendments to the "Corporate Governance Best Practice Principles ."	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.

Meeting Date	Major Content of the Resolution	Resolutions of the Board of Directors/ Audit Committee
October 31, 2024	(11) Approved the renewal of bank loan	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(12) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
November 14, 2024	(1) Approved the proposal for the Company to participate in the cash capital increase of S-Tech Corp.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
January 21, 2025	(1) Approval of the Company's 2025 operating budget.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(2) Approved the lifting of non-competition restrictions for managers .	Unanimously approved by all present directors.
	(3) Approved the proposal of distributing year-end bonuses to the Company's managerial officers for 2024.	The motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(4) Approved the change of managerial officers' salaries.	Unanimously approved by all present directors.
	(5) Approved the renewal of bank loan.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(6) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
February 25, 2025 \\	(1) Approved the Company's distribution of 2024 remuneration for directors.	Unanimously approved by all present directors.
	(2) Approved the Company's 2024 compensation for employees.	Unanimously approved by all present directors.
	(3) Approved the "Declaration of Internal Control System" stating that the design and implementation of the Company's internal control system are effective.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(4) Approved the Company's 2024 financial statements and consolidated financial statements.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(5) Approved the Company's 2024 business report	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(6) Approved the Company's earnings appropriation for the fourth quarter of 2024.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(7) Approved the proposal for the ex-dividend base date and payment date for 2025.	Unanimously approved by all present directors.

Meeting Date	Major Content of the Resolution	Resolutions of the Board of Directors/ Audit Committee
February 25, 2025	(8) Approved amendments to the "Articles of Incorporation".	The original revised clause was "30% of the employee remuneration amount in the preceding paragraph should be set aside for the distribution of remuneration to entry-level employees." Chairman Wang Chiung-Fen suggested that the amount should be set within a range to be more flexible, as the number of employees may fluctuate each year based on the definition of entry-level employees. The amendment to change "Of the employees' remuneration mentioned in the preceding paragraph, no less than 30% of the amount shall be distributed as remuneration to the entry-level employees". The amendment was approved unanimously by all directors attending the meeting without objections after consulting the chairperson.
	(9) Approved the proposal to lift the non-competition restriction on the newly elected directors.	As of February 25, 2025, the new Director of the Company, Hsieh Yi-Chang, had not concurrently served in other companies, so the case was withdrawn.
	(10) Approved the convening of the 2025 Annual Shareholders' Meeting.	Unanimously approved by all present directors.
	(11) Approved the proposal of shareholders holding more than 1% of the shares of the Company in the 2024 annual shareholders' meeting.	Unanimously approved by all present directors.
	(12) Approved the proposal for the appointment and evaluation of the independence and competency of the Company's CPAs for 2025.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(13) Approved the motion to amend the Company's " Information Security Policy and Management Plan ".	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(14) Approval of the donation.	Reviewed and approved by the Audit Committee; the motion was unanimously approved as proposed by all other present directors upon the acting chairperson's inquiry.
	(15) Approval of the bank credit renewal.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.
	(16) Approved the renewal of financing guarantees for the subsidiary.	Reviewed and approved by the Audit Committee; unanimously approved by all present directors.

(XII) Where, during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, a director or supervisor has expressed a dissenting

opinion with respect to a material resolution passed by the Board of Directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof: None.

IV. Information on CPA professional fees

(I) Information on CPA professional fees

Unit: NT\$ thousand

Name of Accounting firm	Name of CPA	Period Covered by <u>CPA's Audit</u>	Audit fee	Non-Audit Fee	Total	Remarks
Deloitte Taiwan	Yung-Hsiang Chao	2024.01.01~2024.12.31	\$4,470	\$609(Note)	\$5,079	-
	Ming-Hsien Liu	2024.01.01~2024.12.31				

Note: NT\$350 thousands for transfer pricing public fee, and NT\$259 thousands for auditor's travel allowance and typing service fees.

(II) Change of accounting firm that resulted in the reduction of audit remuneration from the previous year; disclose the amount and percentage of audit remuneration before and after the change and the cause of such change: None.

(III) If the audit remuneration was reduced by more than 10% from the previous year, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed: : None.

V. Change of CPA:

(I) About the Former CPA

Replacement Date	Approved by the Board of Directors on February 25, 2025		
Replacement reasons and explanations	The Company cooperated with Deloitte Taiwan's internal rotation, from the first quarter of 2025, the CPA will be Chien-Wei Chen and Ming-Hsien Liu in place of Yung-Hsiang Chao and Ming-Hsien Liu.		
Describe whether the Company terminated or the CPA did not accept the appointment	Client	CPA	Consignor
	Status		
	Appointment terminated automatically	N/A	N/A
	Appointment rejected (discontinued)	N/A	N/A

Replacement Date	Approved by the Board of Directors on February 25, 2025		
Other issues (except for unqualified issues) in the audit reports within the last two years	N/A		
Differences with the company	Yes		Accounting principles or practices
			Disclosure of financial statement
			Audit scope or steps
			Other
	None	✓	
	Remarks		
Other Revealed Matters (Disclosures Specified in Article 10.6.1.4~10.6.1.7 of the Standards)	N/A		

(II) About Successor CPAs

Name of accounting firm	Deloitte Taiwan
Name of CPA	CPAs Chien-Wei Chen and Ming-Hsien Liu
Date of appointment	Approved by the Board of Directors on February 25, 2025
Consultation results and opinions on accounting treatments or principles with respect to specified transactions and the company's financial reports that the CPA might issue prior to the engagement	N/A
Succeeding CPA's written opinion of disagreement toward the former CPA	N/A

(III) The Reply of Former CPAs on Article 10.6.1 and Article 10.6.2.3 of the Standards: None.

VI. Information on Service of the Company's Chairman, President, and Financial or Accounting Managers at the Accounting Firm or Its Affiliates: None.

VII. Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report) by a director, supervisor, managerial officer, or shareholder with a stake of more than 10% during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report.

(I) Changes in stake of directors, supervisors, managers or major shareholders

Title	Name	2024		As of March 31, 2025	
		Shareholding Increase/ Decrease	Pledged Shares Increase/ Decrease	Shareholding Increase/ Decrease	Pledged Shares Increase/ Decrease
Chairman	Taiwan Steel Group United Co., Ltd.	-	9,400,000	-	400,000
	Representative: Chiung-Fen Wang	-	-	-	-
Director	Taiwan Steel Group United Co., Ltd.	-	9,400,000	-	400,000
	Representative: Shih-Chieh Chao(Note 1)	-	-	-	-
	Representative: Hsieh Yi-Chang (Note 2)	-	-	-	-
Director	Gloria Investments Limited	-	-	-	-
	Representative: Wen-Yuan Lin	-	-	-	-
	Representative: Cheng-Hsiang Chen	-	-	-	-
Director	Baijiayuan Investment Co., Ltd. (Note 3)	-	-	-	-
	Representative: Yi-Ching Wu	-	-	-	-
Independent director	Chin-Cheng Chien (Note 4)	-	-	-	-
Independent director	Chun-Hsiung Chu	-	-	-	-
Independent director	Yi-Lang Lin	-	-	-	-
Independent director	Tzu-Meng Liu	-	-	-	-
Independent director	Tian-Lin Chao(Note 5)	-	-	-	-
General Manager	Yung-Chang Kang	-	-	-	-
Executive Vice President/Chief Financial Officer	Yu-Chen Li	-	-	-	-
Deputy General Manager	Li-Ling Chen	-	-	-	-
Assistant Manager	Chun-Che Chien(Note 6)	-	-	-	-
Assistant Manager	Yung-Chin Lin	(40,000)	-	(45,000)	-
Deputy Manager	Ming-Hung Chuang	(7,000)	-	(7,000)	-
Deputy Manager	Mei-Hsia Li	-	-	-	-
Deputy Manager	Ying-Jen Chen	-	-	-	-
Deputy Manager	Chien-Chun Tung	-	-	-	-
Deputy Manager	Ching-Fu Wang(Note 7)	(3,000)	-	-	-
Deputy Manager	Yen-Chao Lin	(15,000)	-	-	-
Deputy Manager	Che-Liang Kuo	(4,000)	-	-	-
Deputy Manager	Chung-Yi Wang	-	-	-	-

Title	Name	2024		As of March 31, 2025	
		Shareholding Increase/ Decrease	Pledged Shares Increase/ Decrease	Shareholding Increase/ Decrease	Pledged Shares Increase/ Decrease
Deputy Manager	Chang-Shan Lu	12,901	-	(12,901)	-
Accounting Manager	Yi-Ting Tseng	-	-	-	-
Chief corporate governance officer	Ya-Rong Chang (Note 5)	-	-	-	-
Shareholders holding more than 10% of the Company's shares	Soft-World International Corp. (Note 8)	62,920,000	-	-	-

Note 1: Director Chao Shih-Jie passed away on January 8, 2025 and was discharged from his post of director.

Note 2: For the corporate director of Taiwan Steel Corporation appointed Hsieh Yi-Chang as the new director on February 25, 2025.

Note 3: Corporate director - S-Tech Corp Investment Co., Ltd. was appointed as a director on May 25, 2023, but ceased to exist on November 30, 2023 as a result of a merger. Its corporate directorship was subsequently assumed by the surviving company, Baijiayuan Investment Co., Ltd.

Note 4: Resigned on January 31, 2024.

Note 5: Newly elected on May 29, 2024.

Note 6: Resigned on July 12, 2024.

Note 7: Resigned on July 31, 2024.

Note 8: Newly elected on January 31, 2024.

- (2) Information on counterparties that are related parties of equity transfer/ equity pledge of directors, supervisors, managers or major shareholders: None.

VIII. Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another

Name	Shareholding (Note 1)		Spouse & Minor Shareholding		Total shareholding in the name of others		Names and the relationship among the top ten shareholders in the relationship of related parties or spouses, blood relatives within the second degree of kinship		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relation	
Soft-World International Corporation	62,920,000	10.44					None	None	
Kings Asset Management Co., Ltd.	31,292,000	5.19	-	-	-	-	(Note 2)		
KGI Taiwan High Dividend 30 ETF Special Fund Account	26,833,000	4.45	-	-	-	-			
Taiwan Steel Group United Co., Ltd.	19,636,000	3.26	-	-	-	-	(Note 2)		
Hoyang Investment Co., Ltd.	16,099,044	2.67	-	-	-	-	(Note 2)		
Changhua Commercial Bank Co., Ltd. is entrusted with the custody of Yuanta Taiwan	8,084,000	1.34	-	-	-	-	None	None	
Taipei Fubon Bank Co., Ltd.	7,658,000	1.27	-	-	-	-	None	None	
JPMorgan Chase Bank, Taipei Branch is entrusted with the custody of Advanced Starlight	6,707,126	1.11	-	-	-	-	None	None	
Taiwan Styrene Monomer Investment Co., Ltd.	6,343,000	1.05	-	-	-	-	None	None	
JPMorgan Chase Vanguard Emerging Markets Equity Index Fund	5,981,640	0.99					None	None	

Note 1: March 31, 2025 was the transfer suspension date.

Note 2: The representatives of Jinzhifu Asset Management Co., Ltd., Taiwan Steel Corporation, and Hoyang Investment Co., Ltd. are the same person.

IX. The total number of shares and total equity stake held in any single enterprise by the company, its directors and supervisors, managers, and any companies controlled either directly or indirectly by the company

March 31, 2025

Invested enterprise	Gloria Investments Limited		Ownership held by GMTC's directors or supervisors (direct or indirect)		Total Investment	
	Shares	%	Shares	%	Shares	%
Ho yang Investment Co., Ltd.	24,385,660	48.77%	12,947,170	25.89%	37,332,830	74.67%
FAITH ENTERPRISES LTD.	6,000,000	96.05%	-	0.00%	6,000,000	96.05%
Guangzhou Goldway Special Metal Co., Ltd.	-	0.00%	USD1,637 thousand & HK700 thousand	100.0%	USD1,637 thousand & HK700 thousand	100.00%
Zhejiang Jiaxing Goldway Special Metal Co., Ltd.	-	0.00%	USD3,000 thousand	100.00%	USD3,000 thousand	100.00%
Tianjin Goldway Special Metal Co., Ltd.	-	0.00%	USD3,300 thousand	100.00%	USD3,300 thousand	100.00%
Xian Goldway Special Metal Corp. Ltd.	-	0.00%	USD2,000 thousand	100.00%	USD2,000 thousand	100.00%
Golden Win Steel Industrial Corp.	715,280	17.62%	2,178,591	53.66%	2,893,871	71.28%
RAINBOW SHINES LIMITED	-	-	3,122,222	96.90%	3,122,222	96.90%
Golden Win Steel Industrial Corp. (Vietnam)	-	-	USD3,000 thousand	100.00%	USD3,000 thousand	100.00%
ALLOY TOOL TEEL.INC	4,300,000	100.00%	-	0.00%	4,300,000	100.00%
All Win Enterprises Ltd.	USD10,000 仟元	100.00%	-	0.00%	USD10,000 thousand	100.00%
G-Yao Enterprises Ltd.	-	0.00%	USD10,000 thousand	100.00%	USD10,000 thousand	100.00%
Zhejiang Jiaxing Xiangyang Metal Materials Technology Co., Ltd.	-	0.00%	USD10,000 thousand	100.00%	USD10,000 thousand	100.00%
Rong Yang Investment Corp.	5,000,000	100.00%	-	0.00%	5,000,000	100.00%
GLORIA MATERIAL TECHNOLOGY JAPAN	1,380	100.00%	-	0.00%	1,380	100.00%
S-TECH CORP	29,292,756	12.60%	44,000	0.02%	29,336,756	12.62%
Kuei Tien Cultural & Creative Entertainment Co Ltd	25,700,000	12.86%	14,960,000	7.48%	40,660,000	20.34%
Soft-World International Corporation	28,600,000	18.32%	371,000	0.24%	28,971,000	18.56%
Golden Win International Corporation	79,000,000	53.83%	3,450,000	2.35%	82,450,000	56.18%

Three. Capital Raising Activities

I. Capital and Shares

(I) Source of capital

1. The formation of capital

March 31, 2025

Year/ month	Par Value	Authorized capital stock		Paid-in capital		Remarks		
		Shares (thousand)	Amount (NT\$ thousand)	Shares (thousand)	Amount (NT\$ thousand)	Source of capital	Capital Increase by Assets Other Than Cash	Other
March 2024	10	1,000,000	10,000,000	602,471	6,024,712	1. New capital increase by share exchange of 62,920 thousand shares 2. Conversion of convertible corporate bonds of 9,728 thousand shares	0	Note 1

Note 1: On March 8, 2024, the Ministry of Economic Affairs approved the share exchange and convertible bond conversion with Soft-World International Corp. and the application for amendment of registration of new share issuance based on Jing-Shou-Shang-Zi No. 11330025760.

Type of Stock	Authorized capital stock			Remarks
	Issued Shares	Un-issued Shares	Total	
Common shares	602,471,197	397,528,803	1,000,000,000	Shares of TPEx listed companies

2.General information about the reporting system: None.

(II) Major Shareholders

March 31, 2025

Name	Shareholding	%
Soft-World International Corporation	62,920,000	10.44
Kings Asset Management Co., Ltd.	31,292,000	5.19
KGI Taiwan High Dividend 30 ETF Special Fund Account	26,833,000	4.45
Taiwan Steel Group United Co., Ltd.	19,636,000	3.26
Hoyang Investment Co., Ltd.	16,099,044	2.67

Name	Shareholding	%
Changhua Commercial Bank Co., Ltd. is entrusted with the custody of Yuanta Taiwan	8,084,000	1.34
Taipei Fubon Bank Co., Ltd.	7,658,000	1.27
JPMorgan Chase Bank, Taipei Branch is entrusted with the custody of Advanced Starlight	6,707,126	1.11
Taiwan Styrene Monomer Investment Co., Ltd.	6,343,000	1.05
JPMorgan Chase Vanguard Emerging Markets Equity Index Fund	5,981,640	0.99

(III) Dividend Policy and Implementation

1. Dividend policies:

The amendment of the Company's Articles of Incorporation has been passed by resolution of the shareholders' meeting on August 23, 2021. The dividend policies are stipulated as follows:

Article 26-1

The Company's surplus earning distribution or loss off-setting proposal may be proposed at the close of each quarter. If there is a surplus in the quarterly accounts of the Company, the tax shall be paid to make up for the losses, 10% shall be reserved as a statutory surplus reserve, and in accordance with the law, the special surplus reserve shall be increased or rotated. If there is a surplus still, the BOD shall prepare the surplus distribution case with the previous annual accumulation of undistributed surplus. If such surplus earning is distributed in the form of cash, it shall be approved by a meeting of the board of directors. If such surplus earning is distributed, it shall be presented in the shareholders' meeting for resolution.

If there is a surplus in the Company's final accounts, the tax shall be paid to make up for the losses, 10% shall be reserved as a statutory surplus reserve, and special surplus reserve shall be recognized based on business requirements and legal compliance. If there is a surplus still, the BOD shall prepare the surplus distribution case to accumulate undistributed surplus at the beginning of the year. If such surplus earning is distributed, it shall be presented in the shareholders' meeting for resolution.

In accordance with Paragraph 5 of Article 240 of the Company Act, the Company may, by a resolution adopted by a majority of the shareholders present who represent two-thirds or more of the total number of its outstanding shares of the Company, have the surplus profit distributable as dividends and bonuses in whole or in part distributed in the form of cash and reported to the shareholders' meeting.

Corresponding to future expansion plans during growth stage, surplus earnings shall be first distributed in the form of cash, followed by the distribution of stock dividends.

2. Distribution of dividend proposed in the current shareholders' meeting:

The distribution of earnings in 2024 by resolution of the Board of Directors are as follows (February 25, 2025):

a. Cash dividend: At NT\$2.60 per share as cash dividend, giving a total of NT\$1,566,425,112.

If the number of outstanding shares was subsequently affected by the conversion of convertible corporate bonds and purchase of company shares, or the transfer and cancellation of treasury shares, the Chairman is authorized to adjust the allotment of shares and dividend payout ratio. The Board of Directors decides the allotment of shares, dividend date and cash dividend payment date.

(IV) Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at the most recent shareholders' meeting: There is no need to disclose estimations for 2025 as the 2025 financial forecast has not yet been disclosed.

(V) Employee compensation and the remuneration for directors

1. The Company's Articles of Incorporation has been passed by resolution of the shareholders' meeting on August 23, 2021. The employee compensation and remuneration for directors are stipulated as follows:

Article 26: If the company earns a profit in the current year, the proportion of the employees' compensation shall not be less than 1%, and a resolution shall be made by the Board of Directors whether to issue shares or cash distribution, with the issuance of the object containing a certain condition for the subsidiary employees. The proportion of the directors' compensation shall not be higher than 5%. The distribution of compensation for employees and directors shall be reported to the shareholders meeting.

However, a reserve is allotted to be used to make up for the accumulated losses, and the balance shall be handled according to the proportion in the preceding paragraph for the compensation of employees and directors.

2. The estimated amount of compensation for employees, directors, and supervisors for the current period shall be calculated based on number of employee shares of stock considering any accounting discrepancy between the actual distributed amount of employee stock dividend and estimated figure: Any major changes in the amount of payment by resolution of the Board of Directors shall be adjusted in the annual expenditures, and any discrepancies will be considered an accounting estimation subject for approval during the Shareholders' meeting and to be adjusted in the annual report. For the distribution of employee compensation, the number of stock dividends is determined by dividing the amount of dividends by the resolution of the shareholders meeting by the fair value of the stock. The fair value of the stock refers to the closing price on the day before the resolution of the shareholders' meeting (after considering ex-rights and ex-dividends).

3. Remuneration distribution approved by the Board (February 25, 2025) :

a. Allotment of employee compensation, cash/ stock dividends, and remuneration for directors

(1) Employee compensation: NT\$50,000,000.

(2) Remuneration for directors: NT\$25,000,000.

b. The proposed allotment of shares for employee compensation: 0 shares, which account for 0% of the capital increase by surplus earnings.

(All employee compensation is paid in cash).

c. EPS calculated based on the proposed allotment of shares for employee compensation and remuneration of directors and supervisors: **4.40**

(Employee compensation and the remuneration for directors and supervisors are expenditures, and employee compensation shall be paid in cash).

4. The actual earnings distribution of compensation for employees , directors , and supervisors in the previous fiscal year

Unit: NT\$ thousand

Item	The actual distribution of compensation in 2024	The monetary amount in 2023	Discrepancy
Employee compensation	50,000	50,000	-
Remuneration for directors and supervisors	25,000	25,000	-

(VI) Share buy-back

(1) Share buy-back that have been executed

Buy-back batch	1st	2nd	3rd	4th
Purpose of share buy-back	Transfer of shares to employees	Transfer of shares to employees	Transfer of shares to employees	Transfer of shares to employees
Buy-back period	July 25, 2008	September 27, 2012	May 25, 2018	March 23, 2020
	to September 19, 2008	to October 8, 2012	to June 27, 2018	to May 22, 2020
Buy-back Interval Price	NT\$20.44 - NT\$40.00	NT\$21.00 - NT\$43.00	NT\$18.00 - NT\$29.65	NT\$9.91 - NT\$24.58
Type and quantity of shares repurchased	10,000,000 shares (common shares)	1,831,000 shares (common shares)	10,000,000 shares (common shares)	6,329,000 shares (common shares)
Amount of shares repurchased	NT\$289,820,200	NT\$51,707,235	NT\$190,694,207	NT\$99,735,910
Ratio of shares repurchased to estimated share buy-back (%)	100%	18.31%	100%	63.29%
Number of shares retired and transferred	10,000,000 shares	1,831,000 shares	10,000,000 shares	6,329,000 shares
Accumulated number of outstanding shares	0	0	0	0
Ratio of accumulated number of outstanding shares to the total number of issued shares (%)	0%	0%	0%	0%

(2) In progress: None.

II. Corporate Bonds:

Bond Type	1st Secured Ordinary Corporate Bond Issued in 2011	7th Issuance of GMTC's Domestic Unsecured Corporate Bonds
Issue Date	From November 29, 2021 to November 29, 2028	From July 31, 2023 to July 31, 2026
Face value	NT\$1 million	NT\$100,000
Place of issue and trading	Taiwan	Taiwan
Par Value	Bonds are fully distributed pursuant to their par value	Bonds are distributed at a price equal to 100.5% of their par value
Total	NT\$1.5 billion	NT\$5 billion
Interest rate	Annual interest of 0.65%	Coupon rate of 0%
Tenure	7 years	3 years
Guarantor	Hua Nan Commercial Bank Co., Ltd.	N/A
Trustee	Taishin International Bank Co., Ltd.	Taishin International Bank Co., Ltd.
Underwriter	Hua Nan Commercial Bank Co., Ltd.	KGI Securities Co., Ltd.
Attorney	Hung Jen-Chieh Attorneys at Law	None
CPA	Deloitte Taiwan	Deloitte Taiwan
Bond repayment method	Bonds will be redeemed at par value on maturity Since the issuance of corporate bonds, the calculation of interest shall be conducted based on coupon rates and paid once a year in accordance with the simple interest formula.	Within five business days after the maturity date, the Company will make bond repayment in one lump sum by cash based on the face value of the bond plus interest compensation (101.51% of face value; real rate of return of 0.5%).
Outstanding principal	NT\$1.5 billion	NT\$4.999 billion
Terms of redemption/ prepayment	None	Please refer to the procedures for the issuance and conversion of the Company's 7th domestic unsecured convertible bonds
Restrictions	None	Please refer to the procedures for the issuance and conversion of the Company's 7th domestic unsecured convertible bonds
Name of the credit rating institute, the date of the rating and the credit rating result on the corporate bonds	Taiwan Ratings twAA+ in June 24, 2021	N/A

Bond Type		1st Secured Ordinary Corporate Bond Issued in 2011	7th Issuance of GMTC's Domestic Unsecured Corporate Bonds
Other Equity	The amount of common shares, overseas depositary receipts, or any other securities already converted (exchanged or subscribed) up to the date of publication of the annual report	None	As of March 31 2024, there were a total of 1,689 common shares already converted.
	The issuance and conversion (exchange or subscription) rules	None	Please refer to the procedures for the issuance and conversion of the Company's 7th domestic unsecured convertible bonds
Issuance and conversion, exchange, or subscription rules, the possible dilution conditions and influence on shareholders' interests caused by the terms of issuance		None	None
Name of the custodian for the exchanged items		None	None

Information on Convertible Bonds

Bond Type		7th Issuance of GMTC's Domestic Unsecured Corporate Bonds		
Item	Year	2023	2024	Current fiscal year up to March 31, 2024
Market price of convertible bond	Highest	110.10	119.7	111.0
	Lowest	101.20	102.25	103.0
	Average	104.09	110.7	107.53
Conversion price		59.20	59.20	53.7
Issue (handling) date and conversion price at the time of issuance		July 31 ,2023/59.2		
Conversion method		Delivery of new shares		

III. Preferred Shares: None.

IV. Global Depositary Receipts (GDR): None.

V. Employee Stock Warrants: None, as all of the Company's employee stock warrants have expired.

VI. New Restricted Employee Shares: None.

VII. Status of New Shares Issuance in Connection with Mergers and Acquisitions:

As resolved by the Board of Directors on December 21, 2023, for the acquisition of newly issued ordinary shares from Soft-World International Corporation ("Soft-World") totaling 28,600,000 shares, the Company conducted a capital increase by issuing an additional 62,920,000 ordinary shares, each with a par value of NT\$10, for a total amount of NT\$629,200,000. Approved by the Taipei Exchange (TPEX) on January 30, 2024 with Letter No. Zheng-Gui-Jian-Zi No. 1120012816, and MOEA Letter Jing-Shou-Shang-Zi No. 11330025760 on March 8, 2024, the Company set January 31, 2024 as the date of issuance of new shares for capital increase and listing on the TPEX. The underwriter's assessment of the impact on the Company's financial condition, business operations, and shareholders' equity as of the end of the fourth quarter of 2024 is as follows:

(1) Impact on financial

Based on the audited financial statements of Soft-World International Corporation for the year 2023, the company reported earnings per share of NTD 7.09 as of the end of the year. According to the board resolution passed on March 6, 2024, Soft-World approved a cash dividend distribution of NTD 9 per share. GMTC is expected to receive approximately NTD 257.4 million in dividend income. Starting from 2024, as Soft-World continues to achieve steady profit growth, the cash dividends allocated to GMTC are expected to increase accordingly, bringing positive benefits to GMTC.

(2) Impact on business operation

GMTC plans to integrate the cultural and entertainment platforms that Taiwan Steel Group has established and is planning to develop, in order to provide consumers with a diverse and convenient online and offline experience through its various investee companies. This initiative aims to enhance brand awareness, expand sales channels, and broaden the consumer base. Taiwan Steel Group and Soft-World International Corporation have initiated close collaboration, launching the exclusive MyCard commemorative card for the TSG Hawks first team as part of their joint brand promotion efforts. This partnership enhances fans' and players' cross-domain experiences both online and offline. At the 2024 Taipei Game Show, the TSG Hawks cheerleading team, Wing Stars, and Soft-World co-hosted a promotional event in collaboration with South Korean game developer Wemade for its latest baseball mobile game, Fantastic4 Baseball. The event offered players an immersive experience that captured the excitement of being at a real baseball game, allowing them to try the game while engaging directly with the vibrant atmosphere of baseball. This collaboration attracted widespread media coverage from major television networks and social media platforms, effectively boosting brand and product visibility. In addition, with the launch of the new Chinese Professional Baseball League season on March 30, 2024, the TSG Hawks and Soft-World jointly introduced the "Five Hawks Predictions" campaign, inviting fans to

participate in witnessing the creation of team history. In summary, the share swap has proven to be beneficial to the Company's business operations.

(3) Impact on Shareholders' Equity

This equity transaction primarily reflects the Company's long-term strategy for diversified development within the Group. By initiating business cooperation, the Company aims to expand its operational scale. From a financial perspective, the investment also contributes to stable financial performance and enables the recognition of investment income, thereby enhancing profitability. For the investee companies, both parties can achieve synergies through collaborative customer marketing, resource sharing, and complementary strengths. These efforts are expected to generate economies of scale, enhance competitiveness, seize market opportunities, and improve overall operating performance, ultimately creating greater corporate value for shareholders. Overall, the integration and effective utilization of both parties' resources are expected to contribute to revenue growth and increased profitability, which will have a positive impact on GMTC's shareholders' equity.

(4) Whether the benefits of the acquisition have materialized

GMTC's acquisition of newly issued shares from Soft-World International Corporation was based on the record date of January 31, 2024, and the change of registration was completed on March 8, 2024. Following the completion of the share acquisition, both companies have begun to integrate their resources. This integration is expected to bring positive impacts on financial performance, business operations, and shareholders' equity. The anticipated benefits of the acquisition are expected to gradually materialize over time.

Basic information of the acquired company

Company Name	Soft-World International Corporation
Company address:	2F, No. 61, Minzhuang Road, Sanmin District, Kaohsiung City
Responsible person	Chun-Po Wang
Paid-in Capital	1,560,743,320
Main business items	Retail Sale of Information Software Computer and Peripheral Equipment Manufacturing Wholesale of Information Software Information Software Services Wholesale of Telecommunications Equipment Electronic Information Supply Service Telecommunication Engineering International Trade Magazine (Periodical) Publishing General Advertisement Service Performing Arts Activities Audio Publishing Retail Sale of Culture, Education, Musical Instruments and Educational Entertainment Supplies Agency Services

Company Name		Soft-World International Corporation
Main products		Retail Sale of Information Software Wholesale of Information Software Information Software Services
Financial information for the most recent year	Total Assets	NT\$19,473,735 thousand
	Total Liabilities	NT\$8,467,673 thousand
	Total Owner's Equity	NT\$11,006,062 thousand
	Operating revenue	NT\$6,774,342 thousand
Financial information for the most recent year	Gross margin	NT\$3,598,290 thousand
	Net operating income	NT\$1,174,954 thousand
	Current income	NT\$1,238,066 thousand
	Earnings per share	NT\$ 7.75

VIII. The Status of Implementation of Capital Allocation Plans: The Company's issuance of securities have all been executed, with no evidence of non-efficiency.

Four. Operational Highlights

I. Business Activities

(I) Scopes of the business

1. The main operational categories of the company:

1-1. Special steel materials: Smelting, manufacturing, processing and sales of special steel, alloy steel, superalloy, carbon steel and their raw materials.

1-2. Other business items:

- a. Designing, manufacturing, sales and installation of steel production equipment (steelmaking, forging, rolling and finishing equipment, and its components).
- b. Design, manufacturing, sales, and installation of transmission, brakes, bodies, engines, suspension systems of various vehicles (including railway vehicles), and their components.
- c. Design, manufacturing, sales and installation of nuclear power plant mechanical equipment, aerospace components and maintenance equipment, incinerator equipment and its components.
- d. Consulting services for the aforementioned related construction projects.
- e. Manufacturing, processing and sales of steel structures.
- f. Import and export of related products and raw materials.

2. The percentage of consolidated sales in the last two years:

Year	2023	2024
Special steel material	95%	98%
Other	5%	2%
Total	100%	100%

3. Current products

3-1. Special steel materials: smelting, manufacturing, processing and sales of special steel, alloy steel, superalloy, carbon steel and their raw materials.

3-2. Other business items:

- a. Designing, manufacturing, sales and installation of steel production equipment (steelmaking, forging, rolling and finishing equipment, and its components).
- b. Design, manufacturing, sales, and installation of transmission,

brakes, bodies, engines, suspension systems of various vehicles (including railway vehicles), and their components.

c. Design, manufacturing, sales and installation of nuclear power plant mechanical equipment, aerospace components and maintenance equipment, incinerator equipment and its components.

d. Consulting services for the aforementioned related construction projects.

e. Manufacturing, processing and sales of steel structures.

f. Import and export of related products and raw materials.

4. New product and technological development projects:

4-1. Development aspects of new steel types:

In addition to the concrete achievements of expanding the applications of high-end mirror-finished stainless steel in end-users' molds, the development plan of new products will also be continued, which will be mainly focus on optimizing the characteristics of existing products to increase the lifespan of application and to achieve a higher level of processing quality and will replace the competing products of foreign steel makers, so as to enhance the overall domestic independent technological capabilities and cost competitiveness.

4-2. Development aspects of the new manufacturing process to strengthen competitiveness:

- The expansion and adjustment of the entire plant's production equipment are carried out continuously. The positioning of the production lines will focus on producing competitive products, followed by the process design of the new equipment and mass production, cost control and establishment of a more complete maintenance capacity. The logistics support focuses on the precision of production pipe logistics, order arranging logic and smooth system interface so that products can enter the market smoothly.
- The new large-scale hydraulic forging equipment has also begun construction, its completion will become the outlet for steel water. As a result, the types and sizes of products that can be sold have been expanded to deep dive into the market and GMTC will become the most complete steel bar production base in Taiwan.

1. Industry status and development:

In 2024, the prices of raw materials such as nickel and chromium remained at low levels. Additionally, factors such as the sluggish German economy in the European market, overcapacity in steel mills leading to price cuts and fire sales, cautious ordering by customers in the U.S. market due to the upcoming election and the downturn in the manufacturing industries in Taiwan and China contributed to a slight decline in revenue. However, benefiting from steady demand in the aerospace sector, as well as the geopolitical shifts in regions such as Ukraine, Russia and the Middle East, which have created geopolitical economic niches, the stable order intake in the defense industry has helped stabilize the Company's revenue and profitability.

However, due to the stable demand from the aerospace industry and the defense industry, the orders are stable and the industrial applications of alloy tool steel are mainly in the molds, jigs, cutting tools and component materials of the basic industry, accounting for more than 50%. Deeply affected by economic conditions, coupled with elections in the US and Europe, downstream supply chains are adopting a wait-and-see approach to procurement, resulting in no significant growth in overall orders.

2. Product development:

The development of GMTC products has been rather stable and high-definition clean-grade materials are its main niche products. Due to the incomplete product sizes, in recent years, under the planning and investment of Taiwan Steel, the continuous casting machine, large oil pressure forging machine, and the construction of the equipment, the production line and product sizes of GMTC have been well enough to meet the needs of the whole industry. On the other hand, the focus of research and development in the past years is improving the characteristics of existing products and developing new products, and no longer just producing and selling existing products.

In the future, due to the rise of green energy awareness and the possible changes in materials used by downstream

application industries, the R&D in ingredients, production processes and product characteristics will also be a key focus in the future.

For industrial applications, we focus on aerospace, energy, oil and gas, molds and tooling, machinery and military force industries, with three major product groups including high-end tool steel, functional products and commercial-grade alloy steel, entailing steady growth.

Continue to expand the research and development of new products and upgrade of materials, so that the downstream industries can be selective in the choice of materials and reduce costs, thereby becoming the foundation for the overall upgrade of the domestic industry.

3. The relevance of the application in the special steel industry:

Product group	Application industry (example)
Series 3 stainless steel	Semiconductor pipe body, valve body, valve ball
Series 4 stainless steel	Engine blades, plastic films, shafts
Series 6 stainless steel	Motor shaft, screw, surgical knife; ship shaft
Hot work tool steel	Roller, core rod, extrusion die, casting die, forging die
Cold work tool steel	Roller, punches, cold rollers
Plastic mold steel	Plastic injection, optics, automotive lighting and other applications
High speed steel	Cutting tools, drill bits, circular saw blades
Low alloy steel	Screws, nuts and bolts, tank torsion bars; aerospace components
Bearing steel	Bearing
Carbon steel	Wire rods, screws and nuts, hand tools, mold bases

Source: Sorted by GMTC

4. Competition:

a. International market

Long steel products are still mainly produced in Asia, 50% of the top 25

major steel mills of alloy tool steel and stainless steel are from the Asia region. China and India are the primary low-cost competitors, while Asia and China are also the major consumption regions for stainless steel.

Non-tariff measures are mainly imposed in EU, Southeast Asia and South Asia as high entry barriers to protect their domestic producers. GMTC actively obtains national certifications such as BIS from India and JIS from Japan to eliminate obstacles, and establishes subsidiaries in local markets such as Japan to actively win market orders.

The change in the steel tariff policy in the U.S. in 2025 will cause the global steel market to be volatile again. The geopolitical conflicts and postwar reconstruction issues have made the market expect a lot. The aerospace supply chain is slowing down due to the impact of labor disputes, but it will not affect the long-term demand.

b. Domestic market

The machinery and mold industries are important in Taiwan, and the world well recognizes their quality. Domestic industries have a long-standing practice of relying on imported materials for their component needs, therefore GMTC has been gradually transforming R&D focus to developing high-end tool steel with its own R&D capabilities for the past two years. The domestic downstream industry has benefited from the competitiveness of prices and products, and the customer's response has been excellent. The feedback data after the use of materials allows R&D personnel to make further improvements and adjustments so that domestic, independent materials have a higher cost-performance ratio and work together to contribute to Taiwan's overall basic industry moving towards value-adding.

(III) Technology and R&D Overview

1. Ratio of R&D expenses to consolidated operating revenue

Year	2023	2024
R&D expenses (NT\$thousand)	26,296	70,556
Ratio of R&D expenses to operating revenue	0.19%	0.55%

2. Future research and development plans

In response to the development of electric vehicles, smart machinery, large high-performance ships, high-rise buildings and the aerospace industry, the industry is increasingly demanding the cost-effectiveness of steel materials. In response to the upcoming carbon tax and environmental sustainability policies, how to improve the

materials' relevant service life will be the main issue. Therefore, in 2023, GMTC's R&D unit focused on "high-end hot work tool steel" for related physical infrastructure, with the aim to gain product competitiveness and strengthen technical capabilities in domestic industries.

In addition, GMTC will continue to integrate the R&D resources for cooperation among industries, academia, and the government. Corresponding to the global aerospace, energy, and high-value precision molds industries, GMTC plans to continue to develop new steel grades and introduce the following new production processes for the long-term strategy in 2024:

- (1) Development of new grades of advanced plastic mold pre-hardened steel
- (2) Development of VCM vertical casting process

Secondly, for the R&D and layout of certified materials in the long term, we will continue to focus on the system certification of factories, and develop processes that meet market demands and customer needs by use of VIM / VAR/ ESR secondary refining technology and subsequent forging, in order to enhance the quality and increase the variety in size of existing steel products.

(IV) Long and Short-Term Business Development Plans

1. Short-term development plan

- 1). Steadily expand the business scale in the basic market and develop other niche product lines.
- 2). Sales and purchasing strategies will be aligned to create low cost raw material inventories.
- 3). Keep track of changes in international trade barriers, especially U.S. market.
- 4). We will improve the production scheduling system to ensure the smoothness of production and increase the speed of logistics.
- 5). Lower inventory levels of products.

2. Long-term development plan

- 1). Formulating the strategy to achieve leading market share in the Asian tool steel market.
- 2). We will expand the global market share of 6 series of functional stainless steels and continue to develop in industries that require certification, such as the aerospace, energy, oil and gas and defense industries.
- 3). Deepen the expansion of the Southeast Asian and Indian markets and broaden the Northeast Asian market.
- 4). We will plan the domestic sales network and global layout for new products.

- 5). Develop different product types in the market.

II. Market and Sales Overview

(I) Market analysis

1. Sales areas of the main product

The main products include stainless steel, alloy tool steel, high-speed steel, quenched and tempered steel, and super-clean steel.

The product types include round bars, flat bars, and square bars. Domestic and foreign sales accounted for 14.3% and 85.7% respectively of total sales volume.

The main exporting countries in 2024 are as follows:

The Americas: Including countries such as the U.S., Canada, and Mexico.

Europe: Including countries such as the U.K., Italy, Poland, Germany, Austria, and France.

Asia: Including countries such as China, Japan, South Korea, Singapore, Thailand, Vietnam, and India.

The remaining countries are distributed in Australia and Africa.

2. Market share

According to SMR, the global alloy tool steel production is 1.9-2 million tons. GMTC's global market share for alloy toolbar steel is about 2% - 3% and it is one of the major alloy tool steel suppliers in Asia as its production ranked 10th - 11th in the world.

3. Market supply and demand status, future growth and the competitive niche

a. Supply

According to statistics from the World Steel Association, in 2024, global crude steel production decreased slightly by 0.6% compared to the previous year. The global steel demand growth rate for 2025 is projected to be around 1.2%. The crude steel industry remains dominated by China and Asia, production of China accounted for nearly 57% in the world. With China's domestic demand declining in recent years, the remaining production

capacity is primarily directed towards exports to other countries, thereby intensifying competition in various markets.

In addition, the supply market of alloy tool bars and bars is stable but the competition is fierce. The development and production of high-quality and high-value products are still need to be developed and produced. The correct raw material procurement strategy will be used to obtain profit margins, and the expansion of domestic demand will be accelerated to develop potential sales regions and markets in response to product price competition.

b. Demand

The demand in the aerospace industry in 2024 has recovered, the military and industrial policy and situation, and the high-end industrial certification materials have supported the profit of the special steel industry. The Company continued to expand new equipments, optimized the process management and scheduling system, and monitored raw material procurement information to substantively grasp the market demand and dynamics of stable operations. Green energy and carbon management development, continue to exert the synergy of production, sales and procurement.

c. Competitive niche

- (1) GMTC is one of the important certified special steel mills in Asia:
GMTC has long been obtaining certifications of niche products and continues to provide competitive products and actively develop high-end tool steel and mirror-finished stainless steel products to tap into the high-end application markets in Taiwan, Europe, the United States, and Japan.
- (2) Possessing a sound and stable growth corporate structure
Since TSC acquired GMTC, the Company has strengthened its management and promoted various improvements every year to ensure financial soundness. It renovated and upgraded the old equipment and addition of high-quality equipment. From long tern major production line renovation, new upgrade of old equipment to expansion of new high-quality equipment, to product focus optimization. In addition to existing energy,

aerospace and oil and gas industries, we have expanded our capabilities in the mechanical automobile industry and mold industry to achieve long-term competitiveness and sustainable development.

- (3) Highly qualified staff, the cost of manpower is more competitive than that of advanced countries in Europe and the United States
- (4) Strong control over the cost of materials purchased.
- (5) Superior Corporate Governance of the Company.

4. Favorable and unfavorable factors of long-term development

a. Favorable factors:

- (1) In addition to the ISO 9001 quality system certification, the Company also has environmental, safety and health system certifications such as ISO 14001, OHSAS 18001, ISO 45001 and AEO.
- (2) Certified as qualified material suppliers from the world's major power system manufacturers, including GEPS, Siemens Westinghouse Power Company (SWPC), Siemens AG of Germany, and Hitachi of Japan. There were more than 150 certified items.
- (3) Obtained the Aerospace QMS AS9100 certification, and certified as a qualified material supplier for Boeing and major global aerospace parts manufacturers in countries such as Europe.
- (4) Gradual expansion in the Asian market, with products sold to nearly 50 countries around the world.
- (5) GMTC's laboratory has been certified by major international companies, and ranked first for blind proficiency testing in Asia.
- (6) Rolling control of the inventory of spare materials and reduction of alloy element costs for accurate control of production costs.
- (7) Evaluation of sound financial structure and corporate governance.
- (8) Strong R&D capabilities for high-grade special steel.

b. Unfavorable factors and contingency measures:

Post-pandemic, the political, economic, financial, and domestic markets all presented different changes and new development trends worldwide; the intensification of geopolitical uncertainty and the escalation of climate change have forced all countries and industries to deal with the problems. Internal and external unfavorable factors faced by the industry have also increased accordingly:

- (1) The era of global trade protectionism has arrived, which led to fierce product competition in various countries:

The trade barriers imposed by the U.S. Section 232 steel and aluminum tariffs have reverted to their original state following President Trump's return to office. Meanwhile, the European steel import tariff quota policy continues, and other countries' steel import restrictions remain in place. With ongoing import barriers implemented by various nations, steel profitability is expected to be continuously affected.

- (2) Alloy raw materials are imported and are greatly affected by the fluctuation of international raw material prices. It is necessary to establish a long-term and stable inventory mechanism for combat raw materials in order to stabilize the price of alloy materials.

- (3) Carbon emission topic:

In light of the global net zero trend, Taiwan has practiced the collection of carbon fees and will further promote the carbon border management mechanism in the future to improve the international carbon competitiveness of the domestic industry, which the steel industry needs to pay more attention to.

The implementation of the green power policy that requires large power users to provide their own green power will gradually come into effect, which will increase the cost of electricity for the iron and steel industry. In addition, adjusting the production schedule and the choice of green power is also one of the issues for the industry.

GMTC has completed the construction of solar panels and used green power as early as possible to achieve the goal of a green enterprise.

- (4) Lack of relevant talents in the iron and steel industry:

The technology industry and science parks have a talent magnet effect, with the majority of graduates seeking employment in high-tech sectors. Although the steel industry is a traditional basic industry, specialty steel production requires highly specialized knowledge. To cultivate the professionalism of our employees,

GMTC encourages and subsidizes on-the-job training of our employees. The Company has cooperated with Taiwan Steel University to set up master's program for in-service adults, new type of specialized programs and so on. Through the multi-dimensional and multi-win platform of industry-academia cooperation, we are able to cultivate excellent talents and create a multi-win situation for both parties. Furthermore, by offering diverse benefits to attract and retain talent, we aim to ensure the continued establishment of the special steel industry in Taiwan.

In the face of changes in the global competitive environment and dynamics, GMTC is an important player in the world's special steel industry. In the future, the Company will continue to develop high-value products and technologies to increase profits and respond to the world's demand for high-end products for materials. The Company's R&D capabilities contribute to the domestic industry, for the mid-stream and down-stream special steel processors to upgrade the grade of materials used to add value to their products and jointly promote industrial upgrading to become a globally trusted and comprehensive special steel factory.

(II) Main products' important functions and production process

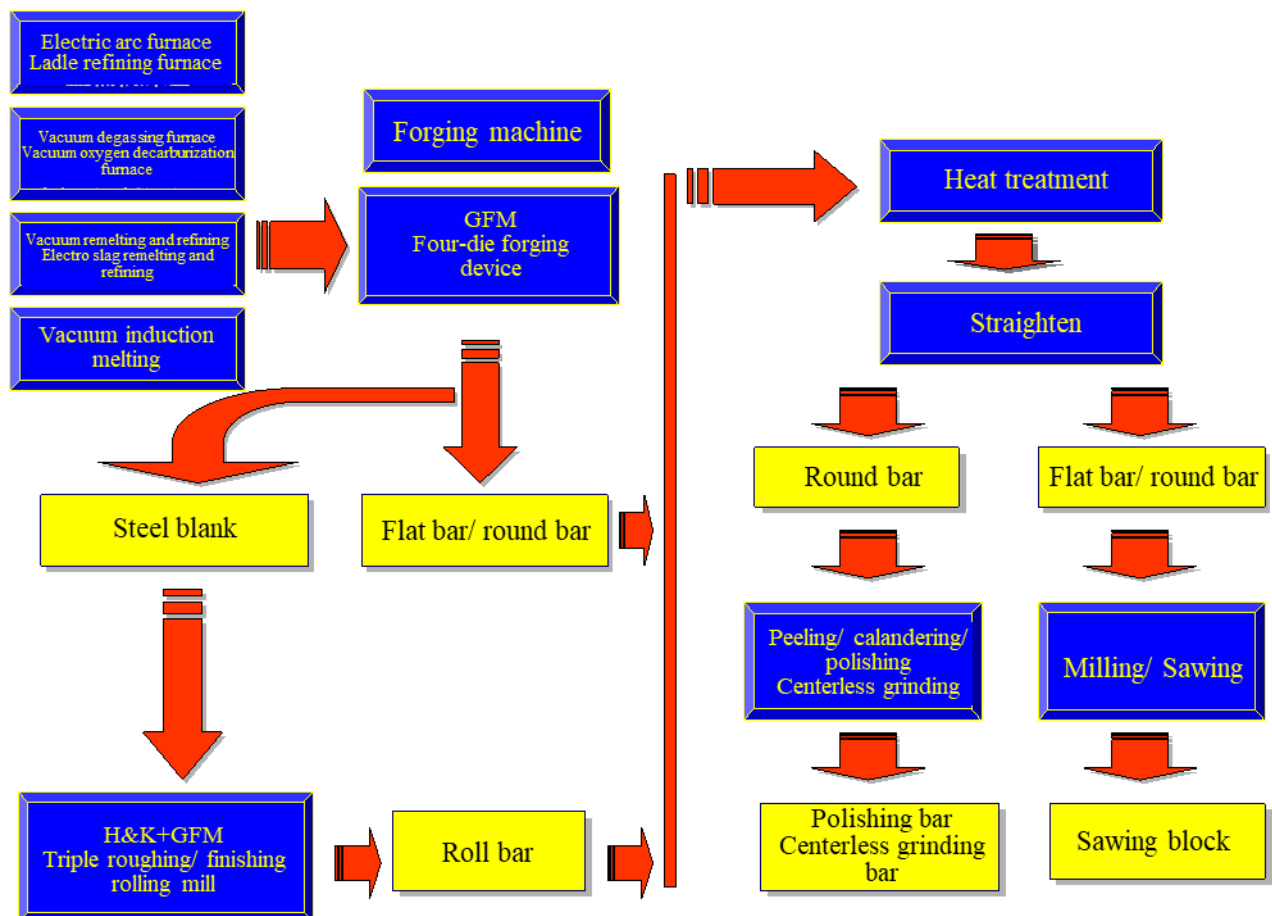
1. Main products' important functions

Product		Function
High-functional materials	Nickel-based superalloy	Suitable for high-temperature and high-strength structural components of aircraft engines and turbine generators, as well as corrosion-resistant components in the petrochemical industry.
	Titanium alloy	Golf heads, medical materials, chemical pipes and fittings, PCB electroplating equipment components, and structural components of civil engineering.
	Special materials with high toughness and high ductility (300M(VAR) 、 9310(VAR) 、 D6AC..)	Suitable for high-strength structural components of aircraft (such as landing gear).
High-functional materials	Functional Stainless Steel (VAR)	Ship shafts, ball screw flap actuators for missiles, aircraft impellers, precision fasteners, and ball valves.
	Super-Clean Steel (ESR)	Widely used in IC packaging molds, optical lens molds, aluminum extrusion molds, die casting molds, hot forging molds, turbine blades, and various high-tech materials such as extra-fine thread.
High alloy steel	High Speed Tool Steel (EH9)	Suitable for manufacturing general cutting tools and various wear-resistant impact tools, such as: milling cutters, drills, and punches of the cutting tool industry; forging die and punch die in the forging industry; mold and screw die in the mold & die industry.
	Cold work tool steels (ED11)	Suitable for making wear-resistant and non-deformation cold work molds and sharp-edged cold cutting tools, such as: punches and intermediate rolls for cold rolling in the tool industry; the mold in the wire cutting industry; rolling knife and forming wheel in the steel pipe industry; thread rolling dies, screw heading dies, and wire drawing dies in the screw industry.
	Cold work tool steels (ES3)	Suitable for making wear-resistant and non-deformation cold work tools, such as: punches and measuring tools in the tool industry; forming wheels in the steel pipe industry; cutting taps and cutting tools in the cutting tool industry.
	Hot work tool steel (ED61)	Suitable for making tools that must maintain high hot hardness, such as: extrusion dies in the aluminum extrusion industry; forging dies in the forging industry; die casting molds in the die casting industry.

Product		Function
Low alloy steel	Carbon tool steel (EKG2)	Suitable for cutting tools and molds with less stringent requirements, such as: mold filling nozzle in the mold industry; oil seal mold in the hydraulic machine industry; watch case mold in the watch case industry.
	Aluminum chromium molybdenum alloy steel (SACM645)	Suitable for making plastic machinery barrels and ball screws.
	Nickel-chromium-molybdenum alloy steel (SNCM220)	Gears, shafts, automotive and motorcycle parts and various carburizing and surface hardening parts, such as: gears, shafts, forging materials in the forging industry; ball screws and steel pipe roll forming machine in the machine industry.
Low alloy steel	Nickel-chromium-molybdenum alloy steel (SNCM439)	Gears, shafts, heavy duty screws, automotive and motorcycle parts, and other mechanical parts, such as cushion mold in the extrusion industry; crankshaft tip in the plastic machines industry.
	Chrome-Molybdenum Alloy Steel (SCM415)	Gears, shafts, heavy duty screws, automotive and motorcycle parts, and other mechanical parts, such as: forging materials, pins, and hand tools in the forging industry; gears and shafts in the automotive industry; shafts, components and gears in the industrial machinery industry; shafts in the hydraulic industry.
Low alloy steel	Chrome-Molybdenum Alloy Steel (SCM440)	Gears, shafts, heavy duty screws, automotive and motorcycle parts, and other mechanical parts, such as: large columns, ball screws, and feed pipe in the plastic machinery industry; forging materials, hand tools, screws and nuts in the forging industry; gears, shafts, and crankshafts in the automotive and motorcycle industry.
	Bearing steel (SUJ2)	Wide range of applications such as bearings, shafts, cutters, machine columns, among which bearings are the typical application.
Stainless steel	Stainless steel (SUS303)	Suitable for processing into mechanical parts and structural components that require corrosion resistance, such as: ball screws, shafts, bolts and other accessories under mass production.
	Stainless steel (SUS304)	Suitable for household hardware, automotive, medical equipment, construction equipment, and hardware accessories, such as: shafts, bolts, and valves.
	Stainless steel (SUS316)	Suitable for photography equipment, tableware, papermaking and textile equipment, such as shafts, bolts, valves, and processing accessories.

Product		Function
	Stainless steel (SUS410)	Suitable for heavy duty parts that require corrosion resistance, high strength, and high toughness, such as: valves, shafts, accessories, machines, and shipbuilding components, turbine blades.
Other	Powdered high speed steel	Cutting tools - special purpose drills, end mills, cutting taps, hob cutters, scrapers, broaches; stamping tools - cold forming, powder forming, precision punching and shearing applications; mold applications - cold and warm forging dies, hexagon plastic molds; other applications - cutting knives, cold rolls, and IC packaging molds.
	High-Grade Steel	Suitable for shafts, precision balls, transmission components, mechanical components, medical equipment, aerospace components, ball screws, auto parts, high-pressure water jets, glass embossing rolls, and glass molds.

2. Production process



(III) Supply of main products

Name of the main products	Main source of supply	Supply status
Stainless steel blanks	UK, Sweden, India	GMTC maintained stable and long-term relationship with the raw material suppliers, with sufficient supply of each production source, and no raw material shortage for production.
Carbon steel blanks	Japan	
Low alloy steel blanks	China, Japan	
Scrap steel (Note 1)	Taiwan	
Ferrochrome (Note 2)	Kazakhstan, Turkey, Albania	
Ferromolybdenum	Chile, Korea	
Ferrovandium	Austria, China, Korea	
Ferro Tungsten	China,	

Note 1: Including punch material, iron particles and thin steel sheets.

Note 2: Including high/ low-carbon ferrochrome

(IV) Based on the number of customers and their purchase amount and ratio that accounted for more than 10% of the total sales in the past two years, any changes that had occurred are explained as follows.

(1) Major customers: The Company has no customers that accounted for more than 10% of total sales in the past two years.

(2) Main suppliers:

2023					2024				
Item	Name	Amount	Ratio over purchase amount of whole year	Relation with issuer	Item	Name	Amount	Ratio over purchase amount of whole year	Relation with issuer
1	Company A	999,376	13%	None	1				
2	Other	6,421,649	87%	None	2	Other	7,463,817	100%	None
Purchase amount		7,421,025			Purchase amount		7,463,817		

Reason for change:

Due to a slight slowdown in stainless steel market demand, Company A's purchase ratio decreased to 4% in 2024 compared to 13% in 2023.

III. The number of employees employed for the 2 most recent fiscal years, and during the current fiscal year up to the date of publication of the annual report, their average years of service, average age, and education levels

Year		2023	2024	March 31, 2025
Number of employees	Direct staff	744	751	740
	Indirect staff	426	414	414
	Total	1,170	1,165	1,154
Average age		40.58	41.28	42.17
Average length of service		11.97	12.41	13.33
Education level distribution ratio	PhD	0.17%	0.26%	0.35%
	Masters	10.51%	10.47%	10.49%
	University (College)	45.98%	44.03%	44.37%
	High school	40.60%	42.66%	43.06%
	Below high school	2.74%	2.58%	1.73%

IV. Disbursements for environmental protection

1.Losses and total expenditures due to environmental pollution in the 2 most recent fiscal years, and during the current fiscal year up to the date of publication of the annual report

(I)

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
2023	March 28, 2023	Huan-Shi-Fei-Tsai-Zi No. 112030937	As stated in Paragraph 1, Article 36 of the Waste Disposal Act and Sub-paragraph 2, Paragraph 1 of Article 10 of the Methods and Facility Standards for Storage and Disposal of Industrial Waste Disposal as well as Article 52 of the Waste Disposal Act, and the amount of fines for violation of the Waste Disposal Act In accordance with Article 2, Subparagraph 1, Paragraph 2, Table 2, Sub-paragraph 13 of the Penalty Guidelines.	Article 36: the methods and facilities for the storage, clearance and disposal of industrial waste shall be in compliance with the regulations of the competent authority. Article 10: if the industrial waste generated by the industry is of the same type as the industrial waste re-use announced by the central competent authority, and the management method of industrial waste reuse has special regulations, its management method is not exempted from the above provisions restrictions	The scrap iron storage area in Xinying Plant is not equipped with drainage and collection facilities due to water accumulation and oil accumulation.	NTD 50,000	None	Scrap iron storage area has set up overflow dike, scrap iron and waste wood storage area signs have been stored in accordance with the waste inventory, and the product, raw material and process codes in the waste declaration record have been corrected	6 thousand

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
	March 28, 2023	Huan-Shi-Fei-T sai-Zi No. 112030935	In accordance with Subparagraph 2, Paragraph 1, Article 31 of the Waste Disposal Act, as well as Article 52 of the Waste Disposal Act, the amount of fines for violation of the Waste Disposal Act are in accordance with Sub-paragraph 2, Table 2, Item 9, Paragraph 1, Article of the Waste Disposal Act.	Article 31: Enterprises of a certain scale that are designated and officially announced by the central competent authority shall perform the following matters within a certain time period demanded by the official announcement: II. In accordance with the format, items, content and frequency stipulated by the central competent authority, report to the special municipality, county or city competent authority via the Internet the circumstances regarding the production, storage, clearance, disposal, re-use, export, import, transit and transshipment of the waste at issue. However, those circumstances in which the central competent authority allows the submission of written reports shall not be subject to this restriction.	During the inspection of the waste storage area in Xinying, we found that the scrap metal and waste wood were not stored in the designated area.	NTD 50,000	None	Scrap iron storage area has set up overflow dike, scrap iron and waste wood storage area signs have been stored in accordance with the waste inventory, and the product, raw material and process codes in the waste declaration record have been corrected	6 thousand

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
	March 28, 2023	Huan-Shi-Fei-Tsai-Zi No. 112030936	In accordance with Subparagraph 2, Paragraph 1, Article 31 of the Waste Disposal Act, as well as Article 52 of the Waste Disposal Act, the amount of fines for violation of the Waste Disposal Act are in accordance with Sub-paragraph 2, Table 2, Item 9, Paragraph 1, Article of the Waste Disposal Act.	Article 31: Enterprises of a certain scale that are designated and officially announced by the central competent authority shall perform the following matters within a certain time period demanded by the official announcement: II. In accordance with the format, items, content and frequency stipulated by the central competent authority, report to the special municipality, county or city competent authority via the Internet the circumstances regarding the production, storage, clearance, disposal, re-use, export, import, transit and transshipment of the waste at issue. However, those circumstances in which the central competent authority allows the submission of written reports shall not be subject to this restriction.	In the waste declaration records of the Xinying plant, 240,999 products, 240,075 processes, 111,075, and 240,999 wastes were omitted.	NTD 50,000	None	Scrap iron storage area has set up overflow dike, scrap iron and waste wood storage area signs have been stored in accordance with the waste inventory, and the product, raw material and process codes in the waste declaration record have been corrected	6 thousand

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
2023	June 29, 2023	Huan-Kung-Ku-Tsai-Zi No. 112060147	Violation of Paragraph 3, Article 22 of the Air Pollution Control Act and Paragraph 1, Article 14 of the Regulations for Continuous and Automatic Monitoring Facilities for Stationary Pollution Sources is subject to fines as stipulated in Subparagraph 3, Paragraph 1, Article 62 of the same Act and the attached Tables 1 and 2 of the Standards for Fines for Violation of the Air Pollution Control Act by Stationary Pollution Sources in Public and Private Premises.	Article 22: records of the results of the monitoring and analysis in the two preceding paragraphs shall be maintained and shall be reported to the competent authority of the special municipality, county and city in accordance with regulations. The central competent authority shall determine management regulations for records, reporting, preservation, Internet connection standards, installation completion, Internet connection deadline and other binding matters for the results of monitoring and analysis.	Xinying Plant holds the operation permit for the Electric Arc Furnace Steelmaking Processes (M01). On November 9, 2022, an inspection on the plant's CEMS system for the P001 discharge pipes of the M01 process showed that the Xinying Plant failed to execute the required daily Zero Drift and Span Drift tests.	NTD 10,000	None	1. If the CEMS system is designed with a remote control function, if the Zero Drift and Span Drift tests cannot be performed every day, the CEMS equipment vendor may be requested to perform the remote control function troubleshooting. 2. The CEMS system already has the functions of automatic daily Zero Drift and Span Drift tests, and the manual control of daily Zero Drift and Span Drift test function has been added so that the relevant personnel can	160,000

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
								conduct manual testing for preliminary troubleshooting in case of abnormality. 3. Add an automatic alarm function in the CEMS system. If the CEMS system does not perform Zero Drift and Span Drift tests every day, the relevant personnel's mobile phone software LINE will have a warning message prompt.	

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
2024	January 4, 2024	Huan-Kung-Ku-Tsai-Zi No. 113010005	In violation of Subparagraph 1, Paragraph 1, Article 32 of the Air Pollution Control Act, and Article 67, Paragraph 1 of the same Act	Article 32 The following acts are prohibited in control zones or total quantity control zones of all levels: I. Engage in burning, melting, refining, grinding, casting, transportation or other operations that produce obvious particulate pollutants that are dispersed into the air or other people's property.	Dust was generated at the slag storage yard of Xinying Plant. When machinery was in operation (slag breaking) on the yard, significant granular matter was emitted outside the yard. In addition, there was obvious dust accumulation on the vehicle path. In places where there was no watering, granular matter was raised after people and vehicles passed by, and mud lumps were formed in places where water was sprinkled.	\$800,000	None	I. Add dust-proof net to the walls of the slag yard to prevent the dust from spreading to the outside. II. Procurement of sprinklers to strengthen the sprinkler of roads and streets in the factory to reduce dust when the vehicles are driving.	NT\$ 225,000

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
2024	September 9, 2024	Huan-Shui-Zhi No. 113090239	Article 4 of the Water Pollution Control Measures and Test Reporting Management Regulations, Article 18 of the Water Pollution Prevention and Control Law	Businesses or sewage systems shall adopt water pollution prevention measures (hereinafter referred to as water measures) approved by the municipal, county (city) competent authority or the agency entrusted by the central competent authority (hereinafter referred to as the issuing authority) and operate in accordance with the approved water measures.	The Liuying Plant is engaged in the basic metal manufacturing industry, and has obtained the water pollution prevention and control plan approved by the Bureau. The approved water volume of D01 is 32 cubic meters per day, the approved water volume of D02 is 112 cubic meters per day, and the approved water volume of D03 is 56 cubic meters per day. A check of the daily wastewater operation record revealed that the amount of water collected by D01 exceeded the approved amount of water collected on several occasions, and the operation was not in accordance with the approved water measures.	NTD 50,000	None	Run according to the content of the water measures	NT\$ 10,000

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
2024	September 20, 2024	Huan-Kung-Ku-Tsai-Zi No. 113090160	Paragraph 1, Article 23 of the Regulations Governing the Installation, Operation and Fuel Use Permits of Stationary Pollution Sources, Paragraph 2, Article 24 of the Air Pollution Control Act, and Paragraph 4, Article 24 of the Air Pollution Control Act	Public or private places with fixed pollution sources designated and announced by the central competent authority shall submit an air pollution control plan and apply for and obtain an installation permit from the municipal, county (city) competent authority or an agency entrusted by the central competent authority before installation or modification, and shall install or modify the sources in accordance with the contents of the permit. After the stationary pollution source referred to in the preceding paragraph is installed or modified, the relevant documents that prove compliance with the relevant provisions of this Act shall be submitted to apply for and obtain an operation permit from the municipal, county (city) competent authority or an agency authorized by the central competent authority, and the operation shall be carried out in accordance with the contents of the issued permit.	The Liuying Plant (Control Number: R92A0659) holds an operating permit (Permit No: Tainan City Environmental Protection Operation Certificate No. D1112-00) issued by the Bureau for the metal forging and processing manufacturing procedure (M02). During a joint inspection under the Liuke Project conducted by the Bureau on August 8, 2024, it was discovered that two additional car-type annealing furnaces had been installed next to the existing car-type annealing furnace (E221) used in the M02 process. Additionally, a pickling room with pickling tanks connected to a scrubber and discharge pipeline was found, both of which constitute pollution-generating activities. However, the above-mentioned equipment was not listed in the approved M02 operating permit and had been operated without prior approval. Further inspection revealed that the cyclone separator (A203) and the pulse jet baghouse dust collector (A204) had not been recorded with the required cleaning frequency of once per week, as stipulated in the permit.	NT\$200,000	None	Application for air pollution permit and record of compliance with permit requirements	NT\$100,000

Year	Disposition date	Disposition reference No.	Articles of law violated	Legal violations	Content of dispositions	Total expenditure	Compensation	Responsive measures	Penalties
					Therefore, the operations at the Company's Liuying Plant were not in compliance with the conditions set forth in the operating permit.				
2024	October 25, 2024	Huan-Shi-Fei-Tsai-Zi No. 113104807	Subparagraph 1, Paragraph 1, Article 31 of the Waste Disposal Act	Enterprises of a certain scale designated by the central competent authority for announcement shall complete the following by the designated deadline: I. Operations may only commence after submitting an industrial waste disposal plan to the municipal, county (city) competent authority or an agency entrusted by the central competent authority for review and approval. The same applies to changes in matters related to the generation and disposal of industrial waste.	Waste storage area, it was found that the new waste storage area of your company does not conform to the factory layout diagram in the industrial waste disposal plan approved by the Bureau.	NTD 50,000	None	Amendment to the Waste Disposal Plan	\$6 thousand
2025	January 6, 2025	Huan-Ji-Ku-Tsai-Zi No. 114010003	Subparagraph 1, Paragraph 1, Article 32 of the Air Pollution Control Act; Paragraph 2, Article 6 of the Guidelines for Enforcement of Air Pollution Control Act	The following acts are prohibited within all levels of control zones or total control zones: I. Engage in burning, melting, refining, grinding, casting, transportation or other operations that produce obvious particulate pollutants that are dispersed into the air or other people's property.	The alloy material conveying system, despite being equipped with particulate pollutant collection and treatment devices during the conveying process, does not fully and effectively collect and treat the particulate pollutants. Visual confirmation at the perimeter reveals clearly visible fugitive emissions of particulate matter dispersing into the air.	NT\$300,000	None	Alloy raw material transmission system improvement	\$150,000

(II) Countermeasures

1. Except for the related improvement plans for environmental pollution in 2023-2024, please refer to pages 152-160 for details of the improvement measures.
2. In addition to normal environmental protection expenditures such as waste disposal, the estimated annual capital expenditures for environmental protection in the future are as follows:

Year	2025	206	2027
Content	Procurement of pollution prevention equipment	Procurement of pollution prevention equipment	Procurement of pollution prevention equipment
Improvement status	In compliance with relevant laws	In compliance with relevant laws	In compliance with relevant laws
Expenditure	NT\$20 million	NT\$20 million	NT\$20 million

3. The impact of improvement

Year	2025	2026	2027
Impact on net profit	None	None	None
Impact on competitive position	Corporate image	Corporate image	Corporate image

4. Failure in taking responsive action: None.

(III) Working environment and employee safety protection measures and emergency procedures for major industrial safety accidents

1. Safety and health management is the responsibility of enterprises to provide care for employees and the society, creating a safe, healthy and comfortable working environment. Through continuous improvement of the safety and health management system, the Company implements safety/ health education and training with the participation of all employees. It also promotes health care activities for the health care of employees, and implements review and improvement to prevent occupational accidents.
2. Environmental safety policies

Meet the environmental obligations, with the participation of all employees; promote green businesses to achieve corporate sustainability.

Continuous improvement to mitigate environmental impact; build a safe and healthy

environment to promote health protection.

Cherish life and create corporate value.

3. Due to the nature of the industry, the workers at the manufacturing site are mainly male. As such, all of the target workers related to occupational disasters are male. We attach great importance to every incident of public injury, minor injury and false alarm. In addition to the accident investigations in accordance with the Regulations Governing the Handling of Investigation Procedures for Accidents, the units with the same environment or mechanical equipment will also be improved. In the future, mechanical equipment improvements will mainly focus on safety and health management, and involves five aspects: pinch point hazard protection, traffic accident advocacy, increased pinch point education and training, on-site advocacy of occupational safety, and thematic audits on a monthly basis, in order to reduce the occurrence of public injuries.

V. Labor Relations

(I) Welfare measures

1. Employee welfare measures

GMTC established the Employee Welfare Committee on July 5, 1999, and S-Tech Corp. established the Employee Welfare Committee on September 14, 2004 to engage in the planning and implementation of employee welfare activities. The current employee welfare measures and implementation status are as follows:

- a. Employees are entitled to labor insurance, health insurance and group insurance, injury and illness subsidies, funeral condolences, and wedding gifts. The amount ranges between NT\$3,000-NT\$50,000.
- b. Birthday gifts, festival gifts and domestic and foreign travel subsidies each year.
- c. Childbirth subsidy and annual health checkup.
- d. There are several clubs, and the Welfare Committee will subsidize various activities every year, in order to help ease the tension of employees at work, and cultivate good living habits.
- e. In terms of catering, all employees can select from a variety of dishes, including meat and vegetarian meals.
- f. For foreign workers, staff dormitories are provided, with festivals and condolences for the national holidays in the foreign workers' countries of origin.
- g. Sign contracts with a number of catering or daily necessities stores, so that employees can enjoy preferential prices as members by showing their employee ID cards.

2. Employee education and training

GMTC Group attaches great importance to cultivating talents, and has established the "Regulations Governing Education and Training." All relevant education and training shall be handled in accordance with the Regulations.

Training type	Item	Class/ session	Total training hours	Number of trainees
Internal training	Professional technology	224	555	2,760
	Core technology	83	157	801
External training	Professional technology	50	589	175
	License	18	544	510
Total		375	1,845	4,246

3. Retirement system

The employee retirement system and pension payments are handled in accordance with the Labor Standards Act and Labor Pension Act.

The provisions on employee pension stipulated in the Labor Standards Act is a defined benefit plan. The employee's pension payment is calculated based on the bases given for each full year of service rendered, and six months of average wage at the time of retirement. The employee's pension payment is calculated based on the length of service and six months of average wage at the time of retirement. Employee pensions are allocated based on 2-2.93% of the total monthly wage, which are deposited into a special bank account in Taiwan by name of the Supervisory Committee of Labor Retirement Reserve. As of December 31, 2024, GMTC's defined benefit plan is expected to allocate NT\$5,342 thousand in 2024. As of December 31, 2024, GMTC's defined benefit plan is expected to expire in 2027-2031.

GMTC's pension system is subject to the Labor Pensions Act, which is a defined contribution plan managed by the government. Since July 1, 2005, employees subject to the pension system of the Labor Pensions Act shall contribute 6% monthly wage as labor pension funds to individual labor pension accounts at the Bureau of Labor Insurance. GMTC's recognized expenses of NT\$ 42,484 thousand for the defined contribution plan in 2024, and NT\$44,981 thousand in 2023.

The contribution and recognition in retirement system of foreign subsidiaries are handled in accordance with local laws and regulations.

4. Working environment and employee safety protection measures

GMTC attaches great importance to the safety and health of employees, with comprehensive rules and implementation for the traffic safety of employees travelling to and from work, pre-employment physical examination and regular health check-up, safety education and advocacies, maintenance and repair of machinery/ equipment, and workplace safety procedures.

5. Employee behavior and the code of ethical conduct

a. Employees shall abide by the following codes of practice:

- (1) Perform duties in compliance with all regulations and work procedures, and follow the manager's orders, command and supervision.
- (2) Punch (swipe) cards for employee attendance within the specified time. This shall not apply for those approved to have special reasons.
- (3) All documentations shall be cleaned up before leaving work.
- (4) Employees shall separate business and personal matters, be cautious in words and deeds, perform duties with integrity, get rid of all bad habits, work harmoniously, respect each other, and maintain the Group's image.
- (5) Employees shall be responsible for their own duties, as responsibilities are delegated to units at different levels. In addition, relevant departments shall maintain close contacts, and work together to complete the tasks in order to facilitate their business implementation.
- (6) For simultaneous orders or commands by two managers, the orders of the higher level manager shall prevail.
- (7) Apart from working hours, employees shall follow the tasks assigned by the manager, and shall not be excused unless otherwise there are health or other legitimate reasons.
- (8) Attach importance on workplace cleanliness and safety.
- (9) Be humble, courteous and friendly to customers or guests instead of being egotistical, arrogant, or irresponsible.
- (10) Avoid the use of official telephone for private purposes, and make small talk on the phone.
- (11) No chatting or reading books unrelated to work during working hours.
- (12) Before carrying public properties outside the Company, employees shall fill in the public properties form and approved by the unit supervisor, and the public properties shall be inspected by guards.

b. Employees must not violate the following:

- (1) Employees shall not, without approval, engage in businesses and positions outside the Group which may affect the performance of labor agreement.
- (2) The employees shall not disclose the Group's confidential information to the public, even after the employees have resigned.
- (3) Employees shall not swagger and swindle, and take the advantage of the Group's power for their own benefits and harm others.
- (4) The files and material documents under management shall be handled properly in the event of unusual accident.
- (5) The Group's documents and certificates are not allowed to be copied or lend out to others without approval of the supervisor.
- (6) Employees shall not arbitrarily read the material documents, and e-mails of others.
- (7) Employees are not allowed to engage in private fraud, and is responsible for rectifying acts of laziness or dereliction of duty that may harm the Company's interests.
- (8) Employees shall not bring illegal, dangerous, flammable and non-essential items to the workplace.
- (9) Outsiders are not allowed to enter the workplace without the approval of the supervisor.
- (10) Employees shall dedicate efforts on accuracy when performing duties, and shall not, without reason, evade or delay duties.

- (II) List any loss sustained as a result of labor disputes in the most recent fiscal year, and during the current fiscal year up to the date of publication of the annual report, disclose an estimate of losses incurred to date or likely to be incurred in the future, and indicate mitigation measures being or to be taken:

GMTC has always values employees and attaches great importance to employee development. Therefore, we always maintained harmonious labor-management relations, with no important damages caused by labor disputes.

VI. Cyber Security Management

- (I) State clearly the cybersecurity risk management structure, cybersecurity policy, specific management plan, and resources invested in the management of cybersecurity:
1. Management architecture of cyber security risk: IT department is in charge of establishing the cyber security policy, preventing and processing cyber security incidents, executing cyber security tasks, and establishing "Cybersecurity response team" in

response to architectures of cyber security incidents in the company.

- a. Members of Cybersecurity response team are comprised of IT staffs, responsible for reporting and processing cyber security incidents in the company.
 - b. Manager of members of Cybersecurity response was held by IT manager, who is charged with reviewing response operation and reporting to parental unit °
 - c. Internal control system and related policy are be audited and improved regularly, to provide a safe information system without interruption.
2. To ensure the security of the Company's own information assets, the Company has formulated the Cyber security policy (including computer system, network, data, equipment, employee, antivirus system, hacker attack and defense) and the emergency response operation.
3. Specific management plan:
- a. Security education and training
 - b. Safety management of computer system
 - (1) Operating procedure and responsibility of the system
 - (2) Safety management of online operation
 - (3) Prevention of computer virus and malware
 - (4) Safety management of software access
 - (5) Safety management of computer media
 - (6) Safety management of data and media exchange
 - c. Safety management of Internet
 - (1) Planning and management of network security
 - (2) Safety management of internal network
 - (3) Safety management of external network
 - d. System access control
 - (1) Access control policy °
 - (2) Supervision of system access and apply
 - e. Safety management of physical equipment surroundings and environment
 - f. Emergency response operation of cyber security incidents
4. Resources devoted to the cyber security: The company review equipment, service, human resource every year for the arrangement of related resources.

(II) State clearly any losses, possible impacts, and countermeasures caused by significant cybersecurity incidents in the year prior to the annual report publication date; if they cannot be reasonably estimated, an explanation must be made as to the fact that they cannot be reasonably estimated:None

VII. Important contracts

Type of contract	Client	Contract Duration	Contract content	Restrictions
Syndicated Loan Agreement	Syndicated banks: The First Bank and other 9 banks	August 4, 2023 ~ August 4, 2028	GMTC uses land and plant as collateral, with the First Bank as security agent for the syndicated facility of NT\$8 billion.	GMTC shall maintain the following financial ratios and standards during the contract period: 1. The current ratio shall be no less than 100%. 2. The debt ratio shall be no more than 180%. 3. The interest coverage shall be no less than 3 times.

Five. A Review and Analysis of the Company's Financial Position and Financial Performance, and a Listing of Risks

I. Financial position (Consolidated)

Unit: NTD thousands

Item	2024	2023	Amount of increase (decrease)	% change
Current assets	17,665,603	16,225,849	1,439,754	8.87
Non-current asset	18,230,710	13,950,656	4,280,054	30.68
Total Assets	35,896,313	30,176,505	5,719,808	18.95
Current liabilities	4,414,779	3,104,625	1,310,154	42.20
Non-current Liabilities	12,278,550	11,810,611	467,939	3.96
Total Liabilities	16,693,329	14,915,236	1,778,093	11.92
Total equity	19,202,984	15,261,269	3,941,715	25.83

The increase in non-current assets reached more than 20%, mainly due to the equity method investment in new investments such as Zhiguan and Golden Win in 2024.

The increase in current liabilities is mainly due to the increase in accounts payable for materials preparation in response to future demand for production lines and long-term liabilities due within one year

The increase in equity is mainly due to the issuance of new shares for share exchange and the stable growth of the Company's profitability.

II. Financial performance analysis (Consolidated)

Unit: NTD thousands

Item	2024		2023		Amount of increase (decrease)	% change
	Amount	%	Amount	%		
Net operating revenue	12,864,438	100	13,525,251	100	(660,813)	(4.89)
Gross margin	3,370,428	26	3,644,650	27	(274,222)	(7.52)
Operating expenses	(1,410,832)	(11)	(1,270,418)	(9)	(140,414)	(11.05)
Operating Income	1,959,596	15	2,374,232	18	(414,636)	(17.46)
Non-operating income and expenses	1,290,356	10	522,012	4	768,344	147.19
Income tax expense	(637,753)	(5)	(500,993)	(4)	(136,760)	(27.30)
Current net profit	2,612,199	20	2,395,251	18	216,948	9.06
Other comprehensive income	80,605	1	(2,251)	(0)	82,856	3,680.85
Net income attributable to equity holders of the Company	2,592,390	20	2,339,563	17	252,827	10.81
Net income attributable to non-controlling interests	19,809	0	55,688	0	(35,879)	(64.43)
Total comprehensive income attributable to equity holders of the Company	2,681,136	21	2,321,174	17	359,962	15.51
Total comprehensive income attributable to non-controlling interests	11,668	0	71,826	1	(60,158)	(83.76)

Increase in non-operating income: mainly due to the gain from disposal of non-current assets held for sale, gain from disposal of property, plant and equipment, gain on valuation of financial assets, and gain on foreign currency exchange, etc.

Increase of income tax expense: due to increase in taxable income from increase in profits

Increase in other comprehensive income: mainly due to the increase in gain on translation of the financial statements of the foreign subsidiaries this year.

The decrease in net profit and total comprehensive income attributable to non-controlling interests was due to the decrease in profits of subsidiaries this year.

III. Cash flow analysis

(I) Cash flow analysis for 2023 (consolidated)

Unit: NT\$ thousand

Beginning cash balance (A)	Net cash flow from operating activities (B)	Cash outflow (C)	Net cash flow balance (A)+(B)-(C)	Cash shortage contingency plan	
				Investment plan	Wealth management plan
6,478,921	876,128	848,061	6,506,988	-	-

Analysis of changes in cash flow in the current year:

1. Net cash inflow from operating activities of NT\$876,128 thousand: mainly due to the excellent operating performance and stable profitability in 2024.
2. Net cash outflow from investing activities of NT\$656,715 thousand: mainly due to plant expansion, equipment purchasing and repair.
3. Net cash inflow from financing activities of NT\$274,137 thousand: mainly due to the borrowing of long-term loans and issuance of corporate bonds.

(II) Cash flow forecast analysis for the next year (consolidated)

Unit: NT\$ thousand

Beginning cash balance (A)	Net cash flow from operating activities (B)	Cash inflow (C)	Net cash flow balance (A)+(B)-(C)	Cash shortage contingency plan	
				Investment plan	Wealth management plan
6,506,988	1,248,933	4,100,896	3,655,025	-	-

Cash flow forecast analysis for the next year:

1. Net cash inflow from operating activities of NT\$1,248,933 thousand: mainly due to continuous growth in sales turnover and profits.
2. Net cash outflow from investing activities of NT\$2,362,725 thousand: mainly due to purchasing of fixed assets.
3. Net cash outflow from financing activities of NT\$1,738,171thousand: mainly due to the payment of cash dividends.

IV. Major capital expenditures during the most recent fiscal year

(I) The status and source of major capital expenditures during the most recent fiscal year

Item	Source	The planned	Capital needed	Actual or current use of capital									
		date of completion / annual report	Total	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
50T oven	Regulatory capital/ medium- and long-term loans	Q4 of 2025	5,045,000	190,288	179,405	707,581	761,852	922,463	462,951	413,221	529,586	328,694	548,959
Subtotal			5,045,000	190,288	179,405	707,581	761,852	922,463	462,951	413,221	529,586	328,694	548,959

(II) Expected benefits

Increasing production capacity to achieve balance between all production lines, in order to support future operational growth requirements, and enhance the Company's competitiveness and market share.

V. Investment policy for the most recent fiscal year, the main reasons for the profits or losses, improvement plans, and investment plans for the coming year

Unit: NT\$ thousand

Investment company	Shareholding %	Company reinvestment policy	Current profit or loss	Reason for profit or loss	Improvement plan	Investment plans for the coming year
Hoyang Investment Co., Ltd.	48.77%	Deployment of investment	33,224	Increased profits by proper investments	None	None
FAITH ENTERPRISES LTD.	96.05%	Global sales	17,675	Proper operating and marketing policies	None	None
Golden Win Steel Industrial Corp.	17.62%	Diversified management	81,778	Proper operating and marketing policies	None	None
S-Tech Corp.	12.60%	Diversified management	309,039	Proper operating and marketing policies	None	None
ALLOY TOOL STEEL INC.	100.00%	Global sales	27,778	Proper operating and marketing policies	None	None
All Win Enterprises Ltd.	100.00%	Global sales	461,564	Proper operating and marketing policies	None	None
Rong Yang Investment Corp.	100.00%	Deployment of investment	1,719	Increased profits by proper investments	None	None
GLORIA MATERIAL TECHNOLOGY JAPAN	100.00%	Global sales	11,375	Recognize expense	None	None
Kuei Tien Cultural & Creative Entertainment Co Ltd	12.86%	Diversified management	(40,041)	production costs have increased	None	None
Soft-World International Corporation	18.32%	Diversified management	1,139,432	Proper operating and marketing policies	None	None
Golden Win International Corporation	53.83%	Diversified management	(63,760)	Losses from investments in subsidiaries	None	None

VI. Risk analysis and other important matters

(I) Risk analysis

1. The effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate up to the date of publication of the Annual Report, and response measures to be taken in the future
 - a. The effect upon the company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate:

Item	2024	as a percentage of net operating revenue in 2024	as a percentage of net income before tax in 2024
Net interest expenses (expense - revenue)	160,522	1.25%	4.94%
Net foreign exchange earning (gains - losses)	94,590	0.74%	2.91%

In 2024, major economies including the United States, Europe and the United Kingdom entered a cycle of interest rate cuts. The Federal Reserve lowered interest rates by 1% throughout the year and also slowed the pace of balance sheet reduction, and expanded monetary policy to support economic development. The Bank of Japan ended its negative interest rate and raised interest rates against the trend, which led to the reallocation of international funds and triggered a sell-off in global stock markets. Global geopolitical tensions are intensifying, the U.S. presidential election results in a power shift, with Trump making a strong comeback and the Republican Party gaining full control of government; ruling parties in the UK, Germany, and France suffer election defeats, leading to government reshuffles and power transitions. North Korea dispatches troops to support Russia, while Ukraine is authorized to use long-range weapons from the U.S., UK, and France to strike within Russian territory, escalating the Russia-Ukraine war. As the Israel-Hamas war marks its one-year anniversary, Israel launches multiple offensives on several fronts, and peace in the Middle East remains elusive. North and South Korea sever rail and road transport links; South Korean President Yoon Suk-Yeol faces impeachment and arrest over a martial law controversy, plunging the country into political turmoil and a power vacuum. The United States further expanded its control over Chinese chips, and China's 10-year bond yield fell below 1.7%, with the interest rate gap between China and the United States hitting a 24-year high.

The Company's capital expenditures are mainly based on mid- and long-term funds, while short-term borrowings are used to support the purchasing of materials and the shipment cycle. The Company's exchange rate policy is mainly based on natural hedging, and derivatives such as forward foreign exchange are added in a timely manner in response to changes in the Company's position and the international financial market, in order to reduce exchange rate risk. The foreign exchange market was extremely volatile in 2024. The Fed continued to cut interest rates, and the US dollars index fell back to 5% at one point. However, the "Trump Trade" was popular before the end of the year, which stimulated the US dollars index to rebound by more than 7%. Non-US currencies such as EUR and GBP first appreciated and then depreciated. The Taiwan dollar fluctuated and depreciated throughout the year, with a depreciation of nearly 7%. The Company

operated prudently with the trend, and the net exchange gain was NT\$94,590 thousand.

The US economic growth and corporate profits are still stable, and the inflation is slowly declining. However, the new US President Trump has announced the implementation of tax cuts, tariffs and other policies, which create uncertainties. The impact of trade barriers on global economic development is unpredictable, and may affect the timing of the Federal Reserve's interest rate cut and postpone the normalization of interest rates. The Company will continue to pay attention to changes in the global political and economic situation in order to reduce the impact on operations and profits.

b. Future contingency measures

Keep in track of global political and economic changes, international raw material prices, and currency fluctuations, with flexible adjustments on procurement and other related strategies to boost the Company's profitability.

2. The company's policy regarding high risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions in the current fiscal year up to the date of publication of the Annual Report; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future

a. GMTC did not engage in high risk or highly leveraged investments in 2024.

b. For details regarding the company's and its subsidiaries' loans to others and endorsements/guarantees for others in 2024 , please refer to pages 84 to 86 of the Company's 2024 financial report.

Available at: MOPS > Single Company > Electronic Document Download > Financial Reports (https://mopsov.twse.com.tw/mops/web/t57sb01_q1)

c. The trading of derivatives is handled in accordance with the Procedures for the Acquisition and Disposal of Assets, in the aim to mitigate foreign exchange risks. In addition, the Company will closely monitor market changes, with conservative trading strategies for derivatives.

3. R&D to be carried out in the future, and further R&D expenditures expected

a. Project name: : Development of new steel grades for advanced mold pre-hardening steel

(1) Total R&D expenses: Approximately NTD 10,000 thousand

(2) Expected closing time: June 30, 2025

(3) Current progress: Product preparation and customer trial and verification

(4) The main factors affecting successful R&D in the future:

The advanced mold pre-hardened steel planned in this project is mainly used in automotive lamp mold products and large modules. These applications require specific performance in terms of polishability after grinding and polishing, as well as etchability and weldability. Therefore, the alloy composition design and forging and tempering to achieve uniform hardness are the key to success. In general, large-sized modules are used. The newly built forging machine is used to enhance the internal

density of the material. The main challenge lies in applying suitable quenching and tempering conditions afterward to ensure uniform hardness and mechanical properties throughout the material.

b. Project name: Development of VCM vertical casting process

(1) Total R&D expenditure: approximately NT\$15,000 thousand.

(2) Estimated closing date: June 30, 2025

(3) Current status: Process criteria under study and analysis

(4) The main factors affecting successful R&D in the future:

To cope with the new 50T equipment trial production planning in 2024, GMTC's R&D and production units will form a dedicated project team to adjust the melting condition parameters for each step via the selection of different characteristic steel types for target testes to pursue a competitive process. In order to deal with the potential scenarios in actual production and reduce the cost of failure, ProCAST simulation software was purchased. This software set can simulate the flow process in the process of metal casting and accurately display the defective spots with incomplete filling, solidification, air entrapment, hot spots, residual stresses and deformation. It can precisely predict shrinkage cavities and microstructure changes during the casting process. Using this software, the optimum parameters can be planned before the actual production, which can then be linked to machine operations during actual production. It enables real-time adjustments to optimize conditions for different states.

4. Effect on the company's financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response in the current fiscal year up to the date of publication of the Annual Report: None.

5. The impact of changes in technology and industry on the Company's finance and business in the most recent year and up to the date of publication of the annual report and the Company's measures in response: Following the global industry recovery from the COVID-19 pandemic, malicious cyber-attacks and illegal intrusions by third parties have become rampant. In addition, customers, suppliers and regulators are also putting more emphasis on cybersecurity measures. In response, the Company began the implementation of ISO 27001 certification in the second half of 2023. By December of the same year, it successfully passed a third-party on-site verification (Verification body: AFNOR Asia) to strengthen the implementation of relevant policies and internal information security management and, at the same time, establish organizational structures and implement relevant standardized processes accordingly:

a. Cyber-attacks:

The Company has established comprehensive network and computer-related information security protection measures, but it cannot guarantee that its computer systems, essential for the Company's manufacturing, operations, accounting, and other important corporate functions, will be completely immune to any system-paralyzing cyber-attacks from any third party.

These cyber-attacks infiltrate the Company's internal network systems illegally, aiming to disrupt its operations and damage the Company's reputation. In the event of a serious cyber-attack, the Company's system may lose important information and the production lines may be suspended as a result. The Company will continuously review and evaluate its information security regulations and procedures to ensure their appropriateness and effectiveness. It has also implemented information security

systems such as firewalls, intrusion detection, and VPN to strengthen network management and monitoring. However, there is still no guarantee that the Company will not be affected by the new risks and attacks in the rapidly changing information security threats.

b. Malicious virus (ransomware):

Hackers with malicious intent may also attempt to introduce computer viruses, destructive software or ransomware into the Company's network system to disrupt the Company's operations, extort or blackmail the Company, gain control of the computer system or spy on confidential information. These attacks may lead to the Company compensating customers for losses due to delays or interruptions in orders while also incurring significant costs to implement remedial and improvement measures to enhance the Company's network security systems.

The Company has introduced and installed an anti-virus system on each user's computer. In addition to conducting regular weekly virus scans, the Company also promotes awareness through case studies and educational training and emphasizes avoiding clicking on unfamiliar websites to prevent Trojan horse infections.

c. Theft of trade secrets and personal information:

malware viruses and ransomware often accompany the theft of business secrets and personal data at the same time. This could potentially lead to significant legal liabilities for the Company due to involvement in cases of information leakage concerning employees, customers or third parties, resulting in legal actions or regulatory investigations. To prevent malicious software from infiltrating the Company, measures are being taken to implement new technologies to enhance data protection, strengthen phishing email detection, conduct regular cybersecurity awareness training for employees, implement endpoint antivirus measures based on computer types, and introduce advanced solutions to detect and address malicious software. The Company will implement relevant improvement measures and continue to update them, such as physical isolation of IT/OT network to reduce the spread of the virus across machines and factories.

d. Major cyber security incidents: The Company did not experience any major information security incidents in 2024.

As a preventive measure, the Company has established information incident reporting procedures to ensure that the relevant personnel and units can follow the correct handling measures in the event of an information security incident to reduce the impact of an information security incident.

6. Effect on the company's crisis management of changes in the company's corporate image, and measures to be taken in response in the current fiscal year up to the date of publication of the Annual Report: None.
7. Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken in the current fiscal year up to the date of publication of the Annual Report: None.
8. Expected benefits and possible risks associated with any plant expansion, and mitigation measures being or to be taken in the current fiscal year up to the date of publication of the Annual Report: Please refer to page 173 of this Annual Report.
9. Risks associated with any consolidation of sales or purchasing operations, and mitigation measures being or to be taken in the current fiscal year up to the date of publication of the Annual Report: None.
10. Effect upon and risk to the company in the event a major quantity of shares

belonging to a director, supervisor, or shareholder holding greater than a 10% stake in the company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken in the current fiscal year up to the date of publication of the Annual Report: None.

11. Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken in the current fiscal year up to the date of publication of the Annual Report: None.
12. Litigious and non-litigious matters in the current fiscal year up to the date of publication of the Annual Report: None.
13. Other important risks, and mitigation measures being or to be taken in the current fiscal year up to the date of publication of the Annual Report: None.

(II) Other important matters

Risk management refers to identifying and evaluating potential risks, with appropriate countermeasures to monitor changes in the internal/ external environment, and comply to the responsive measures. The risk management execution and responsible units are as follows:

1. Strategic and operational risk: Each plant shall implement various control systems based on their business authority and responsibilities, with regular analysis and evaluation in accordance with relevant laws, policies and changes in the market, such as:
 - a. Each business group in the business unit shall hold regular division meetings every week or every month.
 - b. The production management unit and development unit regularly convene quality control meetings every month.
 - c. The environmental safety unit holds environmental safety meetings on a quarterly basis.
 - d. The corporate management center collects domestic and foreign information to respond to unexpected strategic and operational risks, and assist various departments in implementing contingency measures.
 - e. The meetings shall discuss various business achievements and possible risk crisis for management and control.
2. Financial risk: The financial department formulates various control systems, evaluates and analyzes changes in the financial market, and reports financial information at monthly meetings, with management and control of potential risks. For example:
 - a. The regular meetings for gross margin variance and overdue receivables are held every month.
 - b. Meetings were held on an irregular basis to discuss the adoption of new accounting principles, in order to alleviate doubts about the Company's financial report.
3. IT risk: The IT department formulates various control systems, analyze and evaluate the IT security policies, and continue to take responsive measures as follows:
 - a. Implement appropriate access authorization and protection based on information confidentiality in order to reduce data exposure.
 - b. Continue to introduce advanced IT security solutions to effectively protect, manage and monitor the systems, host and network behavior.
 - c. Improve endpoint security protection capabilities to reduce end-user risks.
 - d. Organize education and training on an irregular basis to promote new knowledge and increase employee awareness of IT security.
 - e. Carry out disaster recovery drills for major systems (such as ERP Database) on a regular basis, so that operations can be quickly restored and ensure continued

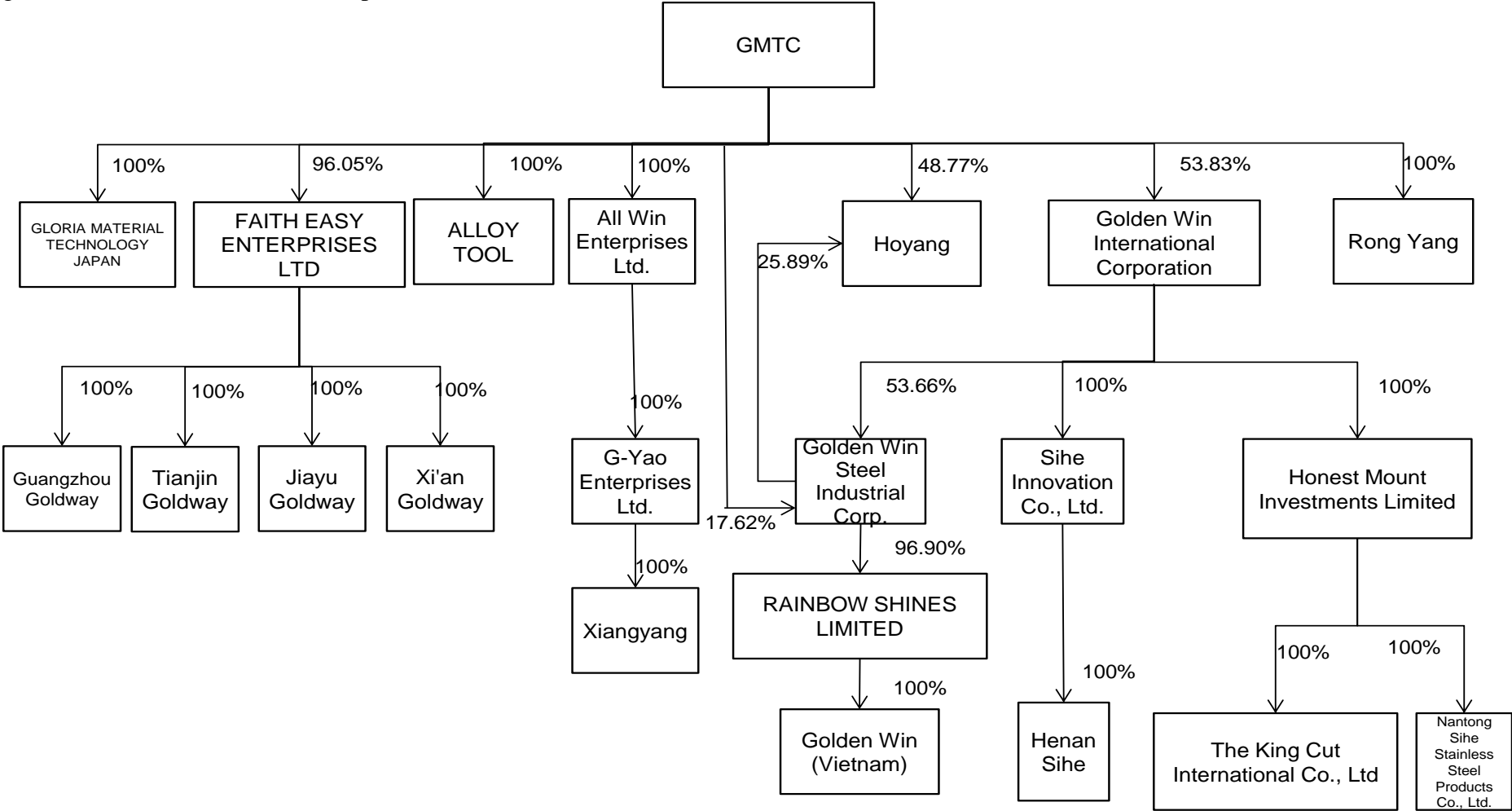
- company operations when a disaster occurs.
4. The audit unit continuously review the aforementioned risk management and control status via risk assessment.

Six. Special Disclosure

I. Information related to the Company's affiliates

(I) Consolidated Business Report of affiliate companies

1. Organizational Chart of affiliate companies as of December 31, 2024



2. Basic Information of affiliate companies

December 31, 2024

Investment company	Date of incorporation	Address	Paid-in Capital	Main business items
Hoyang Investment Co., Ltd.	April 12, 2011	Taiwan	NT\$500,000 thousand	Investment
FAITH ENTERPRISES LTD.	October 19, 1998	Samoa	USD\$ 6,247 thousand	Investment and trading
Guangzhou Goldway Special Metal Corp.	November 12, 1998	Guangzhou, China	RMB 16,090 thousand	Production and sales of alloy steel
Zhejiang Jiaxing Goldway Special Metal Co. Ltd.	May 28, 2003	Zhejiang, China	RMB 22,124 thousand	Production and sales of alloy steel
Tianjin Jinyun Special Metal Co., Ltd.	July 15, 2004	Tianjin, China	RMB 26,719 thousand	Production and sales of alloy steel
Xian Goldway Special Metal Corp. Ltd.	October 16, 2012	Xi'an, China	RMB 12,660 thousand	Production and sales of alloy steel
Golden Win Steel Industrial Corp.	September 12, 1996	Taiwan	NT\$40,598 thousand	Rolling, processing and trading of special steel, carbon steel, superalloy materials
RAINBOW SHINES LIMITED	February 9, 2004	SAMOA	NT\$94,308 thousand	Investment and trading
Golden Win Steel Industrial Corp. (Vietnam)	October 15, 2004	Vietnam	VND\$48,151,100 thousand	Production and sales of alloy steel
ALLOY TOOL STEEL.INC	May 21, 1974	USA	USD\$ 1,800 thousand	Sales of alloy steel
All Win Enterprises Ltd.	February 21, 2011	Seychelles	NT\$297,313 thousand	Investment and trading
G-Yao Enterprises Ltd.	February 24, 2011	Mauritius	NT\$297,313 thousand	Investment and trading
Zhejiang Jiaxing Xiangyang Metal Materials Technology Co.,Ltd.	April 15, 2011	Zhejiang, China	RMB 63,926 thousand	Sales of special steel and alloy steel, manufacturing and trading of steel materials
Rong Yang Investment Co., Ltd.	October 22, 2021	Taiwan	NT\$50,000 thousand	Investment
GLORIA MATERIAL TECHNOLOGY JAPAN	December 20, 2021	Japan	JPY 69,000 thousand	Sales of alloy steel

Investment company	Date of incorporation	Address	Paid-in Capital	Main business items
Golden Win International Corporation	October 24, 2008	Taiwan	NT\$1,467,598 thousand	Processing and sale of stainless steel products
Sihe Innovation Co., Ltd.	January 15, 1979	Taiwan	NT\$8,000 thousand	Sale of stainless steel products
Honest Mount Investments Limited	February 5, 2014	British Virgin Islands	USD\$ 15,067 thousand	Investment
The King Cut International Co., Ltd	August 26, 1997	British Virgin Islands	USD\$ 200 thousand	Sale of stainless steel products
Nantong Sihe Stainless Steel Products Co., Ltd.	June 30, 2017	Nantong City, China	USD\$ 7,500 thousand	Manufacturing and sale of stainless steel products
Henan Sihe Industrial Co., Ltd.	May 12, 2023	Nanyang City, China	USD\$ 1,000 thousand	Manufacturing and sale of stainless steel products

3. Information on the same shareholders with presumed controlling and affiliation relationship: Not applicable.
4. The overall relationship between business enterprises covered by the industry:
 - a. Gloria Material Technology Corp. is the manufacturer for steel products sold in Taiwan and around the world.
 - b. Hoyang Investment Co., Ltd. and Rong Yang Investment Co., Ltd. are mainly engaged in general investment business.
 - c. FAITH EASY ENTERPRISES LTD. cooperates with third-party companies in mainland China to invest and operate triangular trade business.
 - d. GMTC's distributors in China include Guangzhou Goldway Special Metal Corp., Zhejiang Jiaxing Goldway Special Metal Co. Ltd., Tianjin Jinyun Special Metal Co., Ltd. and Xian Goldway Special Metal Corp. Ltd.
 - e. Golden Win Steel Industrial Corp. is GMTC's main distributor in Taiwan, mainly engaged in the sales of rolling, processing and trading of special steel, carbon steel, superalloy materials.
 - f. RAINBOW SHINES LIMITED is a third-party company that has invested in Vietnam and operates triangular trade and other businesses.

- g. Golden Win Steel Industrial Corp. (Vietnam) is mainly engaged in the sales of special steel and alloy steel.
- h. ALLOY TOOL STEEL. INC. is an American company invested by Gloria Material Technology Corp. The main business is the sale of alloy steel.
- i. Ouying Enterprise Co., Ltd. and Juyao Enterprise Co., Ltd. are third-party companies that have invested in mainland China and also operate triangular trade and other businesses.
- j. Zhejiang Jiaying Xiangyang Metal Materials Technology Co., Ltd. is mainly engaged in the sale of special steel and alloy steel, and the manufacturing and trading of iron and steel materials.
- k. GLORIA MATERIAL TECHNOLOGY JAPAN is an investment company in Japan by Gloria Material Technology Corp., which mainly sells alloy steel.
- l. Golden Win International Corp. is mainly engaged in the processing and sale of stainless steel products.
- m. Sihe Innovation Co., Ltd., mainly engaged in sale of stainless steel products.
- n. Honest Mount Investments Limited, mainly engaged in general investment business.
- o. The King Cut International Co., Ltd, mainly engaged in the sale of stainless steel products.
- p. Nantong Sihe Stainless Steel Products Co., Ltd. manufactures and sells stainless steel products.
- q. Henan Sihe Industrial Co., Ltd. is mainly engaged in the manufacture and sale of stainless steel products.

5. Information on directors, supervisors and managers of affiliated companies

December 31, 2024

Company Name	Title	Name or representative	Shares owned	
			Shares	Shareholding %
Hoyang Investment Co., Ltd.	Chairman	Gloria Material Technology Corp. Representative: Chiung-Fen Wang	24,385,660	48.77%
	Director	Gloria Material Technology Corp. Representative: Cheng-Hsiang Chen	24,385,660	48.77%
	Director	Representative of Golden Win Steel Industrial Corp.: Hui-Chang Shao	12,947,170	25.89%
	Supervisor	Representative of S-Tech Corp.: Yu-Chen Li	9,047,170	18.09%
FAITH EASY ENTERPRISES LTD.	Chairman	Gloria Material Technology Corp. Representative: Chiung-Fen Wang	6,000,000	96.05%
Guangzhou Goldway Special Metal Corp.	Chairman	Representative of Faith Enterprises Ltd.: Chiung-Fen Wang	USD1,637 thousand HKD700 thousand	100%
Zhejiang Jiaxing Goldway Special Metal Co. Ltd.	Chairman	Representative of Faith Enterprises Ltd.: Chiung-Fen Wang	USD3,000 thousand	100%
Tianjin Jinyun Special Metal Co., Ltd.	Chairman	Representative of Faith Enterprises Ltd.: Chiung-Fen Wang	USD3,300 thousand	100%
Xian Goldway Special Metal Corp. Ltd.	Chairman	Representative of Faith Enterprises Ltd.: Chiung-Fen Wang	USD2,000 thousand	100%
Golden Win Steel Industrial Corp.	Chairman	Hui-Chang Shao	-	-
	Director	Gloria Material Technology Corp. Representative: Yung-Chang Kang	715,280	17.62%
	Director	Chien-Chung Huang	-	-
	Supervisor	Chi-Chih Chen	37,919	0.93%
RAINBOW SHINES LIMITED	Chairman	Representative of Golden Win Steel Industrial Corp.: Hui-Chang Shao	3,122,222	96.90

Company Name	Title	Name or representative	Shares owned	
			Shares	Shareholding %
Golden Win Steel Industrial Corp. (Vietnam)	Chairman	Representative of Rainbow Shines Limited: Hsin-Shih Chen	USD3,000 thousand	100%
	Manager	Hui-Chang Shao	-	-
	Supervisor	Chien-Chung Huang	-	-
ALLOY TOOL STEEL.INC	Chairman	Chiung-Fen Wang	-	-
	Supervisor	Yu-Chen Li	-	-
	Manager	Li-Ling Chen	-	-
All Win Enterprises Ltd.	Chairman	Gloria Material Technology Corp. Representative: Chiung-Fen Wang	USD10,000 thousand	100%
G-Yao Enterprises Ltd.	Chairman	Representative of All Win Enterprises Ltd.: Chiung-Fen Wang	USD10,000 thousand	100%
Zhejiang Jiaxing Xiangyang Metal Materials Technology Co.,Ltd.	Chairman	Representative of G-Yao Enterprises Ltd.: Chiung-Fen Wang	USD10,000 thousand	100%
Rong Yang Investment Co., Ltd.	Chairman	Gloria Material Technology Corp. Representative: Chiung-Fen Wang	5,000,000	100%
GLORIA MATERIAL TECHNOLOGY JAPAN	Chairman	Gloria Material Technology Corp. Representative: Chiung-Fen Wang	1,380	100%
Golden Win International Corporation	Chairman	Representative of Gloria Material Technology Corp.: Wang Chiung-Fen	79,000,000	53.83%
	Director	Gloria Material Technology Corp. Representative: Yung-Chang Kang	79,000,000	53.83%
	Director	Representative of Gloria Material Technology Corp.: Chen Li-Ling	79,000,000	53.83%
	Director	Representative of Taiwan Steel Corporation: Shao Hui-Chang	1,000,000	0.68%

Company Name	Title	Name or representative	Shares owned	
			Shares	Shareholding %
Golden Win International Corporation	Director	Representative of Taiwan Steel Corporation: Wu Tsai-Pi	1,000,000	0.68
	Independent director	Hsu Jie	-	-
	Independent director	Chen Yen-Hao	-	-
	Independent director	Wang Ping-Chuan	-	-
	Independent director	Hsu Yin-Chu	-	-
Sihe Innovation Co., Ltd.	Chairman	Representative of Golden Win International Co., Ltd.: Wei Chin-Yun	8,000	100%
Honest Mount Investments Limited	Chairman	Representative of Golden Win International Co., Ltd.: Yang Chin-Lung	USD\$ 15,067 thousand	100%
The King Cut International Co., Ltd	Chairman	Representative of Honest Mount Investments Limited: Yang Chin-Lung	USD\$ 200 thousand	100%
Nantong Sihe Stainless Steel Products Co., Ltd.	Chairman	Representative of Honest Mount Investments Limited: Tsai Yuan-Pei	USD\$ 7,500 thousand	100%
Henan Sihe Industrial Co., Ltd.	Chairman	Representative of Sihe Innovation Co., Ltd.: Chiang Chen-Hsiung	USD\$ 1,000 thousand	100%

6. Operational overview of affiliates

December 31, 2024
Unit: NT\$thousand except for EPS amounts

Investment company	Paid-in Capital	Asset	Liabilities	Net worth	Operating revenue	Operating Income	Current income	Earnings per share
Hoyang Investment Co., Ltd.	500,000	910,796	1,399	909,397	-	(6,038)	33,224	0.66
FAITH EASY ENTERPRISES LTD.	201,948	605,379	5,020	600,359	-	(13,165)	17,675	N/A
Guangzhou Goldway Special Metal Corp.	59,150	123,311	15,834	107,477	121,407	(10,674)	(5,162)	N/A
Zhejiang Jiaxing Goldway Special Metal Co. Ltd.	98,355	151,943	15	151,928	139,434	(1,277)	1,851	N/A
Tianjin Jinyun Special Metal Co., Ltd.	108,191	159,374	17,564	141,810	106,156	2,585	5,444	N/A
Xian Goldway Special Metal Corp. Ltd.	65,570	340,817	167,857	172,960	349,327	51,789	39,462	N/A
Golden Win Steel Industrial Corp.	40,598	1,160,542	391,823	768,719	1,009,012	62,225	81,778	2.34
RAINBOW SHINES LIMITED	94,308	83,524	7,876	75,648	-	(1,719)	(5,255)	N/A
Golden Win Steel Industrial Corp. (Vietnam)	94,080	119,018	36,455	82,563	112,541	(2,781)	(3,610)	N/A
ALLOY TOOL STEEL, INC	130,667	461,398	161,610	299,788	488,465	36,088	27,778	6.46
All Win Enterprises Ltd.	297,313	985,496	85,221	900,275	848,840	76,193	461,564	N/A
G-Yao Enterprises Ltd.	297,313	672,869	-	672,869	-	(147)	375,555	N/A
Zhejiang Jiaxing Xiangyang Metal Materials Technology Co., Ltd.	297,313	800,912	130,545	670,367	638,412	67,343	381,458	N/A
Rong Yang Investment Co., Ltd.	50,000	46,161	100	46,061	-	(114)	1,719	0.34
GLORIA MATERIALS TECHNOLOGY JAPAN	15,852	25,841	2,306	23,535	-	(10,935)	11,375	8,242.75
Golden Win International Corporation	1,467,598	638,984	70,484	568,500	9,812	(32,890)	(63,760)	(0.89)
Sihe Innovation Co., Ltd.	8,000	7,483	51,848	(44,365)	-	(809)	(39,672)	(4,959)

Investment company	Paid-in Capital	Asset	Liabilities	Net worth	Operating revenue	Operating Income	Current income	Earnings per share
Honest Mount Investments Limited	459,377	29,257	52,313	(23,056)	-	(141)	(235)	N/A
The King Cut International Co., Ltd	1,495	1,478	106	1,372	-	(104)	(89)	N/A
Nantong Sihe Stainless Steel Products Co., Ltd.	226,321	75,760	128,073	(52,313)	-	(1,331)	(3,073)	N/A
Henan Sihe Industrial Co., Ltd.	30,745	83,581	117,081	(33,500)	9,786	(35,685)	(44,321)	N/A

Company name: Gloria Material Technology Corp.

Responsible person: Wang Chiung-Fen

February 25, 2025

- (I) Relational Business Consolidated Financial Statements: The entities required to be included in the Consolidated FS of the Affiliates in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” are the same as those required to be included in the Consolidated Financial Statements of Gloria Material Technology Corp. and its subsidiaries (the “Consolidated FS of the Group”) in accordance with International Financial Reporting Standard 10. Consequently, Gloria Material Technology Corp. does not prepare a separate set of Consolidated FS of Affiliates.
- (II) Relational Report: None

II. Transaction about the company's private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report: None.

III. If any of the situations listed in Article 36, Paragraph 3, Item 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one: None.

IV. Other matters that require additional description

(I) Critical Accounting Judgements, Estimates and Key Sources of Assumption Uncertainty

When applying accounting policies of the Company and its subsidiaries, those that cannot easily obtain related information from other sources requires management to make relevant judgements, estimates and assumptions based on historical experience and other factors. The actual results may differ from the estimates.

If the changes in accounting estimates only have an effect in the current period, it shall be recognized in the period of the change; and if the changes in accounting estimates have an effect in both the current period and future periods, it shall be recognized in both the period of change and future periods.

(II) Key Performance Indicator (KPI) in steel industry

As a capital-intensive industry, the financial ratios in the balance sheet, and the profits and cost control in the income statement have become the special key performance indicators in the steel industry, and in particular the special steel industry. The debt-asset ratio of the Company and its subsidiaries in 2024 and 2023 were 46.50% and 49.43%, respectively; the ratio of long-term capital to property, plant and equipment in 2024 and 2023 was 371.70% and 321.50%, respectively. In terms of profitability, the return on assets, return on equity and profit margin before tax were 8.49%, 15.16% and 20.31%, respectively in 2024; and 9.20%, 18.15% and 17.71%, respectively in 2023.

GMTC will commit to maintaining excellent long-term profitability and robust financial structure, and will save costs and restrict orders for better quality of shipped products in times of recession, in order to increase the capacity for rising orders during economic recovery.

Gloria Material Technology Corp.



Chairman: Chiung-Fen Wang

