



GLOBAL TEK FABRICATION CO., LTD.

2024 Annual Report

Annual Report Inquiry Website:

MOPS: <https://mops.twse.com.tw>.

Company Website: <https://www.globaltekww.com>

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Names of Accountants: CPAs Cheng, Ching-Piao and Fu, Wen-Fang

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V. Name of any exchanges where the Company's securities are traded offshore, and the method by which to access information on said offshore securities: None

VI. Company Website: <https://www.globaltekww.com>

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One. Letter to Shareholders

Dear Shareholders:

Since its establishment, the Global Tek Group has consistently upheld the ambition of integrating foreign management expertise and leveraging the global expansion opportunities of electronic technology, while combining the professional skills of the precision machining industry. It is committed to building a team that brings professionalism, systemization, and internationalization to the traditional industry. Global Tek's core cultural characteristic is to create a learning-oriented organization, and is moving toward becoming a lean enterprise committed to continuous growth and sustainable development. In 2024, our focus of innovation will continue to be the global diversified high-end niche market, including automotive, industrial products, aerospace applications and medical devices. Through vertical integration and horizontal collaboration strategies, the Company provides differentiated competitive advantages for Taiwan's traditionally conservative precision metal manufacturing industry, delivering comprehensive one-stop services and further strengthening its engineering value proposition and competitiveness.

Looking back to last year, the global economy has recovered moderately, and the political and economic environment continues to face challenges. As the geopolitical tensions intensify, the trade protectionism rises, and the trade policies and economic cooperation of various countries are facing great uncertainty. In addition, the instability of the financial market continues, and interest rate increases and inflation continue to affect the corporate cost structure and consumers' confidence. The rapid adjustment pressure on the global supply chain is showing that localization and regionalization is the inevitable trend. Unlike the small and medium enterprises in the urban area that are in difficulty, the three business groups of the Company, namely automobile (accounting for 50%), industrial application (accounting for 36%) and aerospace (accounting for 14%) have all achieved the scale economy power of independent development. Under the current two cross-strait foundations, we will continue to cultivate a localized business model. In response to geopolitical and diversification of production risks, the Company initiated a factory construction project in Thailand with a land area of about 54,000 pings in 2024. The international vision and scale will be used to expand another overseas production base.

We have always believed that a crisis is also an opportunity. By maintaining prudent and pragmatic management, we identify opportunities amid changes and make necessary adjustments to navigate industry cycles. While sustainable operations may not guarantee high growth every year, continuous improvements in corporate culture, strategy, organization, and talent through innovation, optimization, and resilience can lead to steady and robust development. In the face of the challenges of geopolitical conflicts, the strategy of localization and internationalization is adopted to ensure that local factories can continue to generate economies of scale. In terms of business, the Company will continue to focus on innovation and efficiency, and strengthen the cooperation relationship with customers to adapt to the rapid changes and needs on the market. In addition to continuously strengthening our own engineering technology and production efficiency, we also further integrate our supply chain and digital manufacturing, so that we can provide customers with solutions quickly.

Looking forward, it is expected that the demand for key components such as the propulsion system of new energy vehicles and the autonomous driving system will continue to grow, and enter the core supply chain of new energy vehicles. A gradual recovery in industrial applications is anticipated, with new application products expected to deliver tangible outcomes. As the overall industry recovers, with the addition of AvioCast Inc. as a new force, we look forward to securing more new business opportunities. Overall, the Company is still optimistic about the long-term development of the diversified niche market.

Based on the above, in 2024, Global Tek has effectively prepared for the impact of domestic and international political, economic, and regional conflicts. Through the diversification of end-product applications and a globalized business strategy, the Company continues to expand its presence in new energy vehicles and other high-value key components, positioning itself to seize future business opportunities. At the same time, we continue to optimize the process and product structure on the

basis of the Group's refining the operating structure, invest in automated production equipment and refine cost control, in order to ensure the best production efficiency. We also enhance the ability of supply chain management, simplify the material management process, reduce the overall inventory, and help the Company and shareholders to achieve the expected operating results.

I. Business Results for 2024:

The distribution of diversified niche products and markets aims to avoid huge fluctuations in the company's sales due to single concentrated risks. Global Tek Group continues to distribute diversified products, expand more application areas, and add integrated solutions to add new momentum for revenue growth. In the automotive industry, apart from grasping the existing business opportunities, the Company also focuses on the development of new energy vehicles, including products for new energy electric drive, transmission, steering, braking, shock absorption, charging, and thermal management systems. The industrial applications include products in three major sectors: semiconductors, oil and gas exploration, and high-end bicycles or electric bicycles. Based on its core manufacturing capabilities and in response to market demand, the Company has completed the sample delivery and customer validation of quick-release water cooling connectors for data centers required by the AI industry chain. In the aerospace sector, market demand has grown along with the overall industry recovery. For the medical device sector, the Company has completed the sample delivery and customer validation of two key components of endoscopic staplers, namely the anvil and the cartridge seat, and these products have already begun contributing to revenue.

(I) 2024 Results of Operation:

In 2024, two new consolidated entities were merged. The consolidated operating revenue in 2024 was NTD 4,797,370 thousand, an increase of NTD 588,912 thousand from the operating revenue of NTD 4,208,458 thousand in 2023, with a growth rate of 14%. The operating gross margin in 2024 was 21.7%, which was not significantly different from the 22.1% in the previous year. The operating profit in 2024 was NTD 165,035 thousand, a decline of 25% from the NTD 220,583 thousand in the previous year. In 2024, the total impairment loss on the reinvestment company was NTD 95,946 thousand, resulting in a net profit after tax attributable to parent company of NTD 256,357 thousand. This represents a slight decrease of NTD 5,896 thousand or 2% compared to the net profit after tax of NTD 262,253 thousand in 2023. The earnings per share after tax for 2024 were NTD 2.56.

Unit: NTD 1,000			
Item	2023	2024	Change (%)
Net Operating Revenue	4,208,458	4,797,370	14%
Gross profit	930,616	1,041,320	12%
Operating Income	220,583	165,035	-25%
Net income before tax	305,424	293,416	-4%
Net profit after tax attributable to the parent company	262,253	256,357	-2%
Basic earnings per share (NTD)	3.04	2.56	-16%

In addition to financial performance, the Company has proactively advanced its sustainability initiatives by voluntarily disclosing its 2022 Sustainability Report in 2023, ahead of regulatory requirements. Furthermore, in the 10th Corporate Governance Evaluation (evaluation year 2023), the Company advanced two tiers to rank within the third tier (21%-35%) of the evaluation.

(II) Revenue Forecast and Realization

In accordance with current laws and regulations, the Company did not disclose its 2024 financial forecast to the public. The Company's 2024 actual revenue increase by 14% from 2023, while its net profit after tax attributable to the parent company even decreased by 2% from 2023.

(III) Financial Income and Expenses and Profitability Analysis

Analysis Item \ Year		2023	2024
Financial Structure	Liabilities to Assets Ratio	52.78%	50.79%
	Long-term Capital to Fixed Assets Ratio (%)	213.10%	192.77%
Debt Service Ability	Current Ratio (%)	240.70%	196.25%
	Quick Ratio (%)	182.00%	145.48%
Profitability	Return on Total Assets (%)	3.75%	2.76%
	Return on Equity	7.20%	4.66%
	Profit Margin	6.23%	4.36%
	Earnings Per Share (NTD)	3.04	2.56

IV. Research and Development

1. Automobile

- (1) In view of the extensive application of solenoid valves in systems such as powertrain, steering, damping, and braking for new energy vehicles, the Company continues to optimize the processing technologies for dynamic and static iron cores, valve cores, and valve bodies to enhance production capacity and meet future market demand.
- (2) In response to the increasing market share of electric vehicles, the Company continues to optimize the processing technology for charging terminals and enhance production capacity to meet future market demand.
- (3) As brake-by-wire systems have become the mainstream in the market, the Company continues to optimize the processing technologies for piston cylinders and piston bodies to enhance production capacity and meet future market demand.
- (4) Given that scroll compressors have become a core component of electric vehicle thermal management systems, the Company continues to optimize the processing technologies for dynamic and static scroll plates to enhance production capacity and meet future market demand.
- (5) The Company is strengthening its integrated turning and grinding processes to support the future development of products with high requirements for internal diameter roundness and surface roughness.
- (6) Development for the process of automotive seat belt products, metal forming, sensors, and component assembly.

2. Industrial Application

- (1) Introduce new products for the new process after high-end bicycle sprockets and enter the stage of trial production/mass production.
- (2) Improved the process of developing semiconductor packaging and testing slots.
- (3) Joint R&D with customers to develop and self-manufactured the quick-release water cooling connectors for server.
- (4) Developed a vacuum brazing process for key components of high-end pressure gauges.
- (5) Completed the development of a double-sided grinding process for titanium alloy

- parts, preparing for the mass production of key components used in oil-free magnetic bearing HVAC compressors.
- (6) Launched the project to transfer investment casting part numbers to the Tongchuan facility.
- (7) Obtained ISO 13485 medical certification and commenced formal shipments to medical customers.
- (8) Added the patent for the manufacturing process of key components for high-end bicycle forks.
- (9) Added the patent for the manufacturing process of front and rear pulleys for e-bikes.
- 3. Gloval Tek/AvioCast Inc.:
 - (1) Digital Detector Array (DDA) Radiographic Inspection to replace Film and CR digital image detection, replace traditional substrates, improve production efficiency, and reduce inspection costs.
 - (2) 3D Sand mold printing uses 3D printing equipment to produce complex and diverse ceramic core components required for aluminum alloy sand casting, accelerating new product development time and reducing mold costs.
 - (3) Increased the use of five-axis machining and automated production equipment, integrating and strengthening its ability to provide one-stop services in the Taichung AvioCast Inc. Plant.
- 4. Medical industry
 - (1) We set up a product line in compliance with law for manufacturing medical minimally invasive surgical staplers.
- 5. Production & manufacturing
 - (1) Expand the transportation application of AGV in the plant area, and promote the production to be more refined.
 - (2) Planned the installation of a second 300-micron metal particle ultrasonic vacuum cleaning line to meet the high cleanliness requirements for electronic components, hydraulic valve bodies, and connectors driven by the increasing intelligence of automobiles.
 - (3) Fully implemented the MES system across the entire facility to achieve digitalized and lean production management.

II. Summary of the 2024 business plan

(I) Business strategies and implementation

The promotion of sustainable governance has become a key focus of investors and authorities in global capital markets in addition to financial gain. Global Tek has already meet the requirements set by the regulatory authorities in 2023, voluntarily disclosed the ISO 14064 greenhouse gas inventory information and conducted ISO 14064 greenhouse gas verification for the first time. Global Tek has proactively released the Sustainability Report ahead of schedule in 2023 and published its English version of initial sustainability report in 2024. Sustainability efforts have no endpoint but require continuous action. Going forward, Global Tek will promote ISO 14067 product carbon footprint certification with demonstration products and implement the ISO 50001 energy management system to further advance carbon reduction initiatives. With regard to environmental care for the region where the headquarters is located, Global Tek will deepen its contribution through more meaningful initiatives, starting locally and expanding outward.

Key points of new business opportunities:

In the automotive application field, in response to the different development trends of the automotive market in China and other countries, the Company balances its business in both fuel-

powered and new energy vehicles to diversify operational risks and ensure growth in revenue and profitability. Developed suppliers with capabilities in new technologies to capture new business opportunities and developed a series of automotive seatbelt products. In the realm of industrial applications, beyond developing new high-end aluminum bicycle components, our endeavors also encompass semiconductor IC test sockets, vacuum brazing for high-end pressure gauges, HVAC compressor bushings, and water cooling solutions for the AI industry. In the aerospace application sector, the company combines Global Tek's machining capabilities with AvioCast Inc's casting and surface treatment expertise to capture more new business opportunities. It continues to develop plasma polishing technology for high-surface-precision products and focuses on expanding its customer base and product offerings in the medical device field. In response to the emerging competitive realities in existing product lines, the company has continued cultivating new niche markets such as thermal management components for the AI industry and transmission system components for robotics.

Production and manufacturing:

In the face of the transformation of the automotive industry and the US-China trade war, the Board of Directors in 2019 approved the construction of the new plant in Wuxi Anzhen Town, which will be opened in 2023. In 2021, the Company was approved to set up a mold casting factory in Xi'an Tongchuan, and will enter mass production in 2024. To address major power trade tensions and diversify production risks, the Board of Directors approved an investment in land acquisition and plant construction in Thailand in 2024. The plan aims to establish a second production base for Global Tek's various product lines on a larger scale, demonstrating Global Tek's ambition and long-term strategic planning. This move is intended to strengthen relationships with existing customers while continuing to explore new business opportunities.

III. Future development strategies, impact of the external competitive environment, the regulatory environment, and the overall business environment

In an increasingly competitive marketplace, the strength of enterprises and their ability to build a one-stop, full-service proposition is essential to seizing the business opportunities created by the deconstruction and reorganization of the global supply chain. This is the only way for enterprises to survive and thrive. As the era of "survival of the fittest" emerges and enterprises enter a new industrial landscape, it is essential to unify the team under a shared vision, continuously address internal shortcomings, and strengthen the resilience required to thrive in an environment of infinite competition. By adhering to the three principles of execution: Making no excuses, simplifying complexity into order, and setting clear timelines, the Company strengthens its resilience and builds a solid foundation on its large platform to leap onto the global high-end stage.

In the face of ongoing uncertainties, the team continues to regard adversity as a touchstone for enhancing organizational capabilities. True resilience is forged through challenges, and Global Tek will rely on collective wisdom to maintain competitiveness and drive continuous business growth for its customers. Thank you for your long-term support. We hope that all shareholders will continue to give their encouragement and guidance to the Company's management team!

Chairman

Liu, Tsu-Yin

President

Huang, Yah-Hsing

Sincerely

Two. Corporate Governance Report

I. Information on the Directors, Supervisors, President, Vice Presidents, Assistant Vice Presidents, and Supervisors of Divisions and Branch Units

(I) Board of Directors and Supervisors Information

April 21, 2025; Unit: Shares

Title	Nationality or place of registration	Name	Gender (Note 2) Age	Date of Appointment	Term	Date of Initial Appointment	Holding Shares at the Time of Appointment		Current Shareholding		Spouses and minor children currently holding shares		Shares held on behalf of others		Main Experience	Currently holding positions in this Company and other companies.	Other executives, directors, or supervisors who have spouses or relatives within the second degree of kinship			Remarks
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Chairman	Republic of China	Representative: Liu, Tsu-Yin	Women between the age of 60-69	2022.6.23	3	98.12.01	3,226,665	4.50%	3,226,665	2.94%	6,226,695	5.67%	0	0	National Taipei University of Business EMBA Institute staff at the Aviation Department of National Chengchi University Clerk of Taiwan Land Bank	Chairman of Global Tek Co., Ltd. Director and legal representative of Global Tek Co., Ltd. (Wuxi) Director and legal representative of Global Tek Co., Ltd. (Xi'an) Director and legal representative of Xi'an Global Tek Fabrication Co., Ltd. Director and legal representative of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd. Director of Global Tek Fabrication Co., Ltd. (Samoa) Director of GLOBAL TEK 株式會社 Director of Chongye (Suzhou) Precision Industry Co., Ltd. Legal Representative of AvioCast Inc. Representative of GLOBAL TEK GROUP (THAI) CO., LTD. Representative of GLOBAL TEK AVIATION (THAI) CO., LTD.	Director	Huang, Yah-Hsing	Spouse	Note 1
	Republic of China	Hsingying Investment Co., Ltd.	-	2022.6.23	3	104.01.23	7,854,000	10.95%	7,854,000	7.15%	0	0	0	0	-	-	-	-	-	-
Director	Republic of China	Huang, Yah-Hsing	Male between the age of 70-79	2022.6.23	3	98.12.01	6,226,695	8.68%	6,226,695	5.67%	3,226,665	2.94%	0	0	Company founder EMBA Masters in National Enterprises, National Taiwan University National Taipei University of Business (formerly National Taipei College of Business) Tax Accounting Department Business Associate Manager of Primax Electronics Ltd. Vice President of GLOBAL PMX CO., LTD. Procurement Supervisor of Taiwan	Company General Manager Director of Global Tek Co., Ltd. (Xi'an) Director of Global Tek Co., Ltd. (Wuxi) Director of Global Tek Xi'an Machinery Manufacturing Co., Ltd. Director of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd. Global Tek Co., Ltd. (Samoa) Director Director of Global Tek Fabrication Co., Ltd. (HK) Director of Global Tek GmbH Director of Chongye (Suzhou) Precision Industry Co., Ltd.	Corporate Director Representative	Liu, Tsu-Yin	Spouse	Note 1

Title	Nationality or place of registration	Name	Gender (Note 2) Age	Date of Appointment	Term	Date of Initial Appointment	Holding Shares at the Time of Appointment		Current Shareholding		Spouses and minor children currently holding shares		Shares held on behalf of others		Main Experience	Currently holding positions in this Company and other companies.	Other executives, directors, or supervisors who have spouses or relatives within the second degree of kinship			Remarks
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
															International Standard Electronics Co., Ltd. Legal Representative of AvioCast Inc. Director of GLOBAL TEK 株式會社 Representative of GLOBAL TEK GROUP (THAI) CO., LTD. Representative of GLOBAL TEK AVIATION (THAI) CO., LTD.					
Director	Republic of China	Ting, Ling-Chuan	Male between the age of 50-59	2022.6.23	3	2022.6.23	11,397,000	15.89%	11,523,000	10.49%	0	0	0	0	Information Department of Yu Chang Technical & Commercial Vocational Senior High School, YCVS	Chairman of Juyuan Industrial Co., Ltd.	-	-	-	-
Independent Director	Republic of China	Huang, Ming-Chan	Male between the age of 50-59	2022.6.23	3	2017.01.23	0	0	0	0	0	0	0	0	Doctor of Law, Department of Law, Tunghai University National Chiayi University, Department of Business Administration, Adjunct Assistant Professor Judge of the Taiwan Chiayi District Court Judicial Yuan Judges Academy Seminar	Practicing attorney at Hua-Hong Law Firm Member of the Regulations Committee of the National Science Council Legal Representative of Trade-van Info Services Vice Chairman of Formosa Television Co., Ltd. Independent Director, LeadSun Greentech Corporation	-	-	-	-
Independent Director	Republic of China	Tsai, Rung-Terng	Male between the age of 60-69	2022.6.23	3	2022.6.23	0	0	0	0	0	0	0	0	Bachelor of Business Administration, Wisconsin State University, USA President of Taiwan Listed Companies Association Delta Electronics Japan Co., Ltd. Representative Director Advisory Committee Member of National Central University Joint Research Center Vice President of Delta Electronics Group	Independent Director of SHINE TREND International Multimedia Co., Ltd. Executive Independent Director at COTA Commercial Bank Independent Director of Grand Hall Enterprise Co., Ltd.	-	-	-	-
Independent Director	Republic of China	Chang, Shih-Chia	Male between the age of 60-69	2022.6.23	3	2022.6.23	0	0	0	0	0	0	0	0	Ph.D., Graduate School of Business, National Taiwan University Master of Science in Industrial Engineering, University of Texas, Arlington, USA Bachelor of Industrial Management, National Taiwan University of Science and Technology Professor and Dean of the School of Management, National Taipei University of Business	Professor, Business Management Department, National Taipei University of Business Independent Director, Shengnan Electronic Technology Co., Ltd.	-	-	-	-

Title	Nationality or place of registration	Name	Gender (Note 2) Age	Date of Appointment	Term	Date of Initial Appointment	Holding Shares at the Time of Appointment		Current Shareholding		Spouses and minor children currently holding shares		Shares held on behalf of others		Main Experience	Currently holding positions in this Company and other companies.	Other executives, directors, or supervisors who have spouses or relatives within the second degree of kinship			Remarks
							Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Independent Director	Republic of China	Chen, Shiang-Ju	Women between the age of 50-59	2022.6.23	3	2022.6.23	0	0	0	0	0	0	0	0	EMBA, National Taiwan University MBA, California State University, USA Bachelor of Business Administration, California State University, USA General Manager of First Securities Director of First Financial Holdings / First Securities / First Securities Asia Limited / First Worldsec Securities Limited Senior Vice President, Chief Executive and Director of Hong Kong Branch of China Trust Securities Investment Banking Department Vice President and Senior Director of Investment Banking Department of China Trust Bank Director of Investment Banking Department and Vice President of Equity Capital Market Department (ECM), Nomura Securities Co., Ltd., Vice General Manager of Research Department/Fixed Income Department/Investment Banking Department/Overseas Department, Capital Securities Corp.	-	-	-	-	-

Note 1: Explanation of the Necessity of the Chairman and General Manager Being Spouses: The Chairman and the General Manager of our Company are married to each other. Both have long-term experience in the metal processing industry, with a deep understanding of industry trends and customer relationships. Their contributions to the company's operations and performance align with our corporate goals. Additionally, our Company has a board of seven directors, including four independent directors, with the majority of directors not holding concurrent positions as employees or managers, thereby strengthening corporate governance.

Note 2: Explanation and measures to improve gender diversity on the board when either gender holds less than one-third of board seats: The Company has a total of seven board seats, with two currently held by female directors, accounting for 2 out of 7 seats. To enhance gender diversity on the board, the Company plans to nominate three female directors, which is 3 out of 7 seats in the upcoming re-election at the 2025 Annual General Meeting.Shareholders' Meeting, 3 female directors will be elected, accounting for 3/7, to enhance gender diversity on the board.

1. Major Shareholders of the Legal Person Shareholders

April 21, 2025

Name of Corporate Shareholders	Major Shareholders of the Legal Person Shareholders
Hsingying Investment Co., Ltd.	Huang Hao holds a majority stake of 52.57%, followed by Huang, Yah-Hsing with 26.18%, and Liu, Tsu-Yin with 21.25%.

2. Among the major shareholders in the table, corporate entities are the main shareholders: None

3. Disclosure of Director's Professional Qualifications and Independence of Independent Directors:

April 21, 2025

Conditions Name	Professional Qualifications and Experience	Independence Status	Number of independent directors serving concurrently in other publicly listed companies.
Representative of Hsingying Investment Co., Ltd.: Liu, Tsu-Yin	Possesses a background in banking and extensive experience in the metal processing industry; has developed a comprehensive understanding of industry trends and customer relationships; holds professional qualifications and expertise in business management, leadership decision-making, industry knowledge, financial accounting, and marketing; no circumstances falling under Article 30 of the Company Act.	Not applicable.	0 Companies
Huang, Yah-Hsing	Founder of the company; extensive experience in the metal processing industry; has developed a comprehensive understanding of industry trends and customer relationships; holds professional qualifications and expertise in business management, leadership decision-making, industry knowledge, financial accounting, and marketing; no circumstances falling under Article 30 of the Company Act.	Not applicable.	0 Companies
Ting, Ling-Chuan	Possess experience in Company management, leadership decision-making, industry knowledge, financial accounting, marketing, and other professional areas; no circumstances falling under Article 30 of the Company Act.	Not applicable.	0 Companies
Huang, Ming-Chan	Practicing attorney, possess professional qualifications and experience in law, Company management, leadership decision-making, industry knowledge, financial accounting, and other areas; no circumstances falling under Article 30 of the Company Act.	1. On June 23, 2022, our Company conducted an independence review for the appointment of independent directors and obtained a declaration from the independent	1 Company (Independent Director of LeadSun Greentech Corporation)

Conditions Name	Professional Qualifications and Experience	Independence Status	Number of independent directors serving concurrently in other publicly listed companies.
		<p>directors stating that they meet the qualification requirements set forth in the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission, as well as the declaration required under Article 14-2 of the Securities and Exchange Act.</p> <p>2. The independence review, conducted from July 1, 2023 to June 30, 2024, was presented to the Board of Directors on August 12, 2024. The review is in accordance with the independence requirements for independent directors.</p>	
Tsai, Rurng-Terng	Possess experience in Company management, leadership decision-making, industry knowledge, financial accounting, marketing, and other professional areas; no circumstances falling under Article 30 of the Company Act.	<p>1. On June 23, 2022, our Company conducted an independence review for the appointment of independent directors and obtained a declaration from the independent directors stating that they meet the qualification</p>	3 Companies Independent directors of SHINE TREND International Multimedia Technology Co., Ltd., Grand Hall Enterprise Co., Ltd., and COTA Commercial Bank

Conditions Name	Professional Qualifications and Experience	Independence Status	Number of independent directors serving concurrently in other publicly listed companies.
		<p>requirements set forth in the 'Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies' issued by the Financial Supervisory Commission, as well as the declaration required under Article 14-2 of the Securities and Exchange Act.</p> <p>2. The independence review, conducted from July 1, 2023 to June 30, 2024, was presented to the Board of Directors on August 12, 2024. The review is in accordance with the independence requirements for independent directors.</p>	
Chang, Shih-Chia	Professor in the Department of Business Administration at National Taipei University of Business, with professional qualifications and experience in Company management, leadership decision-making, industry knowledge, financial accounting, strategic planning, and other areas; no circumstances falling under of Article 30 of the Company Act.	<p>1. On June 23, 2022, our Company conducted an independence review for the appointment of independent directors and obtained a declaration from the independent directors stating that they meet the qualification requirements set forth in the "Regulations</p>	1 Company (Independent Director of Shengnan Electronic Technology Co., Ltd.)

Conditions Name	Professional Qualifications and Experience	Independence Status	Number of independent directors serving concurrently in other publicly listed companies.
		<p>Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission, as well as the declaration required under Article 14-2 of the Securities and Exchange Act and approval to hold a part-time position at a school.</p> <p>2. The independence review, conducted from July 1, 2023 to June 30, 2024, was presented to the Board of Directors on August 12, 2024. The review is in accordance with the independence requirements for independent directors.</p>	
Chen, Shiang-Ju	Have financial industry work experience and possess expertise in financial accounting, Company management, leadership decision-making, industry knowledge, marketing, and other areas; no violations of Article 30 of the Company Act.	<p>1. On June 23, 2022, our Company conducted an independence review for the appointment of independent directors and obtained a declaration from the independent directors stating that they meet the qualification requirements set forth in the "Regulations</p>	0 Companies

Conditions Name	Professional Qualifications and Experience	Independence Status	Number of independent directors serving concurrently in other publicly listed companies.
		<p>Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission, as well as the declaration required under Article 14-2 of the Securities and Exchange Act.</p> <p>2. The independence review, conducted from July 1, 2023 to June 30, 2024, was presented to the Board of Directors on August 12, 2024. The review is in accordance with the independence requirements for independent directors.</p>	

4. Board Diversity and Independence:

(1) Board Diversity:

The selection of directors in our Company is based on various criteria, including educational and professional backgrounds (such as financial, accounting, and legal matters), shareholding, as well as values such as gender, age, nationality, and culture. Our goal is to have at least one female director and at least one director with a financial and accounting background.

The Company's sixth term of Board of Directors is composed of seven members, including four independent directors. The professional expertise and skills represented cover a wide range of areas, including legal expertise, business management, leadership and decision-making, industry knowledge, finance and accounting, marketing, and strategic development. Among the seven current board members, two are female, representing 2 out of 7 seats. As this does not yet meet the one-third gender representation threshold, the Company plans to nominate three female directors, which is 3 out of 7 seats in the next re-election at the 2025 Annual General Meeting to enhance gender diversity on the board. There are four independent directors, accounting for 4 out of 7 seats, demonstrating the Company's commitment to board diversity and its governance objectives.

(2) Independence of the Board of Directors:

Our Company's sixth Board of Directors consists of seven directors, including four independent directors. Currently, there are seven directors in office, two of whom are female, accounting for 2/7 of the total. The four independent directors make up 4/7 of the total. Two directors have a spouse or a relative within the second degree of kinship, accounting for 2/7 of the total. The Board of Directors of our Company does not have any situations specified in Article 26-3, sections 3 and 4 of the Securities and Exchange Act. The independence of the Board of Directors complies with the regulations.

(II) Information on the President, Vice Presidents, Assistant Vice Presidents, and Supervisors of Divisions and Branch Units

April 21, 2025; Unit: Shares

Title	Name	Nationality	Gender	Date of Appointment	Shareholding		Spouses and Minor Children Holding Shares		Shares held on behalf of others		Main Experience	Currently holding positions in this Company and other companies	Managers with spouses or relatives within the second degree of relationship			Remarks
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
President	Huang, Yah-Hsing	Republic of China	Male	2008.11.07	6,226,695	5.67%	3,226,665	2.94%	0	0	Company founder EMBA Masters in National Enterprises, National Taiwan University National Taipei University of Business (formerly National Taipei College of Business) Tax Accounting Department Business Associate Manager of Primax Electronics Ltd. Vice President of GLOBAL PMX CO., LTD. Procurement Supervisor of Taiwan International Standard Electronics Co., Ltd.	Company General Manager Director of Global Tek Co., Ltd. (Xi'an) Director of Global Tek Co., Ltd. (Wuxi) Director of Global Tek Xi'an Machinery Manufacturing Co., Ltd Director of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd. Global Tek Co., Ltd. (Samoa) Director Director of Global Tek Fabrication Co., Ltd. (HK) Director of Global Tek GmbH Director of Chongye (Suzhou) Precision Industry Co., Ltd. Legal Representative of AvioCast Inc. Director of GLOBAL TEK 株式會社 Representative of GLOBAL TEK GROUP (THAI) CO., LTD. Representative of GLOBAL TEK AVIATION (THAI) CO., LTD.	-	-	-	Note 1
General Manager of the Taiwan Factories	Lo, Chin-Haw	Republic of China	Male	2013.09.16	0	0	0	0	0	0	Master's Degree in Mechanical Engineering from Feng Chia University Spartan School of Aeronautics (USA) A&P Vice General Manager of Snap-On Tool Manufacturing (Zhejiang) Co., Ltd., which is owned by an American Company.	Director of Global Tek Co., Ltd. (Xi'an) Director of Global Tek Xi'an Machinery Manufacturing Co., Ltd Director of Global Tek Metal Manufacturing (Shaanxi) Co., Ltd. Legal Representative of AvioCast Inc.	-	-	-	-
President of the Wuxi Factory	Liu, Kuang-Huang	Republic of China	Male	2003.05.15 (Note 2)	1,910,000	1.74%	33,000	0.03%	0	0	Master of Medical Engineering, Institute of Medical Engineering, Chung Yuan Christian University Director of Global Tek Automotive Business Department	Director of Global Tek Co., Ltd. (Wuxi) Director of Chongye (Suzhou) Precision Industry Co., Ltd.	-	-	-	-
Vice President of the Taiwan Factories	Chan, Chien-Wei	Republic of China	Male	2014.09.01	40,000	0.04%	215,000	0.20%	0	0	Master of Mechanical Engineering from Imperial College of Science, Technology and Medicine Vice President of Lorom Industrial Co., Ltd.	None	-	-	-	-
Director of Automotive Division	Chang, Yang-Chin	Republic of China	Male	2000.07.11 (Note 2)	117,000	0.11%	0	0	0	0	Master of Business Research, Chang Gung University Engineering Manager of GLOBAL PMX CO., LTD.	None	-	-	-	-

Title	Name	Nationality	Gender	Date of Appointment	Shareholding		Spouses and Minor Children Holding Shares		Shares held on behalf of others		Main Experience	Currently holding positions in this Company and other companies	Managers with spouses or relatives within the second degree of relationship			Remarks
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Director of Advanced Industrial Products Division	Lin, Yuan-Ming	Republic of China	Male	2014.1.1	0	0	0	0	0	0	Master of Mechanical Engineering from Imperial College London H.C. General Manager, Starck GmbH Taiwan Branch Henkel AG & Co., Electronic Business Unit Director	None	-	-	-	-
Director of Aerospace Division	Chiang, Chun-Yi	Republic of China	Male	2025.03.01	0	0	0	0	0	0	Bachelor of Department of Mechanical Engineering of Naynya Institute of Technology Executive assistant to the President of Taigene Electric R&D and manufacturing manager at Racing Electric Instrument Co., Ltd.	None	-	-	-	-
Director of Manufacturing Division	Chang, Chien-Chung	Republic of China	Male	2021.03.18	11,070	0.01%	0	0	0	0	National Central University EMBA Program Stock Chief of Shinkong Synthetic Fibers Corporation Department Head of Zig Sheng Industrial Co., Ltd. Deputy Engineering Manager at Freudenberg Far Eastern Spunweb Co., Ltd.	None	-	-	-	-
Director of the Supply Chain Management Department	Yeh, Chao-Lin	Republic of China	Male	2022.07.01	10,000	0.01%	0	0	0	0	Industrial Engineering Department, Dayeh University Deputy Director of the Procurement and Logistics Department at Global Tek Industrial Co., Ltd. Quality Assurance Manager, Suzhou Plant, Hochen Electronics Technology Co., Ltd. Deputy Manager of the Materials Department, Kin Chung Technology Co., Ltd.	None	-	-	-	-
Chief Financial Officer and Financial Manager	Gau, Cheng-Hsing	Republic of China	Male	2018.12.19	0	0	0	0	0	0	EMBA of National Taiwan University Master of Business Administration, University of Rochester, USA. Chief Financial Officer of Phalanx Biotech Group Chief Financial Officer of Microbase Technology Corp.	None	-	-	-	-
Accounting Manager	Liu, Hsueh-Wei	Republic of China	Male	2020.11.12	0	0	0	0	0	0	Department of Accounting and Information Technology, Chung Cheng University Chief Accountant, BrightKing Electronics Co., Ltd. Audit Manager, HiTi Digital Inc. Deputy Manager, Deloitte Taiwan Certified Public Accountants	Accounting Manager of GLOBAL TEK CO., LTD.	-	-	-	-

Title	Name	Nationality	Gender	Date of Appointment	Shareholding		Spouses and Minor Children Holding Shares		Shares held on behalf of others		Main Experience	Currently holding positions in this Company and other companies	Managers with spouses or relatives within the second degree of relationship			Remarks
					Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio			Title	Name	Relationship	
Audit Manager	Kuo, Ming-Pi	Republic of China	Women	2023.7.1	0	0	0	0	0	0	Department of Accounting, Chung Yuan Christian University Assistant Manager of Audit at New Applied Materials Co., Ltd. Deloitte Taiwan Deputy Team Leader	None	-	-	-	-
Corporate Governance Supervisor	Chien, Jung-Yao	Republic of China	Male	2023.5.11	0	0	0	0	0	0	Department of Finance and Financial Management, Feng Chia University Assistant Manager of Finance and Accounting at Chyi Ding Technologies CO., Ltd. Danen Technology Corporation Financial Manager	None	-	-	-	-
Director of Information Center	Chang, Che-Ming	Republic of China	Male	2024.07.01	0	0	0	0	0	0	Executive MBA Program of Business Management, College of Management of National Taipei University of Technology Bachelor of Department of Applied Mathematics of Feng Chia University Information Technology Manager of LITE-ON Technology	None	-	-	-	-
Special Assistant	Lin, Yi Cheng	Republic of China	Male	2025.04.01	0	0	0	0	0	0	Master of Business Administration, Boston University Questrom School of Business. Department of Chemistry of Chinese Culture University Department of financial investment of Chien Kuo Construction Co., Ltd Deputy General Manager Chief Investment Officer of Jih Sun Financial Holding Co., Ltd. Chief Investment Officer of Eastspring Investments	None	-	-	-	-

Note 1: Explanation of the Necessity of the Chairman and General Manager Being Spouses: The Chairman and the General Manager of our Company are married to each other. Both have long-term experience in the metal processing industry, with a deep understanding of industry trends and customer relationships. Their contributions to the company's operations and performance align with our corporate goals. Additionally, our Company has a board of seven directors, including four independent directors, with the majority of directors not holding concurrent positions as employees or managers, thereby strengthening corporate governance.

Note 2: Date of assuming office at Global Tek.

II. Remuneration of Directors, Supervisors, President, and Vice Presidents in the Most Recent Year

(I) Remuneration of General Directors and Independent Directors:

Unit: Thousand NT\$; %

Title	Name	Directors' remuneration								The total amounts and proportions of post-tax net income for A, B, C, and D.		Remuneration for part-time employees								The total amounts and proportions of post-tax net income for A, B, C, D, E, F and G.		Receipt of remuneration from non-subsidiary investee companies of the parent Company
		Remuneration (A)		Retirement pension (B)		Directors' remuneration (C) Note		Business execution expenses (D)				Salary, bonuses, and special allowances, etc. (E)		Retirement pension (F)		Employee remuneration (G)						
		The Company	All companies mentioned in the Financial Report	The Company	All companies mentioned in the Financial Report	The Company	All companies mentioned in the Financial Report	The Company	All companies mentioned in the Financial Report	The Company (Total Amount/Proportion)	All companies mentioned in the Financial Report (Total Amount/Proportion)	The Company	All companies mentioned in the Financial Report	The Company	All companies mentioned in the Financial Report	The Company		All companies mentioned in the Financial Report		The Company (Total Amount/Proportion)	All companies mentioned in the Financial Report (Total Amount/Proportion)	
Chairman	Hsingying Investment Co., Ltd.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Representative: Liu, Tsu-Yin	0	0	0	0	1,042	1,042	48	48	1,090 0.43%	1,090 0.43%	0	6,494	0	0	0	0	0	0	1,090 0.43%	7,584 2.96%	0
Director	Huang, Yah-Hsing	0	0	0	0	1,042	1,042	56	56	1,098 0.43%	1,098 0.43%	4,716	4,716	0	0	0	0	0	0	5,814 2.27%	5,814 2.27%	0
Director	Ting, Ling-Chuan	0	0	0	0	865	865	56	56	921 0.36%	921 0.36%	0	0	0	0	0	0	0	0	921 0.36%	921 0.36%	0
Independent Director	Huang, Ming-Chan	760	760	0	0	0	0	56	56	816 0.32%	816 0.32%	0	0	0	0	0	0	0	0	816 0.32%	816 0.32%	0
Independent Director	Tsai, Rung-Terng	760	760	0	0	0	0	56	56	816 0.32%	816 0.32%	0	0	0	0	0	0	0	0	816 0.32%	816 0.32%	0
Independent Director	Chang, Shih-Chia	760	760	0	0	0	0	56	56	816 0.32%	816 0.32%	0	0	0	0	0	0	0	0	816 0.32%	816 0.32%	0
Independent Director	Chen, Shiang-Ju	760	760	0	0	0	0	56	56	816 0.32%	816 0.32%	0	0	0	0	0	0	0	0	816 0.32%	816 0.32%	0
	Total	3,040	3,040	0	0	2,950	2,950	384	384	6,374 2.49%	6,374 2.49%	4,716	11,210	0	0	0	0	0	0	11,090 4.33%	17,584 6.86%	0

Note: The individual allocation amounts for director remuneration are just proposed figures.

1. The policy, system, standards, and structure for remunerating independent directors should clearly outline their responsibilities, risks, time commitment, and other relevant factors, as well as specify the amount of remuneration to be paid: Our company has established a “Director and Functional Committee Members Remuneration Policy.” Under this policy, independent directors are compensated monthly for their responsibilities, risks, and the maintenance of their independence, starting from the day they are elected. Additionally, those serving on functional committees receive a fixed remuneration each quarter. Independent directors do not participate in the distribution of director remuneration. They are also reimbursed for travel expenses based on the actual number of board meetings they attend.
2. In addition to the disclosure in the table above, the directors of the Company did not receive any remuneration in the most recent fiscal year for providing services, such as serving as consultants to the parent Company or other companies included in the financial reports, or as non-employee advisor to affiliated investment businesses.

(II) Remuneration for supervisors: Not applicable, as an audit committee has been established to replace supervisors.

(III) Remuneration for General Manager and Deputy General Manager, etc.

Unit: NT\$ 1,000

Title	Name	Salary (A)		Retirement pension (B)		Bonuses and special allowances, etc. (C)		Employee remuneration amount (D)				The total amounts and proportions of post-tax net income for A, B, C, and D (%)		Receipt of remuneration from non-subsidiary investee companies or the parent Company
		The Company	All companies mentioned in the Financial Report	The Company	All companies mentioned in the Financial Report	The Company	All companies mentioned in the Financial Report	The Company		All companies mentioned in the Financial Report		The Company (Total Amount/Proportion)	All companies mentioned in the Financial Report (Total Amount/Proportion)	
								Cash amount	Stock amount	Cash amount	Stock amount			
President	Huang, Yah-Hsing	10,290	14,675	0	0	3,351	4,403	0	0	0	0	13,641 5.32%	19,078 7.44%	0
General Manager of the Taiwan Factories	Lo, Chin-Haw													
General Manager of the Wuxi Factory	Liu, Kuang-Huang													
Deputy General Manager of the Taiwan Factories	Chan, Chien-Wei													

Salary Grade Table

Pay Scale for General Managers and Deputy General Managers at our Company	Names of the General Manager and Deputy General Manager	
	The Company	All companies mentioned in the Financial Report (E)
Less than NT\$1,000,000	None	None
NT\$1,000,000 (inclusive) to NT\$2,000,000 (exclusive)	None	None
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	None	None
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)	Huang, Yah-Hsing and Chen, Chien-Wei	Huang, Yah-Hsing and Chen, Chien-Wei
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)	Lo, Chin-Haw	Lo Chun-Hao, and Liu, Kuang-Huang
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	None	None
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)	None	None
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	None	None
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)	None	None
Over NT\$100,000,000	None	None
Total	Three people	Four people

(IV) Information on the remuneration of the top five highest-paid executives: Not applicable.

Manager's name responsible for distributing employee remuneration and details of the distribution
Unit: NT\$ 1,000

	Title	Name	Stock amount	Cash amount	Total	The percentage of total amount relative to net profit after tax (%)
Managerial Personnel	President	Huang, Yah-Hsing	0	0	0	0%
	General Manager of the Taiwan Factories	Lo, Chin-Haw				
	General Manager of the Wuxi Factory	Liu, Kuang-Huang				
	Deputy General Manager of the Taiwan Factories	Chan, Chien-Wei				
	Director of Automotive Division	Chang, Yang-Chin				
	Director of Advanced Industrial Products Division	Lin, Yuan-Ming				
	Director of the Supply Chain Management Department	Yeh, Chao-Lin				
	Director of Manufacturing Division	Chang, Chien-Chung				
	Director of Aerospace Division	Chiang, Chun-Yi				
	Director of Information Center	Chang, Che-Ming				
	Chief Financial Officer	Gau, Cheng-Hsing				
	Accounting Manager	Liu, Hsueh-Wei				
	Corporate Governance Supervisor	Chien, Jung-Yao				
	Audit Manager	Kuo, Ming-Pi				

(V) Respectively compare and explain the analysis of the total remuneration paid to the directors, supervisors, general manager, and deputy general manager of our Company, as well as the consolidated financial statements of all companies, in the past two years. This analysis will be presented as a percentage of the after-tax net income reported in the individual or individual financial reports. Additionally, the policy, standards, and composition of remuneration, the procedure for setting remuneration, and the relationship with operational performance and future risks will be explained:

1. The remuneration paid to the directors, supervisors, general manager, and deputy general manager of our Company in the past two years was calculated as a ratio of the net profit after tax in the individual or separate financial reports.

Unit: Thousand NT\$; %

Analysis Item	2023				2024			
	Total remuneration amount and its proportion to net profit (net loss) after tax				Total remuneration amount and its proportion to net profit (net loss) after tax			
	The Company		All companies mentioned in the Financial Report		The Company		All companies mentioned in the Financial Report	
	Total	Proportion	Total	Proportion	Total	Proportion	Total	Proportion
Director	12,440	4.74%	16,904	6.45%	11,090	4.33%	17,584	6.86%
Supervisor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
General Manager, Deputy General Manager	20,287	7.74%	26,666	10.17%	13,641	5.32%	19,078	7.44%

The total remuneration of directors in 2024 increased compared to 2023 because directors concurrently serving as employees received salary adjustments in 2024, leading to a corresponding increase in the calculation basis for their salaries and bonuses.

The remuneration of the General Manager and Deputy General Managers in 2024 decreased compared to 2023, primarily due to lower bonuses received by the General Manager and Deputy General Managers in 2024 compared to 2023.

2. Remuneration policy, standards and composition, procedures for setting remuneration, and their correlation with operational performance and future risks.

- (1) Director remuneration payment principles

The Board of Directors of our company has established the "Director and Functional Committee Remuneration Regulation" and the "Board of Directors Performance Evaluation Regulation" in accordance with the usual standards of the industry. The remuneration for independent directors is determined based on the responsibilities and risks they bear, as well as the maintenance of their independence. From the day of their election, they receive a fixed monthly remuneration. Independent directors do not participate in the distribution of director remuneration. General director remuneration is in accordance with Article 18 of the company's charter. If the company makes a profit in a given year, up to 2% is allocated for director remuneration. This is reviewed and approved by the Salary and Remuneration Committee, and after being legally submitted to the Board of Directors for resolution, it is reported at the annual shareholders' meeting. The remuneration is also based on the degree of their involvement in the company's operations and the value of their contributions, as well as the company's long-term operational performance. The company's operational risks are also taken into consideration when determining the remuneration. If a director of the Company holds other positions in the Company, his or her remuneration for such positions shall be paid in accordance with our Company's relevant regulations. The reasonableness of the remuneration is reviewed and then submitted to the Remuneration Committee for approval by the Board of Directors.

- (2) The remuneration of the General Manager and Deputy General Manager

The remuneration of our Company's General Manager, Deputy General Manager, and other managers includes salary, bonuses, and compensation, which are

processed in accordance with relevant Company policies on salaries and bonuses. The standards for remuneration are determined by the HR department according to regulations, taking into account the responsibilities and duties of the positions, as well as considering the attraction and retention of excellent management talents. Additionally, industry salary standards (based on external salary surveys) are taken into consideration to agree upon a reasonable remuneration for these roles. The performance of managers is assessed based on a comprehensive evaluation of the following factors: the Company's annual operating results (revenue, gross profit, operating profit, and net profit before tax growth rate), their position and responsibilities, achievement of departmental goals for the year, budget control for the year, implementation of corporate governance and sustainable development practices, continuous improvement efforts, leadership of teams and departments throughout the year, talent development, and adherence to Company culture. In the event of profitability for the fiscal year, 1% to 10% will be allocated for employee remuneration according to Article 18 of the Company's Articles of Incorporation. Performance bonuses and remuneration are issued based on a comprehensive assessment of performance, aiming to achieve motivation. The reasonableness of remuneration is reviewed by the Remuneration Committee and submitted to the Board of Directors for approval.

(3) Relationship with operational performance and future risks

Our Company's remuneration policy is primarily based on the overall Company performance, taking into consideration individual capabilities, contributions, and achievement of goals as performance indicators for determining payment standards. We also consider industry salary standards to ensure that executive compensation remains competitive in the industry, aiming to retain excellent management talent and establish a positive correlation with operational performance. The performance goals of executives are aligned with risk management to prevent, respond to, and manage potential risks within their scope of responsibility. Important decisions in Company operations are made based on objective and effective information, weighing various risk factors, and thoroughly discussed by management before implementation. The operational performance resulting from these decisions reflects in the Company's profitability, showcasing the correlation between executive compensation and risk management.

III. Implementation of Corporate Governance

(I) The operation of the Board of Directors

In the fiscal year 2024, the Board of Directors held 7 meetings (A), and the attendance of directors is as follows:

Title	Name	Actual attendance frequency (B)	Proxy attendance frequency	Actual attendance rate (%) 【B/A】	Remarks
Chairman	Hsingying Investment Co., Ltd. Representative: Liu, Tsu-Yin	6	1	86%	Expected attendance rate of 7 times Re-elected on June 23, 2022
Director	Huang, Yah-Hsing	7	0	100%	Expected attendance rate of 7 times Re-elected on June 23, 2022
Director	Ting, Ling-Chuan	7	0	100%	Expected attendance rate of 7 times Elected on June 23, 2022
Independent Director	Huang, Ming-Chan	7	0	100%	Expected attendance rate of 7 times Re-elected on June 23, 2022
Independent Director	Tsai, Rurng-Terng	7	0	100%	Expected attendance rate of 7 times Elected on June 23, 2022
Independent Director	Chang, Shih-Chia	7	0	100%	Expected attendance rate of 7 times Elected on June 23, 2022
Independent Director	Chen, Shiang-Ju	7	0	100%	Expected attendance rate of 7 times Elected on June 23, 2022

Other matters to be recorded:

- I. If the Board of Directors operates under any of the following conditions, the board meeting date, agenda, content, opinions of all independent directors, and the Company's response to the opinions of independent directors should be documented
 - (I) The items listed in Article 14-3 of the Securities and Exchange Act are as follows:
Our Company has established an audit committee. Please refer to the operation of the audit committee.
 - (II) Apart from the aforementioned matters, there were no other decisions made during board meetings where independent directors expressed opposition or reservation and there is a record or written statement.
- II. The implementation status of directors abstaining from conflict of interest resolutions should include:
 - (I) The 10th meeting of the 6th board discussed the distribution of employee remuneration and director remuneration for the fiscal year 2023 and the issuance of performance bonuses for managers in the second half of fiscal year 2023. Due to potential conflicts of interest with directors such as Huang, Yah-Hsing and Liu, Tsu-Yin, they temporarily abstained from the meeting based on the principle of conflict of interest and did not participate in the voting process.
 - (II) The 13th meeting of the 6th board discussed the distribution of employee remuneration for the fiscal year 2022 and the issuance of performance bonuses for managers in the first half

of fiscal year 2024. Due to potential conflicts of interest with directors such as Huang, Yah-Hsing and Liu, Tsu-Yin, they temporarily abstained from the meeting based on the principle of conflict of interest and did not participate in the voting process. Additionally, regarding the salary adjustment proposal for the Company's managers, due to potential conflicts of interest with directors such as Huang, Yah-Hsing, she temporarily abstained from the meeting based on the principle of conflict of interest and did not participate in the voting process.

III. Listed and OTC companies should disclose information about the evaluation period and duration, evaluation scope, method, and content of the self-assessment (or peer assessment) of the Board of Directors:

(I) Internal self-assessment :

The implementation status of the Board of Directors' evaluation

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Performed annually	January 1 to December 31, 2024	(1) Board of Directors (2) Individual directors (3) Functional committees of the Remuneration Committee, Audit Committee, and Sustainability and Risk Management Committee	(1) Internal self-assessment (2) Self-assessment of board members (3) Internal self-assessment	(1) Board of Directors' Performance: Evaluated based on five aspects including participation in Company operations, enhancing the quality of board decisions, board composition and structure, director selection and continuous education, internal controls, etc. Assessment result: Excellent. (2) Individual board members' performance: Evaluated based on six aspects including understanding of Company goals and tasks, awareness of director responsibilities, level of participation in Company operations, management of internal relationships and communication, professional expertise and continuous education of directors, internal controls, etc. Assessment result: Excellent. (3) Performance of the Remuneration Committee, Audit Committee, and the Functional Committee of the Sustainability and Risk Management Committee: Evaluated based on five aspects including level of participation in Company operations, understanding of committee responsibilities, enhancing the quality of committee decisions, committee composition and member selection, internal controls, etc. Assessment result for the Remuneration Committee: Excellent. Audit Committee assessment result: Excellent. Sustainable Development and Risk Management Committee assessment result: Excellent.

(II) External evaluation:

The Company, in order to implement corporate governance and enhance the functionality of the Board of Directors, has established performance objectives to improve the operational efficiency of the Board. In accordance with Article 37 of the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,” the Company has adopted the “Rules for Performance Evaluation of the Board of Directors” for compliance. The performance evaluation of the Company's Board of Directors shall be conducted at least once every three years by an external independent professional institution or a team of external experts and scholars.

1. The external independent professional institution evaluation of the Board of Directors' performance conducted in 2024 is as follows:

Evaluation agency: Taiwan Investor Relations Association

Evaluation member: Kuo, Tsung-Lin, Wan, Hsin-Ning, Cheng, Hui-I

Evaluation period: October 1, 2023 to September 30, 2024

Evaluation date: October 8, 2024

Report date: October 16, 2024

Date of Submission to the Board of Directors: November 11, 2024

2. Conclusion of evaluation:

The evaluated company's Board of Directors demonstrates diversity and a sound structure. The Board of Directors, the Remuneration Committee, the Audit Committee, and the Sustainability and Risk Management Committee all hold meetings regularly, with all directors and independent directors actively participating in related meetings. They also continuously pursue further education to stay updated with the latest knowledge and enhance their responsiveness, thereby fulfilling their supervisory responsibilities and obligations. Through the Sustainability and Risk Management Committee, they oversee risk management and corporate sustainability efforts, strengthening corporate governance, improving risk control mechanisms, and promoting sustainable development. Furthermore, the Company conducts regular internal and external performance evaluations of the Board of Directors and functional committees to enhance their operations. In 2023, the Company ranked within the top 21% to 35% of listed companies in the Corporate Governance Evaluation. Overall, the Board of Directors, Remuneration Committee, Audit Committee, and Sustainability and Risk Management Committee are operating effectively. However, corporate governance structure and sustainability performance could be further enhanced through the implementation of the following recommendations.

3. Suggestions:

Item	Suggestions:	The measures the Company intends to take
I.	Advance the planning to ensure that female directors account for at least one-third of the Board seats	At the 2025 Annual General Meeting, which coincides with the re-election of the Board, the Company plans to appoint three female directors, ensuring that female directors account for more than one-third of the total Board seats.
II.	Establish a succession plan for members of the Board of Directors and key management personnel	The “Succession Plan and Implementation for Members of the Board of Directors and Key Management Personnel” has been disclosed on the Company’s website.
III.	Establish an internal control system for sustainability information management	The system was approved by the Audit Committee on November 11, 2024, and subsequently submitted to the Board of Directors for approval and issuance.
IV.	Prepare an English version of the Sustainability Report	The English version of the Sustainability Report has been completed and uploaded to the MOPS and the Company’s website.
V.	Advance the formulation of linking senior executives’ compensation to ESG performance	Currently under internal discussion.

IV. Evaluation of the goals and implementation status of strengthening the functions of the Board of Directors for the current year and the most recent year:

Our Company has submitted a performance evaluation report for the Board of Directors, individual board members, and the functional committees of the Remuneration Committee, Audit Committee, and the Functional Committee of the Sustainability and Risk Management Committee for 2024 to the board meeting held on March 13, 2025. The assessment result was excellent. The overall average attendance rate of the Board of Directors in 2024 was 98%.

(II) The operational status of the Audit Committee or the participation of the supervisor in the operations of the Board of Directors

1. The operational status of the Audit Committee: The Audit Committee of our Company held 7 meetings in 2024, and the attendance of independent directors is as follows:

Title	Name	Actual attendance frequency	Proxy attendance frequency	Actual attendance rate (%)	Remarks
Independent Director	Huang, Ming-Chan	7	0	100%	Expected attendance rate of 7 times 2022.6.23 Re-elected
Independent Director	Tsai, Rurng-Terng	7	0	100%	Expected attendance rate of 7 times 2022.6.23 Elected
Independent Director	Chang, Shih-Chia	7	0	100%	Expected attendance rate of 7 times 2022.6.23 Elected
Independent Director	Chen, Shiang-Ju	7	0	100%	Expected attendance rate of 7 times 2022.6.23 Elected

The annual focus areas of the Audit Committee:

In accordance with Article 14-5 of the Securities and Exchange Act and Article 6 of the organization regulations of our Audit Committee, matters within the committee's jurisdiction are deliberated and approved by the committee before being submitted to the Board of Directors for resolution.

The primary purpose of the operation of this committee is to supervise the following matters:

- (I) The proper expression of the Company's financial statements.
- (II) The selection, appointment, independence, and performance of the signing accountant.
- (III) The effective implementation of internal controls within the Company.
- (IV) The Company's compliance with relevant laws and regulations.
- (V) Management of Company's existing or potential risks.

In 2024, the Audit Committee convened seven meetings. Matters reviewed included: Financial reports, lending of funds to others, the statement on internal control systems, appointment of the CPA for the year, and the internal audit plan. For detailed information on the proposals and resolutions, please refer to other matters to be disclosed.

Other matters to be recorded:

- 一、The operation of the Audit Committee, if one of the following situations occurs, shall state the date, session, agenda, dissenting opinions of independent directors, reserved opinions or content of significant recommendations, decision results of the Audit Committee, and the Company's handling of the Audit Committee's opinions.

- (I) The items listed in Article 14-5 of the Securities and Exchange Act are as follows:

The date of the Audit Committee meeting	The session	The agenda items	The dissenting opinions, reservations, or significant recommendations of independent directors	The resolution result of the Audit Committee	The Company's handling of the Audit Committee's opinions
2024/3/14	The third session The ninth meeting	<p>Proposal 1 The Company's acquisition of further shares in AvioCast Inc.</p> <p>Proposal 2 In response to market conditions and the global supply chain, our Company is planning to invest in establishing a factory and acquiring land in Thailand.</p> <p>Proposal 3 The Company's operating report for 2023, as well as individual financial statements and consolidated financial statements</p> <p>Proposal 4 The Company's overseas investment Company did not repatriate profits for the fiscal year 2023.</p> <p>Proposal 5 2023 Earnings Distribution Proposal.</p> <p>Proposal 6 The Company established a general policy for "pre-approval of non-assurance services."</p> <p>Proposal 7 Revise the Company's "Management Measures for Transactions with Related Parties, Specific Companies, and Group Enterprises".</p> <p>Proposal 8 Changing the appointment of the signing accountant for 2024 in this Company and evaluating the independence and suitability of the signing accountant with reference to audit quality indicators.</p> <p>Proposal 9 The Company's domestic unsecured convertible corporate bonds were converted into common stock for the first and second time in the fourth quarter of fiscal year 2023 to issue new shares.</p> <p>Proposal 10 The Company's "Statement of Internal Control Systems" for the period from January 1, 2023 to December 31, 2023.</p>	None.	All committee members present agreed and approved.	The Board of Directors approved the proposal.
2024/4/3	The third session The tenth meeting	Proposal 1 In response to the requirements of Thai investment regulations and operational needs, our Company plans to adjust its investment structure in Thailand.	None.	All committee members present agreed and approved.	The Board of Directors approved the proposal.
2024/5/13	The third session The eleventh meeting	<p>Proposal 1 The Company's consolidated financial report for the first quarter of fiscal year 2024.</p> <p>Proposal 2 The Company's first, second and third domestic unsecured convertible corporate bonds were converted into common stock in the first quarter of fiscal year 2024 to issue new shares.</p> <p>Proposal 3 Revision of the Company's "Internal Control System".</p> <p>Proposal 4 Revision of the Company's "Internal Audit Implementation Regulations".</p> <p>Proposal 5 Proposal to amend the method of capital injection into the subsidiary, Global Tek GmbH, from a cash capital increase to a capital reserve injection, and to proceed in accordance with the Company's procedures for lending funds to others.</p>	None.	All committee members present agreed and approved.	The Board of Directors approved the proposal.
2024/8/12	The third session The twelfth meeting	<p>Proposal 1 The Company's consolidated financial report for the second quarter of fiscal year 2024.</p> <p>Proposal 2 The Company's first, second and third domestic unsecured convertible corporate bonds were converted into common stock in the second quarter of fiscal year 2024 to issue new shares.</p>	None.	All committee members present agreed and approved.	The Board of Directors approved the proposal.
2024/10/9	The third session The thirteenth meeting	<p>Proposal 1 The Company's acquisition of further shares in AvioCast Inc.</p> <p>Proposal 2 To enhance the financial capacity of the Company's subsidiary (AvioCast Inc.), it is proposed to issue a letter of undertaking to its</p>	None.	All committee members present agreed and approved.	The Board of Directors approved the proposal.

		lending bank (Bank SinoPac Co., Ltd.).			
2024/11/11	The third session The fourteenth meeting	Proposal 1 The Company's consolidated financial report for the third quarter of fiscal year 2024. Proposal 2 The Company's first, second and third domestic unsecured convertible corporate bonds were converted into common stock in the third quarter of fiscal year 2024 to issue new shares. Proposal 3 Proposal to establish the Company's internal control system for "Sustainability Information Management". Proposal 4 Revision of the Company's "Approval Authority Matrix". (Canceled) Proposal 5 Revision of the Company's "Internal Audit Implementation Regulations".	None.	All attending committee members approved the proposals; Proposal 4 was withdrawn.	The Board of Directors approved the proposals as presented; Proposal 4 was withdrawn.
2024/12/30	The third session The fifteenth meeting	Proposal 1 Revision of the Company's "Approval Authority Matrix". Proposal 2 The internal audit plan for the fiscal year 2025.	None.	All committee members present agreed and approved.	The Board of Directors approved the proposal.

(II) Except for the aforementioned matters, there were no decisions made without approval from the Audit Committee. Furthermore, there were no decisions made that required consent from two-thirds or more of the entire Board of Directors.

II. The execution status of independent directors abstaining from conflicted interests should be documented, including the name of the independent director, the content of the motion, the reasons for abstaining from benefiting, and the participation in voting: None.

III. The communication status between independent directors and the internal audit manager and accountant (should include significant matters, methods, and results of communication regarding the Company's financial and operational conditions):

The internal audit manager of this Company attends meetings of the Audit Committee and the Board of Directors, reporting on the execution status of internal audit work. They also regularly send audit reports and follow-up report results to independent directors for review.

The Company's signing accountant attends meetings of the Audit Committee and the Board of Directors to communicate and discuss matters related to financial reports.

The Company's independent directors communicate with the internal audit manager and accountant at least once per quarter. There were no regular directors or management present at the Audit Committee meetings on March 14, 2024, May 13, 2024, August 12, 2024, and November 11, 2024.

2. The supervisor does not participate in the operation of the Board of Directors, as the Company has established an Audit Committee to replace the supervisor.

(III) Corporate governance operations and differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
I. Has the Company established and disclosed corporate governance practices in accordance with the	✓		The Board of Directors has established the "Corporate Governance Best Practice Principles" and, on March 23, 2023, and August 10, 2023, the Board of Directors amended the "Corporate	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
"Corporate Governance Best Practice Principles for Listed and OTC Companies"?			Governance Best Practice Principles" in accordance with the amendments to the "Corporate Governance Best Practice Principles for Listed and OTC Companies," and disclosed the amended "Corporate Governance Best Practice Principles" on the Company's website and public information website.	
II. Company's equity structure and shareholder equity				
(I) Has the Company established internal operating procedures for handling shareholder proposals, queries, disputes, and legal matters, and implemented them accordingly?	✓		The Company has a spokesperson and a deputy spokesperson as the primary points of contact for communication with shareholders. It also delegates the handling of shareholder proposals, queries, disputes, and legal matters to a professional shareholder service agency (KGI Securities Co., Ltd.).	No significant differences observed
(II) Does the Company have a list of the major shareholders who control the Company and the ultimate controllers of these major shareholders?	✓		According to the shareholder list provided by the shareholder service agency, the Company has a list of shareholders. At the same time, through interactions with major shareholders, the Company obtains the list of ultimate controllers.	No significant differences observed
(III) Has the Company established and implemented risk control and firewall mechanisms between related entities?	✓		The Company's business and financial transactions with related entities have been conducted in accordance with relevant regulations of the competent authority and risk control measures have been implemented.	No significant differences observed
(IV) Has the Company established internal regulations prohibiting insiders from trading securities based on undisclosed information?	✓		The Company has established an operational procedure for preventing insider trading, which all insiders must adhere to. It prohibits insiders from trading securities based on undisclosed information and conducts education and awareness campaigns (held on September 10, 2024 to prevent insider	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
			trading), strictly prohibiting insider trading. Additionally, on January 9, 2024; April 15, 2024; July 15, 2024; and October 15, 2024, internal communications via email were used to remind insiders about the closed trading periods for stocks.	
III. The composition and responsibilities of the Board of Directors				
(I) Has the Board of Directors formulated a diversity policy, specific management goals, and implemented them effectively?	✓		<p>The selection of directors in our Company is based on various criteria, including educational and professional backgrounds (such as financial, accounting, and legal matters), shareholding, as well as values such as gender, age, nationality, and culture. Our goal is to have at least one female director and at least one director with a financial and accounting background. The sixth Board of Directors of our Company is composed of seven directors, including four independent directors. The board members possess expertise and skills in various fields such as law, business management, leadership decision-making, industry knowledge, financial accounting, marketing, and strategic development. Currently, there are seven directors in office, two of whom are female, accounting for 2/7 of the total. The four independent directors make up 4/7 of the total, demonstrating the board's dedication to diversity and management objectives.</p> <p>The Company's director selection process considers fundamental criteria (including education, experience, and shareholding) as well as values (including gender, age, nationality, and culture), and professional knowledge and skills (such as business management, financial accounting, and legal matters), ensuring a diverse</p>	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
			composition. (See attached table for information on the diversity of the Board of Directors)	
(II) Has the Company voluntarily established other functional committees in addition to the legally required compensation and audit committees?	✓		The Company has established an Audit Committee and a Remuneration Committee. Additionally, on August 11, 2022, a Sustainability Development Committee was established, and on November 8, 2022, a Risk Management function was added, renamed as the Sustainability Development and Risk Management Committee. All these committees are composed of four independent directors. Other functional committees will be established based on the actual needs of the Company.	In the future, other functional committees will be voluntarily established based on demand.
(III) Has the Company established a method for evaluating the performance of the Board of Directors and its assessment procedures? Is there an annual and regular performance evaluation conducted, with the results reported to the Board of Directors and used as a reference for individual director compensation, nomination, and reappointment?	✓		The Company has established the "Board of Directors Performance Evaluation Method" and has set up a Remuneration Committee to regularly assess the performance of directors and executives in achieving performance goals. It has also defined the content and amount of individual compensation for them. The performance evaluation result of the Board of Directors for fiscal year 2024 was "excellent," and it was reported to the Board of Directors on March 13, 2025.	No significant differences observed
(IV) Does the Company regularly assess the independence of the auditors?	✓		The Company conducts an annual review of auditor independence to ensure the reliability of its financial reports. The independence assessment for the fiscal year 2024 was approved by the Audit Committee and the Board of Directors on March 14, 2024. It included reference to Audit Quality Indicators (AQIs) covering	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
			<p>professionalism, independence, quality control, supervision, and innovation, with 13 indicators across 5 dimensions assessing the independence, professionalism, and suitability of the auditors. The assessment confirmed that the auditors do not hold any shares in the Company and do not hold any positions within the Company.</p> <p>Adopted evaluation procedures and standards: 1. Has the Company's chairman, president, or managers responsible for financial or accounting affairs served in any capacity at the current auditing firm or its affiliated enterprises within the past year? 2. Scale and reputation of the auditing firm. 3. Review the individual academic and professional background of the auditor to ensure there are no lawsuits or regulatory actions against them. 4. The auditor does not hold positions as directors, supervisors, managers, or in any significant influential roles in other companies, to avoid conflicts of interest. 5. The auditor has not served continuously for more than seven years, and if reappointed, there is at least a two-year interval. 6. Obtain an annual independent statement from the auditor. 7. Whether the auditor comply with the annual continuing education requirements. 8. Quality and timeliness of audit and tax services.</p>	
IV. Whether listed OTC companies have competent and appropriate numbers of corporate governance personnel, and designate corporate governance supervisors to be responsible for corporate governance-related matters	✓		On May 11, 2023, our Company established the position of Corporate Governance Supervisor, as approved by the Board of Directors. The main responsibilities include handling matters related to meetings of the Board of Directors and shareholders' meetings in accordance with the law, preparing minutes of the Board of Directors and shareholders' meetings, assisting directors in their appointments and	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
(including, but not limited to providing directors and supervisors with the information they need to perform their business, and assisting directors and supervisors in complying with laws and regulations, handling matters related to Board of Directors and shareholders' meetings in accordance with the law, preparing minutes of Board of Directors and shareholders' meetings, and so on.)?			<p>ongoing education, providing necessary information for the directors' business operations, assisting directors in compliance with laws and regulations, reporting to the Board of Directors on the examination results of the eligibility of independent directors nominated, appointed, or serving during their term in relation to relevant laws and regulations, handling matters related to changes in directors, and other matters as stipulated in the Company's Articles of Incorporation or contracts.</p> <p>The execution status for the year 2024 is as follows:</p> <ol style="list-style-type: none"> 1. We held the shareholders' annual meeting on June 27, 2024, as well as convened seven Board of Directors meetings throughout the fiscal year. 2. All directors completed 6 hours of continuous education for directors during the fiscal year 2024. 3. On August 12, 2024, an independence review report on the independent director's tenure (from July 1, 2023 to June 30, 2024) was presented at the Board of Directors meeting. 	
V. Has the Company established communication channels with stakeholders (including but not limited to shareholders, employees, customers, and suppliers), and set up a stakeholder section on the Company website to properly address important corporate social responsibility issues that concern	✓		Our Company's spokesperson serves as the main contact for communicating with stakeholders, and we have a dedicated section on our website for stakeholders and corporate social responsibility, making it convenient for stakeholders and the general public to access and read.	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
stakeholders?				
VI. Does the Company appoint a professional stock agency to handle shareholder meeting affairs?	✓		Our Company has appointed KGI Securities Co., Ltd. to handle shareholder meeting affairs.	No significant differences observed
VII. Information disclosure				
(I) Does the Company have a website that discloses financial and business information as well as corporate governance information?	✓		Our Company has established both Chinese and English websites, regularly updating disclosures related to financial operations and corporate governance information.	No significant differences observed
(II) Does the Company adopt other methods of information disclosure, such as setting up an English website, assigning a dedicated person to collect and disclose Company information, implementing a spokesperson system, and placing the process of corporate briefings on the Company's website?	✓		Our Company has dedicated personnel responsible for collecting and disclosing Company information. We also have a spokesperson and deputy spokesperson, implementing a spokesperson system. Corporate briefing materials are placed on the Company's website, and we use the Public Information Disclosure System to submit reports. A designated person is responsible for disclosing various information and significant news.	No significant differences observed

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences												
	Yes	No	Summary explanation													
(III) Does the Company announce and submit the annual financial report within two months after the end of the accounting year, and provide early announcements and submissions of the first, second, and third quarterly financial reports as well as operational results for each month within the specified deadline?		✓	Our Company submits and announces financial reports within the specified deadline, although early announcements have not been made yet.	That's compliant with the prescribed reporting deadline. Adjustments to the accounting operation schedule may be considered in the future.												
VIII. Does the Company have other important information that is helpful in understanding the operation of corporate governance (including but not limited to employee rights, employee care, investor relations, supplier relations, rights of stakeholders, directors and supervisors’ training status, risk management The implementation of policies and risk measurement standards, the implementation of customer policies, the Company's purchase of liability insurance for directors and supervisors, etc.)?	✓		<div>The Company has established relevant personnel regulations and incentive systems, emphasizing employee rights. It actively supports the sound development of employee autonomous organizations and assists in organizing employee activities. Additionally, strict control systems are implemented for procurement, factory operations, and finances. Clear regulations are in place for supplier selection, business rotation, and the system of job proxies. Directors attend continuing education courses as required by laws and regulations (as per the attached table: Recent Year Director Continuing Education Status) and purchased directors' liability insurance on July 1, 2024.</div> <table><tr><th>The insured parties</th><th>The insurance Company</th><th>The insured amount (in New Taiwan Dollars)</th><th>The coverage period</th><th>The date of the Board of Directors' report</th><th>Remarks</th></tr><tr><td>All directors</td><td>Shinkong Insurance Co., Ltd.</td><td>97,329,000</td><td>2024/07/01 - 2025/06/30</td><td>The date of the Board of Directors' report: August 12, 2024</td><td>The insured amount is USD 3,000,000, converted at an exchange rate of 32.443.</td></tr></table>	The insured parties	The insurance Company	The insured amount (in New Taiwan Dollars)	The coverage period	The date of the Board of Directors' report	Remarks	All directors	Shinkong Insurance Co., Ltd.	97,329,000	2024/07/01 - 2025/06/30	The date of the Board of Directors' report: August 12, 2024	The insured amount is USD 3,000,000, converted at an exchange rate of 32.443.	No significant differences observed
The insured parties	The insurance Company	The insured amount (in New Taiwan Dollars)	The coverage period	The date of the Board of Directors' report	Remarks											
All directors	Shinkong Insurance Co., Ltd.	97,329,000	2024/07/01 - 2025/06/30	The date of the Board of Directors' report: August 12, 2024	The insured amount is USD 3,000,000, converted at an exchange rate of 32.443.											
IX. Please explain the improvement in response to the recent annual corporate governance																

Assessment items	Operating conditions			Differences from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies as well as the reasons for these differences
	Yes	No	Summary explanation	
evaluation results released by the Corporate Governance Center of Taiwan Stock Exchange Corporation, and propose priority strengthening items and measures for areas that have not yet improved: Our Company’s tenth corporate governance evaluation (evaluation year: 2023), ranked in the 21% to 35% range. We will continue to seek greater improvements. Improvement Status: The communication between independent directors and internal audit supervisors and accountants is disclosed on the Company’s website; interim financial reports are approved by the audit committee and submitted to the Board of Directors for discussion and resolution; education and training on preventing insider trading are promoted. Priority Strengthening Items and Measures: In accordance with legal requirements and the operational needs of the Company, we will continue to strengthen areas where governance evaluation indicators have not been met.				

Attached table: Information on the diversity of the Board of Directors

Title	Name	Gender	Age	The tenure of independent directors	Management and operations	Leadership decision-making	Industry knowledge	Financial accounting	Marketing	Legal
Director	Huang, Yah-Hsing	Male	70~79	-	V	V	V	V	V	
Corporate Director Representative	Liu, Tsu-Yin	Female	60~69	-	V	V	V	V	V	
Director	Ting, Ling-Chuan	Male	50~59	-	V	V	V	V	V	
Independent Director	Huang, Ming-Chan	Male	50~59	3 to 9 years	V	V	V	V		V
Independent Director	Tsai, Rurng-Terng	Male	60~69	Less than 3 years	V	V	V	V	V	
Independent Director	Chang, Shih-Chia	Male	60~69	Less than 3 years	V	V	V	V		
Independent Director	Chen, Shiang-Ju	Female	50~59	Less than 3 years	V	V	V	V	V	

Attached table: Directors' training status in recent years

Title	Name	Date of further education		Organizer	Course Title	Hours of further study	Total hours of further training for that year
		Start	End				
Director	Huang, Yah-Hsing	2024/1/11	2024/1/11	The Greater Chinese Financial Development Association and the Taiwan Listed Companies Association	Key observations on the global economy in 2024	3	6
		2024/3/20	2024/3/20	Taiwan Institute of Directors	How to Expand Internationally: A Discussion on Asian Growth through the Example of Competition and Cooperation among Korean Enterprises	3	
Representative of the Corporate Directors	Liu, Tsu-Yin	2024/1/11	2024/1/11	The Greater Chinese Financial Development Association and the Taiwan Listed Companies Association	Key observations on the global economy in 2024	3	9
		2024/7/3	2024/7/3	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit Forum	6	
Director	Ting, Ling-Chuan	2024/7/3	2024/7/3	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit Forum	6	6
Independent Director	Huang, Ming-Chan	2024/5/24	2024/5/24	The Chinese National Association of Industry and Commerce	Research on the non-arm's length crime	3	6
		2024/9/20	2024/9/20	Securities and Futures Institute (SFI Taiwan)	2024 Annual Insider Trading Prevention Promotion Conference	3	
Independent Director	Tsai, Rurng-Terng	2024/9/11	2024/9/11	Financial Research and Training Institute (FRTI) of Taiwan	Anti-Money Laundering, Fair Treatment Principles, ESG, and Information Security	7	7
Independent Director	Chang, Shih-Chia	2024/7/26	2024/7/26	Taiwan Investor Relations Association	Current Global Industry Trends and Political and Economic Outlook	3	6
		2024/10/7	2024/10/7	The Chinese National Association of Industry and Commerce	2024 Taishin Net Zero Summit Forum	3	
Independent Director	Chen, Shiang-Ju	2024/7/26	2024/7/26	Taiwan Investor Relations Association	Current Global Industry Trends and Political and Economic Outlook	3	6

Title	Name	Date of further education		Organizer	Course Title	Hours of further study	Total hours of further training for that year
		Start	End				
		2024/10/18	2024/10/18				
				Taiwan Investor Relations Association	Brand Communication and Stakeholder Management	3	

(IV) If a Company has set up a Remuneration Committee or Nomination Committee, it should disclose its composition and operation

Our Company does not have a Nomination Committee but has a Remuneration Committee. Here is its composition and operational status:

1. Information on the Remuneration Committee Members:

April 21, 2025

Participant's Category	Name	Conditions	Professional Qualifications and Experience	Independence Status	The number of Remuneration Committee memberships held in other publicly traded companies
Independent Director/Convenor	Tsai, Rurng-Terng	The remuneration committee of our Company is comprised of four independent directors. For their professional qualifications, experience, and independence status, please refer to this year's annual report: Corporate Governance Report/II, Directors, Supervisors, General Manager, Deputy General Manager, Associate Managers, Department Heads, and Branch Managers Information/(1) Director and Supervisor Information/3. Director Professional Qualifications and Independent Director Independence Disclosure.			3 Companies
Independent Director	Huang, Ming-Chan				1 Company
Independent Director	Chang, Shih-Chia				1 Company
Independent Director	Chen, Shiang-Ju				0 Companies

2. Remuneration Committee Responsibilities:

According to Article 7 of our Company's "Remuneration Committee Charter," the responsibilities are as follows:

The committee shall exercise due care of a good administrator and faithfully fulfill the following duties, and submit the proposed recommendations to the Board of Directors for discussion.

- (1) Regularly review this regulation and propose amendments as needed.
- (2) Based on factors such as Company objectives, operational performance, and competitive environment, formulate policies, systems, standards, and structures for performance evaluation and remuneration of directors (including the chairman), general managers, and managers above the deputy general manager level, and regularly review them.
- (3) Regularly evaluate the achievement of performance targets for directors, chairpersons, general managers, and managers above the deputy general manager level, and based on individual performance assessment results for directors and managers, determine the content and amount of individual remuneration. The annual report discloses the individual performance assessment results of directors

and managers, as well as the content and amount of director remuneration, and the correlation and reasonableness with the performance assessment results.

When exercising the aforementioned duties, the committee should adhere to the following principles:

- A. Ensure that the Company's remuneration arrangements comply with relevant laws and are sufficient to attract excellent talent.
- B. The performance evaluation and remuneration of directors, chairpersons, general managers, and managers above the deputy general manager level should be based on industry standards, considering individual performance assessment results, time commitment, responsibilities, achievement of personal goals, performance in other positions, compensation provided to individuals in similar positions in recent years, and evaluations of individual performance relative to the Company's short-term and long-term business goals, financial situation, and the rational connection between individual performance and Company operational performance and future risks.
- C. Directors and managers should not be engaged in activities in pursuit of remuneration that exceed Company's risks.
- D. The proportion of short-term performance-based remuneration for directors, chairpersons, general managers, and managers above the deputy general manager level, as well as the timing of variable compensation payments, should be determined based on industry characteristics and the nature of the Company's business.
- E. Committee members shall not participate in discussions or voting related to the determination of their own personal remuneration.
- F. The determination of the content and amount of remuneration for directors, chairpersons, general managers, and managers above the deputy general manager level should consider its reasonableness. The decision regarding their remuneration should not significantly deviate from financial performance. If there is a significant decline in profit or long-term losses, their remuneration should not exceed that of the previous year. If it does, a reasonable explanation should be disclosed in the annual report.

The term "remuneration" includes cash compensation, stock options, bonus shares, retirement benefits or severance pay, various allowances, and other substantial incentive measures. Its scope should be consistent with the guidelines for items to be disclosed in the annual reports of publicly traded companies regarding the remuneration of directors, chairpersons, general managers, and managers above the deputy general manager level.

For matters concerning the remuneration of directors, chairpersons, general managers, and managers above the deputy general manager level in subsidiary companies, if they fall under the responsibility of the subsidiary's hierarchy and require approval from the Board of Directors of the parent Company, they should first be recommended by the

remuneration committee before being discussed by the Board of Directors.

3. Remuneration Committee Operational Status:

- (1) The third session of the Remuneration Committee of our Company comprises 4 members.
- (2) The term of office for this committee is from June 23, 2022 to June 22, 2025. The Remuneration Committee met three times during the fiscal year 2024, and the qualifications and attendance of the members are as follows:

Title	Name	Actual attendance frequency	Proxy attendance frequency	Actual attendance rate (%)	Remarks
The convenor of the third session	Tsai, Rurng-Terng	3	0	100%	Expected attendance rate of 3 times Elected on June 23, 2022
Committee member	Huang, Ming-Chan	3	0	100%	Expected attendance rate of 3 times Re-elected on June 23, 2022
Committee member	Chang, Shih-Chia	3	0	100%	Expected attendance rate of 3 times Elected on June 23, 2022
Committee member	Chen, Shiang-Ju	3	0	100%	Expected attendance rate of 3 times Elected on June 23, 2022

Other matters to be recorded:

- I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it shall specify the date, session, agenda items, resolution results of the Board of Directors, and the Company's handling of the Remuneration Committee's opinions (for example, if the remuneration approved by the Board of Directors is better than the Remuneration Committee's recommendation, the differences and reasons should be explained): None.
- II. The decisions of the Remuneration Committee, if any member dissents or expresses reservations with recorded or written statements, should specify the date, session, agenda items of the Remuneration Committee, all members' opinions, and the handling of these opinions: None.
- III. The most recent annual salary and remuneration committee meeting resolutions and results and the Company's handling of members' opinions are as follows:

	Session and Meeting Date	Agenda Content and Resolution Result
	The seventh meeting of the third session March 14, 2024	I. Proposal: 1. The Company's employee compensation and director remuneration allocation proposal for fiscal year 2023. 2. The Company's performance-based bonus issuance for managers in the second half of fiscal year 2023. II. Committee's opinion: No objections or reservations. III. Resolution: Upon the chairman's consultation with attending members, the proposal was approved as presented. IV. The Company handled the opinions of the Remuneration Committee as follows: The proposal was approved by unanimous consent of all attending directors at the board meeting.
	The eighth meeting of the third session August 12, 2024	I. Proposal: 1. Allocation of Employee Compensation for Management for the Fiscal Year 2023. 2. The issuance of performance bonuses for executives for the first half of fiscal year 2024. 3. The change in management for our Company. 4. The salary adjustment case for our Company's management. II. Committee's opinion: No objections or reservations. III. Resolution: Upon the chairman's consultation with attending members, the proposal was approved as presented. IV. The Company handled the opinions of the Remuneration Committee as follows: The proposal was approved by unanimous consent of all attending directors at the board meeting.
	The ninth meeting of the third session November 11, 2024	I. Proposal: 1. Implement the employee stock ownership trust proposal. II. Committee's opinion: No objections or reservations. III. Resolution: Upon the chairman's consultation with attending members, the proposal was approved as presented. IV. The Company handled the opinions of the Remuneration Committee as follows: The proposal was approved by unanimous consent of all attending directors at the board meeting.

(V) Sustainable Development and Risk Management Committee and operational status

1. Sustainable Development and Risk Management Committee:

April 21, 2025

Participant's Category	Conditions	Professional Qualifications and Experience	Independence Status
	Name		

Independent Director/Convenor	Chang, Shih-Chia	The Company's Sustainable Development and Risk Management Committee is comprised of four independent directors. For their professional qualifications, experience, and independence status, please refer to this year's annual report: Corporate Governance Report/II, Directors, Supervisors, General Manager, Deputy General Manager, Associate Managers, Department Heads, and Branch Managers Information/(1) Director and Supervisor Information/3. Director Professional Qualifications and Independent Director Independence Disclosure.
Independent Director	Huang, Ming-Chan	
Independent Director	Tsai, Rurng-Terng	
Independent Director	Chen, Shiang-Ju	

2. Sustainable Development and Risk Management Committee Authorities:

According to the "Organization Regulations of the Sustainability and Risk Management Committee" of our Company, Article 6 specifies the scope of authorities as follows:

- (1) To formulate, promote, and strengthen the Company's sustainable development and risk management policies, annual plans, strategies, and so on.
- (2) To review, monitor, and revise the implementation status and effectiveness of sustainable development and risk management.
- (3) To oversee sustainable information disclosure matters and review the sustainability report.
- (4) To oversee other major matters related to sustainable development and risk management as resolved by the Board of Directors or required by regulatory authorities. The Sustainable Development Promotion Committee and the Risk Management Promotion Committee assist this Committee in promoting various projects and report the progress to this Committee; the cross-departmental working group is responsible for executing related operations, compiling implementation plans, and reporting the implementation results to the Promotion Committees.

3. Sustainable Development and Risk Management Committee and operational status:

- (1) On August 11, 2022, the Board of Directors resolved to establish the Sustainability Committee, and on November 8, 2022, it further resolved to integrate risk management functions, renaming it to the Sustainability and Risk Management Committee, with a total of 4 members.
- (2) The current committee term is from August 11, 2022 to June 22, 2025. In 2024, the Sustainability and Risk Management Committee held 4 meetings. The qualifications of the members and their attendance are as follows:

Title	Name	Actual attendance frequency	Proxy attendance frequency	Actual attendance rate (%)	Remarks
Convener	Chang, Shih-Chia	4	0	100%	Expected attendance rate of 4 times

Committee member	Huang, Ming-Chan	4	0	100%	Expected attendance rate of 4 times
Committee member	Tsai, Rung-Terng	4	0	100%	Expected attendance rate of 4 times
Committee member	Chen, Shiang-Ju	4	0	100%	Expected attendance rate of 4 times

(3) The most recent annual sustainability and risk management committee meeting resolutions and results and the Company's handling of members' opinions are as follows:

Date	Session	Report Matters	Discussion Matters	The resolution result of the Committee	The Company's handling of the Committee's opinions
2024/5/13	The fourth meeting of the first session	(I) Minutes of the Previous Meeting and Implementation Status. (II) Work Report.	Proposal 1: Amendment to the Company's "Risk Management Policies and Procedures". Proposal 2: Amendment to the Company's "Regulations Governing the Preparation and Reporting of Sustainability Reports". Proposal 3: Amendment to the Company's "Organizational Charter of the Sustainable Development and Risk Management Committee". (Canceled)	All attending committee members approved the proposals; Proposal 3 was withdrawn.	The Board of Directors approved the proposals as presented; Proposal 3 was withdrawn.
2024/8/12	The fifth meeting of the first session	(I) Minutes of the Previous Meeting and Implementation Status.	Proposal 1: Re-establishment of the Company's "Organizational Charter of the Sustainable Development and Risk Management Committee" and repeal of the original "Organizational Charter of the Sustainable Development and Risk Management Committee". Proposal 2: The Company's "2023 Sustainability Report".	All committee members present agreed and approved.	The Board of Directors approved the proposal.
2024/11/11	The sixth meeting of the first session	(I) Minutes of the Previous Meeting and Implementation Status.	Proposal 1 Proposal to establish the Company's internal control system for "Sustainability Information Management". Proposal 2 Revision of the Company's "Approval Authority Matrix". (Canceled)	All attending committee members approved the proposals; Proposal 2 was withdrawn.	The Board of Directors approved the proposals as presented; Proposal 2 was withdrawn.
2024/12/30	The seventh meeting of the first session	(I) Minutes of the Previous Meeting and Implementation Status. (II) Report on the Work Execution of the Sustainable Development and Risk Management Promotion Team in 2024.	Proposal 1 Revision of the Company's "Approval Authority Matrix".	All committee members present agreed and approved.	The Board of Directors approved the proposal.

(VI) Implementation status of sustainable development and differences in sustainable development practices and guidelines between listed and OTC companies.

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
I. Has the Company established a governance framework for promoting sustainable development, set up dedicated (part-time/full-time) positions for promoting sustainable development, authorized senior management by the board to handle it, and how is the board supervising this situation?	✓		<p>(I) Global Tek has designated the “Sustainable Development and Risk Management Committee” as the promoting entity for the Group’s sustainable development, with an independent director as the chairman. Together with the Group’s CEO and several senior executives, they reviewed the Company’s core operational capabilities and formulated medium to long-term sustainability development plans.</p> <p>(II) The "Sustainability and Risk Management Committee" has established the "Sustainability Promotion Committee" and the "Risk Management Promotion Committee" as cross-departmental communication platforms. During 2024, the committee convened 2 and 3 meetings:</p> <ol style="list-style-type: none"> 1. Sustainable Development Promotion Committee: The first meeting was held on March 27, 2024 The second meeting was held on December 11, 2024 2. Risk Management Promotion Committee: The first meeting was held on March 27, 2024 The second meeting was held on October 15, 2024 The third meeting was held on December 11, 2024 <p>Through various task forces, strategies and short, medium, and long-term action plans are formulated in response to sustainability issues of concern to stakeholders and aligned with the Company's operational goals. These plans are integrated with the annual budget for implementation, and regular monitoring is conducted to track the effectiveness of execution.</p> <p>(III) The "Sustainable Development and Risk Management Committee" reported on the execution outcomes and future work plans regarding sustainability to the Board of Directors on May 13, 2024 and December 30, 2024. The agenda items include:</p> <ol style="list-style-type: none"> (1) 2023 Greenhouse Gas Inventory Results and Subsidiary Inventory Planning (2) 2024 Action Plans and Actual Implementation Status of Various Promotion Committees (3) 2024 Results of Various Employee and Public Welfare Activities (4) 2025 Risk Management and Responses (5) Financial Impact of TCFD Climate-Related Risks. <p>(IV) The Company's Board of Directors regularly receives various business strategies and results from the management team, including operational reports,</p>	No significant differences observed

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons						
	Yes	No	Summary explanation							
			greenhouse gas inventory and ESG-related reports, and simultaneously assesses the feasibility of these strategies and monitors their progress. When necessary, the Board urges the management team to make adjustments.							
II. The Company shall, in accordance with the principle of materiality, conduct risk assessments on environmental, social and corporate governance issues related to Company operations and formulate relevant risk management policies or strategies.	✓		<div><div>(I) This disclosure covers the Company’s sustainable performance at its main locations from January to December 2024. The risk assessment boundary primarily focuses on Global Tek as the listed entity. Subsidiaries such as Global Tek Co., Ltd., Global Tek (Wuxi) Co., Ltd., Global Tek (Xi'an) Co., Ltd., Global Tek Metal Manufacturing (Shaanxi) Co., Ltd . and AvioCast Inc.are included based on their relevance to the core business operations and the extent of their impact on significant themes.</div><div>(II) The Sustainable Development and Risk Management Committee conducts analysis based on the materiality principles outlined in the sustainability report. It engages with internal and external stakeholders through questionnaires and utilizes domestic and international research reports, literature, and integrated assessments from various departments and subsidiaries to evaluate significant ESG issues. Based on this evaluation, the committee formulates effective risk management policies and implements specific action plans for identifying, measuring, evaluating, supervising, and controlling risks to mitigate their impact.</div><div>(III) Based on the assessed risks, relevant risk management policies or strategies are formulated as follows:</div><table><tr><th>Major issues</th><th>Risk assessment items</th><th>Response strategies</th></tr><tr><td>Environment</td><td>Green processing</td><td><div>1. Energy management</div><div>(1) Establishing a real-time energy management monitoring Power SCADA system.</div><div>(2) Establish a centralized control energy-saving system for air compressors.</div><div>(3) Establish a centralized control energy-saving system for chillers.</div><div>(4) Replace energy-consuming old equipment and increase energy-saving facilities.</div><div>(5) Expand solar panel installations.</div><div>(6) Purchase green electricity.</div><div>2. Water stewardship</div><div>(1) Establishing a real-time energy management water stewardship monitoring system.</div><div>(2) Establish independent cleaning tanks with a filtration, recovery, and regeneration system for the cleaning line.</div><div>(3) Implement water-saving improvements in process equipment.</div><div>(4) Establish a recovery and regeneration system for pure water tanks</div></td></tr></table></div>	Major issues	Risk assessment items	Response strategies	Environment	Green processing	<div>1. Energy management</div> <div>(1) Establishing a real-time energy management monitoring Power SCADA system.</div> <div>(2) Establish a centralized control energy-saving system for air compressors.</div> <div>(3) Establish a centralized control energy-saving system for chillers.</div> <div>(4) Replace energy-consuming old equipment and increase energy-saving facilities.</div> <div>(5) Expand solar panel installations.</div> <div>(6) Purchase green electricity.</div> <div>2. Water stewardship</div> <div>(1) Establishing a real-time energy management water stewardship monitoring system.</div> <div>(2) Establish independent cleaning tanks with a filtration, recovery, and regeneration system for the cleaning line.</div> <div>(3) Implement water-saving improvements in process equipment.</div> <div>(4) Establish a recovery and regeneration system for pure water tanks</div>	No significant differences observed
Major issues	Risk assessment items	Response strategies								
Environment	Green processing	<div>1. Energy management</div> <div>(1) Establishing a real-time energy management monitoring Power SCADA system.</div> <div>(2) Establish a centralized control energy-saving system for air compressors.</div> <div>(3) Establish a centralized control energy-saving system for chillers.</div> <div>(4) Replace energy-consuming old equipment and increase energy-saving facilities.</div> <div>(5) Expand solar panel installations.</div> <div>(6) Purchase green electricity.</div> <div>2. Water stewardship</div> <div>(1) Establishing a real-time energy management water stewardship monitoring system.</div> <div>(2) Establish independent cleaning tanks with a filtration, recovery, and regeneration system for the cleaning line.</div> <div>(3) Implement water-saving improvements in process equipment.</div> <div>(4) Establish a recovery and regeneration system for pure water tanks</div>								

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons	
	Yes	No	Summary explanation		
				<div>3. Waste Management</div> <div>(1) Install oil-water separation equipment to separate and recycle water resources.</div> <div>(2) Remove underground waste oil tanks and install iron chip compressors, as well as a degreasing oil and cutting water recycling system.</div> <div>(3) Install an additional low-pressure distillation and recovery system for wastewater to reduce wastewater discharge.</div> <div>(4) Improve manufacturing processes to reduce waste such as film developer waste liquid and insulation materials, effectively minimizing waste generation.</div>	
			Society	Happy workplace	<div>1. The Company employs 100% of its employees in accordance with the Labor Standards Act or relevant regulations of the plant's location. In 2024, there was one complaint case regarding underpaid overtime wages for a foreign employee, which resulted in a fine of NTD 50,000 by the Department of Labor. Communication and advocacy for improvement were completed with the hiring unit supervisor, and the case was closed after a re-inspection by the competent authority in February 2025 confirmed compliance. There were no other significant events.</div> <div>2. Regularly review the salary system and welfare measures, and adjust them in accordance with amendments to labor laws and regulations as needed.</div> <div>3. The total hours of education and training exceeded 15,649 hours, with an average of approximately 12.9 hours of training per person. Utilizing a human development system, educational training is offered in both physical and online formats. This includes categories such as business management, compliance promotion, quality engineering and book club. Additionally, a mobile app is available for continuous learning at any time.</div> <div>4. Global Tek continues to establish an occupational health and safety management system in accordance with CNS45001 (ISO45001) or the relevant regulations of the factory location.</div> <div>5. Annual occupational safety and health education training and promotion are regularly conducted, including: fire drills, emergency first aid, environmental protection, and the maintenance of legal certifications. These activities cultivate employees'</div>

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
				<p>emergency response capabilities and safety awareness, thereby reducing the risk of accidental incidents.</p> <p>The following represents the number of individuals who underwent in-person occupational safety and health education training in 2024:</p> <p>Taiwan Factory: 140 participants Wuxi Factory: 325 participants Xi'an Factory: 139 participants Tongchuan Factory: 173 participants AvioCast Factory: 288 participants</p>
			Corporate Governance	<p>Sustainable Governance</p> <ol style="list-style-type: none"> Enhancing the Functionality of the Board of Directors <ol style="list-style-type: none"> Global Tek Corporation has established guidelines that allow board members or senior executives to proactively present statements and avoid conflicts of interest, in order to prevent violations of the principles of honest business operations. Plan relevant continuing education topics for the Board of Directors, providing them with updates on the latest regulations, system developments, and policies each year. Regularly purchase comprehensive liability insurance for directors and managers to safeguard the interests of all shareholders and reduce the operational risk of the Company. Compliance with regulations <ol style="list-style-type: none"> Global Tek conducted training sessions across all its facilities in June, September, October and November of 2024. The topics covered included ethical business practices, personal data protection laws, ethical behavior, anti-corruption, gender equality, and insider trading prevention. The participation rate for these training sessions reached 100%. The promotional material has been specifically translated into the native languages of our foreign employees for enhanced dissemination. The directors, independent directors, and internal managers of Global Tek Industries have all signed the "Statement of Compliance with Integrity Management Policy". New colleagues are required to sign the "Management Regulations Review Confirmation Letter". These policies are introduced during the orientation for new employees to ensure that everyone clearly understands the Company's policies and behavioral guidelines. Stakeholder Communication <p>Global Tek has established various communication channels for different</p>

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
			<div>stakeholders, actively promoting dialogue to minimize conflict and misunderstanding.</div> <div>Creating Value and Supply Chain Mutual Benefit Global Tek is actively implementing supply chain management, developing long-term, efficient relationships with suppliers. This includes conducting risk assessments and audits in areas such as environment, society, and corporate governance to ensure that suppliers fulfill their corporate social responsibilities. This strategy strengthens the resilience of the supply chain, reduces operational risks, and ensures the sustainable operation of the Company. In 2024, a total of 29 on-site evaluations were completed for suppliers with annual transaction amounts exceeding NTD 10 million, confirming their compliance with and adherence to relevant codes, including the prohibition of child labor, discrimination, and forced labor.</div> <div>Cyber Security <ol style="list-style-type: none"> 1. Conduct regular inspections of firewalls, enhance intrusion detection, and fortify email protection. Deploy antivirus and protective equipment across the entire Company. 2. All virtual servers regularly perform comprehensive backups and off-site backups to safeguard business operational data. 3. We periodically conduct employee information security training and awareness programs, Internal awareness campaigns were conducted in June and December 2024. For new hires, we create specific information security training materials to effectively promote awareness of information security protection. 4. The IT staff continues to participate in cyber security activities, staying informed about recent security incidents. They are enhancing their related technical skills and analyzing whether to integrate these into the Company's internal operations. In 2024, our cybersecurity personnel obtained the SSCP certification. </div>	
III. Environmental Issues				
(I) Has the Company established an appropriate environmental management system in accordance with the	✓		Global Tek Corporation, along with its primary production facilities, has established and implemented an environmental management system in accordance with the industry characteristics of the metal processing industry. It has also obtained third-party certification in compliance with the ISO-14001 environmental management system standards. Furthermore, Global Tek Corporation has been implementing greenhouse gas inventories in accordance with ISO 14064-1. For two consecutive years, 2023 and 2024, including	No significant differences observed

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
characteristics of its industry?			significant subsidiaries, we have received unqualified opinions from the third-party verification body BSI (British Standards Institution), which have been publicly disclosed in the Sustainability Report and on the Company's website (https://www.globaltekww.com/corporate-social-responsibility/).	
(II) Is the Company committed to improving energy efficiency and utilizing renewable materials that have a lower environmental impact?	✓		<p>(I) Global Tek is actively implementing various energy reduction measures, opting for equipment with high energy efficiency and energy-saving designs, such as:</p> <ol style="list-style-type: none"> 1. In 2023, the Taiwan plant improved its centralized control system for air compressors, resulting in an annual saving of 226,319.7 kWh of electricity, equivalent to a reduction of approximately 112 metric tons of CO₂e per year. 2. In 2024, a centralized control system for chillers was introduced, saving approximately 397,115.9 kWh of energy, equivalent to a reduction of 196.2 metric tons of CO₂e per year. 3. In 2024, the Wuxi plant introduced an AI intelligent control system for smart management of air compressors, achieving an 8.2% reduction in air compressor electricity consumption compared to the previous year, saving 218,800 kWh (approximately 133.07 metric tons of CO₂e). Furthermore, with the expansion of the second phase of solar power generation, the total annual usage of solar green electricity reached 1,362,445 kWh, resulting in a cumulative reduction of 776.6 metric tons of CO₂e emissions. <p>(II) Our Company utilizes raw materials that comply with the RoHS and REACH regulations of the European Union. We have established an integrated resource recycling system, which includes the reuse of high-quality, environmentally friendly materials. This approach is designed to minimize pollution during the manufacturing process and reduce our environmental impact.</p> <p>(III) In the realm of green manufacturing, efforts are being made to reduce unnecessary waste of resources and to develop technologies for waste reduction and reuse. Along the value chain, upstream and downstream parties are collaboratively working towards the recycling and reuse of packaging materials, with the aim of maximizing the benefits of a circular economy.</p>	No significant differences observed
(III) Has the Company assessed the potential risks and opportunities of climate change	✓		Our Company has established the Sustainability and Risk Management Committee as the highest governing body for climate change management. This committee is chaired by an independent director and includes a Risk Management Promotion Committee, which is led by the Group General Manager. Each year, the committee reviews the Company's	No significant differences observed

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons						
	Yes	No	Summary explanation							
for the current and future business, and taken relevant response measures?			<p>climate change strategies and objectives, manages actions related to climate change risks and opportunities, and assesses the implementation status and future plans. The committee also reports to the Board of Directors.</p> <p>Our Company, in accordance with the TCFD recommendations announced by the Financial Stability Committee, evaluates the risks and opportunities presented by climate change to our business. This assessment is conducted and reviewed on an annual basis.</p> <p>In 2024, Global Tek identified 5 major climate change risk issues from 10 potential topics: changes in customer requirements, imposition of carbon fees or carbon taxes, climate-related regulations, power instability caused by climate change, and corporate reputation. Additionally, from 4 potential climate opportunity topics, the company identified 1 major issue: changes in market trends, as its key climate-related opportunity.</p> <p>Our Company is also concurrently developing responsive measures, as detailed below:</p> <table><tr><th>Climate Risk</th><th>Response strategies</th></tr><tr><td>Changes in customer requirements</td><td><ul style="list-style-type: none">▪ Since 2023, CBAM briefing sessions have been held, inviting external consultants and accountants to visit the plant to explain the CBAM operational mechanism and response measures, providing customers with relevant carbon emission information. A cumulative total of 115 participants have attended these sessions.▪ To gain a deeper understanding of product carbon emissions and effectively reduce them, the Company introduced the ISO 14067 Product Carbon Footprint Project in August 2024, with third-party verification scheduled for August 2025.▪ Strengthening risk management and contingency planning: conducting risk assessments and identification to achieve preventive effects and ensure a swift response in times of crisis.▪ Adjusting product or service design: modifying products based on customer demands for environmental protection or sustainability, such as using renewable resources, reducing carbon emissions, or offering carbon-neutral options, to meet market needs and reduce environmental impact.</td></tr><tr><td>Imposition of carbon fees / carbon taxes</td><td><ul style="list-style-type: none">▪ Assessing the feasibility of purchasing renewable energy certificates.▪ Evaluating the recruitment of sustainability professionals to comprehensively plan and execute related tasks.</td></tr></table>	Climate Risk	Response strategies	Changes in customer requirements	<ul style="list-style-type: none">▪ Since 2023, CBAM briefing sessions have been held, inviting external consultants and accountants to visit the plant to explain the CBAM operational mechanism and response measures, providing customers with relevant carbon emission information. A cumulative total of 115 participants have attended these sessions.▪ To gain a deeper understanding of product carbon emissions and effectively reduce them, the Company introduced the ISO 14067 Product Carbon Footprint Project in August 2024, with third-party verification scheduled for August 2025.▪ Strengthening risk management and contingency planning: conducting risk assessments and identification to achieve preventive effects and ensure a swift response in times of crisis.▪ Adjusting product or service design: modifying products based on customer demands for environmental protection or sustainability, such as using renewable resources, reducing carbon emissions, or offering carbon-neutral options, to meet market needs and reduce environmental impact.	Imposition of carbon fees / carbon taxes	<ul style="list-style-type: none">▪ Assessing the feasibility of purchasing renewable energy certificates.▪ Evaluating the recruitment of sustainability professionals to comprehensively plan and execute related tasks.	
Climate Risk	Response strategies									
Changes in customer requirements	<ul style="list-style-type: none">▪ Since 2023, CBAM briefing sessions have been held, inviting external consultants and accountants to visit the plant to explain the CBAM operational mechanism and response measures, providing customers with relevant carbon emission information. A cumulative total of 115 participants have attended these sessions.▪ To gain a deeper understanding of product carbon emissions and effectively reduce them, the Company introduced the ISO 14067 Product Carbon Footprint Project in August 2024, with third-party verification scheduled for August 2025.▪ Strengthening risk management and contingency planning: conducting risk assessments and identification to achieve preventive effects and ensure a swift response in times of crisis.▪ Adjusting product or service design: modifying products based on customer demands for environmental protection or sustainability, such as using renewable resources, reducing carbon emissions, or offering carbon-neutral options, to meet market needs and reduce environmental impact.									
Imposition of carbon fees / carbon taxes	<ul style="list-style-type: none">▪ Assessing the feasibility of purchasing renewable energy certificates.▪ Evaluating the recruitment of sustainability professionals to comprehensively plan and execute related tasks.									

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
			<p>Regulations related to climate change</p> <ul style="list-style-type: none"> Through the ISO 14064-1 organizational greenhouse gas inventory system, the Company identified total greenhouse gas emissions and hotspots across the organization and planned and implemented reduction initiatives. In 2024, greenhouse gas emissions decreased by 7% compared to the base year 2022. Optimizing energy use and improving energy efficiency: In 2024, capital expenditures for energy-saving equipment totaled NTD 2,250 thousand, and energy management optimization efforts led to a 3.74% reduction in Scope 2 electricity emissions compared to 2023. The Company plans to launch the ISO 50001 Energy Management System project in 2025 to assess current energy usage and improve energy efficiency. 	
			<p>Climate change leads to instability in the power supply</p> <ul style="list-style-type: none"> Adoption of low-carbon or renewable energy sources: Furthermore, with the expansion of the second phase of solar power generation in Wuxi plant in 2024, the total annual usage of solar green electricity reached 1,362,445 kWh, resulting in a cumulative reduction of 776.6 metric tons of CO₂e emissions. UPS systems have been installed in the plants and are regularly tested, ensuring immediate activation during power instability or outages. Energy-saving projects tailored to local conditions are actively promoted at different plant locations, while alternative energy sources suitable for production operations are being explored to mitigate the impact of power restrictions. Energy-saving diagnostics are conducted for key processes, power systems, and critical technical equipment. 	
			<p>Corporate reputation</p> <ul style="list-style-type: none"> The Company proactively supports sustainability initiatives by launching ISO 14064-1 and ISO 14067 projects in advance and building internal consensus through the early publication of the sustainability report, thereby enhancing its public image. The 2023 Chinese and English versions of the sustainability report were filed on August 16, 2024, and November 13, 2024, respectively, and published on the Company's website. Through the Global Tek's website and the sustainability report, stakeholders gain a deeper understanding of Global Tek's related initiatives. 	
			<p>Climate Opportunities</p> <p>Response strategies</p>	
			<p>Changes in market trends</p> <ul style="list-style-type: none"> Adjustments in the product portfolio have accelerated the positive development of the overall 	

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons																				
	Yes	No	Summary explanation																					
			<p>supply chain.</p> <ul style="list-style-type: none"> ▪ The stability of order intake has been enhanced, reducing revenue fluctuations. ▪ The Company's reputation has been strengthened; in 2024, the Company actively participated in several prominent ESG award selections, including the Taoyuan Golden Award, the Golden Constant Award, and the Taiwan Corporate Sustainability Awards (TCSA), demonstrating outstanding sustainability performance and achieving remarkable results. Among these, we were honored with the "ESG Corporate Governance" Award at the Taoyuan Golden Award, and received Bronze Awards at both the Golden Sustainability Awards and the Taiwan Corporate Sustainability Awards (TCSA) (Traditional Manufacturing Sector – Sustainability Reporting Category). These recognitions not only affirm our robust corporate governance structure and action strategies, but also highlight the Company's resilience and strength in navigating a rapidly changing environment and potential risks. We will continue to promote sustainable development with higher standards, further enhance corporate value and professional image, and create long-term and positive impacts for our stakeholders. <p>A detailed analysis of the risks and opportunities associated with climate change for Global Tek Corporation is anticipated to be disclosed in the 2024 Sustainability Report.</p>																					
(IV) Has the Company compiled statistics on the total greenhouse gas emissions, water usage, and waste production over the past two years, and established policies for reducing greenhouse gas emissions, water consumption, or other waste management strategies?	✓		<p>(I) Global Tek Industries has successfully completed the audit and third-party verification of ISO14064-1 Scope 1, 2, and 3 emissions in 2024. Based on the audit results, the Company has established a policy for greenhouse gas reduction.</p> <p>The following are the greenhouse gas emissions from Global Tek Industries over the past three years:</p> <p style="text-align: right;">Unit: tons of CO₂e</p> <table border="1"> <thead> <tr> <th>Year</th><th>Category 1</th><th>Category 2</th><th>Categories 3 through 6</th><th>Greenhouse Gas Emissions</th></tr> </thead> <tbody> <tr> <td>2022</td><td>124.51</td><td>5,873.71</td><td>1,353.42</td><td>7,351.64</td></tr> <tr> <td>2023</td><td>140.02</td><td>5,575.55</td><td>1,440.63</td><td>7,156.20</td></tr> <tr> <td>2024</td><td>131.60</td><td>5,367.84</td><td>1,342.66</td><td>6,842.10</td></tr> </tbody> </table> <p>In 2024, the total greenhouse gas emissions from Category 1 and Category 2 sites within the specified range amounted to 5,499.43 tons of CO₂e. The majority of these emissions, accounting for 78.45% of the total, primarily stemmed from Category 2's electricity usage.</p> <p>(II) Global Tek Corporation has been focusing on water resource conservation and environmental protection for many years. In terms of water-saving initiatives, the</p>	Year	Category 1	Category 2	Categories 3 through 6	Greenhouse Gas Emissions	2022	124.51	5,873.71	1,353.42	7,351.64	2023	140.02	5,575.55	1,440.63	7,156.20	2024	131.60	5,367.84	1,342.66	6,842.10	No significant differences observed
Year	Category 1	Category 2	Categories 3 through 6	Greenhouse Gas Emissions																				
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Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons																
	Yes	No	Summary explanation																	
			<p>Company starts by implementing comprehensive water conservation in daily operations, aiming to maximize the benefits of available water resources.</p> <p>The following are the results of water and electricity usage, as well as waste emissions, at Global Tek's Taiwan facility over the past three years:</p> <table><tr><th>Year</th><th>Water Usage (tons)</th><th>Electricity Usage (kWh)</th><th>Waste Emission Volume (tons)</th></tr><tr><td>2022</td><td>22,576</td><td>11,539,696</td><td>358.637</td></tr><tr><td>2023</td><td>19,750</td><td>11,263,732</td><td>326.170</td></tr><tr><td>2024</td><td>24,373</td><td>10,866,064</td><td>278.514</td></tr></table> <p>(III) Global Tek Corporation is committed to environmental protection, establishing waste reduction KPIs, conducting annual performance reviews, and implementing internal and external audits. The Company and its main production bases operate in accordance with the ISO 14001 environmental management system. In order to achieve sustainable resource reuse, the principle of waste management at Shi-Dai Corporation prioritizes in-house reuse to reduce the use of raw materials. The next preference is for recycling, with incineration or landfill being the last resort.</p> <p>In 2024, there was an effective reduction of 23.22% compared to the baseline year of 2022.</p>	Year	Water Usage (tons)	Electricity Usage (kWh)	Waste Emission Volume (tons)	2022	22,576	11,539,696	358.637	2023	19,750	11,263,732	326.170	2024	24,373	10,866,064	278.514	
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2024	24,373	10,866,064	278.514																	
IV. Social Issues																				
(I) Does the Company formulate its management policies and procedures in accordance with relevant regulations and international human rights conventions?	✓		<p>1. Global Tek Corporation, taking into account international human rights standards such as the "United Nations Universal Declaration of Human Rights," has established our "Human Rights and Employee Policy." We respect the protections set forth in the human rights conventions and have published this policy on our Company website.</p> <p>2. Global TekInc. regularly reviews its activities by focusing on significant societal issues, participating in labor conditions and salary surveys, and conducting employee satisfaction surveys. This allows the Company to assess and identify potential risks. Control work plans are then formulated and continuously monitored and improved. This approach ensures that the Company maintains a proactive stance in managing its internal and external environments.</p> <p>The following is a detailed explanation of Global Tek Corporation's human rights and employee policies:</p> <table><tr><th>Human Rights and Employees Policy</th><th>Specific Plans</th></tr><tr><td>1. Providing a Fair Work Environment</td><td>(1) Regardless of gender, equal pay for equal work is maintained, with the gender ratio in management positions approximately at 2.2:1, favoring males. (2) Foreign workers are serving in</td></tr></table>	Human Rights and Employees Policy	Specific Plans	1. Providing a Fair Work Environment	(1) Regardless of gender, equal pay for equal work is maintained, with the gender ratio in management positions approximately at 2.2:1, favoring males. (2) Foreign workers are serving in	No significant differences observed												
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Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
			<div>managerial positions.</div> <div>(3) Overseas factories employ exceptional local talent.</div> <div>2. Providing a Safe and Healthy Work Environment</div> <div>(1) Acquire higher quality protective equipment for colleagues to use.</div> <div>(2) Establish a nursing room.</div> <div>(3) Conduct annual health check-ups for employees. Starting from 2024, the Company has entered into agreements with nearby clinics, allowing employees to enjoy discounted registration fees for medical consultations.</div> <div>(4) There were a total of eight routine on-site doctor consultations conducted in the year 2024.</div> <div>(5) We organize annual weight loss (fat reduction) and smoking cessation competitions to encourage participation in activities that promote physical and mental well-being.</div> <div>3. Respecting Human Rights in the Workplace</div> <div>(1) Encourage taking vacations, no work on makeup days.</div> <div>(2) Implement a suggestion box and reporting system.</div> <div>4. Implementing Information Security for Personal Data Protection</div> <div>(1) The internal audit team is included in the annual audit plan, conducting on-site inspections to assess implementation status.</div> <div>(2) Implement mechanisms such as the installation of firewalls, antivirus software, and data access and protection.</div> <div>(3) Regular internal email security awareness campaigns are conducted, outlining various infringement methods to increase employee vigilance.</div> <div>5. Freedom of Employment and Freedom of Association</div> <div>Employees have the freedom to resign or terminate their employment relationship, as well as the right to freely join an organization of their choice, without facing unwarranted penalties or retaliation.</div> <div>6. Employee Development</div> <div>(1) We are actively innovating our talent development model. In addition to establishing a digital education and training system, we are providing our colleagues with more diverse and flexible learning opportunities, unrestricted by time and location. In 2024, a performance evaluation system was also introduced, integrating target performance</div>	

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons				
	Yes	No	Summary explanation					
			<table><tr><td></td><td>assessment and individual career development, implementing the Company's policy of a learning-oriented organization. (2) In 2024, the group trained a total of 7,190 participants, including real-time online learning, amounting to 16,218 hours.</td></tr><tr><td>7. Efficient Channels for Filing Complaints</td><td>Global Tek Inc. has established suggestion boxes, a system for reporting “illegal, unethical, or dishonest behavior”, and a channel for filing complaints about sexual harassment, all in an effort to protect the rights and interests of its employees.</td></tr></table> <p>In 2024, there was one complaint case regarding underpaid overtime wages for a foreign employee, which resulted in a fine of NTD 50,000 by the Department of Labor. Communication and advocacy for improvement were completed with the hiring unit supervisor, and the case was closed after a re-inspection by the competent authority in February 2025 confirmed compliance. Separately, the whistleblower mailbox received one invitation to attend a seminar; there were no other reported or filed complaints regarding employee violations of ethical integrity or infringements of labor human rights.</p>		assessment and individual career development, implementing the Company's policy of a learning-oriented organization. (2) In 2024, the group trained a total of 7,190 participants, including real-time online learning, amounting to 16,218 hours.	7. Efficient Channels for Filing Complaints	Global Tek Inc. has established suggestion boxes, a system for reporting “illegal, unethical, or dishonest behavior”, and a channel for filing complaints about sexual harassment, all in an effort to protect the rights and interests of its employees.	
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(II) Does the Company establish and implement reasonable employee benefits measures (including salary, vacation, and other benefits), and appropriately reflect business performance or results in employee compensation?	✓		<p>(I) Employee Remuneration Global Tek Inc.'s compensation package includes not only a fixed salary but also annual bonuses and performance-based bonuses. These are distributed considering factors such as employee tenure and job performance, with the aim of motivating all colleagues to work collectively towards the Company's goals. The employee compensation is calculated based on the stipulations in the Articles of Incorporation, and is determined as no less than 2% of the Company's annual profits.</p> <p>(II) Employee Welfare Measures Global Tek places great importance on employee compensation and benefits, and has legally established a Worker's Welfare Committee in accordance with this commitment. In an effort to alleviate the financial burden on our colleagues, we not only absorb the cost of employee benefits that should be deducted from salaries, but also set an annual budget and plan for benefits. We aim to use these funds effectively and reasonably to provide various benefits for our colleagues. These include: regular on-site doctor consultations free of charge, periodic health check-ups, monthly birthday celebrations, distribution of birthday gifts/snacks/coffee and tea, employee outings/dinners, group insurance/business trip insurance, rewards for</p>	No significant differences observed				

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons																
	Yes	No	Summary explanation																	
			<p>excellent/long-serving employees, and subsidies for weddings, funerals, celebrations, and childbirth.</p> <p>(III) Workplace Diversity and Equality All employees at Global Tek Inc. enjoy equal pay and equal opportunities for promotion. However, due to the nature of the industry, there are more male applicants than female. In 2024, women made up an average of 32.9% of the staff, and 24.5% of senior management positions were held by women. The Company continues to strive for improvement in this area.</p> <p>Global Tek Industrial Statistics</p> <table><tr><td></td><td>Male</td><td>Female</td><td>Subtotal</td></tr><tr><td>Supervisors at or above the departmental level</td><td>40</td><td>13</td><td>53</td></tr><tr><td>Other</td><td>184</td><td>97</td><td>281</td></tr><tr><td>Total</td><td>224</td><td>110</td><td>334</td></tr></table> <p>(IV) Economic performance is reflected in employee remuneration. Global Tek Corporation has participated in a market compensation survey, adjusting salaries or distributing bonuses based on market wage levels, economic trends, and Company performance. The Company aims to reflect its operational performance in employee compensation. For two consecutive years, 2023 and 2024, the average annual salary adjustment for entry-level employees in the Taiwan factory was approximately 4%, in order to maintain overall competitive compensation.</p>		Male	Female	Subtotal	Supervisors at or above the departmental level	40	13	53	Other	184	97	281	Total	224	110	334	
	Male	Female	Subtotal																	
Supervisors at or above the departmental level	40	13	53																	
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(III) Does the Company provide a safe and healthy working environment for its employees, and does it regularly conduct safety and health education for them?	✓		<p>(I) Global Tek Corporation is committed to providing a safe working environment for its employees. This includes: imparting education and training on workplace safety culture, establishing and demonstrating safety operation standards, procuring superior performance work protective gear, and offering training courses related to safety and hygiene.</p> <p>(II) In addition to prioritizing operational safety, the Company also allocates funds for health promotion activities. These include consultation services with on-site physicians, lectures, and occupational disease prevention, among others. Furthermore, the Company provides incentive measures, implementing health weight loss and smoking cessation programs. The Company first received approval from the National Development Agency in 2019 for the "Health Promotion Workplace" certification, valid for a three-year period. This certification was subsequently renewed for another three years in 2023.</p> <p>(III) Risk Identification and Assessment: Each quarter, the occupational safety unit conducts on-site inspections and</p>	No significant differences observed																

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
			<p>observations to identify and assess the level of risk associated with safety issues. Improvement measures are then formulated. Regular occupational safety committee meetings are held each quarter to discuss and decide on safety improvements. Based on the review results, immediate corrective or preventive measures are taken to ensure the safety of employees at work.</p> <p>(IV) Establishment of Occupational Safety Goals: Aspiring Towards a Zero-Accident Workplace In 2024, there were a total of five occupational injuries (two cases of disability and three minor injury) in the Company, accounting for 1% of the total workforce at the end of the year. The severity rate of disabilities was 2.45%, a significant decrease compared to 4.27% in 2023, indicating that safety hazard control has met its target.</p> <p>(V) Comply with the requirements of Occupational Safety and Health regulations, and independently implement a management system in accordance with the provisions of CNS45001 (ISO45001).</p> <p>(VI) In 2024, our Company reported zero incidents of fire, with no casualties or injuries, which equates to 0% of the total employee count. In response to potential fire hazards, we have established an emergency response plan and a dedicated response team. We conduct two fire drills annually (one in June and another in December 2024), and carry out monthly inspections and maintenance of the fire safety equipment within the premises. In the 2024, all fire safety inspections and reports were completed satisfactorily with no deficiencies.</p>	
(IV) Has the Company established an effective career development training program for its employees?	✓		<p>(I) Global Tek considers employees as valuable assets and prioritize talent development. We arrange professional on-the-job training courses and management courses according to various functional needs. This includes providing education and internal or external training, seminars, etc., tailored to different levels and specialties. We integrate internal and external resources to provide employees with comprehensive professional skill development and self-growth inspiration, systematically cultivating rich professional capabilities and nurturing talents capable of facing challenges. In 2024, the group trained a total of 7,190 participants, including real-time online learning, amounting to 16,218 hours.</p> <p>(II) Global Tek actively innovates our talent development model. In addition to establishing a digital education and training system, we are providing our colleagues with more diverse and flexible learning opportunities, unrestricted by time and location. In 2024, a performance</p>	No significant differences observed

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
	Yes	No	Summary explanation	
			evaluation system was also introduced, integrating target performance assessment and individual career development, implementing the Company's policy of a learning-oriented organization.	
(V) Does the Company adhere to relevant laws and international guidelines concerning issues such as customer health and safety, client privacy, marketing, and labeling of products and services? Has the Company established policies and complaint procedures to protect consumer or client rights?	✓		<p>(I) Global Tek is an OEM manufacturing company. In order to ensure that the product quality meets customer expectations, the company has obtained multiple international certifications such as ISO9001, PED M, NADCAP, IATF16949, AS9100, and ISO13485.</p> <p>(II) Global Tek bases its operations on customer satisfaction, optimizing product performance, refining services, and thereby enhancing customer trust in Timeshine's brand. The company has established a customer satisfaction management procedure, which includes customer satisfaction surveys, analysis, development of improvement measures, and monitoring of improvement effectiveness. Additionally, there is a customer complaint handling procedure in place (which involves setting up a customer complaint hotline, logging customer complaints, managing response times, providing complaint responses, devising complaint improvement measures, and monitoring their implementation).</p> <p>(III) In 2024, Global Tek has not violated any incidents related to health and safety regulations concerning products and services, information, labeling, and marketing communication regulations.</p>	No significant differences observed
(VI) Does the Company have a supplier management policy in place that requires suppliers to adhere to relevant regulations on issues such as environmental protection, occupational safety and health, and labor rights? What is the status of its implementation?	✓		<p>(I) Global Tek has established and implemented a supplier management system, which includes supplier selection and evaluation processes.</p> <p>(II) Global Tek Corporation requires its suppliers to cooperate in implementing the following ESG practices:</p> <ol style="list-style-type: none"> 1. We have established a code of conduct for suppliers, which includes provisions on environmental protection, occupational safety and health, and labor rights. Our goal is to have this signed by our top 50 suppliers, in terms of transaction value, by the end of 2024. So far, we have received 47 signed copies. In addition, we have promoted the signing of the “Non-Use of Conflict Minerals” and “Environmental Substance Declaration” among our suppliers. So far, we have received 137 and 125 signed declarations respectively, representing 65% of our total qualified suppliers. 2. We conduct regular annual supplier audits, and in 2024, we assessed 29 suppliers for ESG compliance using the “Supplier Quality System Checklist,” with all suppliers passing the evaluation. 3. We have established a supplier competition 	No significant differences observed

Promoted Projects	Execution Status			Differences in Sustainable Development Practices Guidelines and the Reasons
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			<p>mechanism, setting six evaluation items based on Quality (Q), Cost (C), Delivery (D), and Service (S) performance indicators:</p> <p>The six evaluation items are: First-Pass Yield (Q), Procurement Cost Reduction (C), Inventory Turnover Days (C), On-Time Delivery Rate (D), Payment Term Consolidation (S), and Supplier Consolidation (S); in 2024, the competition scores for the three plants were: Taiwan Plant: 83.69, Wuxi Plant: 86.13, Xi'an Plant: 81.51.</p>	
V. Does the Company follow internationally accepted guidelines or directives for preparing sustainability reports and other disclosures of non-financial information? Has the aforementioned report received assurance or verification from a third-party entity?	✓		Global Tek prepares its sustainability reports in accordance with the GRI Standards, with reference to the Sustainability Accounting Standards Board (SASB) standards, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the "Corporate Sustainability Best Practice Principles for TWSE/TPEX Listed Companies" issued by the Taiwan Stock Exchange and Taipei Exchange. In 2023 and 2024, two sustainability reports were published, both independently assured by AFNOR (Association Française de Normalisation). The 2024 Sustainability Report was submitted to the "TCSA Taiwan Corporate Sustainability Awards" and received the Bronze Award for Best Sustainability Report - Traditional Manufacturing Sector - Category II.	No significant differences observed
VI. If the Company has established its own sustainability guidelines in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", please describe the differences between its operations and the established guidelines: None.				
VII. Important Information to Understand the Progress of Sustainable Development Implementation: None.				

(VII) Climate-Related Information of Listed Companies

1. Implementation Status of Climate-Related Information

Item	Execution Status															
1. Detail the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.	<p>Governance Structure and Reporting Mechanism Global Tek has established the Sustainable Development and Risk Management Committee as the highest body for climate change management, chaired by an independent director. Under this committee, the Risk Management Promotion Committee, led by the Group President, is responsible for assessing the Company’s climate change strategies and targets, reviewing climate-related risks and opportunities, monitoring the implementation status, and discussing future plans. Reports are made to the Sustainable Development and Risk Management Committee regularly (at least twice a year), and the committee reports to the Board of Directors as appropriate.</p> <p>Sustainability-Related Resolutions In 2024, the Sustainable Development and Risk Management Committee held two meetings, with a 100% attendance rate among committee members. The Company’s Board of Directors regularly receives various business reports from the management team, including operational reports, greenhouse gas inventory reports, and ESG-related reports. The management must propose the Company's operational strategy to the Board of Directors, which then assesses the feasibility of these strategies and monitors their progress. When necessary, the Board urges the management team to make adjustments. Reported two times on the execution outcomes and future work plans regarding sustainability to the Board of Directors. The agenda items included:</p> <p>(1) 2023 greenhouse gas inventory results and the planning of subsidiary inventories. (2) 2024 Action Plans and Actual Implementation Status of Various Promotion Committees (3) 2024 Results of Various Employee and Public Welfare Activities (4) 2025 Risk Management and Responses (5) Financial Impact of TCFD Climate-Related Risks.</p> <p>Attendance Rate of Sustainable Development and Risk Management Committee: 100%</p> <table><tr><th>Title</th><th>Name</th><th>Attendance frequency</th></tr><tr><td>Independent Director</td><td>Chang, Shih-Chia (Chairperson)</td><td>2</td></tr><tr><td>Independent Director</td><td>Huang, Ming-Chan (Committee member)</td><td>2</td></tr><tr><td>Independent Director</td><td>Tsai, Rurng-Terng (Committee member)</td><td>2</td></tr><tr><td>Independent Director</td><td>Chen, Shiang-Ju (Committee member)</td><td>2</td></tr></table>	Title	Name	Attendance frequency	Independent Director	Chang, Shih-Chia (Chairperson)	2	Independent Director	Huang, Ming-Chan (Committee member)	2	Independent Director	Tsai, Rurng-Terng (Committee member)	2	Independent Director	Chen, Shiang-Ju (Committee member)	2
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2. Discuss how the identified climate risks and opportunities impact the business, strategy, and finances of the	Based on the climate-related risks and opportunities identified in the previous year, the Risk Management Promotion Committee of Global Tek compiled a list of 10 climate change risk topics and 4 climate change opportunity topics. These were used to prepare the assessment form for department heads to identify the															

Company in the short, medium, and long term.	<p>company's climate-related risks and opportunities for 2025. Following the methodology outlined in the Company's “Risk Management Policies and Procedures” and with reference to the framework recommended by the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD), a matrix analysis and assessment were conducted from the two dimensions of likelihood of occurrence and magnitude of impact. According to analysis results, in 2024, we identified 5 major climate change risk issues from 10 potential topics: changes in customer requirements, imposition of carbon fees or carbon taxes, climate-related regulations, power instability caused by climate change, and corporate reputation. Additionally, from 4 potential climate opportunity topics, the company identified 1 major issue: changes in market trends, as its key climate-related opportunity.</p> <table><tr><th></th><th>Short-term</th><th>Medium-term</th><th>Long-term</th></tr><tr><td>Potential Climate Risks</td><td><ul style="list-style-type: none">● Changes in customer requirements● Imposition of carbon fees / carbon taxes● Climate change leads to instability in the power supply<ul style="list-style-type: none">■ Extreme weather conditions have resulted in high temperatures■ Typhoons</td><td><ul style="list-style-type: none">● Corporate reputation<ul style="list-style-type: none">■ Extreme weather conditions have resulted in flooding</td><td><ul style="list-style-type: none">● Regulations related to climate change■ Changes in rainfall patterns have led to drought conditions▲ Sea Level Rise</td></tr><tr><td>Potential Climate Opportunities</td><td><ul style="list-style-type: none">■ Process Optimization and Promotion of Green and Low-Carbon Technologies● Changes in market trends</td><td><ul style="list-style-type: none">■ Expanding the application of technology</td><td><ul style="list-style-type: none">▲ Cross-domain technological innovation</td></tr></table> <p>●High ■Medium ▲Low</p>		Short-term	Medium-term	Long-term	Potential Climate Risks	<ul style="list-style-type: none">● Changes in customer requirements● Imposition of carbon fees / carbon taxes● Climate change leads to instability in the power supply<ul style="list-style-type: none">■ Extreme weather conditions have resulted in high temperatures■ Typhoons	<ul style="list-style-type: none">● Corporate reputation<ul style="list-style-type: none">■ Extreme weather conditions have resulted in flooding	<ul style="list-style-type: none">● Regulations related to climate change■ Changes in rainfall patterns have led to drought conditions▲ Sea Level Rise	Potential Climate Opportunities	<ul style="list-style-type: none">■ Process Optimization and Promotion of Green and Low-Carbon Technologies● Changes in market trends	<ul style="list-style-type: none">■ Expanding the application of technology	<ul style="list-style-type: none">▲ Cross-domain technological innovation
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3. Discuss the impact of extreme weather events and transition actions on financial matters.	<p>The climate crisis brought about by global warming presents a significant challenge that is universally faced in the pursuit of global sustainable development. Climate-related risks and opportunities will have an impact on Global Tek's operational strategies and financial planning. Therefore, to address the risks associated with climate change, businesses need to allocate more resources towards handling extreme weather events, adjusting energy usage patterns, and enhancing employee skills. Simultaneously, it is necessary for businesses to annually review the economic useful life of their assets. Complying with regulations to transition towards more environmentally friendly assets may significantly shorten the current economic lifespan of fixed assets. This leads to an increase in operational costs, a decrease in asset value, and an increase in capital expenditure. The financial implications of high-level climate risks and opportunities are as follows.</p> <table><tr><th></th><th>Climate Risk and Opportunity Issues</th><th>Description</th><th>Potential financial impact (Qualitative)</th><th>Annual Action Plan/Response Measures</th></tr><tr><td>Risk</td><td>Changes in customer requirements</td><td>Meeting customer needs resulted in profit margin compression and</td><td>• Decreased business competitiveness and customer attrition, leading to a decline in revenue.</td><td>▪ Since 2023, CBAM briefing sessions have been held, inviting external consultants and accountants to visit the</td></tr></table>		Climate Risk and Opportunity Issues	Description	Potential financial impact (Qualitative)	Annual Action Plan/Response Measures	Risk	Changes in customer requirements	Meeting customer needs resulted in profit margin compression and	• Decreased business competitiveness and customer attrition, leading to a decline in revenue.	▪ Since 2023, CBAM briefing sessions have been held, inviting external consultants and accountants to visit the		
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Risk	Changes in customer requirements	Meeting customer needs resulted in profit margin compression and	• Decreased business competitiveness and customer attrition, leading to a decline in revenue.	▪ Since 2023, CBAM briefing sessions have been held, inviting external consultants and accountants to visit the									

			higher expenses.	<ul style="list-style-type: none"> • Increase in capital expenditure. 	<p>plant to explain the CBAM operational mechanism and response measures, providing customers with relevant carbon emission information. A cumulative total of 115 participants have attended these sessions.</p> <ul style="list-style-type: none"> ▪ To gain a deeper understanding of product carbon emissions and effectively reduce them, the Company introduced the ISO 14067 Product Carbon Footprint Project in August 2024, with third-party verification scheduled for August 2025. ▪ Strengthening risk management and contingency planning: conducting risk assessments and identification to achieve preventive effects and ensure a swift response in times of crisis. ▪ Adjusting product or service design: modifying products based on customer demands for environmental protection or sustainability, such as using renewable resources, reducing carbon emissions, or offering carbon-neutral options, to meet market needs and reduce environmental impact.
	Risk	Imposition of carbon fees / carbon taxes	Implementation of domestic and international carbon tax/fee policies.	<ul style="list-style-type: none"> • Increase in operating costs. 	<ul style="list-style-type: none"> ▪ Assessing the feasibility of purchasing renewable energy certificates. ▪ Evaluating the recruitment of sustainability professionals to comprehensively plan and execute related tasks.
	Risk	Regulations related to climate change	Policies and regulations promoting	<ul style="list-style-type: none"> ▪ Increased operating costs: Rising prices of traditional 	<ul style="list-style-type: none"> ▪ Through the ISO 14064-1 organizational greenhouse

			climate change adaptation, such as the implementation of carbon pricing mechanisms to reduce greenhouse gas emissions, indoor air quality standards, electricity saving standards, and increased water efficiency, may all lead to increased operating costs for businesses.	<p>power supply.</p> <ul style="list-style-type: none"> ▪ Increased costs resulting from expenses incurred to comply with regulatory requirements. ▪ Fines incurred from unintentional violations of relevant laws and regulations, or damage to goodwill caused thereby. • Expand the proportion of renewable energy use in production facilities across Taiwan and mainland China. • Investment costs for energy-saving equipment. 	<p>gas inventory system, the Company identified total greenhouse gas emissions and hotspots across the organization and planned and implemented reduction initiatives. In 2024, greenhouse gas emissions decreased by 7% compared to the base year 2022.</p> <ul style="list-style-type: none"> ▪ Optimizing energy use and improving energy efficiency: In 2024, capital expenditures for energy-saving equipment totaled NTD 2,250 thousand, and energy management optimization efforts led to a 3.74% reduction in Scope 2 electricity emissions compared to 2023. ▪ The Company plans to launch the ISO 50001 Energy Management System project in 2025 to assess current energy usage and improve energy efficiency.
	Risk	Climate change leads to instability in the power supply	Abnormal climate conditions leading to high electricity demand for businesses, coupled with potential power outages during peak summer consumption and an increased likelihood of production equipment tripping due to sudden voltage drops, may impact operational production.	<ul style="list-style-type: none"> • Increase in operating costs. • Increase in capital expenditure. 	<ul style="list-style-type: none"> ▪ Adoption of low-carbon or renewable energy sources: Furthermore, with the expansion of the second phase of solar power generation in Wuxi plant in 2024, the total annual usage of solar green electricity reached 1,362,445 kWh, resulting in a cumulative reduction of 776.6 metric tons of CO₂e emissions. ▪ UPS systems have been installed in the plants and are regularly tested, ensuring immediate activation during power instability or outages. ▪ Energy-saving projects tailored to local conditions

					are actively promoted at different plant locations, while alternative energy sources suitable for production operations are being explored to mitigate the impact of power restrictions. ▪ Energy-saving diagnostics are conducted for key processes, power systems, and critical technical equipment.
	Risk	Corporate reputation	1. Poor performance in sustainable practices will damage the Company's reputation, leading to customer and business loss, thereby impacting order intake and revenue. 2. Active and timely engagement with climate change issues of concern to stakeholders (such as customers, regulatory authorities, investors, banks, suppliers, employees, and so on.) is necessary to avoid impacting the company's image and reputation.	<ul style="list-style-type: none"> • Decline in market value, reduced investor willingness to invest, and difficulty in raising capital in the market. • Banks applying differentiated pricing for credit costs based on a company's performance on sustainability issues, leading to increased funding costs. 	<ul style="list-style-type: none"> ▪ The Company proactively supports sustainability initiatives by launching ISO 14064-1 and ISO 14067 projects in advance and building internal consensus through the early publication of the sustainability report, thereby enhancing its public image. The 2023 Chinese and English versions of the sustainability report were filed on August 16, 2024, and November 13, 2024, respectively, and published on the Company's website. ▪ Through the Global Tek's website and the sustainability report, stakeholders gain a deeper understanding of Global Tek's related initiatives.
	Opportunity	Changes in market trends	Under the trend of low-carbon transition, the market demand for energy-efficient products and corporate climate resilience is increasing. Early adoption of high-efficiency manufacturing technologies will	<ul style="list-style-type: none"> • Enhanced product added value. • Improved goodwill. • Strengthened cooperative relationships with international clients. • Acquisition of more customer orders, leading to increased revenue. 	<ul style="list-style-type: none"> ▪ Adjustments in the product portfolio have accelerated the positive development of the overall supply chain. ▪ The stability of order intake has been enhanced, reducing revenue fluctuations. ▪ The Company's reputation has been strengthened; in 2024, the Company actively participated in several prominent ESG award

			secure a competitive advantage, thereby increasing operating revenue.		<p>selections, including the Taoyuan Golden Award, the Golden Constant Award, and the Taiwan Corporate Sustainability Awards (TCSA), demonstrating outstanding sustainability performance and achieving remarkable results. Among these, we were honored with the “ESG Corporate Governance” Award at the Taoyuan Golden Award, and received Bronze Awards at both the Golden Sustainability Awards and the Taiwan Corporate Sustainability Awards (TCSA) (Traditional Manufacturing Sector – Sustainability Reporting Category). These recognitions not only affirm our robust corporate governance structure and action strategies, but also highlight the Company’s resilience and strength in navigating a rapidly changing environment and potential risks. We will continue to promote sustainable development with higher standards, further enhance corporate value and professional image, and create long-term and positive impacts for our stakeholders.</p>
4. Describe how the identification, assessment, and management of climate risks are integrated into the overall risk management system.	<p>In an environment where climate change-related regulations and the focus on climate change issues continue to intensify, climate change risk is a very important topic within Global Tek’s risk management policy. To effectively enhance Global Tek’s resilience to climate change, we manage it through three major processes: “Risk Identification and Analysis,” “Risk Assessment and Response,” and “Risk Monitoring and Communication.” This is done in accordance with the methodology outlined in the Company's “Risk Management Policies and Procedures” and with reference to the framework of the</p>				

	<p>TCFD recommendations published by the Financial Stability Board. Two dimensions, the likelihood of occurrence and the magnitude of impact, serve as the basis for managing climate change issues. These are used to identify risk values and determine risk levels, as well as to assess the impact of risks on the Company within their expected time horizon. Following the identification and assessment of climate change risks, the management team develops relevant countermeasures or preventive measures for high-risk issues and continuously monitors and controls them on an annual basis.</p> <div> <div> Phase 1 / Risk Identification and Analysis <ul style="list-style-type: none"> Analyze the “Probability value (P)” of risk occurrence and the “Impact value (I)” of risk </div> <div>➡</div> <div> Phase 2 / Assessment and Response <ul style="list-style-type: none"> Determine the priority of risk issues to be addressed based on the risk level Formulate response measures for high-risk issues </div> <div>➡</div> <div> Phase 3 / Risk Monitoring and Communication <ul style="list-style-type: none"> The Risk Management Promotion Committee monitors the implementation status and reports to the Sustainable Development and Risk Management Committee regularly on an annual basis; the Sustainable Development and Risk Management Committee reports to the Board of Directors as appropriate. </div> </div>
<p>5. When using scenario analysis to assess resilience to climate change risks, it is important to provide a clear explanation of the scenario, parameters, assumptions, analysis factors, and significant financial impacts.</p>	<p>The Company has identified that extreme weather events (such as typhoons, droughts, and heavy rainfall), may damage facilities at operational sites and disrupt logistics and transportation, thereby affecting operations. We conduct regular long-term reviews of the impact of physical climate risks on operations. We first analyze each operating site in Taiwan and mainland China, referencing climate physical risk databases, including national meteorological observations, climate scenarios (such as IPCC SSP1-2.6 low-emission and SSP5-8.5 high-emission scenarios), and disaster risk data, to assess the likelihood and magnitude of risks. Based on the results of the analysis, risks are categorized into five levels (ranging from low to high). In 2024, Global Tek identified “flooding” as a significant risk. Evaluations were conducted for all sites in Taiwan and China, and flooding has been incorporated into future climate adaptation strategies to ensure operational stability during extreme weather events. Under the SSP5-8.5 scenario, operational sites in Taiwan and mainland China face annual risks of heavy rainfall during the plum rain season and typhoon events, which could cause damage to production equipment. According to the assessment, only one site in Taiwan, located in Xinwu District, Taoyuan, is classified as a medium-risk area. Two operational sites in mainland China, located in Xi'an and Wuxi, are estimated to be in low flood risk areas based on water stress projections. Although these sites are categorized as low-risk, they are still subject to regular assessment and adjustment based on</p>

adaptation measures. Over time, flooding disasters may lead to operational disruptions and asset losses. To reduce disaster losses and operational risks, we will continue to regularly implement adaptation measures to enhance the operational resilience of our facilities. (The following is the scenario analysis for “flooding” at the Xinwu site)

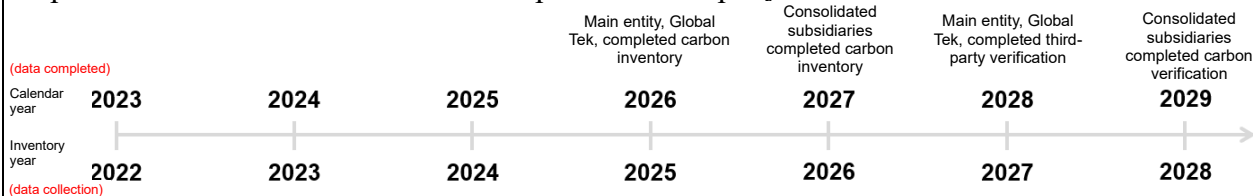
Source of Scenario	Scenario Description	Key Parameters	Impact Details	Risk Level	Adaptation Measures
IPCC	SSP1-2.6 Low Emissions Scenario	Precipitation Caused by Extreme Weather	Operational Disruption and Asset Impairment Caused by Flooding	Level 2 (Medium-Low Risk)	1. Equipment Protection and Inspection: <ul style="list-style-type: none"> Waterproofing Equipment: Apply basic waterproof protection to equipment that may be affected by flooding (such as electrical equipment and control systems). Use waterproof covers or other protective materials to prevent short-term flooding from causing equipment malfunctions. Timely Shutdown of Equipment: Temporarily shut down unnecessary or non-essential equipment to avoid short-term failures or damage caused by water intrusion. 2. Activation and Monitoring of Drainage Systems: <ul style="list-style-type: none"> Activate on-site drainage systems to ensure that all drainage pipelines are clear and remove standing water promptly. Use water level monitoring systems to monitor water level changes and activate drainage systems immediately when the water level approaches critical thresholds.
	Global efforts toward sustainability while there has been progress toward achieving sustainability goals, the pace remains slow, and certain challenges still exist in realizing climate mitigation targets.				

Source of Scenario	Scenario Description	Key Parameters	Impact Details	Risk Level	Adaptation Measures
					3. Adjustment of Operational Plans: <ul style="list-style-type: none"> If short-term flooding cannot be avoided, adjust production schedules as necessary by delaying or temporarily suspending certain

						<p>production processes to reduce the risk of equipment damage.</p> <p>4. Asset Protection and Inspection:</p> <ul style="list-style-type: none">Regularly inspect the placement of high-value equipment (such as machinery and instrumentation), and relocate vulnerable equipment to higher locations.Prepare emergency waterproofing equipment for critical devices and facilities to prevent short-term flood damage. <p>5. Employee Safety and Evacuation Guidelines:</p> <ul style="list-style-type: none">Provide basic safety instructions to employees to ensure quick evacuation to safe areas in the event of flooding.Ensure that evacuation routes remain clear to prevent confusion and delays caused by flooding.
	<p>SSP5-8.5</p> <p>High Emissions Scenario</p> <p>The global lack of effective climate policies and continued heavy reliance on fossil fuels have resulted in extremely high greenhouse gas emissions, intensifying climate change risks.</p>			Level 3 (Medium Risk)	<p>1. Full Activation of Waterproofing Facilities and Enhanced Equipment Protection:</p> <ul style="list-style-type: none">Relocation of high-value equipment: Urgently relocate all vulnerable high-value equipment to higher floors or reinforced areas.Shutdown of non-essential equipment: When large-scale flooding is forecasted, immediately shut down non-essential equipment to reduce the risk of damage during the disaster.	

	Source of Scenario	Scenario Description	Key Parameters	Impact Details	Risk Level	Adaptation Measures
						<p>2. Strengthen Drainage Systems and External Support:</p> <ul style="list-style-type: none"> • Activate large-scale drainage equipment: Start large drainage equipment, such as pumping stations, to conduct widespread drainage, keeping the plant dry and minimizing the long-term impact of flooding on equipment and buildings. • External support and collaboration: If internal drainage capacity is insufficient, collaborate with local government and emergency response agencies to obtain additional drainage equipment and support. <p>3. Emergency Shutdown and Disaster Response:</p> <ul style="list-style-type: none"> • Immediate production shutdown: When flooding becomes severe enough to threaten equipment and employee safety, immediately halt production and execute emergency shutdown procedures. • Full evacuation: Initiate a full evacuation procedure to guide all employees to safe areas and prevent personnel from being endangered by the flood. <p>4. Asset Impairment Management and Emergency Loss Control:</p> <ul style="list-style-type: none"> • Post-disaster damage assessment: After the flood, immediately conduct a comprehensive assessment of asset damage, categorize damaged equipment, and coordinate with insurance companies for loss claims. • Asset restoration and replacement: Based on the extent of damage,

	<div data-bbox="750 153 1556 805"></div> <p data-bbox="1668 161 2072 280">promptly initiate equipment restoration or replacement processes to ensure production can resume as quickly as possible after the disaster.</p> <p data-bbox="1563 284 2072 339">5. Post-Disaster Recovery and Resumption Plan:</p> <ul data-bbox="1608 343 2049 799" style="list-style-type: none"> • Develop a detailed recovery plan: Formulate a detailed recovery plan to gradually resume production, focusing on repairing long-term damages caused by the flood. Emphasize comprehensive inspection of production lines, equipment, and facilities to ensure all assets are operating normally. • Follow-up damage prevention: Conduct preventive inspections of all assets after the disaster to avoid recurrence of similar incidents and strengthen equipment maintenance and management. <p data-bbox="750 810 1989 879">Note 1: Citing the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report published in 2021.</p> <p data-bbox="750 882 2072 986">Note 2: Based on the analysis from the National Science and Technology Center for Disaster Reduction (NCDR) Climate Change Disaster Risk Platform, where risks are classified into five levels (from low to high).</p>
<p data-bbox="163 1107 723 1326">6. If there is a transformation plan in place to address climate-related risks, please provide the details of the plan, including the indicators and objectives used to identify and manage both physical and transitional risks.</p>	<p data-bbox="750 999 2083 1174">In terms of climate change risk management, in 2024, the Company continued to implement energy conservation and emission reduction initiatives, including: Digitalization of information, optimization of equipment operating modes, recycling and reuse of water resources from equipment cleaning processes, reduction of scrap material volume, and recycling and reuse of waste cutting fluids. The specific details of our Company's transformation plan are as follows:</p> <ol data-bbox="750 1182 1906 1437" style="list-style-type: none"> 1. Energy management <ol style="list-style-type: none"> (1) Establishing a real-time energy management monitoring Power SCADA system. (2) Establish a centralized control energy-saving system for air compressors. (3) Establish a centralized control energy-saving system for chillers. (4) Replace energy-consuming old equipment and increase energy-saving facilities. (5) Expand solar panel installations. (6) Purchase green electricity.

	<p>2. Water stewardship</p> <p>(1) Establishing a real-time energy management water stewardship monitoring system.</p> <p>(2) Establish independent cleaning tanks with a filtration, recovery, and regeneration system for the cleaning line.</p> <p>(3) Implement water-saving improvements in process equipment.</p> <p>(4) Establish a recovery and regeneration system for pure water tanks</p> <p>3. Waste Management</p> <p>(1) Install oil-water separation equipment to separate and recycle water resources.</p> <p>(2) Remove underground waste oil tanks and install iron chip compressors, as well as a degreasing oil and cutting water recycling system.</p> <p>(3) Install an additional low-pressure distillation and recovery system for wastewater to reduce wastewater discharge.</p> <p>(4) Improve manufacturing processes to reduce waste such as film developer waste liquid and insulation materials, effectively minimizing waste generation.</p>
7. If internal carbon pricing is to be used as a planning tool, the basis for price determination should be clearly explained.	Currently, while Global Tek has not yet established an internal carbon pricing mechanism, it will strive to gradually integrate carbon reduction achievements with operational performance indicators in the future, with the aim of accelerating its transition to a low-carbon operation and effectively achieving reduction targets.
8. When setting climate-related goals, it is important to provide a clear explanation of the activities that will be covered, the scope of greenhouse gas emissions, the planning schedule, and the annual progress. If carbon offsetting or renewable energy certificates (RECs) are utilized to achieve these goals, it is necessary to specify the source and quantity of carbon offset or the quantity of RECs.	<p>The Company will use 2022 as the base year and will continue to adhere to the ISO 14064-1 standard and the "Sustainable Development Roadmap Promotion Schedule (2023-2029)" published by the Financial Supervisory Commission in the subsequent years. Additionally, the Company will persist in conducting greenhouse gas inventory and third-party verification operations. The schedule for implementation and the net-zero roadmap for our Company are as follows:</p>  <p>The diagram illustrates the timeline for carbon management activities. The top row, labeled 'Calendar year', shows milestones from 2023 to 2029: 2023 (data completed), 2024, 2025, 2026 (Main entity, Global Tek, completed carbon inventory), 2027 (Consolidated subsidiaries completed carbon inventory), 2028 (Main entity, Global Tek, completed third-party verification), and 2029 (Consolidated subsidiaries completed carbon verification). The bottom row, labeled 'Inventory year (data collection)', shows the corresponding years for data collection: 2022, 2023, 2024, 2025, 2026, 2027, and 2028. A horizontal arrow connects these years, indicating the progression of the timeline.</p>

	<p>Evaluate carbon reduction actions</p> <p>2022</p> <ul style="list-style-type: none"> Evaluate installation of self-built solar power facilities across all group sites Evaluate new sites for compliance with green building standards Key suppliers completed carbon management awareness programs Introduce carbon inventory management platform <p>2023</p> <ul style="list-style-type: none"> Increase installation of solar power facilities Continue to promote the concept of green building standards Expand climate management awareness across the value chain Continue to optimize the carbon management platform Evaluate procurement of renewable energy certificates and initial carbon credit transactions Establish an energy management system Evaluate targets for water use and waste reduction <p>2025</p> <ul style="list-style-type: none"> Increase installation of solar power facilities at new sites Promote green building standards Continue to guide key suppliers in carbon reduction Establish targets for water use and waste reduction Procure renewable energy certificates <p>2030</p> <ul style="list-style-type: none"> Continue to monitor market environment and regulatory trends Continue to optimize green electricity trading and carbon trading strategies <p>2050</p> <p>Move toward net-zero target</p>
9. The status of greenhouse gas inventory and assurance, along with reduction targets, strategies, and specific action plans (further detailed in sections 1-1 and 1-2).	Please refer to the details in the attached table below.

1-1 Recent Two-Year Company Greenhouse Gas Inventory and Verification Status

1-1-1 Greenhouse Gas Inventory Information

To effectively manage greenhouse gas emissions across its facilities, Global Tek voluntarily established a greenhouse gas inventory mechanism in 2022 based on ISO 14064-1 standards issued by the International Organization for Standardization (ISO). Greenhouse gas inventories and assurance activities are conducted annually. The scope of the inventory includes its subsidiaries: Global Tek Co., Ltd., Global Tek (Wu'xi) Co., Ltd., and Global Tek (Xi'an) Co., Ltd. The 2022 and 2023 greenhouse gas inventory reports and inventory sheets for the Global Tek Group were both verified by the reputable British Standards Institution (BSI) through third-party verification. BSI issued unqualified opinions on both years' reports, confirming full compliance with relevant standards and the appropriate and accurate disclosure of greenhouse gas information.

For the 2024 greenhouse gas inventory, BSI is scheduled to conduct verification between February and March 2025. The verification scope will remain consistent with the aforementioned inventory scope. The application for the greenhouse gas verification statement is expected to be completed by April 2025.

The greenhouse gas inventory data for the past two years have been consolidated based on the operational control approach, covering emissions from the Company and its aforementioned subsidiaries, as detailed below.

		2023		2024	
		Emissions (Tons of CO ₂ e)	Density (Tons of CO ₂ e/NTD million)	Emissions (Tons of CO ₂ e)	Density (Tons of CO ₂ e/NTD million)
The Company	Category 1 Direct Greenhouse Gas Emissions	140.0244		131.5966	
	Category 2 Indirect Greenhouse Gas Emissions from Imported Energy	5,575.5473		5,367.8356	
	Categories 3 to 6 Other Indirect Greenhouse Gas Emissions	1,440.6297		1,342.6640	
	Subtotal	7,156.2014		6,842.0962	
All subsidiaries mentioned in the Consolidated Financial Report	Category 1 Direct Greenhouse Gas Emissions	615.3108		277.5389	
	Category 2 Indirect Greenhouse Gas Emissions from Imported Energy	7,251.8536		7,973.5514	
	Categories 3 to 6 Other Indirect Greenhouse Gas Emissions	1,360.2622		1,551.8339	

	Subtotal	9,227.4266		9,802.9242	
	Total	16,383.6280	3.8934	16,645.0204	3.8611

Note 1: The report addresses three categories of emissions: Direct Emissions (Category 1, which are directly from sources owned or controlled by the Company), **Indirect Greenhouse Gas Emissions from Imported Energy** (Category 2, which are indirect greenhouse gas emissions caused by the import of electricity, heat, or steam), and Other Indirect Emissions (Categories 3 to 6, which are emissions generated by Company activities that are not energy indirect emissions, but come from sources owned or controlled by other companies).

Note 2: The scope of direct emissions and indirect emissions from energy shall be managed in accordance with the timeline stipulated in Article 10, Paragraph 2 of these Operating Procedures. Other indirect emissions information may be disclosed on a voluntary basis.

Note 3: Greenhouse Gas Inventory Standard: ISO 14064-1, which was published by the International Organization for Standardization (ISO).

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or revenue. However, it is necessary to specify the data calculated based on revenue (in million New Taiwan Dollars) at the very least.

1-1-2 Greenhouse Gas Assurance Information

The following is an overview of the assurance activities conducted over the past two years for the greenhouse gas inventories of the Company and certain subsidiaries included in the consolidated financial statements (including Global Tek Co., Ltd., Global Tek(Wu'xi) Co., Ltd., Global Tek(Xi'an) Co., Ltd.).

Scope of assurance		2023 Emissions (Tons of CO2e)	2024 Emissions (Tons of CO2e)
The Company	Category 1 Direct Greenhouse Gas Emissions	140.0244	131.5966
	Category 2 Indirect Greenhouse Gas Emissions from Imported Energy	5,575.5473	5,367.8356
	Categories 3 to 6 Other Indirect Greenhouse Gas Emissions	1,440.6297	1,342.6640
	Total	7,156.2014	6,842.0962
	Accounting for a percentage of the	100.00%	100.00%

	previously mentioned inventory data in 1-1-1		
All subsidiaries mentioned in the Consolidated Financial Report	Category 1 Direct Greenhouse Gas Emissions	615.3108	277.5389
	Category 2 Indirect Greenhouse Gas Emissions from Imported Energy	7,251.8536	7,973.5514
	Categories 3 to 6 Other Indirect Greenhouse Gas Emissions	1,360.2622	1,551.8339
	Total	9,227.4266	9,802.9242
	Accounting for a percentage of the previously mentioned inventory data in 1-1-1	100.00%	100.00%
Assurance Institute		BSI Assurance Institute	BSI Assurance Institute
Description of Assurance		ISO 14064-3: 2019 Category 1 2 Reasonable Assurance Categories 3 to 6 Verification and Agreed-Upon Procedures	ISO 14064-3: 2019 Category 1 2 Reasonable Assurance Categories 3 to 6 Verification and Agreed-Upon Procedures
Assurance Opinion / Conclusion		Unqualified Opinion	Unqualified Opinion

1-2 Greenhouse Gas Reduction Goals, Strategies, and Specific Action Plans

Base year of greenhouse gas reduction and reduction goals

To effectively manage greenhouse gas emissions across its facilities, Global Tek voluntarily established a greenhouse gas inventory mechanism in 2022 based on ISO 14064-1 standards issued by the International Organization for Standardization (ISO). Greenhouse gas inventories and assurance activities

are conducted annually. The scope of the inventory includes its subsidiaries: Global Tek Co., Ltd., Global Tek (Wu'xi) Co., Ltd., and Global Tek (Xi'an) Co., Ltd. And projected to gradually complete all consolidated subsidiaries' inventory by 2027.

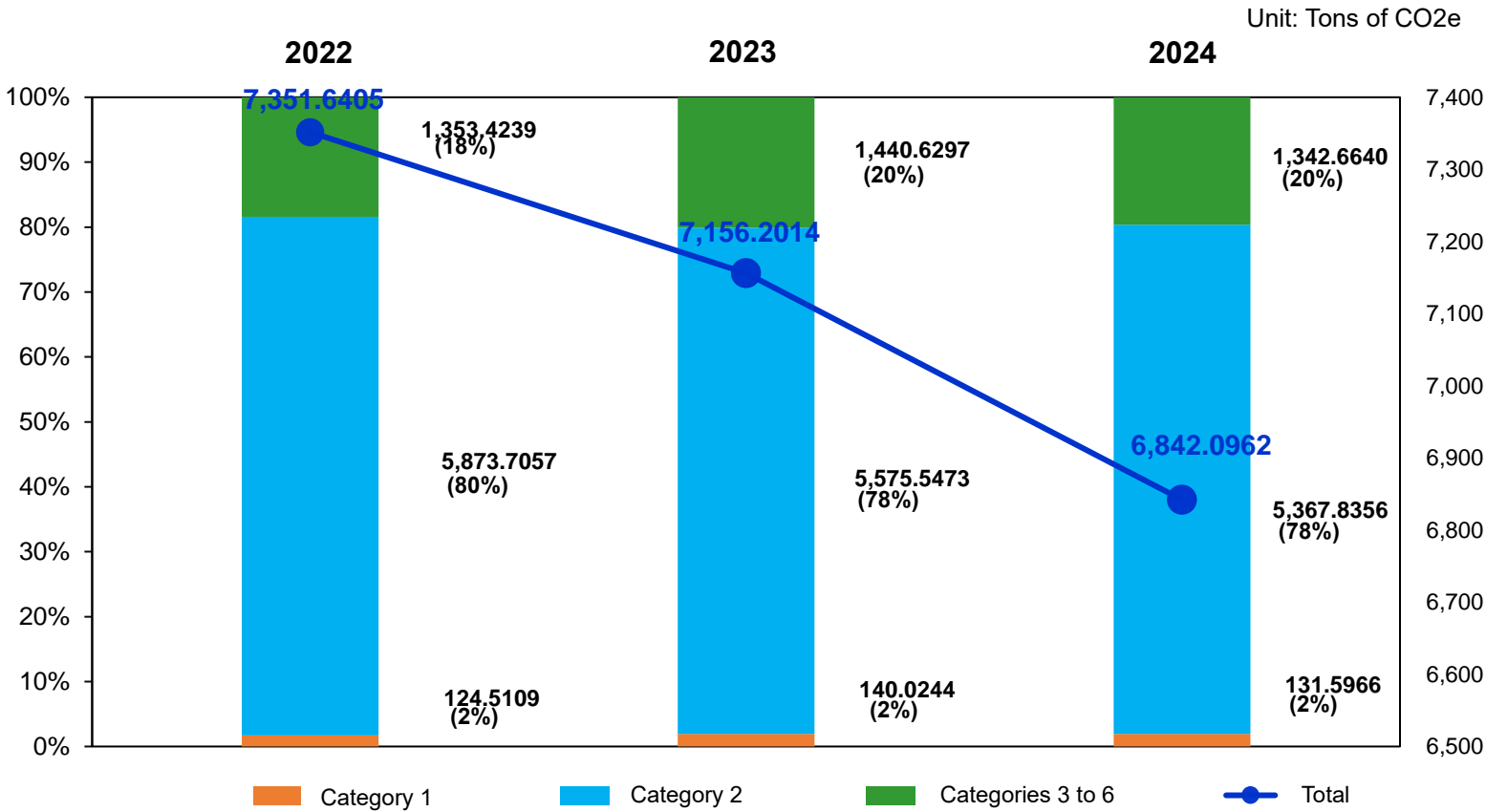
To proactively plan greenhouse gas reduction strategies, the Company has tentatively established 2022 as the base year, with its Scope 1 and Scope 2 emissions being 444.7111 metric tons of CO₂e and 14,577.4559 metric tons of CO₂e, respectively. It is hoped that through the following concrete actions, the Company will further implement a 10% reduction in emissions by 2025 compared to the base year, and an additional 15% reduction by 2030, achieving a cumulative carbon reduction target of 25%.

Greenhouse Gas Reduction Strategies, and Specific Action Plans

In 2024, Global Tek continued to promote and implement energy conservation and emission reduction initiatives, including: Ongoing replacement of outdated and energy-intensive equipment to enhance energy efficiency, digitalization of public equipment monitoring system information, water resource recycling and reuse for cleaning equipment, volume reduction of scraps, and reuse of waste cutting fluid. Simultaneously, the Company expanded its solar power generation system and evaluated measures such as purchasing green electricity certificates or carbon credits to ensure that emission reductions align with the progress, thereby mitigating the impact of carbon emissions and enhancing operational competitive advantages. Furthermore, to ensure that management, the implementation team, and all employees collectively achieve the greenhouse gas reduction targets, relevant departments have been progressively required to establish short-, medium-, and long-term action plans. These plans have been incorporated into performance indicators and serve as a reference basis for employee performance evaluations and bonus distribution, thereby implementing the principle of accountable management. Additionally, individual incentive bonuses are awarded based on outstanding ESG performance. Simultaneously, an ESG column has been established in the monthly e-newsletter to deeply embed a sustainable corporate culture in employees' minds. Online courses are also available for supervisors, such as “Sustainable Transformation - Strategic Implementation of Business and Goodwill,” to encourage colleagues to work together towards the Company’s net-zero emission pathway and goals.

Reduction Target Achievement Status

As of the current date, the annual emissions data and target achievement status are as follows:



(VIII) Implementation Status of Ethical Corporate Management and Differences, along with Reasons for these Differences, from the Ethical Corporate Management Best Practice Principles for Listed Companies.

Assessment items	Operating conditions		Summary explanation	Differences and Reasons Pertaining to the Ethical Corporate Management Best Practice Principles of Listed Companies
	Yes	No		
I. Establishment of Integrity Management Policy and Plan				
(I) Has the Company established a policy of ethical business practices that has been approved by the Board of Directors, and is this policy clearly stated in its regulations and external documents? Is there a commitment from the Board of Directors and senior management to actively implement these business policies?	✓		Global Tek has developed the "Code of Conduct" along with the "Ethical Management and Guidelines for Conduct." Once approved by the Board of Directors and presented at the shareholders' meeting, the guidelines are followed accordingly.	No significant differences observed
(II) Does the Company establish a mechanism to assess the risk of dishonest behavior, regularly analyze and evaluate business activities with a higher risk of dishonest behavior within the scope of operations, and formulate preventive measures based on such analysis? Does it also include preventive measures for the behaviors specified in Article 7, Section 2 of the Code of Conduct for Integrity in the Operation of Listed and OTC Companies?	✓		Global Tek established the “Sustainable Development and Risk Management Committee” under the Board of Directors. The committee comprises the “Risk Management Promotion Committee”, with the Group General Manager as the convener. It is divided into five groups: Operational Risk Group, Financial Risk Group, Compliance Risk Group, Environment and Climate Change Group, and Human Resources (including Human Rights) Risk Group. In accordance with the "Ethical Management and Guidelines for Conduct", we have implemented robust accounting and internal control systems for high-risk business activities prone to dishonest behavior. We consistently evaluate and enhance these systems to ensure their effectiveness, and we provide regular reports to the Board of Directors. The Board of Directors' report was filed on December 30, 2024.	No significant differences observed

Assessment items	Operating conditions			Differences and Reasons Pertaining to the Ethical Corporate Management Best Practice Principles of Listed Companies								
	Yes	No	Summary explanation									
(III) Does the Company clearly define operational procedures, behavioral guidelines, penalties for violations, and an appeal system within its anti-dishonesty measures? Furthermore, does it effectively implement and periodically review and revise these measures?	✓		<p>Global Tek has established its integrity operation policy based on the "Ethical Management and Guidelines for Conduct" and has been actively promoting its implementation across the entire group of companies.</p> <p>The Taiwan plant conducted online awareness courses and learning assessments in October 2024. The results are as follows:</p> <table><tr><th>Factory Code</th><th>Number of employees</th><th>Passed the test Number of individuals</th><th>Passing rate</th></tr><tr><td>Taiwan</td><td>386</td><td>386</td><td>100%</td></tr></table> <p>Note: The test can be taken unlimited times until a score of 100 is achieved.</p>	Factory Code	Number of employees	Passed the test Number of individuals	Passing rate	Taiwan	386	386	100%	No significant differences observed
Factory Code	Number of employees	Passed the test Number of individuals	Passing rate									
Taiwan	386	386	100%									
II. Implementing Honest Business Practices												
(I) Has the Company assessed the integrity records of its business partners and incorporated provisions for ethical conduct into the contracts signed with them?	✓		<p>According to the provisions of the Code of Conduct, Global Tek must promptly terminate business dealings with any business partners or collaborators found to engage in dishonest behavior and classify them as non-cooperative entities. This is to uphold the Company's commitment to integrity in its business operations.</p>	No significant differences observed								
(II) Does the Company have a dedicated unit under the Board of Directors to promote business integrity? Do they regularly report their integrity management policy, measures to prevent dishonest behavior, and the implementation and supervision to the Board of Directors at least once a year?	✓		<p>The management unit formulates the "Ethical Corporate Management Best Practice Principles" and the "Ethical Management and Guidelines for Conduct". Any amendments or abolition of these documents must be approved by the Board of Directors. The Board of Directors of our Company fulfills its duty of care and supervises the Company to prevent dishonest behavior, ensuring the implementation of our integrity policy. The most recent report date: December 30, 2024</p> <p>The execution status of operating with integrity in 2024 is as follows:</p> <p>1. Statement of Signing:</p> <p>(1) The newly appointed internal manager has signed the "Declaration of Integrity in Business Operations Policy".</p> <p>(2) New employees are required to sign the "Confirmation of Management Regulations Review" in order to incorporate the Code of Conduct and Behavioral Guidelines mentioned above into the management regulations.</p> <p>2. Education and Training:</p> <p>The Human Resources Center is responsible for education, training, and promotion. In 2024 local employees participated in</p>	No significant differences observed								

Assessment items	Operating conditions			Differences and Reasons Pertaining to the Ethical Corporate Management Best Practice Principles of Listed Companies
	Yes	No	Summary explanation	
			<p>physical training courses on integrity management, anti-corruption, ethical behavior, human rights, employee policies, and reporting illegal, unethical, or dishonest behavior. On the other hand, foreign employees received education through translated materials in their native languages, totaling 1,584 hours.</p> <p>3. Compliance Promotion: On September 10, 2024, the Company's governance supervisor discussed the topic of preventing insider trading. The meeting covered important regulations for handling internal confidential information. Various levels of management, especially internal executives, were informed about the matters they should pay attention to through videos and case studies.</p> <p>4. Annual Test: In 2024, local employees underwent an online training system assessment, while foreign employees participated in an educational exam organized by Google. The exams encompassed the aforementioned training areas.</p> <p>5. Regular Check: The Company conducts annual evaluations and implementations of internal controls to achieve effective management and implementation. The internal audit unit conducts independent audits to ensure the overall operation of the mechanism, jointly managing and preventing the occurrence of dishonest behavior. In 2024, there were no incidents of corruption or violations of insider trading.</p> <p>6. Whistleblower System and Whistleblower Protection: The Company has implemented specific "Procedures for Reporting Illegal, Unethical, or Dishonest Behavior" to encourage both internal and external personnel to report any instances of dishonest or inappropriate behavior. The Chairman's Office, Audit Department, and Human Resources Center have been assigned as the designated units to receive these reports. Whistleblowers have the option to make reports through four different channels: email, a dedicated hotline, letter, or in-person reporting. The Company's website also includes a</p>	

Assessment items	Operating conditions			Differences and Reasons Pertaining to the Ethical Corporate Management Best Practice Principles of Listed Companies
	Yes	No	Summary explanation	
			<p>comprehensive corporate governance section that outlines detailed procedures for both internal and external stakeholders. The identity and content of the whistleblower will be kept confidential to ensure that they are not subjected to any improper treatment as a result of the report.</p> <p>In 2024, there was one complaint case regarding underpaid overtime wages for a foreign employee, which resulted in a fine of NTD 50,000 by the Department of Labor. Communication and advocacy for improvement were completed with the hiring unit supervisor, and the case was closed after a re-inspection by the competent authority in February 2025 confirmed compliance. Separately, the whistleblower mailbox received one invitation to attend a seminar; there were no other reported or filed complaints regarding employee violations of ethical integrity or infringements of labor human rights.</p>	
(III) Does the Company have a policy in place to prevent conflicts of interest, provide appropriate disclosure channels, and ensure its implementation?	✓		<p>The Company has implemented a policy to prevent conflicts of interest in its regulations. Any violations can be reported to the Audit Committee, Internal Audit Manager, and executives. Our Company has established a "Procedure for Reporting Illegal, Unethical, or Dishonest Behavior," which provides an appropriate channel for reporting such incidents. This procedure is rigorously enforced. The implementation status in 2024 is consistent with the aforementioned point (II).</p>	No significant differences observed
(IV) Has the Company established effective accounting and internal control systems to implement honest business practices? Does the internal audit unit formulate related audit plans based on the assessment results of dishonest behavior risks, and check the compliance of the dishonest behavior prevention plan accordingly? Or does it delegate the auditing task to an accountant?	✓		<p>The Company has implemented efficient accounting and internal control systems. The internal audit unit establishes internal audit plans based on the results of risk assessments and carries out various audit operations in accordance with these plans. In case of special circumstances, separate project audits will be arranged. Audit Report for the Year 2024, Reference No.: 11339.</p>	No significant differences observed
(V) Does the Company regularly provide education and training on integrity management for both internal and external stakeholders?	✓		<p>Our Company promotes the principles of integrity in business operations and emphasizes their implementation by employees in various meetings and daily business activities. The training situation: see 1, (3)</p>	No significant differences observed

Assessment items	Operating conditions			Differences and Reasons Pertaining to the Ethical Corporate Management Best Practice Principles of Listed Companies
	Yes	No	Summary explanation	
III. Operation of the Company's Whistleblowing System				
(I) Has the Company established specific reporting and reward systems, as well as convenient reporting channels, and assigned appropriate personnel responsible for handling the reported targets?	✓		The Company has established procedures for reporting "illegal, unethical, or dishonest behavior". Whistleblowers can use four channels to report: email, hotline, physical mail, and in-person reporting. Specific personnel have been assigned to handle and respond to these reports.	No significant differences observed
(II) Does the Company have established standard operating procedures for handling reported matters, procedures to be followed after completing an investigation, and relevant confidentiality mechanisms?	✓		The Company has established a procedure for reporting "illegal, unethical, or dishonest behavior". All related documents and information are considered confidential. All personnel involved in the process are fully responsible for maintaining the confidentiality of the proceedings.	No significant differences observed
(III) Has the Company implemented measures to protect whistleblowers from improper treatment as a result of their disclosures?	✓		The Company is dedicated to upholding the confidentiality and safeguarding of the whistleblower.	No significant differences observed
IV. Enhance Information Disclosure				
(I) Has the Company disclosed the content and effectiveness of its Code of Conduct on its website and the Market Observation Post System?	✓		The Company has a website for disclosing Company-related information and announces it on the Market Observation Post System in compliance with regulations.	No significant differences observed
V. If the Company has established its own code of "ethical conduct" in accordance with the "Ethical Corporate Management Best Practice Principles", please describe any differences between its operation and the established code: No significant differences.				
VI. Important information that aids in understanding the Company's operation with integrity: None.				

(IX) Other important information that can enhance understanding of the Company's governance operations may also be disclosed:

Our Company has established an internal control system in accordance with the "Guidelines for the Establishment of Internal Control Systems in Publicly Listed Companies". This system has been communicated to all employees, managers, and directors to prevent any violations of the regulations.

(X) Execution Status of Internal Control System

1. Statement of Internal Control: Please refer to MOPS > Company > Corporate Governance > Company Rules/Internal Control > Internal Control Statement Announcement <https://mops.twse.com.tw/mops/#/web/t06sg20>
2. If an accountant is engaged to conduct an audit of the internal control system, the accountant's report on the audit should be disclosed: Please refer to MOPS > Company > Corporate Governance > Company Rules/Internal Control > Internal Control Special Review Report <https://mops.twse.com.tw/mops/#/web/t06hsg20>

(XI) Important Resolutions of Shareholders' Meeting and Board of Directors in the Recent Fiscal Year and up to the Date of Printing of the Annual Report

1. Shareholders' Meeting

Date	Nature	Important Resolutions	Execution Status
2024/6/27	Regular Shareholders' Meeting	<ol style="list-style-type: none">1. Passed the approval of the 2023 Annual Operating Report and Financial Statements2. Approval of the 2023 Earnings Distribution Proposal	<ol style="list-style-type: none">1. Upon approval, the announcement will be completed and made public on the Market Observation Post System by June 27, 2024.2. Upon approval, the announcement will be completed and made public on the Market Observation Post System by June 27, 2024.

2. Board of Directors

Time	Session	Important Resolutions
2024/3/14	The tenth meeting of the sixth session	<p>Proposal 1 The Company's acquisition of further shares in AvioCast Inc.</p> <p>Proposal 2 In response to market conditions and the global supply chain, our Company is planning to invest in establishing a factory and acquiring land in Thailand.</p> <p>Proposal 3 The Company's operating report for 2023, as well as individual financial statements and consolidated financial statements</p> <p>Proposal 4 The Company's overseas investment Company did not repatriate profits for the fiscal year 2023.</p> <p>Proposal 5 2023 Earnings Distribution Proposal.</p> <p>Proposal 6 The Company established a general policy for 'pre-approval of non-assurance services.'</p>

Time	Session	Important Resolutions
		<p>Proposal 7 Revise the Company's "Management Measures for Transactions with Related Parties, Specific Companies, and Group Enterprises".</p> <p>Proposal 8 Changing the appointment of the signing accountant for 2024 in this Company and evaluating the independence and suitability of the signing accountant with reference to audit quality indicators.</p> <p>Proposal 9 The Company's domestic unsecured convertible corporate bonds were converted into common stock for the first and second time in the fourth quarter of fiscal year 2023 to issue new shares.</p> <p>Proposal 10 The Company's 'Statement of Internal Control Systems' for the period from January 1, 2023 to December 31, 2023.</p> <p>Proposal 11 Revise the "Audit Committee Charter" of our Company.</p> <p>Proposal 12 Revise the Company's "Board of Directors Meeting Procedure Rules".</p> <p>Proposal 13 The Company will hold its 2024 annual shareholders' meeting.</p> <p>Proposal 14 The Company's employee compensation and director remuneration allocation proposal for the fiscal year 2023.</p> <p>Proposal 15 The Company's performance-based bonus issuance for managers in the second half of fiscal year 2023.</p>
2024/4/3	The sixth meeting of the eleventh session	<p>Proposal 1 In response to the requirements of Thai investment regulations and operational needs, our Company plans to adjust its investment structure in Thailand.</p>
2024/5/13	The twelfth meeting of the sixth session	<p>Proposal 1 The Company's consolidated financial report for the first quarter of fiscal year 2024.</p> <p>Proposal 2 The Company's first, second and third domestic unsecured convertible corporate bonds were converted into common stock in the first quarter of fiscal year 2024 to issue new shares.</p> <p>Proposal 3 Proposal to amend the method of capital injection into the subsidiary, Global Tek GmbH, from a cash capital increase to a capital reserve injection, and to proceed in accordance with the Company's procedures for lending funds to others.</p> <p>Proposal 4 Amendment to the Company's "Risk Management Policies and Procedures".</p>

Time	Session	Important Resolutions
		<p>Proposal 5 Amendment to the Company’s “Regulations Governing the Preparation and Reporting of Sustainability Reports”.</p> <p>Proposal 6 Amendment to the “Organization Regulations of the Sustainability and Risk Management Committee” of the Company. (Canceled)</p> <p>Proposal 7 Revision of the Company’s “Internal Control System”.</p> <p>Proposal 8 Revision of the Company’s “Internal Audit Implementation Regulations”.</p> <p>Proposal 9 Bank Credit Financing Case.</p> <p>Proposal 10 Amendment to the Company’s “Board of Directors Meeting Procedure Rules”.</p>
2024/8/12	The thirteenth meeting of the sixth session	<p>Proposal 1 The Company’s consolidated financial report for the second quarter of fiscal year 2024.</p> <p>Proposal 2 The Company’s first, second and third domestic unsecured convertible corporate bonds were converted into common stock in the second quarter of fiscal year 2024 to issue new shares.</p> <p>Proposal 3 Re-establishment of the Company’s “Organizational Charter of the Sustainable Development and Risk Management Committee” and repeal of the original “Organizational Charter of the Sustainable Development and Risk Management Committee”.</p> <p>Proposal 4 The Company’s “2023 Sustainability Report”.</p> <p>Proposal 5 Allocation of Employee Compensation for Managers for Fiscal Year 2023.</p> <p>Proposal 6 The issuance of performance bonuses for executives for the first half of fiscal year 2024.</p> <p>Proposal 7 The change in management for our Company.</p> <p>Proposal 8 The salary adjustment case for our Company’s management.</p>
2024/10/9	The fourteenth meeting of the sixth session	<p>Proposal I The Company's acquisition of further shares in AvioCast Inc.</p> <p>Proposal 2 To enhance the financial capacity of the Company's subsidiary (AvioCast Inc.), it is proposed to issue a letter of undertaking to its lending bank (Bank SinoPac Co., Ltd.).</p>
2024/11/11	The fifteenth meeting of the sixth session	<p>Proposal 1 The Company’s consolidated financial report for the third quarter of fiscal year 2024.</p> <p>Proposal 2 The Company’s first, second and third domestic unsecured</p>

Time	Session	Important Resolutions
		<p>convertible corporate bonds were converted into common stock in the third quarter of fiscal year 2024 to issue new shares.</p> <p>Proposal 3 Proposal to establish the Company's internal control system for "Sustainability Information Management".</p> <p>Proposal 4 Revision of the Company's "Approval Authority Matrix".</p> <p>Proposal 5 Revision of the Company's "Internal Audit Implementation Regulations".</p> <p>Proposal 6 Bank credit financing case.</p> <p>Proposal 7 Implement the employee stock ownership trust proposal.</p>
2024/12/30	The sixteenth meeting of the sixth session	<p>Proposal 1 Company budget proposal for fiscal year 2025.</p> <p>Proposal 2 Proposal to release the manager from non-compete obligations.</p> <p>Proposal 3 Revision of the Company's "Approval authority matrix".</p> <p>Proposal 4 The internal audit plan for the fiscal year 2025.</p>
2025/3/13	The seventeenth meeting of the sixth session	<p>Proposal 1 The Company's operating report for fiscal year 2024, as well as individual financial statements and consolidated financial statements.</p> <p>Proposal 2 The Company's overseas investment company did not repatriate profits for fiscal year 2024.</p> <p>Proposal 3 2024 Earnings Distribution Proposal.</p> <p>Proposal 4 Changing the appointment of the signing accountant for 2025 in this Company and evaluating the independence and suitability of the signing accountant with reference to audit quality indicators.</p> <p>Proposal 5 The Company established a general policy for "pre-approval of non-assurance services."</p> <p>Proposal 6 The Company's domestic unsecured convertible corporate bonds were converted into common stock for the second and third time in the fourth quarter of fiscal year 2024 to issue new shares.</p> <p>Proposal 7 Proposal to Issue Restricted Employee Stock Awards for 2025.</p> <p>Proposal 8 The Company's 'Statement of Internal Control Systems' for the period from January 1, 2024 to December 31, 2024.</p> <p>Proposal 9 Bank Credit Financing Case.</p> <p>Proposal 10 Revise the "Articles of Incorporation" of our Company.</p> <p>Proposal 11 Proposal for the Re-election of Directors (Including Independent Directors).</p>

Time	Session	Important Resolutions
		<p>Proposal 12 Proposal for the nomination of candidates for the seventh term of directors (including independent directors) and review of the independence of independent director candidates.</p> <p>Proposal 13 Proposal to lift non-compete restrictions on newly elected directors (including independent directors).</p> <p>Proposal 14 The Company will hold its 2025 annual shareholders' meeting.</p> <p>Proposal 15 The Company's employee compensation and director remuneration allocation proposal for the fiscal year 2024.</p> <p>Proposal 16 The Company's performance-based bonus issuance for managers in the second half of fiscal year 2024.</p> <p>Proposal 17 The change in management for our Company.</p>

(XII) For the recent fiscal year and up until the date of the annual report's publication, there were no recorded instances or written statements of directors or supervisors expressing dissenting opinions on significant resolutions passed by the Board of Directors.

IV. Information on CPA Professional Fees

Currency Unit: NT\$1,000

Name of Accounting Firm	Accountant's name	Accountant's Audit Period	Audit of Public Funds	Non-Audited Public Funds	Total	Remarks
Ernst & Young	Cheng, Ching-Piao, CPA	2024.1.1~2024.12.31	5,870	950	6,820	Note
	Fuh, Wen-Fun CPA					

Note: The breakdown of non-audit fees - other is as follows: tax attestation NTD 450 thousand, transfer pricing report NTD 450 thousand, and business registration NTD 50 thousand.

- (I) In the event of a change in accounting firms and a subsequent decrease in the audit fees paid annually compared to the previous fiscal year, the amounts of audit fees before and after the change, as well as the reasons for the change, should be disclosed: This situation did not occur.
- (II) In instances where the audit fees have decreased by more than 10% compared to the previous fiscal year, the amount, percentage, and reasons for the decrease in audit fees should be disclosed: For fiscal year 2024, this situation did not occur.

V. Information on Replacement of CPAs:

- (I) Regarding the Former Accountant: None.
- (II) Regarding the Continuing Accountant: None.
- (III) The former accountant's response to the three issues under Item 1 and Item 2 of Article 10, Section 6 of the "Guidelines for Matters to be Recorded in the Annual Report of Publicly Issued Companies": None.

VI. The Chairman, President, or Any Managerial Officer in Charge of Finance or Accounting Matters in the Most Recent Fiscal Year Holding a Position at the CPAs' Accounting Firm or an Affiliate of the Accounting Firm: None.

VII. Any Transfer of Equity Interests and Pledge of or Change in Equity Interests During the Most Recent Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report by a Director, Supervisor, Managerial Officer, or Shareholder with a Stake of More than 10%

- (I) Changes in the Transfer and Pledge of Equity Rights of Directors, Supervisors, Managers, and Major Shareholders: Please refer to the MOPS > Company > Shareholding Changes/Securities Issuance > Share Transfer Information Inquiry > Post-Reporting Forms for Insiders' Shareholding Changes
https://mops.twse.com.tw/mops/#/web/query6_1; MOPS > Company > Shareholding Changes/Securities Issuance > Insider Pledge/Release of Pledge > Insider Pledge/Release

of Pledge Announcement https://mopsov.twse.com.tw/mops/web/STAMAK03_1

- (II) In cases where the counterparty to a stock transfer is a related party, the name of the related party, their relationship with the Company, directors, supervisors, managers, and shareholders holding more than ten percent of the shares should be disclosed, along with the number of shares acquired: None.
- (III) In cases where the counterparty to a stock transfer is a related party, the name of the related party, their relationship with the Company, directors, supervisors, managers, and shareholders holding more than ten percent of the shares should be disclosed, along with the number of shares acquired: None.

VIII. Relationship Information, if among the Company's Ten Largest Shareholders Any One Is a Related Party, Spouse, or a Relative within the Second Degree of Kinship of Another

April 21, 2025; Unit: Shares/%

Name	Personally Holds Shares in the Company		Spouses and Minor Children Holding Shares		Collectively Holding Shares on Behalf of Others		The Top Ten Shareholders Have Relationships with Each Other, Either as Related Parties or as Spouses, or as Relatives within The Second Degree of Kinship. Their Names or Surnames and Relationships are Provided.		Remarks
	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Number of Shares	Shareholding Ratio	Name (or Name)	Relationship	
Ting, Ling-Chuan	11,523,000	10.49%	0	0	0	0	-	-	-
Haochi Investment Co., Ltd. Representative: Huang Chi	8,128,000	7.40%	0	0	0	0	Huang, Yah-Hsing	Director	-
							Liu, Tsu-Yin	Supervisor	
							Huang Hao	Director	
							Huang Chi	Chairman	
	2,578,618	2.35%	0	0	0	0	Huang, Yah-Hsing	Father and Daughter	-
							Liu, Tsu-Yin	Mother and Daughter	
							Huang Hao	Sisters	
Hsingying Investment Co., Ltd. Representative: Huang Hao	7,854,000	7.15%	0	0	0	0	Huang, Yah-Hsing	Director	-
							Liu, Tsu-Yin	Supervisor	
							Huang Hao	Chairman	
							Huang Chi	Director	
	3,161,000	2.88%	0	0	0	0	Huang, Yah-Hsing	Father and Daughter	-
							Liu, Tsu-Yin	Mother and Daughter	
							Huang Chi	Sisters	
Huang, Yah-Hsing	6,226,695	5.67%	3,226,665	2.94%	0	0	Liu, Tsu-Yin	Spouse	-
							Huang Hao	Father and Daughter	
							Huang Chi	Father and Daughter	
Liu, Tsu-Yin	3,226,665	2.93%	6,226,695	5.67%	0	0	Huang, Yah-Hsing	Spouse	-
							Huang Hao	Mother and Daughter	
							Huang Chi	Mother and Daughter	
Huang Hao	3,161,000	2.88%	0	0	0	0	Huang, Yah-Hsing	Father and Daughter	-
							Liu, Tsu-Yin	Mother and Daughter	
							Huang Chi	Sisters	
Huang Chi	2,578,618	2.35%	0	0	0	0	Huang, Yah-Hsing	Father and Daughter	-
							Liu, Tsu-Yin	Mother and Daughter	
							Huang Hao	Sisters	
Gains Investment Corporation Representative: Wu, Chun-Hui	2,431,620	2.21%	0	0	0	0	Eminence Investment Corporation	Subsidiary	-
	0	0	0	0	0	0	Eminence Investment Corporation	Representative	-
Liu, Kuang-Huang	1,910,000	1.74%	33,000	0.03%	0	0	-	-	-
Eminence Investment Corporation Representative: Wu, Chun-Hui	1,613,943	1.47%	0	0	0	0	Gains Investment Corporation	Parent Company	-
	0	0	0	0	0	0	Gains Investment Corporation	Representative	-

IX. Total Number of Shares and Total Equity Stake Held in Any Single Investee Company by the Company, Its Directors and Supervisors, Managerial Officers, and Any Companies Controlled Either Directly or Indirectly by the Company:

December 31, 2024 Unit: thousands of shares; %

Reinvestment Business Operations	Our Company has made investments		Directors, supervisors, managers, and those who directly or indirectly control the business investments.		Comprehensive Investment	
	Number of Shares	Percentage of Ownership	Number of Shares	Percentage of Ownership	Number of Shares	Percentage of Ownership
GLOBAL TEK CO., LTD.	20,000	100	0	0	20,000	100
Global TEK FABRICATION CO., LTD. (Samoa)	Note 1	100	0	0	Note 1	100
GLOBAL TEK GmbH	Note 1	100	0	0	Note 1	100
GP TECH, INC.(US)	0	0	Note 1	100	Note 1	100
Global TEK CO., LTD. (Samoa)	0	0	Note 1	100	Note 1	100
Global TEK FABRICATION CO., LTD. (Hong Kong)	0	0	Note 1	100	Note 1	100
GLOBAL TEK(XI'AN) CO., LTD.	0	0	Note 1	100	Note 1	100
GLOBAL TEK(WU'XI) CO., LTD.	0	0	Note 1	100	Note 1	100
Globaltek Xi'an Machinery Manufacturing Co., Ltd	0	0	Note 1	100	Note 1	100
GLOBAL TEK METAL MANUFACTURING (SHAANXI) CO; LTD	0	0	Note 1	100	Note 1	100
TOPYES (Suzhou) Precision Metal Products Co., Ltd.	0	0	Note 1	53.31	Note 1	53.31
AvioCast Inc.	15,961	59.56	0	0	15,961	59.56
GLOBAL TEK 株式會社	2,700	90	0	0	2,700	90
GLOBAL TEK GROUP (THAI) CO., LTD.	1,500	100	0	0	1,500	100
GLOBAL TEK AVIATION (THAI) CO., LTD.	600	100	0	0	600	100

Note 1: Limited liability Company.

Three. Fundraising Status

I. Capital and Shares

(I) Sources of Share Capital

April 21, 2025 Unit: Thousand shares; NTD 1,000

Year and Month	Issue Price (NTD)	Authorized Share Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Sources of Share Capital	Those who offset the share capital with assets other than cash	Other
2008.11	10	10,000	100,000	1,000	10,000	Establishing Share Capital	-	Note 1
2009.08	10	10,000	100,000	10,000	100,000	Cash Capital Increase	-	Note 2
2011.11	15	60,000	600,000	20,300	203,000	Cash Capital Increase	Yes	Note 3
2012.01	10	60,000	600,000	30,300	303,000	Cash Capital Increase	-	Note 4
2012.07	23.09	60,000	600,000	36,484	364,840	Cash Capital Increase	-	Note 5
2013.04	15	60,000	600,000	44,100	441,000	Cash Capital Increase	-	Note 6
2015.02	33	60,000	600,000	55,100	551,000	Cash Capital Increase	-	Note 7
2017.04	68	60,000	600,000	60,000	600,000	Cash Capital Increase	-	Note 8
2018.03	60	100,000	1,000,000	66,000	660,000	Cash Capital Increase	-	Note 9
2019.05	23.2	100,000	1,000,000	66,656	666,080	Conversion of Employee Stock Options into Common Stock	-	Note 10
2019.08	23.2	100,000	1,000,000	66,656	666,560	Conversion of Employee Stock Options into Common Stock	-	Note 11
2019.11	23.2&22.1	100,000	1,000,000	66,781.5	667,815	Conversion of Employee Stock Options into Common Stock	-	Note 12
2020.01	22.1	100,000	1,000,000	66,817	668,170	Conversion of Employee Stock Options into Common Stock	-	Note 13
2020.05	22.1	100,000	1,000,000	67,252	672,520	Conversion of Employee Stock Options into Common Stock	-	Note 14
2020.08	22.1	100,000	1,000,000	67,305	673,050	Conversion of Employee Stock Options into Common Stock	-	Note 15
2020.12	22.1&21.2	100,000	1,000,000	67,428	674,280	Conversion of Employee Stock Options into Common Stock	-	Note 16
2021.04	21.2	100,000	1,000,000	67,533	675,330	Conversion of Employee Stock Options into Common Stock	-	Note 17
2021.06	21.2	100,000	1,000,000	67,616	676,165	Conversion of Employee Stock Options into Common Stock	-	Note 18
	47.90			71,516	715,162	Conversion of		

Year and Month	Issue Price (NTD)	Authorized Share Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Sources of Share Capital	Those who offset the share capital with assets other than cash	Other
						Corporate Bonds into Common Stocks		
2021.09	21.2	150,000	1,500,000	71,548	715,482	Conversion of Employee Stock Options into Common Stock	-	Note 19
	47.90			71,823	718,238	Conversion of Corporate Bonds into Common Stocks		
2021.11	21.2&20.7	150,000	1,500,000	71,876	718,763	Conversion of Employee Stock Options into Common Stock	-	Note 20
2022.02	20.7	150,000	1,500,000	71,895	718,953	Conversion of Employee Stock Options into Common Stock	-	Note 21
	42.72			71,648	716,483	Cancellation of Treasury Stock		
2022.04	20.7	150,000	1,500,000	71,744	717,443	Conversion of Employee Stock Options into Common Stock	-	Note 22
2022.11	45.6&45.8	150,000	1,500,000	76,515	765,151	Conversion of Corporate Bonds into Common Stocks	-	Note 23
2023.04	45.6&45.8	150,000	1,500,000	81,006	810,063	Conversion of Corporate Bonds into Common Stocks	-	Note 24
2023.05	45.6&45.8	150,000	1,500,000	82,389	823,893	Conversion of Corporate Bonds into Common Stocks	-	Note 25
2023.09	45.8	150,000	1,500,000	82,396	823,958	Conversion of Corporate Bonds into Common Stocks	-	Note 26
2023.12	43.9&44.1	150,000	1,500,000	90,801	908,007	Conversion of Corporate Bonds into Common Stocks	-	Note 27
2024.04	43.9&44.1	150,000	1,500,000	91,041	910,414	Conversion of Corporate Bonds into Common Stocks	-	Note 28
2024.05	43.9&44.1	150,000	1,500,000	91,294	912,937	Conversion of Corporate Bonds into Common Stocks	-	Note 29
2024.09	43.9&42.7&42.9&50.6	150,000	1,500,000	102,485	1,024,853	Conversion of Corporate Bonds into Common Stocks	-	Note 30
2024.11	42.7&42.9&50.6	150,000	1,500,000	108,823	1,088,227	Conversion of Corporate Bonds into Common Stocks	-	Note 31

Year and Month	Issue Price (NTD)	Authorized Share Capital		Paid-in Capital		Remarks		
		Number of Shares	Amount	Number of Shares	Amount	Sources of Share Capital	Those who offset the share capital with assets other than cash	Other
2025.04	42.9&50.6	150,000	1,500,000	109,721	1,097,208	Conversion of Corporate Bonds into Common Stocks	-	Note 32

- Note 1: Officially approved and recorded under letter Jing-Shou-Zhong-Zi No. 09733397340 by the Central Office of the Ministry of Economic Affairs.
- Note 2: The proposal for a cash capital increase of NTD 90,000 thousand officially approved and recorded under letter Jing-Shou-Zhong-Zi No. 09832840150 by the Central Office of the Ministry of Economic Affairs.
- Note 3: The proposal to increase capital by NTD103,000 thousand through property offset payment of share capital has been approved, as per the official document number 1005074950 from the New Taipei City Government.
- Note 4: The proposal for a cash capital increase of NTD100,000 thousand has been approved as per New Taipei City Government letter number 1015003103.
- Note 5: The proposal for a cash capital increase of NTD 61,840 thousand has been approved as per New Taipei City Government letter number 1015044257.
- Note 6: The proposal for a cash capital increase of NTD 76,160 thousand has been approved as per New Taipei City Government letter number 1025023943.
- Note 7: The proposal for a cash capital increase of NTD110,000 thousand has been officially approved as per Jing-Shou-Shang-Zi No. 10401011980.
- Note 8: The proposal for a cash capital increase of NTD49,000 thousand has been officially approved as per Jing-Shou-Shang-Zi No. 10601059290.
- Note 9: The proposal for a cash capital increase of NTD60,000 thousand has been officially approved as per Jing-Shou-Shang-Zi No. 10701016660.
- Note 10: The employee stock options have been converted into 608,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10801058400.
- Note 11: The employee stock options have been converted into 48,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10801097860.
- Note 12: The employee stock options have been converted into 125,500 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10801164200.
- Note 13: The employee stock options have been converted into 35,500 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10901011860.
- Note 14: The employee stock options have been converted into 435,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10901082900.
- Note 15: The employee stock options have been converted into 53,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10901158820.
- Note 16: The employee stock options have been converted into 123,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 10901222500.
- Note 17: The employee stock options have been converted into 105,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 11001057470.
- Note 18: The employees' stock rights and the first unsecured convertible corporate bonds domestically have been converted into 3,983,233 common shares. This has been officially approved and recorded under Jing-Shou-Shang-Zi No. 11001091390.
- Note 19: The employees' stock rights and the first unsecured convertible corporate bonds domestically have been converted into 307,571 common shares. This has been officially approved and recorded under Jing-Shou-Shang-Zi No. 11001147240.
- Note 20: The employee stock options have been converted into 52,500 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 11001212000.
- Note 21: The conversion of employee stock options into 19,000 common shares and the cancellation of 247,000 treasury shares have been approved and recorded under Jing-Shou-Shang-Zi No. 11101016570.
- Note 22: The employee stock options have been converted into 96,000 common shares, which have been officially approved and recorded under Jing-Shou-Shang-Zi No. 11101055850.
- Note 23: The Company has converted its corporate bonds into 4,770,825 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11101218740.
- Note 24: The Company has converted its corporate bonds into 4,491,143 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11230056530.
- Note 25: The Company has converted its corporate bonds into 1,383,024 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11230086000.

- Note 26: The Company has converted its corporate bonds into 6,550 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11230167270.
- Note 27: The Company has converted its corporate bonds into 8,404,917 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11230226030.
- Note 28: The Company has converted its corporate bonds into 240,637 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11330048080.
- Note 29: The Company has converted its corporate bonds into 252,363 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11330081660.
- Note 30: The Company has converted its corporate bonds into 11,191,492 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11330169350.
- Note 31: The Company has converted its corporate bonds into 6,337,467 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11330202440.
- Note 32: The Company has converted its corporate bonds into 898,076 common shares, which has been officially approved under Jing-Shou-Shang-Zi No. 11430042530.

April 21, 2025; Unit: Shares

Type of Shares	Authorized Share Capital			Remarks
	Outstanding Shares	Unissued Shares	Total	
Common Stock	109,809,726 (note)	40,190,274	150,000,000	Publicly Traded Stocks

Note: There are still 88,928 shares that have not yet undergone the necessary change of registration.

(II) List of Principal Shareholders

The names, shareholding amounts, and percentages of shareholders who hold more than 5% of the equity, or who are among the top ten shareholders in terms of equity percentage.

April 21, 2025

Primary Shareholder Name	Shares	Number of Shares Held	Shareholding Ratio (%)
Ting, Ling-Chuan		11,523,000	10.49
Haochi Investment Co., Ltd.		8,128,000	7.40
Hsingying Investment Co., Ltd.		7,854,000	7.15
Huang, Yah-Hsing		6,226,695	5.67
Liu, Tsu-Yin		3,226,665	2.94
Huang Hao		3,161,000	2.88
Huang Chi		2,578,618	2.35
Gains Investment Corporation		2,431,620	2.21
Liu, Kuang-Huang		1,910,000	1.74
Eminence Investment Corporation		1,613,943	1.47

(III) Status and Implementation of the Company's Dividend Policy

1. Company Bylaws Shareholder Policy:

If there is any surplus in the Company's annual accounts, the Company shall pay tax and make up for the accumulated deficit, and then set aside 10% as the legal reserve, provided that if the reserve has reached the Company's paid-in capital, no further provision shall be made, and the remainder shall be set aside or reversed to a special reserve as required by law. If there is still any unappropriated earning, the Board of Directors shall prepare a proposal for distribution of earnings and submit it to the shareholders' meeting for resolution.

Where any surplus, legal reserve and additional paid-in capital specified in the preceding Paragraph shall be distributed in cash, the Company may authorize to distribute after a resolution has been adopted by a majority vote at a meeting of the Board of Directors attended by two-thirds of the total number of directors; and in addition thereto a report of such distribution shall be submitted to the shareholders' meeting.

The Company's corporate life cycle is at a stage of maturity and development. The dividend policy is based on factors such as the Company's financial structure, operating conditions and capital budget, taking into account the interests of shareholders, and allocating no less than 10% of the dividends to shareholders every year. However, if the cumulative profit available for distribution is less than 1% of the paid-in capital, the dividends will not be distributed. The dividends may be distributed in the form of shares or cash, where the cash dividend is no less than 10% of the total dividend, but may be adjusted according to the actual situation of the Company.

2. Proposed Dividend Distribution Scenario for the Current Shareholders' Meeting:

According to the Articles of Incorporation, the distribution of profits in cash is authorized by a resolution passed by more than two-thirds of the directors present at a board meeting, and this decision is reported to the shareholders' meeting. On March 13, 2025, our Company's Board of Directors approved the 2024 profit distribution plan. The total cash dividend amount is 165,000,000 units. The ex-dividend date is set for May 25, 2025, and the cash dividend payment date is May 14, 2025. This will be reported at the 2024 annual shareholders' meeting.

(IV) The proposed impact of the gratuitous stock distribution on the Company's business

performance and earnings per share, as discussed in this shareholders' meeting:

The Board of Directors passed a resolution on March 13, 2025 to distribute cash dividends instead of issuing bonus shares. This decision will not have any impact on the Company's business performance or earnings per share.

(V) Employee, Director, and Supervisor Compensation

1. The percentage or range of compensation for employees, directors, and supervisors, as specified in the Company's Articles of Incorporation:

In the event that our Company realizes a profit for the year (defined as pre-tax earnings before the deduction of employee and director remuneration), it is required to allocate between 1% and 10% for employee compensation. The distribution of this compensation, either in the form of stock or cash, is to be determined by the Board of Directors. Furthermore, the Company may decide to allocate up to 2% of the aforementioned profit for director remuneration, a decision also made by the Board of Directors. The distribution proposal of employee and director compensation shall be submitted to the Shareholder's Meeting. However, if the Company still has accumulated losses, it shall reserve the amount to make up for the losses first, then allocate employee and director compensation in proportion to the preceding paragraph.

The Company's employee treasury stocks, employee stock options, new shares subscription by employees, new restricted employee shares, and employee compensation, etc., may include qualification requirements of employees, including the employees of subsidiaries of the Company meeting certain specific requirements.

2. The accounting treatment for the discrepancy between the estimated basis for providing compensation to employees, directors, and supervisors, the basis for calculating the number of shares for employee compensation in the form of stock distribution, and the actual distribution amount, if it differs from the estimated amount, during this period is as follows:

After the fiscal year ends, any significant changes in the approved distribution amount by the Board of Directors prior to the release of this consolidated financial report will be adjusted in the originally recorded annual expenses. If there are further changes in the amount after the release of this report, the adjustment will be made in the following fiscal year using accounting estimates.

3. The Board of Directors has approved the allocation of remuneration:

- (1) The distribution of employee remuneration and remuneration for directors and supervisors, whether in the form of cash or stock:

The Board of Directors approved the proposal for the allocation of director remuneration and employee compensation for the fiscal year 2024 of our Company on March 13, 2025. A total of NTD 2,949,724 will be allocated for director remuneration and NTD 5,899,448 for employee compensation, which aligns with the estimated figures on the books.

- (2) The ratio of employee compensation distributed as stock dividends to the total net profit after tax and total employee compensation in the current period or individual financial reports:

The Board of Directors of our Company, on March 13, 2025, approved the employee compensation distribution plan for the 2024 fiscal year. It was determined that employee compensation would not be distributed in the form of stocks, making it inapplicable.

4. The distribution of employee, director, and supervisor remuneration in the previous

year, including the number of shares distributed, the amount, and the stock price, should be disclosed. Any discrepancies between this distribution and the recognition of employee, director, and supervisor remuneration should also be explained, including the difference amount, reasons, and how it was handled.

The Company's distribution of remuneration for employees and directors for the fiscal year 2022 was reported at the annual shareholders' meeting on June 27, 2024. The directors' remuneration amounted to NTD 2,844,876, and the employees' remuneration totaled NTD 5,689,752. There was no discrepancy between the reported and recognized remuneration for employees and directors.

(VI) The Company's Repurchase of Its Own Shares:

1. Executed:

Buyback Time	First time of 2018
Purpose of Purchase	Transfer of Shares to Employees
Buyback Period	November 15, 2018 to January 9, 2019
Purchase Interval Price	41.50~46.35
Types and quantities of repurchased shares	Common Stock 247,000 shares
Amount of repurchased shares	NTD10,551,056
Percentage of repurchased quantity compared to the planned repurchase quantity (%)	12.35%
Number of shares disposed of and transferred.	247,000 shares
Accumulated number of shares held by the Company.	0 shares
Percentage of the total number of issued shares represented by cumulative holdings in our Company (%)	0%

2. There are currently no ongoing tasks.

II. Issuance of Corporate Bonds:

(I) Issuance of Corporate Bonds

Type of Corporate Bonds	First domestic unsecured convertible corporate bond
Date of Issue	August 27, 2019
Denomination	NTD100,000
Location of Issuance and Trading	Domestic Issuance and OTC Trading Center Listing
Issue Price	Issued at 101% of the face value
Total	NTD600 million
Interest rate	Interest rate: 0%
Deadline	Term: 5 years, Maturity Date: August 27, 2024
Guarantee Institution	None
The contractor	Taiwan Land Bank Co., Ltd.
Underwriting institution	KGI Securities Co., Ltd.
Visa Lawyer	Handsome Attorneys-at-Law Peng, Yi-Cheng, Esq.
CPA	Deloitte Taiwan Chen, Hui-Ming, CPA, and Li, Li-Huang, CPA
Repayment Method	Except for bondholders who convert their bonds to common stock of the Company in accordance with Article 10 of these regulations, exercise their right of repurchase in accordance with Article 19 of these regulations, or redeem their bonds in advance in accordance with Article 18 of these regulations, or those that are repurchased and canceled by the Company through securities dealerships, the Company shall repay the convertible corporate bonds held by bondholders in cash at the maturity of the bonds, along with interest compensation based on the face value of the bonds.
Unpaid principal	NTD0
Redemption or Early Repayment Clause	Please refer to our Company's first domestic unsecured convertible bond issuance and conversion method.
Restrictions Clause	None
Name of Credit Rating Agency, Rating Date, Corporate Bond Rating Result	None
Other Rights	The number of common stocks, overseas depositary receipts, or other securities that have been converted (exchanged or subscribed) as of the date of printing of the annual report None

	Issuance and Conversion (exchange or subscription of shares) Measures	Please refer to our Company's first domestic unsecured convertible bond issuance and conversion method.
	The issuance, conversion, exchange, or stock subscription methods, the conditions of issuance, the potential dilution of equity, and the impact on the rights of existing shareholders.	Before bondholders exercise their conversion rights, the conversion of corporate bonds does not dilute equity. During the convertible period, bondholders can choose the most opportune time to convert, which leads to a gradual and distributed dilution of equity. When the conversion occurs into common stock, it not only reduces debt but also boosts shareholders' equity, thereby improving the net value per share. Up to the convertible bond maturity date of August 27, 2024, convertible bonds with a face value of NTD 600,000 thousand have been exercised for conversion, resulting in the conversion of all bonds into 13,224,861 common shares of the Company.
	Name of the custodian responsible for the exchange target	None

Type of Corporate Bonds	Second domestic unsecured convertible bond
Date of Issue	January 3, 2022
Denomination	NTD100,000
Location of Issuance and Trading	Domestic Issuance and OTC Trading Center Listing
Issue Price	Issued at 111.8% of the face value
Total	NTD630,000,000
Interest rate	Interest rate: 0%
Deadline	Three-year term, Maturity Date: January 3, 2025
Guarantee Institution	None
The contractor	Taiwan Land Bank Co., Ltd.
Underwriting institution	KGI Securities Co., Ltd.
Visa Lawyer	Handsome Attorneys-at-Law Peng, Yi-Cheng, Esq.
CPA	Deloitte Taiwan Li, Li-Huang, CPA, and Chih, Jui-Chuan, CPA
Repayment Method	Except for the holders of this convertible corporate bond who convert it into common stock of the Company in accordance with Article 10 of this method, or the Company redeems it in advance in accordance with Article 18 of this method, or the Company buys it back from a securities dealer and cancels it, the Company should repay the bond in cash at its face value within five business days after the maturity date of this convertible corporate bond.
Unpaid principal	NTD0
Redemption or Early Repayment	Please refer to our Company's second domestic

Clause		unsecured convertible bond issuance and conversion method
Restrictions Clause		None
Name of Credit Rating Agency, Rating Date, Corporate Bond Rating Result		None
Other Rights	The number of common stocks, overseas depositary receipts, or other securities that have been converted (exchanged or subscribed) as of the date of printing of the annual report	None
	Issuance and Conversion (exchange or subscription of shares) Measures	Please refer to our Company's second domestic unsecured convertible bond issuance and conversion method
The issuance, conversion, exchange, or stock subscription methods, the conditions of issuance, the potential dilution of equity, and the impact on the rights of existing shareholders.		<p>Before bondholders exercise their conversion rights, the conversion of corporate bonds does not dilute equity. During the convertible period, bondholders can choose the most opportune time to convert, which leads to a gradual and distributed dilution of equity. When the conversion occurs into common stock, it not only reduces debt but also boosts shareholders' equity, thereby improving the net value per share.</p> <p>Up to the convertible bond maturity date of January 3, 2025, convertible bonds with a face value of NTD 629,900 thousand have been exercised for conversion, bonds with a face value of NTD 100 thousand have been redeemed, and the conversion resulted in 14,029,876 common shares of the Company.</p>
Name of the custodian responsible for the exchange target		None

Type of Corporate Bonds	Third domestic unsecured convertible bond
Date of Issue	November 27, 2023
Denomination	NTD100,000
Location of Issuance and Trading	Domestic Issuance and OTC Trading Center Listing
Issue Price	Issued at 106.15% of the face value
Total	NTD800,000,000
Interest rate	Interest rate: 0%
Deadline	Term: Three years, Maturity Date: November 27, 2026
Guarantee Institution	None

The contractor		Taiwan Land Bank Co., Ltd.
Underwriting institution		KGI Securities Co., Ltd.
Visa Lawyer		Handsome Attorneys-at-Law Peng, Yi-Cheng, Esq.
CPA		Ernst & Young Accountants Cheng, Ching-Piao and Fuh, Wen-Fun
Repayment Method		Except for the holders of this convertible corporate bond who convert it into common stock of the Company in accordance with Article 10 of this method, or the Company redeems it in advance in accordance with Article 18 of this method, or the Company buys it back from a securities dealer and cancels it, the Company should repay the bond in cash at its face value within ten business days after the maturity date of this convertible corporate bond.
Unpaid principal		NTD41,700,000
Redemption or Early Repayment Clause		Please refer to our Company's third domestic unsecured convertible bond issuance and conversion method
Restrictions Clause		None
Name of Credit Rating Agency, Rating Date, Corporate Bond Rating Result		None
Other Rights	The number of common stocks, overseas depositary receipts, or other securities that have been converted (exchanged or subscribed) as of the date of printing of the annual report	None
	Issuance and Conversion (exchange or subscription of shares) Measures	Please refer to our Company's third domestic unsecured convertible bond issuance and conversion method
The issuance, conversion, exchange, or stock subscription methods, the conditions of issuance, the potential dilution of equity, and the impact on the rights of existing shareholders.		Before bondholders exercise their conversion rights, the conversion of corporate bonds does not dilute equity. During the convertible period, bondholders can choose the most opportune time to convert, which leads to a gradual and distributed dilution of equity. When the conversion occurs into common stock, it not only reduces debt but also boosts shareholders' equity, thereby improving the net value per share. As of April 21, 2025, the convertible corporate bonds with a face value of NTD 758,300

	thousand have been converted, resulting in 14,985,989 common shares. The total outstanding convertible corporate bonds not yet converted amount to NTD 41,700 thousand, with a conversion price of NTD 50.60. If all of them are converted into common shares of the Company, it will result in 824,111 shares.
Name of the custodian responsible for the exchange target	None

(II) Conversion of Corporate Bond Data

Type of Corporate Bonds		First domestic unsecured convertible corporate bond
Item	Year	2024
	Max	270.00
	Min	115.00
	Average	172.11
Conversion Price		43.90 and 42.70 (note)
Issue Date and Conversion Price at the Time of Issue		Date of Issue: August 27, 2019 Conversion Price at Issuance: NTD 50
Method for Fulfilling Conversion Obligations		New shares are issued for delivery.

Note: The conversion price will be adjusted as follows: from NTD 50.00 to NTD 47.90 starting from August 5, 2020; from NTD 47.90 to NTD 46.80 starting from August 5, 2021; from NTD 46.80 to NTD 45.60 starting from August 5, 2022; from NTD 45.60 to NTD 43.90 starting from May 6, 2023; and from NTD 43.90 to NTD 42.70 starting from May 3, 2024. The maturity date of the convertible bonds is August 27, 2024.

Type of Corporate Bonds		Second domestic unsecured convertible bond	
Item	Year	2024	As of January 3, 2025
	Max	264.00	-
	Min	115.50	-
	Average	167.82	-
Conversion Price		44.10 and 42.90 (note)	42.90 (note)
Issue Date and Conversion Price at the Time of Issue		Issue Date: January 3, 2022 Conversion Price at Issuance: NTD47	

Method for Fulfilling Conversion Obligations	New shares are issued for delivery.
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Note: As of August 5, 2022, the conversion price has been adjusted from NTD 47.00 to NTD 45.80; starting from May 6, 2023, from NTD 45.80 to NTD 44.10; starting from May 3, 2024, NTD 44.10 to NTD 42.90. The maturity date of the convertible bonds is January 3, 2025.

Type of Corporate Bonds		Third domestic unsecured convertible bond	
Item	Year	2024	As of March 31, 2025
Conversion of Corporate Bond Market Price	Max	223.00	164.00
	Min	106.30	141.00
	Average	150.49	150.96
Conversion Price		52.00 and 50.60 (note)	50.60 (note)
Issue Date and Conversion Price at the Time of Issue		Issue Date: November 27, 2023 Conversion Price at Issuance: NTD52	
Method for Fulfilling Conversion Obligations		New shares are issued for delivery.	

Note: Since May 3, 2024, the conversion price has been adjusted from NTD 52.00 to NTD 50.60.

III. Issuance of Preference Shares: None.

IV. Global Depositary Receipts: None.

V. Employee Stock Options: None.

VI. Restrictions on Employee Rights in the New Stock Handling Situation: None.

VII. Issuance of New Shares in Connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

VIII. Implementation of Capital Allocation Plans: Please refer to the MOPS > Company > Shareholding Changes/Securities Issuance > Fundraising > Fundraising Plan Execution
https://mopsov.twse.com.tw/mops/web/bfhtm_q2

Four. Operation overview

I. Business Activities

(I) Scope of Business

1. The main content of the Company's business:

The Company's registered businesses are as follows:

- | | | |
|------|---------|---|
| (1) | C805050 | Plastic Products Manufacturing Industry |
| (2) | CA01030 | Iron and Steel Foundry Industry |
| (3) | CA01050 | Steel secondary processing |
| (4) | CA01090 | Aluminum casting |
| (5) | CA01100 | Aluminum rolling, drawing and extruding |
| (6) | CA01120 | Copper casting |
| (7) | CA01990 | Other non-ferrous metal basic industries |
| (8) | CA02010 | Metal Structure and Construction Component Manufacturing |
| (9) | CA02030 | Manufacturing of screws, nuts, screws, nails and other products |
| (10) | CA02040 | Spring Manufacturing |
| (11) | CA02050 | Valve Manufacturing |
| (12) | CA02070 | Lock industry |
| (13) | CA02080 | Metal forging |
| (14) | CC01010 | Power generation, transmission and distribution machinery manufacturing |
| (15) | CC01020 | Wire and cable manufacturing |
| (16) | CC01030 | Electrical Appliances and Audiovisual Electronics Manufacturing |
| (17) | CC01040 | Manufacturing of Lighting equipment |
| (18) | CC01060 | Wired Communication Equipment and Apparatus Manufacturing |
| (19) | CC01070 | Telecommunication Equipment and Apparatus Manufacturing |
| (20) | CC01080 | Manufacturing of Electronic Component |
| (21) | CC01090 | Manufacturing of Batteries |
| (22) | CC01110 | Manufacturing of Computers and its Peripherals |
| (23) | CC01120 | Data Storage Media Manufacturing and Duplicating |
| (24) | CD01020 | Manufacturing of Tramway Cars and Components |
| (25) | CD01030 | Automobiles and Parts Manufacturing |
| (26) | CE01010 | General Instrument Manufacturing |
| (27) | CP01010 | Hand Tool Manufacturing |
| (28) | CQ01010 | Mold Manufacturing |
| (29) | CR01010 | Gas Equipment and Parts Manufacturing |
| (30) | F106010 | Wholesale of Ironware |
| (31) | F106020 | Wholesale of daily necessities |
| (32) | F106030 | Mold wholesale |
| (33) | F107200 | Chemical raw materials wholesale |
| (34) | F113010 | Wholesale of Machinery |
| (35) | F113020 | Electrical Appliance Wholesale Industry |
| (36) | F113030 | Wholesale of Precision Instruments |
| (37) | F113050 | Wholesale of Computing and Business Machinery Equipment |
| (38) | F113070 | Wholesale of Telecommunications Equipment |
| (39) | F113110 | Wholesale of Batteries |
| (40) | F114030 | Wholesale of Motor Vehicle Parts and Supplies |
| (41) | F114080 | Wholesale of Tramway Cars and Parts |

- (42) F115020 Wholesale Ore Industry
- (43) F117010 Wholesale of Fire Safety Equipment
- (44) F118010 Wholesale of Computer Software
- (45) F119010 Wholesale of Electronic Materials
- (46) F206010 Retail Sale of Ironware
- (47) F206020 Retail Sale of Articles for Daily Use
- (48) F206030 Retail Sale of Molds
- (49) F207200 Retail Sale of Chemical Raw Materials
- (50) F213010 Retail Sale of Household Appliance
- (51) F213030 Retail sale of Computing and Business Machinery Equipment
- (52) F213040 Retail Sale of Precision Instruments
- (53) F213060 Retail of Telecommunications Equipment
- (54) F213110 Retail Sale of Batteries
- (55) F214030 Retail Sale of Motor Vehicle Parts and Supplies
- (56) F214080 Retail Sale of Tramway Cars and Parts
- (57) F215020 Mineral Retail Industry
- (58) F217010 Fire Safety Equipment Retail
- (59) F218010 Retail Sale of Computer Software
- (60) F219010 Retail of Electronic Materials
- (61) F401010 International Trade Industry
- (62) ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval

2. Business Proportion:

Unit: NTD 1,000

Year	2023		2024	
Division	Amount	%	Amount	%
Automotive Components	2,180,894	51.82%	2,386,721	49.75%
Industrial Application	1,795,802	42.67%	1,737,967	36.23%
Aerospace Components	231,763	5.51%	672,682	14.02%
Total	4,208,459	100.00%	4,797,370	100.00%

3. Current Products and Services Offered by the Company:

The Company primarily specializes in the production of (1) automotive components, such as safety system, transmission system components and automotive chassis system components. Additionally, they manufacture (2) industrial instruments, petrochemical industry components, semiconductor equipment components, bicycle components, and other precision metal components for various industrial applications. They also produce (3) aerospace components, including aircraft and engine components, along with other products.

4. New Product and Service Development Project

- (1) Short-term Plan: Collaborate with the Client Development Center to develop automotive, industrial, aerospace, and bicycle components. Additionally, improve the integration of high-value processes such as stamping, forging, casting, and multi-axis composite machining.
- (2) Mid-term Plan: Our goal is to provide comprehensive processing services, covering a wide range of areas such as front-end steel materials, stamping, forging, casting, machining, milling, multi-axis composite processing, and back-

end surface treatment and assembly.

- (3) Long-term Plan: Our goal is to integrate upstream and downstream suppliers and continuously improve machine performance. We aim to develop a wider range of processing and assembly capabilities in order to offer our customers more sophisticated and high-value-added products.

(II) Industry Overview

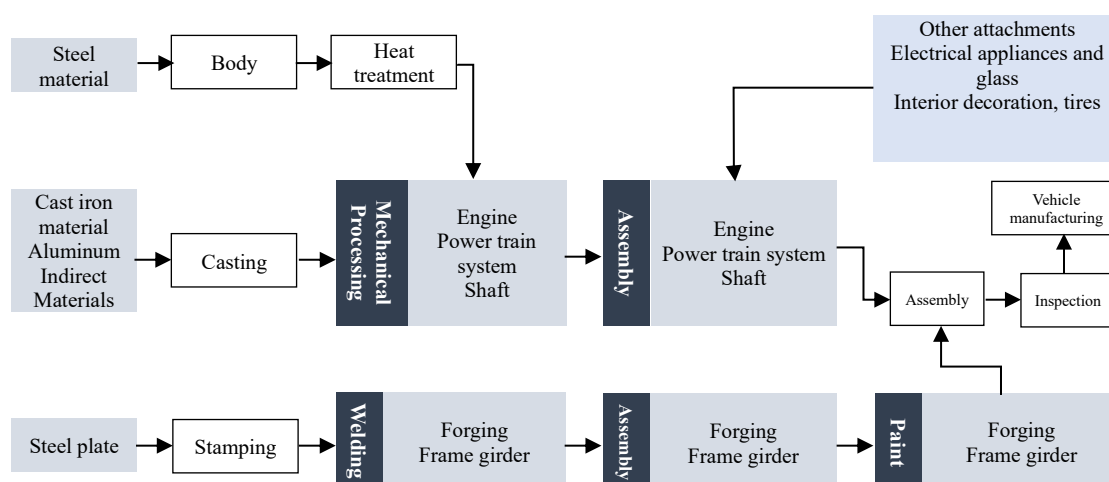
1. Industry Status and Development:

The Company and its subsidiaries (hereinafter referred to as the Group) are primarily involved in the development, manufacturing, and sales of precision machined metal products for automotive safety systems, transmission systems, chassis systems (including braking mechanisms and steering mechanisms), industrial application components, and aerospace applications. The following provides an overview of the current situation and development in the automotive industry, industrial application industry, and aerospace industry:

(1) Automobile Industry

The automotive industry is the largest manufacturing industry chain in the world today. It is a comprehensive industry with high precision and technicality, involving complex production and manufacturing processes that span across various industries. As a result, the production of vehicles can serve as an industry technology indicator, while the sales or manufacturing quantity can be considered as an economic indicator. The main production process is divided into the following stages: forging, casting, stamping, engine assembly, transmission system and shaft, assembly and painting, chassis beam and body, final assembly, and inspection and vehicle delivery. The primary product category of our group necessitates the utilization of high-precision forging technology. This involves altering the shape of metal by applying pressure and employing heat treatment. Additionally, we utilize the casting method to liquefy the metal and inject it into molds to form the desired shape. Once cooled, the molded metal is extracted and transformed into various components such as airbag inflators, engines, and transmission systems.

Automobiles and Parts Manufacturing Process



Source: Automotive Industry Survey Report compiled by KGI Securities, Industrial Technology Research Institute (ITRI) IEK.

When it comes to the distribution channels for automobile component sales, there are two main markets: OEM and ODM for supplying automobile manufacturers, and AM and OES for supplying post-sales maintenance.

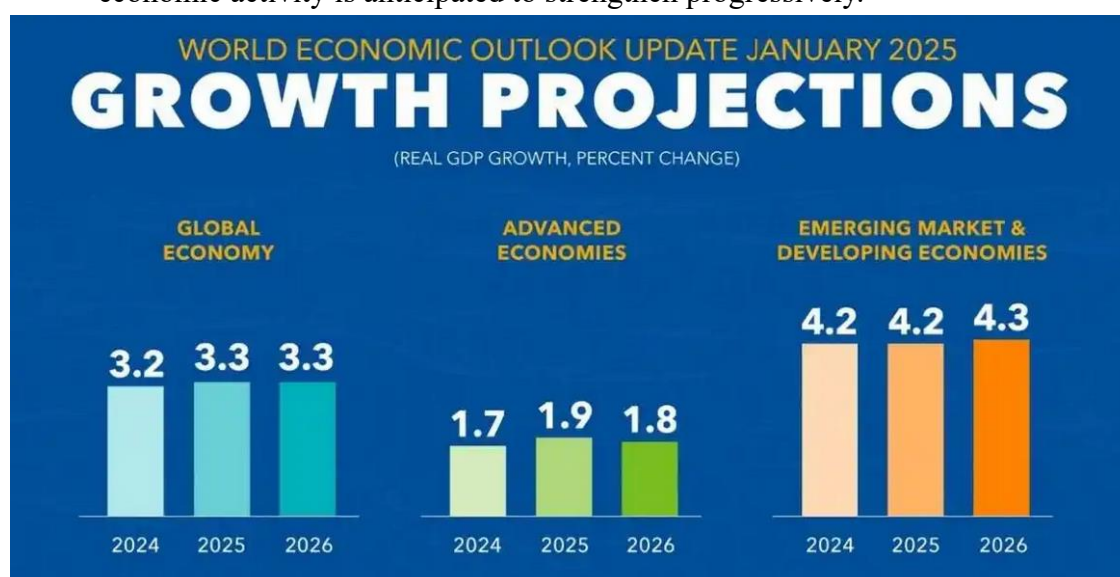
Taiwanese manufacturers face challenges in entering the international supply chain of major manufacturers due to the strict quality requirements and control of OEM parts. As a result, they primarily target the AM market for collision parts. Our Group manufactures OEM Tier 1 customer automotive passive safety components as well as engine and transmission system components. The majority of our exports are to China, Europe, and North America.

A. Global Automotive Market

According to the latest “World Economy Outlook” published by the International Monetary Fund (IMF) in January 2025, the global economic growth in 2024 is 3.2%, including 1.7% for the economic growth in developed economies, and 4.2% for the economic growth in emerging markets and developing economies. According to the report, the IMF forecasts a global economic growth rate of 3.3% in 2025, an upward revision of 0.1 percentage point compared to the October 2024 forecast. The global economic growth rate for 2026 is also projected to be 3.3%, in line with the October 2024 forecast.

The global average inflation rate is currently declining, with a projected drop of 4.2% in 2025 and 3.5% in 2026. The report pointed out that the global economy has recovered to the growth before the pandemic, but the difference in the development of each economy is also widening.

Among developed economies, the Eurozone is expected to experience slower growth, with a projected economic expansion of 1% in 2025. The main factors constraining growth include a sluggish manufacturing sector, weak consumer confidence, and shocks from energy prices. The economic growth of emerging markets and developing economies is expected to be 4.2% in 2025. Due to the uncertainty of trade-related policies, many countries have weak demand trends. However, the related uncertainties are expected to gradually subside, and economic activity is anticipated to strengthen progressively.



The global auto market exhibited a slowdown in growth in 2024. According to DIGITIMES, global auto sales reached 43.30 million units in the first half of 2024, up by 3.3% year-over-year. However, the growth momentum slowed in the second quarter as backlogged orders were gradually fulfilled. It is expected that global automotive sales will grow by 2% year-on-year, reaching 90.9 million units, mainly impacted by weakened demand and the high-interest rate environment.

In the electric vehicle sector, the market continues to maintain a strong

growth momentum. In the first half of 2024, the global sales of electric vehicles reached 7.18 million units, with a year-on-year growth rate of 21.6%. The Chinese market was particularly outstanding, with sales reaching 4.34 million units, with a year-on-year growth rate of 33.5%, and a penetration rate of 38.6%. It is expected that the global sales of electric vehicles will reach 17.19 million units in 2024, with a year-on-year growth rate of 23.8%, and the global penetration rate will increase to 18.9%. The annual growth rate of the Chinese market is expected to reach 32.7%, and the penetration rate will further increase to 43.2%.

In general, the global auto market exhibited a slowdown in growth in 2024. Although the electric vehicle market continued to grow, the pace of growth also moderated. The main challenges in the industry include weak demand, intensified competition and the pressure of transformation to electrification.

In 2024, the performance of major global automotive markets varied, with overall growth slowing. While the electric vehicle market remained a key growth driver, its growth rate declined compared to previous years. The main challenges include high interest rates, economic uncertainty, and the adjustment of the subsidy policy of electric vehicles in various countries. The performance of different markets varied, with China and India continuing to drive growth, while the U.S. and Europe faced greater challenges. Meanwhile, competition in the electric vehicle market intensified, with price wars and technological innovation becoming key factors.

Among them, China remains the largest automotive market in the world, with sales in the first half of 2024 reaching approximately 13.2 million vehicles, a year-on-year increase of 3.7%. However, the growth in the second half of the year slowed down, and the annual growth is expected to be about 2%.

The auto market in North America (US, Canada) has slowed down in 2024. The sales are expected to be 15.7 million units, with a growth rate of 1.5%. The high interest rate environment and the decline in consumer purchasing power have affected the overall demand. The market growth of the electric vehicle market in the U.S. was lower than expected, with a penetration rate of about 9.5%. Tesla is facing more pressure from more competitors. The performance of the traditional car makers such as General Motors and Ford have underperformed in the electric vehicle market.

The European auto market is weak, and sales are expected to decline by 1%-2% in 2024. The recovery in major markets such as Germany and France has been slow, with electric vehicle sales growth also slowing down. In the first half of 2024, the sales of electric vehicles in Europe grew by 12%, which was lower than the growth in 2023. The annual EV penetration rate is expected to reach 24%.

The Japanese auto market is expected to grow slightly by 1%-2% in 2024, with a full year sales of about 4.4 million units. The penetration rate of electric vehicles remains relatively low, but domestic brands (such as Toyota and Honda) are accelerating the launch of electrified models. It is expected that electric vehicle sales will grow by approximately 15% in 2024.

The Indian automotive market continues to grow at a relatively fast pace, with an expected sales growth of 6%-7% in 2024, reaching an estimated total sales volume of around 4.6 million units. Although the electric vehicle market in India is relatively small, it is growing rapidly, with an expected sales growth of over 40% in 2024.

Other emerging markets (Brazil and Southeast Asia), are experiencing slow economic recovery, with an expected overall vehicle sales growth of about 3%

for the year. The electric vehicle demand in Southeast Asian markets such as Thailand and Indonesia is growing rapidly, but infrastructure remains a development bottleneck.

B. Global Automotive Component Industry

- a. The 2024 Global Top 100 Automotive Parts Suppliers list has been released by “Automotive News”. The list ranks suppliers based on their sales to automotive manufacturers in the previous year, excluding revenue from aftermarket services and sales to non-automotive manufacturers. It is worth noting that Chinese companies are increasingly prominent on the list, with 15 companies making the ranking, an increase of 2 companies compared to 2023.

From the view of nationality, the enterprises of Germany and Japan have a significant position in the list. German companies are known for their exquisite mechanical manufacturing technology and meticulous craftsmanship, while Japanese companies are renowned for their precision electronics technology and efficient production management. Korean, US, and Chinese companies also play an important role in the list, reflecting the rapid development of these countries in the automotive parts and components market.

With the rapid development of new energy vehicles and autonomous driving technology, automotive parts suppliers are also facing new opportunities and challenges. In the future, companies that achieve technological breakthroughs in these emerging fields will undoubtedly occupy a more important position in the global automotive parts supply market.

Overall, the global automotive parts industry is undergoing an electrification transformation, with the position of suppliers of electric vehicle-related components significantly rising. The rapid development of Chinese companies in this field further consolidates their significant position in the global market.

2024年全球汽车零部件供应商排名1-10					
1		BOSCH 罗伯特·博世	Robert Bosch	\$558.9亿	1886年 德国
2		采埃孚	ZF Friedrichshafen	\$497.09亿	1915年 德国
3		麦格纳国际	Magna International Inc.	\$427.97亿	1957年 加拿大
4		宁德时代	CATL	\$413.65亿	2011年 中国
5		电装	Denso Corp.	\$407.23亿	1949年 日本
6		现代摩比斯	Hyundai Mobis	\$369.64亿	1977年 韩国
7		爱信精机	Aisin Corp.	\$326.98亿	1949年 日本
8		大陆	Continental	\$287.43亿	1871年 德国
9		佛瑞亚	Forvia	\$283.1亿	1997年 法国
10		李尔	Lear Corp.	\$234.67亿	1917年 美国
2024年全球汽车零部件供应商排名11-20					
11		法雷奥	Valeo	\$206.65亿	1923年 法国
12		安波福	APTIV	\$200.51亿	1999年 爱尔兰
13		住友电工	Sumitomo Electric Industries	\$179.52亿	1897年 日本
14		萨玛	Motherson Group	\$176.75亿	1975年 印度
15		延锋	Yanfeng International	\$155.13亿	1936年 中国
16		安道拓	Adient	\$153.95亿	2008年 美国
17		巴斯夫	BASF	\$153亿	1865年 德国
18		松下汽车系统	Panasonic Automotive Systems Co.	\$151.56亿	1918年 日本
19		日立安斯泰莫	Hitachi Astemo	\$151.45亿	2021年 日本
20		矢崎	Yazaki Corp.	\$144.6亿	1941年 日本

- b. The automotive parts industry is gradually shifting towards emerging markets to achieve global procurement.

The automotive consumer markets in developed countries and regions, such as the United States, Europe, and Japan, are gradually reaching saturation. On the other hand, the automotive markets in emerging countries like China and India

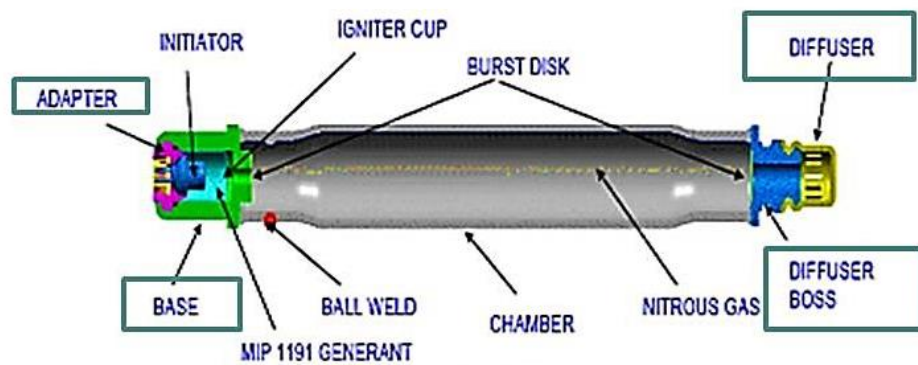
have emerged as the most promising consumer markets in the world. Moreover, these countries possess abundant labor resources and cost advantages. With the intensifying competition in the automotive manufacturing industry, automotive and component companies are increasingly transferring their operations to countries and regions like China, India, and Southeast Asia to effectively reduce production costs and tap into emerging markets.

With the increasing globalization of the automotive parts industry, car manufacturers and tier-one suppliers now have the ability to select and purchase parts from around the world. Their decisions are based on factors such as product quality, price, delivery time, and other conditions. They are no longer limited to purchasing parts domestically. Likewise, parts companies are no longer confined to supplying domestic enterprises, but are now able to sell their products globally.

C. Automobile Safety System

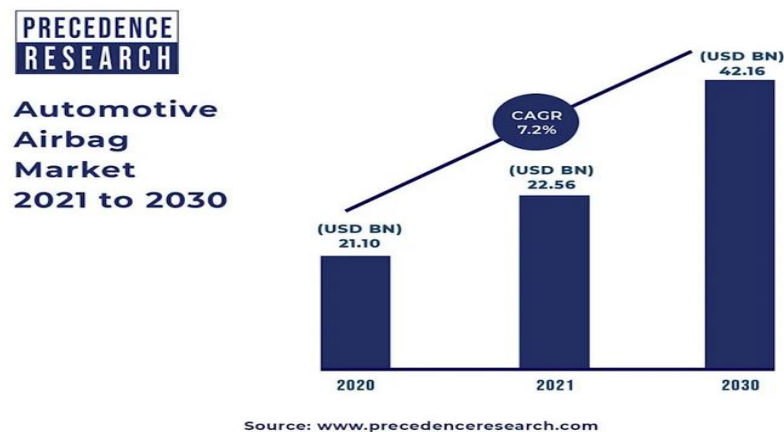
The automotive safety system is divided into two types based on whether it is preventive in nature: active safety (including assistance and warning systems, loss of control prevention) and passive safety (including airbags and pretensioned seat belts). Global Tek is the primary supplier of automotive airbag inflator components. Our product range includes the adapter, base, diffuser, and diffuser boss, vital components of airbag modules.

Structure of Airbag Inflator



The automotive safety airbag industry is highly concentrated, with a high barrier to entry, resulting in an oligopolistic market. The global manufacturers of safety airbags, such as Autoliv, Joyson, TRW, and Toyota Gosei, are well-known. These four companies collectively hold a market share of over 80%. Both Autoliv and Joyson are significant long-term customers of the group.

According to Precedence Research, the global market size of automotive airbags is projected to grow from approximately \$22.56 billion in 2021 to around \$42.16 billion in 2030. The compound annual growth rate from 2021 to 2030 is expected to be 7.2%. The rise in traffic accident mortality rates has led to an increased demand for safety equipment, particularly car airbags, in the market. The global automotive airbag market has benefited from the implementation of government safety standards and the anticipated increase in average life expectancy. Additionally, the rise in disposable income has led to increased consumer spending on automotive safety equipment, thereby driving the demand for automotive airbags. The growing consumer awareness of technological advancements in automotive safety systems is a key driver for the growth of the automotive safety airbag market.



D. Automotive chassis system

The chassis of the car consists of four major systems, including the driving system, the braking system, the steering system, and the transmission system. The global auto industry is developing positively in terms of electrification, intelligence and lightweight under the promotion of energy, environmental protection and safety factors. The base components are expected to be greatly benefited. As the development of intelligent vehicles progressively advances, the

chassis by-wire is expected to experience a significant surge in growth. As the world's largest automobile consumer market, China's by-wire chassis is currently in a phase of rapid development and accelerated domestic substitution. The market size is growing rapidly. According to the forecast of the Gasgoo China Automotive News, the penetration rate of by-wire braking in China's passenger vehicles is expected to increase to 65% and 95% in 2025 and 2030, respectively, with market sizes reaching RMB 24.7 billion and RMB 34.7 billion. The compound annual growth rate from 2021 to 2030 is projected to be 25%. Furthermore, the lightweight development of the chassis has enormous potential. The consumption and emission of fossil fuels by fuel-powered vehicles and the vehicle range of electric vehicles have driven the development of lightweight vehicles are promising. Chassis lightweighting has significant room for development, with an estimated market size of RMB 33 billion in 2025 and a high average compound growth rate of 19% from 2020 to 2025, indicating promising development prospects. Since 2021, Global Tek has been strategically investing in business opportunities within automotive chassis system components. To date, we have gained recognition from well-known clients both in China and internationally. The new customers and components we have been continuously developing over the past two years will continue to contribute to our revenue growth.

(2) Industrial application

The Group primarily manufactures industrial application products such as industrial instruments, semiconductor factory equipment, high-end bicycle suspension systems, and electric bicycle transmission systems. These products are predominantly constructed using materials such as stainless steel, carbon steel, aluminum alloy, copper, and even Teflon. The Group employs processes like wax casting or forging, stamping, and extrusion, along with precision machining, to ensure the production of high-quality products at competitive prices for its large global customer base.

Industrial instrumentation and fluid control are crucial elements of gas and liquid delivery systems. Their purpose is to monitor and regulate the direction, pressure, temperature, and flow rate of fluids in accordance with the pipeline's design and configuration requirements. The downstream application industry is vast, with varying levels of requirements for corrosion resistance or cleanliness depending on the purpose. The primary target customers of our group are global manufacturers involved in oil and gas exploration, pressure control instruments, new energy development, and semiconductor equipment manufacturing. As a result, market demand is closely tied to the growth of the oil and gas and semiconductor industries.

In recent years, there has been an increase in environmental awareness and personal health consciousness. High-end bicycles, including mountain bikes with custom adjustable suspension systems or electric assist devices, have emerged as a popular recreational and leisure option in Europe, America, and other developed countries. Additionally, following the COVID-19 pandemic, they have also become a safe means of transportation for commuting to work. The requirements for dimensional tolerance and appearance quality of related components are especially crucial for high-end electronic products, in contrast to general machining products. Prominent brands in the industry allocate substantial resources to lightweight design, aesthetic appeal, and fashion. By understanding the needs of end-users, Global Tek has emerged as a key partner for global leading brands. In 2024, Taiwan's plants have further obtained ISO13485 (Medical Devices Quality Management System Standards) certification, and expanded to

the medical application field.

A. Oil and Gas Industry

Generally, the demand for fluid measurement control and instrumentation equipment is generally correlated with the prices of oil and natural gas, upstream capital expenditures, the number of active drilling rigs, and the number of drilling platforms. However, it is negatively correlated with energy inventories. As there is an increasing concern for energy conservation and carbon reduction, research and development of new energy sources like gray hydrogen and green hydrogen is ongoing. The production, conversion, storage, and monitoring of these new energy sources will continue to heavily rely on various types of fluid measurement control and instrumentation equipment.

According to statistics published by BP, a major British petroleum company, the world's confirmed oil reserves were approximately 1.7324 trillion barrels at the end of 2020. With the discovery of new oil fields and advancements in extraction technology, it is anticipated that oil can be extracted for another 30 to 50 years or even longer. Notably, the development of shale oil extraction technology in North America has expanded the global extractable reserves and prolonged the extraction period.

After experiencing the global oil demand freeze caused by the COVID-19 pandemic in 2020 and its subsequent recovery in 2021, as well as the Russia-Ukraine conflict in 2022, the rapid growth of new energy vehicles in 2023, and the increasing focus on ESG issues, human dependence on crude oil continues to rise unaffected by various restrictions. In 2025, upon assuming office, the Trump administration's first actions included withdrawing from the Paris Climate Agreement, ordering US federal agencies to immediately halt implementation of the Inflation Reduction Act passed under former President Biden (which provided incentives for electric vehicle, wind, solar, hydrogen, and nuclear energy projects), and pledging to increase domestic oil production. Simultaneously, the administration took a strong stance in the Israeli-Palestinian conflict and the Russia-Ukraine war. The former actions were seen as beneficial for the oil and natural gas industry, while the latter were viewed as detrimental. It is expected that related industries will continue to fluctuate under the influence of numerous uncertainties in 2025.

In January 2025, the International Energy Agency (IEA) stated that the global oil market surplus this year is likely to be smaller than previously anticipated due to stronger demand and emerging supply-side risks. The IEA now forecasts a global oil inventory increase of only 725,000 barrels per day this year, down from the previous projection of 950,000 barrels per day. Global oil demand is projected to grow by 1.05 million barrels per day this year, a slight downward revision from the 1.1 million barrels per day in the December report. The latest forecast puts the average global demand level for this year at 104 million barrels per day. According to the forecast of the Energy Information Administration (EIA), as the OPEC+ finally resumed production in the U.S., Canada, and Guyana, the supply glut is likely to widen further in 2026.

Chinese President Xi Jinping stated that China's economy is "generally stable with steady progress," in the New Year's speech and looking ahead to 2025, he pledged that the government will implement more proactive and effective macroeconomic policies and continue to support economic development. According to a report published by the Economics & Technology Research Institute of China National Petroleum Corporation (CNPC) in January 2025, China's crude oil imports in 2024 totaled 553 million tonnes, representing a year-on-year decline of 1.9%. Total refined oil consumption reached 390 million

tonnes, down 1.7% from the previous year. Excluding the pandemic-affected year of 2022, 2024 marked the first decline in China's crude oil imports in over two decades. The nearly 2% drop is equivalent to a reduction of approximately 240,000 barrels per day. The report forecasts that China's oil consumption will continue to decline in 2025, with demand for refined oil products expected to reach 382 million tonnes, representing a further year-on-year decrease of 1.9%. The China petroleum and petrochemical market is entering a period of transformation and restructuring, with a shift in the growth momentum of oil demand. According to the report, the market penetration rate of new energy vehicles continues to grow, and the development of LNG extraction accelerates, restricting the demand for fuel.

According to the monthly report released by the U.S. Department of Energy in February 2025, although future tariff policies may impact oil trade routes, these tariffs are not expected to significantly affect the global oil supply. Potential changes in tariff policies and new sanctions on Russia are expected to increase uncertainty in oil prices. The report states that the latest sanctions on Russia will slightly reduce its oil production, but the primary impact will be on the direction of global oil trade flows, with no significant effect on the global oil supply and demand balance. The report forecasts that due to OPEC+ production cuts, global oil inventories will decrease by 500,000 barrels/day in the first quarter of 2025. However, as OPEC+ gradually increases production starting in April 2025, global oil inventories are expected to begin rising. With production growth and relatively weak global oil demand growth, global oil inventories are expected to increase by 900,000 barrels/day in the second half of 2025, with a further increase of 1 million barrels/day in 2026. Under the rising inventory levels, the average price for this year and next year is forecasted to be USD 74 per barrel and USD 66 per barrel, respectively. Global liquid fuel production in 2025 and 2026 is expected to reach record highs of 104.6 million barrels per day and 106.2 million barrels per day, respectively. Global liquid fuel production is expected to increase by 1.7 million barrels/day in 2025, which is higher than the growth rate of 60,000 barrels/day in 2024. After a reduction of 1.3 million barrels/day in production by OPEC+ members in 2024, it is expected that OPEC+ will increase production by 100,000 barrels/day in 2025 and by 600,000 barrels/day in 2026. This growth will mainly come from countries outside of OPEC+, with an expected increase of 1.6 million barrels/day, although the growth rate will slightly slow to 1 million barrels/day in 2026. The report also indicates that India is expected to increase its liquid fuel consumption by 300,000 barrels/day in 2025 and 2026, up from the 200,000 barrels/day growth in 2024, driven primarily by rising demand for transportation fuels. Regarding the Permian Basin, the world's largest shale oil producing region located in Texas and New Mexico, the report believes its supply will continue to grow, with an estimated production share of over half of the total U.S. output by 2026.

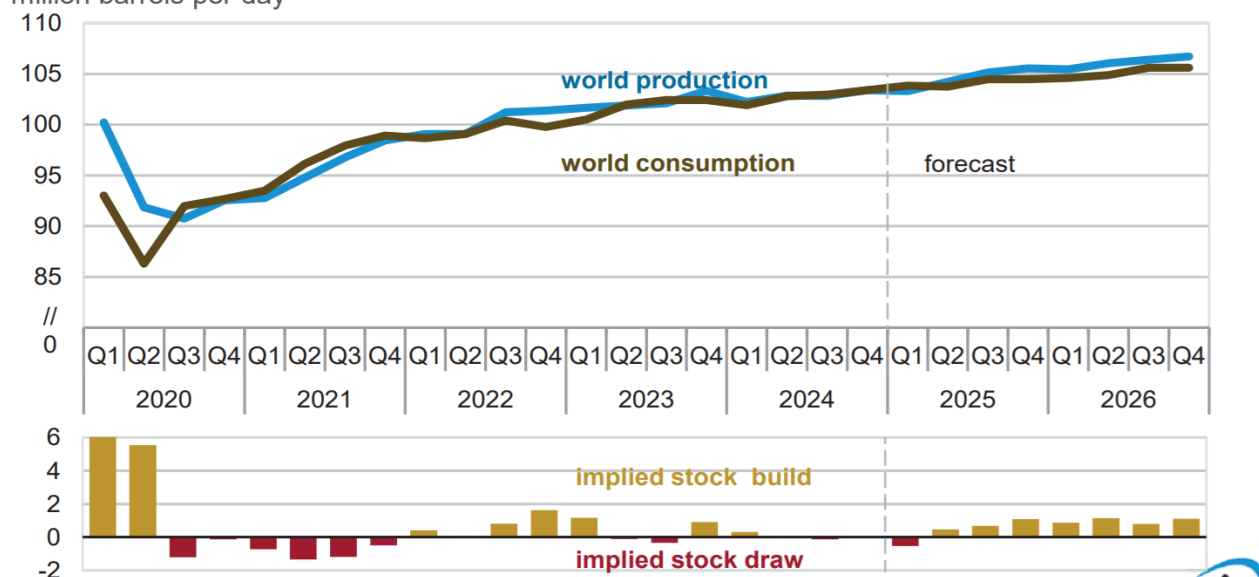
In practice, the industry's view does not align with the official stance. Shale oil producers believe that the oil extraction calls made by Trump may be thwarted due to Wall Street's reluctance to provide support. Additionally, companies face pressure from investors demanding profits, as well as the challenge of dealing with currently weak oil prices. This will present a significant obstacle in efforts to initiate a broad expansion of production capacity. Trump aimed to reduce commodity and fuel prices by significantly increasing oil supply, in an effort to curb inflation in the U.S. After taking office, he signed an executive order announcing the "release" of new oil and gas supplies and a "national energy emergency," while also repealing regulations from the Biden administration. He

called for OPEC to cut oil prices substantially, forcing central banks around the world to lower interest rates. However, according to industry assessments, the average U.S. oil price required to significantly increase drilling is USD 84 per barrel, while the current price is around USD 74 per barrel. Some shale gas producers also worry that after over a decade of rapid exploration, the best drilling sites have already been depleted. Furthermore, after several oil price crashes over the past ten years that led to a wave of bankruptcies, investors have become more cautious. Chevron, the second-largest oil producer in the U.S. investing in shale oil and gas, plans to reduce its spending in 2025. This marks the first such move since the large-scale oil crisis. The budget for this year is set between USD 14.5 billion and USD 15.5 billion, lower than the USD 15.5 billion to USD 16.5 billion range for 2024. Conoco Phillips also expects to reduce spending by USD 500 million compared to last year, while Occidental Petroleum and EOG Resources are expected to maintain roughly the same level of expenditure.

Estimating Global Petroleum Inventory, Production, and Consumption Changes

World liquid fuels production and consumption balance

million barrels per day



Data source: U.S. Energy Information Administration, Short-Term Energy Outlook, February 2025



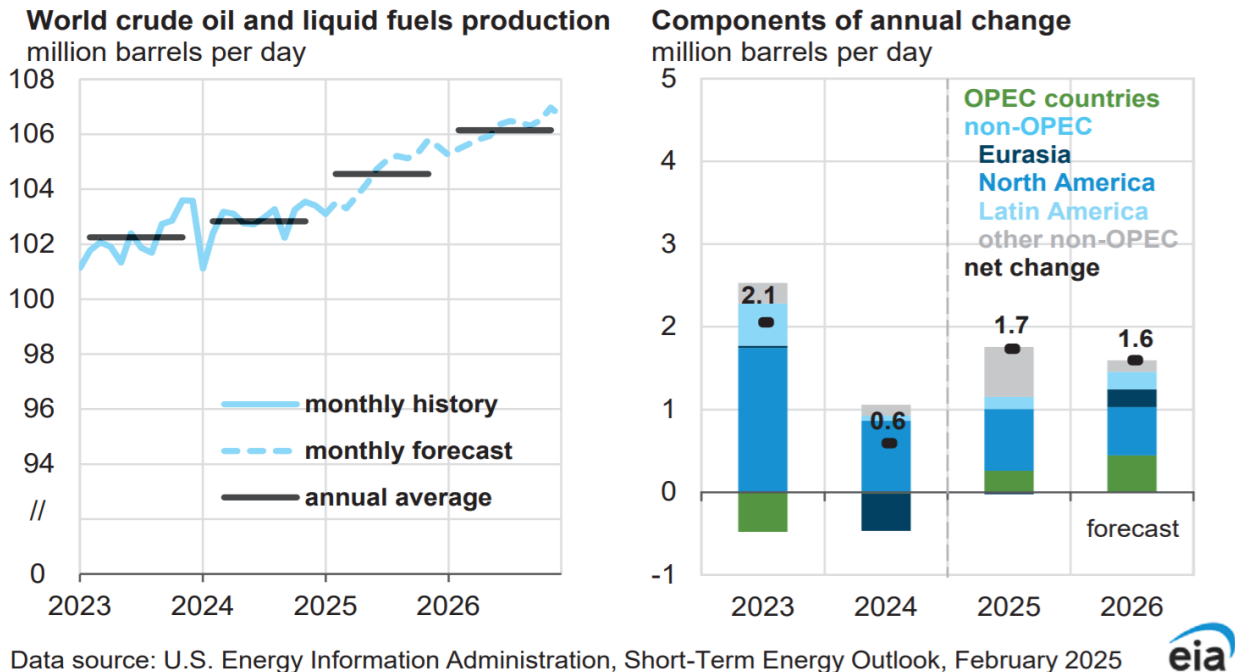
Source: U.S. Energy Information Administration (EIA)

According to a report from Baker Hughes Inc., the third-largest oilfield services company in the world, as of February 21, 2025, the number of oil exploration wells in the U.S. increased by 7 to 488, marking the fourth consecutive week of growth and reaching a five-month high. The number of natural gas exploration wells decreased by 2 to 99, while the number of other exploration wells decreased by 1 to 5 compared to the previous week. Compared to the same period last year, the number of oil exploration wells in the U.S. decreased by 15, natural gas exploration wells decreased by 21, and horizontal drilling wells decreased by 30. In Canada, the number of oil and gas exploration wells decreased by 1 from the previous week, reaching a total of 244. Altogether, the total number of oil and gas exploration wells in North America increased by 3 from the previous week, reaching 836. Fluctuations in exploration activity are generally linked to oil production levels 3 to 6 months down the line.

Global Tek is a member of the petrochemical and new energy industry supply chain. We have been supplying major components such as specialized

pressure gauges, flow meters, fluid control valves, and pipeline connectors to global leading brands. Even in the era of energy conservation and carbon reduction, the global industrial instrumentation application is expected to gradually shift from traditional petrochemical industries to various new energy solutions. However, the overall demand will continue to grow steadily.

Comparison of Global Oil Production and Demand



Source: U.S. Energy Information Administration (EIA)

B. Semiconductor Equipment Industry

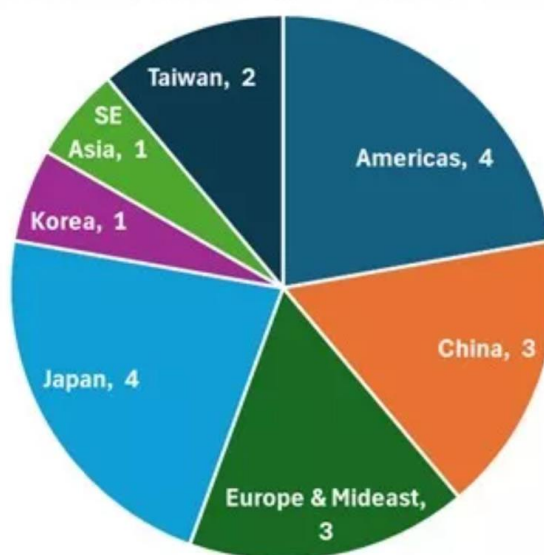
After experiencing strong growth in 2021 and 2022, the semiconductor industry, having weathered negative impacts such as inventory corrections, delayed investments, and layoffs, is now witnessing explosive growth driven by AI applications. The semiconductor market is inherently cyclical, primarily because it often takes more than two years for new investments in semiconductor manufacturing to move from planning to mass production. As a result, there is frequently a mismatch between demand forecasts at the time of investment and actual market conditions down the line. The rise of new applications, disruptions in the chip supply chain, economic volatility, and geopolitical tensions further complicate efforts to accurately predict supply-demand dynamics. Nevertheless, the long-term trajectory of global semiconductor demand remains upward.

According to the Semiconductor Equipment and Materials International (SEMI), the global semiconductor market declined by 11% in 2023. However, it rebounded strongly in 2024, with sales increasing nearly 20% to reach USD 628 billion. The market is expected to maintain double-digit growth in 2025, driven by rising demand for generative AI, growth in the automotive sector, the expansion of IoT devices, and the deployment of 5G/6G technologies. Over the next six years, global semiconductor sales are projected to register consistent positive growth, deviating from the historically cyclical nature of the industry. In contrast to the modest capacity expansion and sluggish market demand in 2023, along with the semiconductor industry entering a phase of inventory adjustment,

2024 has witnessed a notable surge in the expansion of advanced process and wafer foundry capacity. This growth has been driven by the increasing applications of generative AI and high-performance computing (HPC), as well as the recovery of chip demand in various end markets. In its latest 2025 Global Fab Forecast report, SEMI stated that 18 new wafer fabs are scheduled to begin construction in 2025, including three 8-inch fabs and fifteen 12-inch fabs. Most of these facilities are expected to commence operations and enter volume production between 2026 and 2027. According to the Global Fab Forecast report for Q4 2024, which covers the period from 2023 to 2025, the global semiconductor industry is expected to bring as many as 97 new high-capacity wafer fabs into operation during this time frame. This includes 48 fabs that will begin operations in 2024 and another 32 slated for 2025. In 2025, global semiconductor production capacity is projected to grow by 6.6% year-on-year, reaching 33.6 million wafers per month. This capacity expansion is primarily driven by front-end logic technologies in high-performance computing (HPC) applications and the increasing penetration of generative AI in edge devices. To meet the growing computational demands of large language models (LLMs), the semiconductor industry is accelerating the development of advanced computing capabilities. Major chipmakers are actively expanding production capacity for advanced process nodes (7nm and below), with an expected annual growth rate of 16%. By 2025, monthly capacity for these nodes is anticipated to increase by 300,000 wafers, reaching a total of 2.2 million wafers. Mainstream process nodes (ranging from 8nm to 45nm) are expected to see a further 6% increase in capacity in 2025, driven by China's push for semiconductor self-sufficiency and anticipated demand from automotive and IoT applications. Monthly capacity for these nodes is projected to surpass the milestone of 15 million wafers. Expansion of mature process technologies (50nm and above) remains relatively conservative, reflecting the challenges of a slow market recovery and lower utilization rates. A moderate growth of 5% is expected, with monthly capacity reaching 14 million wafers in 2025.

Distribution of new wafer fab worldwide in 2025

New Semiconductor Fabs Starting Construction in 2025 by Region



Source: SEMI

According to the report “Global Semiconductor Technology Supply Chain Information” published by IDC in December 2024, with the continued promotion of advanced logic process chips and high-frequency bandwidth memory (HBM) by Artificial Intelligence (AI), it is expected that the overall semiconductor market will see a 15% growth in 2025. IDC forecasts that the eight key trends of the semiconductor market in 2025, including:

1. The rapid growth driven by AI will continue: The global semiconductor market is expected to grow by 15% by 2025. Memory is projected to grow by over 24%, mainly driven by the increased penetration of high-end products like HBM3 and HBM3e required for AI accelerators, as well as the anticipated introduction of the next-generation HBM4 in the second half of 2025.
2. The Asia Pacific IC design market is heating up, with a projected growth of 15% in 2025. The region boasts a rich and diverse IC design product line with global applications, encompassing key chips such as smartphone AP, TV SoC, OLED DDIC, LCD TDDI, WiFi, PMIC, MCUs, and ASIC. With stable inventory levels, a rebound in demand for personal devices, and the expansion of AI computing into a wider range of applications, the overall demand for IC design is set to increase.
3. TSMC to maintain its dominance in the foundry industry: In the traditional foundry sector, TSMC’s market share is projected to steadily increase from 59% in 2023 to 64% in 2024, and further reach 66% in 2025, significantly surpassing competitors such as Samsung, SMIC, and UMC.
4. Strong demand for advanced processes and accelerated expansion of wafer foundries: Due to the strong demand for AI, the expansion of advanced node (20nm or less) foundries is accelerating. TSMC not only continues to build 2nm and 3nm processes in Taiwan, but also prepares for the mass production of 4/5nm processes in the US.
5. The mature node market is heating up, with capacity utilization rates exceeding 75%: As the consumer electronics market rebounds, demand for mature node ICs is recovering, and capacity utilization rates are projected to surpass 75%.
6. In 2025, it will be the key year for 2nm technology: Particularly, the 2nm technology will start mass production of key products, such as smartphones AP, mining chips, and AI accelerators. At that time, the yield rate of each company will increase, and the expansion of production will become the focus of the market.
7. The market share of packaging and testing in China will continue to rise: Taiwanese manufacturers will solidify their packaging advantages in high-end chips such as AI GPUs. It is expected that the entire assembly and testing industry will grow by 9% in 2025.
8. Production of advanced packaging technologies to double: The production of advanced packaging technologies such as FOPLP and CoWoS is set to double, providing the Taiwanese equipment supply chain with greater growth opportunities in this expansion wave.

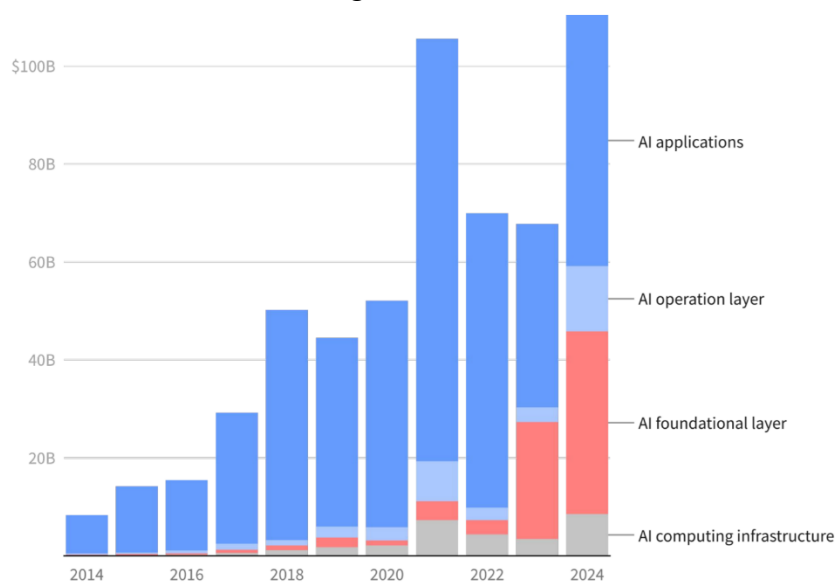
Estimated Global Semiconductor Market Trends from 2022 to 2028 Worldwide Foundry Market Forecast



Source: IDC

According to the latest report published by Dealroom in February 2025, the global AI investment showed an explosive growth in 2024. with AI start-ups raising USD 110 billion, a sharp increase of 62% compared to 2023, reaching a record high. While venture capital funding for AI startups surged, other technology sectors experienced a decline in venture capital investment, falling by 12% compared to 2023. Among the other things, the US is still the main force of AI investment, with USD 80.8 billion, accounting for 74% of the world, and China holds the second position with an investment of USD 7.6 billion. Funding for AI startups in the United States accounted for 42% of the total US venture capital investment. China's AI investment ranked second among individual countries, followed by the United Kingdom with USD 4.3 billion and France with USD 2.7 billion. Canada ranked fifth with USD 2.3 billion raised by AI startups last year, while Germany secured the sixth position with USD 2.1 billion. The entire European region raised a total of USD 12.8 billion, accounting for 12% of the global funding.

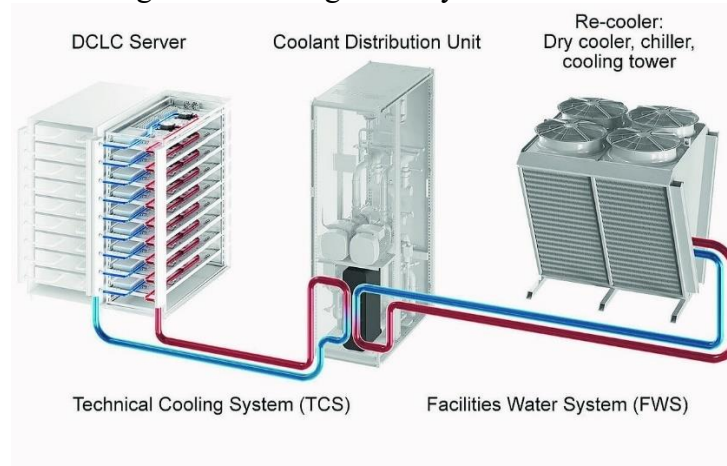
Distribution of Global AI Funding Across Various Sectors from 2014 to 2024.



Source: Dealroom.co

The continuous advancements in chip computing performance are leading to a sustained increase in single-chip thermal output and power consumption. Excessive heat can negatively impact chip lifespan, reliability, and stability. While reducing the chip's operating frequency can lower heat generation, this counteracts the fundamental goal of pursuing higher computing performance. Consequently, effectively dissipating heat to maintain a stable operating temperature for high-performance chips has become a crucial area of study. Following the release of NVIDIA's GB200 chip in 2024, the outlined roadmap clearly indicates that for single-chip heat exceeding 1 kilowatt, the current mainstream air cooling (3DVC) must transition to liquid cooling (DLR) or immersion cooling. A water cooling system must ensure a stable flow of coolant during operation. Under hot-swapping conditions, it must not leak coolant that could damage high-value servers worth millions of dollars. Additionally, it must comply with the design guidelines established by the Open Compute Project (OCP). The demand and development of various components for the most critical part of a water cooling system, the Coolant Distribution Unit (CDU), have become increasingly challenging. As market demand grows exponentially and design requirements continue to evolve, many well-known brands are finding it difficult to sustain self-development and production. Consequently, they are turning to suppliers with expertise in the design, manufacturing, assembly, and testing of precision metal components. Global Tek Group has accumulated over twenty years of experience in the co-design and production of high-end fluid connectors, fittings, valves, pressure gauges, and flow meters used in semiconductor and industrial instrumentation applications. This proven track record has attracted market attention and established Global Tek Group as an important member of the liquid cooling supply chain.

Diagram of cooling water system for servers



Source: MEP Middle East

C. Bicycle Industry

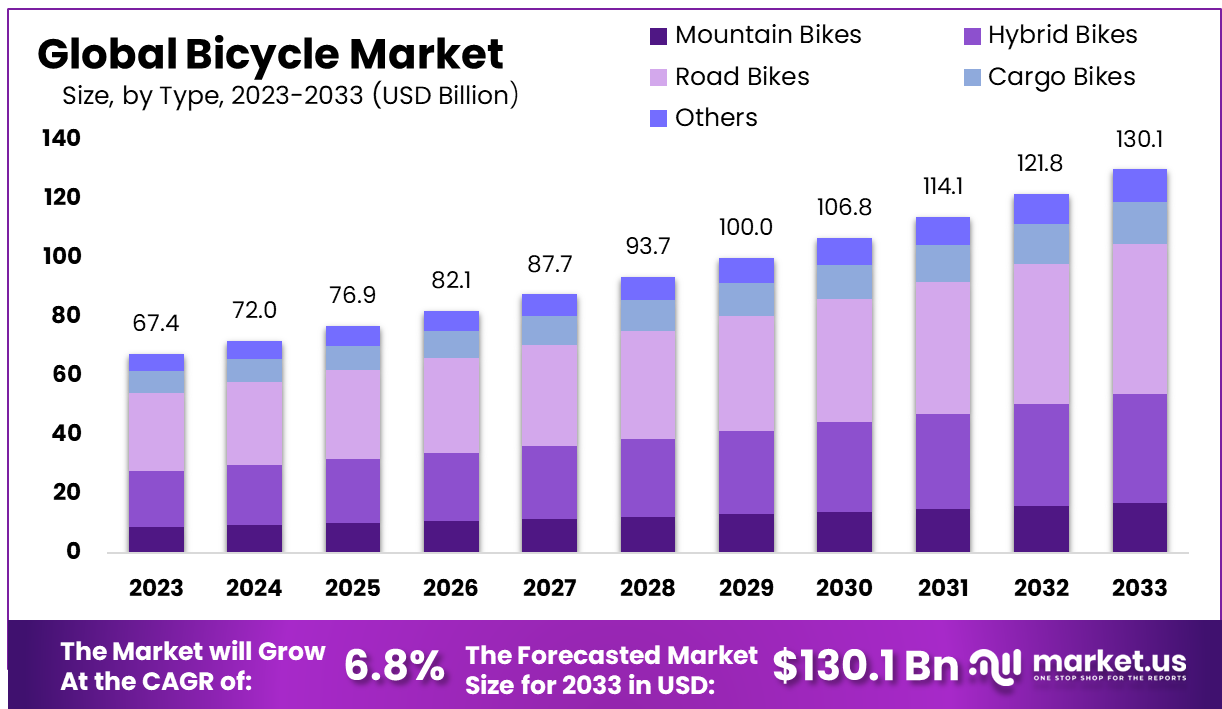
Bicycles are a sustainable mode of transportation, whether conventional or electric. With people hesitant to use public transportation due to the increased risk of infection during the COVID-19 pandemic, cycling has emerged as the most economical and versatile choice. In addition to commuting needs, many countries still allow outdoor activities during city lockdowns. Cities like Milan, Paris, and London have capitalized on the pandemic to transform their urban landscapes by expanding bicycle lanes and implementing car-free initiatives. In the United States, several states have gradually enacted legislation to classify electric bicycles as electric-assist bikes rather than electric motorcycles, resulting in more favorable tax rates. There are also no restrictions on entering and exiting national parks and recreational areas. These favorable factors have contributed to the bicycle industry breaking free from its traditional image as a conventional industry and emerging as a rising star after 2020. The strong demand has put pressure on all levels of component and bicycle brands, leading to a shortage in supply. However, the high growth dividends brought about by the COVID-19 pandemic have rapidly reversed and corrected in the second half of 2022. Even after a two-year adjustment in 2023 and 2024, some brands and related supply chains are still affected by high inventory levels. Compared to the peak during the pandemic, the performance of major well-known brands and component suppliers has generally declined in the past two years. The leading derailleur manufacturer Shimano's 2024 revenue decreased by 4.9% compared to the previous year (following a 26% decrease compared to the previous year in 2023), high-end suspension brand Fox experienced a 4.8% decrease compared to the previous year (following a 42.8% decrease compared to the previous year in 2023), Giant Group saw a 7.4% annual decrease (following a 16.4% decrease compared to the previous year in 2023), while Merida achieved a 9.1% annual increase (following a 26.4% decrease compared to the previous year in 2023).

According to data from the Department of Statistics, Ministry of Economic Affairs, the historical performance trajectory of Taiwan's bicycle industry shows steady upward growth. In 2013, winter storms in Europe and America caused a decline in sales. In 2016 and 2017, the popularity of shared bicycles led to a boost in the industry. However, in 2020, the global COVID-19 pandemic and subsequent lockdown measures resulted in a delay in high-end bicycle sales, leading to negative growth. Despite these challenges, the industry has shown positive growth in the remaining years. In 2021, with the pandemic stabilizing and the global economy recovering, there has been a rapid increase in demand

for electric bicycles and bicycle components in Europe and America. This has resulted in a surge in production value to NTD 176.8 billion. In 2022, the total production value of bicycles and components exceeded NTD 200 billion, with bicycle parts alone accounting for over NTD 120 billion. According to customs data, Taiwan's bicycle industry continued to face sluggish export performance in 2024, following a weak recovery year in 2023 after the pandemic. The total number of bicycles exported throughout the year reached 909,800 units, representing a 36% year-on-year decline and falling below the one-million-unit threshold. Total export value stood at USD 1.028 billion, a decrease of 25.68% compared to the previous year. However, the average export unit price increased by 8.19%, reaching USD 1,130.79. Electric bicycle exports in 2024 totaled 363,000 units, a 47% decline from 2023. Export value amounted to USD 672 million, reflecting a 44.6% year-on-year decrease. The average export unit price of electric bicycles reached a new high of USD 1,847.56, marking a 4.55% increase compared to the previous year. Exports of bicycle components also declined, with export volume and value decreasing by 13.61% and 17.46%, respectively, compared to 2023. This reflects the ongoing impact of weakened overall demand and supply chain inventory adjustments over the past two years.

Entering 2025, demand in European and North American markets has shown signs of recovery. In North America, sales of traditional bicycles have outperformed those of electric bicycles (E-bikes), reflecting a rebound in consumer demand for practical models. Meanwhile, European countries continue to roll out incentive programs aimed at promoting energy conservation and carbon reduction. These include subsidies for E-bike purchases and support for parts upgrades, which are expected to further stimulate market growth. The year 2025 is also expected to mark the return of product innovation following two years of relative quiet. Several major launches are anticipated, including Shimano's AI-powered automatic shifting system and SRAM's aggressively promoted Eagle drivetrain system (a globally innovative 52-tooth full-aluminum rear sprocket that eliminates the need for a front derailleur, thereby achieving weight reduction). These technological advancements are likely to drive consumer replacement demand and provide additional growth momentum for the supply chain. According to various market research sources, the global bicycle market was valued at approximately USD 80 billion to USD 110 billion in 2022. Growth in traditional bicycles tends to correlate with global population growth, while E-bikes are still considered an emerging segment. Over the medium to long term, the growth rate of E-bikes is expected to significantly outpace that of non-electric bicycles. Overall, most market research forecasts project a compound annual growth rate of 6 to 8 percent for the global bicycle market over the next decade. Based on an estimated global market size of USD 67 billion in 2025, the market is expected to surpass the USD 100 billion mark within ten years, exceeding the historical peak recorded in 2022 (Global Market Insights Inc.).

Estimated Growth of the Global Bicycle Market, 2023-2033



Source: Market.us

Since 2016, Global Tek has been involved in the bicycle component supply chain. It has gained recognition from internationally renowned brand customers for key components such as high-end bicycles, electric bicycles, mountain bikes, and racing bikes, including the suspension system and drive system. The recent development of new customers and new components will further contribute to the Company's growth and performance.

(3) Aerospace Industry

Major aircraft and engine manufacturers in Europe and America have implemented a global division of labor and established component supply chain systems. Taking Boeing and Airbus as examples, these manufacturers can be categorized into four tiers. Our group primarily supplies Tier 1 international giants in the industry value chain. Our products include precision machined parts such as primary/secondary flight control system actuators used in A380, A320, B787, A220, and A350 aircraft, as well as heat exchangers for LEAP engines (B737 max, A320 neo, C919), proximity sensors, and pilot seats.

The global aerospace market continues its recovery and is showing a steady growth trend. According to projections by the International Air Transport Association (IATA), the global airline industry is expected to achieve a net profit of USD 36.6 billion in 2025, with a net profit margin of 3.6 percent. This marks an increase from the USD 31.5 billion net profit and 3.3 percent margin forecasted for 2024. In addition, the number of passengers is expected to reach 5.2 billion, with a growth rate of 6.7%; the number of cargo is expected to reach 72.5 million tonnes, with a growth rate of 5.8%. However, a stable supply chain is still one of the main challenges faced by the industry. As of 2024, 17% of the global passenger aircraft fleet remains inactive, resulting in a loss of approximately 700,000 seats. These supply chain obstacles may affect the production and delivery progress of aircraft, and thus affect the market supply and demand balance. Among the major manufacturers, the order backlog for

Boeing and Airbus has reached nearly 15,000 aircraft (approximately 5,500 for Boeing and 9,000 for Airbus), representing an increase of about 27% compared to early 2022. This means that even with an accelerated production rate, it will still take a long time to fulfill the existing orders. As a result, supply chain stability and improved efficiency will be critical in the coming years.

Airbus delivered 766 aircraft in 2024 and has set a target of 820 deliveries in 2025, representing a year-on-year growth of 7%. Boeing delivered 348 aircraft in 2024 and aims to deliver around 550 aircraft in 2025. This target reflects the Company's efforts to recover from previous challenges and improve its financial performance.

Boeing's commercial aircraft division has suffered losses for six consecutive years due to the severe impact of the 737 MAX crisis and the COVID-19 pandemic. Therefore, the 2025 delivery target is crucial to Boeing's transformation strategy, as the company aims to restore profitability and strengthen its competitiveness in the aviation market through increased deliveries.

The assembly volume of each major aircraft model is as follows:

737max: The assembly volume in the second half of 2024 was 38 units/month. The same plan will be maintained in the first half of 2025. The target is to increase the monthly assembly volume to 42 units in the second half of 2025 (if the approval from the FFA can be obtained).

B787: For 2025, the assembly volume will be maintained at the same rate as 2024: 5 unit/month.

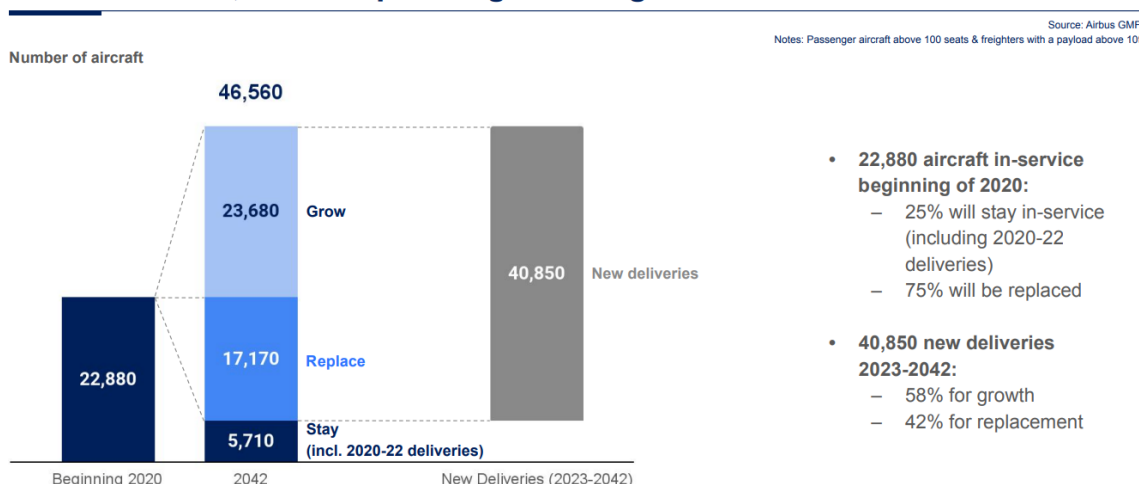
A220: In 2024, the assembly rate is 6-8 unit/month. Production capacity will continue to increase in 2025, with a target of reaching 14 unit/month in 2026.

A320: In 2024, the assembly rate is 50 unit/month, with a target of increasing to 75 unit/month by 2027.

A350: In 2024, the assembly volume is 6 unit/month, with a target of increasing to 12 unit/month by 2028.

2023-2042 Market Forecast:

Demand for 40,850 new passenger & freighter aircraft

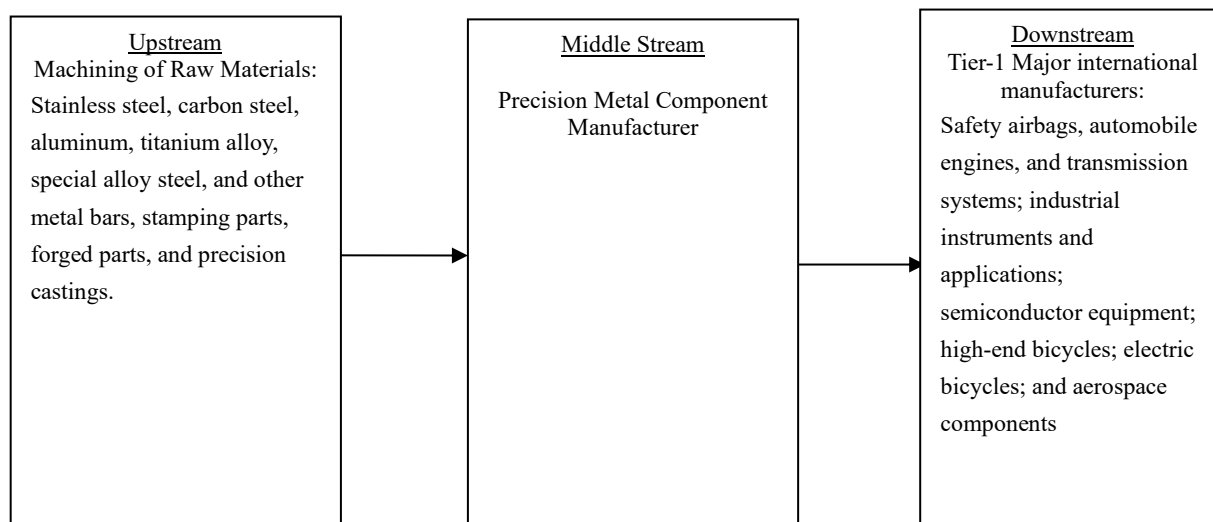


Source: Website of Airbus

2. Interrelationship of Industries: Upstream, Midstream, and Downstream

The Group is a Tier 1 supplier of precision components for the automotive, industrial, and aerospace sectors. The upstream of the industry supply chain consists of machine-cut raw materials and the associated production equipment. Procurement involves various types of metal bars, including stainless steel, carbon steel, aluminum,

titanium alloy, special alloy steel, and other metal bars, as well as stamping parts, forging parts, and precision casting parts. The Company's product portfolio includes automotive safety components, transmission system components, braking system components, industrial instruments, semiconductors, high-end bicycles, electric bicycle components, and aerospace components. These products are part of the middle stream of the industry supply chain. The Company's customer base consists of international Tier 1 giants in various industries, who offer a diverse range of products. The correlation between the upstream, midstream, and downstream of the industry supply chain is as follows:



3. Various trends and the competitive situation of products:

(1) Various trends of products:

A. Global Automotive Market

Overall, the automotive industry faces a challenging environment in 2025, characterized by political uncertainty, tariff impacts, and shifting demand patterns, all of which will significantly influence global production trends. According to S&P Global Mobility, the global auto sales are expected to grow by 1.7% to 89.6 million units. Among these, electric vehicle (EV) sales are projected to reach 15.1 million units, an increase of approximately 30% year-on-year, accounting for 16.7% of the global light vehicle market share.

Driven by the trade-in policy and subsidies for new energy vehicles, China's automotive market is projected to see a 3.0% increase in demand in 2025, reaching 26.6 million units. The market share of electric vehicles in China is expected to reach 29.7%.

The U.S. is expected to have a 1.2% growth in the automotive market by 2025, reaching 16.2 million units. The electric vehicle market share is projected to exceed 10%, reaching 11.2%. However, the uncertainty of the policy, particularly the changes in the subsidies for electric vehicles, could potentially impact the market.

The automotive market in Western and Central Europe is expected to reach nearly 15 million units in sales (a year-over-year increase of 1.1%), as consumers remain cautious and automakers continue to adjust their powertrain portfolios. Entering 2025, this trend is expected to intensify, as the strict 2025 emissions standards will further impact market structure and overall sales volumes.

Looking ahead to 2025, demand for light vehicles in Japan is expected to return to a growth trajectory. The performance in 2024 was disappointing, partly

due to Daihatsu's unexpected shipment halt caused by emissions violations. S&P Global Mobility forecasts vehicle sales in 2025 to reach 4.6 million units, representing a growth of approximately 5.4% compared to the expected level of under 4.4 million units in 2024.

Despite challenges, electric vehicles remain a key growth area in the automotive industry. S&P Global Mobility predicts that global sales of battery-powered passenger cars will reach 15.1 million units in 2025, a 29.9% increase compared to 2024. At that time, the share of electric vehicles in the global light vehicle market is expected to rise from 13.2% in 2024 to approximately 16.7%. Global electric vehicle sales in 2024 are projected to be around 11.6 million units.

While the largest share of battery electric vehicle (BEV) sales is expected to come from major markets such as Europe, the United States, and China, smaller markets will also see moderate growth in EV adoption. The expected share of BEV in each region will reflect these trends, with some areas experiencing a significant increase in EV market penetration, while others will see slower growth rates.

2025 年全球主要汽车市场电动汽车份额预估		
市场区域	纯电市场份额预估	同比变化 (2025 年与 2024 年)
欧洲 (中 / 西欧)	20.4 %	+43.4 %
美国	11.2 %	+36.0 %
中国	29.7 %	+19.7 %
印度	7.5 %	+117 %
全球	16.7 %	+29.9 %
来源：标普全球汽车		

B. Global Automotive Component Industry

The global automotive parts industry will continue to evolve toward electrification, intelligence, supply chain localization, lightweighting, and software integration. Chinese parts manufacturers are expected to capture a greater share of the market in areas such as batteries, electric motors, autonomous driving, and smart cockpits. Traditional component giants (Bosch, Magna, ZF) will accelerate their transformation toward software, chips, and core EV components to remain competitive. The year 2025 will mark an acceleration in the transformation of the global automotive parts industry, with increasingly intense market competition. The main future development trends are reflected in the following five areas:

- I. Demand for electrified components will continue to rise. As governments around the world accelerate the adoption of electric vehicles (EVs), demand for core components such as power batteries, thermal management systems, and electric drive systems will keep growing.
- II. Intelligent components will become a new growth driver. The year 2025 will be a critical milestone for the commercialization of L3/L4 autonomous driving. Markets for intelligent components such as LiDAR, smart cockpits, and automotive chips will expand rapidly.
- III. Supply chain restructuring and localization trends will intensify. Due to geopolitical factors and supply chain security concerns, automakers and component suppliers are accelerating the establishment of local supply chain

ecosystems to reduce reliance on a single market.

- IV. The use of lightweight and sustainable materials will increase. Carbon neutrality goals are pushing automakers to adopt recyclable materials, eco-friendly plastics, and carbon fiber composites to reduce vehicle weight and carbon footprint.
- V. Software-defined vehicles (SDVs) are driving changes in electronic and electrical architectures. In 2025, the automotive industry will move further toward SDVs, with traditional ECU architectures being replaced by centralized computing and zonal controllers.

C. Automobile Safety System Market

The Asia-Pacific region is the largest market for automotive safety airbags. India, China, Japan, and other countries in the Asia-Pacific region are implementing stringent regulations to ensure passenger safety. The increasing demand for vehicles with enhanced safety features has also driven the market demand for automotive safety airbags. The North American region is experiencing the fastest growth in the automotive safety airbag market. Due to technological advancements, the United States is the largest consumer of automotive safety airbags. In the Asia-Pacific automotive safety airbag market, the sales of electric vehicles have been steadily rising, leading to an increased demand for automotive safety airbags.

D. Industrial applications in the oil and gas industry

The energy market has been volatile due to various factors, including the recovery of demand after COVID-19, concerns about ESG issues, the resumption of oil supply from Iran, and tensions between Ukraine and Russia. After Trump takes office in 2025, his clear opposition to electric vehicles and his second withdrawal from the Paris Climate Agreement, along with the announcement of plans for large-scale oil drilling, are viewed as short-term positives for the crude oil market. However, the potential end of the Russia-Ukraine war may lead to an oversupply of crude oil, which could weaken oil prices and compress shale oil production. UBS forecasts that the oil market in 2025 will remain largely balanced and maintains a moderately positive outlook on crude oil prices. Bank of America believes that despite the ongoing excitement surrounding AI and data centers, the global energy consumption growth rate will fall below an annual rate of 3% by 2030, further causing annual oil demand growth to drop below 1%. EIA projects the price of Brent crude oil in 2025 to be USD 74 per barrel. Meanwhile, Amin Nasser, CEO of Saudi Aramco, expects global oil demand in 2025 to reach approximately 106 million barrels per day, higher than the 2024 demand of 104.6 million barrels per day.

E. Industrial Applications - Semiconductor Equipment and Factory Construction Market

To meet the growing demand driven by the deployment of artificial intelligence (AI), data centers, and high-performance computing (HPC), the global semiconductor market is expected to show strong growth in 2024. According to a research report by Deloitte, with inventory being cleared as anticipated and end-user demand remaining robust, the global semiconductor industry is projected to grow by 19%, reaching an annual sales figure of USD 627 billion. This exceeds the previous forecast of USD 611 billion. The report further forecasts that sales in 2025 will reach USD 697 billion, representing 11%

growth and setting a new record. The industry is also on track to achieve the long-term goal of USD 1 trillion in chip sales by 2030. This means that the compound annual growth rate of the industry is 7.5% from 2025 to 2030. It is assumed that the industry will continue to grow at that speed, and its scale may reach USD 2 trillion by 2040.

F. Industrial Applications - Bicycle Industry

The global bicycle market is expected to reach the bottom of its high accounts receivable and high inventory issues. In 2024, road bikes have become the main sales driver globally, replacing mountain bikes, which were popular during the pandemic. This year, market performance in China, as well as in mid-to high-end segments in Europe and North America, will be key areas to monitor. In 2024, Giant Manufacturing's revenue share from the Chinese market increased to 36%, surpassing the European market's 32%, making China the company's largest market globally. However, since the end of the third quarter of 2024, demand in the Chinese market has cooled, with both Giant and Merida seeing declines in sales volume and revenue in China. Giant expects the Chinese market to grow further in 2025 compared to 2024, while Merida anticipates that demand will slow down. In contrast, demand in the European and American markets is generally expected to increase, and the overall global bicycle market is likely to slightly outperform its performance in 2024.

G. Aerospace Components Industry

The future development of the aerospace industry is primarily driven by changes in the global total revenue passenger kilometers (RPK) of air transport. It is projected that the global RPK will reach US\$16.5 trillion by 2036. The forecast for new aircraft demand primarily comes from orders for single-aisle passenger planes, indicating that high-performance new-generation small and medium-sized aircraft will become a trend in the aviation passenger transportation industry. CFM, a global engine manufacturer, is currently undergoing a transition in engine generation, replacing the current CFM56 with the LEAP engine. This upgrade will enhance fuel efficiency by 15% and reduce engine weight by 25%. In the future, the LEAP engine will become the preferred option for single-aisle aircraft, resulting in a simultaneous increase in demand for related components.

(2) Product Competition:

A. Airbag components

For international automotive airbag inflator manufacturers, the primary considerations are supplier product stability, reliability, and delivery efficiency. High-standard safety international manufacturers place great emphasis on stable machining raw material quality, which is a key factor. Global Tek, in collaboration with domestic raw material suppliers, has developed strategically certified steel. Unlike competitors who import steel from abroad, Global Tek enjoys a cost advantage and has control over the delivery time of raw materials. Furthermore, the group enhances supply chain management by integrating with the procurement and delivery systems of key customers, enabling them to promptly track customer deliveries. This enables the group to swiftly adapt to changes in customer demands and foster customer loyalty. After KSS acquired the Takata airbag explosion incident, the industry as a whole has become more consolidated. This has led to a more conservative approach in the development of new technologies and materials, resulting in increased barriers for potential

competitors to enter.

B. Transmission Components

Based on vehicle safety considerations, original equipment manufacturer (OEM) components for automobiles must undergo rigorous safety standard certification. This process involves qualification review, verification, and sample submission, which can be time-consuming and expensive. As a result, only suppliers with exceptional precision machining and quality control capabilities are likely to be acknowledged by Tier 1 manufacturers. The overall supply chain has a close relationship between the upstream and downstream. Only a few suppliers provide the same components, so if Tier 1 manufacturers want to change suppliers, they not only need to convince the original car manufacturer but also spend a significant amount of time certifying the new supplier. Due to cost-effectiveness considerations, the threshold for competitors to enter is higher.

C. Industrial application components

The main industrial application products include industrial instruments, semiconductor process equipment, high-purity electronic gas transport pressure flow control units, and key components of high-end bicycles and electric bicycles. The work piece surface requires high cleanliness, corrosion resistance, and surface smoothness, and the product has a long life cycle. The challenge lies in meeting customers' demands for short development lead times and immediate mass production, while also achieving precise dimensional tolerance control and flexible production line capacity allocation. Furthermore, there's a need to modify machining processes or product dimensions according to customer design changes at any time. Quality and production stability requirements are relatively strict as well. Industrial application components frequently utilize raw materials that are produced through wax casting, die casting, or forging, or they directly employ metal bar stock. These materials undergo several stages of precision machining to manufacture the final parts. The key features of these components include customization, a wide range of materials, and intricate processes. As a result, a thorough understanding of material properties and process control is essential for efficient mass production. Global Tek is one of the few companies in Taiwan that has a precision investment casting production line and combines it with advanced precision machining technology. They have successfully developed the ring-shaped wave pattern process for Emerson Group, establishing themselves as the preferred supplier of precision investment castings in the Asian region. The Group is also the supplier for globally renowned leading brands in the semiconductor and electric bicycle industries. It possesses comprehensive processing, assembly, and testing integration capabilities. Due to the high initial investment amount and the need for years of accumulated processes, there are entry barriers. Therefore, the Group holds a crucial position in the supply chains of various related industries.

D. Aerospace Components

Due to the highly complex nature of engine manufacturing and zero-component supply, it requires high precision technology and strict testing and certification from international major manufacturers. The products manufactured by Global Tek are indispensable components in engines, all of which are customized products. Customers, based on the requirement for zero defects in quality, rely on qualified suppliers with whom they have long-term partnerships. Our group has long-term supply relationships with major international Tier 1 manufacturers. This is because our quality, technology, and professional services

have been highly recognized, making us more competitive than other related industry players. Therefore, the likelihood of substitution in our supply chain is relatively low.

(III) Technical and research & development overview

1. Technical Level, R&D of the Business

(1) Technical Level

Global Tek is a manufacturer specializing in precision metal parts processing, offering integrated services to its customers. The Company utilizes various cutting-edge technologies such as precision computer-controlled lathes, milling machines, lathe-milling compound machines, multi-axis machining lathes, grinding machines, and surface treatment for precision process development. In addition to continuously advancing its core precision machining technology, Global Tek actively pursues production intelligence and equipment automation to contribute to large-scale development projects in the automotive industry. The Company aims to consider process requirements during the early stages of product design, providing customers with cost optimization, stable quality, and a wide range of product options. Furthermore, the group has strengthened and integrated production automation to enhance efficiency, accelerate new product development, and improve overall market competitiveness.

(2) R&D

In order to meet the industry's need for prompt customer response, our research and development efforts are focused on enhancing feasibility assessment, production and delivery efficiency, creating product differentiation, and improving market competitiveness in terms of safety and reliability. We give priority to advanced production management technology and the development of high-value-added products.

A. Promoting intelligent manufacturing management

Siemens UG CNC Simulation and machining process operations are fully implemented in conjunction with MES to develop various application software, such as production management, intelligent monitoring, and tool management, to optimize the processing efficiency of CNC machine tools. The information from various machines on the production line is aggregated to the cloud platform, enabling engineers to instantly grasp equipment status, collect production data for in-depth analysis, and thereby reduce development time, improve trial efficiency, accelerate quotation speed, and enhance work piece machining accuracy. Additionally, a strategic supplier is closely integrated with the group's supply chain to provide customers with rapid service.

B. Providing one-stop service to aerospace component customers

Integrate crucial processes for aerospace components, such as front-end material forming, precision machining, and NADCAP surface treatment special processes, including hard anodizing and other processing procedures, as well as surface treatment and post-grinding. Additionally, incorporate assembly and functional testing to minimize external failure costs and enhance product reliability and profitability.

C. Enhancing process technology to increase the added value of products

- a. We continuously introduce a comprehensive range of cleanliness testing equipment to meet the requirements of various industries, including oil and

gas, petrochemicals, liquefied and gaseous substances, food, medical, semiconductor, optoelectronics, and solar energy. Our goal is to enhance the added value of our products.

- b. Automated inspection of the pulley of the power generator coupling damping device.
- c. Implementing automated inspection for the rear cover of the camshaft.
- d. Continuously introduce semi-finished products into the in-house micro-assembly line.

2. Research and development personnel and their academic and professional experience

December 31, 2024; Unit: people

Education	Number of individuals	Percentage (%)
Master's degree or higher	8	9.64
University	36	43.37
Associate's degree	34	40.96
High (vocational) school	5	6.03
Total	83	100

3. The research and development expenses incurred during the most recent fiscal year and up to the date of printing of the annual report.

Unit: NTD1,000

Item	2024
Research and Development Fees	177,366
Net Operating Revenue	4,797,370
Proportion of net revenue	3.70%

4. Recently developed successful technologies or products up to the date of the annual report's printing

Year	Projects or achievements
2024	<ol style="list-style-type: none"> 1. Developing chassis system components (including steering, braking, suspension, and other subsystems). 2. Developing components for new energy vehicle charging systems. 3. Developing components for electric drive systems in new energy vehicles. 4. Developing components for the pressure-reducing braking system inside the engine cylinder of commercial vehicles. 5. Developing components for electronic water/oil pumps used for cooling purposes. 6. Developing new hybrid transmission parts for energy efficiency. 7. Developing gas generators for seat belt pretensioner. 8. Developing quick-release connectors for industrial liquid cooling systems. 9. Developing components for high-end server water-cooling systems.

Year	Projects or achievements
	10. Developing specialized metal bearing bushings for oil-free magnetic levitation HVAC compressors. 11. Developing oversized lightweight rear sprockets for high-end bicycles.
2025 January to February	1. Developing components for dental surgical equipment. 2. Developing components for IC packaging and testing connectors. 3. Developing specialized welding and assembly processes for high-end pressure gauges. 4. Developing components and assembly testing processes for intelligent drive integration systems.

(IV) Long-term and short-term business development plans

1. Short-term development plan

(1) Expanding opportunities in the automotive airbag system sector

- A. Increase the penetration rate of airbag inflator products outside the US market, and deepen cooperation with procurement departments of key customers in regions other than the US.
- B. Entering the supply chain of international automotive giants for the development of active safety systems, such as Automatic Emergency Braking (AEB) and hydraulic control system components.

(2) Developing high-value-added products through early involvement in customer material and process research and development work.

- A. Developing key components for EPS (Electric Power Steering) systems, such as input shafts, intermediate shafts, and other related products.
- B. Developing key components for braking and air suspension systems
- C. Develop deep drawing cans for stamping products.
- D. Developing hydraulic control system components for engine-assisted braking systems.
- E. Continuing to develop key components such as damping belt tensioner shafts for traditional and hybrid powertrain systems, OAD (Overrunning Alternator Decoupler) shafts for generator coupling damping devices, and other critical components for crankshaft damping shafts.
- F. Continuing to develop precision stainless steel gear processing techniques and introducing components for patented bicycle belt drive systems to existing customers.
- G. Developing key components for pressure and flow sensors in the new energy industry.

(3) Developing precision machined metal components applicable to new energy vehicles and autonomous driving technology.

- (4) Develop key components for car pressure sensors.
- (5) Developing key components for medical equipment.
- (6) Developing key components for optical products.
- (7) Continue developing key components for high-end instrumentation in the petrochemical industry, as well as providing integrated turnkey solutions for component assembly and testing.

- (8) Developing critical components for semiconductor fabrication and packaging/testing equipment.
 - (9) Enhance comprehensive development capabilities for high-end server water-cooling system components, including design, machining, and assembly testing.
2. Long-term development plan
- (1) Reduce the proportion of low-value-added metal components, increase high-value-added products in automotive, bicycle, industrial applications, semiconductor equipment, aerospace, and high-tech products.
 - (2) Integrate internal resources within the Company to automate processes and inspections, replacing labor-intensive tasks.
 - (3) Vertical integration of key processes, strengthening capabilities and equipment investment in front-end materials and back-end surface treatment, reducing external failure cost risks to improve profitability.
 - (4) Talent development combined with colleagues' identification with Company culture, in the future, will continue to focus on consolidating employee cohesion, enhancing employees' sense of identification with Company culture and future development, as well as cultivating a value of mutual prosperity. Leveraging the strengths of each colleague, this will make the Company's decision-making and output more efficient.
 - (5) Improve transparency, enhance external oversight measures, solidify internal governance, and through the disclosure of information and financial statements, allow the market and investors to understand the Company's management philosophy, operational direction, and financial health. This enables feedback from the market and investors, increases external oversight measures, strengthens the Company's foundation, and promotes healthy financial and business development.

II. Analysis of Market and Production and Marketing Situation

(I) Market Analysis

1. The main product sales regions:

Unit: NTD1,000; %

Sales regions		2023		2024	
		Amount	Proportion	Amount	Proportion
Taiwan		142,199	3.38%	200,077	4.17%
Export	Asia	1,873,146	44.51%	2,179,919	45.44%
	America	1,584,568	37.65%	1,655,178	34.50%
	Europe	608,545	14.46%	762,196	15.89%
	Other	0	0.00%	0	0.00%
	Subtotal	4,066,259	96.62%	4,597,293	95.83%
Total		4,208,458	100.00%	4,797,370	100.00%

2. Market share:

The Group is a professional precision metal parts processing manufacturer. The automotive components, industrial applications, and aerospace components produced by the group are all customized products with small quantities and diverse varieties, making it difficult to separately calculate market share for these three types of products. Since its establishment, the Group has always adhered to the customer service concept

and continuously collaborated with leading international brands in the industry to develop and grow together. As a result, the revenue has shown a year-on-year growth trend. Given the continuous growth in niche product demands such as automotive components, bicycle components, and aerospace components, the Group still has significant room for revenue growth in the future.

3. Future supply and demand conditions and growth prospects of the market

(1) Automobile Industry

A. Demand side

Overall, in the foreseeable future, the continued growth of the global economy and the rise of emerging market economies are expected to provide a certain degree of growth momentum for the automotive market. However, uncertainties such as economic fluctuations, changes in policies and consumers' preference will also affect the demand for cars. However, the global demand for new energy vehicles continues to rise. The export of cars in some major car production countries such as China continues to increase. As the technology of cars is improved and the brand influence is expanding, the potential of the export market will be further released, providing new opportunities for the growth of the automotive industry. At the same time, the rapid growth of automotive demand in emerging markets is providing a vast export market for automakers.

B. Supply side

In order to reduce production costs and enhance market competitiveness, automakers are establishing global production layouts. Meanwhile, with the rapid development of the new energy vehicle market, major automakers are increasing their investments and expanding production capacity in this sector. Against the backdrop of intensified competition in the automotive industry, parts suppliers are facing pressure to consolidate. Some large parts suppliers are expanding their scale through mergers and acquisitions to enhance market competitiveness and bargaining power, while smaller suppliers may be eliminated due to outdated technology or higher costs. In addition, automakers will strengthen cooperation with suppliers, optimize supply chain management, and improve production efficiency and product quality. With the continuous advancement of technological innovation in the automotive industry, including intelligent systems, electrification, and connectivity, automotive products will continue to undergo upgrades and replacements. Automakers will increase R&D investments in these areas and launch more innovative products to meet consumers' growing demands for vehicle performance and functionality.

(2) Industrial application

A. Demand side

Industrial instrumentation applications include stainless steel industrial instruments, as well as industrial pipeline accessories such as pipe fittings. They have a wide range of applications, including petroleum refining and production, oil and gas transportation, chemical industry, water treatment, power generation, commercial buildings, food, and medical industries. Due to similar processes, these applications are also used in the semiconductor and optoelectronics industries. Currently, the major demand comes from the oil and gas industry and the semiconductor equipment industry. For parts suppliers in this industry, the level of capital expenditure by upstream manufacturers will impact the future demand for related equipment. The development and application of new energy also rely on various types of industrial instruments for management and monitoring. Although the world faces ongoing tariff wars and deflation concerns,

the overall trend in 2025 is expected to continue its moderate upward trajectory. Following inventory corrections in the second half of 2023 and the robust development of AI-related industries in 2024, investments in new wafer fabs, new equipment, and the establishment of cloud computing centers in various countries have increased significantly. As a result, overall demand in 2025 is expected to surpass that of 2024. Regarding the high-end bicycle and electric bicycle industry that the Group has recently entered, the actual delivery momentum will still be influenced by market inventory clearance in the first half of 2024. However, it is anticipated that in the second half of the year, as global vehicle inventory is cleared and new products enter mass production, the industry will experience a positive growth trajectory. Global Tek has successfully become part of the supply chain for leading brands, and as the customer market share expands in the end market, Global Tek's share of customer supply will also increase year by year, ensuring continued strong market growth.

B. Supply side

Generally, industrial instruments and semiconductor products have a lifespan of over ten years. High-end bicycles and electric bicycles prioritize high performance and added value, requiring precision and reliability. This leads to increased challenges in material selection, design, and processing, as well as more complex procedures. Therefore, in the future, only manufacturers with comprehensive processing capabilities and significant investments will be able to meet these requirements. Our group plans to reduce the proportion of investment in self-owned equipment by adopting a cooperative operating model with suppliers. Instead, we will allocate resources to material selection and process development, enabling us to provide industrial instrument customers with competitive integrated services.

(3) Aerospace Industry

A. Demand side

The future development of the aerospace industry is primarily driven by changes in the global revenue passenger kilometers (RPK) of the aviation industry. It is projected that the global RPK will reach \$16.5 trillion by 2040, driven mainly by the increasing number of passengers from emerging economies. By 2040, 83% of passengers will originate from this region, with China's average number of flights per capita expected to rise to 3.2 and the United States at 1.6. In 2021, the number of aircraft grew by 18% compared to 2020. Post-pandemic, it is estimated that the number will increase to between 39,000 and 44,000 by 2040. Driven by the growth of low-cost airlines and emerging markets, about 70% of orders for new aircraft come from single-aisle planes. This reflects the ongoing market trend of shifting demand from large aircraft to high-performance new-generation medium-sized and small aircraft.

B. Supply side

Enhancing engine fuel efficiency, reducing emissions, and other environmental considerations are the main focus of Tier 1 engine manufacturers. Approximately 72% of single-aisle aircraft are equipped with CFM's Leap engines. Approximately 10,300 orders were not delivered in 2021, and it is estimated that the production capacity of Leap engines will increase to 2,000 engines per year in 2023, which is double the capacity of 2021. This increase in capacity will contribute to revenue growth for suppliers. In terms of Taiwan's aerospace policy, domestic aerospace industry leaders are promoting Taiwan's aerospace industry A-Team 4.0 with assistance from the Chung-Shan Institute of Science and Technology (CSIST). The initiative focuses on four major sectors:

raw materials, machine tools, engine components, and logistics, aiming to attract manufacturers to participate. With support and guidance from leading aerospace companies, manufacturers can obtain the necessary aerospace certifications based on their own strengths, enter the international aerospace industry chain, and create an industrial cluster effect.

4. Competitive Niche:

(1) High proficiency in key machining materials

The raw materials for the airbag gas generator components of this Group are mainly clean steel jointly developed with China Steel, and they have passed customer certification for sales. Compared to other competitors whose supply sources are primarily from Europe, the United States, or Japan, our group has a greater level of control over the delivery time, quantity, cost, and inventory management of key raw materials. This allows us to promptly meet the evolving demands of our customers and maintain a consistent gross profit.

(2) Leading quality

Due to long-term engagement with top-tier Tier 1 automotive, industrial instrument, semiconductor, high-end bicycle and aerospace customers worldwide, this group has developed capabilities in self-developed automated inspection and specialized production process equipment. It holds dozens of patents for specialized equipment and has successively obtained international automotive quality certifications such as IATF16949, BSI QS 9000, ISO14000, aerospace industry NADCAP, and international aerospace AS9100, PED and ISO13485, among others. These certifications ensure compliance with high-precision specifications and special quality assurance requirements for products. The group has also acquired stringent quality certifications from major system manufacturers. This comprehensive quality system serves as a competitive advantage for the group in expanding its market.

(3) Stable and reliable supply chain system

The Group has adopted the model of international giants and built a comprehensive supply chain. It has also introduced mature products and outsourced their production to trusted suppliers to enhance production efficiency. Additionally, the Group concentrates its resources on developing high-value niche products, including key components for automobile engines, aerospace engine components, and patented bicycle belt drive system parts. This strategy aims to engage in major development projects with international giants and become part of the value chain system of world-class leading manufacturers.

(4) Introducing intelligent production management, shortening development time frames, and improving production efficiency

In order to promote the systematization and standardization of all operations, Siemens UG CNC Simulation and programming operations have been fully implemented. This has led to a reduction in CNC programming and testing time, as well as more accurate quotations. The Group has independently developed and implemented a Manufacturing Execution System (MES) for production management, which allows real-time monitoring of production-related data. This enables the ERP system to integrate with Product Lifecycle Management (PLM) software, utilize Computer-Aided eXperience (CAX) tools, and integrate Statistical Process Control (SPC) systems for monitoring and managing quality parameters during the production process. This extends to strategic suppliers, significantly shortening product development cycles, improving yield rates, and

enhancing production efficiency.

5. Advantages, disadvantages, and coping strategies for future development prospects:

Advantages

- (1) The demand for automobiles and passive safety in emerging markets is continuing to grow

The emerging markets, led by China and India, have become the driving force of global growth, with their domestic markets playing a crucial role. Among these markets, China has demonstrated the most promising growth potential. With the rise in average income, price reductions, and promotions by car dealers, urbanization policies, stricter safety regulations for automotive safety systems, and a growing focus on life safety, it is anticipated that the demand in the automotive markets of China and India will continue to expand. The global automotive market is still experiencing moderate growth, which in turn fuels the demand for automotive components.

- (2) The introduction of new types of safety airbags has resulted in an increase in the average number of airbags used per vehicle

Consumers' awareness of safety systems in cars is increasing. With intense competition among car manufacturers, front seat airbags have become standard equipment. Additionally, new applications such as side airbags, curtain airbags, head and chest airbags, and knee airbags are being introduced one after another. Other innovative solutions, such as insurance pole airbags, airbags for baby safety seats, rear impact airbag systems, and sensor-based airbags, have contributed to the growth of the airbag market. This expansion is advantageous for the future development of our Group.

- (3) International manufacturers will expedite the release of orders

In the future, brands will prioritize the development of new technologies and product design. This will lead to an increase in the outsourcing ratio of manufacturers and a higher level of involvement from component suppliers in manufacturing.

- (4) Has a long-term strategic partnership with a Tier 1 manufacturer on an international scale

This Group has a high entry barrier in the industry, making it difficult for new competitors to enter. Its main customers include JSS, Autoliv, Litens, BorgWarner, Mahle, Magna, Emerson, Schneider Electric, Parker Hannifin. The layout in the highly concentrated automotive airbag market is quite comprehensive. The top two manufacturers, Autoliv and JSS, are both significant customers of this group. Additionally, major automotive safety system manufacturers are actively developing active safety system devices. The Group's strategic position as a supplier will support its efforts to enter the supply chain for active safety components. In addition, building upon its existing presence in the automotive, industrial instrumentation, semiconductor, and aerospace sectors, the Group has, in recent years, established high-quality and responsive support systems in the high-end bicycle, medical, and semiconductor packaging and assembly EMS industries. This has enabled the Group to evolve from a pure component machining provider into a comprehensive solution provider offering design, manufacturing, assembly, and testing services.

- (5) The main customers are diversified across various industries, making them less susceptible to the impact of economic cycles

This Group's main customers are diversified across the automotive safety systems, automotive engine transmission systems, industrial instrumentation, semiconductor equipment, aerospace components industries, and recently developed high-end bicycle components. Due to the Group's capability to manufacture essential components needed by different industries, the product portfolio is quite diverse. This allows the Company to efficiently adapt to changes in specific industry or product cycles, leading to consistent revenue.

Disadvantages

- (1) The rise of Chinese mainland's domestic automotive brands and new energy vehicles could be considered a disadvantage

The Chinese automotive industry has undergone decades of development and has established a mature industrial support system. During this development process, it has formed a cluster of automotive components primarily centered around vehicle manufacturers. However, high-value components such as automotive engine transmission systems are still predominantly controlled by foreign-funded and joint venture enterprises. China's strategy for automobile manufacturing is shifting towards the new energy vehicle sector, creating a favorable policy environment for the development of intelligent electric vehicles.

Response strategies:

The Group's current product offerings, including belt tension control systems, vibration control systems, smart pulleys/sprockets, and shock absorbers, are still compatible with hybrid car models. The Group collaborates with Tier 1 major customers to develop components for new energy vehicle braking systems. Additionally, the Group actively seeks opportunities for cooperation with international leading manufacturers in mainland China.

- (2) The cost of labor in China has been rising year by year

With the gradual increase in basic wages in China, the proportion of labor costs to manufacturing costs has been rising. This could potentially impact the profitability of our Group.

Response strategies:

In addition to continuously improving production processes to enhance efficiency and quality, the Group has also streamlined manpower requirements to increase the efficiency of product production and alleviate the cost pressure caused by rising wages. On the other hand, the Group is actively improving the automation of production and inspection processes by introducing automated machinery. This helps to replace labor-intensive tasks and inspection work, resulting in enhanced quality stability and reduced labor costs.

- (3) Sino-US trade war

After Trump takes office, he is expected to further intensify tariffs and trade restrictions against China. Given various geopolitical considerations, the Group may gain additional business opportunities, though profit margins could be under pressure.

Response strategies:

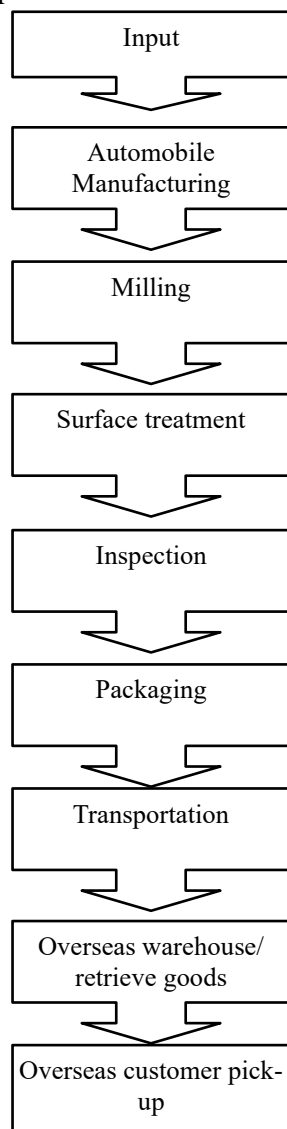
The Group continues to expand integration across the industrial value chain by acquiring capabilities in precision stamping, aerospace-grade precision casting, and surface treatment. At the same time, it is investing in a new plant in Thailand to establish a production base outside of the Greater China region.

(II) The important uses and production process of the main products

1. The important uses of the main products:

This Company mainly produces and assembles automotive safety systems, automotive fuel transmission systems, industrial instruments (temperature/pressure/flow control systems), semiconductor equipment control systems, high-end bicycles, aircraft control systems, aircraft engine control systems, other industrial and mechanical products, and precision metal components.

2. Production process of main products:



(III) Supply status of main raw materials

Main raw materials	Supply status
Steel	Good
Raw material	Good

(IV) Please provide the names of suppliers (customers) over the past two years that accounted for more than 10% of the total purchase (sales) amount in any single year, along with their purchase (sales) amount and proportion. Additionally, please provide an explanation for any changes in these figures.

1. Information about the main suppliers in the past two years.

Unit: NTD1,000

Item	2023				2024			
	Name	Amount	Percentage of Annual Net Purchase Amount (%)	Relationship with the Issuer	Name	Amount	Percentage of Annual Net Purchase Amount (%)	Relationship with the Issuer
1	Rui-Hong	402,770	19.43%	None	Rui-Hong	288,290	12.66%	None
2	Other	1,669,830	80.57%	None	Other	1,988,871	87.34%	None
	Total	2,072,600	100.00%		Total	2,277,161	100.00%	

Reason for changes:

- (1) Re Hong: The Company primarily supplies semi-finished products and goods for our automotive components, as well as raw materials for our bicycle products. The decrease in demand for bicycle products has led to a reduction in the value of goods purchased.

2. Information about the main sales customer in the past two years

Unit: NTD1,000

Item	2023				2024			
	Name	Amount	Percentage of annual net sales (%)	Relationship with the Issuer	Name	Amount	Percentage of annual net sales (%)	Relationship with the Issuer
	Total	4,208,458	100.00%	None	Total	4,797,370	100.00%	None

Reason for the change: No customer accounted for more than 10% of the total sales in the last two years.

III. The Number of Employed Employees, Average Length of Service, Average Age and Education Distribution Ratio in the Last Two Years and as of the Annual Report Publication Date

Unit: persons; age; year

Year		2023	2024	As of February 28, 2025
Number of employees	Direct employees	556	784	775
	Indirect employees	377	540	551
	Total	933	1,324	1,326
Average age		37.23	37.78	37.87
Average years of service		6.76	6.83	6.92
Educational distribution ratio (%)	Master	4.07	5.29	5.20
	Bachelor	51.56	48.79	49.18
	High school	28.40	33.46	33.48
	Below high school	15.97	12.46	12.14
	Total	100.00	100.00	100.00

IV. Disbursements for Environmental Protection

For the most recent fiscal year and up until the date of printing of the annual report, losses incurred due to environmental pollution (including compensation and violations of environmental protection regulations as determined by environmental inspections), should be detailed. This includes specifying the date of the penalty, penalty number, violated regulations, the nature of the violation, and the penalty imposed. Additionally, disclose estimated current and future losses and corresponding measures. If unable to reasonably estimate, explain the reasons for the inability to estimate.

We continuously dedicate efforts to environmental governance work in various aspects such as water resource management, air quality control, and waste disposal. We also actively renew pollution control equipment and provide training for operational personnel. Regular site inspections are conducted, and adjustments are made to the content of operating permits for fixed pollution sources.

V. Labor Relations

- (I) Employee welfare measures, training and education, retirement systems, and their implementation, as well as agreements between labor and management and the status of measures to protect employee rights, are disclosed.

1. Employee welfare measures:

In order to fully take care of employees and safeguard their living conditions, our Company provides or sponsors various welfare programs. We also establish an Employee Welfare Committee in accordance with the law, select welfare committee members to handle various welfare measures, and set annual welfare budgets and plans to reasonably and effectively utilize employee welfare funds. The current welfare benefits include birthday celebrations and gifts, various activities organized by the welfare committee (such as employee trips or gatherings), allowances for weddings, funerals, and festive occasions, regular health check-ups, group insurance for employees and travel insurance, year-end bonuses, performance/production bonuses, stock options for outstanding employees, and rewards for excellent employees. Profit-sharing and subsidies for external training are also provided. In terms of hardware facilities, the Company offers convenient amenities such as coffee machines, rice steamers, microwaves, refrigerators, washing machines, dryers, and parking spaces for cars and motorcycles. Additionally, the Company organizes sports and recreational

competitions periodically. Apart from providing a safe and healthy work environment for employees, the Company has designated safety personnel and onsite medical staff to offer free consultations and health care advice. To create a female-friendly workplace, there are comfortable lactation rooms available for postpartum relaxation and breastfeeding. The Company also plans health programs such as weight management, smoking cessation, physical fitness courses, and health seminars to help employees achieve a balance between work and life. Furthermore, the Company has been awarded the "Health Promotion Label" certification by the Health Promotion Administration of the Ministry of Health and Welfare (valid from January 1, 2023 to December 31, 2025).

2. The Company's continuing education and training system:

The Company and its subsidiaries consider employees as valuable assets and prioritize talent development. We arrange professional on-the-job training courses and management courses according to various functional needs. This includes providing internal or external education and training, seminars, etc., tailored to different levels and specialties. We integrate internal and external resources to provide employees with comprehensive professional skill development and self-growth inspiration, systematically cultivating rich professional capabilities and nurturing talents capable of facing challenges.

In post-pandemic era, we have introduced and effectively utilized e-learning platforms. We encourage employees to continue their learning without interruption due to the inconvenience of physical courses caused by the pandemic. We have arranged video courses to enhance the learning channels and effectiveness for our colleagues.

3. The retirement system and its implementation:

- (1) Due to our Company's investment in subsidiary companies, Global Tek Co., Ltd. was established in 2000. Therefore, employees who fall under the old retirement pension regulations as per the Labor Standards Act have 2% of their monthly salary deducted and deposited into a special account at a Taiwan Bank designated by the Labor Pension Fund Supervisory Committee.
- (2) According to the Labor Pension Fund regulations, employees have the option to continue applying the old retirement pension regulations under the Labor Standards Act or retain their work seniority before the Labor Pension Fund regulations were applied. The calculation of retirement benefits is based on the years of service and the average salary for the six months before the approved retirement date.
- (3) For employees who are eligible for the 'Labor Pension Fund' as stipulated, the Company contributes 6% of their salary monthly to the employee's individual retirement fund.
- (4) Regarding colleagues who are transferred to subsidiary companies by the Company, their seniority will continue to be counted, providing them with additional security and fulfilling the objective of talent circulation within the Group.

4. Labor and management agreements:

The Company adheres to the principles of mutual trust between labor and management and profit-sharing. The management and employee benefit systems are still in good condition, and the labor-management relationship is harmonious. There have been no major labor disputes with employees.

5. Employee rights protection measures include:

The Company and its subsidiaries have established various management systems, including work rules approved by the competent authorities, which clearly define employee rights, obligations, and benefits. These systems are regularly reviewed and revised to maintain and protect the rights and interests of all colleagues. Apart from convening labor-management meetings, departmental meetings, and annual all-staff meetings, we also provide diverse communication channels such as e-mail, suggestion boxes, and colleague satisfaction surveys. This allows us to listen to colleague feedback, facilitate constructive dialogue, and implement improvements, thus promoting harmonious labor relations. Additionally, through monthly newsletters, colleagues gain a clear understanding of the Company's operations and future developments. We complement this with monthly birthday celebrations, corporate culture seminars to shape our Company's culture. Furthermore, we regularly recognize outstanding and senior colleagues, serving to motivate them and enhance retention.

To date, labor-management relations have been harmonious, built on mutual trust and understanding. The Company also has an Employee Welfare Committee, which is funded by the Company to implement various employee welfare measures and enhance employee benefits.

- (II) Losses suffered due to labor disputes in the most recent year and up to the date of publication of the annual report (including violations of the Labor Standards Act as a result of labor inspections, the date of the punishment, the name of the punishment, the violation of legal provisions, the content of the violation, and the content of the punishment), and disclose the estimated amounts and response measures that may occur currently and in the future. If they cannot be reasonably estimated, the fact that they cannot be reasonably estimated should be explained:

1. The Company received a fine notification from Taoyuan City Government on August 8, 2024:

Date of disposal: July 5, 2024

Document number of the disposal document: Fu-Lao-Jian Zi No. 1130217252

Violation of regulations: Violated Article 24, Paragraph 1 of the Labor Standards Act.

Content of violation: Underpayment of overtime wages for 2 employees in May 2024.

According to Paragraph 1, Subparagraph 1, Article 79 and Paragraph 1, Article 80-1 of the Labor Standards Act, a fine of NTD 50,000 was imposed. The name of the violator, the name of the responsible person, the date of the disposal, the articles of violation, and the amount of the penalty were published, and the violator was required to make improvements immediately.

2. Countermeasures:

On August 15, 2024, the Company responded to the Labor Condition Improvement Survey sent by the Office of Labor Inspection, Taoyuan City Government via fax and email, outlining the improvement measures taken: A daily end-of-work bell and announcement reminding colleagues to clock out; production-related unit supervisors reminding colleagues to clock in and out on time through morning meetings; and avoiding staying on company premises without applying for overtime. The two inspectors from the Department of Labor, Taoyuan City Government, conducted a second inspection on February 14, 2025. The improvements made regarding the labor inspection deficiencies are in compliance with regulations, and the case is hereby closed.

The Company's management and employee benefit systems are still in good condition, and the labor-management relationship is harmonious. Under the principle of mutual trust

between labor and management and profit-sharing, our Company anticipates a minimal likelihood of experiencing labor disputes resulting in losses in the future. Therefore, we have not estimated any related losses in the financial report.

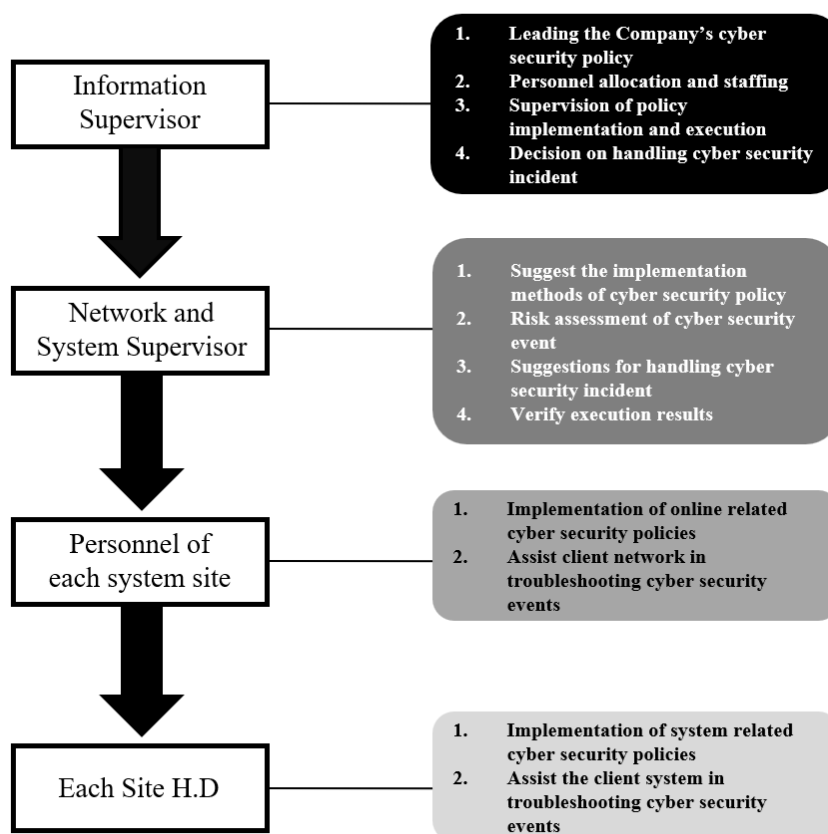
VI. Cyber Security Management

- (I) Cyber security risk management framework, information security policy, specific management plans, and resources invested in information security management, etc.:

To ensure the sustainable operation of our Company and address future cyber security incidents, we have established a cyber security team and defined the Company's information security policy and specific management plans. The specific measures are as follows:

1. Cyber security risk management structure

The Information Department is an independent department that is not affiliated with user units. It is responsible for coordinating and implementing information security policies, promoting information security messages, enhancing employee awareness of cyber security, and collecting and improving technical, product, or procedural aspects that enhance the performance and effectiveness of the organization's information security management system. The auditor conducts annual information security audits on the internal control system to assess the effectiveness of the Company's internal control over information operations.



2. Cyber security policy

In order to ensure the seamless operation of the Company's related business and prevent any unauthorized access, use, control, disclosure, destruction, alteration, deletion, or other infringements of information or information systems, as well as to guarantee their confidentiality, integrity, and availability, this policy is being formulated for the entire Company to adhere to:

- (1) Implementation of cyber security management system execution and verification by internal and external audit units.
 - (2) Effectively manage information assets, continuously conduct risk assessments, and implement appropriate protective measures.
 - (3) Protect information and information communication systems from unauthorized access to maintain the confidentiality of information and communication systems.
 - (4) Protect against unauthorized modifications to maintain the integrity of information and communication systems.
 - (5) Ensure authorized users can access information and communication systems when needed.
 - (6) Comply with national laws and regulatory requirements.
 - (7) Evaluate the impact of both man-made and natural disasters and develop a recovery plan for the core information and communication system to ensure uninterrupted business operations.
 - (8) Implement cyber security education and training, as well as cyber security orientation for new employees, to enhance employees' awareness of cyber security.
 - (9) Manage resources such as access to the Company's network by external vendors and clients to ensure the security of information and communication services.
 - (10) Implement audit execution and management review processes to achieve continuous improvement of the cyber security management system.
 - (11) Strengthen collaboration on cyber security among different factory locations and promote sharing of information and cases related to information and communication security incidents.
3. Specific management plans
- (1) The system's reliability rate reaches over 99.99%. (Downtime hours/total operating hours \leq 0.01%).
 - (2) The ratio of timely reporting, response, and recovery operations after a cyber security incident occurs is 100%.
 - (3) The email filtering for spam and phishing advertisements is effective with an efficiency rate of over 98% (Efficiency rate = Number of successfully filtered advertisement emails / Total advertisement emails that need filtering).
 - (4) Disaster recovery engineering exercise plan and operations (once annually).
 - (5) Cyber security education and real-time cyber security incident reporting and awareness (Cyber security education at least twice every six months / real-time Cyber security incident awareness at irregular intervals), totaling 7 instances of awareness in 2024.
 - (6) There was a data breach incident in the Company's information technology system, occurring less than once per year.
 - (7) Penetration testing and vulnerability scanning operations are conducted once annually.
4. Allocating resources to cyber security management
- Staffing: Appointing one dedicated cyber security manager and one cyber security team member.
- Incident:
- (1) Daily routine hardware equipment inspections.
 - (2) Daily monitoring of antivirus reports and handling problematic computers.
 - (3) Daily monitoring of internet activity and firewall information.
 - (4) Daily system backup execution report checking.
 - (5) Daily checking and handling of user client software and hardware change reports.

- (6) Deployment and monitoring of major Microsoft system updates on a monthly basis.
- (7) Execute disaster recovery at least once every six months.
- (8) Conduct major system personnel permission reviews annually in collaboration with audit units.
- (9) Perform system vulnerability detection once a year.

Object:

- (1) F-Secure antivirus software for client devices.
- (2) WinMatrix is a client software and hardware asset management software.
- (3) Establishing a high-reliability architecture for core systems (AP Mode).
- (4) Establishing a high-reliability architecture for core network equipment (AA Mode).
- (5) Establishing a remote backup mechanism.
- (6) Establishing firewalls between each site.
- (7) Isolation of the factory-side and office-side network segments.
- (8) Establishing domain control policies.
- (9) Establishing an anti-spam and anti-phishing system for the email system.
- (10) Wireless network guest system.

- (II) During the recent fiscal year and up until the printing of the annual report, any losses, potential impacts, and corresponding measures arising from significant cyber security incidents that cannot be reasonably estimated should be explained as such:

Our Company has had no significant cyber security incidents, and there has been no major impact on our financial and business operations.

VII. Important Contracts

Company category	Nature of contract	Parties involved	Contract start and end dates	Main content	Restrictions Clause
Global Tek	Short-term borrowing	Bank of Taiwan	2024.08.20 - 2025.08.20	Operating revolving credit	None
Global Tek	Medium-term borrowing	Bank of Taiwan	2025.01.15-2030.01.15	Operating revolving credit	None
Global Tek	Medium-term borrowing	Bank of Taiwan	2023.02.15-2028.02.15	Operating revolving credit	None
Global Tek	Medium-term borrowing	Bank of Taiwan	2023.02.15-2028.02.15	Operating revolving credit	None
Global Tek	Medium-term borrowing	Land Bank of Taiwan	2023.08.18-2026.08.18	Operating revolving credit	None
Global Tek	Short-term borrowing	Land Bank of Taiwan	2024.07.08-2025.07.08	Operating revolving credit	None
Global Tek	Medium-term borrowing	Land Bank of Taiwan	2022.03.28-2027.03.28	Land Bank Financing	None
Global Tek	Short-term borrowing	Bank SinoPac	2024.05.30-2025.05.31	Operating revolving credit	None
Global Tek	Short-term borrowing	Cathay United Bank	2024.12.03-2025.12.03	Operating revolving credit	None
Global Tek	Short-term borrowing	Taishin International Bank	2024.08.20-2025.07.31	Operating revolving credit	None
Global Tek	Medium-term borrowing	Yuantan Commercial Bank	2023.03.27-2025.03.26	Operating revolving credit	None
Global Tek Technology	Short-term borrowing	Land Bank of Taiwan	2024.06.21-2025.06.21	Operating revolving credit	None
Global Tek Technology	Short-term borrowing	Taishin International Bank	2024.08.20-2025.07.31	Operating revolving credit	None

Company category	Nature of contract	Parties involved	Contract start and end dates	Main content	Restrictions Clause
Global Tek Technology	Short-term borrowing	Bank SinoPac	2024.05.30-2025.05.31	Operating revolving credit	None
Global Tek Technology	Short-term borrowing	Bank of Taiwan	2025.01.20-2026.01.20	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	Bank of China	2022.12.09-2025.12.05	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	Bank of Jiangsu	2022.08.24-2025.06.24	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	Bank of Ningbo	2023.12.06-2025.12.08	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	CTBC Bank	2022.10.28-2026.01.07	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	China Merchants Bank	2024.04.15-2025.05.09	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	Industrial and Commercial Bank of China Limited	2024.09.09-2025.09.08	Operating revolving credit	None
Global Tek (Wuxi)	Short-term borrowing	Cathay United Bank	2024.03.05-2025.03.05	Operating revolving credit	Global Tek Industrial Insurance
Global Tek (Xi'an)	Short-term borrowing	China Merchants Bank	2024.01.22-2027.01.21	Operating revolving credit	None
AvioCast Inc.	Mid-term loans	Bank SinoPac	2024.11.01-2027.10.31	Syndicated loan project	Building mortgage
AvioCast Inc.	Mid-term loans	Bank SinoPac	2024.11.01-2027.10.31	Operating revolving credit	
AvioCast Inc.	Short-term borrowing	Bank SinoPac	2024.10.15-2025.05.31	Operating revolving credit	
AvioCast Inc.	Short-term secured borrowings	Bank SinoPac	2024.11.01-2025.01.30	Operating revolving credit	Pledge at 20%
AvioCast Inc.	Policy-based loans	Hua Nan Commercial Bank, Ltd.	2020 07.08 - 2025. 07.08	Operating revolving credit	
AvioCast Inc.	Letter of guarantee facility	Hua Nan Commercial Bank, Ltd.	2024.11 - 2026.06	Government project - bank performance guarantee facility	Investment amounting to 30% of the guarantee issued
AvioCast Inc.	Mandate guarantee	Mega International Commercial Bank	2024.08.24-2025.08.23	Deferred tax payment loan	
AvioCast Inc.	Export loan	Mega International Commercial Bank	2024.08.24-2025.08.23	Export loan	Order-based loan
AvioCast Inc.	Credit loan	Taipei Fubon Bank	2024.04.29-2025.04.29	Operating revolving credit	
AvioCast Inc.	Policy-based loans	Taiwan Business Bank Co., Ltd.	2021.04.07-2026.04.07	Relief and stimulus loan	Restricted to employee salary payments
Chongye (Suzhou) Precision Industry Co. Ltd.	Short-term credit loans	Commercial Bank of China branch in Wuxi	2024.08.30-2025.08.20	Operating revolving credit	

Company category	Nature of contract	Parties involved	Contract start and end dates	Main content	Restrictions Clause
Chongye (Suzhou) Precision Industry Co. Ltd.	Short-term credit loans	First Commercial Bank	2024.08.28-2025.08.27	Material revolving credit line	Drawn credit amount 10% of margin deposit
Chongye (Suzhou) Precision Industry Co. Ltd.	Long-term borrowing	China Zheshang Bank Co., Ltd.	2022.08.26-2025.08.25	Operating revolving credit	
Chongye (Suzhou) Precision Industry Co. Ltd.	Short-term borrowing	China Zheshang Bank Co., Ltd.	2023.12.18-2024.12.12	Operating revolving credit	

Five. Review and Analysis of Financial Position and Financial Performance and Listing of Risks

I. Financial Position

(I) Comparative Analysis of Financial Position

Unit: NTD 1,000

Item \ Year	2023	2024	Difference	
			Amount	%
Current Assets	4,553,160	5,190,825	637,665	14.00%
Property, Plant, and Equipment	3,019,062	3,941,065	922,003	30.54%
Intangible Assets	10,873	117,925	107,052	984.57%
Other Assets	742,211	992,525	250,314	33.73%
Total Assets	8,325,306	10,242,340	1,917,034	23.03%
Current Liabilities	1,891,575	2,644,951	753,376	39.83%
Long-term Liabilities	2,158,209	1,719,066	(439,143)	(20.35%)
Other Liabilities	345,104	838,276	493,172	142.91%
Total Liabilities	4,394,888	5,202,293	807,405	18.37%
Capital Stock	910,414	1,097,208	186,794	20.52%
Capital Surplus	2,109,225	2,805,479	696,254	33.01%
Retained Earnings	1,007,456	1,083,343	75,887	7.53%
Other Equity	(96,677)	(26,425)	70,252	72.67%
Non-controlling Interest	0	80,442	80,442	New added item
Total Shareholders' Equity	3,930,418	5,040,047	1,109,629	28.23%

Description: The main reasons for any material change (the change in the amount from the previous year is more than 10%, and the amount reaches 1% of the total assets of the year) during the past two years and the effect thereof:

1. Current assets: Mainly due to the inclusion of two newly consolidated entities in 2024.
2. Real property, plant and equipment: Mainly due to the inclusion of two newly consolidated entities in 2024.
3. Intangible assets: Mainly due to the inclusion of two newly consolidated entities in 2024.
4. Other assets: Mainly due to the inclusion of two newly consolidated entities in 2024.
5. Total assets: Mainly due to the inclusion of two newly consolidated entities in 2024.
6. Current liabilities: Mainly due to the inclusion of two newly consolidated entities in 2024.
7. Long-term assets: Mainly due to the inclusion of two newly consolidated entities in 2024.
8. Other liabilities: Mainly due to the inclusion of two newly consolidated entities in 2024.
9. Total liabilities: Mainly due to the inclusion of two newly consolidated entities in 2024.
10. Capital: mainly increased through the conversion of convertible corporate bonds, leading to an augmentation in share capital.
11. Capital surplus: mainly due to an increase in convertible corporate bonds.
12. Total shareholders' equity: mainly due to an increase in convertible corporate bonds.

(II) The main reasons for any material change in the Company's assets, liabilities, or equity during the past two years and the effect thereof, as well as the measures to be taken in response where the effect is of material significance: None.

II. Financial Performance

(I) Financial Analyses for the Past Two Years

Unit: NTD 1,000

Item \ Year	2023	2024	Increase (Decrease) Amount	Change (%)
Net Operating Revenue	4,208,458	4,797,370	588,912	13.99%
Operating Costs	3,277,842	3,756,050	478,208	14.59%
Operating Profit	930,616	1,041,320	110,704	11.90%
Operating Expenses	710,033	876,285	166,252	23.41%
Operating Income	220,583	165,035	(55,548)	(25.18%)
Non-operating Income and Expenses	84,841	128,381	43,540	51.32%
Income before Tax	305,424	293,416	(12,008)	(3.93%)
Income Tax Expense	43,171	84,048	40,877	94.69%
Net income for this Period	262,253	209,368	(52,885)	(20.17%)

Description: The main reasons for any material change (the change in the amount from the previous year is more than 10%, and the amount reaches 1% of the total assets of the year) during the past two years and the effect thereof:

1. Net operating revenue: Mainly due to the inclusion of two newly consolidated entities in 2024.
2. Operating costs: Mainly due to the inclusion of two newly consolidated entities in 2024.
3. Operating gross profit: Mainly due to the inclusion of two newly consolidated entities in 2024.
4. Operating expenses: Mainly due to the inclusion of two newly consolidated entities in 2024.

(II) The main reasons for any material change in operating revenues, operating income, or income before tax during the past two years, a sales volume forecast and the basis therefor, and the effect upon the Company's financial operations as well as measures to be taken in response:

The Company did not prepare and announce financial forecasts, so there is no need to disclose a sales volume forecast and the basis therefor. Besides, the Company's overall performance was relatively normal, so it was not required to develop measures to be taken in response.

III. Cash Flows

(I) Cash Flow Analysis for the Current Year

Unit: NTD 1,000

Item \ Year	2023	2024	Increase (Decrease)	
			Amount	%
Operating Activities	666,667	547,306	(119,361)	(74.10%)
Investing Activities	(329,946)	(468,131)	(138,185)	(15.27%)
Financing Activities	512,160	(148,910)	(661,070)	(132.14%)
Effect of Exchange Rate Changes	(9,272)	43,099	52,371	952.03%
Net Cash Generated	839,609	(26,636)	(866,245)	363.44%
Description:				
1. Decrease in net cash inflow from operating activities: Mainly due to the inclusion of two newly consolidated entities in 2024, leading to a decline in net cash flow from operating activities.				
2. Increase in net cash outflow from investing activities: This is mainly due to the increase in cash outflow from the acquisition of subsidiaries in 2024.				
3. Increase in net cash outflow from fundraising activities: Mainly due to the issuance of convertible bonds in 2023, which resulted in cash inflows not present in the current year.				

(II) Corrective Measures to Be Taken in Response to Illiquidity:

The Company had sufficient funds and encountered no liquidity crisis.

(III) Liquidity Analysis for the Coming Year

Unit: NTD 1,000

Cash at Beginning of the Year (1)	Projected Net Cash Flows from Operating Activities (2)	Projected Cash Flows from Investing and Financing Activities (3)	Projected Cash Surplus (Inadequacy) (1)+(2)-(3)	Remedial Measures for Projected Cash Inadequacy	
				Investment Plan	Financing Plan
1,938,702	473,217	(433,088)	1,978,831	-	-
Description:					
(1) Operating activities: Cash flows from operating activities in the coming year are mainly due to an increase in net cash generated from operating activities as a result of a profit.					
(2) Investing activities: Cash flows from investing activities in the coming year are mainly based on the prediction that the Company's profit will grow steadily in the coming year; however, due to the growth and expansion of business group-wide, investments in equipment, as well as investment in expansion, will continue to increase. As a result, net cash used in investing activities is estimated.					
(3) Financing activities: Cash flows from financing activities in the coming year are mainly due to the distribution of cash dividends.					
(4) Remedial measures for cash inadequacy: Not applicable.					

IV. Effect on Financial Operations of Any Major Capital Expenditures during the Most Recent Fiscal Year

Major capital expenditures were mainly on the purchase of machinery and equipment in response to an increase in orders from customers, which positively contributed to the financial operations of the Company. On March 14, 2024, the Company's Board of Directors decided to invest in establishing a factory and acquiring land in Thailand. The funding source comprises internal capital and bank borrowings, with phased construction and capital injection based on operational needs.

V. Reinvestment Policy for the Most Recent Fiscal Year, Main Reasons for Profits/Losses Generated Thereby, Plan for Improving Re-investment Profitability, and Investment Plans for the Coming Year

December 31, 2024 Unit: NTD 1,000

Company	Reinvestment Policy	Investment Profit (Loss) in 2024	Main Reasons for the Profits/Losses Generated Thereby	Plan for Improving Re-investment Profitability	Investment Plans for the Coming Year
Global TEK CO., LTD.	Precision machining of auto parts	61,516	Profits generated as a result of the recovered overseas auto market.	None	None
Global TEK FABRICATION CO., LTD. (Samoa)	General investment	93,280	Profits generated from GLOBAL TEK(XI'AN) CO., LTD. and GLOBAL TEK(WU'XI) CO., LTD.	None	None
Global TEK CO., LTD.	General investment	140,011	Profits generated from GLOBAL TEK(XI'AN) CO., LTD. and GLOBAL TEK(WU'XI) CO., LTD.	None	None
Global TEK FABRICATION CO., LTD. (Hong Kong)	General investment	69,452	Profits generated from GLOBAL TEK(WU'XI) CO., LTD.	None	None
GLOBAL TEK(XI'AN) CO., LTD.	Precision machining of industrial automation parts and aerospace parts	73,248	Profits generated based on the established policy.	None	None
GLOBAL TEK(WU'XI) CO., LTD.	Precision machining of auto parts	131,091	Profits generated based on the established policy.	None	None
GP TECH, INC.(US)	Sale of auto parts, industrial automation	785	Based on the established policy.	None	None

Company	Reinvestment Policy	Investment Profit (Loss) in 2024	Main Reasons for the Profits/Losses Generated Thereby	Plan for Improving Re-investment Profitability	Investment Plans for the Coming Year
	parts, communication parts, aerospace parts, etc.				
Globaltek Xi'an Machinery Manufacturing Co., Ltd	Industrial automation parts, communication parts, and aerospace parts	(588)	The production will be transferred to the newly established GLOBAL TEK METAL MANUFACTURING (SHAANXI) CO; LTD.	None	None
GLOBAL TEK GmbH	Sale of auto parts, industrial automation parts, and aerospace parts	(1,889)	A one-off impairment loss incurred due to the bankruptcy declaration of a subsidiary will not affect the company's operations.	None	None
GLOBAL TEK METAL MANUFACTURING (SHAANXI) CO., LTD	Industrial automation parts, communication parts, and aerospace parts	(19,352)	A newly established company that is not yet formally operational.	None	None
TOPYES (Suzhou) Precision Metal Products Co., Ltd.	Precision machining of auto parts	(66,078)	Profits reduced due to the shift towards electric vehicles, which affected the auto industry in mainland China.	None	None
AvioCast Inc.	Manufacturing and sale of aerospace aluminum alloys	41,207	Aerospace industry has been gradually recovering and generating profits.	None	None
GLOBAL TEK 株式會社	Sale of auto parts, industrial automation parts, and aerospace parts	(9,785)	The newly established subsidiary has incurred losses in the initial stage of operation.	None	None

Company	Reinvestment Policy	Investment Profit (Loss) in 2024	Main Reasons for the Profits/Losses Generated Thereby	Plan for Improving Re-investment Profitability	Investment Plans for the Coming Year
GLOBAL TEK GROUP (THAI) CO., LTD.	Precision machining of auto parts	(1,131)	The newly established subsidiary, currently in the plant construction planning phase.	None	Planning to construct plants.
GLOBAL TEK AVIATION (THAI) CO., LTD.	Precision machining of aerospace parts	7	The newly established subsidiary, currently in the plant construction planning phase.	None	Planning to construct plants.

VI. Listing of Risks

Analysis and assessment of the following matters during the most recent fiscal year and up to the date of publication of the annual report:

(I) Effect on the Profit (Loss) of Interest and Exchange Rate Fluctuations and Changes in the Inflation Rate, and Response Measures to Be Taken in the Future:

1. Impact of Interest Rate Changes and Response Measures

According to the Company's consolidated financial statements for 2023, interest expenses totaled NTD 78,437 thousand, accounting for 1.64% of net operating revenue. Therefore, the effect of interest rate fluctuations on the Company's profit (loss) was insignificant. With robust finances and good credit, the Company has maintained good relationships with correspondent banks for many years; thus, the Company could land favorable interest rates. Interest rate fluctuations in the future would not have a significant effect on the Company's overall operations.

2. Effect of exchange rate fluctuations and response measures to be taken in the future

According to the Company's consolidated financial statements for 2024, net exchange losses reached NTD 141,293 thousand accounting for 2.95% of net operating revenue. The Company's products are mainly exported. The Company has been developing international customers for many years. Therefore, operating revenue has been affected by exchange rate fluctuations to some extent, which cannot be ignored.

In response, the Company took the following measures:

- (1) Collect information on exchange rate fluctuations at any time, consult banks and get their insight into exchange rate trends and related information, and adjust foreign currency positions in a timely manner through low-risk and stable cash management to avoid exchange risks.
- (2) Consider exchange rate fluctuations when quoting with customers to mitigate transaction risks, and impart the concept of risk sharing to customers to ensure the profitability of the Company's products.
- (3) Deal with procurement expenses in the same currency as sales revenue's as a hedge against exchange rate fluctuations and quote and pay in US dollars as much as possible to avoid exchange risks.

3. Effect of changes in the inflation rate and response measures to be taken in the future

The Company pays close attention to fluctuations in market prices and inflation. If the purchase cost increases due to inflation, the Company will adjust the material prices and sale prices in a timely manner. In addition, the Company strengthens inventory control and improve the turnover rate to abate the adverse effects of rising raw material prices.

(II) Policy regarding High-risk Investments, Highly Leveraged Investments, Loans to Other Parties, Endorsements/Guarantees, and Derivatives Transactions, Main Reasons for the Profit (Loss) Generated Thereby, and Response Measures to Be Taken in the Future:

1. During the most recent fiscal year and up to the date of publication of the annual report, the Company did not make high-risk investments or highly leveraged investments based on a conservative and moderate approach. In the future, the Company will make investments in accordance with internal regulations after careful assessment.
2. Policy regarding loans to other parties, endorsements/guarantees, and derivatives transactions, main Reasons for the profit (loss) generated thereby, and response measures to be taken in the future

The Company has formulated regulations, including "Operational Procedures for Loaning of Company Funds," "Operational procedures for Endorsements and Guarantees," and "Operational Procedures for Acquisition and Disposal of Assets," which regulate the Company and affiliates when they operate; in particular, the loaning of funds to others and endorsements/guarantees are limited to the Company and handled in accordance with the aforesaid policies and response measures.

(III) R&D Work to Be Carried Out in the Future and Further Expenditures Expected for R&D Work:

The Company is a professional metal precision parts processing manufacturer, with core technology lying in the research and development of automatic lathes, milling machines, turning and milling compound machines, grinding machines, and surface treatment. In addition to enhancing core precision processing technology, the Company is actively participating in the large development plans of major car companies. By considering the needs of the process early in the stage of product design, the Company hopes to yield twice the result and improve development and design capabilities. Therefore, the Company will gradually invest in the development of required R&D talents and automation equipment and fixtures based on customer needs.

According to the Company's business policy, further expenditures expected for R&D work will remain at 3% of operating revenue.

(IV) Effect on the Financial Operations of Important Policies Adopted and Changes in the Legal Environment at Home and Abroad, and Measures to Be Taken in Response:

The Company operated in accordance with relevant laws and regulations at home and abroad. In recent years, the Company's operation has not been affected by changes in the legal environment at home and abroad. The Company always pays attention to the development trends of domestic and foreign policies and changes in laws and regulations to take appropriate measures as soon as possible.

(V) Effect on the Financial Operations of Developments in Science and Technology (including Cyber Security Risks) and Industrial Change, and Measures to Be Taken in Response:

The Company always pays attention to the developments in technology and changes in the industry and continuously improves research and development capabilities. Therefore, developments in science and technology and industrial changes have no significant effect on the Company's financial operations.

As network and communication technologies evolve, information systems have become an indispensable part of business operations. All information systems within the organization may be exposed to cyber threats. To maintain business sustainability, the Company has a firewall; anti-virus software has also been installed on the server and each employee's computer to automatically patch operating system loopholes, regularly back up company data and ERP data, and perform backup tests; in addition, the cyber security department monitors cyber security projects on a daily basis to reduce cyber security risks. At present, there is no major cyber security risk that has a significant effect on the Company's financial operations.

(VI) Effect on the Crisis Management of Changes in the Corporate Image, and Measures to Be Taken in Response:

The Company always adheres to the business philosophy of professionalism and integrity, and attaches great importance to the corporate image and risk control. At present, there is no foreseeable corporate crisis.

(VII) Expected Benefits and Possible Risks Associated with Any Mergers and Acquisitions, and Measures to Be Taken in Response:

The Company had no ongoing mergers and acquisitions in the most recent year and had no plan for mergers and acquisitions of other companies. In case of a merger or acquisition, the Company will carefully take the synergies of the merger or acquisition into account to maintain the interests of the Company and shareholders.

(VIII) Expected Benefits and Possible Risks Associated with Any Plant Expansion, and Measures to Be Taken in Response:

Newly invested and established "GLOBAL TEK METAL MANUFACTURING (SHAANXI) CO., LTD" in Leijiagou Industrial Park, Niyang Road, Chengguan Street Office, Yintai District, Tongchuan City, Shaanxi Province, leased plant to set up investment casting plant with an estimated investment amount of RMB 33 million. Once formal mass production begins, the expected maximum annual production will be 1,500 tons.

(IX) Risks Associated with Any Concentration of Sales or Purchasing Operations, and Measures to Be Taken in Response:

1. Risks associated with the concentration of purchasing operations, and measures to be taken in response

The Company sources main materials from long-term suppliers designated or audited by the customers whose quality, supply, finances, and management meet the customers' requirements. The rest of the major suppliers have long-term and stable relationships with the Company, with high stability in terms of quality, supply, delivery. The raw materials of the Company mainly include bars, stampings, forgings and castings of metals, including stainless steel, carbon steel, titanium alloy, aluminum alloy, copper, and other metal raw materials. The Company does not source from single suppliers to reduce the risk of centralized procurement.

2. Risks associated with the concentration of sales operations, and measures to be taken in response

Over the past two fiscal years, the Company has not had any single customer accounting for 10% or more of the total sales revenue, and there is no concentration of sales. In the future, the Company will aim to develop and retain customers in automobile, industrial application, bicycle, and aerospace industries to effectively diversify customer groups and reduce the risk of sales concentration.

(X) Effect on and Risk to the Company in the Event a Major Quantity of Shares Belonging to a Director, Supervisor or Shareholder Holding Greater than a 10% Stake in the Company Has Been Transferred or Has Otherwise Changed Hands, and Measures to Be Taken in Response:

None.

(XI) Effect on and Risk to the Company Associated with Any Change in Governance Personnel or Top Management, and Measures to Be Taken in Response:

None.

(XII) Litigious and Non-litigious Matters:

None.

(XIII) Other Important Risks, and Mitigation Measures Being or to Be Taken: None.

VII. Other Important Matters: None.

Six. Special Disclosure

- I. Information on Affiliates:** Please refer to the MOPS > Company > Electronic Document Download > Affiliate Disclosure Forms Section
https://mopsov.twse.com.tw/mops/web/t57sb01_q10
- II. Private Placement of Securities during the Most Recent Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report:** Please refer to the MOPS > Special Sections > Investment Area > Private Placement Section > Private Placement Section <https://mops.twse.com.tw/mops/#!/web/t116sb01>
- III. Other Supplementary Information:** None.

Seven. Situations Listed in Subparagraph 2, Paragraph 3, Article 36 of the Securities and Exchange Act, which Might Materially Affect Shareholders' Equity or the Price of the Securities, Occurring during the Most Recent Fiscal Year and during the Current Fiscal Year Up to the Date of Publication of the Annual Report:

- I. The dishonoring of negotiable instruments due to insufficient deposit, the refusal to transact by banking services, or other events that result in the loss of good credit standing: None.**
- II. Litigation, non-litigious proceeding, administrative disposition, administrative dispute, security procedure, or compulsory execution, which has had a significant impact on the financial status or business of the company: None.**
- III. Serious drop in the output, complete or partial suspension of work, lease of the company factory or its main facilities, or complete or partial pledge of the material assets which has had a significant impact on the company business: None.**
- IV. Any event specified under Article 185, paragraph 1 of the Company Act: None.**
- V. Judgment by the competent court to prohibit the transfer of the company's shares under Article 287, paragraph 1, item 5 of the Company Act: None.**
- VI. Change in Chairman, President, or one-third or more of the Directors: None.**
- VII. Change in the auditing and certifying accountant. However, where the change is due to internal adjustments in the accounting office, this matter shall not be included: None.**
- VIII. Execution, amendment, termination, and rescindment of the important memoranda, strategic alliances or other cooperative business plans, or important contracts, change in the material contents of the business plan, completion of new product development, successful development of trial products, and formal entrance into mass production, or acquisition of other enterprises, acquisition or assignment of patent rights, exclusive trademark use rights, copyrights, or other intellectual property rights transactions, which have a major effect on the finances or business of the company: None.**
- IX. Other important events that have had significant impact on the continuation of company operation: None.**

Global Tek Fabrication Co., Ltd.

Chairman: Liu, Tsu-Yin