



GMTC 2024

Sustainability Report

Gloria Material Technology Corp.

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About this Report

This report is the 2024 Sustainability Report (hereinafter referred to as "the Report") of Gloria Material Technology Corp. (hereinafter referred to as "GMTC" and "the Company"). This report will disclose GMTC's planning and implementation of corporate social responsibility and sustainable development, addressing major material topics of concern to stakeholders based on the results of materiality analysis, and explaining the business outcomes of governance, economic, environmental, and social sustainability issues in six chapters.

Data Collection Sources

This report is prepared based on the Global Reporting Initiative Standards (GRI Standards 2021) published by Global Reporting Initiative (GRI) and discloses the relevant strategies, goals and specific actions of GMTC's material topics according to the reporting principles. The GRI content index is detailed in [Appendix 1](#). The drafting process widely referenced international sustainability indicators and initiatives, such as the United Nations Sustainable Development Goals (SDGs), the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB) steel industry standards, and European Sustainability Reporting Standards (ESRS). It also followed the "Rules Governing the Preparation and Filing of Sustainability Reports by OTC Companies" set by the Taipei Exchange to actively disclose and respond to globally significant information, aligning with international trends.

— Reporting Period —

- Reporting Period Covered

From January 1, 2024, to December 31, 2024, consistent with the reporting period of the financial report.

- Report Release Date

GMTC publishes this report every year. The Chinese version will be published in June 2025. The previous report was published in August 2024, and the next report is expected to be published in June 2026.

— Scope and Boundary —

- Financial aspect

Consistent with 2023 consolidated financial statements audited by CPAs. The scope of the consolidated financial statements includes: ❶ Gloria Material Technology Corp., ❷ wholly-owned subsidiaries, and ❸ other subsidiaries with substantial control.

- Environmental and social aspects

The report covers GMTC Taiwan's relevant operating systems and activities, including Xinying Plant, Liuying Plant, Liuying Plant I, Liuying Plant II, Tong Yah Plant, Photovoltaic Plant, and Operations Headquarters. For information involving other entities, please refer to the notes in the respective sections.

- Some information covers the management procedures for 2025.
- If there is any restatement of information, it will be disclosed in the relevant chapters.

— Quality of the Report —

- Financial Aspect: Audited and assured by Deloitte & Touche.
- Non-financial aspect

Standards Adhered To	Certification Body	Accreditation Body
ISO 9001+AS9100D	Intertek	ANAB
ISO 50001	IMQ	ACCREDIA
ISO 14001	Afnor	TAF
ISO 45001	Afnor	TAF
CNS 45001	Afnor	TAF
ISO 14064-1	Afnor	TAF

- This Report

Commissioned third-party verification company: AFNOR – to verify the Report in accordance with the GRI standard and Type 2 Assurance of the AA1000 Assurance Standard (v3)-Moderate Level

— Contact Unit —

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This year's Sustainability Report was finalized with the Corporate Sustainability Committee resolving to submit it to the Board of Directors for approval of the material topics. The relevant information and data in the report were reviewed and provided by the conveners and supervisors of each responsible team, compiled by the executive secretary, and subsequently reviewed by the Corporate Sustainability Committee. The report was then submitted to the Board of Directors for confirmation and publicly released after approval.

A third-party verification company, AFNOR Asia Ltd., was commissioned to verify of the Report in accordance with the GRI standard and the AA1000 Assurance Standard (Type 2 Moderate level). The report was also submitted to GRI for notification.

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In 2024, the Company entered a new phase of development. On the production side, a 50-ton electric arc furnace began trial operations. On the product side, the Company continued its strategy of maintaining proprietary brands and enhancing product value. Following the launch of the high-class hot work tool steel "TS-GHX1," two new products were introduced in July 2024: the premium mirror stainless steel "TS-GPX1" and the advanced hot work tool steel "TS-GHA1." These products are designed for use in molds for plastic injection, die casting, and extrusion, offering domestic mold manufacturers a new alternative to imported materials. In terms of market engagement, the Company participated in trade shows to reach more domestic and international clients, and also held technical seminars to better understand market needs and strengthen customer relationships. In addition, the Company has begun integrating resources through strategic investments to accelerate channel development, establishing the foundation for future production capacity expansion. In 2024, both achieved record-high levels of profitability and revenue, with after-tax earnings exceeding NT\$2 billion for the third consecutive year. Looking ahead, the Company maintaining a prudent approach and to earnestly planning and implementing strategies for its continued development.

The Era of Carbon Pricing

The era of carbon pricing has officially arrived. In 2025, Taiwan began collecting domestic carbon fees, and in 2026, the EU Carbon Border Adjustment Mechanism (CBAM) will also come into full effect. For enterprises, improving production efficiency, reducing greenhouse gas emission intensity, and expanding green energy deployment have become urgent priorities. In 2024, the Company continued to upgrade and replace outdated equipment with energy-efficient alternatives and initiated plans to construct wastewater recycling and reuse facilities. Fuel oil has been fully phased out and replaced with cleaner natural gas. Rooftop solar power systems have been expanded in line with facility growth, and the Company has also made initial purchases of green electricity to increase the share of renewable energy used. These efforts in energy conservation and carbon reduction were recognized with the Excellence Award at the 3rd Net Zero Industry Competitiveness Excellence Award from 21st Century Foundation.

Diversity and Inclusion for Shared Prosperity

Continuing the Taiwan Steel Group's beliefs of "gratitude, health, and hope", the Company remains committed to social welfare by actively engaging with surrounding communities, supporting underprivileged groups, and promoting local development in its areas of operation. In collaboration with government agencies, the Company has organized health care initiatives, promoted traffic safety awareness among contractors, and donated medical resources to underserved rural areas. Through corporate initiatives, the Company also promotes a strong sports culture, supporting community sports groups and sponsoring professional athletic events. This inside-out approach not only fosters a healthy workplace environment but also encourages employees to develop regular exercise habits and contributes to the promotion of sports nationwide. In 2024, the Company's operational sites at Xinying Plant, Liuying Plant, and the Operations Headquarters were recognized by the Ministry of Health and Welfare's Health Promotion Administration with the Badge of Accredited Healthy Workplace. Furthermore, the Company was honored with the Gold Award in the Sponsorship Category of the Sports Promoter Awards presented by the Sports Administration, Ministry of Education.

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Technological Innovation, Embracing a New Chapter

Hardware Aspect

In 2024, the 50-ton electric arc furnace successfully commenced trial production of molten steel. To support the increased steel output, the Company has launched the renovation and upgrade of the cogging mill and begun construction of a new hydraulic forging machine. The continuous casting machine project is also underway. These process and equipment upgrades are expected to not only expand product output channels but also reduce production costs—significantly enhancing the competitiveness of GMTC and laying a solid foundation for the next 30 years of growth.

Software Aspect

In 2024, the Company ranked in the top 5% in the 11th Corporate Governance Evaluation and obtained the A-level certification for Taiwan Intellectual Property Management System (TIPS). By fostering a strong intellectual property awareness across the organization, the Company encourages employee innovation and research & development. Accelerated collaboration among industry, academia, and research institutes has further driven R&D progress, strengthening GMTC's proprietary brand and positioning GMTC as a reliable and valued partner in Taiwan's metal industry., opening a new chapter for Taiwan's steel materials industry.

Looking ahead, we are confident and determined that through the collective efforts of all our colleagues, we will seek progress while maintaining stability. We aim to foster diverse development for each individual, so that together we will continue with prudent planning while striving for steady progress toward a brighter and more sustainable future.



Sustainable Performance in 2024

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Governance and Economic

- Consolidated revenue of NT\$**12.864 billion**, EPS of NT\$**4.40**
- Top 5%** in the 11th corporate governance evaluation
- Launch of New Products: Premium Mirror Stainless Steel "TS-GPX1" and Advanced Hot Work Tool Steel "TS-GHA1"
- JIS MARK G 4318 certification was obtained for stainless steel ground bars
- Obtained the A-level certification for Taiwan Intellectual Property Management System (TIPS)
- Taiwan Sustainability Action Awards-SDG 8 Decent work and Economic Growth-Silver Award
- Taiwan Corporate Sustainability Awards-Corporate Sustainability Reporting Awards-Silver Award
- Tool steel has obtained BIS certification under IS 3748 from the Bureau of Indian Standards



Social

- Salary was raised by **4%** in 2024
- No labor dispute cases
- Awarded the Silver Prize in the 5th "Award for Best Companies to work for" by 1111 Job Bank
- Awarded the Badge of Accredited Healthy Workplace by the Health Promotion Administration, Ministry of Health and Welfare (Xinying Plant, Liuying Plant)
- Awarded the Healthy Workplace Certification by the Ministry of Health and Welfare - Healthy Startup Label Affirmation (Operations Headquarters)
- Awarded the 2024 Sports Promoter Award – Gold Award in the Sponsorship Category by the Sports Administration, Ministry of Education
- Invested NT\$3 million in cultural and creative initiatives to sponsor the production of the local television program "WS Sports Games – Season 1."



Environmental

- The waste recycling rate has reached **94%**, remaining consistent with the previous year
- Establish the thermal process simplification project; in 2024, it achieved a carbon emissions reduction of **2,161 metric tons**, achieving **104.6%** of the annual target
- Awarded the Excellence Award in "Net Zero Industry Competitiveness Excellence Award" from 21st Century Foundation



▲ Top 5% in the Corporate Governance Evaluation- Executive Vice President, Yu-Chen Li (Right)



▲ 2024 Taiwan Sustainability Action Awards Ceremony-President, Yung-Chang Kang (Right)



▲ 2024 Sports Promoter Award Ceremony- Executive Vice President, Yu-Chen Li (Right)

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1.1 Sustainability Philosophy and Vision

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GMTC established the "Corporate Sustainability Committee" on December 16, 2020, serving as the highest governance body for managing the organization's impact on the economy, environment, and society, headed by the Chairman of the Board as the steering committee member, with the president serving as the Committee chairman to manage potential conflicts of interest. Resolutions of the corporate sustainability committee will be submitted to the steering committee for review by the chairman. The board of directors authorized the Corporate Sustainability 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.

The committee members include the Executive Vice President, Vice President, and Chief Directors of the Center. The teams on Corporate Governance and Ethical Corporate Management, Sustainable Environment, Value Creation, Social and Employee Care, and Risk Management have been set up under the Corporate Sustainability 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.

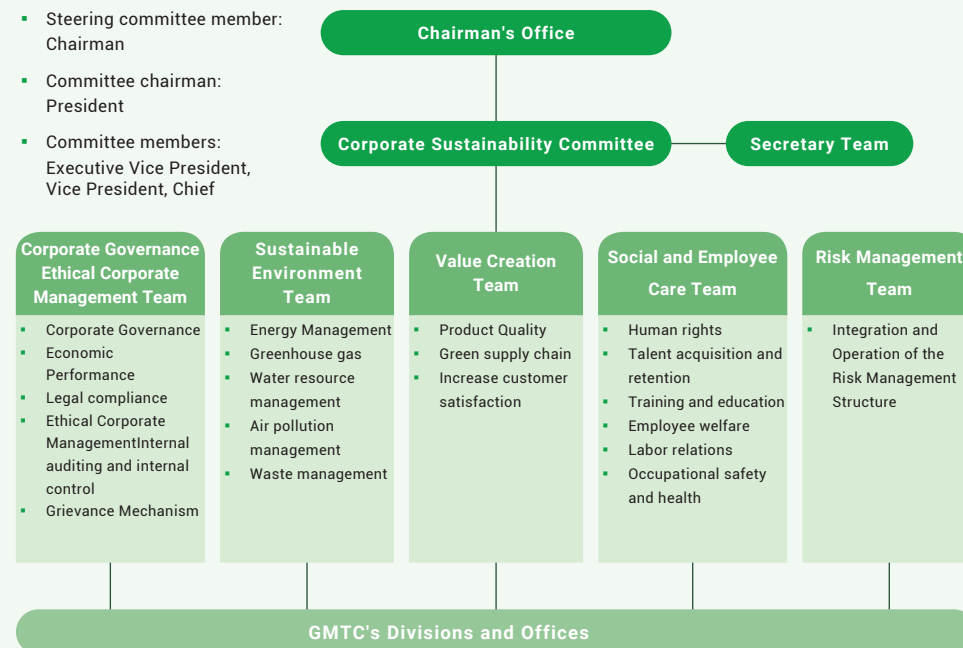
The implementation of sustainable development shall be carried out in accordance with the following principles:

- I. Exercise corporate governance
- II. Develop a sustainable environment
- III. Maintain social welfare
- IV. Enhance the disclosure of corporate sustainability information



GMTC's Corporate

- Steering committee member: Chairman
- Committee chairman: President
- Committee members: Executive Vice President, Vice President, Chief



In order to integrate resources and implement corporate sustainable development policies, GMTC's Corporate Sustainability Committee holds at least two meetings every year. In contrast, temporary meetings are held when necessary to review the implementation and formulation of sustainability policies. In 2024, a total of three meetings were held, as detailed below:

- January 3, 2024: "Discussion on the 2023 work achievements of each team, the 2024 work plans and goals, and the analysis results of the 2023 materiality assessment"
- July 18, 2024: "Discussion on the 2024 work progress of each team under the Corporate Sustainability Committee"
- December 5, 2024: "Confirmation of the 2024 materiality assessment results"

Chairperson of the Corporate Sustainability Committee reports to the Board of Directors on the implementation of duties on a set date each year. The most recent report to the Board of Directors is as follows:

- January 23, 2024: "2023 Sustainability Issue Impact Assessment Report and Communication Status with Stakeholders"
- February 29, 2024: "2023 Sustainable Development Results and 2024 Sustainable Development Promotion Plan"
- July 25, 2024: "Review of the 2023 Sustainability Report, verified and approved by the third-party verification organization Afnor"
- October 31, 2024: "Risk Management Operation Status in 2024"

GMTC's Sustainable Development Results and Promotion Plans

2024 Implementation Results

	Sustainable Development Goals	2024 Goals	2024 Achievements
 Corporate Governance and Ethical Corporate Management Team	- Promote sustainable development and exercise corporate governance to improve corporate sustainable development initiatives. - Strengthen the acquisition of third-party verification programs and promote compliance awareness through related training and education courses. - Update the company website quarterly to enhance information accuracy and transparency.	- Deepen the corporate culture related to sustainable governance - Strengthen board functions - Enhancing information transparency - Promote sustainable development	Top 5% of companies listed on Taipei Exchange in the 11th corporate governance evaluation. - Implemented the ISO 27001:2022 Information Security Management System standard and obtained third-party certification - The 2024 Intellectual Property Management Plan was completed and reported to the Board of Directors on January 20, 2024. - Implemented the Taiwan Intellectual Property Management System (TIPS) and obtained third-party certification by the end of 2024 - In 2024, an investor conference was held every quarter, and two audio recordings were selected and uploaded to the Market Observation Post System - Disclose water consumption and the total weight of waste in the past two years, with the waste weight incorporated into the management system - The Sustainability Report was approved by the Board of Directors on July 25, 2024
	3R sustainable green supply chain	- Suppliers of domestic carbon and stainless steel scrap must implement controls to prevent scrap steel from contaminating or damaging the soil. - The weight ratio of recycled scrap used as main raw material for H13 steel melted by an 35 ton EAF is more than 90% - Proposal to conduct carbon emissions surveys on suppliers of purchased materials (Scope 3)	- There are a total of 31 qualified domestic carbon steel + stainless steel scrap dealers, all of which have laid iron plates or cement on-site, fully meeting the requirements - The total scrap recycling rate for the 35-ton Electric Arc Furnace (EAF) is approximately 90.3% - A review has been conducted on the top 80% of purchased materials and auxiliary materials for 2023, in conjunction with the Environmental Safety Department, to achieve ISO 14064-1 greenhouse gas verification certification by March 2024
	Establish a professional certification team to rapidly meet business needs	- In 2024, the TS-GHA1 advanced hot work tool steel product has been certified with Grade F by the North American Die Casting Association (NADCA) - In 2024, JIS MARK certification was obtained for 304 and 316 stainless steel ground bars	- TS-GHA1 is currently undergoing testing for NADCA Grade F certification - JIS MARK G 4318 certification was obtained on May 23, 2024
	Expand product sales channels and enhance value-added services for products and processes	- Development of advanced hot work tool steel for the die casting industry - Development of mirror mold steel - New Product Development Project - Established 50 ton EAF process	- The service life of the advanced hot work tool steel TS-GHA1 exceeds that of H13 steel by more than three times - The high-class mirror surface die steel TS-GPX1 has been tested by multiple clients, and the mirror finish meets the required standards - In progress - Testing in progress
 Value Creation Team	Marketing and Product Development	- Expanded tool steel orders - Expanded orders for functional stainless steel	82% order achievement rate 65% order achievement rate
	Green manufacturing	Reduce greenhouse gas emissions by 2,065 metric tons per year	Establish the thermal process simplification project; in 2024, carbon emissions were reduced by a total of 2,161 metric tons, achieving 105% of the target

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	Sustainable Development Goals	2024 Goals	2024 Achievements
 Sustainable Environment Team	Cooperate with government policies to save 1% of electricity per year		- Xinying Plant achieved a 0.18% reduction in electricity consumption through energy-saving measures - Liuying Plant achieved a 1.92% reduction in electricity consumption through energy-saving measures
	Energy Management	Annual GHG emissions intensity decreased by 1% compared to the previous year	- A new 1,998 kW solar power generation system is being installed on the roof of the new 50 ton electric arc furnace plant (under construction) - The greenhouse gas emission intensity per ton of steel produced at the Xinying Plant and Liuying Plant is 2.35 metric tons of CO₂e, representing a 1.10% increase compared to 2023. - Procured green energy to increase the proportion of green energy used in office spaces, with a total of 400,000 kWh purchased in 2024 for use in 2025
	Water management Water withdrawal intensity reduced by 10% (Base Year: 2014)	Water withdrawal intensity reduced by 5% (Base Year: 2014)	Declined by 20% compared to the base year of 2014
	Waste management Ongoing waste reduction	90% recycling rate	- The recycling rate of dust ash in 2024 is 21.22% - The overall waste recycling rate is 94%
	Climate Risk	Improve climate and disaster resilience.	Continued efforts led to no disaster losses in 2024
 Social and Employee Care Team	Human rights Adhere to international human rights standards	Comply with the international human rights standards.	Conducting online training courses on prevention of unlawful acts and sexual harassment for supervisors
	- Talent acquisition and retention - Competitive pay - Industry-academia collaboration	Achieve better performance compared to FSC's standards	- Overall salary increased by 4% - Provided subsidies for employees pursuing the Master's Program for Working Professionals at Taiwan Steel University of Science and Technology - Announced the promotion list for supervisory and non-supervisory positions on schedule - Established a bonus incentive program for migrant workers obtaining crane/forklift licenses, along with training classes to improve the pass rate - Established Chinese language classes for migrant workers to develop outstanding talent - Participated in the Ministry of Labor's Pre-employment Program for College Youth
	Training and education Empower employees to realize their potential with the concept of having the right person in the right job	100% internal course delivery rate. - Improve management functions	100% internal course delivery rate. - Engaged external lecturers to provide 36 hours of courses on business and supervisory functions
	Employee welfare Diversified benefits	Provide diversified benefits.	- Increased the amount of travel subsidies and birthday gifts in January 2024 - Announcement of increased childbirth subsidies in August 2024 - Held a Commendation Conference for long-serving employees - Club Activities – A total of 192 member training sessions were held, along with 34 public events - Increase the employee meal allowance from NT\$80 to NT\$100 per individual
	Labor relations Achieve shared prosperity and harmony	There were no labor disputes.	There were no labor disputes.
	- Occupational Health and Safety - Disabling Frequency Rate (FR) = 0 - Disabling Severity Rate SR=0	2024 Standards - FR ≤ 2.41 - SR ≤ 30	- FR : 1.51 › SR : 1,084 - Conducted monthly performance evaluations - System verification was completed in June 2024 - A total of 624 deficiencies were identified through internal audits - Conducted 24 training sessions - A total of 267 deficiencies were identified during inspections
	Formulate risk management policies and procedures, integrate various teams to establish the risk framework and mechanisms, and implement risk management procedures	Target reporting rate of 100% from the monitoring of major risk items	- Risk assessment was initiated on September 2, 2024 - Reported to the Audit Committee and the Board of Directors on October 31, 2024. - Reporting rate of 100% from the major risk items - Planned implementation of GMTC's Risk Management Policies and Procedures, Chapter 3, Article 3.3
 Risk Management Team			

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2025 Execution Plans

	Sustainable Development Goals	2025 Goals	2025 Execution Plans
Corporate Governance and Ethical Corporate Management Team	- Promote sustainable development and exercise corporate governance to improve corporate sustainable development initiatives. - Continue to maintain third-party verification programs and promote compliance awareness through related training and education courses. - Update the company website quarterly to enhance information accuracy and transparency	- Deepen the corporate culture related to sustainable governance - Strengthen board functions - Enhancing information transparency - Promote sustainable development	- Continuously review corporate governance evaluation indicators to improve the effectiveness of evaluation - Developed specific measures to enhance corporate value, reported them to the Board of Directors, and disclosed the relevant information in the "Corporate Value Enhancement Program" section. - Establishment of a Sustainability Committee at the Board of Directors level - Disclosure of the professional qualifications and experience of the Remuneration Committee members, along with the annual key focus and operations - Disclosure of Scope 3 greenhouse gas emission categories and annual emission volumes for the past year - Implementing internal carbon pricing to estimate the impact of climate change on the company's financial operations - Develop a training and development plan to enhance employee career competencies, and disclose its content and implementation status - Conduct an employee satisfaction survey and disclose its implementation status along with the improvement plan - Disclose policies and complaint procedures related to the protection of consumer or client rights regarding products and services
	3R sustainable green supply chain	- Suppliers of domestic carbon and stainless steel scrap must implement controls to prevent scrap steel from contaminating or damaging the soil. - The weight ratio of recycled scrap used as main raw material for H13 steel melted by an 35 ton EAF+50 ton EAF is more than 90% - Conduct Scope 3 assessments on suppliers of purchased materials	- Require new/existing steel scrap suppliers to avoid storing steel scrap directly on the ground - Continuously develop new suppliers. - Strengthen relationships with suppliers.
	Increase in Quality Management Systems/ Product Certifications	- The TS-GHA1 advanced hot work tool steel product has been certified with Grade F by the North American Die Casting Association (NADCA) - Increase the number of products certified under BIS IS 6603 and 3748 standards - Obtain new product certifications for new aerospace system manufacturers and existing system manufacturers	- Conducting an inventory of carbon emissions for the top 80% of purchased materials and auxiliary materials in 2024 - Research & Development Div. is responsible for obtaining NADCA Grade F certification - Quality assurance is responsible for relevant audit matters - Quality assurance is responsible for relevant audit matters
	Increase material services and added value	- Developing new plastic mold steel products - Development of new cold work tool steel products - New Product Development Project - Establishment of continuous casting machine process	- Actual verification of product lifespan on the customer side - Actual verification of product lifespan on the customer side - In progress - Establish forecasted steel types for testing - Equipment under installation
Value Creation Team	Marketing and Product Development	- Expand order volume for remelted steel products - Expand order intake for large forged bars	In accordance with the objective, regular monthly reviews of order acquisition progress will be conducted, and projects will be dynamically established as needed to strengthen order volume
	Green Manufacturing	Reduce greenhouse gas emissions by 2,090 metric tons per year	Establishment of the thermal treatment simplification project

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	Sustainable Development Goals	2025 Goals	2025 Execution Plans
 Sustainable Environment Team	Energy Management Cooperate with government policies to save 1.5% of electricity per year Annual GHG emissions intensity decreased by 1% compared to the previous year	Upgrade the motors and pumps of the water treatment facility to energy efficiency levels IE3 or IE4 Installation of solar power generation facilities on the roof of the new factory	
	Water management Water withdrawal intensity reduced by 10% (base year: 2014)	Water withdrawal intensity reduced by 5% (Base Year: 2014)	Continuously monitor abnormal water usage through the Energy Resource Platform Set up new water treatment facilities to increase the proportion of wastewater recycling and reuse
	Waste management Ongoing waste reduction	90% recycling rate	Promote the resource recovery of hazardous waste EAF dust through recycling facilities. Improve the recycling rate to 22.22% Propose a reduction plan on site
	Climate Risk	Improve climate and disaster resilience.	Establish an emergency preparedness team to enable prompt disaster response and reduce disaster losses Hold emergency preparedness meetings before the rainy season and typhoons Regularly check rainwater drainage and water pumps Set up emergency power supply system and water storage tank for backup Dredging of drainages ditches on a regular basis
 Social and Employee Care Team	Human rights Adhere to international human rights standards	Comply with the international human rights standards.	Human rights education and training and disclosure of relevant documents
	Talent acquisition and retention Competitive pay Industry-academia collaboration	Outperform Forest Stewardship Council (FSC) standards (define abbreviation)	Industry-academia collaboration - the Company provides tuition subsidies to encourage further study of employees Promotion for supervisors and non-supervisors
	Training and education Give full play to talents with the concept of having the right person in the right job	100% internal course delivery rate. Improve management functions	Core technology, professional technology and license courses
	Employee welfare Diversified benefits	Provide diversified benefits.	Commendation for long-term employees Encourage employees to participate in club activities
	Labor relations Achieve shared prosperity and harmony	There were no labor disputes.	Ensure keeping comfortable of the communication channels between labor and management
	Safe Workplace Disabling Frequency Rate (FR) = 0 Disabling Severity Rate SR=0	FR ≤ 2.04 SR ≤ 30	Maintain the effectiveness of the management system. Improve self-inspections system. Enhance safety protection measures Strengthen occupational safety audits with frequent inspections and strict enforcement.
 Risk Management Team	Formulate risk management policies and procedures, integrate various teams to establish the risk framework and mechanisms, and implement risk management procedures	Target reporting rate of 100% from the monitoring of major risk items	Conduct risk assessment in 2025 Q3 and report the risk assessment results to the Audit Committee and the Board of Directors in the same year Target control of major risk items and submit mid-year risk reports to the Corporate Sustainability Committee

1.2 Implementation of the United Nations Sustainable Development Goals

Note: Prepared in alignment with the SDGs and the GRI Standards 2021 edition.

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SDGs	Specific Objectives	GMTC's Sustainable Management	2024 Performance and Highlights	Corresponding to GRI	Corresponding Chapter	Page
3 GOOD HEALTH AND WELL-BEING  Ensure healthy lives and promote well-being for all at all ages.	- SDG 3.7 Universal access to healthcare, reproductive health, family planning, and education - SDG 3.8 Achieving universal health coverage	Promoting employee health	- The average health examination participation rate in 2024 reached 98%, with results categorized and managed based on risk levels. - The Company conducted three health promotion seminars, reaching 266 participants in total. - A blood pressure monitoring station was established for employee self-assessment. - Influenza vaccines were administered on-site, with 157 participants - In collaboration with the Xinying and Liuying Health Centers, a smoking and betel nut cessation class was held with 14 participants. By the end of the program, 4 individuals reduced their tobacco or betel nut consumption by at least 50%.	GRI 403: Occupational Health and Safety 2016	5.2 Talent Attraction and Employee Care 5.4 Safe and Healthy Workplace 6.1 Promoting Sports Culture 6.2 Community Development 6.3 Share of Knowledge and Experience	106 119 133 134 135
		Provide employees with a diverse benefits program	- Provided family-related subsidies (such as childbirth and marriage allowances), with an increase in childbirth subsidies in 2024 - Of 809 eligible employees, 322 participated in the employee stock trust program, representing 39.8% of the total workforce.			
		Promoted occupational safety education and training for neighboring industries	Continued collaboration with the government under the GMTC Safety and Health Partnership Program, including one training session in 2024 to foster a safe and healthy workplace.			
		Promote the culture of community sports	Sponsored grassroots and professional sports activities, supported the development of internal clubs to promote a culture of sports for all, and was awarded the Sports Promoter Award – Gold Award in the Sponsorship Category by the Sports Administration			
		Support for social emergency relief and healthcare capacity	- Donated personal thermal imaging cameras to the First Battalion of the Tainan City Government Fire Bureau - Donated dental treatment equipment worth NT\$300,000 to four special education institutions in remote areas of the Chianan region			
4 QUALITY EDUCATION  Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	- SDG 4.3 Fair, affordable, vocational, and high-quality education - SDG 4.4 Add the number of individuals possessing relevant financial success skills - SDG 4.5 Elimination of all discrimination in education	Employee Development Program	- The Company ensured that employees acquired job relevant skills, providing 1,845 training hours to 4,246 attendees in 2024. - In 2024, the Company collaborated with Taiwan Steel University of Science and Technology to offer "Mechanical and Automation Engineering Master's Degree in Mechanical and Electrical Technology" and train 9 current employees. The Company fully subsidized tuition and registration fees, with an expected investment of over NT\$1 million per academic year. - The Company participated in the Ministry of Labor's Pre-employment Program and provided opportunities to two college students. - Chinese language classes for migrant workers were held, with 16 participants and a pass rate of 81%	GRI 404: Training and Education 2016	5.2 Talent Attraction and Employee Care 6.2 Community Development 6.3 Share of Knowledge and Experience 6.4 Public Welfare Activities	106 134 135 137
		Promotion of Global Citizenship Education	Support for Taiwanese Cultural Development: Sponsored NT\$100,000 for the Taipei First Girls' High School's Marching Band's performance in Calgary, Canada			

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 5 GENDER EQUALITY Achieve gender equality and empower all women and girls.	SDG 5.1 End all forms of discrimination against all women and girls everywhere	Elimination of discrimination	Eliminated unlawful discrimination to ensure equal employment opportunities	GRI 2: General Disclosures 2021 GRI 403: Occupational Health and Safety 2016	5.1 Talent Diversity and Equality 5.2 Talent Attraction and Employee Care 5.4 Safe and Healthy Workplace	103 106 119
		Supportive policies and facilities for mothers and infant	- Nursing rooms were provided to support employees with childcare needs. - Established priority parking spaces for pregnant women - The parental leave return rate and 12-month retention rate were both 75%. - Increased the childbirth subsidy from NT\$6,000 to NT\$18,000 for each child			
 7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all.	SDG 7.2 Increase the Proportion of Global Renewable Energy	Clean Energy Generation	- In 2024, a new 1,998 kW rooftop solar power generation system is under construction. Currently, we have a total installed solar power capacity of 3,158 kW - In 2024, a total of 1,344 kWh of self-generated renewable energy was consumed	GRI 302: Energy 2016	4.3 Energy Management	87
 8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and productive employment and decent work for all.	- SDG 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors. - SDG 8.3 Promote Policies to Support Job Creation and Growing Enterprises - SDG 8.5 Full Employment and Decent Work with Equal Pay. - SDG 8.8 Protect Labour Rights and Promote Safe Working Environments.	Promoting Industrial Upgrading	- JIS MARK G 4318 certification was obtained for stainless steel ground bars - Launch of New Products: Premium Mirror Stainless Steel "TS-GPX1" and Advanced Hot Work Tool Steel "TS-GHA1"	GRI 201: Economic Performance 2016 GRI 2: General Disclosures 2021 GRI 403: Occupational Health and Safety 2016	Letter From the Chairman 3.2 Development of New Products and Technologies 5.1 Talent Diversity and Equality 5.2 Talent Attraction and Employee Care 5.4 Safe and Healthy Workplace	3 57 103 106 119
		Employee Recruitment	- The workforce grew by 1% in 2024, with 1.2% of employees being individuals with disabilities. A total of 12 employees with physical or mental disabilities were employed, consistently exceeding the minimum legal requirement of 1%. - Salary was raised by 4% in 2024			
		Occupational Health and Safety	- The Company continued to implement and promote the ISO 45001 Occupational Health and Safety Management System to enhance workplace safety. - Received the Silver Prize in the 5th "Best Companies to Work For" Awards by 1111 Job Bank.			

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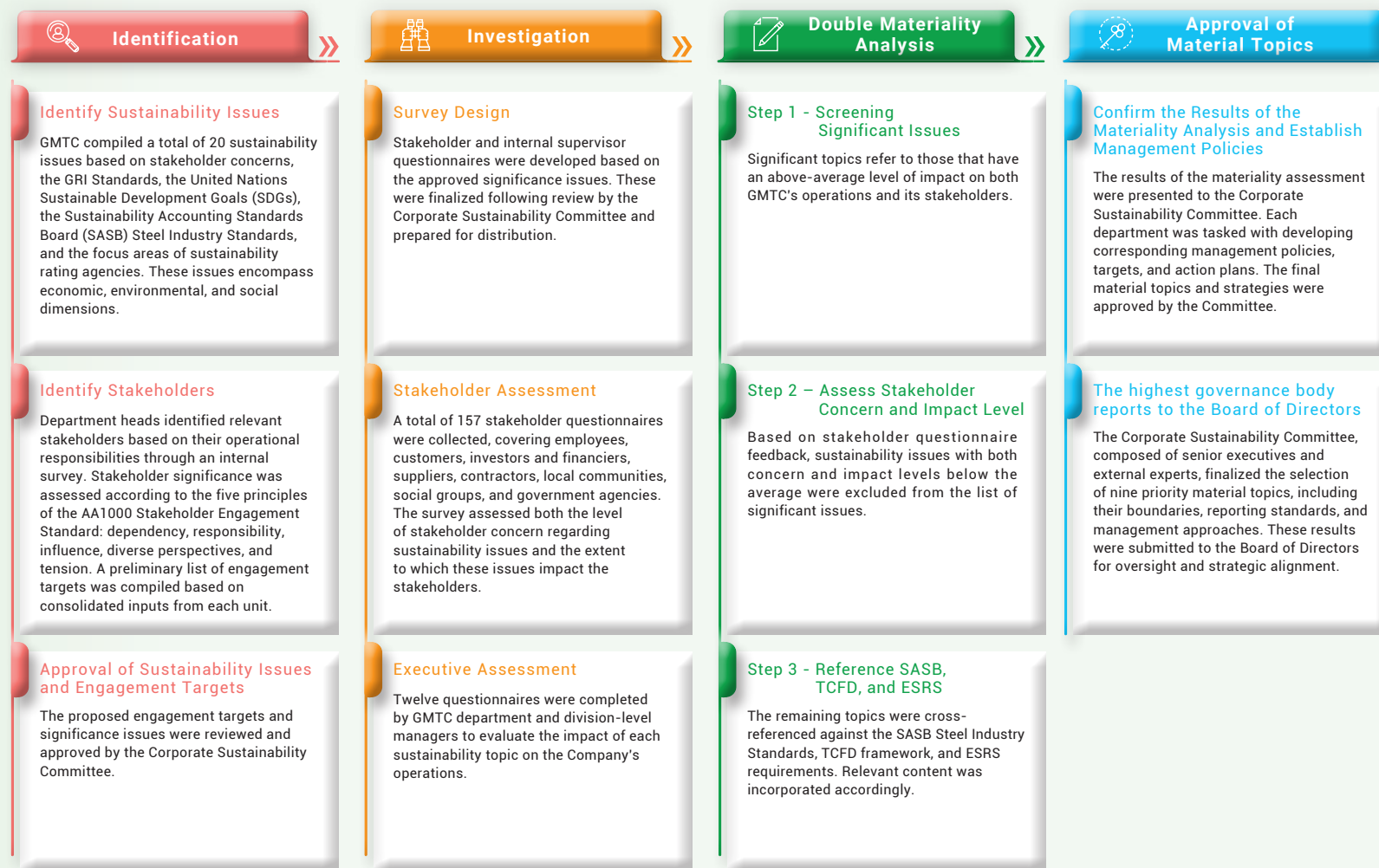
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SDGs	Specific Objectives	GMTC's Sustainable Management	2024 Performance and Highlights	Corresponding to GRI	Corresponding Chapter	Page
 Ensure sustainable consumption and production patterns.	- SDG 12.2 By 2030, achieve the sustainable management and efficient use of natural resources. - SDG 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. - SDG 12.6 Disclosure of corporate sustainability information - SDG 12.7 Promote public procurement practices that are sustainable.	Sustainable Procurement	The Company's raw material input consists primarily of scrap steel and ferroalloys, with scrap steel (including purchased and in-house scrap) accounting for 90% of the total.	GRI 306: Waste 2020 GRI 2: General Disclosures 2021	3.1 Product Quality Management 3.5 Sustainable Supply Chain 3.6 Raw Material Usage 4.6 Waste and Pollutant Management	54 63 67 96
		Sustainable Supplier	All new suppliers are required to sign a self-declaration form confirming compliance with RoHS and REACH regulations.			
		Waste used as resources	- In 2024, the proportion of waste used as resources was 94%, remaining steady compared to the previous year - The recycling rate of hazardous dust waste increased to 21.22% in 2024.			
		Sustainability Report	Suppliers of domestic carbon and stainless steel scrap must implement controls to prevent scrap steel from contaminating or damaging the soil.			
 Take urgent action to combat climate change and its impacts.	- SDG 13.1 Enhance the capacity for disaster resilience and adaptation to climate-related disasters - SDG 13.3 Build knowledge and capacity to address climate change	TCFD	- The Company has established short-, medium-, and long-term carbon reduction targets and identified climate-related risks and opportunities in alignment with the TCFD framework. - In 2024, the Company purchased 400,000 kWh of green electricity for office use in 2025, aiming to increase the overall green energy share.	GRI 201: Economic Performance 2016 GRI 305: Emissions 2016	4.2 Climate-related Information	78
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	SDG 16.6 Develop effective, accountable and transparent institutions	Transparent System	- The Company has fostered a culture of integrity in its operations by implementing strict internal controls and adopting governance policies, including the "Ethical Corporate Management Best Practice Principles" and the "Code of Ethical Conduct". - No internal reports of fraud, bribery, or misconduct were received in 2024.	GRI 2: General Disclosures 2021	2.4 Ethical Corporate Management	32

1.3 Materiality Analysis

In accordance with 2021 version of the GRI Universal Standards, we assessed the significance of the sustainability issues in terms of economic, environmental, and human impacts (including human rights). The assessment also considered their influence on the Company's operations and the level of stakeholder concern. Materiality was assessed from three dimensions. Drawing on the SASB Steel Industry Standards, TCFD, ESRS, and other international frameworks, the Company identified key material topics under the principle of double materiality. These serve as the basis for the disclosures in this report and the formulation of our sustainability strategy.

Process to Determine Material Topics



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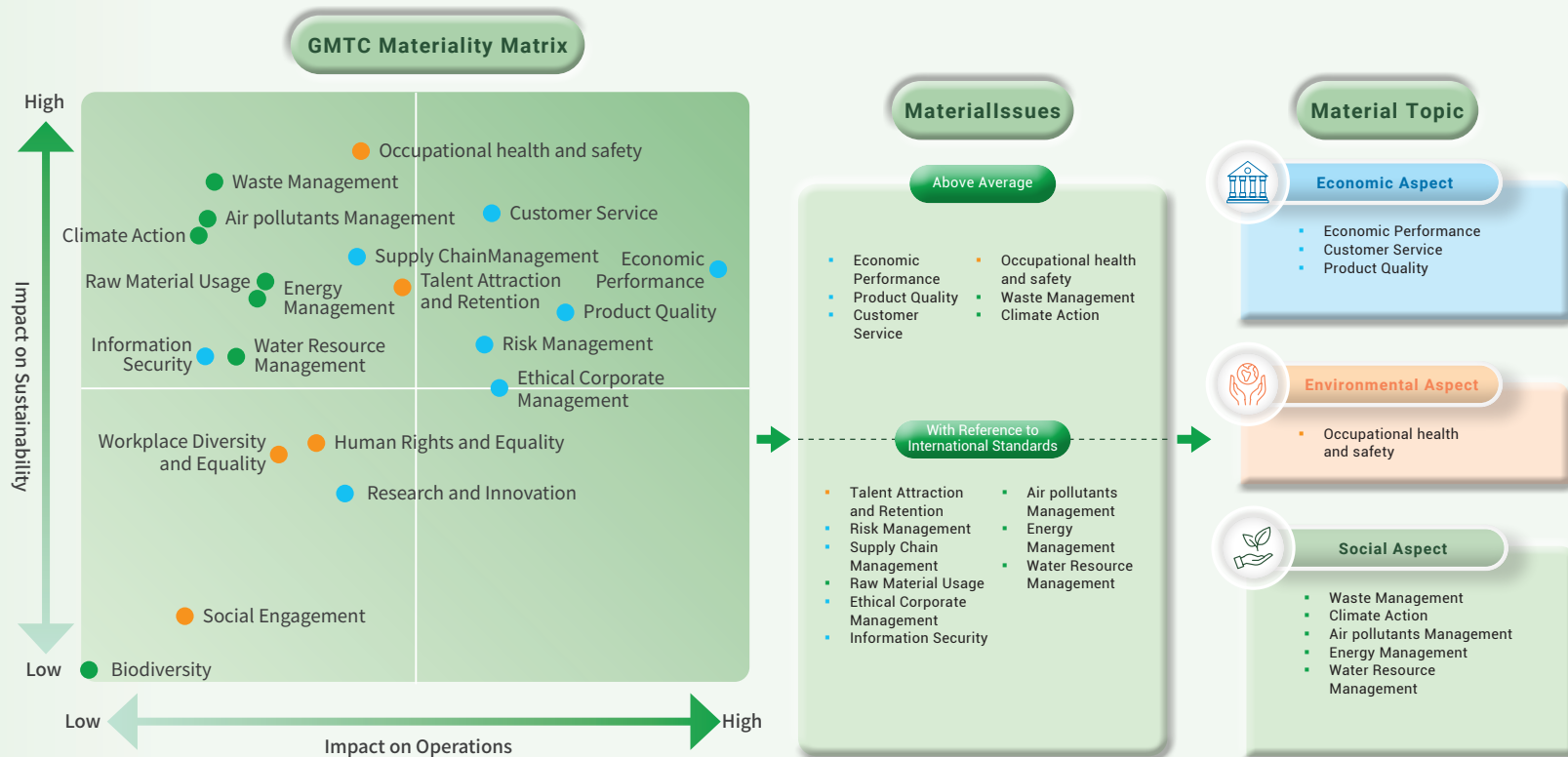
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Material Topics

GMTC assessed the positive and negative impacts of its operations and business relationships on the economy, environment, and society—including human rights. Through internal discussions, the Company identified 20 sustainability issues, which were evaluated using a structured questionnaire. Internal management assessed each topic's impact across four dimensions: revenue growth, customer satisfaction, employee engagement, and operational risk. Eight key stakeholder groups were then identified and engaged to determine the level of concern and degree of influence each issue holds from their perspective.

The Corporate Sustainability Committee reviewed the results and benchmarked the topics against major international frameworks, including the GRI Standards, SASB, TCFD, and ESRS, to finalize the material topics for disclosure and strategy development. Material Topics Identified for 2024: Economic Performance, Customer Service (new in 2024), Product Quality (merged topics), Occupational Health and Safety, Waste Management, Air Pollutant Management, Energy Management, Water Resource Management, Climate Change Action (consolidated topics), Key Adjustments from 2023: Customer Service was introduced as a new material topic due to heightened stakeholder interest., Customer Health and Safety and Marketing and Labeling were consolidated under Product Quality., Transformation Opportunities and Emissions were integrated into Climate Change Action., Information Security, Labor-Management Relations, and Circular Economy were removed due to their lower combined stakeholder relevance and operational impact. The full materiality assessment process—including stakeholder engagement and topic validation—is detailed in the subsequent sections.

Topics with high stakeholder concern and significant business impact were selected as material issues, with reference to and aligned with materiality criteria outlined in SASB, TCFD, and ESRS standards.



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Impact Assessment of Material Topics and Value Chain Comparison

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Issue	Impact	Impact Description	Chapters	Impact Comparison of Value Chain			Reference Guidelines for the Topic GRI/TCFD/SASB
				Upstream	Operations	Downstream	
 Economic Performance	Positive	Economic Aspect: Enhancing operational efficiency creates greater economic value for shareholders, employees, and other stakeholders, with the results further distributed among them.	2.2 Financial Performance		●	●	GRI 201: Economic Performance 2016
	Negative	Economic Aspect: Poor operational management may harm stakeholders' interests and hinder the company's sustainable development.					
 Customer Service	Positive	Economic Aspect: Track market trends, enhance service quality, engage in direct customer interaction, address material-related issues, safeguard customer privacy to prevent data leakage, and improve customer satisfaction.	3.3 Marketing and Customer Service		●		GRI 418: Customer Privacy 2016
	Negative	Economic Aspect: Failure to respond promptly to customer needs may result in the loss of potential business opportunities, affecting the allocation of economic performance. Inadequate customer data management could lead to privacy breaches, causing customer losses and damaging the company's reputation.					
 Product Quality	Positive	Economic Aspect: Adhering to a highly self-disciplined quality policy to improve product quality and boost customer confidence. Environmental and Human (including Human Rights) Aspects: Comply with international regulations on restricted hazardous substances, avoid the use of conflict minerals, and implement non-radiation input inspections to reduce impacts on society, the environment, and human health.	3.1 Product Quality Management	▲	●	▲	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016
	Negative	Economic Aspect: Improper quality management may lead to issues with the materials used by customers, resulting in complaints and affecting customer satisfaction. Environment and People (including Human Rights) Aspects: Poor management may lead to potential impacts on the environment and people (including human rights).					
 Occupational safety and health	Positive	Economic Aspect: Implement the Occupational Safety and Health Management System to ensure stable and continuous company operations. Human (including Human Rights) Aspects: Establish a friendly and supportive work environment that ensures a safe and reliable workplace. Regularly monitor employees' physical and mental well-being to safeguard their rights to work, health, and livelihood, while actively promoting a balanced and healthy lifestyle.	5.4 Safe and Healthy Workplace		●	○	GRI 403: Occupational Health and Safety 2018 EM-IS-320a.1
	Negative	Economic and Human Aspects (including Human Rights): Inadequate management of occupational health and safety may lead to workplace accidents and occupational illnesses, resulting in employee injuries, fatalities, or increased medical costs. These outcomes can, in turn, lead to economic losses for the company.					
 Waste Management	Positive	Economic Aspect: Comply with regulations by implementing proper waste outsourcing and disposal management to avoid penalties from the competent authority and foster a positive corporate image. Environment and Human Rights Aspects: Continuously promote the disposal of waste through reuse methods to reduce the impact of hazardous waste.	4.6 Waste and Pollutant Management		●		GRI 306: Waste 2020 EM-IS-150a.1
	Negative	Economic, Environmental, and Human Aspects (including Human Rights): Improper waste clearance may result in negative impacts on the environment and human health, as well as penalties from the competent authority.					

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Issue	Impact	Impact Description	Chapters	Impact Comparison of Value Chain			Reference Guidelines for the Topic GRI/TCFD/SASB
				Upstream	Operations	Downstream	
 Air Pollutant Management	Positive	Economic Aspect: Comply with regulations and implement air pollution control measures to avoid penalties from the competent authority and foster a positive corporate image.	4.4 GHG Management				GRI 305-6~7 Emissions 2016 EM-IS-120a.1
	Negative	Economic, Environmental, and Human (including Human Rights) Aspects: Improper maintenance of pollution control equipment may reduce emission reduction efficiency, potentially resulting in additional burdens on surrounding communities and the environment, as well as penalties from the competent authority.			●		
 Climate Change Action	Positive	Economic Aspect: Identify climate transition risks and develop transition plans. Leverage product development to capture climate-related transition opportunities and enhance operational performance. Environmental Aspect: Effectively control greenhouse gas emissions to help mitigate global warming.	4.2 Climate-related Information				GRI 201-2 Economic Performance 2016 GRI 305 -1~5 Emissions 2016 Self-defined topic
	Negative	Economic Aspect: If the company fails to take early action in response to climate change, it may face higher future costs related to carbon taxes, as well as negative impacts from asset impairment and operational disruptions. Environmental Aspect: Failure to effectively control greenhouse gas emissions will exacerbate global warming.	4.4 GHG Management	▲	●		
 Energy Management	Positive	Economic Aspect: Continuously planning and implementing energy-saving measures to reduce energy intensity contributes to enhancing operational performance and creating long-term corporate value. Environmental Aspect: Improving energy efficiency helps control greenhouse gas emissions and mitigate global warming.	4.3 Energy Management				GRI 302: Energy 2016 EM-IS-130a.1 EM-IS-130a.2
	Negative	Economic Aspect: Failure to effectively manage energy consumption may lead to additional costs, negatively impacting corporate value. Environmental Aspect: Failure to effectively manage energy consumption may increase greenhouse gas emission intensity, exacerbating global warming.		▲	●		
 Water Management	Positive	Economic Aspect: Enhancing water use efficiency reduces water resource consumption and improves operational stability during dry seasons. Environmental Aspect: Comply with regulations to properly manage effluent discharge and minimize impacts on water bodies.	4.5 Water Resource Management				GRI 303: Water and Effluents 2018 EM-IS-140a.1
	Negative	Environment and People (including Human Rights) Aspects: Improper management of effluent discharge may place a burden on local water bodies and adversely affect the health of surrounding communities.			●		

Note: ● Impact Caused: The organization causes impacts directly through its own activities. ○ Facilitated Impact: The organization's activities cause, promote, or induce another entity to create impacts. ▲ Indirect Impact through Business Relationships: Negative impacts that are directly linked to the organization's business relationships

1.4 Stakeholder Engagement

GMTC has established multiple communication channels to gather and respond to stakeholder feedback. The Company discloses relevant sustainability information with completeness, transparency, and timeliness, based on its materiality analysis.

The ESG Report is compiled with reference to international frameworks—including SASB, TCFD, and ESRS—as well as applicable domestic guidelines, to ensure stakeholders have a clear understanding of GMTC's performance and efforts in advancing corporate sustainability. In accordance with AA1000 Stakeholder Engagement Standard (AA1000SES) under stakeholder engagement.

Stakeholder Concerned Issues and Communication Channels

Stakeholder	Significance	Concerned Issues	Communication Channels and Frequency	Communicating Instructions and Responses	Corresponding Chapter
 Investment and Financing	Every shareholder is capital of the Company. Transparent, accurate, and real time information can help build a good mechanism of trust between shareholders and the Company. GMTC gives back to shareholders through the continuous pursuit of profitable growth.	- Economic Performance - Risk Management - Ethical Corporate Management	- Quarterly Report..... quarterly - ESG Questionnaire annually - Shareholders' meeting, annual report..... annually - Contact of Stocks Affairs..... timely - Contacts of Spokesperson and Deputy Spokesperson timely - MOPS, company website timely - Visit and invite domestic and foreign corporate shareholders on an irregular basis - Participate in investor conferences held by domestic and foreign securities companies on an irregular basis	- Disclosure of material information immediately in Chinese and English, with a total of 84 instances in 2024. - The annual report for the shareholders' meeting and the annual and quarterly financial reports are regularly updated on the company's official website and the Market Observation Post System, so that investors can understand the company's operating status and various operating conditions. - The annual report, meeting handbook, and annual/interim financial reports of the shareholders' meeting are all provided in English to enhance information transparency. - The investor conferences enable investors to understand the Company's operating status. In 2024, we participated in 6 sessions of investor conferences, and 12 welcoming activities for domestic and foreign corporate entities. - Shareholder inquiries are addressed directly through multiple communication channels.	2.3 Corporate Governance Structure 2.4 Ethical Corporate Management 2.5 Risk Management
 Employees	Employees are an important asset of GMTC, and they are also an important partner in the process of realizing corporate sustainability. Providing a friendly, diverse, equal, healthy, and inclusive workplace with training programs that can enhance the competitiveness of GMTC's employees.	- Economic Performance - Talent recruitment and retention - Labor relations - Occupational health and safety - Workplace Diversity and Equality	- Employee complaints channel..... timely - Internal system and announcements timely - Labor-management conference quarterly - Employee Welfare Committee quarterly - Implementation Status of the Environmental Protection and Occupational Safety and Health Committee quarterly - ESG Questionnaire annually - Training and education courses on an irregular basis	- The Company timely communicates with employees via its internal network, and has set up an employee complaint channel to improve two-way communication and achieve mutual growth. - Held four labor-management conferences. - In 2024, achieved a comprehensive salary increased by 4%. - The Occupational Health and Safety/Environmental Management Committee is convened quarterly to promote relevant laws and occupational disaster cases during the meeting, and put forward safety, health and environmental protection-related recommendations and reviews. It organized 24 safety and health training and education sessions and 6 fire drills in 2024. - Engaged external lecturers to provide 36 hours of courses on business and supervisory functions. - Cooperation with Taiwan Steel University of Science and Technology, the "Mechanical and Automation Engineering Master's Degree in Mechanical and Electrical Technology" was established to provide training for 9 existing employees to improve their knowledge of metal materials and manufacturing. (Implementation period: October 2023 to July 2025)	5.1 Talent Diversity and Equality 5.2 Talent Attraction and Employee Care 5.4 Safe and Healthy Workplace

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Stakeholder	Significance	Concerned Issues	Communication Channels and Frequency	Communicating Instructions and Responses	Corresponding Chapter
 Customer	The trust and support of customers are the main drivers for improving product quality and technology, and will continue to boost revenue growth.	- Ethical Corporate Management - Product Quality - Customer Service	- Visits 2-3 times a year - ESG Questionnaire annually - Customer satisfaction survey annually - Company website timely - Second-party certification on an irregular basis - Participate in international industrial forums on an irregular basis - Telephone, email, video conference on an irregular basis	- Timely respond to customer needs and opinions, and conduct customer satisfaction surveys on an annual basis, with reviews and improvements to achieve a win-win situation. In 2024, the average customer satisfaction was 4.3 points. (Out of 5). - Held one product launch conference for domestic customers, with a total of 200 participants and announced the Premium Mirror Stainless Steel TS-GPX1 and the Advanced Hot Work Tool Steel TS-GHA1. - The subsidiary, Golden Win Steel Industrial Corp., held 3 technical seminars for domestic customers, with a total of 311 participants. - Participated in the 2024 Kaohsiung Fastener Show and the Taipei International Smart Mold & Die Industry Fair to enhance product promotion.	2.4 Ethical Corporate Management 3.1 Product Quality Management 3.3 Marketing and Customer Service
 Supplier	GMTC's suppliers play a key role in providing high-quality products, while the Company hopes to build sustainable partnerships with its suppliers, in order to jointly implement corporate social responsibility and create value for its customers.	- Ethical Corporate Management - Product Quality - Economic Performance	- Supplier Evaluation annually - ESG Questionnaire annually - Telephone, email, and fax on an irregular basis - Commitment to social responsibility matters on an irregular basis	- Require new suppliers to commit to social responsibility matters. - Conduct supplier evaluations every year to build long-term cooperative relationships with qualified suppliers. In 2025, 115 key raw material suppliers were evaluated, and A-grade suppliers accounted for 84%. - Assist domestic scrap manufacturers to improve their storage areas to reduce environmental impact. In 2024, all 31 storage areas of carbon steel and stainless steel scrap suppliers met the requirements, with an overall pass rate of 100%.	3.5 Sustainable Supply Chain
 Contractor	GMTC prioritizes the appointment of local contractors, and dedicated efforts to localization. We also require the contractors to follow internal regulations, so as to ensure a safe workplace for contractors.	- Ethical Corporate Management - Product Quality - Economic Performance	- ESG Questionnaire annually - Telephone, email, and fax on an irregular basis - In-plant training and education for contractors on an irregular basis - Entrusted company's commitment to social responsibility matters on an irregular basis	- Require the entrusted company to commit to social responsibility matters. - Advocacy and audits were performed when contractors enter the factory, so as to ensure the safety of operations. In 2024, we conducted cooperative factory training, with a total of 428 sessions and 1,282 trainees.	5.4 Safe and Healthy Workplace
 Government agency	The Company adheres to relevant regulations and laws of governmental institutions, and actively corresponds to the implementation of policies. We dedicated efforts to cooperate with the government, in order to gain its trust and support via transparent and two-way communication.	- Climate Change Action - Occupational health and safety - Social Engagement	- ESG Questionnaire annually - Respond to declarations and related reports as required by the competent authority - Official correspondence on an irregular basis - Review and evaluation by the competent authority on an irregular basis	- We actively provide feedback and perform audits on a regular and irregular basis in cooperation with government agencies, and comply with various laws and regulations. - The Company was ranked among the top 5% of OTC listed companies in the 11th corporate governance evaluation.	2.2 Financial Performance 2.4 Ethical Corporate Management 2.6 Information Security 5.4 Safe and Healthy Workplace

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Stakeholder	Significance	Concerned Issues	Communication Channels and Frequency	Communicating Instructions and Responses	Corresponding Chapter
 Local community	GMTC's operations are closely linked to neighboring communities and industrial areas, maintaining interactive relationships, in order to help promote mutual growth in the community.	- Waste management - Social Engagement	- The Board of Directors and Supervisors Meeting of the Industrial Area Manufacturers Association quarterly - Exchange activities between industrial area manufacturers quarterly - ESG Questionnaire annually	- Organized by the Labor Bureau and co organized by GMTC, Safety and Health family regularly communicates and shares the concept of occupational safety and health every year. Members include iron and steel industry players in the Xinying Industrial Park, Liuying Industrial Park and Tainan City, of which one event was hosted by GMTC on July 9, 2024. - In 2024, a total of NT\$3.53 million was actually invested, in order to create an atmosphere of social harmony and inclusion in aspects such as caring for local places, supporting local culture, environment greening and beautification, and maintaining close family members and harmonious neighbors.	6. Social Engagement 4. Environmental Protection
 Social groups	In promoting sustainability issues, communication and clarification through public-interest organizations are required to conduct more effective and reliable actions.	- Ethical Corporate Management - Customer Service - Information Security - Climate Change Action	- ESG Questionnaire annually - Telephone, email, official correspondence on an irregular basis - General meeting affairs, participation in meetings and activities of related industries and associations on an irregular basis	- Participated in four board and supervisor meetings of the Steel Industry Association, one Southern Regional Members' Meeting, and one General Members' Meeting. Also attended four Stainless Steel Rolling Fellowship meetings, as well as joint participation in the Taiwan-Japan Steel Government-Public Dialogue and the Taiwan-Korea Steel Dialogue Meeting. Additionally participated in one meeting each of the International Affairs Committee Technical Subgroup and the Technical and Standards Research Committee. - Participated in four board and supervisor meetings of the Mold Industry Association, and took part in the planning for the Association's joint exhibition in the Mold Pavilion at the 2024 Taipei Mold Exhibition. - Participated in the annual meetings of the Taiwan Forging Association, the Taiwan Society for Metal Heat Treatment, the Chinese Institute of Mining and Metallurgical Engineers, and The Powder Metallurgy Association of the Republic of China. - Participated in the Die Casting Industry Application Seminar organized by the Diecasting Industry Technology Service Alliance.	2.6 Information Security 3.3 Marketing and Customer Service

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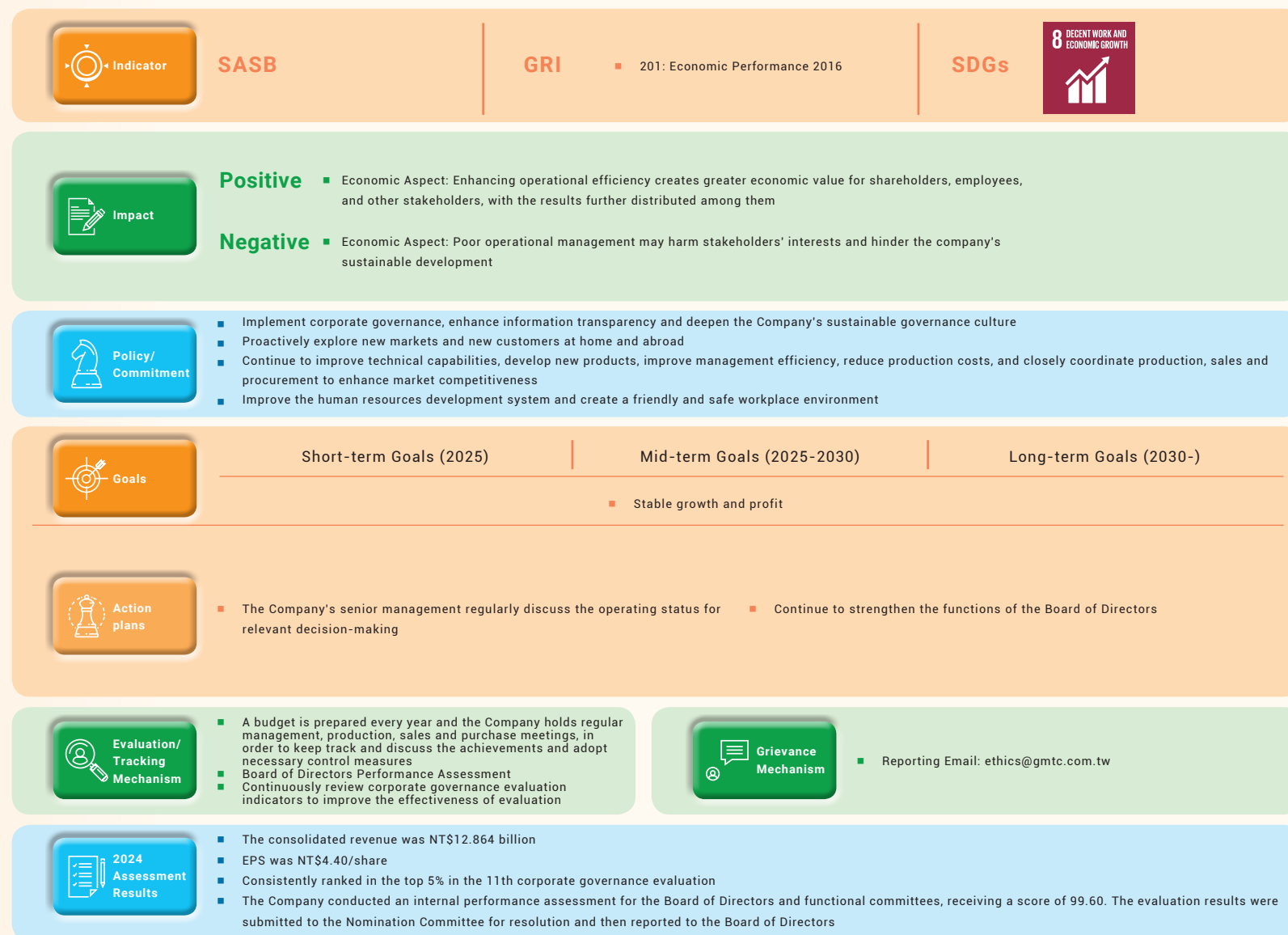
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Management Approach - Economic Performance



2.1 Company Profile



In 2018, GMTC was included in Taiwan Steel Group. The main products of special steel produced include alloy tool steel, high-strength low alloy steel, and stainless steel. The products are mainly round bars and flat bars. We produced more than 200 steel grades, focusing on industrial applications, which are used in environments that require high temperature resistance, high strength, and high corrosiveness. Our main customers are in the aerospace, energy, oil and gas, mechanical, tool and mold industries. We uphold the business philosophy of "Diligent, Professionalism, and Discipline", pursue technology excellence, and in response to market demands, we provide excellent products and services to meet customer needs, with investments to support the customers' business growth.

Company	Gloria Material Technology Corp.
Stock Code	5009
Industry	Iron and Steel Industry
Date of Establishment	April 1993
Capital	NT\$6.02 billion (December 31, 2024)
Chairman	Chiung-Fen Wang
President	Yung-Chang Kang
Main products	Specialty Steel
GMTC output	83,872 mt
Consolidated revenue	NT\$12.864 billion
Subsidiary	Golden Win Steel Industrial Corp. and Golden Win International CORP. (Taiwan) Goldway Special Metal Corp., Zhejiang Jiaxing Xiangyang Metal Materials Technology Co., Ltd., Henan Sihe Co., Ltd. (China) Vietnam Golden Win Steel Industrial Corp. (Vietnam) Alloy Tool Steel, Inc. (USA) Gloria Material Technology Japan Co., Ltd. (Japan) (Refer to P181~189 of the financial statements for details of each subsidiary)
Markets served	- By industry: Aerospace (40%), Oil & Gas (7%), Machinery + Mold + consumer (40%), Energy (7%), Others (6%) - By region: America (27%), Asia (30%), Europe (22%), Taiwan (16%), Others (5%)
Country of operating base	Taiwan, China, Vietnam, USA, Japan
Number of Employees	984
Headquarter	No. 10, Gong 2nd Rd., Liuying Dist., Tainan City, Taiwan (R.O.C.)

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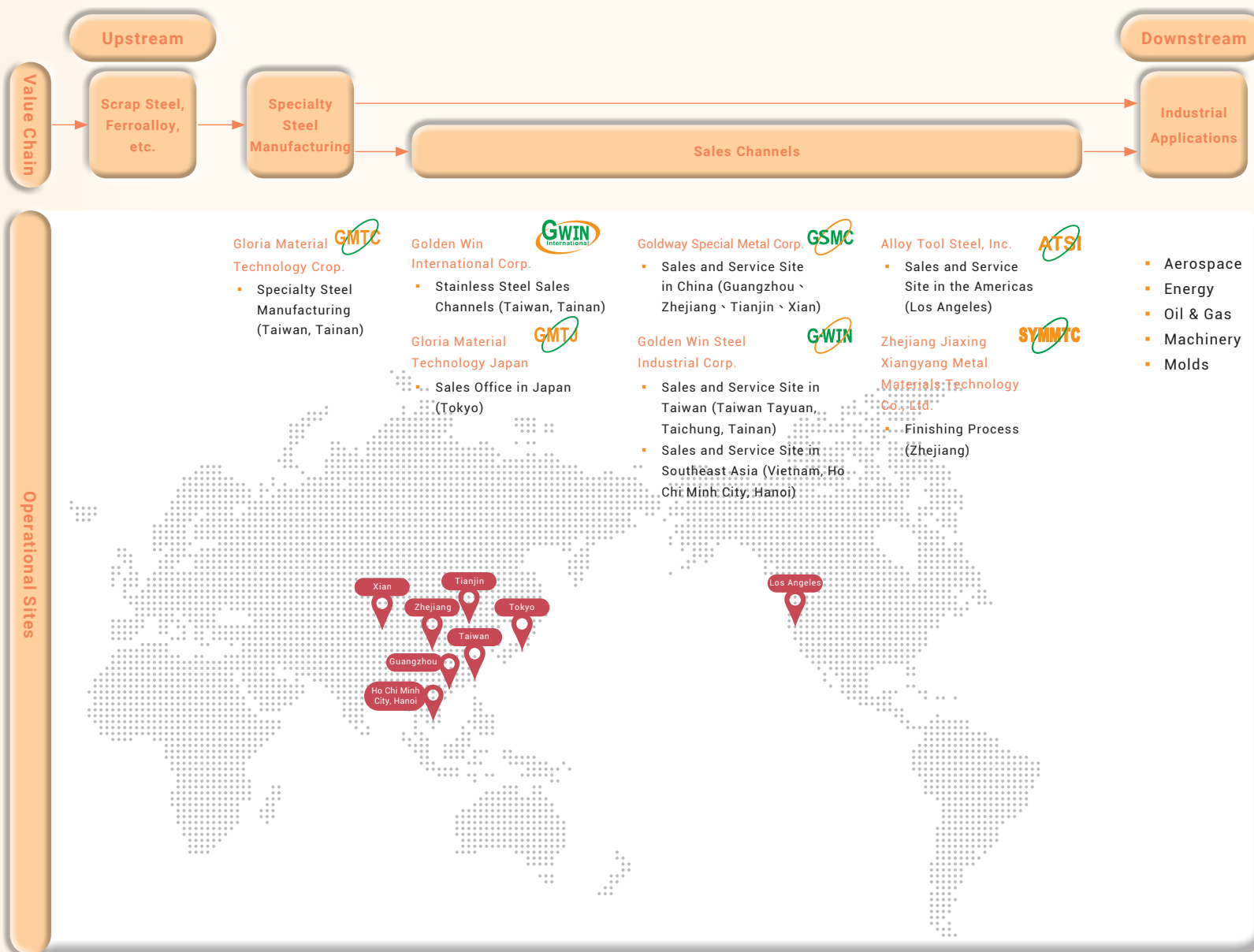
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GMTC Activities, value chain and other business relationships



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2.2 Financial Performance

The consolidated revenue in 2024 was NT\$12,864,438. Net profit after tax in 2024 increased by 9.06% compared to 2023. In accordance with the earnings distribution policy in the Company's Articles of Incorporation, the Board of Directors has passed a special resolution to distribute dividends. For the earnings appropriation of 2024, cash dividends are set at NT\$2.6 per share.

▼ Consolidated Income statement of GMTC in the last three years
(Unit: NTD thousands)

Item	2022	2023	2024
Revenue	12,365,317	13,525,251	12,864,438
Gross margin	3,955,630	3,644,650	3,370,428
Operating income	2,414,961	2,374,232	1,959,596
Pre-tax profit	2,592,521	2,896,244	3,249,952
Net profit	2,098,015	2,395,251	2,612,199

▼ Dividend distribution in the past three years

Item	2022	2023	2024
Earnings per share	4.52	4.66	4.40
Cash dividends	2.37	2.50	2.60
Stock Dividends Appropriated from Retained Earnings	0	0	0
Total	2.37	2.50	2.60

▼ The economic value of GMTC's distribution to its stakeholders in the past three years (Unit: NTD thousands)

Item	2022	2023	2024
Operating cost	7,550,321	9,880,601	9,494,010
Employee wages and benefits	1,280,873	1,416,057	1,388,793
Payments to providers of capital (interest expense and cash dividends)	694,804	1,397,589	1,637,777
Payments to government (income tax)	118,038	485,886	632,197

Note: For social investment, please refer to [Chapter 6 Social Engagement](#)

Government Subsidies

In 2010, the Legislative Yuan passed the Statute for Industrial Innovation, which stipulates in Article 10 that companies may deduct up to 15% of their research and development (R&D) expenditures from their profit-seeking enterprise income tax payable for the current year, subject to a maximum of 30% of the total tax payable. GMTC, in accordance with the Statute, has applied this provision to offset part of its profit-seeking enterprise income tax through eligible R&D investment deductions.

▼ A record of recent government financial subsidies received by GMTC in 2024 (Unit: NTD)

Item	Basis for calculating the subsidy	Applied Amount	Tax Credit Amount
Investment credit	Smart Machinery Investment Tax Credit	1,247,755,719	50,000,000
	R&D Investment Tax Credit	25,137,079	3,770,562

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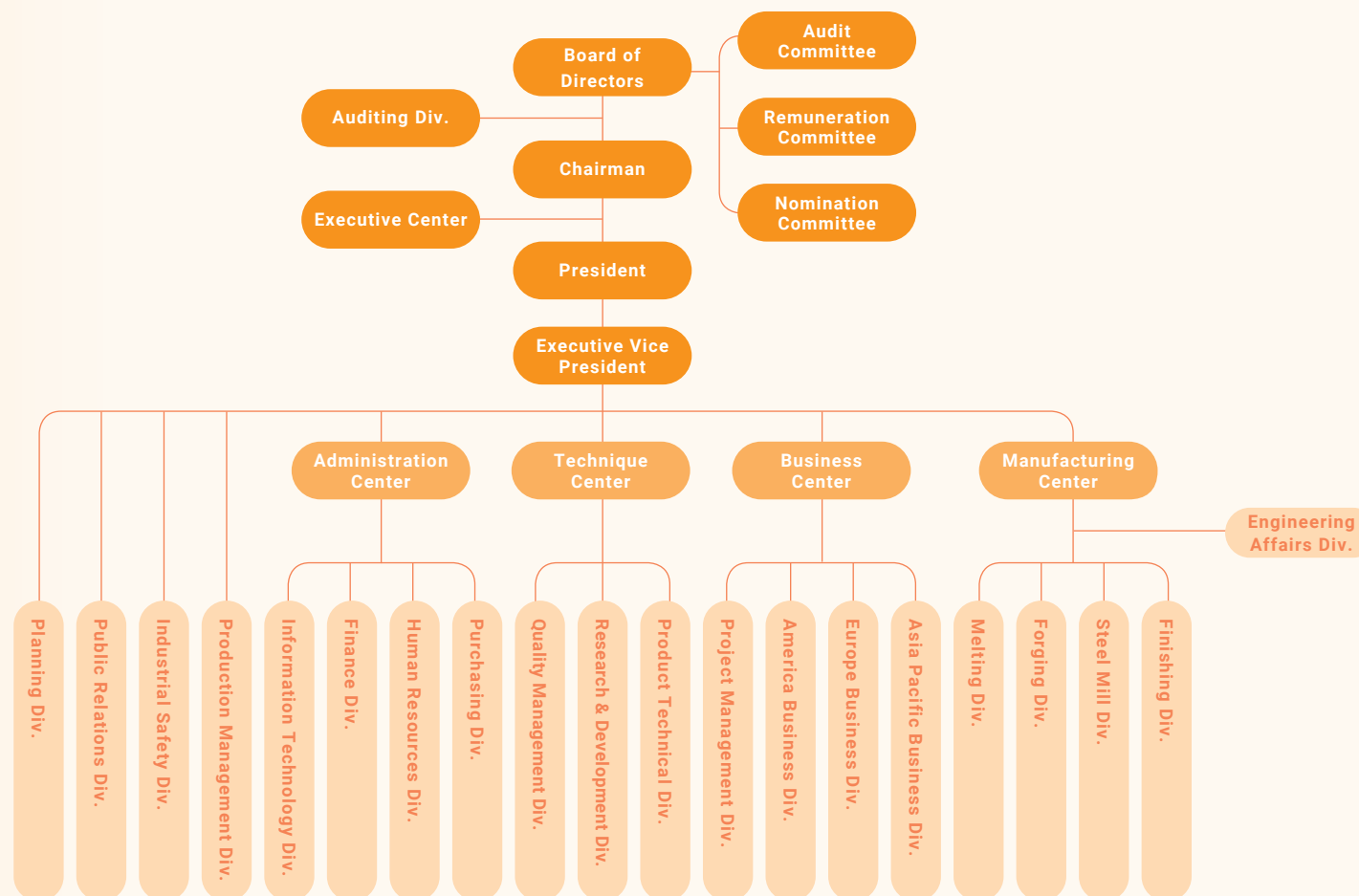
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2.3 Corporate Governance Structure

Corporate Governance System and Operations

In accordance with the Company's Articles of Incorporation, the Company shall appoint 5 to 9 directors, and shall include 4 independent directors starting from the 10th term Board of Directors. The directors shall be elected from among the shareholders with disposing capacity in accordance with the law for a 3-year term. The Company elected independent directors in accordance with the law and formed the Audit Committee on June 6, 2008, and abolished the system of supervisors. The Board of Directors is responsible for the approval of important business-related matters. The chairperson and deputy chairperson of the Board of Directors shall be elected by the directors among themselves by a majority of the directors present at the Board of Directors meeting attended by all directors, and shall be in charge of all business affairs. The Remuneration Committee, Audit Committee and Nomination Committee were established under the board of directors to assist in supervision by the board.

(For the status of corporate governance, please refer to the MOPS and GMTC's official website)



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Board of Directors

In accordance with the Company's Articles of Incorporation, GMTC has established directors and independent directors. The Board of Directors is the highest governance unit of the Company and the center of major business decisions. The Company's Articles of Incorporation expressly stipulate that a candidate nomination system is adopted, and the Board of Directors will conduct a preliminary review on the qualifications and other matters of director candidates nominated by shareholders or directors, and provide the review results to shareholders for reference. The following characteristics of the members of the Board of Directors are considered in order to elect suitable directors.

1. Directors who meet the Company's core values including integrity, responsibility, innovation and decision-making, with professional knowledge and skills which assist the Company's operations and management.
2. Relevant business experience in the industry.
3. Professional background including corporate strategy and management, accounting, finance and law.

In addition to the above considerations, independence and professionalism are particularly valued when selecting independent directors. Their professional capabilities and industry management experience have complementary roles to the development and operation of the Company. External directors, who take a detached position, play a pioneering and balancing role. The members of the Board of Directors undergo annual continuing education. (Refer to P53~56 of GMTC's 2024 Annual Report for details.)

The current term of the Board of Directors is from May 25, 2023, to May 24, 2026. GMTC has appointed 5 general directors and 4 independent directors, including one female member. Independent directors account for more than one-third of the total seats on the Board. For detailed information on each board member, please refer to P16~19 of GMTC's 2024 Annual Report for details.

Demographic Information	Classification	Proportion
Gender	Male	89%
Gender	Female	11%
Age	Aged 29 or younger	—
Age	Aged 30–50	11%
Age	Aged 51 or older	89%

Note 1: Refer to P16~19 of GMTC's 2024 Annual Report for details.

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The State of Operations of the Board of Directors

According to the Company's Articles of Incorporation, a Board meeting is held at least once every quarter to supervise the implementation of business plans, present of financial statements, as well as audit reports and follow-up reports. A total of 9 Board meetings were held in 2024, and the average in-person attendance (excluding proxy) of all directors was about 93.59%. In addition, the CPAs are invited to explain and discuss the audits of the annual report every year, in order to fully understand the Company's financial status. Important corporate regulations of the board are disclosed in the annual report in the investors' section of the Company's official website. The important corporate regulations such as the Company's Articles of Incorporation, Corporate Governance Best Practice Principles, and Regulations Governing the Establishment of an Internal Audit Department are available for public search.

Board of Directors Performance Assessment

To implement corporate governance and improve board function, the Company's board of directors passed the amendment of the Rules for Performance Assessment of Board of Directors on August 13, 2020, which stipulates that the performance assessment of internal committees shall be conducted once a year, and external board performance assessment shall be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years. The annual evaluation results will be disclosed on the Company website.

In 2022, the Company engaged the Taiwan Corporate Governance Association to conduct an external performance evaluation of the Board of Directors, resulting in the issuance of a certificate and an evaluation report.

In 2024, the Company conducted an internal performance assessment for the Board of Directors and functional committees, receiving a score of 99.60. The evaluation results were submitted to the Nomination Committee for resolution and then reported to the Board of Directors.

Continuing Education for Directors

To encourage the Company to arrange for new or re-elected directors (including independent directors) to continuously enrich their knowledge, the Company has established "Key Points of Continuing Education for Directors" to encourage directors to improve their professional knowledge, corporate governance, and group knowledge of sustainable development. Regarding continuing education, the directors shall participate in the training courses held by external organizations, while the Company shall discuss with the accounting firm on the arrangement of suitable training projects. In 2024, the directors and chief corporate governance officer completed the number of training hours required for course training. (Refer to P53~56 of GMTC's Annual Report for details.)

Board Members' Recusal due to Conflicts of Interest

In order to avoid the conflict of interests of directors, all of the Company's newly appointed directors must sign a consent form, indicating that they will abide by the provisions of Article 23 of the Company Act, and shall have loyalty and exercise the due care of a good administrator in conducting the business operation of the Company. In addition, Article 32 of the Company's Corporate Governance Best Practice Principles and Article 16 of the Rules of Procedure for Board of Directors Meetings also clearly stipulate the directors' avoidance of conflicts of interest for strict compliance.

In 2024, there are a total of 13 proposals related to the conflict of interests of board members, and a total of 2 directors have avoided the conflicts of interest.

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Remuneration Committee

The Remuneration Committee is convened by independent director Chin Cheng Chien. In June 2019, all three members are independent directors, which meet the requirements of the competent authority. A total of 4 remuneration committee meetings were held in 2024, which help the board of directors in the implementation and evaluation of the overall remuneration and employee benefits, as well as the remuneration for directors and managerial officers. (For the remuneration for directors, please refer to P26~27 of GMTC's 2024 Annual Report.)

Remuneration of Directors and Senior Managers

The remuneration for directors includes monthly salary, reward, traveling allowance, and expenses for the execution of business. According to the Company's Articles of Industry, the Board of Directors is authorized to determine the amount of compensation to the Directors of the Company based on the Directors' level of operational participation as well as the value of the contribution. The standard terms in the industry shall also be considered and shall not exceed the standard of the highest salary level stipulated in the Company's payment method. The Company's Articles of Incorporation also stipulates that no more than 5% of profits shall be allocated as remuneration for directors. In accordance with the Company's Remuneration Committee Organizational Rules, the remuneration for directors is paid in accordance with the Company's Regulations Governing Remuneration of Directors and Functional Committee Members.

The remuneration of senior managers mainly includes employee dividends, performance bonuses, year-end bonuses and salaries, and is measured in terms of the achievement rate, profit margin, operating efficiency, contribution, etc., based on the Company's overall operating performance, industrial future business risks, and development trends. After consideration, the proportion of their remuneration is calculated, and a reasonable remuneration is provided.

The Remuneration Committee reviews the above-mentioned remuneration of directors and senior managers. The personnel unit provides meeting materials with the list of payments, the principle (including scope and method) of the payments, and lists the remuneration of each director and senior managers for directors' review.

In addition to reviewing the payment of remuneration, the adjustment of the remuneration structure was reviewed at the beginning of this year based on the actual business conditions, the general industry standards, and related laws and regulations. After the approval by the Remuneration Committee, it was submitted to the Board of Directors for resolution.

GMTC's Remuneration Policies

1. If the Company reports a profit for the year, no less than 1% shall be allocated for employee compensation. In addition, up to 5% of the said profit may be allocated as remuneration for the directors, subject to a resolution by the Board.
2. Performance evaluations and compensation should be based on prevailing industry standards and take into account the rational alignment with individual performance, the company's operational results, and potential future risks.
3. The proportion of short-term performance bonuses granted to directors and managers, as well as the timing of certain variable compensation payments, will be determined based on GMTC's business conditions.

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Audit Committee

The Company's Audit Committee shall be convened by Independent Director Chin-Cheng Chien, and is composed of 4 independent directors. In 2024, 8 audit committee meetings were held, with the aim 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. A material asset or derivatives transaction
5. A material monetary loan, endorsement, or provision of guarantee
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

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 was convened by independent director Chun-Hsiung Chu, and consists of four independent directors and one director. During 2024 the Nomination Committee convened two meetings in total. With the authorization of the board, the nomination committee shall faithfully exercise due care of a good manager, and submit proposals to the board of directors for discussion:

1. Formulation of the standards of professional knowledge, technology, experience, gender, and other diversified backgrounds and independence rules and standards required for board members and senior managerial officers, which shall be the basis for the search, review, and nomination of candidates of directors and senior managerial officers.
2. Establishing and developing the organizational structure of the board and each committee, and assessing the performance of the board, each committee, and each director and senior executive and the independence of the independent directors.
3. Establishing and reviewing programs for director continuing education and the succession plans of directors and senior executives regularly.
4. Establishing corporate governance guidelines of the Company to strengthen the corporate governance system and practices, and protect the rights and interests of stakeholders.

2.4 Ethical Corporate Management

GMTC has established the Ethical Corporate Management Best Practice Principles, Codes of Ethical Conduct, Work Rules, Procedures for Handling Material Inside Information, and Regulations Governing Reports of Illegal, and Unethical or Dishonest Conduct Cases, in order to regulate business activities which are at a higher risk of being involved in unethical behavior, with preventive measures to encourage internal and external personnel to report unethical behavior or illegal conduct, and implement ethical corporate management.

The Ethical Corporate Management Best Practice Principles prohibits unethical behavior of directors, managerial officers, employees, or persons with substantial control capabilities, in the process of engaging in business activities, they must not directly or indirectly provide, promise, request or accept any improper benefits or commit other dishonest acts that violate integrity, lawlessness, or breach of fiduciary duty in order to obtain or maintain benefits. The term "benefits" means any money, gift, commission, position, service, preferential treatment, kickback, or any other item of value in whatever form or name.

The Work Rules clearly stipulate that employees are prohibited from accepting any improper gifts, bribes, banquets, or any form of donations. With the establishment of principles and systems, we can effectively avoid potential dishonest behavior, and reduce relevant risks. To ensure the practice of ethical corporate management, in addition to regular audits of legal and internal compliance through the Audit Office, we have also created a complaint channel for internal and external stakeholders to utilize. We will respond quickly to correct operational deficiencies and ensure service quality, and maintain positive interactions with stakeholders.

The Accounting Department of the Finance Division is responsible for promoting the Company's ethical corporate management goals. A report on the implementation of ethical management in 2024 was submitted to the Board of Directors on January 21, 2025. The content is as follows:

1. Advocacy of ethical corporate management (including prevention of insider trading): 1 advocacy meeting.
2. Violations of ethical corporate management: 0 violation reports, 0 self-audited violation.
3. Protection and avoidance of conflict of interests by stakeholders:
 - (1) Employee communication: Held four labor-management conferences
 - (2) Evaluation of qualified suppliers: 1 supplier evaluation was conducted.
 - (3) Communication with shareholders and investors: The Company held 4 investor conferences, 1 annual general meeting and 11 Board meetings, and hosted 12 domestic and foreign investor meetings.
 - (4) Conflict of interests: 13 cases of recusal from the Board of Directors.

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Anti-corruption

GMTC evaluates whether each operating site is located in a high-risk area for anti-corruption based on the global Corruption Perception Index (CPI) compiled by Transparency International. If the operating site is located in a high-risk area for anti-corruption, relevant anti-corruption training and education must be strengthened.

Corruption-related risk assessments conducted in 2024 indicated that the corruption-related risks of all hubs are in the low-to-medium risk area; however, the Vietnamese subsidiary is located in Vietnam with a lower-than-average score. It is expected that the Company will reinforce its ethical corporate management and anti-corruption promotion efforts, and actively prevent the occurrence of the risk of misconduct.

▼ An analysis of the operating locations that conducted a corruption risk assessment in 2024

Corruption risk assessment	
Number of operations conducted	16
Total number of operating locations	16
Percentage	100%

Note 1: According to the reporting boundary of this report, operating locations are defined as the headquarters and major sales locations of subsidiaries around the world, including subsidiaries in the U.S., Japan, China, Vietnam, Samoa, Seychelles, Mauritius, and Taiwan.

The reporting of unlawful persons is the responsibility of the Company and its subsidiaries. If any personnel of the Company or subsidiaries commit any crime, commit fraud, or violate financial-related laws and regulations, or act in violation of the Company's Ethical Corporate Management Best-Practice Principles, you may report the crime to the Company and subsidiaries via email.

> Reporting Email (Public Relations Office): ethics@gmtc.com.tw

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The Company's Code of Integrity explicitly prohibits the provision of illegal political contributions. Employees must ensure that any direct or indirect donations to political parties, organizations engaged in political activities, or individuals comply with the Political Donations Act and relevant internal procedures. The use of political contributions to obtain commercial benefits or competitive advantages is strictly forbidden. Furthermore, the personal political preferences of employees, senior management, and directors must not be considered in any company decisions. As of December 31, 2024, the Company has not engaged in any lobbying activities related to public policy nor made any political donations.

Legal Compliance

To ensure adherence to international legal and regulatory requirements, GMTC continuously monitors global regulatory developments and legislative trends. The Company has implemented a comprehensive compliance assessment system encompassing applicable laws, policies, and regulations. This system is designed to assist each department in effectively complying with relevant standards across operational, environmental, and occupational safety domains. In 2024, GMTC proactively identified, evaluated, and managed regulatory requirements related to its business activities, environmental protection, and workplace health and safety. These efforts reflect GMTC's commitment to balanced disclosure and transparency, in alignment with the GRI Universal Standards 2021.

While a total of five environmental violations occurred in 2024, none were deemed material in nature. For each case, appropriate corrective and preventive measures were promptly implemented, as summarized below:

Environmental Penalty Cases				
Plant Area	Description	Improvement Measures	Amount (NTD)	
Xinying Plant	Dust emissions were observed at the slag storage site. During machinery operation (slag crushing), a noticeable amount of particulate matter was released beyond the storage area. In addition, significant dust accumulation was found along vehicle pathways where water spraying had not been applied, causing dust to become airborne when vehicles or pedestrians passed. In areas that had been watered, mud clumps were formed.	I. A dust control net was installed on the perimeter wall of the slag yard to prevent dust from spreading beyond the facility.	NT\$	225,000
		II. Procured a water-spraying vehicle to enhance road surface watering within the plant, thereby reducing dust generated by vehicle movement.		
Xinying Plant	During an inspection of the forging plant on the southern side of the facility, it was found that roof replacement work was in progress. An excavator was performing demolition activities without adequate dust control measures and without equipment for the collection and treatment of particulate pollutants, resulting in significant dust dispersion into the air.	I. Installed corrugated panels to contain dust and deployed water trucks daily to suppress dust emissions. II. Continuously monitor the status of surrounding micro-sensor particulate matter; if readings exceed thresholds, construction activities will be temporarily suspended.	NT\$	255,000
Liuying Plant	The volume of water discharged exceeds the approved limit, and operations have not been conducted in accordance with the approved water management measures.	Operations have been conducted in accordance with the approved water management measures.	NT\$	10,000
Liuying Plant	Equipment within the facility was operated without being listed on the approved air pollution permit, and the air pollution control equipment was not documented in accordance with the permit requirements.	An application for amendments to the air pollution control permit has been submitted, and records are being maintained in accordance with permit requirements.	NT\$	100,000
Liuying Plant	The layout of the newly established waste storage area does not match the site plan specified in the waste clearance documentation.	Modification of the Waste Clearance Document has been completed.	NT\$	6,000
Liuying Plant	During the transportation of alloy raw materials, particulate pollutants were not fully and effectively collected and treated, resulting in their dispersion.	Improvements to the alloy raw material transportation system have been completed.	NT\$	150,000

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In 2024, there were a total of four incidents violating the Occupational Safety and Health Act. The relevant descriptions and corrective measures are as follows:

Occupational Safety and Health-Related Penalty Cases			
Description	Improvement Measures	Amount (NTD)	
Employers must implement necessary measures such as rope binding, protective nets, barriers, height restrictions, or changes in stacking to prevent collapse, falling, or dropping of materials during handling, stacking, or disposal. Additionally, access to these areas by unauthorized personnel is prohibited.	Primary Cause: The east side of the central pipe placement lacks anti-tilt protection. Improvement: 1. Installation of Anti-Tipping Devices on the East Side 2. The guidelines require that the equipment be placed within the designated area and its stability confirmed before the operator is allowed to leave.	NT\$	100,000
Employers must install equipment to prevent falling objects in workplaces where such risks exist, and must provide safety helmets and other protective equipment for workers to wear.	Primary Cause: Personnel were impacted by flying debris. Improvement: 1. Add a confirmation item for the use of protective equipment to the lathe inspection checklist in the SOP. 2. If any non-factory-processed components require repair, maintenance personnel must be notified for evaluation and approval before the work can proceed. 3. Added new splash protection measures to lathes	NT\$	100,000
During maintenance and adjustment operations, a designated supervisor should be appointed to oversee and direct the work.	Primary Cause: Personnel were struck by a fixed crane. Improvement: 1. Infrared sensors have been installed to detect proximity; when an object approaches within 3 meters of another fixed crane, the system automatically stops to prevent collision incidents. 2. Install maintenance curtains and verbally notify nearby personnel. Additionally, assign one supervisory staff member on the ground to ensure real-time monitoring and control of the designated safety work area.	NT\$	100,000
The employer failed to install protective nets or enclosures on fan blades that may pose a hazard to workers.	Primary Cause 1: The belt guard was loose. Improvement: If the belt guard is found to be loose, the power should be turned off to stop operation. It may only be restarted after maintenance has been completed. Do not perform any repair work while the machine is in operation. Primary Cause 2: Insufficient protective coverage of the fan guard. Improvement: It is recommended to increase the protective coverage of the fan guard to prevent personnel's fingers from being caught in the machinery.	NT\$	100,000

Note 1: The definition of a significant violation is based on the "Guidelines for Determining Significant Violations of Environmental Protection, Labor, or Food Safety and Sanitation Laws in Cases Involving Tax Incentives, Subsidies, or Rewards," issued by the Industrial Development Administration, Ministry of Economic Affairs.

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2.5 Risk Management

In order to promote the Company's stable operation and sustainable development, GMTC has established a sound risk management mechanism to identify, accurately assess, effectively monitor, and strictly control risks within acceptable scope as early as possible. In 2021, the Company promulgated "Risk Management Policy and Procedures" approved by the Board of Directors as the highest guiding principle of risk management and for the Board of Directors, Audit Committee, Corporate Sustainability Committee, and all business units to implement. Its purpose is to promote the sound operation of the Company to reasonably ensure the achievement of the Company's strategic goals.

Risk Management Policy

The risk management policy of the Company and its subsidiaries is defined in accordance with the overall operational guidelines of the Company to identify various types of risks, establish mechanisms for early identification, accurate measurement, effective supervision, and strict control of risks, within an acceptable range of risk, to prevent potential losses. The Company continuously monitors the developments in international and domestic risk management systems to review and improve this policy, and adjusts and enhances the best risk management practices in response to changes in the internal and external environment, in order to improve the effectiveness of the Company's risk management execution and safeguard the interests of the Company, its employees, shareholders, and stakeholders.

Risk Governance Framework

The highest governing bodies for risk management and control – the Board of Directors and the Audit Committee

The Board of Directors and the Audit Committee serve as the highest governing bodies for risk management. Leveraging their extensive industry insights and experience in risk control, the Board members consider business strategies and the overall environment to approve risk management policies and frameworks, while overseeing the effective operation of risk management mechanisms. The Audit Committee supervises risk management, reviews its implementation, and guides resource allocation accordingly. In addition, the Audit Committee approves risk management policies and frameworks and oversees the effective operation of risk management mechanisms.

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First Line—Operational Risk Ownership

Each operational unit functions as the first line of defense, bearing primary responsibility for identifying, assessing, and mitigating risks within its respective domain. Unit supervisors are accountable for managing risks associated with their operations. To ensure company-wide consistency in risk governance, GMTC has established a dedicated Risk Management Execution Team. This team is responsible for developing and implementing risk management mechanisms, facilitating coordination across departments, and overseeing monthly risk reviews. It also reports on risk planning and control measures to the Corporate Sustainability Committee and follows up on resolutions assigned by the Board of Directors, the Audit Committee, or the Corporate Sustainability Committee.

Second Line—Risk Management and Compliance Oversight

The Corporate Sustainability Committee acts as the second line of defense by reviewing risk issues submitted by the execution team and reporting quarterly to the Board of Directors. The Committee supports the promotion of risk management strategies and collaborates with each functional department to implement risk control initiatives in alignment with their operational mandates. In addition, it proactively monitors global environmental and industry trends to identify emerging risk factors and develop mitigation measures.

Third Line—Independent Audit

The Audit Office, operating under the Board of Directors, serves as the third line of defense. It conducts independent audits of the Company's risk management systems and internal controls. Audit findings are reported to senior management, offering timely insights into actual or potential control weaknesses and ensuring compliance with internal risk policies and procedures.

Culture of Risk Awareness

GMTC emphasizes embedding risk awareness into the daily operations of all departments. In addition to business-related risks, the Company clearly delineates responsibilities for risk control and actively cultivates a company-wide risk management culture to enhance enterprise resilience.

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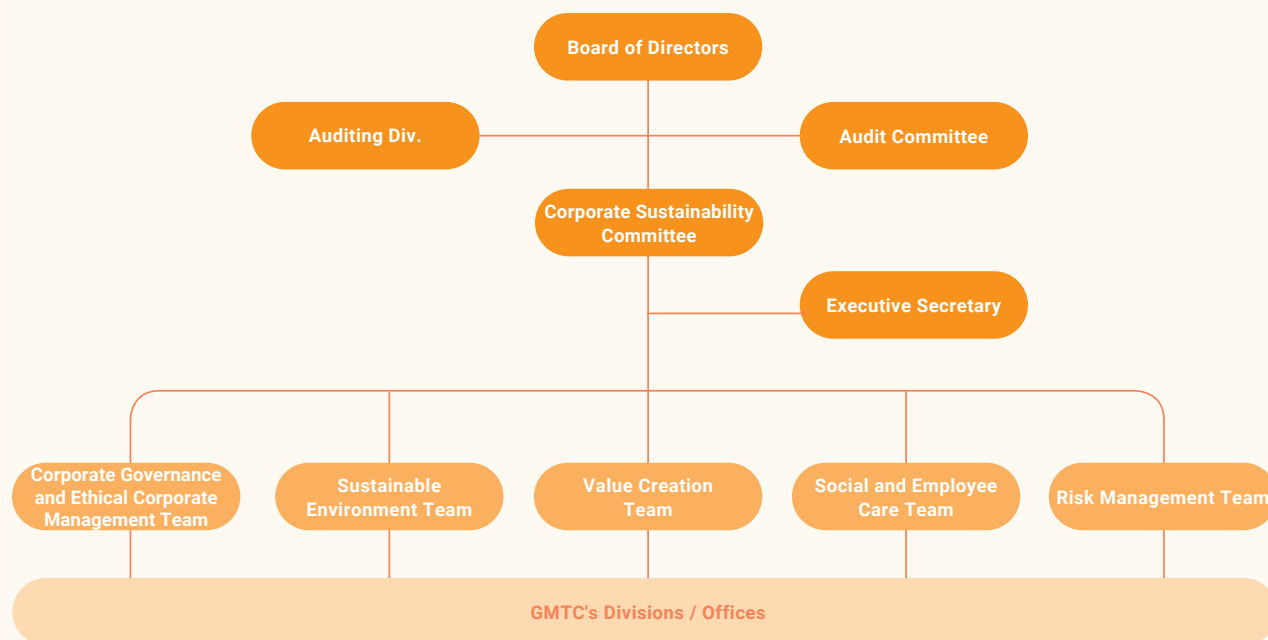
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Risk Governance Structure

The Company's Board of Directors is the highest decision-making and supervisory unit for risk management. The Corporate Sustainability Committee under it takes charge of related business operations. The Committee has a risk management team and a convener. Each committee team and business unit regularly conducts risk factor identification and risk control on the Company's potential risks and pays attention to global environmental and industrial changes.

The risk management team is responsible for establishing the operational mechanism of the Company's risk management and promoting the risk management process. It reviews the risk management status every month and tracks its implementation, as well as regularly makes plans and implements control reports to the Corporate Sustainability Committee. It also regularly reports the annual risk assessment results and risk management operations to the Board of Directors and the Audit Committee, and organizes joint efforts to implement corporate risk and crisis management.

Risk Management Organization



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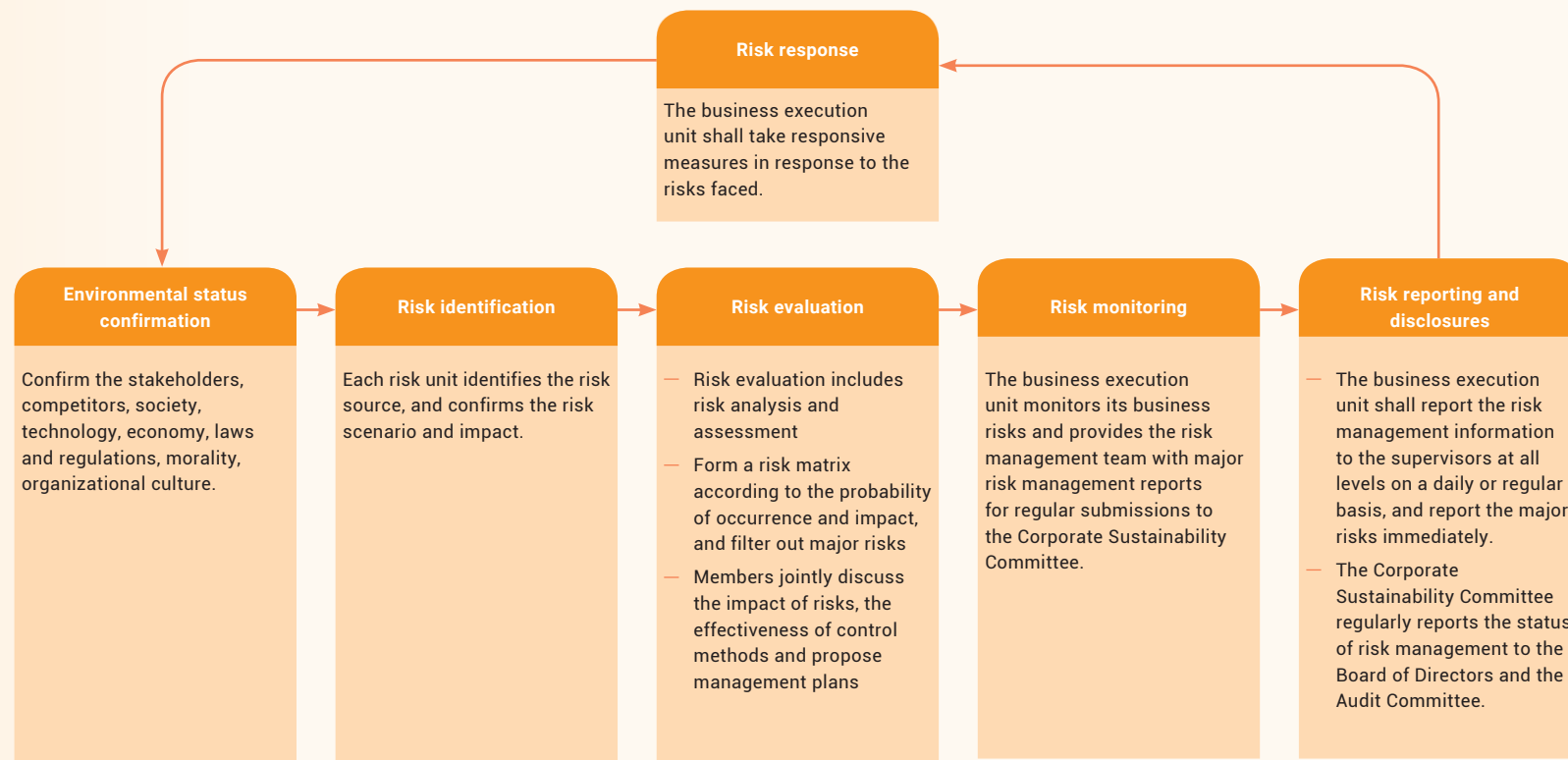
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Risk Management Policy and Process

GMTC's reference to ISO 31000: The 2018 risk management system established the risk management framework process, including: Confirm environmental status, risk identification, risk analysis, risk evaluation, risk treatment, risk monitoring and review, and follow the PDCA management cycle to make continuous improvement and risk reduction.

The Risk Management Team and the teams of the Corporate Sustainability Committee keep a close eye on the development of international and domestic risk management systems. We have reference to the WEF_2024 Global Risks Report, the COP Climate Summit trend and resolutions, ESG stakeholder engagements, and SASB Steel Industry Risks of Significant Concern, and considered the latest international and domestic risks and emerging issues through the risk management process to identify and analyze key risks faced by the Company, and explicitly focus on issues of "uncertainty" to promote the organizational effectiveness and continuous risk management performance, and ensure that it is achievable. When promoted through a process based mechanism, it is internalized in the Company's daily management and spread to the members of the organization, thereby forming a risk management culture.



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Risk Management Operations in 2024

1. The annual risk report for 2023 was submitted to the Corporate Sustainability Committee on January 3, 2024.
2. The semi-annual risk report for 2024 was submitted to the Corporate Sustainability Committee on July 18, 2024.
3. The 2024 risk assessment was launched by the Risk Management Team on September 2, 2024, during which the convener of each group of the Corporate Sustainability Committee and the risk management unit self-assessed major risk topics.
4. The 2025 risk assessment results and the 2024 risk execution results were reported to the Corporate Sustainability Committee on October 17, 2024.
5. The 2025 risk assessment results and the 2024 risk execution results were reported to the Audit Committee and the Board of Directors on October 31, 2024.
6. Tracked the control results of monthly material risks for 2024.

Risk Management Scope and Control Strategy

To reduce the impact and influence of internal and external risks, the Company evaluates the likelihood of risk events and severity of operational impacts based on the characteristics of its business operations. The Company classifies risks into four major categories: "supply chain risks", "management risks", "environmental risks", and "other risks", and follows the aforementioned risk management processes to effectively manage and monitor these potential risks, aiming to mitigate their impact and achieve sustainable operations. The control strategies for each risk category are summarized in the table below:

Aspects	Type of Risk	Potential Risks	Management and Control Strategies
Supply chain risks	Supply risks	Risk of Work Stoppage Caused by Material Shortage	- Build relationships with more than two suppliers to supply key raw materials. - Regularly keep track of the consumption and storage progress. - Maintain adequate safety stock. - Internally, the Company's relevant units convene discussion meetings to determine the feasibility of amendments to scrap steel specifications. - Research alternative ingredient solutions in advance.
		Supplier delivers out-of-specification raw materials	- Formulation of clear acceptance specifications for raw materials. - Implement incoming inspection. - Build relationships with more than two suppliers to supply key raw materials. - Establish a safety stock. - Establish in-house/outourced correction and handling capabilities.
	Operating risk	Failure of 2nd party quality system certification	- Arrange MPP audits on a regular basis. - Obtain and maintain 3rd party audit certification.
		Failure of 3rd party quality system certification	- SOP review on a regular basis. - Internal audits on a regular basis.
		Product Return Due to Quality Abnormality	- Regular arrangement of product/process audits. - Regularly arrange quality meetings to review and follow up on the improvement status.
		Inability to Accept Orders Due to Insufficient Technical Capability	- Renovation and optimization of machinery. - Install new machinery. - Improve communications with industry professionals.
	Demand risks	Product Quality Affected by Equipment Abnormalities	- Regular equipment inspection and regular quality follow-up. - Manufactured with alternative equipment.
		Has not yet achieved sales target	- Discuss contingency plans through weekly meetings related to order collection. - Strengthen the timely update of market conditions through meetings before the stock market opens.

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Aspects	Type of Risk	Potential Risks	Management and Control Strategies
Management Risk	Operating Risk	Loss of grassroots technicians	- Understand the willingness of employees and describe job roles before job transfer. - Develop various recruitment packages, introduction bonuses, transport allowances, and company share for talent retention. - Improve pay structure and raise monthly salary.
		Loss of equipment engineers	- Formulate SOP related to equipment maintenance. - Establish equipment maintenance log. - Improve equipment management system.
	Occupational safety risk	Fire disaster risk	- Fire drills. - Routine equipment maintenance and inspection.
		Risk of epidemic diseases	- Anti-pandemic measures in the factory. - Encourage vaccination.
Environmental Risk	Macroeconomic Risk	Interest Rate Risk	- Short-term financing by use of commercial promissory notes and bank loans with low-interest rates. - 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 (major risk)	- 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. - Focus on natural hedging and the spot market, and use derivatives such as currency forwards for hedging. - Mitigate foreign exchange rate risks by stringent control of the major capital expenditures and capital transfers that cause significant changes in foreign exchange positions.
	Commercial and Market Risks	Strengthening Labor Regulations	Legal compliance
		No timely amendments in response to changes in labor-related laws and regulations	Appoint dedicated personnel to keep track of recent laws and real-time news on a regular basis.
		Occupational Safety Incident Risk	- Implement safety and health training and education. - Handle the abnormalities detected during on-site inspections. - Emergency response drills.
		Trade Barrier Risk	- Apply for tariff exemption in various countries. - Market development in other countries with duty-free or lower tariffs.
	Disasters	Strict environmental regulations and emission standards (Material Risk)	- Regular maintenance of control equipment. - Use of clean energy fuels.
		Earthquake Risk	Hold evacuation drills.
		Natural Disaster Risks (wind disasters, floods)	- Inspection, drainage, pumping and cleaning of the drainage ditch on a regular basis. - Establish an emergency preparedness team and hold meetings before the rainy season and typhoons.

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Aspects	Type of Risk	Potential Risks	Management and Control Strategies
Other Risks	Information Security Risk	Ransomware Attacks and Social Engineering Risks	- Deploy endpoint antivirus software. - Account permission management. - Conduct social engineering drills on a regular basis. - Deployment of firewalls, intrusion detection equipment and SPAM. - Gradually deploy MDR on endpoints, and entrust an MDR information security monitoring vendor to monitor and warn of information security events. - Enhance employees' information security awareness through training and education.
		Risks of Personal Data Leakage and Software Infringement	- Regularly conduct website and system Vulnerability Assessment and penetration testing. - Implement system privilege control. - Strengthen information security publicity to increase employees' information security awareness. - Prevent employees from illegally installing software.
	Climate Risk	Implementation of carbon pricing mechanisms in various countries (Material Risk)	- Inventory the source of carbon emissions from each production process. - Optimize processes and equipment to reduce carbon emissions. - Use of clean energy fuels. - Continuously monitor the implementation methods and legislative processes of carbon taxes in other countries, such as the United States and the United Kingdom.

2.6 Information Security

To protect the information assets and privacy of the Company, customers, and partners, GMTC has successfully completed and passed the ISO 27001:2022 re-evaluation certification process by the end of 2024. The certifying body is AFNOR Asia Ltd. This ensures the continued validity of the ISO 27001:2022 certification. By ensuring the effectiveness of the certification, relevant operations are implemented. It uses the PDCA (Plan-Do-Check-Act) cycle management to track and improve information security goals and effectiveness. GMTC follows ISO 27001:2022 management system guidelines to plan and execute information security policies and enhances employee information security awareness through training courses, creating a robust security network to ensure the protection of confidential information of the Company, customers, and partners, achieving the goals of GMTC's information security and sustainable operations.

In addition, in order to obtain external information security intelligence or share relevant information security intelligence, the Company has joined Taiwan Information Security Alliance (CERT/CSIRT Alliance) of Taiwan Cyber Risk Management and Coordination Center (TWCERT/CC). Members strengthen the Company's information security structure by sharing information security intelligence.

Information Security Policy

"Enhancing Information Security Awareness", "Ensuring Business Continuity"

To ensure that GMTC's various information security management systems are effectively implemented, operated, monitored, and continuously maintained, and to protect the confidentiality, integrity, and availability of the company's critical information systems, the Company has issued this information security policy. This policy provides clear guidelines for employees in their daily work, protecting their rights and interests. It is expected that all employees understand, implement, and maintain this policy to achieve the Company's operational goals.

Enhance Information Security Awareness

Supervise and educate all employees to implement information security in the spirit of self-discipline, autonomy and mutual prosperity, establish the concept of "Information Security is Everyone's Responsibility", and continue to conduct appropriate information security education and dissemination every year to raise information security awareness. If there is any violation of the relevant regulations on information security, the responsible personnel will be held accountable according to the relevant regulations on personnel rewards and punishments.

Ensure Business Continuity

All employees of the Company thoroughly implement the information security management system to protect various information assets from risks such as data leakage, destruction, or loss due to external threats or improper management by internal personnel. To an acceptable level, we continue to monitor, review and audit the information security management system to ensure the continuous operation of various information systems and achieve the goal of sustainable operation.



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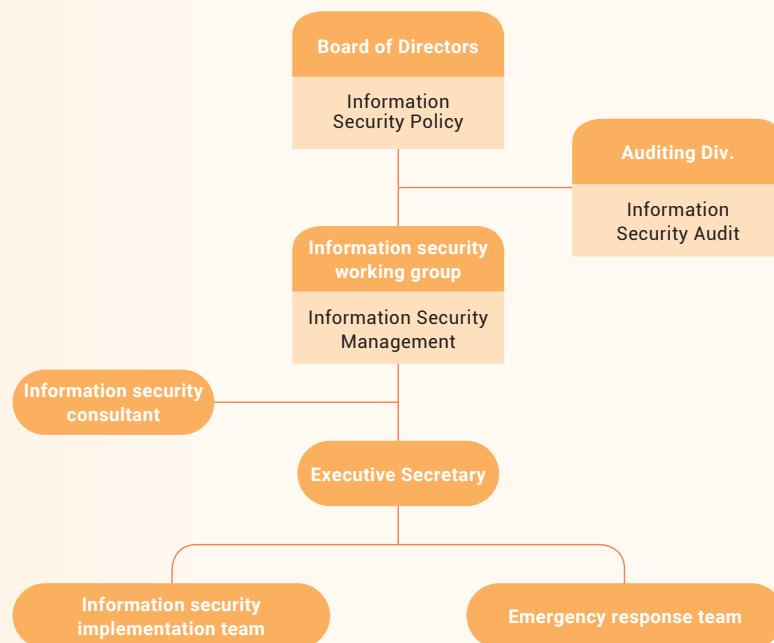
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Information Security Organizational Structure

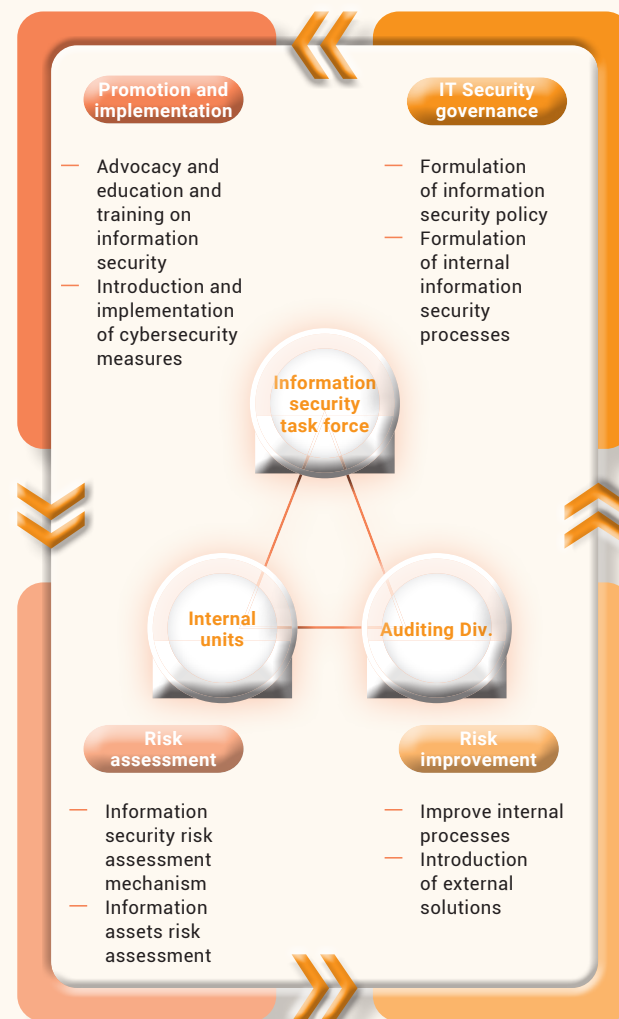
As per the requirements of the competent authorities, GMTC has reported to the Board of Directors to set up a dedicated information security supervisor and information security personnel, and completed the submission to the competent authorities, as well as complied with the ISO 27001: 2022 management system to establish an information security working group (a total of 9 responsible members), responsible for formulating internal information security policies, planning and executing information security operations, promoting and implementing information security policies, and regularly reporting to the Board of Directors on the Company's information security governance profile.

The Auditing Div. is the unit that supervises information security supervision. It has an audit officer and full-time auditors responsible for supervising the implementation of internal information security. If any defects are found during the audit, the audited unit will be requested to propose relevant improvement plans immediately, and improvement results are regularly tracked to reduce internal information security risks.



Information Security Risk Management

Organizational operations - The PDCA (Plan-Do-Check-Act) method is adopted to achieve circular management, so as to ensure reliability, and make improvements to achieve targets.



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Information Security Management Measures

GMTC reviews the internal information security standards on a regular basis, and report to the board of directors the status of information security governance. The Company also conducts risk assessment in compliance with the international standard ISO 27005, analyzing the internal risk according to asset value, weakness, threat and impact, and formulating security improvement measures based on the risk assessment results, in order to improve the overall cybersecurity environment.

Specific management measures:

Information Security Management Measures		
Type	Remarks	Relevant procedures
Authority	Management measures for personnel account, authority and operational behavior	- Personnel account access management and review - Regular inventory count of personnel account access
Access control	Control measures for the access of external systems and data transmission channels	- Internal/external access channel management and control measures - Control measures for data leakage
External threat	Possible weaknesses in the internal systems, poisoned pipelines and protective measures	- Host/computer vulnerability detection and updates - Virus protection and malware detection
System availability	System availability status and handling measures for service interruptions	- System/network availability monitoring and reporting mechanism - Response to service interruptions - Data backup, local/remote backup system - Regular disaster recovery drills

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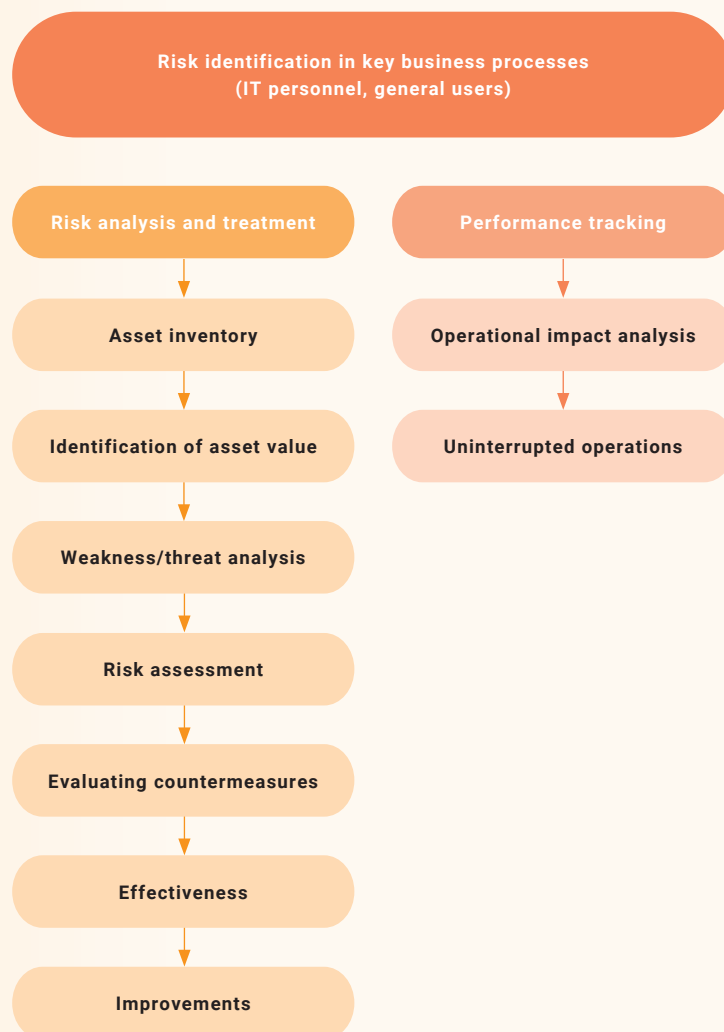
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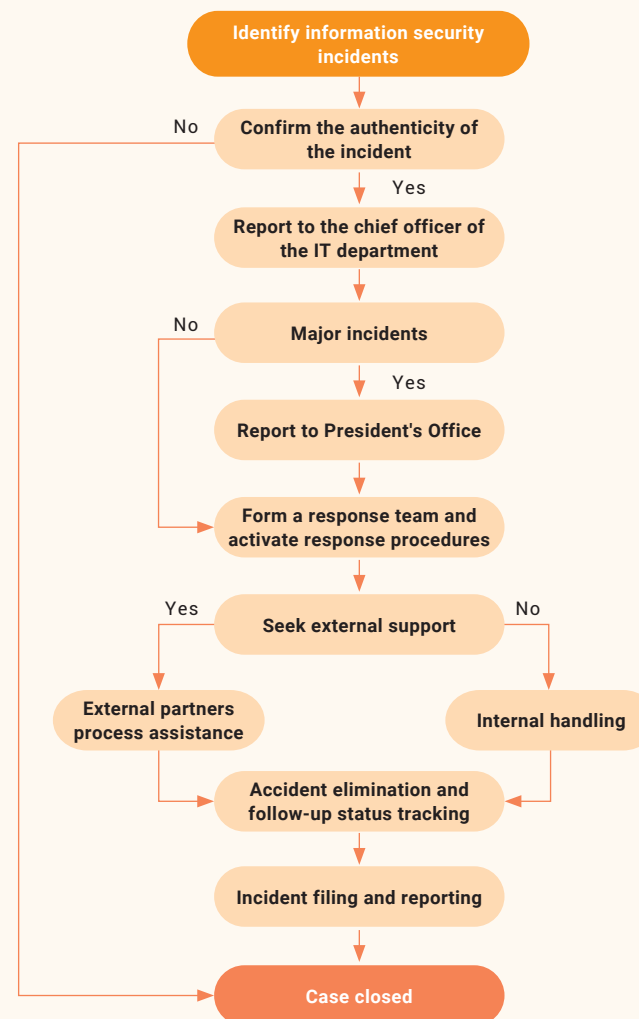
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Information Risk Assessment Process



IT Incident Reporting Procedures

The Company has established a standard procedure for reporting information security incidents. In the event of such an incident, the Information Security Working Group will act as the designated reporting contact. The incident must be resolved within the defined target response time. After resolution, a thorough review and analysis will be conducted, and corrective actions will be proposed to prevent recurrence.



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Social Engineering Email Test in 2024

The most common method of social engineering attacks within enterprises is the use of email as a means of infiltration. GMTC collaborated with professional vendors to conduct social engineering simulation exercises, aiming to strengthen employees' information security awareness regarding suspicious emails. Upon completion of the tests, the Company provided targeted information security training focused on social engineering. Employees were reminded to remain vigilant, avoid clicking on emails from unknown sources, and stay alert to potential information security threats in order to prevent such attacks.

Start Time	End Time	Number of emails tested	Total number of tested accounts	Total number of test emails sent	Number of accounts that clicked the hyperlink	Number of accounts that opened the attachment	Hyperlink click rate	Attachment open rate
08/26/2024	09/09/2024	2	100	200	0	10	0.00%	10.00%

2024 System Vulnerability Assessment

In addition, GMTC continues to conduct vulnerability scanning of its systems. In the 2024 vulnerability scan, a total of 9 low-level, 11 medium-level, 0 high-level, 2 critical, and 114 informational vulnerabilities were identified. For the vulnerabilities that can be patched or corrected, appropriate remediation measures have been implemented. Furthermore, several vulnerabilities are expected to be addressed in conjunction with relevant system upgrades in 2025. At that time, another scan will be conducted to track the improvement status. Through this continuous cycle and the implementation of the Information Security Management System (ISMS), we are committed to strengthening our cybersecurity defense measures to reduce operational risks posed by external threats.

2024 Information Security Training

Course type	Course title	Course hours (hrs)	Target	Remarks
Internal training	Information Security Awareness	3	All Employees	"Information Security Awareness" has been incorporated as a mandatory course in our company's annual internal training program for all employees
Internal training	Social engineering information security protection	3	Personnel who failed the social engineering drill	Provide training to employees with lower awareness of social engineering attacks to enhance their cybersecurity awareness
External training	CYBERSEC 2024	8	Information Security Personnel	
External training	Information Security Practices and Technologies (SPT)	8	Chief Information Security Officer	Organizer: Computer Skills Foundation

Information Security Incidents

Under the current information security policy, no significant information security incidents affecting the company's operations occurred in 2024:

Item	2024	Remarks
External destruction, data theft, or virus threat incidents	0	No related incidents occurred in 2024
Information System Anomalies or Equipment Malfunctions Affecting Operational Events	0	No related incidents occurred in 2024
Information security alert	1	The Taiwan Cybersecurity Response Team (TWCERT), in collaboration with the Taiwan Hackers Conference (HITCON) ZeroDay vulnerability reporting platform, reported a vulnerability on our official website. This site is an outdated version managed by an external vendor, with all associated servers and data handled externally and not hosted within our internal network. After the report, the external vendor promptly addressed the issue, patched the vulnerability, and took the outdated website offline. No customer or personal data was compromised, and the incident did not affect the company's operations.

2.7 Intellectual Property Management

To enhance its intellectual property (IP) governance, GMTC has established the Intellectual Property Management Regulations in accordance with Taiwan's Patent Act, Trademark Act, Copyright Act, and Trade Secrets Act. These regulations support the protection of proprietary innovations—particularly in the creation and design of GMTC's own specialty steel brands—and foster a culture of innovation.

Beginning in 2024, GMTC implemented the Taiwan Intellectual Property Management System (TIPS) and, for the first time, received TIPS Level A certification on November 4, 2024. The certificate is valid until December 31, 2025.

Following a structured assessment of internal and external risks, stakeholder expectations, and material sustainability issues, GMTC has developed an Intellectual Property Management Manual as the operational foundation for IP governance. The Company actively promotes this system internally to improve IP acquisition, protection, maintenance, utilization, and innovation incentives.

The Intellectual Property Management Regulations were formally approved by the Board of Directors on October 28, 2022. These regulations apply to all types of IP—patents, trademarks, copyrights, and trade secrets—and cover GMTC employees (including temporary and contract workers) as well as external collaborators involved in R&D projects.

GMTC's Intellectual Property Management Policy

The intellectual property rights covered by this regulation include patents, copyrights, trademarks, and trade secrets

1. Strengthen the protection and management of the company's intellectual property rights to ensure that the use and application of trademarks do not infringe upon the intellectual property rights of others;
2. Enhance all employees' awareness of intellectual property management and strengthen the understanding of trade secrets;
3. Safeguard the company's registered trademarks and business interests;
4. Protect the company's research and development achievements and commercial interests;
5. Patent and trademark management protects the company's rights and maintains its competitive advantage;
6. Continuously optimize the regulations and resources required for the intellectual property management system;
7. Attract outstanding innovative talent to strengthen the company's intellectual property capabilities.

(For detailed information, please refer to the [Company's Intellectual Property Management Regulations on the official website](#).)



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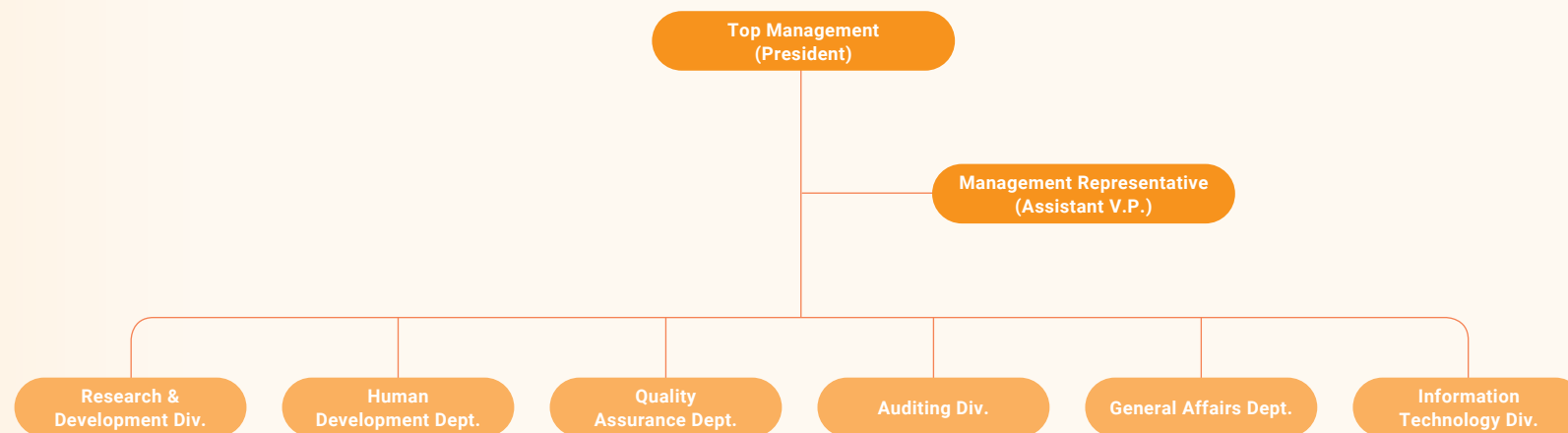
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Intellectual Property Management Organization

Aligned with its business strategy, GMTC formulates intellectual property (IP) management policies, objectives, and systems, and ensures their effective implementation. At least once a year, the Company submits a report on the IP management plan and its execution outcomes the President serves as the highest level of management within the Company.— and discloses this information on its official website or in the annual report.

The Intellectual Property Management Organization is responsible for implementing the Company's IP policies and achieving related objectives. Its organizational structure is outlined below:



The President serves as the highest level of management at GMTC, supported by the Assistant Vice President, who is responsible for coordinating and overseeing the Company's intellectual property (IP) management operations. The Research & Development Division is tasked with trademark development, as well as the planning and execution of IP-related control reports. It also submits the annual intellectual property management plan and its implementation results for disclosure.

The Human Development Department designs employee management systems and ensures the enforcement of IP-related safety protocols during hiring, employment, and offboarding processes. The Quality Assurance Department is responsible for managing and preserving electronic documents related to intellectual property, as well as overseeing the associated preservation mechanisms. The General Affairs Department manages the receipt and dispatch of external documents. The Auditing Division supports risk assessments for the IP management system under the Research & Development Division. The Information Technology Division oversees access logs for server rooms and manages applications for internal data access permissions.

Communication channels have been established to facilitate collaboration among internal departments via telephone, email, meetings, and cross-functional working teams. External stakeholders and third parties may also contact the Company through telephone, email, or meetings. All inquiries and feedback are addressed and responded to by the appropriate departments.

Regulations on Handling Intellectual Property Disputes

The Company has clearly established Regulations on Handling Intellectual Property Disputes to prevent infringement on others and protect the Company's intellectual property rights, thereby minimizing damages caused by disputes and safeguarding the Company's interests and reputation. In the event of a dispute, the Human Development Dept. will report to the President and initiate subsequent dispute resolution procedures.

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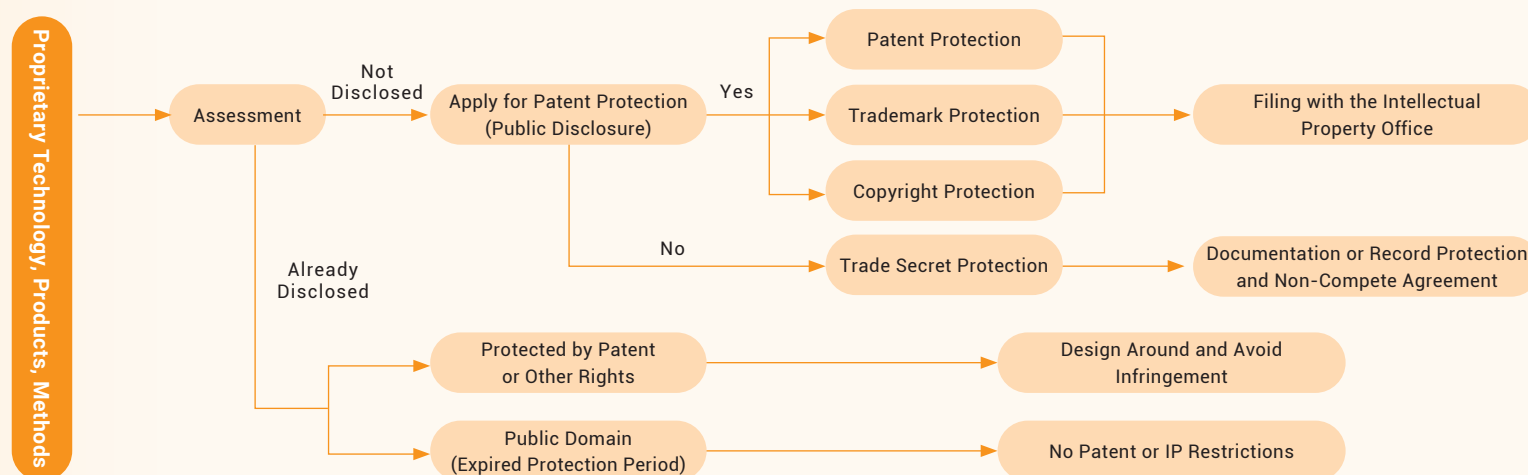
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Implement Intellectual Property Management

Control and Operational Procedures for Intellectual Property Rights



2024 Intellectual Property Management Execution Report

Item	Management Objectives	Execution Results
1	Before August 2024, the relevant responsible units reviewed and revised the current intellectual property management system, including the intellectual property rewards management regulations, employment and resignation management regulations, and internal audit-related management regulations, as part of the intellectual property management system documentation.	In response to intellectual property management, GMTC has established a management system, resulting in the creation of eight new internal documents and the revision of five existing internal documents.
2	Before August 2024, the Research & Development Div. conducted at least two sessions of intellectual property education and training.	In 2024, two training sessions were conducted, targeting both responsible personnel and general staff, with a total of 53 participants completing the training
3	By August 2024, the Research & Development Div. was to submit at least one internal proposal for a new steel trademark to enhance the Company's brand image	Passed the on-site review on November 4, 2024, and was listed in the official verification approvals by the end of December of the same year
4	Achieved TIPS Level A Certification in 2024	A new trademark proposal has been submitted internally, with plans to file an external application in 2025

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Objectives and Incentive Measures

GMTC currently holds nine registered trademarks and continues to actively maintain them. Rooted in the Company's commitment to localized production and its mission to give back to Taiwan through integration with the Taiwan Steel Group, this philosophy underpins GMTC's ongoing efforts to expand its trademark application capacity.

To promote intellectual property development, GMTC has established internal incentive measures to encourage employees to obtain IP-related certifications—such as those for patents and trademarks. These reward mechanisms are formally documented in internal policies and are designed to increase employee participation and the overall volume of intellectual property applications.

Intellectual Property Education and Training Promotion

To enhance employees' awareness and understanding of intellectual property (IP), GMTC prioritizes training for departments most closely involved with IP matters, such as the Research & Development Division and the Human Development Department. In 2024, a total of 53 employees from these key departments participated in internal training programs.

Two IP training sessions were held during the year. All participants—including current employees and new hires—were required to complete and sign the Employee Intellectual Property Rights Declaration and Consent Form. In addition, IP compliance is reinforced during exit interviews with departing employees to help ensure the protection and retention of the Company's intellectual property rights.

The intellectual property education and training content for 2024 is as follows:

Course type	Course title	Course hours (hrs)	Number of Participants
External training	TIPS Taiwan Intellectual Property Management System and Corporate Governance Intellectual Property Compliance Training Course	24	2
Internal training	TIPS Intellectual Property Management Personnel Training	2	8
Internal training	TIPS Intellectual Property Management Basic Personnel Training	2	43
Internal training	New Employees - Orientation Training	0.5	28



▲ TIPS Certification Ceremony

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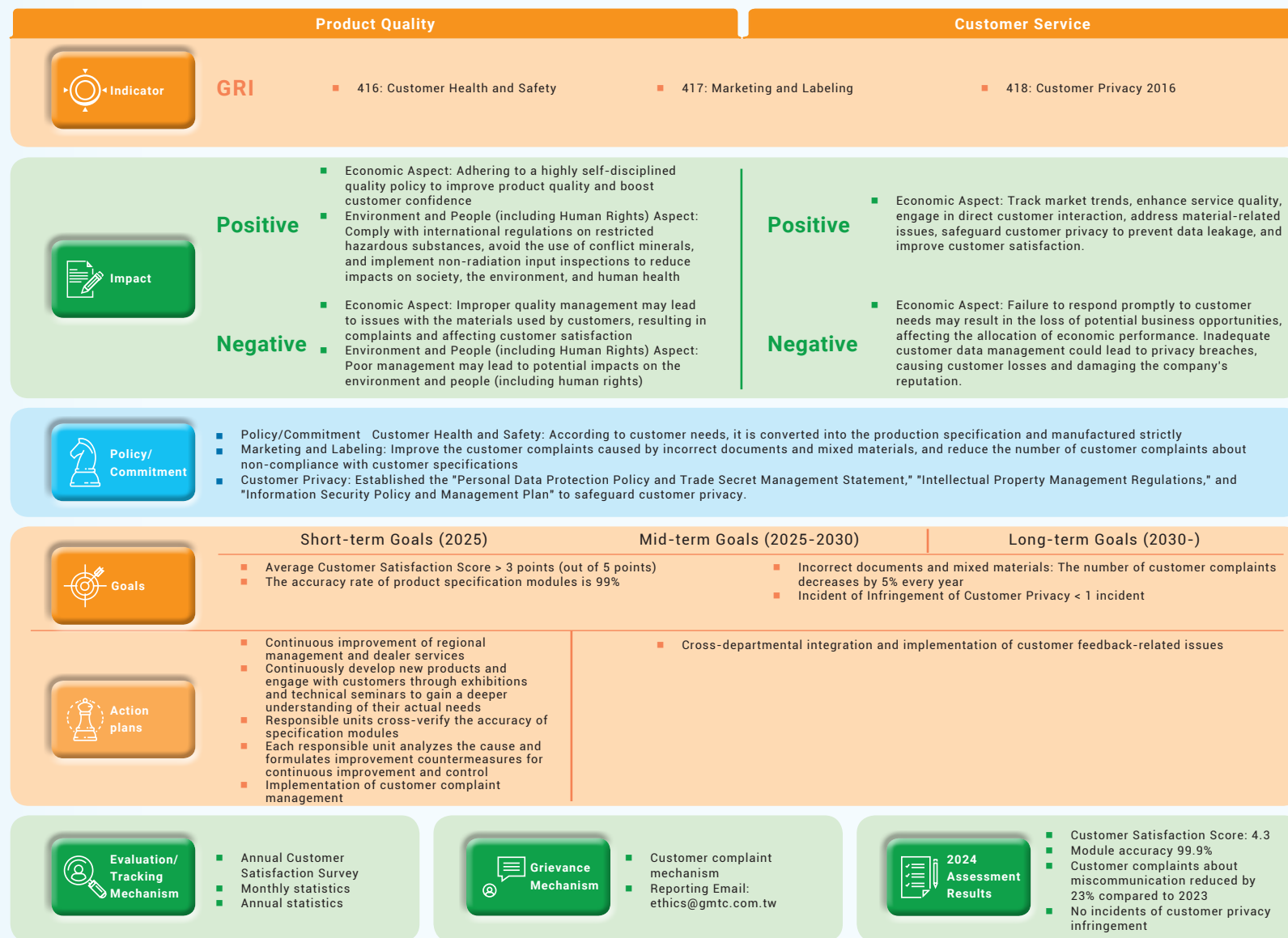
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3.1 Product Quality Management

To accurately respond to customer needs and ensure product quality and safety, we implement strict control over product design, procurement, R&D, certification, manufacturing and production, transportation, and labeling to ensure product quality and customer satisfaction.

Quality policy: "Customer Satisfaction, Continuous Improvement, Quality First, Employee Participation, and Investigating the Root Cause"

Quality System Certification

Establish corresponding quality management system certifications based on the sales products, industries and regions, and require verification on time to ensure the effectiveness of quality system. Regarding product certifications, we obtained the JIS MARK G 4318 certification for 304 and 316 ground bars in 2024. In 2025, we plan to acquire the NADCA Grade F certification for new advanced hot work tool steel products, obtain additional product certifications for BIS IS 6603 and IS 3748, and carry out new product certifications for both new aerospace system manufacturers and existing system manufacturers to support the development strategies of relevant regions and industries. We completed ISO 9001, AS 9100D, and ISO 17025 certifications in 2024, and anticipate completing PED+AD 2000, NADCAP NDT, NADCAP HT, NADCAP MTL, JIS G 4303, and JIS G 4318 certifications in 2025.

Note 1:  Indicates a certified manufacturing facility

	Certification Items	Certification Body	Issuing Date	Valid Until	Xinying Plant	Liuying Plant	Headquarters
Quality system certification	ISO 9001 : 2015	Intertek	2024/05/05	2027/05/04			
	Aerospace industry AS9100D	Intertek	2024/05/05	2027/05/04			
	Automotive Industry IATF 16949	SAI Global	2023/07/19	2026/07/18			
	Pressure vessels PED+AD 2000	TUV	2022/11/02	2025/11/11			
Special process certification	NonDestructive Testing	NADCAP	–	2025/02/28			
	Heat Treating	NADCAP	–	2025/02/28			
	Materials Testing Laboratories	NADCAP	–	2025/08/31			
Laboratory certification	ISO 17025 : 2017	TAF	2024/01/05	2027/01/04			
Ship certification	CR Rules for the Construction and Classification of Steel Ship, Part XI-Material	China Classification Society	2021/05/05	2026/01/27	–	–	–
Product certification	JIS MARK (Japanese Industrial Standards) JIS G 4303/JIS G 4318	Japan Quality Assurance Organization	2025/01/20	2027/08/23	–	–	–
	BIS (Bureau of Indian Standards), IS 6603: 2001	Bureau of Indian Standards	2022/04/10	2027/03/10	–	–	–
	BIS (Bureau of Indian Standards), IS 3748: 2022	Bureau of Indian Standards	2024/05/12	2025/04/12			

GMTC's products are mainly used in the aerospace, energy, oil and gas, biomedical, and machinery industries. To successfully enter the global supply chain system, we have obtained approval over the past years from 37 international manufacturers such as Boeing, Airbus Canada, Safran, Pratt & Whitney, etc., with products adopted by international manufacturers. In 2024, we accepted 12 audits from customers including GE Aviation, SAFRAN, Sensata, MOOG and others. For detailed information on GMTC's important certified customers, please refer to the [official website under Systems and Customer Certifications](#).

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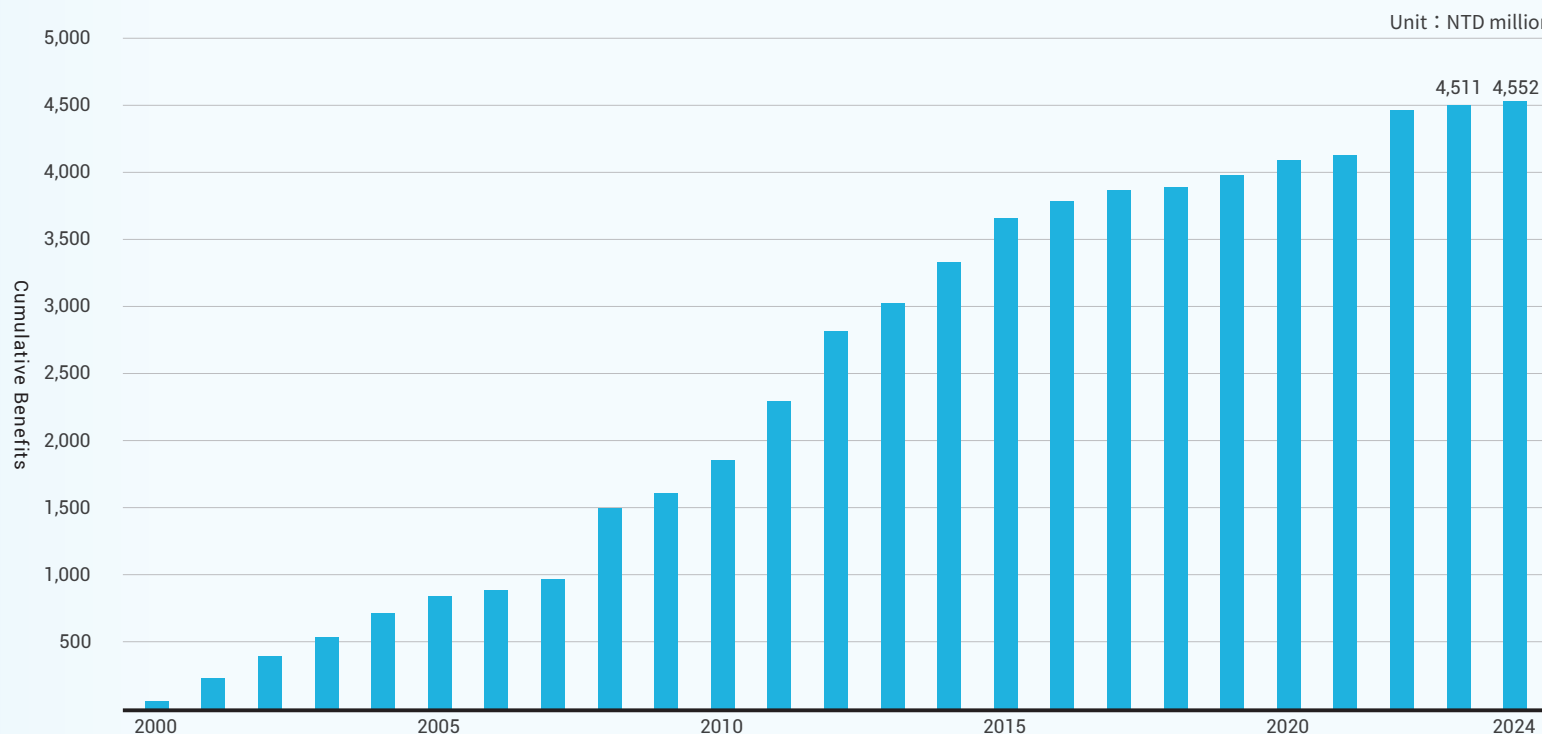
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Continuous Improvements to Raise Product Quality

Adhering to the concept of employee participation, we conducted QCC activities in the early days and promoted improvements in the Company. In addition, we have improved quality-related issues, raised product quality and production efficiency, reduced production costs and achieved effective delivery through the Six Sigma/LSS activities and PDCA method introduced by GE. In 2024, the project improvement benefit reached NT\$37,686 thousand, and the cumulative performance benefit from 2000 to 2024 amounted to NT\$4,552,136 thousand.

The Company adopts cluster operations, with breakthroughs in the limitations for improving product quality as it expanded to sales, procurement, human resources, IT, and even finance, comprehensively promoting and integrating quality improvement activities and customer satisfaction within the organization. In addition, for better appropriateness, effectiveness and continuity of quality management activities, GMTC achieved the target of employee participation, with inter departmental tasks and teams for internal system audits or process/product audits to achieve employee participation in quality management activities, and seek the establishment of a culture of quality among their employees. Through the quality policy, quality objectives, audit results, data analysis, corrective and preventive measures, management review objectives and discussions, the Company continued to improve the effectiveness of quality system management.



Hazardous Substance Control

GMTC strictly abides by the requirements of the Directives on the Ban and Restriction of the Use of Hazardous Substances, including the latest EU 2015/863 Restriction of Hazardous Substances (RoHS) Directive, the latest EU Directive REACH Substances of Very High Concern (SVHC), the Ministry of Labor's mandatory SDS chemical labeling requirements, radiation-free requirements, conflict-free minerals requirements announced by the U.S. Securities and Exchange Commission on January 1, 2010, GMTC implements control over source procurement, production process auxiliary materials, packaging materials and finished products, and regularly reviews the updated requirements of international regulations to ensure compliance with customer requirements and reduce environmental and social impacts.

Response measures

RoHS	REACH-SVHC	SDS	Non-Conflict Minerals	No radiation	Impact on health and safety
Control practices					
Supplier and cooperative partner provides self declaration and test report	Request for self declaration from raw material suppliers		Request for self declaration from raw material suppliers		No Impact
- Product self-declaration - Commissioned testing every three years - Outsourced testing according to customer requirements	Review and update REACH-SVHC standards and compliance every six months, and establish self-declaration of products (bars/finished products)	Develop the SDS of chemicals with regular updates (every three years)	- Self-declaration of products (bars/finished products) - Maintain and update RMI's EMRT and CMRT questionnaire requirements, select new suppliers, and update the RMI conflict-mineral-free qualified supplier list for cobalt and tungsten suppliers every three years *RMI is an information platform for 400 companies to share conflict-free minerals	Management and control by Radiation Portal Monitor (RPM)	No Impact
Percentage of assessed products					
*100%	*100%	100%	100%	100%	100%

Note 1: RoHS and REACH-SVHC are based on EU products shipped

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3.2 Development of New Products and Technologies

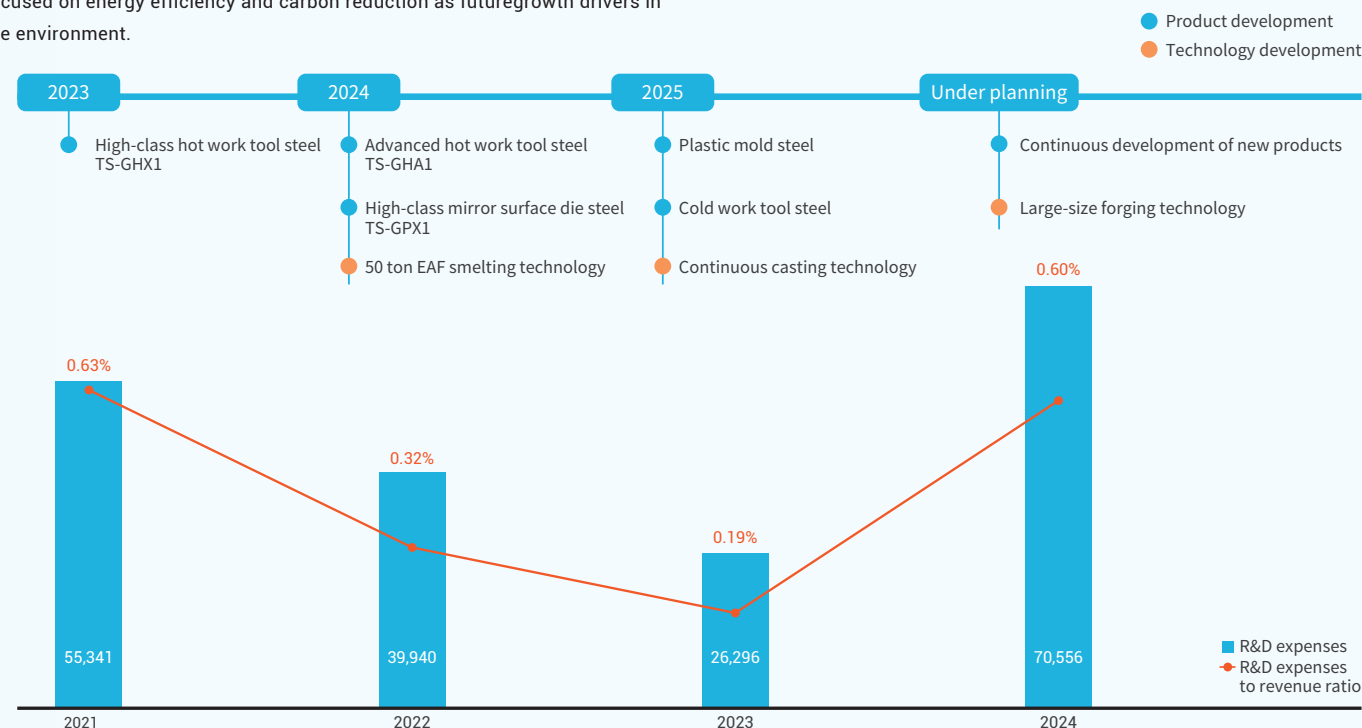
GMTC adopts a development strategy centered on high value-added specialty steel products, with a primary focus on 400-series and 600-series functional stainless steels, hot work and cold work tool steels, and high-strength low-alloy steels. Leveraging core technologies such as secondary remelting—including Vacuum Arc Remelting (VAR) and Electroslag Remelting (ESR)—the Company provides a broad portfolio of high-cleanliness steels.

GMTC has strong customization capabilities, designing steel grades with tailored alloy compositions, processing parameters, and mechanical properties to meet specific customer needs. Through the establishment or upgrading of equipment, GMTC continuously optimizes its manufacturing processes to improve material yield and expand product dimensions in both width and length, thereby increasing product diversity and better serving industrial demands.

Beyond developing new steel grades, GMTC also extends its offerings to semi-finished and finished products by integrating the Group's internal production resources, raw materials, and external supply chains. This integration enhances the Group's overall service capacity and value proposition. Furthermore, GMTC plans to invest in R&D initiatives focused on energy efficiency and carbon reduction as future growth drivers in a competitive environment.

Green manufacturing

To meet environmental compliance standards, minimize potential risks to the environment and human health, and align with global greenhouse gas (GHG) reduction efforts, GMTC is committed to optimizing its thermal processing operations. By streamlining processes such as ingot stress relief and forging bar annealing, the Company aims to lower fuel consumption, reduce carbon emissions intensity, and promote the development of a sustainable, green special steel industry.



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3.3 Marketing and Customer Service

According to the current market positioning, GMTC's business model is based on market potential and future market development plans, with the aim to achieve high profits (certified materials/high class) and a high market share (basic industrial materials). We have formulated the short-, medium- and long-term product marketing plan as follows:

Key Businesses Direction

■ High-value Products

The GMTC Group will use the core technologies of vacuum arc remelting (VAR) and electro slag remelting (ESR) as platforms to dedicate to industries such as aerospace, energy, oil and gas, biomedical, tool steel, etc. With the launch of new production line capacity and the development and certification of new products, we will expand our market share and improve the Company as a whole. In 2024, the aerospace industry flourished, and the proportion of sales increased; the high class hot work tool steel TS-GHX1 successfully obtained the NADCA Grade C certification, and the acquisition of IATF 16949 Automotive Quality System certification is gradually opening the automotive steel market. In 2025, the Company will continue to pursue new product certifications for both new and existing aerospace systems. With the expanding proportion of aerospace products, this will effectively contribute to revenue and profitability. In the future, we will continue to expand business for materials that are required for applications in green energy industries, such as electric vehicles and wind power generation.

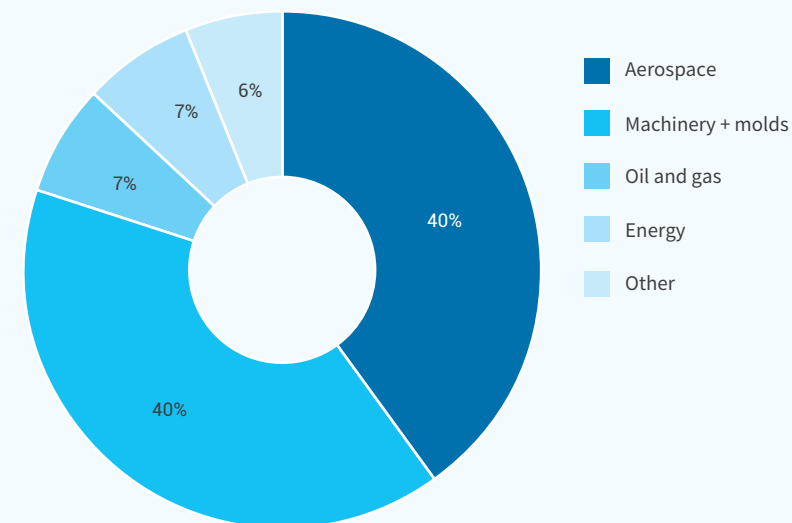
■ Expand Market Share in the Tool Steel Market

From the perspective of product mix, we plan to optimize the manufacturing process and quality of products with high sales volume, in order to improve cost competitiveness. With the deployment of new channels in Asia, we will further increase the proportion of sales and equipment utilization in the factory, and prepare for the upcoming of the 50T EAF. In the future, we will intensify our efforts in the tool steel module market with the upcoming installation of an 8,000-ton large hydraulic forging press, targeting the development of new industries and new customers, which is expected to sustain our growth trajectory and contribute to revenue.

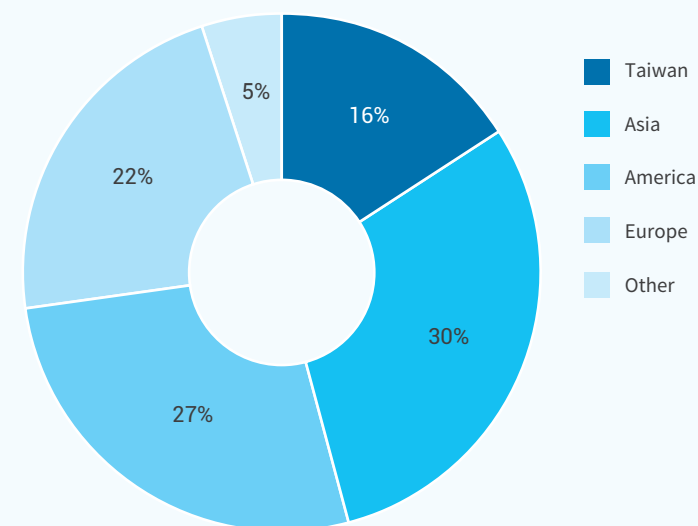
■ Optimization of Regional Management and Dealer Services

GMTC has sold its products to more than 45 countries and regions around the world, and has set up sales channels to serve customers in Taiwan, Vietnam, China, the U.S. and Japan. It has long been cooperating with large-scale distributors in Europe, the U.S., and other Asia-Pacific regions, and maintaining customer relationships and stable market share through regular visits or establishing sales offices in the key marketing regions.

Sales industry



Sales region



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Marketing and Labeling

GMTC has established standardized packaging and labeling guidelines to enhance brand identity and ensure regulatory compliance. These include the use of uniform hangtags that reinforce corporate image. When exporting to countries with specific legal requirements, GMTC ensures full compliance with applicable local laws. For instance, products shipped to India include BIS certification markings, while those certified under Japan's JIS standards are labeled in accordance with relevant domestic regulations.

These practices improve product traceability and recognition among downstream users, while also supporting business development in international markets. GMTC maintains open communication with stakeholders and monitors regulatory changes across its operating regions. In response to updates in local legislation, the Company promptly implements necessary adjustments to remain in full compliance.

Protecting Customer Privacy

GMTC has implemented the “Personal Data Protection Policy and Trade Secret Management Statement” in accordance with the Personal Data Protection Act, the Trade Secrets Act, and other applicable regulations. This policy is designed to protect personal data, ensure privacy and individual rights, safeguard data subjects, and prevent the unauthorized disclosure of business-related information. Its core objective is to uphold the principles of individual rights, lawful collection, processing, usage, and transmission of personal data, and to ensure secure and proper data management.

This policy applies to all company personnel (including directors and supervisors), business partners, clients, former employees, and third parties entrusted with the collection, processing, or use of personal data. It also includes specific management guidelines for affiliated companies and third-party entities such as clients, suppliers, and contractors. In 2024, GMTC reported zero incidents of customer privacy breaches and received no complaints related to privacy violations.

The scope of applicability covers all personnel of the Company (including directors and supervisors), partnered vendors and individuals, clients, former employees, as well as external organizations or individuals who have entrusted the Company to collect, process, or utilize personal data. Additionally, specific management guidelines have been established for affiliated companies and third parties (such as clients, suppliers, and contractors). In 2024, the Company recorded no incidents of client privacy infringement and received no complaints related to privacy violations.

Intellectual Property Utilization and Management

GMTC has established clear definitions and regulatory guidelines for the protection of trade secrets. Any electromagnetic records or documents obtained through job responsibilities must not be disclosed to third parties unrelated to the business (including internal staff not involved in operations or individuals outside the company). Unauthorized disclosure of trade secrets, leakage of personal data, or misuse of confidential information or employee data for non-business purposes will result in disciplinary actions in accordance with the severity of the violation and the Company's internal regulations.

Information Security Protection

To prevent the loss or leakage of customer information, GMTC has adopted comprehensive information security management practices and enhanced customer privacy protection through the implementation of robust control measures.

Respect for Intellectual Property Rights	Account and Password Security Mechanism	Data Management and Control	Education, Training, and Awareness Promotion
- Do not illegally download copyrighted works or software - Do not publicly disseminate the creator's work without their permission - Do not upload unauthorized copyrighted works for download on the Company website - The Company has established the "Intellectual Property Utilization and Management Regulations" and the "Intellectual Property Dispute Resolution Regulations."	- Regularly change passwords - Employee accounts and passwords are deactivated simultaneously upon resignation	- Management of important document backups - The Company has established the "Intellectual Property Document Management Regulations"	- In addition to the implementation of the ISO system, internal employee training is conducted through educational programs to cultivate employees' knowledge of customer privacy and security - Regularly educate employees on the importance of not opening suspicious emails and provide introductions to prevalent computer viruses, thereby enhancing employees' awareness of information security and their ability to respond swiftly

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Customer Satisfaction Survey

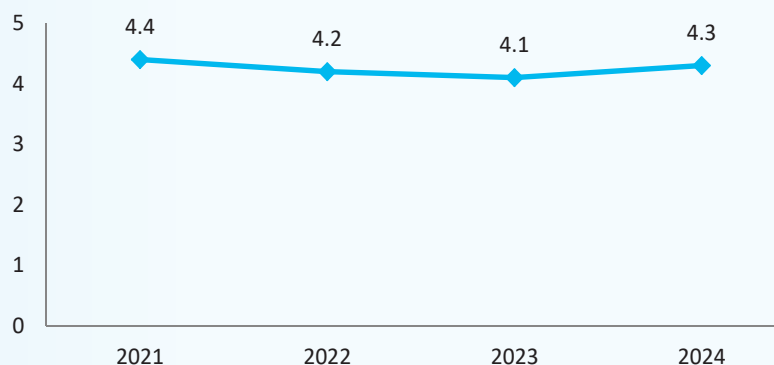
To better understand market trends and enhance service quality, GMTC maintains direct communication with customers to identify key concerns and improve overall satisfaction.

In 2024, GMTC conducted a comprehensive customer satisfaction survey across eight dimensions: service quality, delivery punctuality, order accuracy, product quality, packaging, shipping documentation, complaint handling, and corrective actions.

A total of 209 questionnaires were distributed, targeting the top 30% of customers by sales volume from both domestic and international markets, including clients from the aerospace sector. Of these, 69 customers responded, resulting in an average satisfaction score of 4.30 out of 5.

Any individual item rated 2 or below, any overall score of 3.0 or below, or any substantive suggestion was treated as a customer complaint. Sales representatives are responsible for developing and implementing corrective actions to resolve these issues and ensure continuous service improvement.

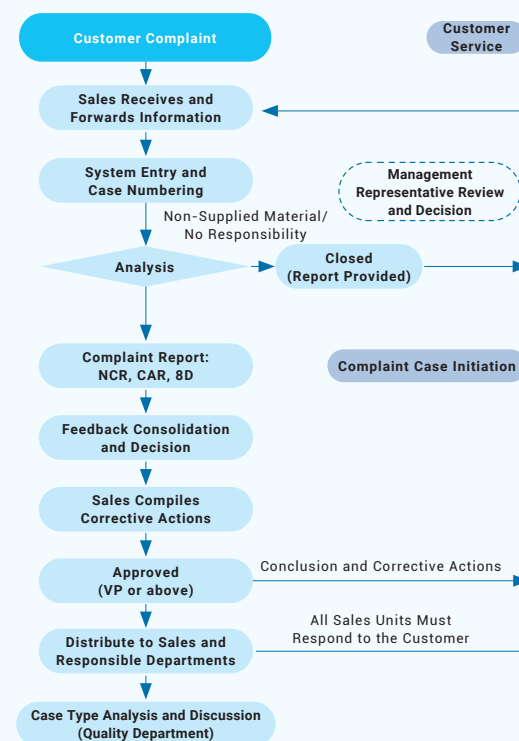
Customer Satisfaction Trends in the Past Four Years



Customer Complaint Channels and Procedures

To maintain customer confidence in the Company's products, GMTC has established a complaint handling procedure that defines clear channels and processes to safeguard customer rights. The process is divided into two stages: customer service prior to case filing and complaint handling after case filing. When the sales unit receives a customer complaint—whether by letter, phone call, or in-person report to the salesperson—they must promptly complete a "Customer Complaint Handling Form." Relevant customer information or product samples will then be handled by the Quality Assurance Dept.

Customer Service and Complaint Handling Workflow Diagram



Case Tracking

Following the handling of customer complaints or investigations into their causes, relevant internal units will propose improvement measures within the factory and track their effectiveness. For customers, the sales unit will propose business handling strategies. Based on the above opinions and resolutions, after approval, the information will be distributed to the sales unit and relevant units to become shared information.

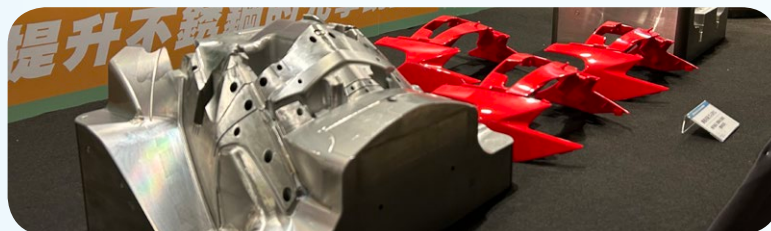
3.4 Stakeholder Engagement Performance

2024 New Product Launch Conference

On July 17, 2024, GMTC held a new product launch event at the (International Convention & Exhibition Centre, attended by over 200 participants. During the event, two new steel grades were introduced: the Premium Mirror Stainless Steel TS-GPX1 and the advanced hot work tool steel TS-GHA1. These products are applicable in industries related to electronics and automotive, continuing to promote domestic autonomy and providing end-users with innovative material selection solutions. Furthermore, GMTC continues to collaborate with the industry for mutual prosperity. This collaboration involves GMTC, National Tsing Hua University, National Taipei University of Technology, and Metal Industries Research & Development Centre, which jointly verified the products' characteristics, mirror finish, hardness, and thermal conductivity, all of which outperformed competing products. The lifespan of molds has also been extended. Additionally, during the development period, GMTC, in partnership with National Tsing Hua University and National Taipei University of Technology, produced multiple research papers, allowing industry experience to take root in academia and fostering mutual exchange and joint development between industry and academia. This initiative aims to develop higher-grade, cost-effective materials for Taiwan's foundational industries, supporting the realization of Taiwan-made materials.



▲ 2024 New Product Launch Conference



▲ Product Application

2024 Kaohsiung International Fastener Show

From June 5 to June 7, 2024, Taiwan Steel Group consolidated its resources, and GMTC participated in the exhibition in alignment with the group's strategy. This joint effort enabled customers to explore a full range of products—including screws, advanced materials, machinery, molds, and finished goods—in one place, thereby increasing product visibility and expanding new customer channels.



2024 Taipei International Smart Mold & Die Industry Fair

From August 21 to August 24, 2024, GMTC continued its participation in exhibitions to promote new products and enhance customer service, while gaining insights into market trends and customer needs to further refine its R&D direction.



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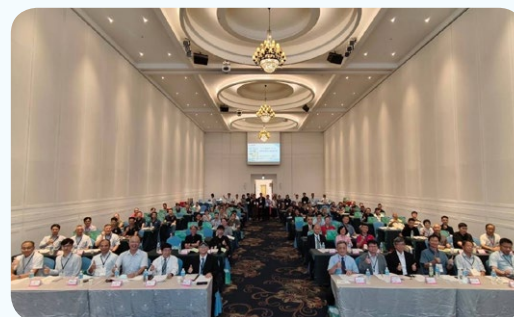
New Product Promotion and Application Technology Seminar

The subsidiary of GMTC, Golden Win Steel Industrial Corp., regularly organizes technical seminars, inviting multiple industry end customers to participate in product promotion and discussions. The aim is to directly listen to customer feedback from the front lines and continuously improve products through ongoing feedback from the sales side, ensuring that products are more aligned with market demands. A total of 311 participants attended the event. During the seminar, experts and scholars were invited to provide professional technical presentations on material properties, optical lens injection molding design, precision mold processing, and mold surface modification technology. Additionally, Metal Industries Research & Development Centre carefully introduced new government subsidy resources to enterprises, providing them with more funding and resources to enhance their technical capabilities.

GMTC, in collaboration with its subsidiary, has continuously advanced its research and development capabilities and quality management through initiatives such as the annual new product launch and technical seminars. By fostering partnerships among industry, academia, and research institutions, we remain committed to the development of indigenous steel materials for Taiwan. These efforts not only strengthen supply chain resilience but also drive product value enhancement and industrial upgrading. Through collaborative dialogue and forward-looking initiatives, we strive to promote the sustainable and thriving development of Taiwan's steel industry.



▲ On April 9, 2024, Golden Win Steel Industrial Corp., GMTC, and ChenTai Company jointly hosted a promotional seminar on high-class hot work tool steel products and their applications in the die-casting industry, inviting industry experts from National Taiwan Ocean University, the Metal Industries Research & Development Centre, and the Industrial Technology Research Institute to present.



▲ On August 30, 2024, Golden Win Steel Industrial Corp., Diecasting Industry Technology Service Alliance, and MEI KWANG Heat Treatment Co., Ltd. jointly organized a seminar on application technologies in the die casting industry, with industry experts invited as keynote speakers.

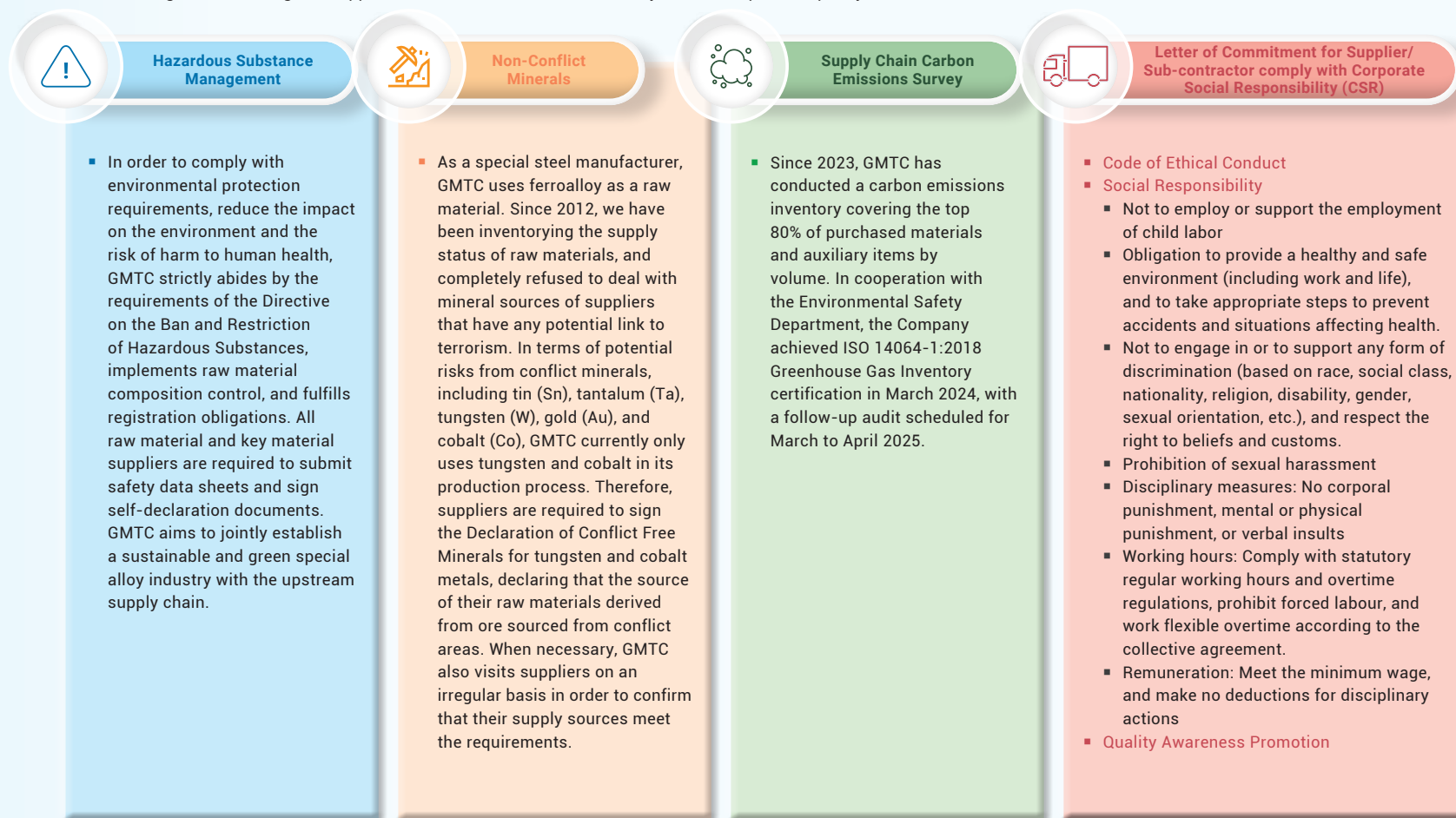


▲ On December 10, 2024, Golden Win Steel Industrial Corp. and EVERREADY PRECISION INDUSTRIAL CORP. jointly hosted a seminar on the application technology of plastic injection molding, inviting experts and scholars from National Cheng Kung University, Cheng Shiu University, Metal Industries Research & Development Centre, and industry professionals to present.

3.5 Sustainable Supply Chain

Supplier Management

GMTC attaches great importance to the social responsibilities of quality, environmental protection, safety, and hygiene in the supply chain system. Therefore, new suppliers of key raw materials are audited to ensure they have passed ISO 9001, ISO 14001, ISO 45001 and other environmental safety and health certification, and to note if there has been any major environmental safety and health incidents in the past three years. New suppliers are also required to promise that they must comply with the "Labor Standards Act", "Occupational Safety and Health Act", human rights, GMTC's compliance with the requirements of the Directive on the Prohibition and Restriction of Hazardous Substances, conflict-free minerals regulations and other implementation rules. GMTC uses environmental criteria when selecting 100% of new suppliers in 2024. In addition, to foster close cooperation between GMTC and the key raw material suppliers and in order to 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. GMTC also conducted regular monitoring and supplier evaluation to control their delivery status and product quality.



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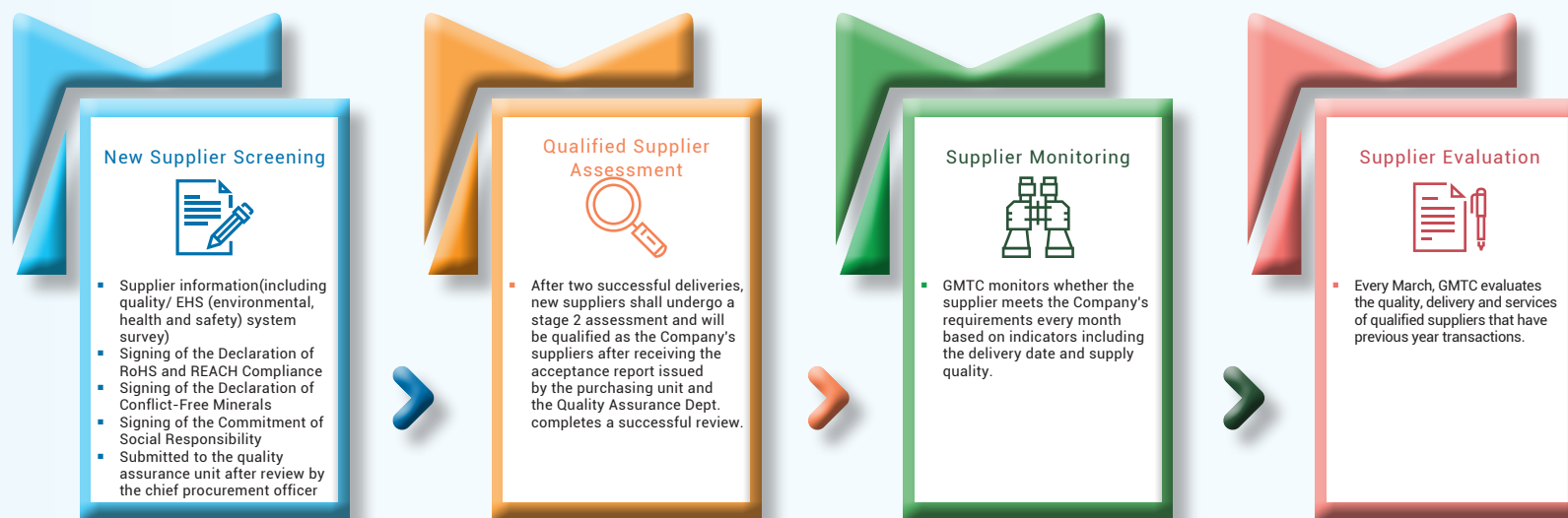
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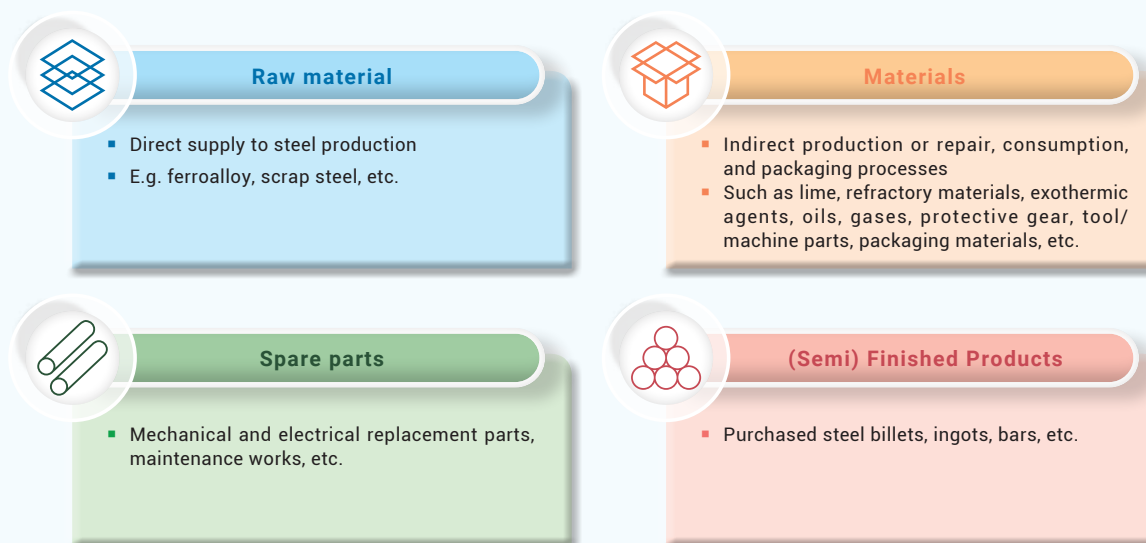
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GMTC Supplier Procurement Management Process



Procurement Categories and Supplier Evaluation (Excluding Engineering Equipment)

GMTC conducts annual supplier evaluations to control the supply quality and add value to supplier services, focusing on the quality, delivery and services (cooperation), and decides whether to continue to trade with the suppliers according to the evaluation results. In 2024, GMTC purchased more than 8,000 items, including raw materials, materials, spare parts, and (semi-) finished products, and had transactions with more than 800 suppliers worldwide, of which domestic suppliers accounted for more than 85%. There are 115 key raw material suppliers, of which 81% are steelmaking raw material (including ferroalloy, steel scrap) suppliers, while 58% are mainly domestic suppliers. All of them have completed the annual evaluation process and 84% of suppliers received a grade of A, 15% are B suppliers, and 1% are C suppliers. GMTC will moderately adjust the transaction volume and strengthen communication to improve supply quality.



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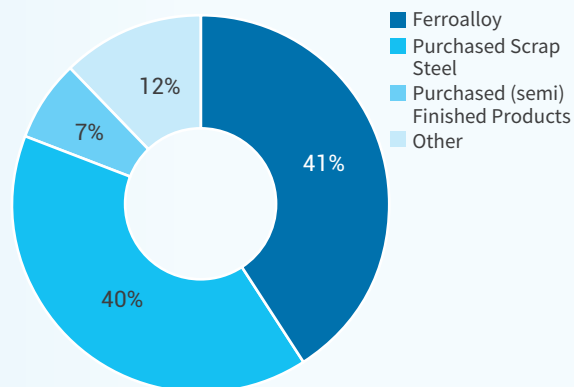
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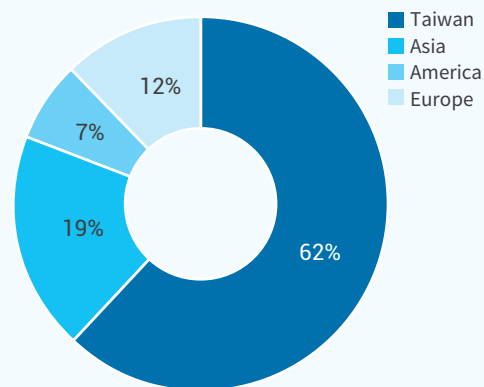
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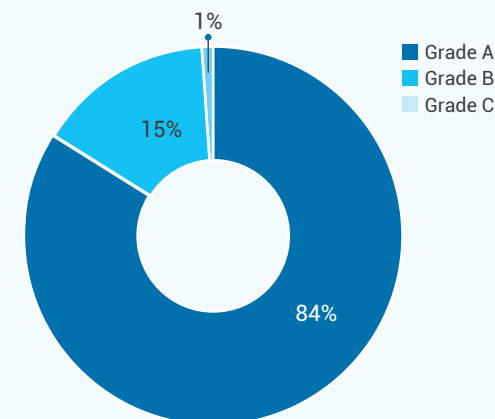
**Supply categories of the supplier evaluation
in 2024**



**Percentage of locations for supplier
evaluations in 2024**



**2Percentage of suppliers with evaluation
grades in 2024**



Judgment of Evaluation Levels and Relevant Handling

Score	Level	Handling principle	Response measures
> 80	A	Targets with priority in general procurement	Increase transaction volume or prioritize procurements
70 ~ 80	B	If the general procurement company failed to cooperate, it shall be replaced by another company of the same level	Normal transactions
< 70	C	Supplier risk assessment and proposal of improvement measures when necessary Adjust the number of transactions or cancel the supplier qualifications according to the current status	Adjust the number of transactions or cancel the supplier qualifications according to the current status, and strengthen communication to achieve better supply quality

Supplier Evaluation Results in the Past Three Years

Year	2022					2023					2024				
Item	Ferroalloy	Scrap Steel	(Semi) Finished Products	Other	Total	Ferroalloy	Scrap Steel	(Semi) Finished Products	Other	Total	Ferroalloy	Scrap Steel	(Semi) Finished Products	Other	Total
Grade A	39	36	13	14	102	45	36	8	13	102	43	33	8	13	97
Grade B	4	8	1	0	13	5	4	1	0	10	4	12	0	1	17
Grade C	0	3	0	1	4	0	5	0	0	5	0	1	0	0	1

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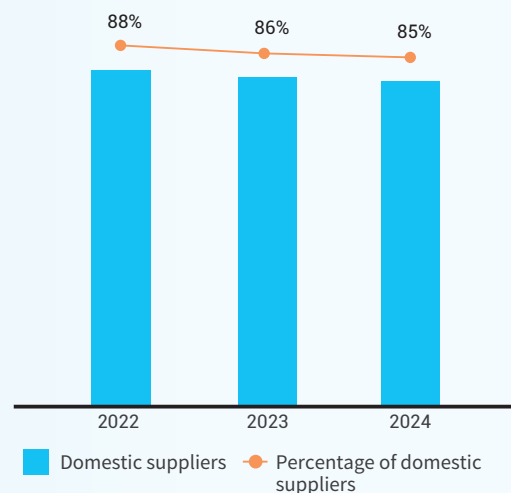
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Local Procurement

In order to promote local economic development and improve the stability of the supply chain, we promote the localization of our supply chain. In the past three years, the proportion of local suppliers has been above 80%.

Proportion of local suppliers to all suppliers



Guide on Supplier Upgrading

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. In addition, GMTC also requests suppliers that store scrap steel directly on the ground to improve the on-site environment, and lay cement or iron plates to avoid environmental or geological pollution. Improvement of the suppliers' operating environment can significantly reduce dust and impurities from steel scrap, and enhance the purity of steel scrap. GMTC hopes to develop a sustainable supply chain via the joint cooperation of upstream and downstream companies.

Green Procurement

Taking GMTC's main product H13 tool steel as an example, GMTC has been recycling scrap H13 tool steel in large quantities around the world for a long time, and the amount was nearly 9,000 Metric tons in 2024. In addition to reusing a large amount of H13 tool steel for smelting, it is also widely used in other tool steels, high speed steels and other steels. To avoid environmental pollution, recycled scrap will be transported in bulk to reduce packaging waste such as wooden boxes, plastic boxes, and space bags, and avoid air pollution during smelting.

Recycling

Massive recycling of H13 tool steel scrap worldwide

- In 2024, over 9,000 metric tons of H13 scrap steel were recycled globally.
- (Supply Distribution: 19% Domestic, 28% Asia, 43% Americas, 10% Europe)

Reuse

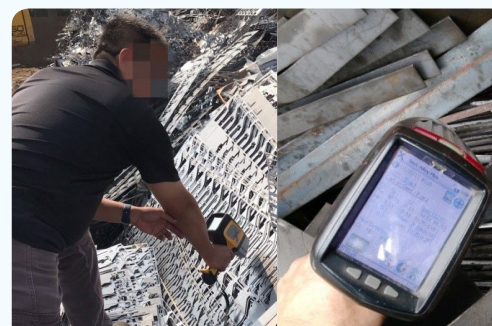
Massive reuse of H13 tool steel scrap

- The total scrap return rate in the melting process of H13 steel exceeds 95% and is extensively applied in the production of other steel grades

Reduce

All in bulk to reduce unnecessary packaging

- Wooden boxes, cardboard boxes, boxes, and space bags are not allowed
- Reduce waste and prevent air pollution during the smelting process



▲ Guide suppliers to develop self-inspection skills



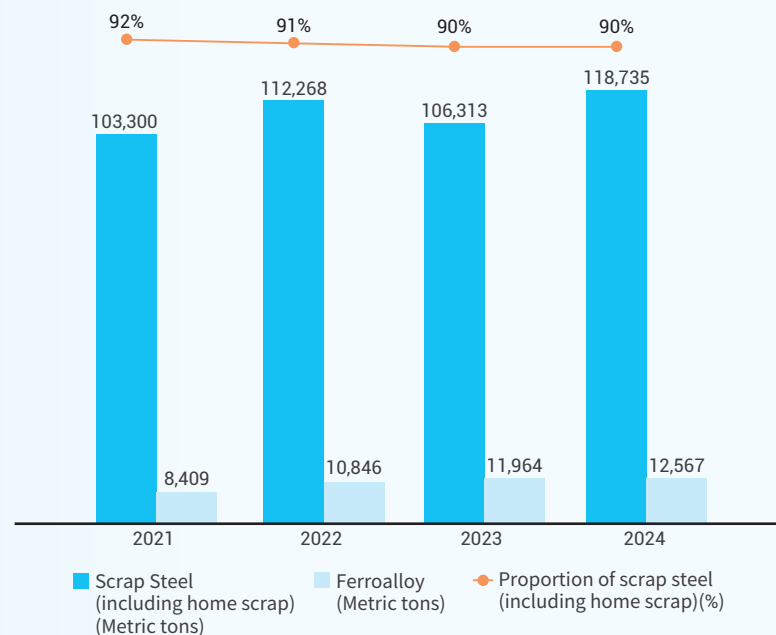
▲ Require suppliers to improve their operating environment

3.6 Raw Material Usage

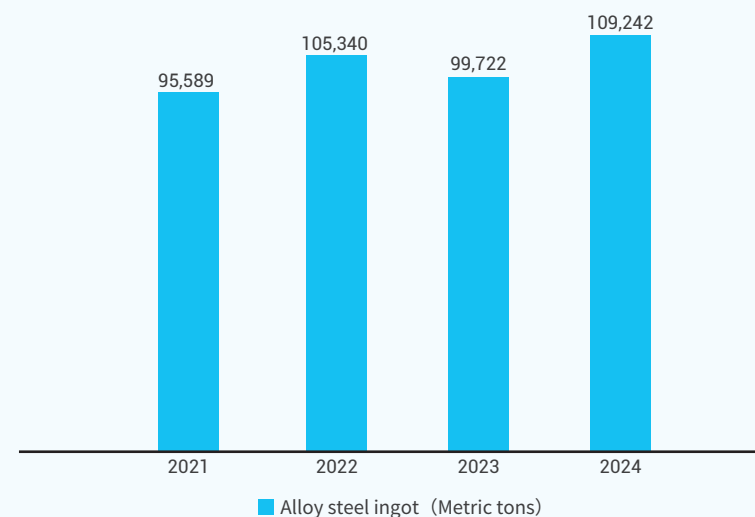
Steel is the most commonly used metal material due to its characteristics of reusability and repetitive manufacturing, with the highest recycling rate. Since GMTC is an EAF steelmaker, with raw materials including purchased scrap steel, home scrap, and ferroalloy. With the input of raw materials, a large amount of scrap steel can be manufactured into value-added products through the smelting process in the product supply chain, which can reduce the iron ore and coal mining, and thus has become a critical part of the circular economy by mitigating environmental impacts.

Since most of GMTC's products are for special applications, the difference between the low alloy steel electric arc furnace plants from others is that the composition of various chemical elements in the molten steel must be precisely controlled. Therefore, the selection and management of raw materials for input must comply with stringent standards. The raw materials must be screened for radioactive contamination when entering the factory, and the composition shall be confirmed by the quality inspectors based on the standards for procurement approval. Random sampling and inspection are conducted for the purchased scrap steel, while the inspection platform checks whether the scrap steel have foreign matters that vary greatly in composition, and we hope that the inspection of raw materials can reduce the risk of having abnormal composition in the smelting process. In 2024, the total input of raw materials was 131,302 metric tons, including 118,735 metric tons of scrap steel and 12,567 metric tons of ferroalloy, and scrap steel (including purchased scrap steel and home scrap) accounted for 90% of the overall raw material input. A total of 109,242 metric tons of alloy steel ingots were generated.

Volume of scrap steel (including home scrap) and ferroalloy in the past four years



Production of alloy steel ingots in the past four years



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Management Approach - Climate Change Action

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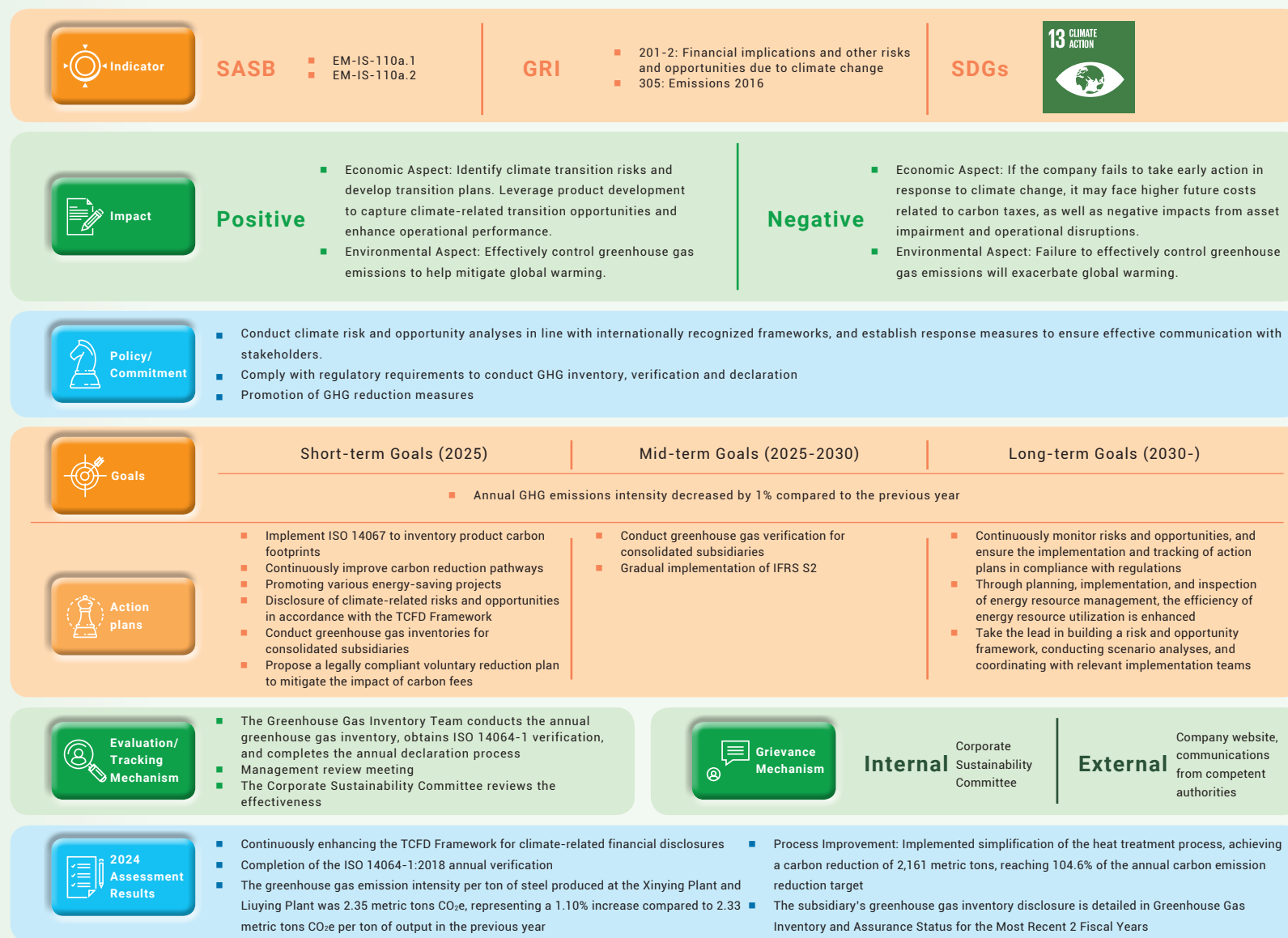
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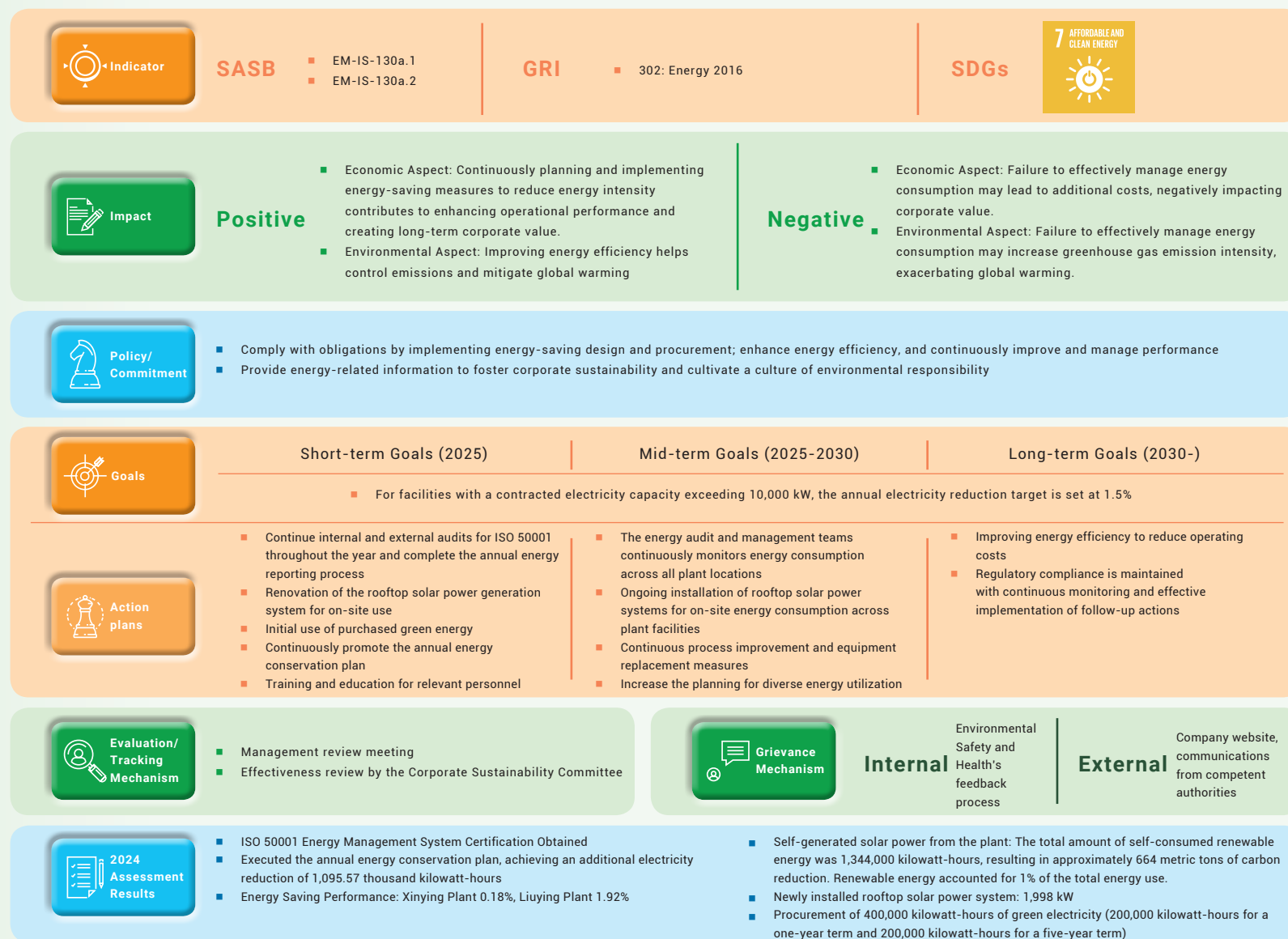
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SASB

■ EM-IS-140a.1

GRI

■ 303: Water and Effluents 2018

SDGs



Positive

- Economic Aspect: Enhancing water use efficiency reduces water resource consumption and improves operational stability during dry seasons.
- Environmental Aspect: Comply with regulations to properly manage effluent discharge and minimize impacts on water bodies.

Negative

- Environment and People (including Human Rights) Aspect: Improper management of effluent discharge may place a burden on local water bodies and adversely affect the health of surrounding communities.



- Meet the environmental obligations, with the participation of all employees; promote green businesses to achieve corporate sustainability. Continual improvement to mitigate environmental impacts.



Short-term Goals (2025)

Mid-term Goals (2025-2030)

Long-term Goals (2030-)

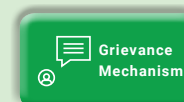
- Complies with the wastewater discharge standards for industrial zones
- 2Compared to the base year of 2014, short-term water withdrawal intensity decreased by 5%, and medium- to long-term water withdrawal intensity decreased by 10%



- Regular wastewater testing and monitoring to ensure the quality of discharge water
- Regular maintenance of water pollution prevention equipment
- Continuously monitor abnormal water usage through the Energy Platform
- Installation of new water treatment facilities for wastewater recycling and reuse
- Completion of ISO 14001 Recertification
- Continuously reduce water extraction intensity
- Monitor the water resource management system
- Regulatory compliance is maintained with continuous monitoring and effective implementation of follow-up actions



- Evaluation/Tracking Mechanism Wastewater analyzes every six months
- Management review meeting
- Effectiveness review by the Corporate Sustainability Committee

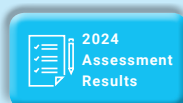


Internal

Environmental
Safety and
Health's
feedback
process

External

Company website,
communications
from competent
authorities



- In 2024, the water intensity per ton of steel produced at the Xinying Plant and Liuying Plant was 0.00366 million liters per ton of output, representing a 3.0% increase compared to 2023.
- Wastewater analysis in 2024 met the standards
- Regular maintenance of water pollution control equipment
- Installation of new water treatment facilities for wastewater recycling and reuse
- Continuous Monitoring by the Energy Resource Management System on Anomalies in Water Consumption

Management Approach - Waste Management

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SASB

■ EM-IS-150a.1

GRI

■ 306: Waste 2020

SDGs



Positive

- Economic Aspect: Comply with regulations by implementing proper management of waste clearance and disposal organization to avoid penalties from the competent authority and foster a positive corporate image.
- Environment and People (including Human Rights) Aspect: Continuously promote the disposal of waste through reuse methods to reduce the impact of hazardous waste.

Negative

- Economic, Environmental, and Human Aspects (including Human Rights): Improper waste clearance may result in negative impacts on the environment and human health, as well as penalties from the competent authority.



**Policy/
Commitment**

- Meet the environmental obligations, with the participation of all employees; promote green businesses to achieve corporate sustainability. Continual improvement to mitigate environmental impacts.



Goals

Short-term Goals (2025)

- The waste recycling rate exceeds 90%
- Increase the recycling rate of dust ash to 22.22%

Mid-term Goals (2025-2030)

- The waste recycling rate exceeds 90%

Long-term Goals (2030-)



**Action
plans**

- Promote the recycling of EAF dust by reuse organizations and turning them into usable resources.
- In accordance with legal requirements, waste is handled by qualified disposal companies approved by the competent authority, and reports are submitted to the authority as required to ensure accurate tracking of waste flow
- Completion of ISO 14001 Recertification

- Continue to develop internal and external capacities and channels for reuse and waste disposal

- Regulatory compliance, resource recycling, and zero waste



**Evaluation/
Tracking
Mechanism**

- Management review meeting
- Effectiveness review by the Corporate Sustainability Committee



**Grievance
Mechanism**

Internal

Environmental
Safety and
Health's
feedback
process

External

Company website,
communications
from competent
authorities



**2024
Assessment
Results**

- Waste recycling rate of 94% in 2024
- Commission waste to be disposed of by qualified waste disposal company
- The recycling rate of dust ash increased to 21.22%

Management Approach - Air Pollutants

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SASB

■ EM-IS-120a.1

GRI

■ 305: Emissions 2016

SDGs



Positive

- Economic Aspect: Comply with regulations and implement air pollution control measures to avoid penalties from the competent authority and foster a positive corporate image.
- Environment and People (including Human Rights) Aspect: Compliance with regulations and the implementation of air pollution control measures can reduce the impact on local residents and the environment.

Negative

- Economic, Environmental, and Human Aspects (including Human Rights): Improper maintenance of pollution control equipment may reduce emission reduction efficiency, potentially resulting in additional burdens on surrounding communities and the environment, as well as penalties from the competent authority.



- Meet the environmental obligations, with the participation of all employees; promote green businesses to achieve corporate sustainability. Continual improvement to mitigate environmental impacts.



Short-term Goals (2025)

Mid-term Goals (2025-2030)

Long-term Goals (2030-)

- Continuously comply with emission standards under air pollution regulations
- In compliance with the government's air quality improvement policy



- Regular maintenance of air pollution control equipment
- Continuously comply with emission standards under air pollution regulations
- Complying with the amount of pollutants emitted by its own environmental assessment
- Adhering to the pollutant discharge cap imposed by Liuying Industrial Park
- Completion of ISO 14001 Recertification

- Comply with regulations to reduce impacts on local residents and the environment



- Management review meeting
- Effectiveness review by the Corporate Sustainability Committee

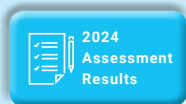


Internal

Environmental
Safety and
Health's
feedback
process

External

Company website,
communications
from competent
authorities



- All air pollution analysis in 2024 were in compliance with regulations
- Regular maintenance of air pollution control equipment
- In addition to complying with the amount of pollutants emitted by its own environmental assessment, Liuying Plant is also subject to the cap of pollutants imposed by Liuying Industrial Park. For 2024, it met the commitments in the environmental impact assessment.

4.1 Environmental, Safety and Health Management System

Environmental, Safety and Health Management Policy

GMTC has developed its Environmental, Safety, and Health (ESH) management system in accordance with ISO 14001, CNS 45001, ISO 45001, and ISO 50001 standards. The system ensures continuous compliance with applicable environmental, energy, occupational safety, and health regulations. It also aims to effectively prevent and reduce negative impacts on the environment, minimize safety and health risks in the workplace, and improve energy efficiency. These efforts reflect GMTC's commitment to its environmental, energy, safety, and health policies, as well as the expectations of its stakeholders.

To ensure the effectiveness of the ESH system and optimize resource integration, GMTC incorporated the ISO 14001 framework into internal management regulations and made amendments during the transition to ISO 45001. The integrated system now provides unified guidance for occupational safety, health, and environmental management across the Company. Consistency in documentation is strictly enforced throughout the group.

In addition, GMTC promotes system implementation efficiency through the following actions:

- Internal auditor training programs at each site
- Role-specific training for key personnel
- Practical guidance ranging from clause interpretation to on-site drills
- Awareness campaigns and communication sessions

These initiatives enhance employee understanding of both the commonalities and differences between environmental and occupational safety and health management systems, strengthening the overall effectiveness of ESH implementation.

Environmental, Safety, Health, and Energy-related International Management System Certifications

The validity period for ISO 50001 is from December 13, 2022, to December 15, 2025. A renewal is also planned for 2025 to maintain the effectiveness of the management system. The validity periods for ISO 14001, ISO 45001, and CNS 45001 are from July 14, 2022, to June 7, 2025. A renewal is also planned for 2025 to maintain the effectiveness of the management system.

Quality system certification	Certification unit	External Verification Coverage Rate (%)	Issuing Date	Valid Until	Xinying Plant	Liuying Plant	Others*
Environmental Management System ISO 14001 : 2015	AFNOR (Afnor)	Covers 83% of GMTC's employees Covers 29% of GMTC's operating locations in Taiwan	2022/7/14	2025/6/7	✓	✓	
Energy Management System ISO 50001 : 2018	IMQ	Covers 83% of GMTC's employees Covers 29% of GMTC's operating locations in Taiwan	2022/12/13	2025/12/15	✓	✓	
Organization-level GHG Inventories ISO 14064-1:2018	AFNOR (Afnor)	Covers 100% of GMTC's operating locations in Taiwan	2024/4/1	–	✓	✓	✓
Occupational health and safety management system ISO 45001:2018	AFNOR (Afnor)	Covers 83% of GMTC's employees Covers 29% of GMTC's operating locations in Taiwan	2022/7/14	2025/6/7	✓	✓	
Taiwan occupational health and safety management system CNS 45001 : 2018	AFNOR (Afnor)	Covers 83% of GMTC's employees Covers 29% of GMTC's operating locations in Taiwan	2022/7/14	2025/6/7	✓	✓	

* Others include: Tong Yah Plant, Liuying Plant II, Operations Headquarters and Photovoltaic Plant.

Note: Quality System Certification Certificates – Please Refer to the [Official Website for System Certification Details](#)

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To maintain the effectiveness of the management system, 20 internal auditors for ISO 50001 and 39 internal auditors for both ISO 14001 and ISO 50001 were trained in 2024. This training ensured that personnel could accurately recognize the relationship between company activities and the environment during the operation of the management system, identify opportunities to reduce environmental impacts, cultivate awareness of energy efficiency, and establish health and safety management concepts to minimize the risk of accidents.

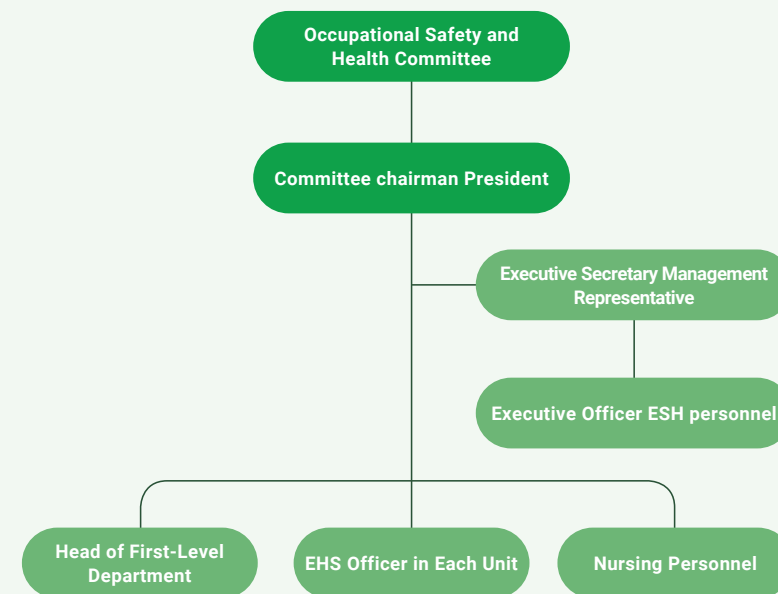
Course	Hours (hrs)	Number of Participants	Number of certificate holders
ISO 50001:2018 Internal Auditor Training Course	14	20	20
ISO 14001:2015 Environmental Management System Internal Auditor Training Course	18	39	39
ISO 45001:2018 Occupational Health and Safety Management System Internal Auditor Training Course	18	39	39

The Occupational Health and Safety/Environmental Management Committee

GMTC has established the Occupational Safety, Health, and Environmental Management Committee to allocate the necessary resources for managing and executing related responsibilities, promoting the Company's daily environmental, safety, and health operations. This encompasses communication and coordination among responsible units, assignment of management duties, and engagement with stakeholders.

The committee chairman approves and supervises these activities, enhancing the Company's governance and strategic execution effectiveness in environmental, safety, and health management.

The committee chairman shall be the President, while the Executive Secretary shall be appointed from the Environmental, Health, and Safety Management representative. Other executive personnel will be designated by the relevant units to carry out daily tasks related to environmental, health, and safety management. Meetings will be held quarterly for discussions. The meetings will be convened by the committee chairman or their authorized delegate, with the Executive Secretary gathering input from all committee members and compiling their suggestions. The topics for discussion in the relevant meetings will be proposed by the Environmental, Health, and Safety personnel based on actual operational conditions and needs.



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In 2024, the Occupational Safety and Health/Environmental Management Committee established the following environmental safety and health policy:

Environmental safety and health policies

Meet the environmental obligations, with the participation of all employees; promote green businesses to achieve corporate sustainability. Continuously strive for improvements to achieve environmental goals; build a safe and healthy environment to promote health protection. Cherish life and create corporate value.

Energy Policy

Comply with obligations by implementing energy-saving design and procurement; enhance energy efficiency, and continuously improve and manage performance. Provide energy-related information to foster corporate sustainability and cultivate a culture of environmental responsibility.

In 2024, a total of 14 environmental management initiatives were completed. Among these, 2 initiatives were related to environmental protection, which included the extension of permits for fixed pollution sources and the implementation of dust suppression and containment projects at the Xinying Plant. Additionally, 12 initiatives were related to safety and health, focusing on improvements such as equipment safety protection and soundproofing of control rooms. In terms of energy, annual energy-saving measures were executed, including the purchase of green energy and the utilization of self-generated renewable energy.

In addition to the regular monthly meetings of the Environmental Safety Committee, various training sessions are conducted on different topics to enhance personnel awareness of environmental, safety, and health issues. A total of 50 courses will be implemented in 2024, as shown in the table below.

Category	Number of times	Summary of Training Content for 2024
Safety Category	29 classes	Environmental, Health and Safety (EHS) Training, Quality and Occupational Safety Awareness (including Migrant Worker Awareness), EHS – Enhanced Penalties for Violations/Contractor Application Procedures
Environmental Category	8 classes	Construction Wastewater Prevention, Environmental Safety and Health Education and Training - Air Pollution Control, Carbon Footprint Inventory Education and Training
Health Category	3 classes	Smoking Cessation and Betel Nut Cessation Programs, Heat Hazard Awareness Promotion, Environmental Safety and Health Courses - Stress Relief Programs
Fire Safety	3 classes	Fire Safety Education and Training
AEO	7 classes	Principles for Identifying and Reporting Suspicious Goods and Personnel, Techniques for Identifying Suspicious Mail, and Autonomous Education and Training (AEO)

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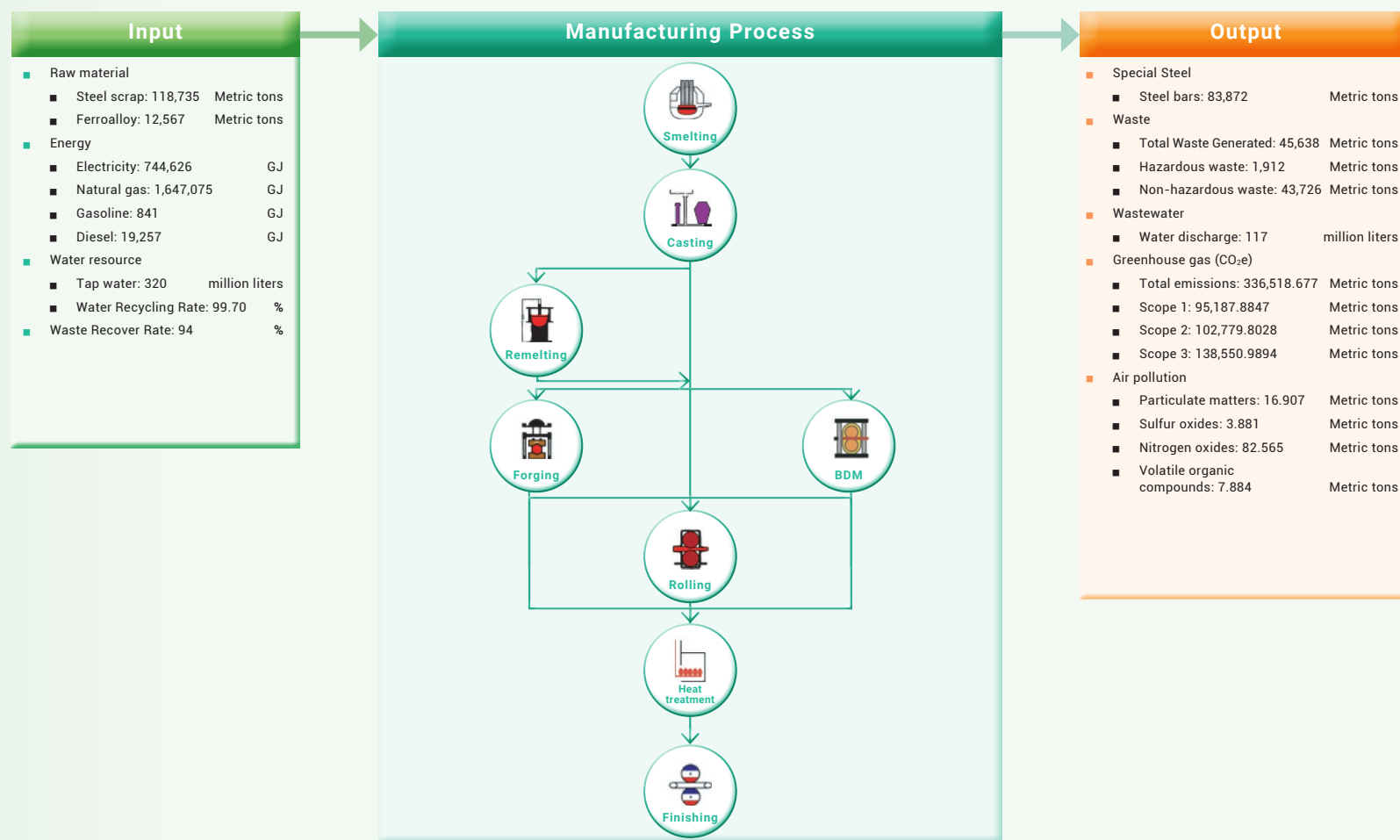
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Manufacturing Process

GMTC's construction, facilities, and product life cycle, including the procurement of raw materials, R&D, production, logistics and sales are in compliance with relevant laws. The Company is committed to continuous improvement to mitigate any negative environmental impact, and respond to UN Sustainable Development Goals (SDGs), which cover responsible consumption and production, climate action, clean water and sanitation; striving to become a low-impact green enterprise of low pollution and achieving energy conservation and carbon reduction.

GMTC's product manufacturing process can be roughly divided into 7 units: smelting, casting, remelting, forging, rolling, heat treatment and finishing. The raw materials for smelting are mainly scrap steel and ferroalloy, and any scraps can be recycled for use. After eliminating the use of equipment requiring fuel Oil in 2023, natural gas is currently used throughout the plant. Tap water is primarily used for process cooling, with most lost through evaporation, resulting in minimal wastewater discharge. Process waste gas emissions are regularly analyzed and reported; waste and wastewater are handled by licensed third-party treatment and disposal facilities, respectively, and they can all meet the requirements of our country's environmental protection regulations. The data covers all of GMTC's plants in Taiwan.

2024 Manufacturing Process



4.2 Climate-related Information

The company referred to the Task Force on Climate-related Financial Disclosures (TCFD) released by the Financial Stability Board (FSB) in 2017, to establish a climate change risk management structure. In alignment with the four TCFD pillars—Governance, Strategy, Risk Management, and Metrics and Targets—GMTC has established a climate-related risk governance structure. These elements are disclosed in this Sustainability Report to provide stakeholders with a clear understanding of GMTC's actions and preparedness in response to climate-related risks and opportunities.

4.2.1 Governance

Board's Oversight of Climate-related Risks and Opportunities

According to GMTC's Corporate Sustainable Development Best Practice Principles, the Corporate Sustainability Committee is responsible for assessing the current and future risks and opportunities posed by climate change. The Committee proposes corresponding response strategies and reports proposed climate strategies and major action plans to the Board of Directors for review and oversight. These updates are provided at scheduled intervals throughout the year.

Management's Role in Assessing and Managing Climate-related Risks and Opportunities

At the operational level, GMTC's Corporate Sustainability Committee coordinates cross functional climate-related discussions and decision-making. The Risk Management Team is tasked with identifying and evaluating the impacts of climate-related risks and opportunities. These findings are reported annually to both the Board of Directors and the Audit Committee.

Based on risk assessment results, the Sustainable Environment Team collaborates with internal units to implement initiatives related to green energy, energy efficiency, and GHG inventory management. Additionally, an Energy Saving and Carbon Reduction Task Force—chaired by the President and composed of Executive Vice Presidents, Vice Presidents, and departmental supervisors—meets regularly to discuss decarbonization strategies.

Topics include process and equipment-related carbon reduction, emissions accounting, and regulatory responses such as the EU Carbon Border Adjustment Mechanism (CBAM) and Taiwan's emerging carbon pricing.

4.2.2 Strategy

4.2.2.1 Climate-related Risks and Opportunities the Organization has Identified over the Short, Medium, and Long Term

GMTC conducts climate-related risk and opportunity assessments in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The scope of the assessment includes the Company's operations in Taiwan. The objective is to identify key climate-related issues and proactively address them to minimize potential impacts on operational performance and financial stability. By identifying and categorizing these risks and opportunities, GMTC aims to strengthen its climate resilience and long-term sustainability.

Time horizons for the assessment are defined as follows:

- Short term: within the next 3 years
- Medium term: from 3 to 7 years
- Long term: beyond 7 years

The identified climate-related risks and opportunities across these timeframes are detailed in the following table.

Type of Risk & Opportunity		Short-term (1-3 years)	Medium-term (3-5 years)	Long-term (More than 7 years)
Risk	Transition Risks During the low-carbon transition, there may be risks arising from changes in policies and regulations, technologies, market conditions, social dynamics, and economic circumstances.	- Domestic Carbon Fees (Policy and Legal) - Renewable Energy Regulations (Policy and Legal) - Water Consumption Fee Collection (Policy and Legal) - Mandatory Disclosure of Climate-Related Information (Policy and Legal)	- Statutory GHG emission caps (Policy and Legal) - Tightening of Government Regulation or Oversight (Policy and Legal) - Changing customer preferences (Market) - Demand for low-carbon products or services (Technologies) - Raw material prices (Market)	- Carbon Border Taxes in Various Countries (Policy and Legal) - Net-zero emissions target (Policy and Legal)
	Physical Risk The physical risks associated with climate change can manifest as either immediate or long-term climate patterns. These physical risks may have financial impacts on organizations, such as direct damage to assets or indirect effects resulting from disruptions in the supply chain.	Typhoon (wind disasters) (Acute)	- Drought risk (Acute) - Risk of flooding (Acute) - High temperature risk (Acute)	Rising sea levels (Chronic)
Opportunities		- Utilize Low-Carbon Energy (Energy source) - Reduce Water Consumption and Usage (resource efficiency) - Leverage Public Sector Incentive Programs (Markets)	Energy Alternatives (Resilience)	

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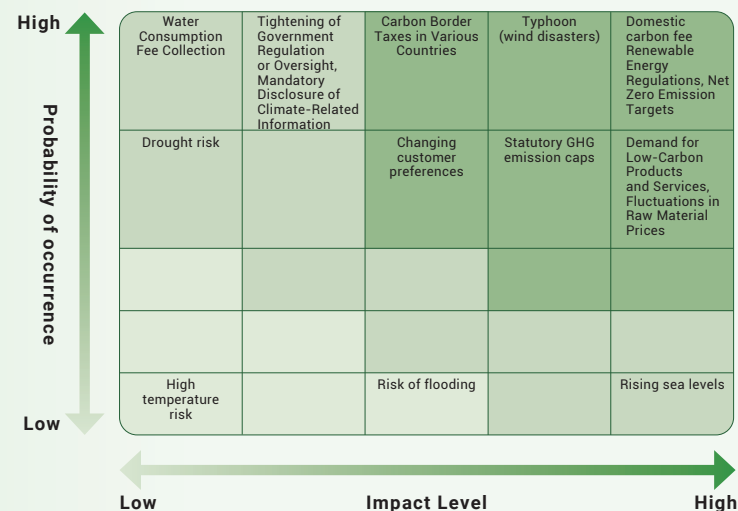
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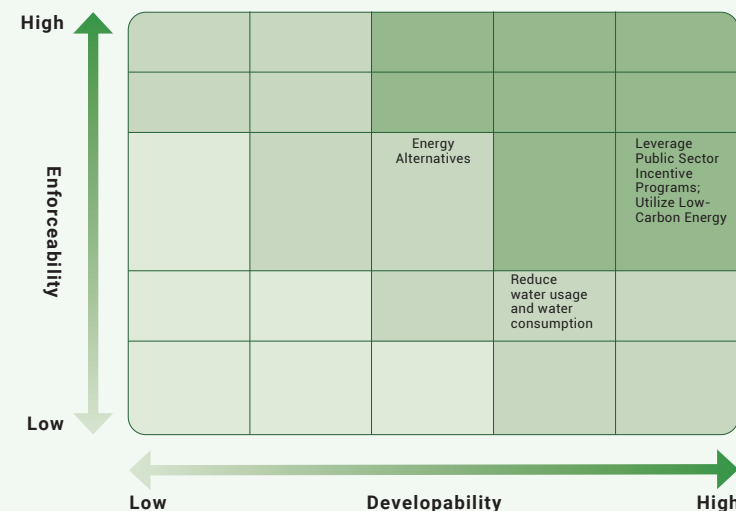
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4.2.2.2 Impact of Climate-related Risks and Opportunities on the Organization's Businesses, Strategy, and Financial Planning

Based on the results of the climate-related risk and opportunity identification process, GMTC assessed the materiality of risks using two key factors: likelihood and impact severity. Through this assessment, nine high-priority climate-related risk factors were identified.



Opportunities were analyzed based on "development" and "executability"; 2 high-opportunity factors were identified.



Prioritization of Climate-Related Risks			
	High Risk	Medium Risk	Low Risk
High	- Domestic carbon fee - Renewable Energy Regulations	Tightening of Government Regulation or Oversight	Risk of flooding
Medium	- Carbon Border Taxes in Various Countries - Changing customer preferences - Demand for low-carbon products and services - Changes in raw material prices - Statutory GHG emission caps	- Water Consumption Fee Collection - Mandatory Disclosure of Climate-Related Information	High temperature risk
Low	- Net-zero emissions target - Typhoon (wind disasters)	- Drought risk - Rising sea levels	—

An assessment of the aforementioned high-risk factors has been conducted to identify climate-related risks and opportunities that may pose significant financial impacts, along with GMTC's corresponding response strategies.

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Transition Risk/Climate Opportunity		
R Risk/O Opportunity	Financial Impact -/+	Response Strategy
R Domestic Carbon Fees, Carbon Border Taxes in Various Countries R Stricter Renewable Energy Regulations O Utilize Low-Carbon Energy	- Carbon fee payments increase the operating costs - The gradual implementation of carbon border taxes in various countries may affect product pricing and have an impact on revenue - Large electricity consumers are required to fulfill their obligations by either installing or procuring self-use power generation and energy storage systems equivalent to 10% of their contracted capacity, or by purchasing green energy - The installation of renewable energy generation equipment that complies with regulatory requirements for rooftop area increases operating costs - If the obligations cannot be fulfilled within the regulatory deadline, a penalty must be paid + Increase the diversity of renewable energy channels to enhance cost allocation flexibility	■ Reduce process waste, replace outdated equipment, and improve energy efficiency ■ Select the optimal performance obligation plan based on cost ■ Assessing legal applicability for the purchase of carbon credits to mitigate the impact of related taxes and fees
R Changing customer preferences R Demand for low-carbon products and services O Leverage Public Sector Incentive Programs	- Insufficient climate action affects supplier evaluation - Large-scale procurement of green energy reduces greenhouse gas emissions and increases operating costs + Achieve the ESG indicators jointly established with financial institutions to obtain interest discounts	■ Understand ESG trends and competitor dynamics, and formulate response strategies ■ Reduce process waste, replace outdated equipment, and improve energy efficiency ■ Promote energy conservation, water saving, reduction of greenhouse gas emissions, and resource recycling measures to obtain interest discounts
R Changes in raw material prices	- In the medium term, the steel industry is increasing its use of scrap steel as a carbon reduction strategy, which affects the market supply and demand for scrap steel and leads to higher operating costs	■ Continuously develop new suppliers. ■ Develop a feasible alternative ingredient model to improve production flexibility. ■ Develop a feasible procurement material preparation model.
R Statutory GHG emission caps	- The implementation of a total greenhouse gas emissions control system in the medium term may result in increased operating costs	■ Continuously monitor regulatory progress, assess financial impacts, and respond in a timely manner
R Net-zero emissions target	- Increased installation and operating costs of carbon reduction equipment	■ Continue to implement greenhouse gas reduction measures

Physical Risk/Climate Opportunity		
R Risk/O Opportunity	Financial Impact -/+	Response Strategy
R Typhoon (wind disasters)	- Unable to operate normally, affecting revenue	■ The specialized division of labor between the Xinying Plant and Liuying Plant helps mitigate impacts

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4.2.2.3 Consider Different Climate-related Scenarios

In accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), GMTC has adopted at least two climate-related scenarios to identify potential transition risks and physical risks. Scenario-based analysis allows the Company to anticipate and quantify potential financial impacts under different climate pathways. Going forward, GMTC will continue to enhance the granularity and precision of scenario-based assessments, particularly those addressing the material financial implications of both transition and physical risks.

Financial Impacts of Transformation Actions

Transition risks are primarily evaluated under a scenario aligned with limiting global warming to 1.5°C, consistent with the IEA Net Zero Emissions by 2050 (NZE 2050) pathway and Taiwan's government-issued net-zero roadmap. This scenario considers changes in policy, regulation, technology, and market dynamics, with a focus on their projected financial consequences.

Scenario development integrates:

- GMTC's current operational profile and climate objectives
- Relevant domestic regulatory developments (e.g., carbon pricing mechanisms)
- International climate policy trends and technological benchmarks
- Research findings and market forecasts from authoritative institutions.

Near-term (1–3 years) Risks	Medium-term (3–7 years) Risks	Long-term Considerations
Carbon Fees: Taiwan will implement carbon fees in 2025, which are expected to increase operating costs.	Dual-Track Carbon Regulation: A proposed dual-track system, combining carbon fees with GHG cap-and-trade, could shift regulatory pressure dynamics.	Achieving net-zero emissions will require significant investments in:
EU CBAM: The EU Carbon Border Adjustment Mechanism (CBAM) is set to take effect in 2026, potentially impacting export pricing and revenue margins.	Technology Shifts in Steelmaking: Broad industry adoption of electric arc furnaces (EAFs) may reshape demand and pricing for scrap steel, introducing procurement risks.	Hydrogen-based technologies Carbon capture and storage (CCS) Energy efficiency enhancements
Disclosure Requirements: Regulatory requirements for climate-related disclosures are becoming more stringent, necessitating investment in compliance and reporting systems.	Market Expectations: Phasing out of free emission allowances and maturing carbon pricing will increase pressure from customers for low-carbon products, intensifying decarbonization demands.	
Green Energy Procurement: Regulatory mandates will require increased investment in renewable energy facilities and green power purchasing to meet emissions targets.		

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The financial impact of these efforts will depend on the maturity, cost trajectory, and deployment timeline of these technologies. GMTC will continue to monitor developments and conduct scenario-specific financial impact assessments as additional data becomes available.

Assessment of the Major Financial Impacts of Transition Risks Under Different Scenarios

Scenario 1: Government Net Zero Pathway (Uncontrolled)		Scenario 2: IEA NZE 2050 (Uncontrolled)	
Discription	Assessment conducted with reference to current laws and policies in Taiwan	Discription	In a low-emission scenario, global warming is projected to be approximately 1.5°C
	- In the short term, the carbon fee is projected to be NT\$300 per ton by 2025 - In the medium term, the carbon fee is projected to be NT\$600 per ton by 2030 - In the long term, the carbon fee is projected to be NT\$1,800 per ton by 2050		Under the global goal of achieving net-zero emissions by 2050: - Global Carbon Price Forecast for 2030: US\$130 per Ton - Global Carbon Price Forecast for 2050: US\$250 per Ton
Estimated Potential Financial Impact	- The increase in operating costs represents approximately 0.47% of annual revenue - The increase in operating costs represents approximately 1% of annual revenue - The increase in operating costs represents approximately 3% of annual revenue	Estimated Potential Financial Impact	- The increase in operating costs represents approximately 7% of annual revenue - The increase in operating costs represents approximately 13% of annual revenue

To address transition risks, the Company has implemented various energy-saving and carbon reduction measures, such as phasing out heavy fuel oil, replacing outdated equipment, streamlining production processes to reduce waste, maintaining a high usage rate of scrap steel, and investing in renewable energy facilities to lower carbon intensity.

As steel is the foundation of all industries, the Company is also strengthening its R&D capabilities to stay ahead of emerging market trends in steel applications. We have launched new products to meet evolving customer procurement behaviors. It is worth noting that some of these energy-saving projects may lead to increased operating costs.

Financial Impacts of Transition Actions

To address transition risks, GMTC has implemented a range of energy-saving and carbon reduction measures, including:

- Phasing out fuel oil
- Maintaining a high proportion of scrap steel in raw material input
- Replacing outdated equipment
- Investing in renewable energy infrastructure to lower carbon intensity
- Streamlining manufacturing processes to reduce waste

As steel is a critical material in various industries, GMTC also enhances R&D capabilities to anticipate market shifts and customer preferences under the low-carbon transition. The Company continues to launch innovative products that align with evolving procurement behaviors. However, these efforts may lead to increased operating costs, particularly from energy-saving capital projects and renewable energy procurement.

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Financial Impact of Extreme Weather Events

Financial Impacts of Extreme Weather Events (Physical Risks) Physical risk assessments are based on climate projections using Shared Socioeconomic Pathways (SSPs), as outlined in the IPCC Sixth Assessment Report (AR6). GMTC adopts SSP2-4.5 and SSP5-8.5 as core reference scenarios for physical risk analysis at its Xinying and Liuying plants in Tainan, Taiwan. These are supplemented by earlier RCP8.5 assumptions where applicable.

GMTC assesses the likelihood and severity of the following physical hazards:

Flooding

- Under SSP5-8.5, daily rainfall could increase by 61.8% (Xinying) and 61.1% (Liuying) by 2040.
- NCDR flood maps indicate that neither site lies in high-risk flood zones even under 650mm/24hr scenarios.
- Plants are equipped with stormwater management facilities: retention ponds, sandbags, and pumps.
- Impact: Minimal under current land conditions; continued infrastructure monitoring planned.

Drought

- TCCIP projects a 65.1% probability of >79 days without rainfall (minor drought).
- Assumption: 20% industrial water reduction for 3 months (orange alert phase).
- Impact: No production disruption anticipated, but water-use efficiency projects prioritized.

High Temperatures

- 9.6% chance of peak temperatures reaching 36.7–36.8°C (2021–2040).
- Process areas are designed for high-temperature operation.
- Impact: Negligible financial impact; no additional cooling upgrades required.
- Typhoons: By 2031–2065, the frequency of strong typhoons may increase by ~105%, though annual total may drop.
- Typhoon-related rainfall may increase by ~20%.
- Impact: Possible employee absence and production delays from storm-related access issues.
- Mitigation: Emergency response plans and workforce scheduling flexibility under review.

Scenario	Description			Financial Planning Impact
	Disaster Type	Climate Projection	Assumption	
Scenario 1 SSP2-4.5	Flooding	■ The maximum annual change in daily rainfall in Xinying was 55.8% (the base period was 231.8 mm) ■ The maximum annual change in daily rainfall in Liuying was 55.5% (the base period was 231.8 mm)	Assuming that the 24-hour rainfall reaches 650 mm	No substantial impact
	Drought	■ Over 76.2 consecutive days without rainfall in Xinying ■ Over 78.4 consecutive days without rainfall in Liuying	Assuming that the Water Resources Agency implements a Phase II water restriction, reducing water supply to industrial users by 20% for a period of three months (Orange Alert)	No substantial impact
	High Temperature	■ Projected maximum daily high temperature in Xinying: 36.6°C ■ Projected maximum daily high temperature in Liuying: 36.8°C	Assuming that the maximum environmental temperature at the plant reaches 36.7 degrees Celsius on a given day	No substantial impact
Scenario 2 SSP2-8.5/RCP8.5 (Typhoon)	Flooding	■ The maximum annual change in daily rainfall in Xinying was 61.8% (the base period was 231.8 mm) ■ The maximum annual change in daily rainfall in Liuying was 61.1% (the base period was 231.8 mm)	Assuming that the 24-hour rainfall reaches 650 mm	No substantial impact
	Drought	■ Over 79.7 consecutive days without rainfall in Xinying ■ Over 79 consecutive days without rainfall in Liuying	Assuming that the Water Resources Agency implements a Phase II water restriction, reducing water supply to industrial users by 20% for a period of three months (Orange Alert)	No substantial impact
	High Temperature	■ Projected maximum daily high temperature in Xinying: 36.7°C ■ Projected maximum daily high temperature in Liuying: 36.8°C	Assuming that the maximum environmental temperature at the plant reaches 36.7 degrees Celsius on a given day	No substantial impact
	Typhoon	■ During the mid-century period (2031–2065), the proportion of strong typhoons is expected to increase by approximately 105%, while typhoon-related rainfall is projected to increase by about 20%	Assuming that Taiwan will experience three typhoons in the future, all classified as strong typhoons	Impact on revenue: 0.82%

Note: * The type of disaster, typhoon, also adopts RCP 8.5, with the climate projection period from 2031 to 2065

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4.2.3 Risk Management

Organization's processes for identifying and assessing climate-related risks

GMTC, through its Risk Management Team, conducts assessments of sustainability and climate-related issues. Through the TCFD framework, we analyze policies and regulations, technology, market, corporate reputation, as well as acute and chronic climate risks; discuss the impacts of risks and opportunities on the Company; perform climate-related risk and opportunity identification from time to time to ensure the identification results; and develop response plans based on the results of climate risk and opportunity identification.

(I) Identification and Evaluation Process for Transition Risks and Opportunities

Regarding transition risks, as these relate to the overall shift towards a low-carbon economy, the Company may face various associated risks. To address this, the Climate Change Adaptation Project Team will evaluate different transition risk issues based on external policies, market trends, and internal goals. The team will identify risks based on "relevance to the company" and "likelihood of occurrence", filtering out the most significant transition risks. For the identified key issues, future scenarios will be developed, followed by a quantitative financial impact analysis. Finally, an adaptation action plan will be proposed, including an estimate of its management costs.

In terms of transformation opportunities, the Company assesses the relevance of resource efficiency, energy sources, products and services, markets, and resilience, based on the opportunities outlined by the TCFD, in relation to current operations and future operational directions. Opportunities are identified based on "developability" and "executability," serving as a basis for subsequent discussions on the financial benefits of these opportunities.

(II) Physical Risk Identification and Assessment Process

Regarding physical risks, to understand the varying degrees of impact that climate disasters have on different operational aspects, the operations are categorized into three main areas: "value chain," "production," and "assets." Furthermore, important

issues related to these three areas are explored, followed by an examination of the "risk events" associated with each issue to understand their causes. This concept will connect the elements of hazard, vulnerability, and exposure within climate change risk assessment methodologies. By doing so, it will allow for a detailed examination of the extent and differences in how each area and issue is affected by climate disasters. This analysis will serve as a basis for formulating adaptation action plans, enabling effective resource allocation to mitigate the impacts of potential future climate disasters.

Organization's processes for managing climate-related risks

The risk management team of the Corporate Sustainability Committee collaborates with relevant business units to identify key risks. Based on the significance of these risks, response measures are established to mitigate, reduce, or transfer the impact when risks occur. Subsequently, the results are reported to the Corporate Sustainability Committee for confirmation, and the assessment results are reported to the Audit Committee and the Board of Directors.

Processes for Identifying, Assessing, and Managing Climate-related Risks are Integrated into the Organization's Overall Risk Management

The risk management team of the Corporate Sustainability Committee continues to track the risks and opportunities related to climate change, and collaborates with the Energy Conservation and Carbon Reduction team and Sustainable Environment Team on the implementation of relevant programs and performance tracking. The responsible units/teams are responsible for the major risks that can be dealt with presently. Projects are planned, improved, and controlled. Medium- and long-term risks are regularly monitored, and timely responses are made. Every year, the Corporate Sustainability Committee submits implementation results and plans to the Board of Directors, while the Risk Management Team submits risk reports to the Audit Committee and the Board of Directors.

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4.2.4 Metrics and Targets

In order to reduce the unit carbon emissions of products and environmental impact, GMTC continues to develop methods to reduce energy and resource consumption. The reduction of direct emissions from operating activities (Scope 1) and indirect emissions from energy use (Scope 2) is carried out separately, and we also set goals for electricity saving, water saving, etc. to ensure that greenhouse gas emissions intensity meets expectations.

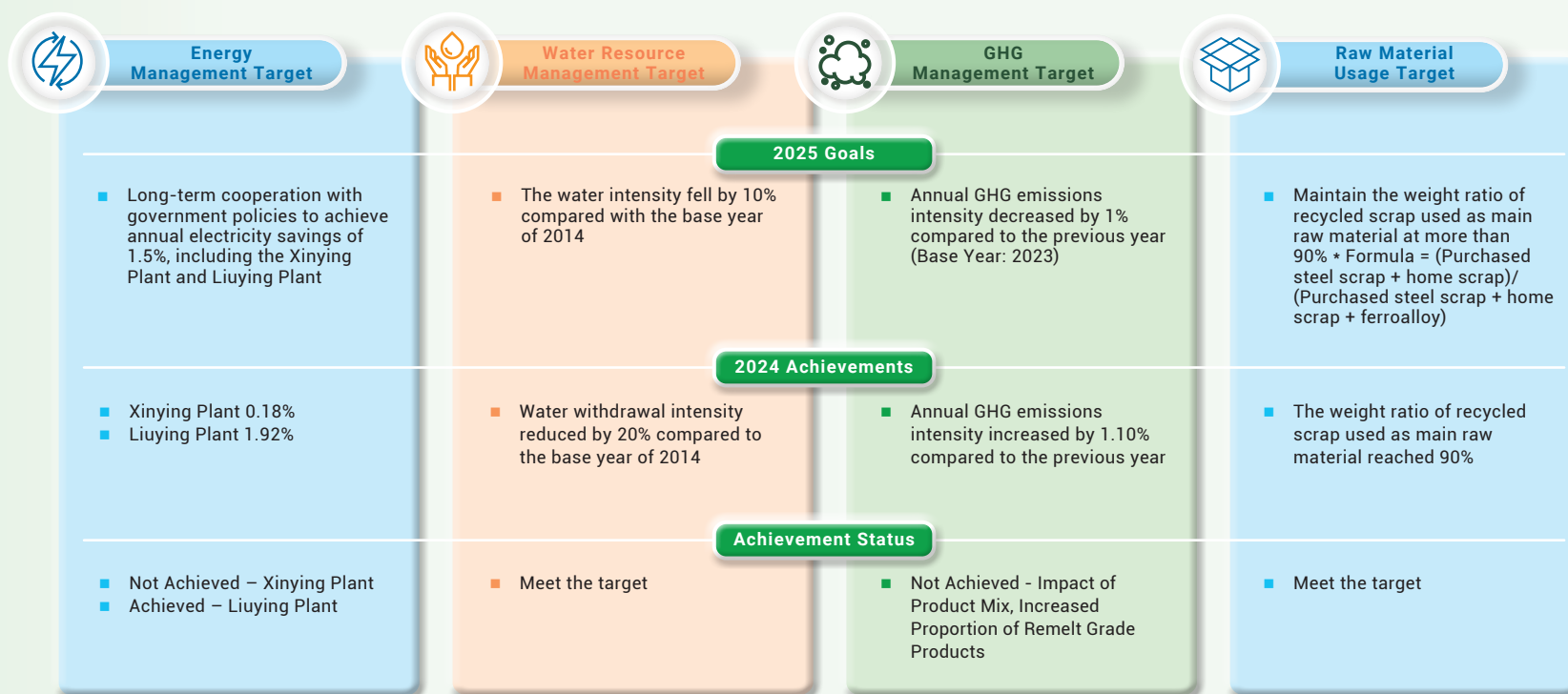
The implementation includes

- **Scope 1:**
Eliminate fuel oil, replace outdated equipment, enhance combustion efficiency, simplify manufacturing processes and reduce waste, maintain high scrap utilization rate, and increase production yield to reduce carbon intensity in the manufacturing stage
- **Scope 2:**
Comply with regulations, continue to build rooftop solar power installations. During factory expansion, increase installations in line with the scope of construction, and gradually procure renewable energy.

Greenhouse gas emissions and related risks

Refer to 4.4 GHG Management

Risk Management Metrics, Targets and Performance



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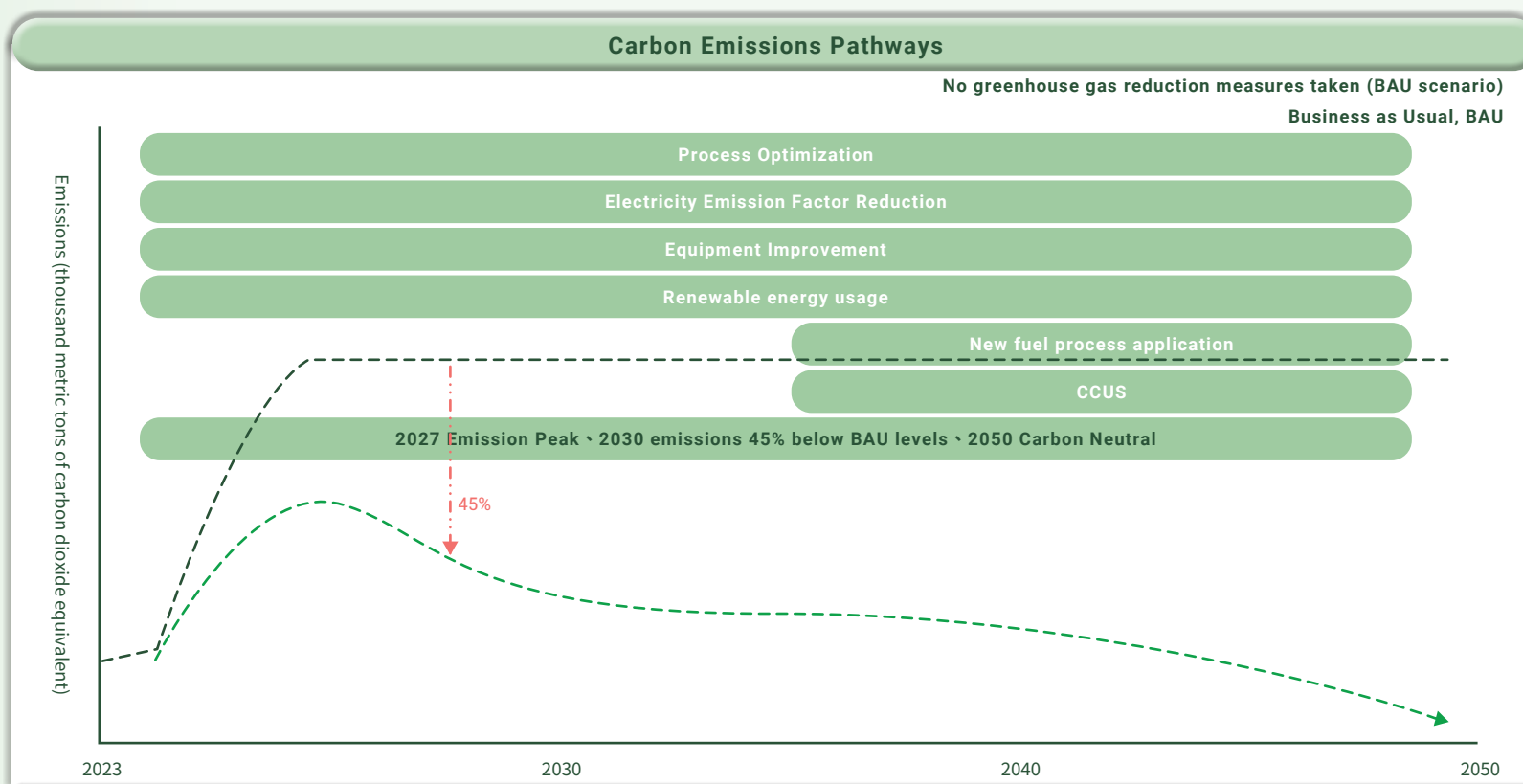
Internal Carbon Pricing

GMTC utilizes shadow pricing to establish an Internal Carbon Pricing (ICP) system to support the evaluation of the cost-effectiveness of investment decisions and the carbon emission costs related to operations. For the current year, considering Taiwan's carbon fee structure, the internal carbon price is set at NT\$300 per metric ton of carbon dioxide equivalent. This approach enables the company to integrate carbon emission costs into both short-term and mid-term decision-making processes and also supports product pricing strategies.

4.2.5 Carbon Reduction Roadmap

It is anticipated that the initial carbon emissions will increase following the commissioning of the new 50ton EAF. To fulfill corporate social responsibility, we will continue to implement carbon reduction measures during this period (such as process optimization, equipment improvements, and renewable energy usage). We will also closely monitor the development of new technologies, and stay informed on international trends and government policies. This approach allows for ongoing adjustments and enhancements to our carbon emissions pathways. The goal is to reduce carbon emissions by 45% compared to the projected Business As Usual (BAU) levels by 2030, with along-term commitment to achieving carbon neutrality by 2050.

(For detailed information, please refer to GMTC's official website)



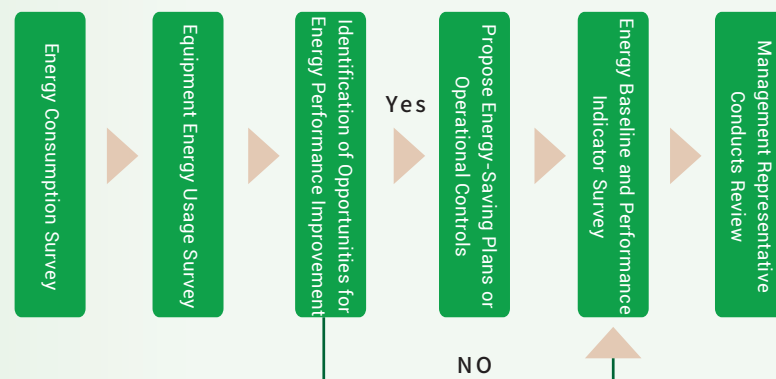
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4.3.1 Energy Management Programs

To optimize energy use and drive continuous improvement in energy performance, GMTC has implemented an ISO 50001-compliant Energy Management System (EnMS).

At both the Xinying and Liuying Plants, dedicated energy management and audit teams are established to monitor energy consumption, conduct regular performance reviews, and implement targeted energy-saving measures. The overarching objective is to reduce energy intensity across all operational units and minimize the Company's environmental impact.

Energy Review Procedure



Key elements of the energy management framework include:

- **Energy Baselines & Performance Indicators (EnPIs):**
- **Defined for all major systems to track performance trends and measure improvement progress.**
- **Significant Energy Use (SEU) Evaluation:** Based on audit data, SEUs are identified and prioritized for action.
- **Process Integration:** Energy-saving principles are integrated into the design and procurement of new equipment, systems, and infrastructure upgrades.
- **Operational Control:** All energy-using equipment is subject to standardized operation procedures, routine inspections, and performance evaluations.
- **Employee Training & Awareness:** Regular training is conducted to enhance energy literacy, reduce communication gaps, and build a culture of energy consciousness.

Through these efforts, GMTC embeds energy efficiency into operational planning and decision making processes, supporting long-term sustainability and carbon reduction goals.

GMTC has developed standardized energy audit procedures to assess activities, products, and services that significantly affect energy performance. A comprehensive energy inventory is maintained to identify major energy-consuming equipment and systems, based on which improvement action plans are formulated.

Energy-Related Education and Training

In accordance with internal regulations, all production units are required to organize at least one energy-related training session per year. These sessions aim to ensure that employees understand the Company's energy policy, objectives, performance indicators, and improvement measures.

Employees are also encouraged to pursue energy-related certifications where relevant to their roles, further enhancing technical capacity and professional development.

The execution results for 2024 are as follows:

Course	Number of Participants	Hours (hrs)	Remarks
Energy Management	413	46	
ISO 50001:2018 Internal Auditor Training Course	20	14	20 employees obtained certifications

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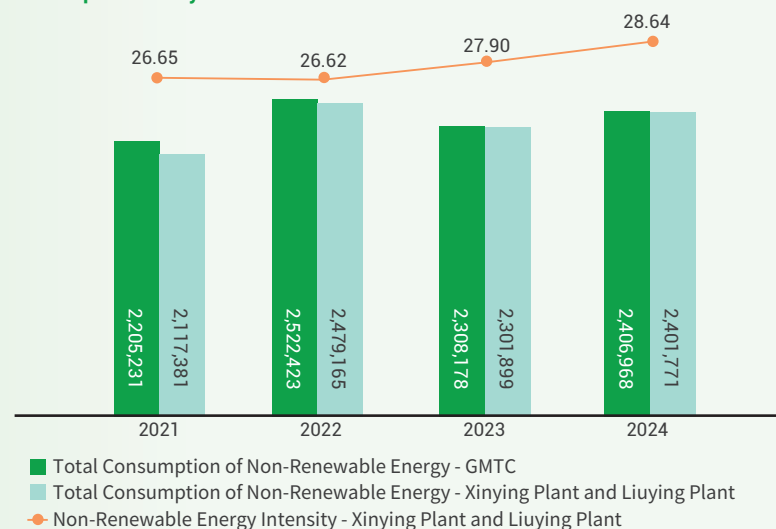
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4.3.2 Energy Usage Categories

The total energy consumption of the GMTC amounts to 2,411,799 GJ. The purchased non-renewable fuel has a calorific value of 1,667,174 GJ, accounting for 69% of the total energy consumption, primarily utilizing natural gas, which is mainly used in boilers and heat treatment furnaces. The purchased non-renewable electricity is 739,795 GJ, while the self-generated renewable energy is 4,831 GJ. The electricity is primarily applied to process equipment and auxiliary equipment such as air compressors, chillers, and water treatment facilities, accounting for 31% of the total energy consumption. The sold renewable electricity amounts to 2,752 GJ.

Total consumption of non-renewable energy and energy intensity in the past four years



Note 1: The calorific value is based on the latest unit calorific value table for energy products published by the Bureau of Energy, Ministry of Economic Affairs. Energy consumption is calculated by multiplying the amount of energy used by its respective unit calorific value and converting the result into gigajoules (GJ): Electricity 860 kcal/kWh; Diesel 8,400 kcal/liter; Natural gas 9,000 kcal/m³; Fuel oil 9,600 kcal/liter; Automotive gasoline – 7,800 kcal/liter; 1 Mcal = 0.00418 GJ

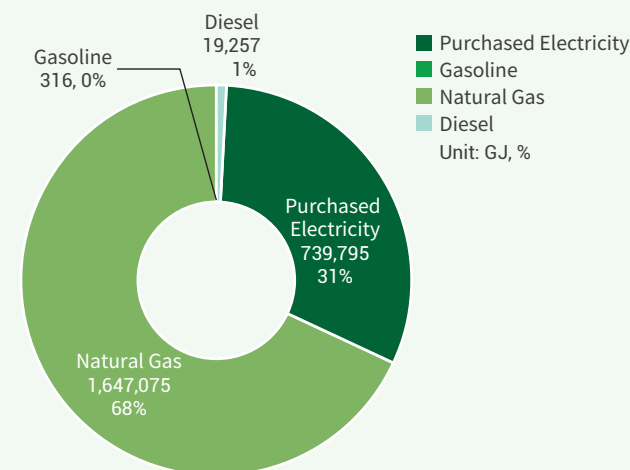
Note 2: The statistical scope includes Xinying Plant, Liuying Plant, Liuying Plant I, Liuying Plant II, Tong Yah Plant, Photovoltaic Plant, and Operations Headquarters

Note 3: Energy use of Liuying Plant, Liuying Plant I and Operations Headquarters, excluding the use of leased assets

Note 4: The consumption statistics of the Precision Forging Plant II as of March 31, 2022

Note 5: Energy Intensity = Non-renewable energy consumption (GJ) from the production lines at the Xinying Plant and Liuying Plant divided by GMTC's total output (metric tons) for the current year

Proportion of Non-Renewable Energy Usage



Total energy consumption		
Non-renewable energy types	GJ	MWh
Purchased non-renewable fuel - natural gas	1,647,075	458,183
Purchased non-renewable fuel - gasoline	841	253
Purchased non-renewable fuel - diesel	19,257	5,357
Total purchased non-renewable fuel	1,667,174	463,792
Purchased non-renewable electricity	739,795	205,796
Total non-renewable energy	2,406,968	669,588

Renewable Energy

GMTC actively supports the Tainan City Government’s “Solar City of Tainan”initiative to promote low-carbon urban development. Since 2012, GMTC has installed rooftop solar photovoltaic (PV) systemsat its Xinyingand Liuyingplants to maximize rooftop space utilization, enhance thermal insulation, and increase renewable energy self-sufficiency.

Key Statistics as of 2024:

- Total Installed Solar PV Capacity: 3,158.03 kW
- Cumulative Renewable Energy Generation (2024): 2,110 MWh
- Self-consumed Renewable Energy (2024): 1,344 MWh
- Estimated Carbon Emissions Reduction (2024):
- Based on Taiwan’s official electricity emission factor of 0.494 kg CO₂e/kWh(2023)
- Self-consumption reduction: ~664 metric tons CO₂e
- Total estimated reduction: ~1,042 metric tons CO₂e

GMTC remains committed to expanding renewable energy infrastructure and optimizing on-site green power utilization, thereby contributing to both national decarbonization goals and long term energy resilience. **(calculated in 2024 based on the annual electricity emission coefficient of 0.494 kg/kWh announced by the Bureau of Energy in 2023)**

Energy types	Power generation	
	GJ	MWh
Self-Generated and Self-Used Renewable Energy - Solar Power	4,831	1,344
Sold Renewable Energy – Solar Power	2,693	749

Note: Solar photovoltaic energy: 860 kcal/kWh; 1 Mcal = 0.00418 GJ

Clean Energy and Future Development

GMTC remains committed to carbon reduction through an inclusive and forward-looking energy strategy. The Company closely monitors policy developments, industry trends, and academic insights to guide decision-making and long-term planning.

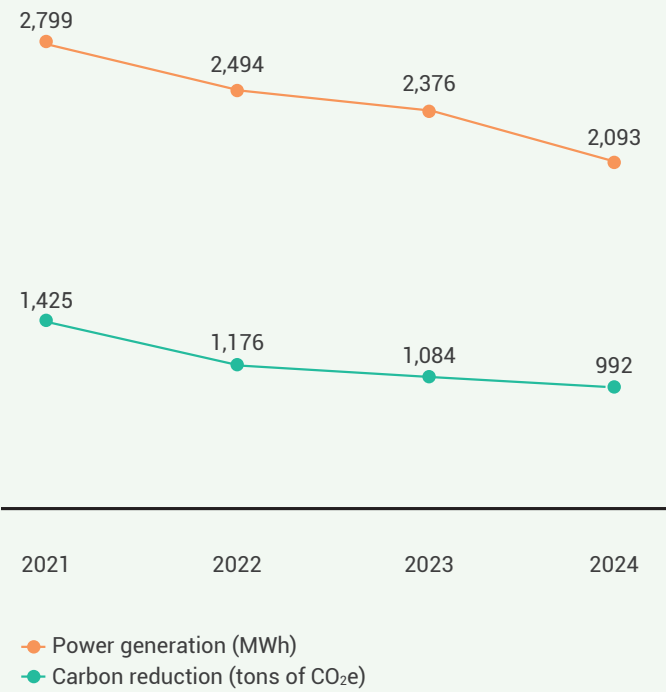
In 2024, GMTC participated in Taiwan Power Company’s Small-Scale Green Electricity

Procurement Program, securing 400,000 kilowatt-hours of green electricity annually, starting from 2025, to increase the share of renewable energy at office sites.

The Company continues to prioritize clean energy deployment in infrastructure planning.

Rooftops of future new buildings will be used for solar photovoltaic system installations to further expand renewable energy adoption and support the dual goals of economic development and environmental sustainability.

Power generation and carbon reduction from rooftop solar power system installations in the past four years



Energy Performance Achievements and Goal Setting

In accordance with national regulations requiring designated energy users to achieve an annual electricity savings rate of at least 1%, GMTC has implemented a wide range of energy efficiency initiatives.

For the upcoming regulatory cycle (2025–2028), both plants have set an electricity savings target of 1.5% for 2025, reflecting a proactive response to updated policy requirements and reinforcing GMTC’s internal energy efficiency objectives. These continuous improvement efforts align with the Company’s broader sustainability strategy and reinforce its commitment to responsible energy use and climate action.

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4.3.3 Energy Action - Energy-saving Performance

Plant Area	2024 Energy conservation items	Amount of energy saved			Invested funds (NT\$ thousand)
		Electricity (kWh)	Natural gas (m³)	Total Energy Saved (GJ)	
Xinying Plant	Improvement of Lighting in the Furnace Control Room	1.31		4.72	–
	New Construction of Energy-Saving Module for Water Tower Supply Pump	210.00		754.91	1,080
	Upgrade of Factory Lighting to LED High Bay Lights	19.71		70.85	25
	Stress Relief Savings for S156 Steel Grade (Melting Dept. III, Xinying Plant)		0.94	35.49	–
	Reduction of Electricity Consumption for Rolling Mill Lighting	9.03		32.46	60
	Replacement of Grinding Machine	42.20		151.69	22,062
Liuying Plant	Improvement of the 630 Series Steel Billet blooming Process in the Mill Dept.	56	283.29	10858.75	–
	Mercury lamps in the Finishing Dept. II factory are being gradually replaced with LED lighting fixtures	5.18		18.64	–
	Reduce the electricity consumption of lighting in the QT Dept.'s facility	21.60		77.65	50
	Stress Relief Savings for S156 Steel Grade (Melting Dept. III, Liuying Plant)		0.71	26.61	0.10
	Improvement of Cooling Water Pumps in Forging Dept. III	96.53		347.02	510
	Installation of Variable Frequency Drive for the Indirect Water Pump of the 50-Ton Electric Arc Furnace EVA (Q2)	233.60		839.75	1232
	Installation of Variable Frequency Drive for the Indirect Water Pump of the 50-Ton Electric Arc Furnace VDL/LF (Q2)	286.53		1030.00	1232
	Installation of Variable Frequency Drive for the Closed Water Pump (Q1) of the 50-Ton Electric Arc Furnace (EAF)	113.88		409.38	557
Total		1,095.57	284.94	14,657.91	26,807

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4.4 GHG Management

Greenhouse Gas (GHG) Management
Since 2013, GMTC's Xinying Plant has conducted greenhouse gas (GHG) emission quantification and reporting in accordance with ISO 14064-1:2006, focusing on organizational-level GHG accounting and removal within the process area boundary.

In 2024, GMTC transitioned to the ISO 14064-1:2018 standard and expanded the GHG inventory boundary to include 100% of the Company's operational sites in Taiwan.

This updated inventory was independently verified with limited assurance by AFNOR, an accredited third-party validation body, under ISO 14064-3.

GHG Emission Scope and Categories The Company's 2024 GHG inventory covers Scopes 1, 2, and 3, in alignment with the GHG Protocol Corporate Standard: Scope 1 (Direct emissions): On-site fossil fuel combustion, process emissions, Scope 2 (Indirect emissions from imported energy): Purchased electricity, Scope 3 (Other indirect emissions), including: Upstream transportation and distribution, Downstream transportation and distribution, Employee commuting, Purchased goods and services, Waste treatment (solid and liquid waste), Downstream leased assets.

A detailed breakdown of emissions by scope and category is provided in the accompanying table.

2024 GMTC GHG emissions status

Scope	Category	Description	GHG emissions (CO ₂ e)
Scope 1	Category 1	Direct emissions	95,187.8847
Scope 2	Category 2	Indirect emissions from imported energy	102,779.8028
Scope 3	Category 3	Indirect emissions from transportation	17,894.7155
	3.1	Emissions from upstream transport and distribution for goods	1,078.5069
	3.2	Emissions from Downstream transport and distribution for goods	16,245.7914
	3.3	Emissions from Employee commuting	570.4172
	3.4	Emissions from Client and visitor transport	Of no significant importance
	3.5	Emissions from Business travel	Of no significant importance
	Category 4	Indirect emissions from products used by an organization	120,386.0668
	4.1	Emission from Purchased Goods	118,647.4794
	4.2	Emission from Capital Goods	Of no significant importance
	4.3	Emissions from the disposal of solid and liquid waste	1,738.5874
	4.4	Emissions from the use of assets	Of no significant importance
	4.5	Emissions from the use of services that are not described in the above subcategories	Of no significant importance
	Category 5	Indirect emissions associated with the use of products from the organization	270.2071
	5.1	Emissions or removals from the use stage of the product	Of no significant importance
	5.2	Emissions from Downstream Leased Assets	270.2071
	5.3	Emissions from end of life stage of the product	Of no significant importance
	5.4	Emissions from Investments	Of no significant importance
	Category 6	Indirect emissions from other sources	Of no significant importance
Total			336,518.677

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In 2024, the total greenhouse gas emissions for GMTC across Scope 1 and Scope 2 amounted to 197,967.69 metric tons CO₂e. Of this total, Scope 1 direct emissions accounted for 48.08%, while Scope 2 indirect emissions represented 51.92%, reflecting a 2.69% increase compared to the previous year's emissions of 192,789 metric tons CO₂e. The total Scope 1 and Scope 2 greenhouse gas emissions from the main production processes (Xinying Plant and Liuying Plant) were 197,290.83 metric tons CO₂e, representing 99.66% of the Company's total emissions. Within this, Scope 1 direct emissions accounted for 48.22%, mainly due to fixed combustion emissions from heat treatment furnaces in the production processes. Scope 2 indirect emissions comprised 51.78%. The greenhouse gas emissions intensity per ton of steel produced at the Xinying Plant and Liuying Plant was 2.35 metric tons CO₂e, which increased by 1.10% compared to last year, mainly due to changes in the product mix. The total emissions in 2023 were 191,930 metric tons CO₂e. The rise in emissions intensity in 2024 was attributed to changes in the product mix.

Total Greenhouse Gas Emissions and Emission Intensity over the Past Four Years (Scope 1 + Scope 2)



Note 1: In 2021, the Liuying Plant conducted self-inspection. In 2022, self-inspection was performed for both the Xinying Plant and Liuying Plant. All other data were verified by a third-party organization

Note 2: GHG Emission Intensity: Greenhouse gas emissions (metric tons CO₂e) from the production lines of the Xinying Plant and Liuying Plant)/GMTC's output for the current year (metric tons)

Note 3: The global warming potential (GWP) for 2023 and 2024 was based on the version of "IPCC Sixth Assessment Report (2023)", and the global warming potential (GWP) for 2021 and 2022 were based on the version of "IPCC Fourth Assessment Report (2007)"

Note 4: Consolidation approach for emissions: Operational controls

Note 5: Electricity coefficient: In 2024, the coefficient used was based on 2023 electricity coefficient announced by the Bureau of Energy on April 26, 2024

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Carbon Reduction Measures

In 2024, GMTC continued to promote the simplification of thermal manufacturing processes, maintain equipment reliability to avoid unnecessary thermal losses, improve combustion efficiency, and replace or upgrade outdated equipment to enhance energy utilization efficiency. These efforts aim to reduce GMTC's greenhouse gas emissions. In 2024, energy-saving measures resulted in a total electricity savings of 1,095.57 thousand kilowatt-hours, along with 1,344 thousand kilowatt-hours of self-generated renewable energy.

Establishing the capability to assess product carbon footprints

GMTC plans to gradually establish the capability for product carbon footprint assessment in accordance with ISO 14067:2018. This will help further identify greenhouse gas emission hotspots and provide a measurement basis for implementing future carbon reduction measures. Additionally, it will address customer demands and improve service quality.

Emissions of ozone-depleting substances (ODS)

Some of the Company's equipment use R124 refrigerants, but no ozone-depleting substances are used in its manufacturing processes.

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4.5 Water Resource Management

GMTC operates facilities in the Xinying Industrial Zone and the Liuying Science and Technology Industrial Park in Tainan City. According to the World Resources Institute's Aqueduct Water Risk Atlas, the company's operational sites fall under a “Low to Medium” water stress risk (10%–20%) zone.

GMTC sources 100% of its water from municipal supply, without withdrawing from surface or groundwater sources. There is no direct withdrawal from surface or groundwater sources.

Water within the facilities is classified and managed according to its source and purpose, including: Rainwater, Domestic wastewater, Industrial wastewater, Cooling circulation water, Drainage and Discharge Management.

The Company has implemented a segregated drainage system that clearly separates rainwater from wastewater. Rainwater is channeled through dedicated drainage pipelines. At both the Liuying Plant and the Operations Headquarters, rainwater harvesting systems have been installed and are utilized primarily for landscaping irrigation.

All process wastewater is treated at centralized facilities and independently verified by accredited third-party laboratories to ensure legal compliance. Treated effluent that meets regulatory discharge standards is then released into surface water bodies, thereby minimizing environmental impact.

To optimize water usage and reduce reliance on freshwater resources, GMTC conducts internal water efficiency assessments and has identified high-consumption areas. The feasibility of implementing production-process water recycling systems is under review. These efforts aim to maximize water reuse cycles and reduce total freshwater intake over time.

In compliance with the Water Pollution Control Act, GMTC commissions third-party laboratories to regularly monitor and test wastewater quality, ensuring that all discharge meets relevant effluent standards.

The Company files required reports with environmental authorities and pays corresponding wastewater treatment fees. For legal compliance details, refer to [Section 2.4: Ethical Corporate Management and Legal Compliance](#).

In 2024, GMTC's total recycled water volume was 107,325 million liters, with water withdrawal of 320 million liters and water discharge of 117 million liters, resulting in a water recovery rate of 99.70%. The total water withdrawal for the main production processes was 307 million liters, while the total wastewater discharge was approximately 116 million liters. The water withdrawal intensity per ton of steel produced was 0.00366 million liters, representing a 3.0% increase compared to 2023.

Item		Xinying Plant	Liuying Plant
Water source		Wushantou Reservoir	Wushantou Reservoir
Wastewater treatment unit		Xinying Industrial Area Wastewater Treatment Plant	Liuying Industrial Area Wastewater Treatment Plant
Wastewater Discharge Standards for Sewage Treatment Plants	PH	5.0~9.0	6.0~9.0
	SS(mg/L)	<400	<400
	COD(mg/L)	<560	<500
	BOD(mg/L)	<400	<400
Drainage and water bodies		Jishuei River	Jishuei River

Water Conservation Measures

- The 50-ton electric arc furnace dust and fume cooling system replaces part of the water cooling with air cooling to reduce water consumption.
- All pumps in the 50-ton electric arc furnace water treatment facility have been equipped with variable frequency drives to reduce water consumption.
- It is anticipated that by 2025, a wastewater recycling treatment process will be established for RM, with plans to assess the treatment of 20% of the wastewater from the Xinying Plant to potable water standards. This will enable recycling and reuse, thereby reducing both water usage and water discharge.

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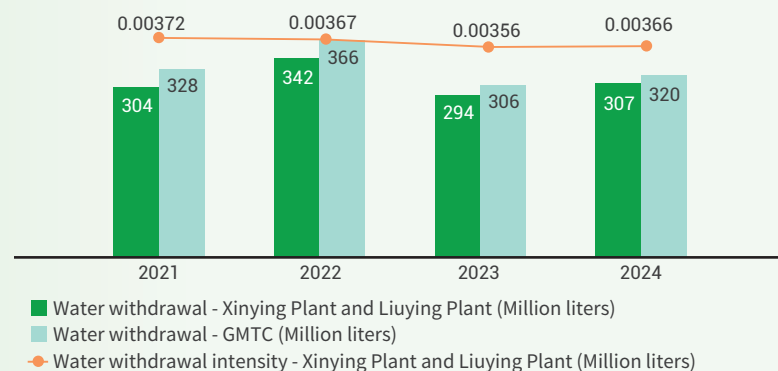
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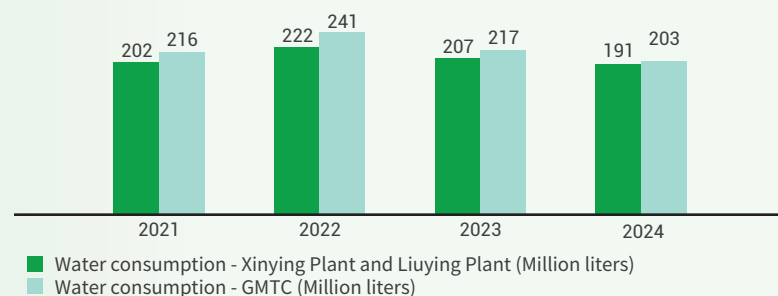
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Water withdrawal and water intensity in the past four years



Water consumption in the past four years



Note 1: The statistical scope includes Xinying Plant, Liuying Plant, Liuying Plant I, Liuying Plant II, Tong Yah Plant, Photovoltaic Plant, and Operations Headquarters

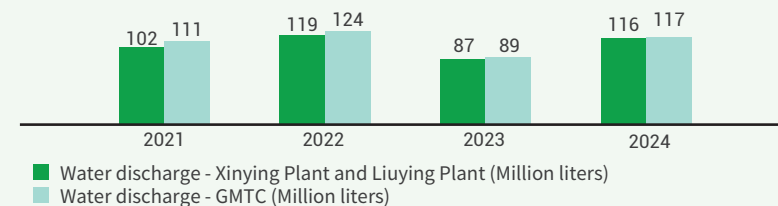
Note 2: Water withdrawal intensity = Water withdrawal volume from the Xinying Plant and Liuying Plant production lines (million liters)/GMTC's output for the current year (metric ton)

Note 3: Water consumption = Water withdrawal - Water discharge

Note 4: Liuying Plant's water withdrawal and discharge exclude consumption from leased assets; water intake by Operations Headquarters and Liuying Plant I excludes consumption from leased assets

Note 5: Water withdrawal and discharge statistics of Precision Forging Plant II as of March 31, 2022

Water discharge in the past four years



4.6 Waste and Pollutant Management

Regulatory Compliance and Waste Disposal In accordance with the Waste Disposal Act (Taiwan), GMTC entrusts all manufacturing waste to qualified waste disposal companies approved by the competent environmental authority. Formal contracts are signed with each waste management contractor, and contractual obligations are fulfilled by both parties. Following a supplier evaluation process, GMTC has engaged a total of 23 certified waste transportation service providers.

In 2024, the total amount of industrial waste generated by GMTC reached approximately 45,638 metric tons, of which: 96% was non-hazardous waste, 4% was hazardous waste.

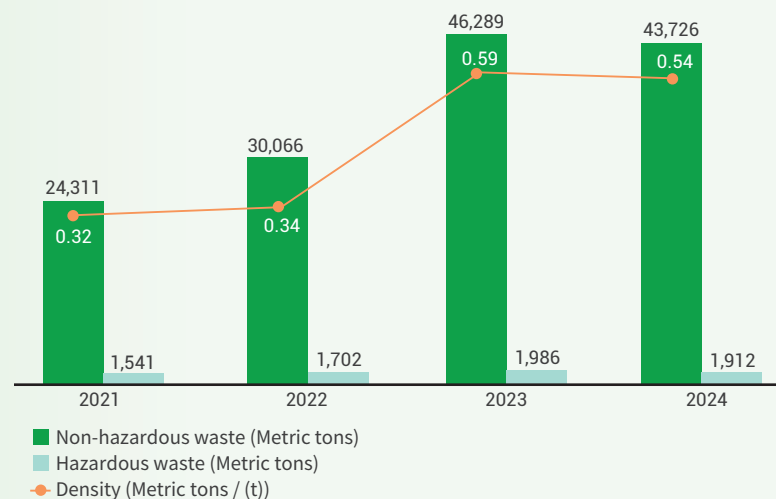
The primary treatment method involves reuse for secondary processing, thereby promoting resource recovery and minimizing environmental impact.

Waste Recycling Initiatives GMTC has developed internal Resource Recycling Procedures and established Recycling Centers across its facilities and offices to enforce proper waste sorting and promote environmental awareness among employees. Reusable supplier packaging materials, such as iron drums and space bags, are reused internally when in good condition and are properly disposed of once deemed unsuitable for reuse.

In 2024, the Company intensified the recycling of hazardous steelmaking dust, achieving a recycling rate of 21.22%, significantly reducing landfill disposal. Further improvements to this recycling channel are planned for 2025.

Overall Waste Recycling Rate: 94% (↑ 0.44% YoY), Waste Intensity: 0.54 (↓ 4% YoY, from 0.59 in 2023), Waste intensity is calculated as metric tons of waste per metric ton of product output.

These results reflect GMTC's ongoing efforts to implement circular economy principles and reduce the environmental footprint of its operations.



- Note 1.** Waste data is calculated based on the Ministry of Environment's Industrial Waste Declaration and Management Information System.
- Note 2.** The statistics cover the Xinying Plant, Liuying Plant, and Precision Forging Plant II.
- Note 3.** The waste disposal volume of the Liuying Plant excludes waste from leased assets.
- Note 4.** The waste disposal volume of the Precision Forging Plant II is reported up to March 31, 2022.
- Note 5.** Intensity = Waste disposal volume (metric tons) / Annual production output of Gloria Material Technology Corp. (metric tons)

Waste Impact Management (Example)



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Waste diverted from disposal

Type of waste	Waste name	Type of recovery operations	Volume (Metric ton)	Disposal method		Resource utilization
				Onsite	Offsite	
Hazardous waste	EAF dust or sludge for pollution control in the electric arc furnace steelmaking process	Recycling	315	0%	100%	Raw materials for stainless steel making
	Waste brick	Recycling	7,596	0%	100%	Raw materials for controlled low intensity backfill and granules
Non-hazardous waste	Electric Arc Furnace (EAF) oxidizing slag (stone)	Recycling	17,099	0%	100%	Controlled low-strength material (CLSM) raw materials
	Electric Arc Furnace (EAF) reducing slag (stone)	Recycling	14,624	0%	100%	Controlled low-strength material (CLSM) raw materials
	Scrap iron	Recycling	3,135	0%	100%	Raw materials for steelmaking, raw materials for iron products
	Waste wood	Recycling	260	0%	100%	Incineration (with energy recovery)
	Waste lubricants	Recycling	48	0%	100%	Other disposal operations: made into fuel
	Waste liquid mixture	Recycling	42	0%	100%	Other disposal operations: made into fuel
	Total		43,119	0%	100%	

Waste directed to disposal

Category	Waste name	Waste disposal method	Disposal operations	Volume (Metric ton)	Disposal method	
					Onsite	Offsite
Hazardous waste	EAF dust or sludge for pollution control in the electric arc furnace steelmaking process	Solidification	Landfill and Solidification	1,010		100%
		Heat treatment (except incineration)	Non-derived waste	161		100%
	Chromium and its compounds (total chromium)	Solidification	Landfill and Solidification	426		100%
Non-hazardous waste	Waste plastic mixture	Incineration	Landfill	121		100%
	Waste insulation material	Physical treatment	Landfill	62		100%
	Waste refractory material	Physical treatment	Finished goods	527		100%
	General waste generated from business activities	Incineration	Landfill	162		100%
	Waste grinding wheel	Landfill	Landfill	50		100%
	Total			2,519		100%

Note: For detailed information on the composition of waste, please refer to [Appendix 6. Environmental Information](#)

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Air Pollutants

Emission Sources and Regulatory Compliance

In accordance with the Ministry of Environment (MOENV) regulations, GMTC regularly monitors and reports air pollutant emissions to ensure compliance with environmental laws and protect surrounding ecosystems and communities.

Major air pollutants generated during GMTC's production processes include:

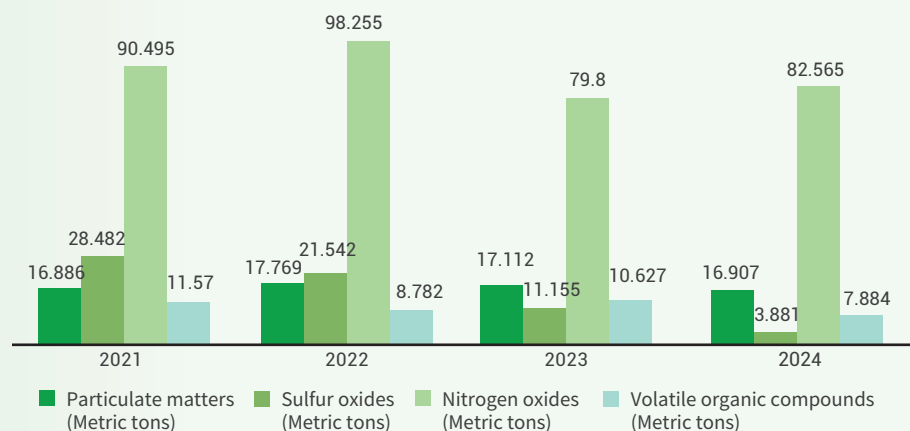
- Particulate matter (PM)
- Sulfur oxides (SO_x)
- Nitrogen oxides (NO_x)
- Volatile organic compounds (VOCs)

Emissions are permitted only after meeting the standards set forth in the "Stationary Pollution Source Air Pollutant Emissions Standards" announced by MOENV.

Reduction Strategy and Performance

Over the past three years, GMTC has phased out fuel oil and progressively replaced it with natural gas—a cleaner combustion source. As a result, the intensity of sulfur oxide (SO_x) emissions has declined year-over-year, significantly reducing the air pollution burden. This energy transition aligns with the Company's broader goals for clean energy adoption and air quality improvement.

Air Pollutant Emissions of GMTC in the Past Four Years



Note 1: Pollutant emissions are calculated according to air pollution fee declaration system of the Ministry of Environment.

Note 2: The statistical scope includes Xinying Plant, Liuying Plant, and Precision Forging Plant II

Note 3: Air Pollutant Emissions of Liuying Plant Excluding Emissions from Leased Assets

Note 4: The emissions statistics of the Precision Forging Plant II as of March 31, 2022

Note 5: Intensity = Air Pollutant Emissions (metric tons)/Annual Output of GMTC (metric tons)

Note 6: Liuying Plant: Emission standards comply with the content of the EIA; Precision Forging Plant II: Emission standards are according to the content of fixed pollution source operation permit

Testing and Monitoring Procedures

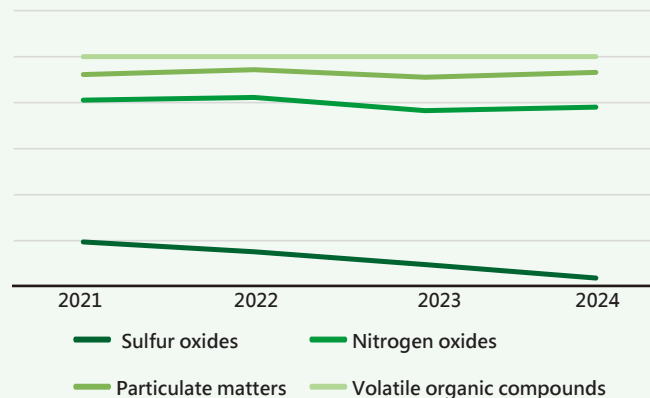
To ensure compliance, GMTC appoints environmental testing organizations accredited by the Ministry of Environment, which regularly conduct exhaust gas sampling and analysis. These inspections are performed in accordance with the "Regulations for Regular Self-Monitoring or Commissioned Testing and Reporting of Stationary Pollution Sources" (固定污染源定期自行或委託監測及申報管理辦法), and all data is submitted to the competent authority as required.

Each facility maintains its air pollution control equipment, including:

- Routine filter bag cleaning and replacement in accordance with permit requirements
- Annual inspection and maintenance of all sampling infrastructure

In 2024, all exhaust emissions from GMTC plants were in full compliance with the national air pollutant standards.

Air Pollutant Emission Intensity of GMTC in the Past Four Years



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The Liuying Plant is located in Liuying Science and Technology Industrial Park and Environmental Protection Technology Park. As there is no EAF steelmaking processes among the production processes in the area as promised by Liuying industrial park's EIA, Liuying Plant has conducted its own EIA for this reason. In addition to complying with the amount of pollutants emitted by its own environmental assessment, Liuying Plant is also subject to the cap of pollutants imposed by Liuying Industrial Park. For 2024, it met the commitments in the environmental impact assessment.

Emission standards of each plant

Plant Area	Xinying Plant	Liuying Plant	Total volume of Xinying Plant + Liuying Plant	Precision Forging Plant II
Nitrogen oxides (NOx) (metric tons/year)	358.756	71.37	430.126	1.726
Sulfur oxides (SOx) (metric tons/year)	31.769	27.61	59.379	4.974
Particulate matters (metric tons/year)	45.648	54.37	100.018	
Volatile organic compounds (VOCs) (Metric tons)	58.197	37.56	95.757	
Dioxin	0.5 ng-TEQ/Nm ³	0.4 ng-TEQ/Nm ³ 3.19x10 ⁻⁷ tons/year		
Lead and its compounds (mg/Nm³)		10		
Cadmium and its compounds (mg/Nm³)		1		

4.7 Environmental Expenditures

The Company's environmental expenditures in 2024 totaled NT\$140,206 thousand, mainly including waste disposal, air pollution control equipment replacement and maintenance expenses, air pollution control expenses, wastewater treatment, and soil and groundwater fund fees, etc., are shown in the table.

Year	Soil and Groundwater Pollution Remediation Funds	Wastewater treatment	Prevention of air pollution	Waste disposal	Total (NT\$thousand)
2021	813	1,977	822	82,949	84,560
2022	935	3,282	706	103,233	108,156
2023	890	1,617	643	158,230	161,380
2024	949	1,903	598	136,756	140,206

Note: Due to a correction in the statistical scope, the data has been recompiled. Please refer to the 2024 figures as the primary source.

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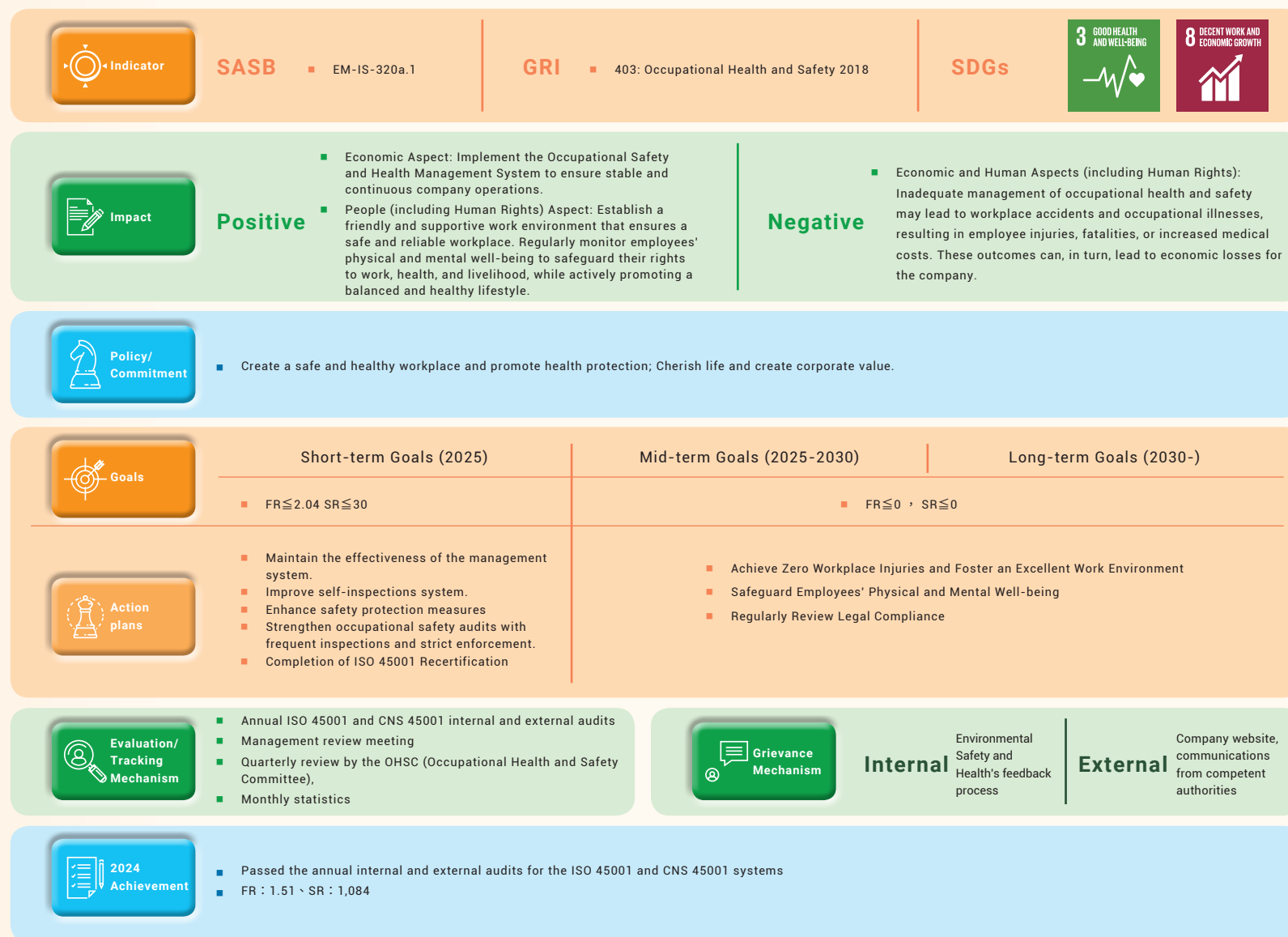
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5.1 Talent Diversity and Equality

Employee Status Overview

As of the end of 2024, GMTC employed 984 employees, including 2 temporary workers, and no part-time employee.

Nationality and Geographic Distribution

Among the workforce:

- 82.8%are Taiwanese nationals
- The majority are from Tainan City, particularly from the Xinyingand LiuyingDistricts, where

GMTC's headquarters and plants are located

- Over 50% of Taiwanese employees are local residents of Xinying and Liuying, highlighting GMTC's commitment to community-based employment.

Gender, Education, and Job Nature Due to the high-temperature and labor-intensive nature of the metal products industry, male employees comprised 89.3% of the workforce. In 2024, 64.5% of local employeesheld a college degree or higher, reflecting a well-educated labor base.

Age and Tenure

- Average employee age: 41.1 years
- Average years of service: 12.6 years

These figures indicate a stable and experienced workforcewith strong development potential.

Workforce Composition	Region		Gender		Number of Employees
	Taiwan	Other	Male	Female	Subtotal
Permanent Employee	982	—	877	105	982
Temporary Employee	2	—	2	—	2
Full-time Employee	984	—	879	105	984
Part-time Employee	—	—	—	—	—
Employees Without Guaranteed Hours	—	—	—	—	—

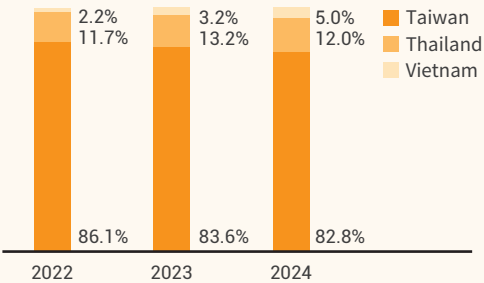
Number of permanent employee: Employees whose labor contracts are of indefinite duration (i.e., non-fixed term contracts).

vv: Employees whose labor contracts are of a fixed-term nature (i.e., term contracts).

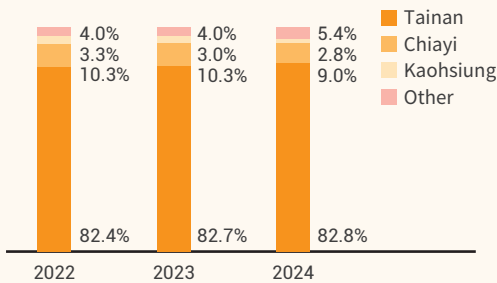
Number of employees: Employees whose weekly working hours meet the definition of full-time employment as specified by local labor regulations. Number of part-time employee: Employees whose weekly working hours are less than the threshold required for full-time employment as specified by local labor regulations.

Number of non-guaranteed hours employees: Employees whose weekly working hours are not fixed, such as on-call employees

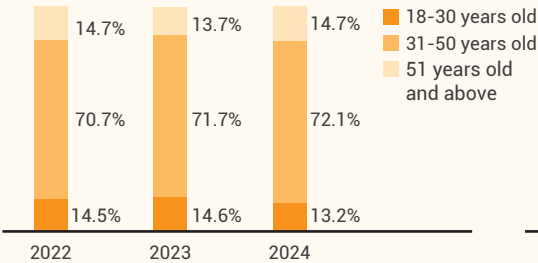
Employees breakdown by nationality



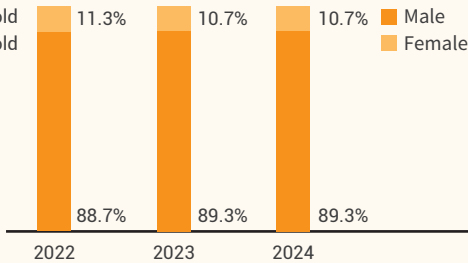
Domestic Employees breakdown by Region



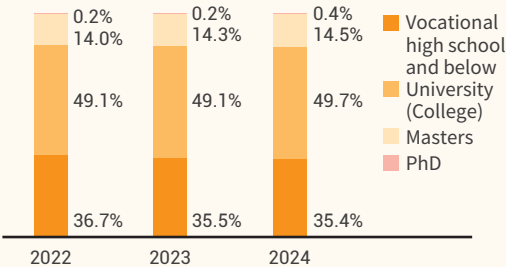
Employees breakdown by Age



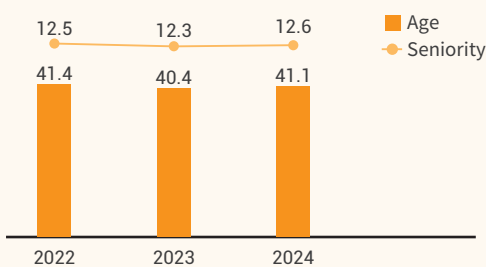
Employees breakdown by Gender



Employees breakdown by Educational background



Average seniority/age (years)



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Job Type

The employee positions in GMTC are classified into 4 sections: management, professionals, technician and clerks. Responsible for management, R&D, manufacturing, and administrative affairs in various departments. In 2024, management personnel accounted for 8.3% of the total talent, professional personnel accounted for 18.5%, technicians accounted for 68.8%, and clerks accounted for 4.4%.

Year/Job Position		2021	2022	2023	2024
Management	Male	5.3%	6.0%	6.5%	7.62%
	Female	1.0%	0.8%	0.9%	0.71%
Professional	Male	14.9%	15.3%	14.1%	13.31%
	Female	5.8%	5.4%	4.9%	5.18%
Technician	Male	67.2%	67.5%	68.8%	68.39%
	Female	0.9%	0.5%	0.5%	0.41%
Clerk	Male	0 %	0 %	0 %	0 %
	Female	5.0%	4.5%	4.3%	4.37%

Note 1: Management refers to supervisors; professionals refer to engineers and managers; technician refer to field operators; and clerks refer to the administrative personnel

New employee hires and employee turnover

GMTC hired 98 new employees in 2024, of whom 57% were from Tainan City and 22% were from Vietnam. We also encourage employee referrals and provide referral bonuses to expand recruitment sources to meet the Company's operational needs. In 2024, the employee turnover rate was about 8.9%, significantly lower than the industry average. Through continuous improvements in the work environment, enhancement of employee benefits, and provision of career development opportunities, the Company effectively reduces turnover risk, ensuring team stability and operational efficiency.

Attribute	Gender	Age group	2021	2022	2023	2024
New employee hires	Male	18-30 years old	10	60	37	24
		31-50 years old	24	110	89	62
		51 years old and above	4	7	0	2
	Female	18-30 years old	3	5	1	5
		31-50 years old	2	4	7	5
		51 years old and above	0	0	0	0
	Total		43	186	134	98
	Rate of new employee hires		4.6%	20.0%	13.9%	10.0%
Employee turnover	Male	18-30 years old	34	25	20	16
		31-50 years old	66	73	56	53
		51 years old and above	12	19	25	9
	Female	18-30 years old	4	6	0	3
		31-50 years old	6	6	9	6
		51 years old and above	1	1	2	0
	Total		123	130	112	87
	Rate of employee turnover		13.0%	14.0%	11.6%	8.9%

Note 1: Rate of new employee hires = Number of new employees in the current year / [(Number of people at the beginning of the period + Number of people at the end of the period) / 2]
Rate of employee turnover = Number of people resigned in the current year / [(Number of people at the beginning of the period + Number of people at the end of the period) / 2]

Note 2: Number of employees who left the company over the years, including retirees: 12 in 2021, 13 in 2022, 21 in 2023, and 10 in 2024

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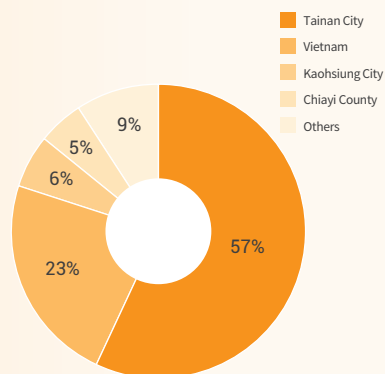
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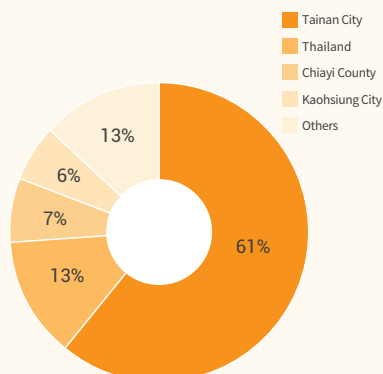
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Ratio of new employee hires by
region and nationality in 2024 (%)



Ratio of employee turnover by
region and nationality in 2024 (%)



Workplace Diversity Policy

GMTC is committed to fostering a diverse and inclusive workplace, where hiring, training, and promotion based solely on merit, including qualifications, experience, and performance.. The Company strictly prohibits discrimination of any kind, including but not limited to race, ethnicity, political beliefs, religion, nationality, gender, sexual orientation, age, marital or family status, physical or mental disability, appearance, or union membership. GMTC fully complies with local labor laws, including prohibitions against the employment of child labor. In 2024, no incidents of discrimination were reported.

To promote inclusion, GMTC employs individuals from disadvantaged groups and those with disabilities, providing suitable job placements and ensuring equal employment rights. In 2024, GMTC employed 12 individuals with physical or mental disabilities, representing 1.2% of the workforce, exceeding the statutory requirement under Taiwan's regulations (1%). Among these, 75% were based in the Tainan area.

The Company aims to build an environment where all employees are respected, supported, and empowered to thrive. GMTC actively fosters open communication and cultivates a culture that values diverse perspectives, encouraging collaboration, innovation, and sustainable development

Equal Pay

GMTC has established a Remuneration Committee responsible for implementing a transparent and equitable compensation system aligned with the Company's performance and market competitiveness.

Although the workforce is male-dominated due to the physical demands of the metal processing industry, GMTC adheres to the principle of equal pay for equal work. Compensation—including salaries, bonuses, and benefits—is determined based on job responsibilities, seniority, and performance, and is not influenced by gender or any other discriminatory factors.

In 2024, the base salary ratio between male and female employees across all job categories was 1:1. All salary adjustments and promotions are reviewed in accordance with the Company's salary structure, ensuring fair and non-discriminatory treatment.

For relevant performance indicators, please refer to [Appendix 7. Social Information](#).

Equal Pay indicators	Overall
Mean gender pay gap	14.1%
Median gender pay gap	17.3%
Mean bonus gap	52.7%
Median bonus gap	28.6%

Note 1: Calculation formula (1 - (Average salary of females at the same level of duty/Average salary of men at the same level of duty))*100% to obtain the gap percentage

5.2 Talent Attraction and Employee Care

Employee Training and Career Development

Long-term talent cultivation is critical to GMTC's sustainable operations. To support this goal, GMTC has established a comprehensive learning and development framework aligned with its strategic objectives and operational plans. Upon joining the Company, new employees undergo onboarding programs to familiarize themselves with corporate policies, workplace safety, and job functions. Throughout their careers, employees are provided with targeted training opportunities based on job requirements, career stages, and business priorities.

GMTC's employee training initiatives are structured as follows:

- **Onboarding and Basic Skills Training:** Includes orientation, safety training, and essential job skills for new hires.
- **Technical and Professional Development:** Offers upskilling and cross-functional training to enhance employees' technical knowledge and operational competencies.
- **Industry-Academia Collaboration:** Collaborates with academic institutions to offer continued education, including advanced degree programs and joint training projects.
- **Leadership and Management Training:** Designed for high-potential employees and newly promoted managers to strengthen leadership, decision-making, and communication skills.

To formalize its commitment, GMTC has established the "Regulations Governing Training and Education", which define the scope, implementation, and evaluation standards of all internal training activities.

Annual training programs are planned for each level of employee in alignment with:

- Business strategy
- Legal and regulatory requirements
- Functional and competency needs

These efforts aim to enhance employee competencies, improve learning effectiveness, and support long-term career development.

Continuous Improvement and Promotion System

Since 2000, GMTC has adopted Six Sigma and Lean Manufacturing methodologies, drawing upon the professional training frameworks developed by General Electric (GE). These tools have been instrumental in reducing costs, improving on-time delivery rates, enhancing product quality, and strengthening the Company's overall competitiveness and integration into the global supply chain.

To drive these efforts, GMTC established a dedicated training and promotion team responsible for institutionalizing the training programs, cascading knowledge throughout the organization, and embedding continuous improvement into daily operations.

Through a tiered training system—including Lean Six Sigma (LSS) introductory courses and advanced Six Sigma certification programs—employees are empowered to implement systematic improvement projects. To date, GMTC has completed hundreds of improvement initiatives, fostering a culture of learning and collaboration.



▲ The 2024 executive training, themed "Employee Issues and Communication Counseling" and "Subordinate Development and Coaching"

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To support talent development and career growth, GMTC has implemented a fair and objective promotion system, integrated with the above training mechanisms. Key features include:

- Monthly performance appraisals for all employees, serving as objective input for promotion reviews
- Annual promotion evaluations for qualified candidates
- A dual-track promotion system for managerial and technical roles, allowing employees to advance without being forced into management paths
- Mechanisms to retain diverse talent and promote comprehensive team development

In addition to internal training, GMTC encourages employees to participate in external professional development programs, both domestically and internationally.

Employees are supported in acquiring recognized certifications to enhance their competencies in quality management and project execution.

By promoting widespread participation in Six Sigma and LSS project management, GMTC aims to instill a shared commitment to continuous improvement and customer satisfaction across the organization.

Employee training and education records in 2024 are as follows:

Training type	Item	Class/ session	Total number of training hours provided to employees	Number of employees
Internal training	Professional technique	224	555	2,760
	Core technique	84	159	844
External training	Professional technique	50	589	175
	License/ Certification	18	544	510
Total		376	1,847	4,289

Average hours of training per employee in 2024 are as follows:

Job position	Gender	Number of employees	Total number of training hours provided to employees	Average training hours per employee
Management	Male	403	1,935	4.8
	Female	40	220	5.5
Professional	Male	634	4,320	6.8
	Female	247	1,128	4.6
Technician Clerk	Male	2,828	9,456	3.3
	Female	137	295	2.2
Total		4,289	17,354	4.0

Employee Development Program

Talent is the foundation of sustainable corporate growth. To cultivate employees' professional skills and support forward-looking human resource development, GMTC has implemented a structured employee development and promotion framework that encourages the advancement of diverse competencies across all levels of the organization.

The promotion system is divided into two tracks:

- VNon-managerial track: Focused on developing technical and functional expertise
- Managerial track: Designed to strengthen leadership and strategic management capabilities

Promotion reviews are conducted biannually, in July and December, in accordance with internal operational procedures. These evaluations serve as a mechanism for identifying high-potential employees and aligning talent development with business objectives.

By integrating this framework with the broader employee development program, GMTC continuously invests in workforce upskilling, ensuring that employees are equipped with the knowledge and capabilities required to meet the Company's evolving needs.

Employee Career Development Plan		Plan Contents
Name	Six Sigma Project Management Training	Lean Six Sigma Project Management Training
Business benefits of the program	- To ensure that all employees of GMTC can participate in quality improvement activities, we will continue to integrate the spirit of continuous improvement into the hearts of every employee, with the aim of enhancing customer satisfaction. - The Six Sigma training program generally enrolls one session per year. Accepted candidates will be notified of relevant training information prior to the commencement of the training.	- Establish foundational concepts and practices of Lean Six Sigma to facilitate the promotion of Lean Six Sigma improvement projects; and teach fundamental concepts and essential skills of project management to cultivate the cornerstone of outstanding project managers. - Participants are required to apply what they have learned in real-time, using case studies to enhance experience exchange, with the aim of integrating this knowledge into their work.
Quantitative impact of business benefits	- Trainees: 7 (40th Session) - Completion Rate: 100% - Project Qualification Rate: 80% - Percentage of personnel promoted after participating in the program: 0%	- Trainees: 47 participants (26th and 27th sessions) - Completion Rate: 98.25% - Project Qualification Rate: 82.68% - Percentage of personnel promoted after participating in the program: 32%
% of FTEs participating in the program	FTE for 2024: 2,000 hours FTE % of Project Participation: 4.2%	FTE for 2024: 2,000 hours FTE % of Project Participation: 4.2%
Supporting Evidence	The total course hours, including the Project Review and final examination, are approximately 84 hours.    	

Note 1: The primary objective of this project is to enhance employee competencies. Since participants are not immediately eligible for promotion, the percentage of employees promoted after participating is calculated based on those who were promoted following completion of this course in 2024.

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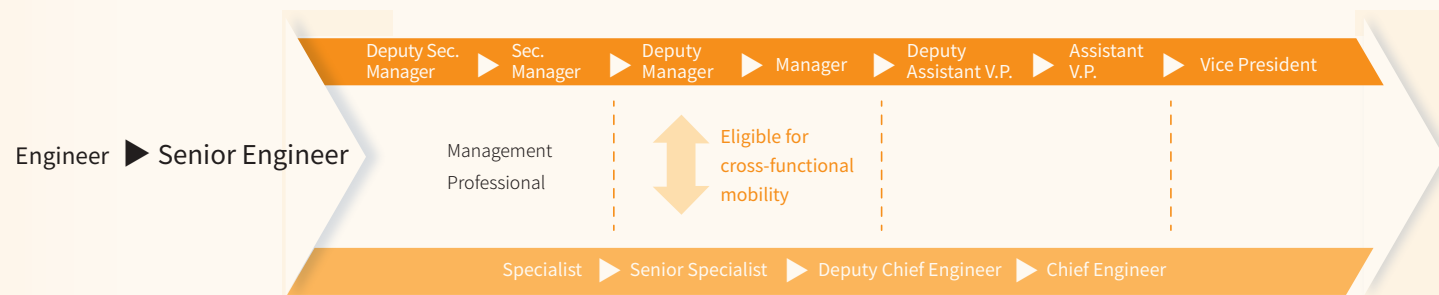
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Dual-Track Promotion System

GMTC, based on the distinction between management and professional positions, considers individual strengths and comprehensive performance evaluations to facilitate personal competency development.

"Dual-track" promotion system for management and non-management positions		
System Content	System Objectives	Establish a transparent promotion mechanism that enables employees to pursue either management or professional career tracks based on their individual expertise and the organization's current needs, ensuring personal development progresses in tandem with the Company's growth
	Management	Employees who possess leadership qualities and a desire to manage teams are eligible for promotion to positions such as Master Technician, Master Clerk, Dept. Manager, and Director.
	Non-management positions	Employees who are suitable for focusing on the development of technical or professional skills may be promoted to positions such as Senior Technician, Senior Clerk, Specialist, or Senior Specialist and above.
Number of Employees Promoted Through This System in 2024		Number of Management Promotions: 21 people Number of Non-Management Promotions: 134 people

Promotion Pathway Chart



Performance Appraisal

To support the achievement of the Company's annual business objectives and drive continuous employee development, GMTC implements a structured monthly performance appraisal system for all employees.

The appraisal process evaluates not only individual performance outcomes, but also emphasizes workplace behaviors and professional attitudes—including responsibility, discipline, and a commitment to excellence. This dual evaluation approach (performance and behavior) serves as a key input for employee development, training planning, and promotion decisions.

Formal promotion assessments are conducted biannually, in June and December, based on performance data and managerial recommendations. Through this comprehensive appraisal system, GMTC provides structured feedback and development support to employees, fostering both individual growth and organizational competitiveness.

Percentage of Employees Receiving Regular Performance Reviews in 2024:

Category	Number of employees undergoing regular appraisal	Total number of employees	Percentage
Male	861	879	98%
Female	100	105	95%
Management	59	82	72%
Professional	182	182	100%
Technician Clerk	720	720	100%

Note 1: Supervisor level is not included in the regular assessment

Recruitment and Retention of Talents

GMTC is committed to creating a fair, diverse, and inclusive work environment. In all aspects of recruitment, hiring, performance evaluation, and promotion, the Company upholds principles of equality regardless of gender, age, ethnicity, religion, political affiliation, marital status, educational background, or professional experience. We emphasize placing the right person in the right role, ensuring alignment between qualifications and job requirements.

To expand our talent pool, GMTC leverages multiple recruitment channels, including professional staffing agencies, government-sponsored job fairs, summer internship programs, and industry-academia collaboration. Additionally, the Company offers employee referral bonuses to encourage the introduction of new talent aligned with our strategic growth plans.

To attract top talent, the Company uses a flexible salary review mechanism that considers factors such as educational qualifications, commuting distance, and market benchmarks. New employees who pass their probationary evaluations may apply for a salary adjustment and are also eligible for a retention bonus through an employee stock ownership subsidy—up to two times the base amount.

In early 2024, GMTC implemented a 4% increase in base salary as recognition of employees' contributions to profitability. The Company also aligns its compensation structure with market trends and internal equity. Quarterly performance bonuses, year-end bonuses, and profit-sharing dividends are provided based on individual and Company performance. These initiatives serve to recognize employee contributions and enhance retention.

To further incentivize long-term commitment, GMTC offers an employee shareholding trust program. Employees who pass the probationary period are eligible to participate, with the Company subsidizing 25% of the monthly stock purchase amount. This encourages long-term savings and enables employees to share in the Company's growth.

By the end of 2024, 809 employees were eligible to participate in the shareholding trust. Among them, 322 employees (39.8%) actively participated.



▲ A group photo at the Commendation Conference for employees with 25 years of experience

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Remuneration and Benefits

GMTC is committed to caring for employees and their families by providing a comprehensive compensation and benefits system. This includes incentive bonus schemes, preferential benefits, and employee care initiatives designed to foster peace of mind at work and support a comfortable and secure lifestyle for employees and their families.

The Company ensures that all employees receive wages above the government-mandated minimum wage, offering competitive compensation based on job responsibilities and prevailing market rates to ensure fair and equitable treatment.

In 2024, the average base salary for entry-level employees was 107% of the statutory minimum wage in Taiwan.

- Overtime compensation is provided in full accordance with the Labor Standards Act.

GMTC discloses salary information with transparency:

- The average annual salary for non-managerial staff in 2024 was NT\$968,000, reflecting a 2.91% decrease from NT\$997,000 in 2023.
- The median annual salary was NT\$953,000, representing a 1.24% decrease from NT\$975,000 in 2023.
- The ratio of total annual compensation of the highest-paid individual to the median of all other employees (excluding the highest-paid) was 3.2.
- The percentage increase in total compensation for the highest-paid individual compared to the median increase for all other employees was 1.4.

These indicators reflect GMTC's ongoing efforts to promote compensation transparency, fairness, and internal equity while responding to business performance and market conditions.

Item	2021	2022	2023	2024
Mean salary of non-managerial full-time employees (NTD thousands)	746	992	997	968
Median salary of non-managerial full-time employees (NTD thousands)	723	965	975	953

Retirement Security

GMTC provides stable and compliant retirement mechanisms to ensure employees' peace of mind and security after retirement, in accordance with the Labor Standards Act and the Labor Pension Act.

1. Under the Labor Standards Act, GMTC has implemented a defined benefit plan. Retirement payments are calculated based on years of service and the average salary over the last six months before retirement. The Company contributes 2% to 2.93% of total monthly wages to a retirement reserve fund, deposited in a dedicated account at the Bank of Taiwan, managed by the Labor Retirement Reserve Supervisory Committee.
2. In accordance with the Labor Pension Act, GMTC contributes 6% of employees' monthly salaries to the individual retirement accounts established at the Bureau of Labor Insurance. These contributions are made in compliance with the wage classification table approved by the Executive Yuan.
3. These dual systems ensure that employees have access to both defined benefit and defined contribution pension plans, securing financial stability after retirement. (For more detailed information, please refer to the 2024 Annual Report, p.165.)

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Employee Welfare

GMTC provides a comprehensive welfare system that goes beyond legal requirements, covering health, family support, insurance, and quality of life initiatives:

Social insurance: All employees are covered by labor and health insurance, as well as group insurance, with the option to extend preferential group insurance coverage to family members. Comprehensive travel insurance is also provided for long-term overseas assignments.

Healthcare: The Company offers free annual health checkups to all employees, regardless of age, and follows a more frequent examination schedule than required by law.

Family support: To support working parents, GMTC provides:

- Nursing Room
- Paternity leave
- Unpaid parental leave, with guaranteed reinstatement upon completion

Welfare Committee: GMTC has established an Employee Welfare Committee to manage a variety of benefits, including:

- Travel subsidies
- Cash gifts for holidays (New Year, Labor Day, Mid-Autumn Festival)
- Birthday gifts
- Marriage and bereavement allowances

In 2024, several benefits were enhanced to improve employee satisfaction:

- Birthday gift: increased from NT\$500 to NT\$1,000
- Travel subsidy: from NT\$3,000 to NT\$4,000
- Childbirth subsidy: from NT\$6,000 to NT\$18,000
- Free lunch allowance: from NT\$80 to NT\$100 per person
- Leave policy: In addition to legally mandated annual paid leave, maternity/paternity leave, and parental leave, employees may apply for extended unpaid leave in case of major illness or family emergencies.

These initiatives reflect GMTC's ongoing commitment to employee well-being, work-life balance, and a supportive corporate culture.

Settlement and family care allowance in 2024

Item	Amount provided	Actual number of applicants	Actual total amount claimed (NTD)
Childbirth subsidies	\$6,000/\$18,000	18	\$180,000
Wedding cash gift	\$32,000	7	\$224,000

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Parental Leave

The employees who have served in the Company for more than 6 months, and are parents of eligible children under the age of 3, can apply for parental leave before their child turns three years old. In 2024, a total of 52 employees qualified for parental leave without pay, and 2 employees applied for parental leave in 2024. It is estimated that 4 people were reinstated from parental care in 2024, and 3 people have actually been reinstated, with a reinstatement rate of 75%. In 2023, 8 employees were expected to return from unpaid parental leave, and 6 actually returned. Therefore, the reinstatement rate was 75%.

Statistics on the Application for Parental Leave	Male	Female	Total
Number of employees eligible for parental leave	43	9	52
Number of applications for parental leave in the current year	0	2	2
Total number of employees that did return to work after parental leave (A)	1	2	3
Total number of employees due to return to work after taking parental leave (B)	2	2	4
Return to work rate ($A \div B \times 100\%$)	50%	100%	75%
Total number of employees returning from parental leave in the previous year (C)	5	3	8
Total number of employees retained 12 months after returning to work following a period of parental leave (D)	4	2	6
Retention rate ($D \div C \times 100\%$)	80%	67%	75%

GMTC has implemented initiatives across multiple areas including remuneration, benefits, education, health promotion, and the work environment to support the holistic development of employees, promote work-life balance, and enhance the Company's overall competitiveness. The related measures and their implementation status for 2024 are as follows:

Item	Category	Employee Welfare Measures	Implementation Status
Benefits System	Remuneration System	Year-end bonus/annual bonus	
		Business allowance/production bonus/earnings bonus	
		Special Contribution	Additional Distribution
		Employee stock option grant/Retention employee stock ownership trust	Employee stock option grant (25%), with a participation rate of 39.8%.
		Employee Retirement Pension System	Monthly Contributions to Employee Retirement Reserve and Labor Pension Funds
	Employee welfare	Cash gifts for the three major festivals/year-end party subsidy	New Year NT\$6,000/Labor Day NT\$1,200/Mid-Autumn Festival NT\$2,000/Year-End Party Subsidy NT\$1,200
		Childbirth, Medical, and Emergency Assistance Subsidy	Childbirth subsidy was increased from NT\$6,000 to NT\$18,000 per birth
		Wedding/Funeral Allowances	Marriage subsidy (NT\$32,000 per employee)/Funeral allowance (NT\$50,000 per employee)
		Birthday Gifts	The birthday gifts increased from NT\$500 to NT\$1,000
		Free lunch	The budget per person was increased from NT\$80 to NT\$100 per meal
		Annual Travel Subsidy	The travel subsidy was increased from NT\$3,000 to NT\$4,000
		Employee welfare committee	Annual Employee Benefits Planning and Implementation
Employee Development	Professional Development	Subsidy for Continuing Education at Taiwan Steel University of Science and Technology	As of the end of December 2024, subsidies were provided to 9 employees for further education, with a total investment of NT\$1 million
		Establishment of Chinese Language Classes for Migrant Workers	The first course was launched with 16 participants, achieving a completion rate of 81%
		Set up an allowance for crane/forklift license examinations for migrant workers	Continuous Training for Employee Competency Development

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Item	Category	Employee Welfare Measures		Implementation Status
Friendly Workplace	Mother and Baby Friendly Space	Establishment of a Dedicated Breastfeeding Room	The facilities meet the standards for a mother-and-baby friendly room, offering a supportive space that employees can reserve for their use	
		Designated priority parking for pregnant women	All areas have been established	
Health Culture Shaping	Health Promotion	Employee Health Checkup	Free health examination that exceeds laws and regulations every year, with a 98% participation rate in 2024	
		Advanced health examination subsidy for senior employees	Exceeding laws and regulations, providing every year	
		Health lectures	A total of three lectures were held, with 266 participants in attendance. Physicians were present to discuss health management knowledge	
		Number of Visits by the Factory Physician	Exceeding laws and regulations	
		Club grants	Managed by the Employee Welfare Committee, the operational performance of the clubs is regularly reviewed, and sports activities are continuously promoted	
		Comprehensive insurance system (labor insurance/health insurance/group insurance/business travel insurance)	Offer a comprehensive insurance system on a long-term basis, enabling employees' dependents to enjoy preferential coverage alongside staff	
		Promotion of Professional Sports Events	In response to the seasons of the TSG Hawks baseball team and the TSG GhostHawks basketball team, and in accordance with the teams' announced schedules, efforts will be made to promote the development of sports culture both within the organization and in the wider community	

Diverse Communication

GMTC has always placed great importance on two-way communication between the company GMTC has always attached importance to two-way communication between the Company and employees, providing an open and transparent communication channel for employees to express their opinions freely, with effective communication to understand the ideas of employees, so as to achieve harmony and a win-win situation between labor and management. We have established multiple communication channels, including the employee grievance management regulations. Employees can make named or anonymous grievances in writing to the Human Resources Div. After processing, they will be forwarded to their supervisors for review. In 2024, there were no employee grievances, nor were there any violations of labor regulations or labor disputes.

Collective bargaining agreements

In 2024, GMTC employed a total of 984 staff members. We respect all employees' rights to freedom of association, promote workplace diversity and inclusion, and strive to maintain harmonious labor relations. We uphold each employee's legally granted rights to ensure freedom of assembly and association. Although no labor unions or associations have been established within the Company, we provide smooth communication channels and remain committed to fostering harmonious labor relations. We ensure compliance with labor laws that protect workers' rights, respect employees' rights to collective bargaining and freedom of assembly and association, and refrain from any interference or intervention. We are dedicated to offering diverse communication platforms and actively listening to, as well as addressing, the concerns of all stakeholders.

In addition, through regular labor-management meetings and suggestion boxes, communication with employees has remained smooth over the years, enhancing their participation in and identification with company policies. The Company also supports all employees in actively defending their rights within the framework of Taiwanese law, ensuring the protection of their legitimate rights.

Social Clubs

GMTC encourages employee participation in various social clubs. These clubs are supported by the Employee Welfare Committee, which annually reviews and allocates subsidies. Clubs such as the Bicycle, Golf, and Mountaineering Clubs organize four major events per year and conduct regular internal practice sessions—totaling 192 sessions and 34 external/public events in 2024.

Club leaders regularly share activity updates and encourage employees to join with family and friends. The Company sponsors registration and meal expenses for major competitions, while equipment costs are evaluated separately.

These activities foster cross-departmental interaction, promote physical and mental well-being, and contribute to a healthy workplace culture. Through diverse interests and social bonding, GMTC enhances employees' work-life balance and overall satisfaction.



▲ Biking club



▲ Golf club



▲ Mountain Climbing club



▲ Running club



▲ Basketball club



▲ Badminton club

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GMTC Human Rights Policy

GMTC's Human Rights Policy complies with all applicable laws and regulations in the jurisdictions where it operates, and aligns with internationally recognized standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Ten Principles of the United Nations Global Compact.

The Company is committed to ensuring that all employees and third-party personnel are treated with dignity and respect, and to proactively preventing any form of human rights violation.

The Human Rights Policy, Work Rules, and Corporate Social Responsibility Manual explicitly outline GMTC's commitment to human rights protection. In addition, GMTC implements specific improvement measures to identify and reduce potential human rights risks.



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Human Rights Protection Training and Education

GMTC incorporates human rights training into employee orientation programs, covering relevant labor laws and regulations, prevention of unlawful infringement, and measures against workplace sexual harassment.

Additionally, general occupational safety and health training is provided in accordance with regulatory requirements.

In 2024, a total of 73 employees received human rights-related training, amounting to 292 training hours. Relevant regulations and procedures are also made publicly available to ensure awareness and compliance across the organization.

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- Anti-discrimination, code of ethical conduct and employee working hours management to protect human rights



- Understanding the pattern of unlawful infringement and relevant solutions



- Safety and health training and education, emergency response and handling, workplace health guidance and management practices



- In accordance with the Gender Equality in Employment Act and the Guidelines for the Prevention of Sexual Harassment in the Workplace, the Company has established the "Regulations for Complaints and Disciplinary Measures Regarding Sexual Harassment in the Workplace" to implement workplace safety and respect. To enhance employees' awareness and response capabilities regarding the prevention of sexual harassment, annual training is conducted for supervisors and personnel involved in the review of sexual harassment complaints. This year, a total of 101 supervisory and related personnel completed training on the prevention of sexual harassment, strengthening their professionalism and sensitivity in handling reported incidents. Confidential reporting channels, such as a complaint hotline and a dedicated email address: gmtchr@gmtc.com.tw, are also provided to ensure the privacy and safety of reporters.

5.4 Safe and Healthy Workplace

Occupational Health and Safety Management System

GMTC has established an Occupational Health and Safety (OHS) Management System in accordance with the Occupational Safety and Health Act and relevant regulations. The Company is committed to providing safe and healthy working conditions, eliminating hazards, minimizing occupational risks, and promoting employee participation and consultation on OHS-related issues.

In June 2024, GMTC obtained certifications for ISO 45001:2018 and CNS 45001, both valid until June 7, 2025. The certified management system applies to both the Xinying Plant and Liuying Plant.

According to the 2024 third-party verification, a total of 831 personnel—including full-time employees and long-term onsite contractors—were covered by the internal audit system, representing a coverage rate of 82.69%.

Workplace	Scope of workplace	Number of Employees	Long-term Contractor	After Internal Audit		After External Audit	
				Employees	Long-term Contractor	Employees	Long-term Contractor
Xinying Plant	○	687	11	687	11	687	11
Liuying Plant	○	127	6	127	6	127	6
Headquarters	X	167	7	167	7	167	7

Note 1: The number of employees is the number of employees in the month of external verification (June 2024)

Note 2: Scope of workplace covered by Occupational Health and Safety Management System

Non-Employee Workers

GMTC engages a limited number of fixed-term contract workers to support specific operational needs. These non-employee workers primarily include security guards and cleaners. As of 2024, a total of 24 non-employee workers were engaged under service contracts.

The Occupational Health and Safety/Environmental Management Committee

GMTC convenes quarterly meetings of the Occupational Health, Safety, and Environmental Management Committee. The committee comprises 45 members, including the President (who chairs the meetings), ESH management personnel, department heads, on-site medical staff, and worker representatives. Among the members, 23 are worker representatives, accounting for 51% of the committee.

Each quarterly meeting includes:

- A review of the previous quarter's safety and health performance.
- Discussions on upcoming implementation plans and improvement actions.

In 2024, a total of 12 safety and health improvement proposals were submitted and all were completed.

During each meeting, recognition is given to departments and individuals demonstrating outstanding ESH performance. Evaluation is based on five criteria: occupational incident reports, audit findings, participation in meetings and training, self-inspections, and proactive improvement proposals. Awards and bonuses are granted by the President or senior management.

Additionally, the Committee ensures continuous communication on safety matters through monthly coordination meetings held between unit-level ESH officers and central management. These meetings cover updates on relevant domestic and international occupational safety laws, new developments, and worksite-specific concerns. An ESH feedback formsystem is also in place, allowing employees to raise safety and health-related suggestions or concerns.



▲ Outstanding Occupational Safety and Health Personnel

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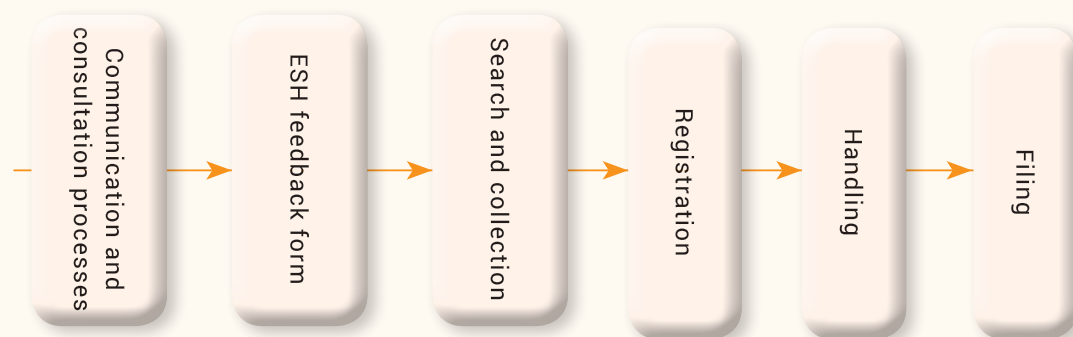
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Environmental, Health, and Safety (EHS) Communication and Consultation Process

To foster consensus on the Environmental, Health, and Safety (EHS) management system, GMTC facilitates the establishment of EHS commitments and performance standards through internal collaboration and external engagement. The Company actively develops communication, participation, and consultation channels to engage both internal and external stakeholders effectively.

Based on stakeholder engagement results, GMTC conducts periodic reviews to identify discrepancies between set objectives and actual performance. Improvement actions are proposed accordingly, with relevant progress documented and reported to enhance transparency and accountability.



▲ Flow chart of communication with ESH opinion

Employees may provide feedback regarding EHS systems or operational issues by completing the EHS

Communication and Consultation Form. Upon receipt, the EHS unit is responsible for reviewing the content, addressing the matter, and submitting it to the designated management representative for further evaluation. Where necessary, unresolved or critical issues are escalated to the Occupational Health and Safety/Environmental Management Committee for discussion and resolution.

External Communication Channels Feedback from external stakeholders on EHS-related concerns may be submitted via telephone, fax, written correspondence, verbal reports, or other appropriate methods. All incoming communications are logged in the Correspondence Record Register and forwarded to the responsible EHS coordination unit for timely handling. If an immediate resolution is not feasible, the Company ensures that the matter's status is communicated to the sender appropriately and transparently.

Through this structured communication and consultation mechanism, GMTC ensures effective stakeholder engagement and continuous improvement in its EHS performance.

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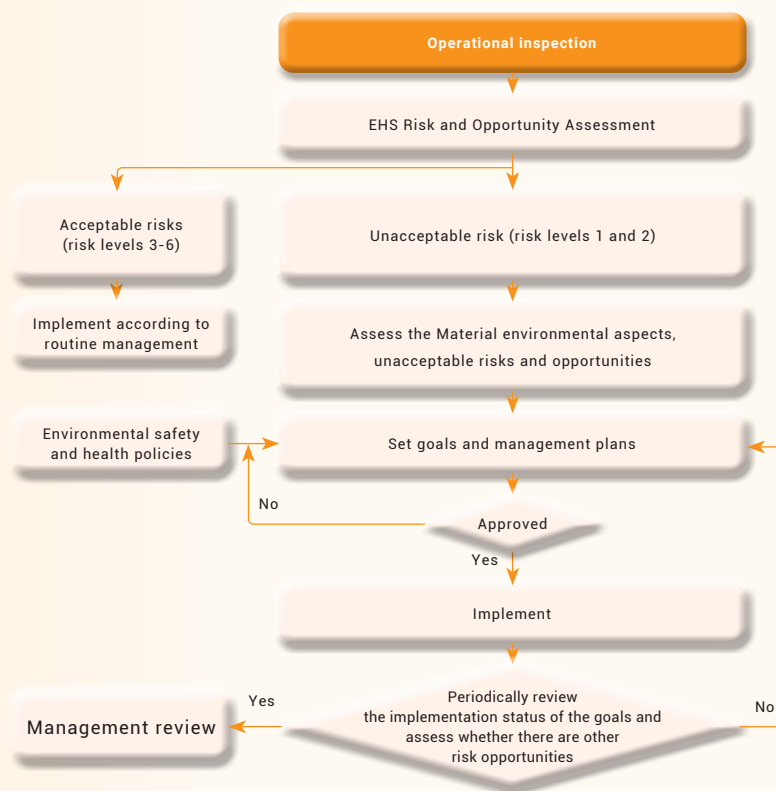
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Hazard Identification and Risk Assessment

In 2024, the Company identified a total of 1,594 occupational safety risks and 662 occupational health risks. Regardless of incapacitating injuries, minor injuries or near miss, the risk level of the operation needs to be modified, and if the disaster caused death, permanent full disability or permanent partial disability, it is necessary to include unacceptable risks and make improvement proposals, so that it is unlikely to that a similar event occurs again, improving from unacceptable risk level to acceptable risk level, and avoiding risks through daily management.

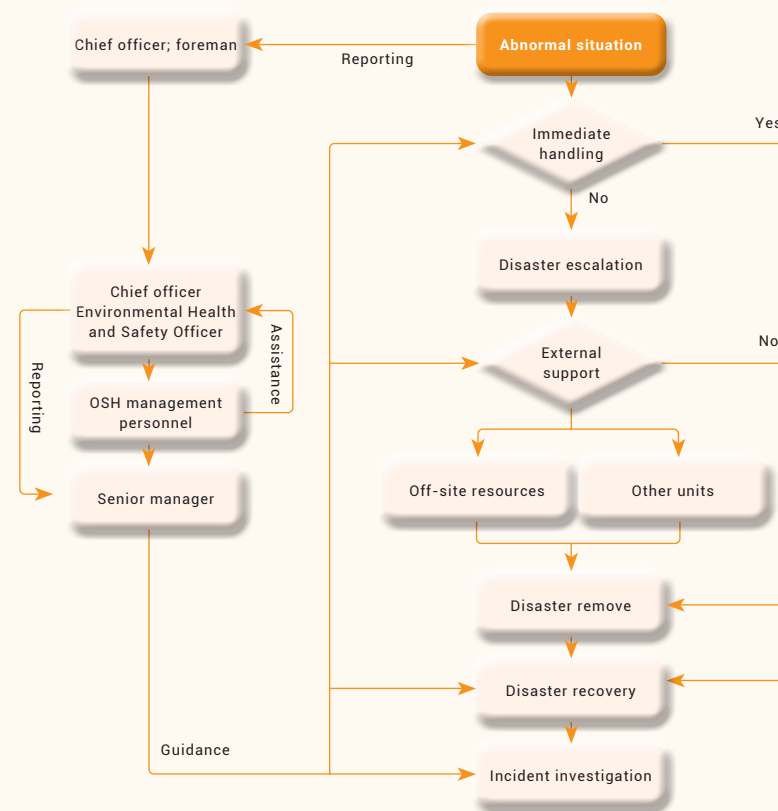


Post-Incident Investigation and Follow-up Procedures

After the conclusion of the accident investigation, the on-site unit or the occupational safety unit should compile the process, results, corrective and preventive measures, and measures to prevent recurrence of the accident into promotional materials. These materials should be presented at the Environmental Safety Contact meetings, the Environmental and Occupational Safety and Health Committee meetings, and the senior management meetings on environmental safety. Alternatively, the on-site unit may conduct the promotion independently, ensuring that supervisors and colleagues are fully informed to prevent the occurrence of similar accidents.

Incident Management

GMTC attaches great importance to injury accidents and near miss. In addition to investigations, the Company also made parallel improvements for units with similar environments or equipment. When there is an incident, the employee shall conduct notification and incident management in accordance with the reporting procedures as follows.



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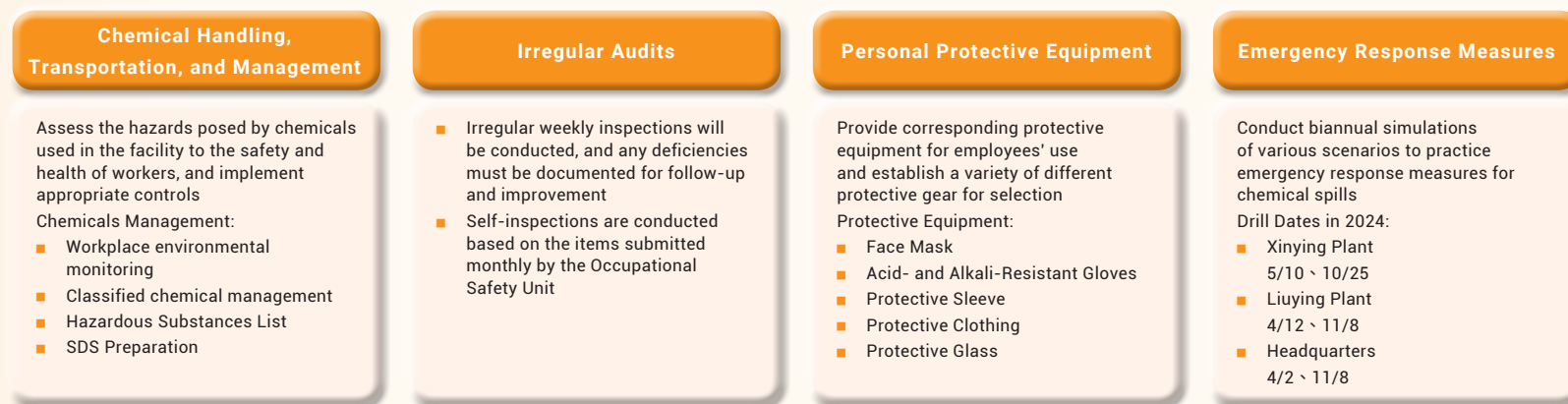
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Chemicals Management

Chemical management includes the process from procurement to 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 preparation, regularly classifies the chemicals used for management, and execute workplace environmental monitoring every six months. After the chemicals are used up, they will be commissioned to be disposed by qualified waste disposal company.



Environmental Monitoring Process

Operational Process Management in Compliance with Chemical Regulations:



Health and Well-Being

Adhering to the philosophy of “building a safe and healthy environment and promoting health protection”, GMTC strives to continuously organize activities about promotion of worker health through diverse health management solutions, create a healthy work environment, and achieve the ultimate goal of a healthy workplace. In 2024, we were honored to receive recognition from the Ministry of Health and Welfare, including the Badge of Accredited Healthy Workplace - Healthy Startup Label Affirmation and the Badge of Health Promotion.

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▲ 2024 Badge of Accredited Healthy Workplace - Badge of Health Promotion (Xinying Plant and Liuying) and Healthy Startup Label Affirmation (Operations Headquarters)

GMTC has dedicated efforts to promoting a healthy workplace, and has set up a health promotion center beyond regulatory compliance. The center promotes labor health services, conducts health risk assessments and health management, implements health promotion measures, and facilitates workplace selection, assignment, and return to work. We continuously plan diverse health activities to safeguard the health of our employees. Based on the analysis of abnormal rates in health check items and topics of potential concern to employees, we design health promotion programs that better meet employee needs. This initiative aims to strengthen the culture of health awareness among employees and establish a supportive environment to assist them in achieving a high-quality healthy lifestyle. Additionally, to promote both physical and mental well-being, we lead employees in stress relief activities and the establishment of exercise habits, allowing them to enjoy a high-quality sports lifestyle. We have established clubs such as the Running Club, Biking Club, and Badminton Club, which employees can freely join to enhance their health management. We also continue to encourage employees to adopt healthy lifestyles by organizing comprehensive health management activities, including weight loss programs and health education seminars. Furthermore, we actively provide diverse information through emails on an irregular basis and promote occupational disease prevention measures targeted at high-risk health groups.

Apart from regular health Examination for employees working with special hazards and management of inspection results, the Company also hopes that all employees can balance work, health and life. Therefore, the Company has on-site health examination services for employees working in both general and hazardous workplaces to detect health hazards and potential pathogenic factors at an early stage. The health examination items and frequencies are better than the legal requirements. In addition, considering the employees' actual needs and lifestyle, the average health examination participation rate in 2024 reached 98%. Based on the examination results, we implement graded management, provide personal health guidance, and enhance employees' understanding of physical care and disease prevention. We continuously analyze and monitor abnormal rates based on examination results to assess the effectiveness of employee health management improvements.

The implementation results of four major occupational health programs in 2024 are explained below:

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Measures for Preventing and Managing Abnormal Workload-triggered Disorders:

- Risk identification and evaluation table based on the staff with abnormal workloads. Classification into low, medium and high-risk levels based on personal risk factors; identification of a need for an interview after analysis; on-site medical staff will conduct interviews and health guidance; results submitted to supervisors to provide appropriate assistance.

According to statistics from employee health examinations and on-site physician interviews, the number of employees with elevated blood pressure or a history of hypertension is increasing. Since hypertension often presents no symptoms, it is a common risk factor for major chronic diseases such as cardiovascular disease, stroke, and kidney disease. By providing blood pressure measurement facilities, we can clearly monitor blood pressure status, enhance employees' awareness and convenience in measuring their blood pressure, and foster a healthy workplace environment. To further promote health management awareness, designated blood pressure measurement areas have been established in public spaces. This initiative aims to increase employees' attention to and convenience of blood pressure monitoring, support a healthy workplace environment, and cultivate employees' self-management of their health. Employees are encouraged to measure their blood pressure during working hours and manage their own blood pressure records independently, allowing for prompt action should any abnormalities be detected.



▲ Blood pressure monitoring station



Measures for Preventing and Managing Ergonomic hazards:

- Questionnaire-based self-reported musculoskeletal symptoms and tracking lists. Appoint on-site physicians to help patients understand the cause of their symptoms, with improvement suggestions, and conduct regular tracking of the improvement status.



The prevention plan for unlawful infringement in the performance of duties:

- Include the prevention of unlawful infringement in the training and education courses, and conduct the "Hazard Identification Risk Assessment for Unlawful Infringement Prevention in the Workplace" for each unit on an annual basis. By arranging a safe workplace and appropriately deploying labor, we can alleviate the work pressure on employees. In addition, the representatives of labor and management have set up the "Unlawful Infringement Reporting and Complaints Investigation Team" to investigate unlawful infringements and complaints, so as to implement the prevention plan and reduce the possibility of unlawful infringement in the workplace.

Every year, GMTC's on-site doctors discuss the health examination results of all employees, and the management and tracking of workplace health education are carried out for groups with three highs (high blood pressure, high cholesterol and high blood sugars), cardiovascular diseases and other health problems, with continual cultivation of the self-management skills of employees' health. Considering the fact that most of the top ten abnormal results among health check-ups are related to cardiovascular diseases, we actively encourage employees to better manage various abnormal findings by participating in the Company's club activities.

GMTC also pays great attention to the prevention of work-related ill health and health hazards. If there are employees who have abnormal findings in their health examination due to special hazards, and are listed in Level III management, the Health Promotion Center will arrange for a specialist in occupational medicine to evaluate and reassess the classification, taking into account historical health check results and environmental measurement data. For employees under Level II management due to special hazard operations, personalized health guidance is provided. This approach enables employees, on-site physicians and nurses and occupational safety units to proactively implement preventive measures and plan accordingly.

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Maternal health protection plan:

- In accordance with the Occupational Safety and Health Act, health management measures are implemented for female employees who are pregnant or breastfeeding. These measures include work environment assessments, hazard prevention, and health guidance provided by physicians and nurses to ensure their health and safety. Additionally, a supportive workplace environment is provided, including breastfeeding education and health consultations, lactation rooms, and priority parking spaces. New employees receive training and information related to maternal protection, and lactation rooms are made available for use. Upon notification of an employee's pregnancy, both the employee and their supervisor complete a "Maternal Health Risk Assessment Form" to assess the risks from the work activity of expectant mothers. In 2024, a total of one maternal employee received health protection services. Healthcare personnel conducted risk and hazard assessments and confirmations via telephone or in-person interviews. After the physician's evaluation, this employee was classified as Level One management and provided with relevant health education during pregnancy and postpartum, along with information about maternity subsidy benefits.

To accommodate employees with limited mobility during pregnancy, the Company has designated priority parking spaces for pregnant women at its Headquarters, Xinying Plant, and Liuying Plant. This initiative aims to improve the workplace environment. For example, at the Headquarters, these parking spaces are strategically located near the main building entrance and adjacent to the security office. This placement facilitates convenient clock-in and clock-out access while providing easy access to restrooms near the security office. The arrangement minimizes walking distances and ensures prompt assistance in case of emergencies, thereby creating a safer and more supportive workplace for maternal health and fulfilling the goal of protecting maternal workers. By fostering a healthy, positive, and friendly work environment, the Company seeks to reduce risks and inconveniences for pregnant employees and ensure a safe workplace. The establishment of priority parking spaces for pregnant women demonstrates GMTC's commitment to respecting the diverse needs and rights of its employees and continuously enhancing its friendly workplace environment.



▲ Breastfeeding Room



▲ Designated priority parking for pregnant women

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Regular Provision of Vaccination Services

The company provides an annual on-site influenza vaccination service, with a total of 157 employees participating. This initiative alleviates the burden and time required for employees to seek resources independently. Information regarding the vaccination is also provided to migrant workers, who are advised on relevant precautions post-vaccination. This effort aims to reduce the risk of illness and occupational hazards, minimize health impacts, and demonstrate care for employees.

2024 Influenza Vaccination Records			
Category	Local employees	Thai migrant workers	Vietnamese migrant workers
Publicly funded	20	19	1
Self-paid	7	101	9
Total		157	



▲ Vaccination Status

Health promotion lectures

GMTC regularly conducts occupational disease prevention and health promotion activities, establishing various channels for information dissemination to ensure that employees receive the latest information related to health and occupational disease prevention. A total of 3 health lectures were held in 2024, with the topics of "The Silent Killer of Cardiovascular Disease - Hyperlipidemia," "Weight Management," and "Good Digestion, Youthful Living," with a total of 266 participants.



▲ "Healthy Digestive System, Ageless Individuals" Health Seminar
Instructor: Ying-Chou Chen, Nutritionist at Jia Jie Biomedical



▲ "Weight Management" Health Seminar
Instructor: Dr. Jui-Pan Tsai



▲ "The Hidden Killer of Cardiovascular Disease - Hyperlipidemia" Health Seminar
Instructor: Dr. Zhe Zhong Lin, Cardiology, Chi Mei Hospital, Liouying

Health Education Promotional Materials

GMTC has enhanced foreign language signage via employee emails, bulletin boards, and notice boards, and periodically provides health-related advice and updates. These efforts support the implementation of occupational disease prevention measures and promote comprehensive health care for workers.



▲ Health-related Information



▲ No smoking and no betel nut chewing signs - enhanced with multilingual labels



▲ Provision of Information on Healthy Dining Options

Collaboration with Health Centers to establish smoking and betel nut cessation classes

To promote a healthy workplace and cultivate a smoke-free and betel nut-free environment, GMTC strives to establish a clean, healthy, and refreshing atmosphere. In collaboration with the local health center, we launched smoking and betel nut cessation classes for the first time at the Xinying and Liuying Plants from April to June 2024. Classes were held once a week for one hour, with a total of 14 employees voluntarily participating. Participants used self-care cards to record assessments before and after the program. Among them, four individuals achieved a reduction of over 50% in their evaluation scores. The self-care cards helped distinguish between subjective daily records and objective test results collected during the sessions. Besides smoking cessation education, mental and physical health consultations, and support plans provided by the instructors, a nutritionist offered guidance on emotional well-being and food-related advice. This program also fostered peer encouragement and mutual support among participants. Additionally, anti-smoking and anti-betel nut prevention messages were displayed prominently at the plant entrances and exits. GMTC is committed to implementing diverse promotional activities to continuously improve and maintain a healthy workplace environment.



▲ Xinying Plant - Self-Care Card Claim



▲ Xinying Plant - Graduation Ceremony



▲ Xinying Plant - Award Ceremony



▲ Liuying Plant - Training Sessions Overview



▲ Liuying Plant - Graduation Ceremony



▲ Posting anti-smoking and anti-betel nut promotional posters at entrances and exits

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Implement safety and health training and education.

Since GMTC believes that most accidents are caused by human error, the Company focuses on cultivating employees' knowledge via safety and health training and education. To prevent colleagues and contractors from being injured or near-miss during work operations, all workers entering the plant must participate in safety and health training and education courses to lower occupational accident rates.

1. New employee training: A total of 73 new employees participated.
2. On-the-job training: Each unit organizes on-the-job training courses once a month, which were participated by a total of 705 employees.
3. Training for contractors: Remind suppliers of safety awareness and comply with regulations. 428 sessions were held, with a total of 1,282 participants.
4. Fire safety drills: For employees to be familiar with the notification process and operation of emergency equipment to enhance the employees' skills in emergency response. 3 sessions were held, which were participated by a total of 86 employees.



▲ On August 23, 2024, the Labor Affairs Bureau of Tainan City Government held a safety awareness seminar on forklift operation hazards at the GMTC Operations Headquarters

Emergency Response

GMTC has established emergency rescue procedures based on the emergency response management guidelines to ensure that employees can report and respond to emergencies following the procedures, ensuring the safety of personnel and nearby residents and preventing disasters from spreading outside the plant. To minimize personnel injuries and environmental pollution, GMTC places great emphasis on emergency response drills. In 2024, a total of 6 disaster prevention drills were conducted at various plants, with 115 employees participating.

Since 2017, emergency response drills have also included environmental incidents, simulating abnormal leaks and spills of air pollution control equipment, wastewater, and chemicals, allowing employees to become more familiar with emergency response measures. If employees identify any environmental or occupational safety and health hazards at the workplace, they can communicate through the environment, safety, and health communication form; by phone, email, or in person; notifying their supervisors or the safety unit to request improvements. If employees encounter an environment, operation, or illness that poses immediate danger and cannot promptly report to their supervisor or occupational safety and health personnel, they must prioritize their own safety by evacuating to a safe area first. This procedure should also be reinforced and reminded during drills to ensure awareness.



▲ 2024 GMTC Autonomous Disaster Prevention and Response

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Emergency Course Training

Cardiopulmonary Resuscitation (CPR) is one of the most essential and widely recognized first aid skills. In this training course, Automated External Defibrillator (AED) operation was incorporated to ensure that employees acquire both CPR and AED skills. This initiative aims to enhance staff's emergency response capabilities and empower them to take independent, correct action in urgent situations.

On August 20, 2024, a 2-hour CPR and AED course was held, including theoretical instruction, hands-on practice, a written examination, and a practical skills assessment. Participants who passed the evaluation received a one-year valid certificate.

To further strengthen workplace emergency readiness, additional first aid training sessions were organized on September 25 and November 20, conducted at the Xinying Plant.

Date	Course title	Course hours (hrs)	Number of Participants	Number of Certified Participants
2024/08/20	First Aid Training (Liuying)	2	23	22
2024/09/25 、 2024/11/20	First Aid Training (Xinying)	2	31	—

Machines and Equipment Safety Management

To ensure effective management of machinery and equipment within the plant, GMTC classifies them into hazardous and general categories based on relevant regulations. For hazardous machinery and equipment, in addition to routine inspections conducted by authorized inspection agencies in accordance with legal requirements, the plant also performs daily, monthly, and annual self-inspections on all machinery types. Any irregularities identified during inspections are promptly reported and repaired.

As of 2024, the plant operates 201 pieces of hazardous machinery and equipment, including fixed cranes, forklifts, and designated high pressure gas equipment.

Contractor Management

For the management of external contractors, those entering the plant for construction activities bear full responsibility for ensuring safety and health related to the worksite, machinery, equipment, and personnel.

Prior to entry, contractors are required to submit the construction application form, a list of workers, a Letter of Commitment to EHS compliance, a pre-construction review report, and a Notice of Potential Hazards. They must also assign dedicated safety and health management personnel to the site. All workers must be insured with accident insurance coverage of at least NT\$5 million and must complete the necessary safety and health training before beginning construction work.

During the construction period, GMTC's safety personnel conduct random on-site inspections covering four key aspects: the construction process, environmental conditions, equipment safety, and worker protection. Any violations result in the issuance of a Statement of Deficiencies. In the case of major violations, penalties will be imposed in accordance with internal contractor management standards. Upon completion of the project, GMTC evaluates contractors based on safety and health performance before, during, and after construction, which serves as a reference for future selection by each unit.

To promote occupational safety and prevent contractor-related incidents, the Company holds a biannual Safety and Health Consultation Meeting for all on-site and external contractors, including education and updates on safety management practices.

Collaboration with the Tainan City Police Department to Conduct Contractor Awareness Campaign

In collaboration with the local police stations surrounding the Company, including the Taizigong Police Substation, the Liuying Branch Station, and the Xinying Precinct - Traffic Division, a total of 8 police officers conducted a safety driving promotion for contractors at the Company's Xinying Plant on July 10, 2024. Through the local police department, relevant traffic safety information was conveyed to remind contractors who drive large vehicles to pay attention to key points while driving, in order to ensure their own safety and secure safe entry and exit. Additionally, in response to the frequent occurrence of fraud incidents, a fraud prevention promotion was carried out. Police officers shared emerging and common fraud cases, methods, and prevention strategies, explaining commonly used fraudulent language to enhance awareness and identification skills against fraud, effectively preventing the occurrence of fraud cases and protecting personal property security.



▲ In 2024, assisted the Tainan City Police Department in conducting contractor safety promotion activities

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Safety and Health Management Performance

Since 2016, GMTC has conducted monthly self-inspections to identify and address workplace safety concerns. In 2024, a total of 806 safety deficiencies were proactively reported by all departments, and corrective actions were fully completed.

The Company achieved its target for the Disabling Injury Frequency Rate (FR), reaching 1.51 in 2024. However, the Disabling Injury Severity Rate (SR) did not meet the annual target. During the year, employees worked a total of 1,980,319 hours, and three disabling injury incidents occurred, resulting in 2,149 lost workdays.

The causes of the incidents were:

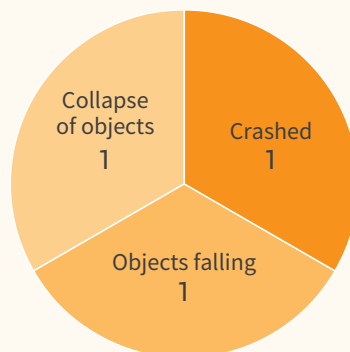
- One case of being struck by an object
- One case of injury caused by falling objects
- One case due to a structural collapse

Additional safety performance metrics for full-time employees in 2024 were as follows:

- Total Recordable Incident Rate (TRIR): 0.3
- Near-Miss Frequency Rate: 1.01
- Fatality Rate: 0

For contracted workers, the total recordable incident rate, fatality rate, and near-miss frequency rate were all zero, reflecting effective risk prevention and contractor safety oversight.

Types and number of disabling injuries in 2024



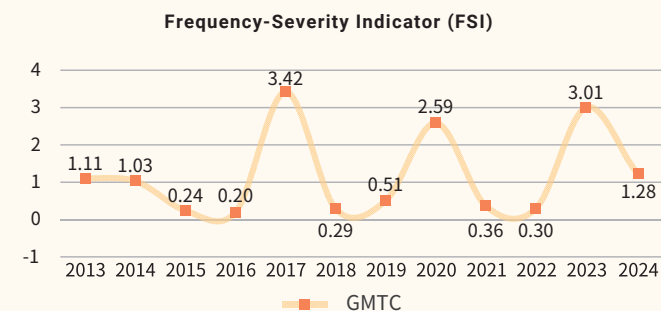
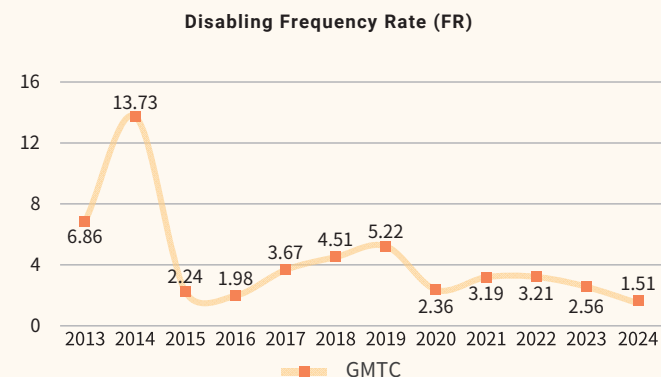
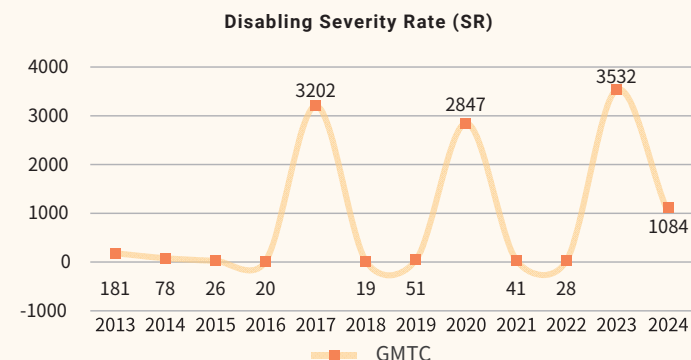
Accident Injury Prevention and Safety Improvement Measures

To further enhance workplace safety and reduce the occurrence of work-related injuries, GMTC has implemented a comprehensive improvement plan focusing on four key areas:

1. Upgrading mechanical equipment to prevent entanglement and crush injuries;
2. Enforcing the proper use of personal protective equipment (PPE);
3. Strengthening on-site safety inspections across all operational units;
4. Conducting targeted monthly thematic inspections addressing specific risk areas.

In the event of an accident, the responsible department is required to implement immediate corrective actions and report the incident to the Occupational Safety and Health/ Environmental Management Committee. Additionally, all other departments are mandated to carry out parallel preventive measures to mitigate the risk of similar incidents occurring elsewhere in the organization.

Overview of GMTC's SR, FR and FSI in recent years



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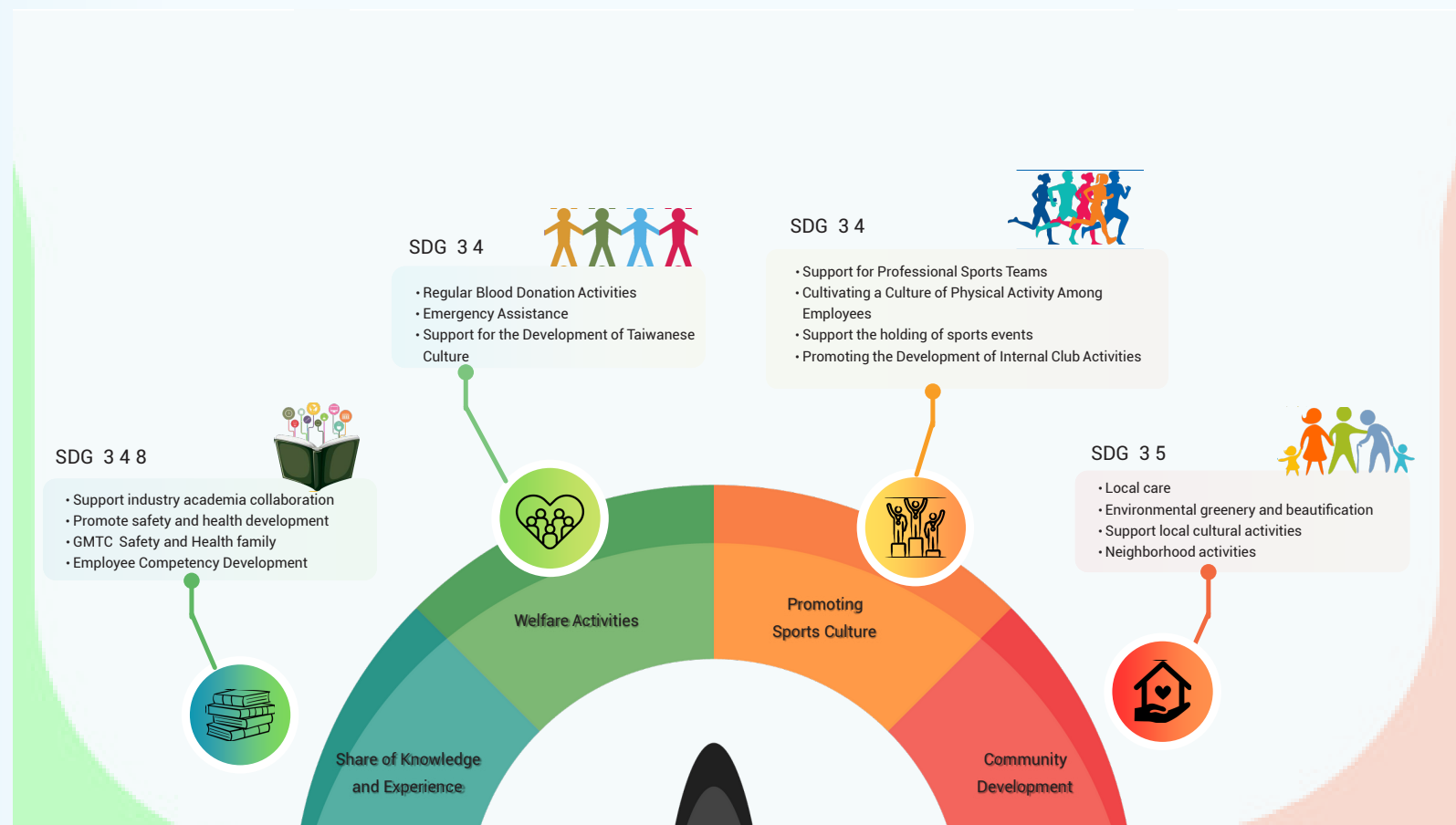
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Upholding the Group's spirit of "gratitude, health, and hope", GMTC renews the human, financial, and intellectual capital accumulated from corporate operations through the four main axes of promoting sports culture, community development, share of knowledge and experience, and participation in public welfare activities. We engage in society, convey gratitude and care, promote local inclusion, enhance social vitality, and create a healthy life concept. Based on the belief of giving back to society, we will fulfill our social responsibilities. The beneficiaries in 2024 included social welfare groups, disadvantaged groups, Taiwan Steel University of Science and Technology, professional sports teams, and local organizations, among others.



6.1 Promoting Sports Culture

GMTC actively promotes sports through concrete actions, sponsoring various ball sports, sporting events, and nurturing talented athletes to shine on the stage. In 2024, GMTC supported professional basketball and professional baseball via the Sports Administration's "Corporate Donations for Professional or Amateur Sports and Key Sporting Events Fund." The company also invests resources in grassroots sports development and encourages employees to attend games during their leisure time. This fosters a corporate culture that promotes sports, creating a virtuous cycle that boosts sports development and public enthusiasm. GMTC's dedication to supporting sports events in Taiwan was recognized by the Ministry of Education's Sports Administration with the "2024 Sports Promoter Award – Gold Award in the Sponsorship Category."

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- The TSG Hawks professional baseball team received a sponsorship amount of NT\$30 million.
- The TSG GhostHawks basketball team received a sponsorship amount of NT\$40 million.
- A donation of NT\$320,000 was made to Taigang Care and the 18th Shangao Cup National Basketball Invitational Tournament.
- The sponsorship funding for the Tainan Xinying Taizigong Marathon event amounts to NT\$50,000.
- The sponsorship fee for the 2024 Kaohsiung Open at Kaohsiung Golf & Country Club amounted to NT\$200,000.
- Kaohsiung RUN FOR FUTURE 4th Sunfar x Gang Du Charity Road Run Sponsorship of NT\$60,000.



▲ Sponsored TSG GhostHawks professional basketball team



▲ Sponsored TSG Hawks professional baseball team



▲ Taipei Dome Spectator Activities

6.2 Community Development

GMTC assesses the risks and opportunities to the communities in Xinying District, Yanshui District and Liuying District where it operates and takes corresponding measures to solve social/environmental problems in the local communities and promote community development. The specific implementation results in 2024 are as follows.

6.2.1 Local care: Input of NT\$585,000

- Donated personal thermal imaging cameras worth NT\$310,000 to the First Battalion of the Tainan City Fire Department in Xinying.
- A donation of NT\$75,000 was made to support the flood-affected areas in Yanshui caused by Typhoon Kaimi.
- In continuous support of the Taizi Community Development Association's meal program, GMTC has sponsored the event with a budget of NT\$100,000. Located in Xinying District, the Association provides meals to seniors aged 65 and above who live alone, as well as low-income families, single-parent households, and other vulnerable groups, in accordance with government policies. GMTC's long-term sponsorship helps promoting friendship and harmony among the villagers.
- The Year-End Creative Market is co-organized by the Beitainan Family Support Center and the Tainan City Sinying Industrial Park Manufacturers Association. A donation of NT\$100,000 has been made to support this initiative, which aims to assist economically disadvantaged families in helping children and adolescents escape poverty. It is hoped that this spirit of compassion will continue to spread in the future.



▲ Donation Ceremony of Personal Thermal Imaging Cameras to the Hsinying Fire Branch



▲ Typhoon Kaimi Relief - Heartwarming Gratitude Tea Gathering



▲ Taizi Community Presented a Certificate of Appreciation



▲ Year-End Creative Market Appreciation from the Beitainan Family Support Center

6.2.2 Support local cultural activities: Input NT\$172,000

- Sponsored the Healing Banquet at Xuanwu Temple.
- Sponsored the Healing Banquet at Martial Arts Temple in Yanshui.
- Sponsored the Yenshui Arts Pavilion Promotion and Education Association.
- Sponsored the Lantern Festival at Martial Arts Temple in Yanshui.
- Sponsored the Groundbreaking Ceremony of the Dharma's Palace of Fifth Military Barracks.

6.2.3 Environmental greenery and beautification

Ongoing green and beautification measures: Green and beautification measures taken by GMTC include the adoption of green space in Liuying Industrial Park. In May 2017, we signed a land adoption contract with the Economic Development Bureau of Tainan City Government for a total of 21,688 square meters of green space maintenance work.

6.2.4 Neighborhood activities: Input NT\$95,000

- The Evergreen Care Association sponsored NT\$5,000 for the Mid-Autumn Festival.
- A donation of NT\$8,000 was made for the anniversary sports event of Chong-Xi Elementary School.
- Liuying District Office - Sponsorship of NT\$4,000 for the Mango Festival.
- A sponsorship of NT\$15,000 was provided for the Mid-Autumn Festival banquet activities in the neighboring communities of Taikang, Dunong, and Chongxi Li in Liuying Village.
- In celebration of the 80th anniversary of Yuejin Elementary School, a donation of NT\$60,000 was made to support the successful organization of the event, sharing in the joy of this meaningful milestone.
- In recognition of the 24th anniversary of the Dungnong Community Watch Team in Liuying District, Tainan City, a donation of NT\$3,000 was made. This gesture expresses our gratitude for the team's longstanding commitment to maintaining safety around the factory area and reducing disturbances, while also promoting good neighborly relations.

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6.3 Share of Knowledge and Experience

6.3.1 Employee Development - Master's Program for Working Professionals at Taiwan Steel University of Science and Technology

In response to rapid organizational growth and rising demand for technical talent, GMTC has continued investing in workforce development. In 2024, GMTC partnered with Taiwan Steel University of Science and Technology to launch a Master's Program in Mechanical and Electrical Technology under the Department of Mechanical and Automation Engineering. A total of nine in-service employees enrolled in the program, with full subsidies for both registration and tuition provided by the Company. This initiative demonstrates GMTC's commitment to employee career advancement and lifelong learning.

The program is expected to exceed NT\$1 million in annual investment, aiming to strengthen employees' theoretical knowledge and practical competencies. It not only boosts GMTC's industrial technology capabilities but also aligns with the Company's long-term sustainability goals.



▲ Master's Program for Working Professionals at Taiwan Steel University of Science and Technology



▲ Implementation Status of Chinese Language Classes

6.3.2 Enhancement of Skills for Outstanding Migrant Workers

To support workplace integration and communication, GMTC collaborated with Taiwan Steel University of Science and Technology to offer Chinese language courses for migrant workers, with 16 participants selected as seed trainees. The course achieved an 81% pass rate in the post course oral assessment. Listening skill assessments conducted before and after the course revealed substantial improvement.

More than 90% of participants stated the course helped them better understand supervisor instructions, while over half of department supervisors confirmed improvements in work-related communication.

The program has proven highly effective, helping migrant employees improve their communication skills in both work and daily life, reducing language barriers, and promoting self-directed learning.

These improvements support smoother workplace adaptation and better quality of life in Taiwan. GMTC greatly appreciates the contributions of its migrant workforce and will continue offering Chinese language instruction and expanding multilingual signage to foster a safe, inclusive, and development-oriented work environment.



▲ Increase of Foreign Language Guidance on Bulletin Boards

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6.3.3 Talent Incubation - Ministry of Labor's Pre-employment Program for College Youth

Incorporating employment-oriented curricula, we offer university students access to mid-level technical positions one year before graduation. Workplace mentors are assigned to provide practical training, enabling students to acquire job skills ahead of time. During this process, students closely interact with their mentors, posing questions and receiving valuable insights based on real workplace experiences. This initiative helps students understand the skills required for their roles, provides diverse guidance, and supports them in illuminating their career paths through self-awareness and exploration.



▲ Ministry of Labor's Pre-employment Program for College Youth - Mentor Visits

6.3.4 Workplace Sustainability, Health, and Safety - Promoting Occupational Health and Safety

The "GMTC Safety and Health family" was established in October 2015 under the commission of the Tainan City Government's Labor Bureau. Currently comprising 26 member companies, this group assists and guides small and medium-sized enterprises with relatively weaker occupational safety and health conditions to improve their working environments. With regular professional support provided by the city government, on July 9, 2024, GMTC hosted the "Safety and Health family Education and Training" session commissioned by the Labor Bureau. This training aims to reinforce occupational safety and health measures to prevent workplace accidents, fostering a safe and harmonious environment that benefits both employers and employees.

GMTC joined the TOSHMS Southern Region Promotion Association established by the Safety and Health Technology Center. In 2024, it will assign personnel to serve as the education and training supervisor, sharing experiences in occupational safety management, planning and organizing educational training, and actively promoting various occupational safety and health initiatives. GMTC is dedicated to public welfare in occupational safety and has received a certificate of appreciation from the Occupational Safety and Health Administration of the Ministry of Labor.



▲ 2024 GMTC Safety and Health Family Education and Training Activities



▲ TOSHMS Association - Joint Conference of Executives from Northern, Central, and Southern Regions

6.4 Public Welfare Activities

The Company holds blood donation activities every quarter to make substantial contributions to society. In 2024, four charitable blood donation events will be held, with an investment of NT\$90,000. The company remains committed to promoting charitable blood donation activities, reflecting a sustainable vision of social inclusion. This year, a total of 231 participants engaged in the blood donation events, resulting in a total donation volume of 90,000 cc, thereby fostering a positive cycle.



▲ Blood Donation Activities

- Donated a total of NT\$800,000 to Taiwan Steel Corporation Huang Ying Social Welfare Charity Foundation.
- A donation was made to the Hui-Jung Social Welfare and Charity Foundation designated for the purchase of an ambulance.
- The National Health Insurance Administration (NHIA) has participated in a dental treatment equipment program targeting rural areas in the Chianan region. Collaborating with enterprises to support disadvantaged communities, the NHIA donated dental treatment equipment to four care institutions in these rural areas. This initiative reflects a strong commitment to public welfare and care for the underprivileged, with a total donation amounting to NT\$300,000 for the dental equipment program.
- On January 1, a magnitude 7.6 earthquake struck the Noto Peninsula in Ishikawa Prefecture, Japan, resulting in significant casualties and damage in the area. Numerous roads were severed, buildings collapsed, and there were injuries and fatalities among the population. In response to the need for disaster relief and reconstruction in Japan, a donation of NT\$500,000 was made through the Ministry of Health and Welfare's disaster relief fund, demonstrating that compassion transcends national boundaries.



▲ Appreciation Award for the Donation of Dental Treatment Equipment

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6.5 Support for Cultural Development

Support for cultural development with a total investment of NT\$3.1 million.

The Company actively participates in cultural and creative investments, aiming to drive the overall development of the cultural and creative industry while fulfilling its corporate social responsibility. In 2024, the Company invested a total of NT\$3 million to sponsor Kuei-Tien Cultural and Creative Entertainment Co., Ltd. in producing the domestic television program "WS Sports Games – Season 1." This program focuses on the flourishing development of professional sports within the country and is expected to be filmed in a forum-style format, with one episode aired weekly, totaling 30 episodes for the season.

Sponsored for the Taipei First Girls' High School's Marching Band's performance in Calgary, Canada. The Beiyi Girls' School Marching Band, a renowned and historically significant student band in Taiwan, has represented the country internationally on numerous occasions with outstanding achievements that bring pride to the nation. This year, the band plans to perform at the Calgary Stampede in Canada, an internationally acclaimed cultural festival with a history spanning over 112 years and attracting over one million attendees annually. Due to a funding shortfall for this year's event, we are providing a sponsorship of NT\$100,000 to support their participation, encouraging the students to engage in this major international event and promote Taiwan's cultural exchange worldwide.



▲ The Taipei First Girls' High School's Marching Band Presented a Certificate of Appreciation

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Appendix 1. GRI Content Index in Accordance

Statement of Use	GMTC has reported the content of the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standards	Disclosure	Corresponding chapters	Page	OMISSION
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	2-2 Entities included in the organization's sustainability reporting	About this Report	2	
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GRI Standards	Disclosure	Corresponding chapters	Page	OMISSION
GRI 2: General Disclosures 2021				
3. Governance	2–9 Governance structure and composition	1.1 Philosophy and Vision for Sustainability 2.3 Corporate Governance Structure	7 27	
	2–10 Nomination and selection of the highest governance body	2.3 Corporate Governance Structure	27	
	2–11 Chair of the highest governance body	2.3 Corporate Governance Structure	27	
	2–12 Role of the highest governance body in overseeing the management of impacts	1.1 Philosophy and Vision for Sustainability 1.3 Materiality Analysis	7 15	
	2–13 Delegation of responsibility for managing impacts	1.1 Philosophy and Vision for Sustainability 1.3 Materiality Analysis	7 15	
	2–14 Role of the highest governance body in sustainability reporting	1.3 Materiality Analysis	15	
	2–15 Conflicts of interest	2.3 Corporate Governance Structure	27	
	2–16 Communication of critical concerns	1.3 Materiality Analysis	15	
	2–17 Collective knowledge of the highest governance body	2.3 Corporate Governance Structure	27	
	2–18 Evaluation of the performance of the highest governance body	2.3 Corporate Governance Structure	27	
	2–19 Remuneration policies	2.3 Corporate Governance Structure	27	
	2–20 Process to determine remuneration	2.3 Corporate Governance Structure	27	
	2–21 Annual total compensation ratio	5.2 Talent Attraction and Employee Care	106	

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GRI Standards	Disclosure	Corresponding chapters	Page	OMISSION
4. Strategy, policies and practices	2-22 Statement on sustainable development strategy	Letter From the Chairman 1.1 Philosophy and Vision for Sustainability	3 7	
	2-23 Policy commitments	1.1 Philosophy and Vision for Sustainability	7	
	2-24 Embedding policy commitments	2.4 Ethical Corporate Management 5.3 Human Rights	32 117	
	2-25 Processes to remediate negative impacts	2.4 Ethical Corporate Management	32	
	2-26 Mechanisms for seeking advice and raising concerns	2.4 Ethical Corporate Management	32	
	2-27 Compliance with laws and regulations	2.4 Ethical Corporate Management	32	
	2-28 Membership associations	Appendix VIII Public Associations Participation	155	
5. Stakeholder Engagement	2-29 Approach to stakeholder engagement	1.3 Materiality Analysis 1.3 Stakeholder Engagement	15 15	
	2-30 Collective bargaining agreements	5.2 Talent Attraction and Employee Care	106	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.3 Materiality Analysis	15	
	3-2 List of material topics	1.3 Materiality Analysis	15	
GRI 201: Economic Performance 2016	3-3 Management of material topics : Economic Performance	2. Business Operations	22	
	201-1 Direct economic value generated and distributed	2.2 Financial Performance	26	
	201-2 Financial implications and other risks and opportunities due to climate change	4.2 Climate-related Information	78	
	201-3 Defined benefit plan obligations and other retirement plans	5.2 Talent Attraction and Employee Care	106	
	201-4 Financial assistance received from government	2.2 Financial Performance	26	

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GRI Standards	Disclosure	Corresponding chapters	Page	OMISSION
GRI 302: Energy 2016	3–3 Management of material topics: Energy Management	4. Environmental Protection	68	
	302–1 Energy consumption within the organization	4.3 Energy Management	87	
	302–2 Energy consumption outside of the organization			Unavailable/ incomplete information: Emissions data not collected
	302–3 Energy intensity	4.3 Energy Management	87	
	302–4 Reduction of energy consumption	4.3 Energy Management	87	
	302–5 Reductions in energy requirements of products and services	4.3 Energy Management	87	
GRI 303: Water and Effluents 2018	3–3 Management of material topics: Water resource management	4. Environmental Protection	68	
	303–1 Interactions with water as a shared resource	4.5 Water Resource Management	94	
	303–2 Management of water discharge-related impacts	4.5 Water Resource Management	94	
	303–3 Water withdrawal	4.5 Water Resource Management	94	
	303–4 Water discharge	4.5 Water Resource Management	94	
	303–5 Water consumption	4.5 Water Resource Management	94	

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GRI 305: Emissions 2016	3–3 Management of material topics: Air pollutant emissions	4. Environmental Protection	68	
	3–3 Management of material topics: climate change	4. Environmental Protection	68	
	305–1 Direct (Scope 1) GHG emissions	4.4 GHG Management	91	
	305–2 Energy indirect (Scope 2) GHG emissions	4.4 GHG Management	91	
	305–3 Other indirect (Scope 3) GHG emissions	4.4 GHG Management	91	
	305–4 GHG emissions intensity	4.4 GHG Management	91	
	305–5 Reduction of GHG emissions	4.4 GHG Management	91	
	305–6 Emissions of ozone-depleting substances (ODS)	4.4 GHG Management	91	
	305–7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.6 Waste and Pollutant Management	96	
GRI 306: Effluents and Waste 2016	Significant spills			No significant spills
GRI 306: Waste 2020	3–3 Management of material topics: Waste management	4. Environmental Protection	68	
	306–1 Waste generation and significant waste-related impacts	4.6 Waste and Pollutant Management	96	
	306–2 Management of significant waste-related impacts	4.6 Waste and Pollutant Management	96	
	306–3 Waste generated	4.6 Waste and Pollutant Management	96	
	306–4 Waste diverted from disposal	4.6 Waste and Pollutant Management	96	
	306–5 Waste directed to disposal	4.6 Waste and Pollutant Management	96	

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GRI Standards	Disclosure	Corresponding chapters	Page	OMISSION
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics: Occupational health and safety	5. Happy Workplace	101	
	403-1 Occupational health and safety management system	5.4 Safe and Healthy Workplace	119	
	403-2 Hazard identification, risk assessment, and incident investigation	5.4 Safe and Healthy Workplace	119	
	403-3 Occupational health services	5.4 Safe and Healthy Workplace	119	
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.4 Safe and Healthy Workplace	119	
	403-5 Worker training on occupational health and safety	5.4 Safe and Healthy Workplace	119	
	403-6 Promotion of worker health	5.4 Safe and Healthy Workplace	119	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Safe and Healthy Workplace	119	
	403-8 Workers covered by an occupational health and safety management system	5.4 Safe and Healthy Workplace	119	
	403-9 Work-related injuries	5.4 Safe and Healthy Workplace	119	
	403-10 Work-related ill health	5.4 Safe and Healthy Workplace	119	
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics: Customer Service	3 Value Creation	52	
	416-1 Assessment of the health and safety impacts of product and service categories	3.1 Product Quality Management	54	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			No related event
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics: Product Quality	3 Value Creation	52	
	417-1 Requirements for product and service information and labeling	3.1 Product Quality Management	54	
	417-2 Incidents of non-compliance concerning product and service information and labeling	3.3 Marketing and Customer Service	58	No related event
	417-3 Incidents of non-compliance concerning marketing communications			No related event
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Marketing and Customer Service	58	No related event

Appendix 2. Sustainability Accounting Standards Board

Iron & Steel Producers

Scope of disclosure: Xinying Plant, Liuying Plant, Liuying Plant I, Liuying Plant II, Tong Yah Plant, Photovoltaic Plant, Liuying Operations Headquarters

Sustainability Disclosure Topics & Accounting Metrics

TOPIC	CODE	CATEGORY	METRIC	2024 UNIT OF MEASURE	Corresponding Chapter	Page
Greenhouse Gas Emissions	EM-IS-110a.1	Quantitative	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	95,187.8847 Metric tons (t) CO ₂ e	4.4 GHG Management	91
				100%		
Greenhouse Gas Emissions	EM-IS-110a.2	Discussion and Analysis	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	In 2023, GMTC replaced fuel oil with low-carbon natural gas, replaced old equipment with high-performance equipment, and simplified processes to reduce energy waste, hoping to achieve the goal of 1% reduction in greenhouse gas emissions intensity. However, in 2024, the total greenhouse gas emission intensity of the main production facilities at Xinying Plant and Liuying Plant increased by 1.10% compared to 2023.	4.3 Energy Management 4.2 Climate-related Information 4.4 GHG Management	87 78 91
Air Quality	EM-IS-120a.1	Quantitative	(1) Carbon Monoxide (CO)	N/A	4.6 Waste and Pollutant Management	96
			(2) NO _x (excluding N ₂ O)	82.565 Metric tons (t)		
			(3) Sulfur oxides (SO _x)	3.881 Metric tons (t)		
			(4) Particulate matter (PM ₁₀)	16.907 Metric tons (t)		
			(5) Manganese (MnO)	N/A		
			(6) Lead (Pb)	N/A		
			(7) Volatile organic compounds (VOCs)	7,884 Metric tons (t)		
			(8) Polycyclic aromatic hydrocarbons (PAHs)	N/A		

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TOPIC	CODE	CATEGORY	METRIC	2024 UNIT OF MEASURE	Corresponding Chapter	Page
Energy Management	EM-IS-130a.1	Quantitative	(1) Total energy consumed	744,626 GJ	4.3 Energy Management	87
			(2) Percentage grid electricity	99%		
			(3) Percentage of renewable energy	1%		
	EM-IS-130a.2	Quantitative	(1) Total fuel consumed	1,667,174GJ		
			(2) Percentage of coal	0%		
			(3) Percentage of natural gas	99%		
			(4) Percentage of renewable energy	0%		
Water Management	EM-IS-140a.1	Quantitative	Percentage of total water withdrawal from areas with high or extremely high baseline water pressure	320 Thousand cubic meters (m ³) 0%	4.5 Water Resource Management	94
			Percentage of total water consumption from areas with high or extremely high baseline water pressure	203 Thousand cubic meters (m ³) 0%		
Waste Management	EM-IS-150a.1	Quantitative	Amount of waste	45,638 Metric tons (t)	4.6 Waste and Pollutant Management	96
			Percentage of hazardous waste	4%		
			Recycling Percentage	94%		
Workforce Health & Safety	EM-IS-320a.1	Quantitative	Total recordable incident rate (TRIR) for full-time employees	0.3	5.4 Safe and Healthy Workplace	119
			Total recordable incident rate (TRIR) for contract employees	0		
			Fatality rate of full-time employees	0		
			Fatality rate of contract employees	0		
			Near miss frequency rate (NMFR) of full-time employees	1.01		
			Near miss frequency rate (NMFR) of contract employees	0		
Supply Chain Management	EM-IS-430a.1	Discussion and Analysis	Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	N/A		

ACTIVITY METRIC

CODE	CATEGORY	ACTIVITY METRIC	2024 UNIT OF MEASURE	Corresponding Chapter	Page
EM-IS-000.A	Quantitative	(1) Raw steel production from basic oxygen furnace processes	N/A		
		(1) Percentage from basic oxygen furnace processes	N/A		
		(2) Raw steel production from electric arc furnace processes	109,242 Metric tons (t)	3.6 Raw Material Usage	67
		(2) Percentage from electric arc furnace processes	100%		
EM-IS-000.B	Quantitative	Total iron ore production	0%		
EM-IS-000.C	Quantitative	Total coking coal production	0%		

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Appendix 3. Climate-related Information of TWSE/TPEX Listed Companies

1. Implementation of Climate-related Information

Item	Corresponding Chapter	Page
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	4.2.1 Governance	78
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	4.2.2.1 Climate-related Risks and Opportunities the Organization has Identified over the Short, Medium, and Long Term 4.2.2.2 Impact of Climate-related Risks and Opportunities on the Organization's Businesses, Strategy, and Financial Planning	78 79
3. Describe the financial impact of extreme weather events and transformative actions.	4.2.2.2 Impact of Climate-related Risks and Opportunities on the Organization's Businesses, Strategy, and Financial Planning	79
4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	4.2.3 Risk Management	84
5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	4.2.2.3 Consider Different Climate-related Scenarios	81
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	4.2.4 Metrics and Target	85
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	4.2.4 Metrics and Target	85
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	4.2.5 Carbon Reduction Roadmap	86
9. Greenhouse gas inventory and assurance status (separately fill out in points 1-1 and 1-2 below).	See below for details	150

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1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO₂e), intensity (metric tons CO₂e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Minimum required disclosure under the Sustainable Development Roadmap for TWSE/TPEX Listed Companies

1. The individual company shall disclose the data for from 2023
2. The parent company and all subsidiaries in the consolidated financial statements shall disclose the data for from 2025

The Company has established its greenhouse gas inventory mechanism in accordance with ISO 14064-1 Greenhouse Gas Inventory Standard issued by the International Standards Organization (ISO). Since 2023, the Company's GHG emissions have been inventoried on an annual basis to keep track of the status of GHG usage and emissions and to verify the effectiveness of reduction actions.

In addition, the greenhouse gas inventory data of the last two years are compiled according to the operational control method. The greenhouse gas emissions are summarized as follows:

		2023		2024	
		Emissions (Metric tons CO ₂ e)	Intensity (Metric tons CO ₂ e/turnover in NTD million)	Emissions (Metric tons CO ₂ e)	Intensity (Metric tons CO ₂ e/turnover in NTD million)
Parent	Scope 1 Direct GHG Emissions	96,005.3555	14.25	95,187.8847	
	Scope 2 Indirect GHG Emissions	96,784.2120		102,779.8028	
	Total	192,789.5675		197,967.6875	
Subsidiaries included in consolidated financial statements	Scope 1 Direct GHG Emissions			378.2471	
	Scope 2 Indirect GHG Emissions			848.0131	
	Total1			1,226.2601	
Subtotal		192,789.5675	14.25	199,193.9476	15.48

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1-1-2 Greenhouse Gas Assurance Information

Describe the positions of assurance over the past two years up to the publication date of annual report, including assurance scope, assurance body, assurance criteria and assurance opinions

Minimum required assurance under the Sustainable Development Roadmap for TWSE/TPEX Listed Companies

1. The parent company shall complete assurance from 2024.
2. The parent company and all subsidiaries in the consolidated financial statements shall complete assurance from 2027.

In the disclosure of total greenhouse gas emissions in Section 1-1-1, the scope of assurance executed for 2023 and 2024 for the Company accounts for 100% and 100% of the total emissions of the Company for those years, respectively. The assurance for both years were conducted by AFNOR Asia in accordance with ISO 14064-3:2019 issued by the International Organization for Standardization (ISO), with a reasonable assurance level and unqualified opinion.

The assurance of the Company's GHG inventory check in the last two years is as follows:

Assurance Scope:		2023 Emissions(Metric tons CO ₂ e):	2024 Emissions(Metric tons CO ₂ e):
Parent	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
	Percentage of the inventory data disclosed in 1-1-1 above	100%	100%
Assurance Institution		AFNOR Asia Assurance Agency	AFNOR Asia Assurance Agency
Description of Assurance		Assurance Standard ISO 14064-3:2019 Reasonable Assurance	Assurance Standard ISO 14064-3:2019 Reasonable Assurance
Assurance Opinion/Conclusion		Unqualified opinion	Unqualified opinion

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1–2 Greenhouse gas Reduction Targets, Strategies, and Specific Action Plan

Description of the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans, and achievement status of the reduction targets.

Greenhouse Gas Reduction Base Year and Reduction Targets

To plan greenhouse gas reduction strategies, the Company completed its inventory in 2025 using the consolidated financial report as the boundary. Therefore, the base year is set as 2024, with Scope 1 and Scope 2 emissions totaling 95,187.8847 tons CO₂e and 102,779.8028 tons CO₂e, respectively. Due to the trial operation of a 50-ton steel plant, the estimated greenhouse gas emissions for 2025 are expected to remain stable or slightly increase by 2% to 5%.

Greenhouse Gas Reduction Strategies and Specific Action Plans

The Group adopts the following methods to reduce greenhouse gas emissions

1. Implementation of the ISO 50001 Energy Management System
2. Simplification of the Thermal Process: Project Management Control, Reduction of Waste, and Improvement of Resource Utilization Efficiency.
3. Procurement of Energy-Saving Equipment: When procuring new equipment or replacing old machinery, utilize high-efficiency motors rated IE3 or above and incorporate energy-saving designs.
4. Enhancing Equipment Combustion Efficiency
5. Installation of solar power generation systems on factory roofs
6. Procurement of Renewable Energy
7. Monitoring factory energy consumption through the Energy Resource Management Platform

Appendix 4. Sustainability Disclosure Indicators – Steel Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Remarks
1	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy/total energy), and total self-generated and self-use energy (Note 1)	Quantitative	744,626 99 1 1	Gigajoules (GJ) Percentage (%) Percentage (%) Percentage (%)	
2	Total fuel consumption, percentage of coal, percentage of natural gas, and percentage of renewable fuels	Quantitative	1,667,174 0 99 0	Gigajoules (GJ) Percentage (%) Percentage (%) Percentage (%)	
3	Total water withdrawn, total water consumption	Quantitative	320 203	Thousand cubic meters (1,000m³) Thousand cubic meters (1,000m³)	
4	Total waste generated, percentage of hazardous waste, percentage recycled	Quantitative	45,638 4 94	Metric tons (t) Percentage (%) Percentage (%)	
5	Number of employees in and rate of occupational accidents	Quantitative	3 0.3	Quantity Percentage (%)	
6	Production by product category	Quantitative	83,872	Metric tons (t)	

Note: The total self-generated and self-use energy are as defined by the "Renewable Energy Development Act", "Implementation Regulations Governing Renewable Energy Certificates", or related laws.

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Appendix 5. European Sustainability Reporting Standards (ESRS) Disclosures

ESRS	Disclosure Requirements	Corresponding Chapter	Page
ESRS 2 GOV-1	Letter From the Chairman	Letter From the Chairman	3
ESRS 2 GOV-1	Statement on sustainable development strategy	1.1 Philosophy and Vision for Sustainability	7
ESRS GOV-1	TCFD Climate Strategy	4.2 Climate-related Information	78
ESRS 2 MDR-P	Commitment on sustainable development strategy	1.1 Philosophy and Vision for Sustainability	7
ESRS E1-1	TCFD Climate Strategy	4.2 Climate-related Information	78
ESRS E1-4、E2-3、E3-3、E4-4、E5-3	Mid-term (5 years) and long-term (10 years) emission reduction targets	4.2 Climate-related Information	86
ESRS E1-5	Total Electricity Consumption (kWh)	4.3 Energy Management	88
ESRS E1-6	Scope 1 and Scope 2 Greenhouse Gas Emissions	4.4 GHG Management	91
ESRS E1-6	GHG emissions intensity	4.4 GHG Management	92
ESRS E3-4	Water consumption	4.5 Water Resource Management	94
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Data of energy consumption					
Scope	Item	2021	2022	2023	2024
Parent	Total consumption of non-renewable energy	613,450	701,721	642,123	669,588
	Total consumption of renewable energy	0	0	0	1,344

Note: Unit: MWh

Water resource related					
Scope	Item	2021	2022	2023	2024
Parent	Water withdrawal	328	366	306	320
	Water discharge	111	124	89	117
	Water Consumption	216	241	217	203

Note: Unit: Million liters

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Composition of Waste													Unit: Metric tons
Classification	Category	2021			2022			2023			2024		
		Directed to disposal	Diverted from disposal	Total	Directed to disposal	Diverted from disposal	Total	Directed to disposal	Diverted from disposal	Total	Directed to disposal	Diverted from disposal	Total
Hazardous waste	Collecting dust or sludge for pollution control in the electric arc furnace steelmaking process	882	338	1,219	982	276	1,258	1,369	329	1,698	1,171	315	1,486
	Chromium and its compounds (total chromium)	322	–	322	445	–	445	288	–	288	426	–	426
Non-hazardous waste	Waste plastic mixture	45	–	45	73	–	73	108	–	108	121	–	121
	Waste insulation material	8	–	8	20	–	20	27	–	27	62	–	62
	Waste refractory material	4,278	–	4,278	1,463	–	1,463	739	–	739	527	–	527
	Waste cloth	–	–	–	1	–	1	–	–	–	–	–	–
	Waste lubricants	21	–	21	27	–	27	77	–	77	–	48	48
	Waste oil mixture	18	–	18	16	–	16	165	–	165	–	42	42
	General waste generated from business activities	132	–	132	157	–	157	118	–	118	162	–	162
	Waste grinding wheel	30	–	30	48	–	48	55	–	55	50	–	50
	Waste liquid mixture	–	–	–	–	–	–	–	5	5	–	–	–
	Waste brick	–	2,853	2,853	–	7,289	7,289	–	9,016	9,016	–	7,596	7,596
	Waste wood	–	111	111	–	159	159	–	199	199	–	260	260
	Electric Arc Furnace (EAF) oxidizing slag (stone)	–	13,401	13,401	–	13,819	13,819	–	14,878	14,878	–	17,099	17,099
	Electric Arc Furnace (EAF) reducing slag (stone)	–	2,530	2,530	–	5,862	5,862	–	20,090	20,090	–	14,624	14,624
	Scrap iron	–	884	884	–	1,132	1,132	–	811	811	–	3,135	3,135
Total		5,736	20,116	25,852	3,232	28,536	31,768	2,946	45,328	48,274	2,519	43,119	45,638
Recycling ratio (%)		78%			90%			94%			94%		

Note: Due to a correction in the statistical scope, the data has been recompiled. Please refer to the 2024 figures as the primary source.

Appendix 7. Social Information

Internal Rotation and Turnover Rate				
Item	2021	2022	2023	2024
Number of Internal Rotations	398	228	189	79
Internal Rotation Rate	90.2%	55.1%	58.5%	44.6%
Total employee turnover rate	13.0%	14.0%	11.6%	8.9%
Voluntary employee turnover rate	13.0%	13.7%	10.6%	8.4%

Calculation Method

Internal Rotation Rate = Number of Internal Transfers During the Year / (Number of Internal Transfers During the Year + Number of New Hires During the Year)

Employee Turnover Rate = Total Number of Employees Who Left During the Year ÷ [(Number of Employees at the Beginning of the Year + Number of Employees at the End of the Year) ÷ 2]

Voluntary Employee Turnover Rate = Total Number of Voluntary Resignations During the Year ÷ [(Number of Employees at the Beginning of the Year + Number of Employees at the End of the Year) ÷ 2]

Employee Ethnicity Indicators		
Category	Percentage of employees (%)	As a percentage of the management positions (%)
Nationality of the Republic of China	82.8%	10.1%
Foreign nationals	17.2%	0 %

Other Diversity Indicators

Category		Percentage (%)
People with disabilities		1.2%
All employees	By age group: 18-30 years old	13.2%
	By age group: 31-50 years old	72.1%
	By age group: >50 years old	14.7%
	Total	100 %

Gender Diversity Indicators	
Indicator	Percentage (%)
Share of women in total employees (as % of total employees)	10.7%
Share of women in all management positions (as % of total management positions)	8.5%
Share of women in junior supervisors (as % of total junior supervisors)	3.0%
Share of women in senior supervisors (as % of total senior supervisors)	31.3%
Share of women in Revenue-Generating Functional Supervisors (as % of total Revenue-Generating Functional Supervisors)	3.2%
Share of women in STEM Positions (%)	28 %

Note 1: Junior management position: management positions other than senior executives

Note 2: Senior-level managers refer to the Company's managers, such as the president or its equivalent, vice presidents or their equivalents, assistant vice presidents or their equivalents, chief financial officer, chief accounting officer, or any other managers who have the authority to manage and endorse the Company's affairs.

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Indicator	2021	2022	2023	2024
Number of Employees	902	957	972	984
Number of Occupational Accidents	10	10	5	3
Number of persons affected by occupational accidents	10	10	5	3
Rate of persons affected by occupational accidents	0.7%	0.6%	0.5%	0.3%
Number of Minor Injuries	30	29	15	10
Number of Fatalities	0	0	0	0
Number of disabling injuries (Excluding fatalities)	6	6	5	3
Number of Serious Occupational Injuries (excluding Deaths)	0	0	2	2
Total Working Hours	1,880,674	1,867,544	1,955,400	1,983,216
Total Work Days Lost (Day)	119	62	6,906	2,149

Note 1: Number of Occupational Accidents: Based on the Occupational Accident Reporting System (excluding traffic accidents during commuting)

Note 2: Rate of persons affected by occupational accidents= Number of persons affected by occupational accidents/Total number of employees at year-end

Note 3: Disabling Injuries: This includes death, permanent total disability, permanent partial disability, and temporary total disability, with a loss of time of one day (inclusive) or more.

Note 4: Serious Occupational Injury: An occupational injury that results in death, or an injury that prevents the worker from recovering to their pre-injury health status within six months.

Note 5: The rate of serious occupational injuries (excluding fatalities) is calculated by dividing the number of serious occupational injuries (excluding fatalities) by the total hours worked and then multiplying the result by 1,000,000.

Note 6: Disabling Injury Severity Rate (SR) = Number of Disability Injuries (including fatalities) ÷ Total Hours Worked × 1,000,000

Note 7: Disabling Injury Severity Rate (FR) = Total lost workdays due to disabling injuries (including deaths) ÷ Total hours worked × 1,000,000

Note 8: Frequency-Severity Indicator (FSI) = $\sqrt{(\text{Disabling Frequency Rate} \times \text{Disabling Severity Rate})/1000}$

Note 9: Total Recordable Incident Rate (TRIR) = Number of disabling injuries (including fatalities) ÷ Total hours worked × 200,000

Note 10: The Near Miss Frequency Rate (NMFR) is calculated as follows: NMFR = Number of Minor Injuries ÷ Total Man-Hours Worked × 200,000

Note 11: Lost Time Injury Rate (LTIR) = Number of disabling injuries (excluding fatalities) ÷ Total hours worked × 200,000

Note 12: Lost Time Injury Frequency Rate (LTIFR) = Number of disabling injuries (excluding fatalities) ÷ Total hours worked × 1,000,000

Indicator	2021	2022	2023	2024
Rate of Serious Occupational Injuries (excluding fatalities)	0	0	1.02	1.01
Disabling Injury Frequency Rate (FR)	3.19	3.21	2.56	1.51
Disabling Injury Severity Rate (SR)	41	28	3,532	1,084
Frequency-Severity Indicator (FSI)	0.36	0.30	3.01	1.28
Total recordable incident rate (TRIR) for Direct Employees	0.64	0.64	0.51	0.30
Total recordable incident rate (TRIR) for Contract Employees	0	0	0	0
Fatality Rate for Direct Employees (%)	0	0	0	0
Fatality rate of contract employees (%)	0	0	0	0
Near Miss Frequency Rate (NMFR) for Direct Employees	3.19	3.11	1.53	1.01
Near miss frequency rate (NMFR) of contract employees	0	0	0	0
Lost Time Injury Rate (LTIR) - Employees	0.64	0.64	0.51	0.30
Lost Time Injury Frequency Rate (LTIFR) - Employees	3.19	3.21	2.56	1.51
Lost Time Injury Rate (LTIR) - Contractors	0	0	0	0
Lost Time Injury Frequency Rate (LTIFR) - Contractors	0	0	0	0

Appendix 8. Public Associations Participation

GMTC has actively participated in the activities of metal-related manufacturers associations, which thereby contribute to growth in application technology and exchange of industry information, dedicating efforts to the development of the overall industry and the Company's sustainable development.

Participated Public Associations	Manager/Supervisor	Member
Taiwan Steel and Iron Industries Association	✓	✓
Taiwan Aerospace Industry Association	✓	✓
Taiwan Mold and Die Industry Association	✓	✓
Taiwan Society for Metal Heat Treatment		✓
Taiwan Forging Association		✓
Chinese Institute of Mining and Metallurgical Engineers		✓
Die-casting technology industry-academic service alliance		✓
The Powder Metallurgy Association of the Republic of China		✓
Tainan City Xinying Industrial Area Manufacturers Association	✓	✓
Liuying Environmental Science and Technology Park Manufacturers Association	✓	✓
Chinese Excellent Management Association		✓
Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) and the Taiwan Cyber Security Alliance (Taiwan CERT/CSIRT Alliance)		✓

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