# 2024 ESG Report

Innovation · Profession · Initiative · Accountability

# Contents



# ABOUT THIS REPORT

General Interface Solution (GIS) Holding Limited (hereinafter referred to as "GIS") is dedicated to promoting sustainable development, fulfilling its corporate social responsibility, and showcasing GIS's achievements and performance in various aspects to stakeholders through this sustainability report (hereinafter referred to as the "Report"), as well as presenting the Company's management actions and future planning. This is the fourth Report published by GIS. The Company issues Reports regularly every year to continuously communicate and convey GIS's determination for sustainable development in a transparent and open manner.

## Coverage Period

The main reporting period of this Report is from January 1, 2024 to December 31, 2024. However, to provide more comprenhensive explanations and better present various topics and performance metrics, some content may include relevant information dated before or after 2024.

## Scope

This Report adopts the perspective of the Group (GIS) as the disclosure boundary, which is consistent with the consolidated financial statements boundary. However, due to adjustments in the Company's operational strategy, the Wuxi Factory was closed in 2024, and some companies did not have substantial operations. Therefore, disclosure is limited to major operating locations only, including: General Interface Solution Ltd., Interface Technology (ChengDu) Co., Ltd., Interface Optoelectronics (ShenZhen) Co., Ltd., Reco Biotek Co., Ltd., and Reco Technology (ChengDu) Co., Ltd.

## Internal Review and External Assurance

All contents and relevant data of this Report have been reviewed by top executives of each responsible department and the Sustainable Development Committee, and the Report is finalized and issued upon approval by the Board of Directors. The financial data in this Report has been verified by PwC Taiwan in accordance with the Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and generally accepted auditing Standards, and assured by ARES International Certification Co., Ltd. in accordance with the AA1000 Assurance Standard v3 (Type 1 Moderate Assurance Level). Please refer to Appendix VI for the third-party assurance statement.

## Compilation Principles

The figures disclosed in this Report are mainly the results of GIS's self conducted statistics and surveys, as well as data from the internal management systems. The financial data is quoted from the GIS 2024 Financial Report, which has been audited and certified by PwC Taiwan, and is presented commonly used numeric formats. Any restatements of information in the Report will be provided with a note of explanation in the text.

The currency used in this Report is primarily New Taiwan Dollar (NTD), and the exchange rate for Renminbi (RMB) is uniformly calculated at RMB 1: NTD 4.46 (based on GIS's average exchange rate in 2024).

The content structure of this Report has been prepared in accordance with the following guidelines, and strategies, objectives, and specific actions related to the Company's major issues are disclosed based on reporting principles. The contents of GRI and SASB are listed in Appendix I and Appendix II respectively.

- GRI Standards (2021 edition) published by the Global Reporting Initiative (GRI) [Note]
- Sustainability Accounting Standards Board (SASB) Standards issued by the International Sustainability Standards Board (ISSB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- Corporate Governance 3.0 – Sustainable Development Roadmap issued by the Financial Supervisory Commission (hereinafter referred to as "FSC")
- Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies issued by the Taiwan Stock Exchange Corporation

Note: No applicable GRI Sector Standards currently.

The Company's reporting scope and information are as follows:

| Juridical Person | Site location | Name used in this Report |
|---|---|---|
| General Interface Solution Ltd. | Zhunan, Houli | General Interface Solution Ltd. |
| Interface Technology (ChengDu) Co., Ltd. | Chengdu | Interface Technology (ChengDu) Co., Ltd. |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | Shenzhen | Interface Optoelectronics (ShenZhen) Co., Ltd. |
| Reco Biotek Co., Ltd. | Houli | Reco Biotek Co., Ltd. |
| Reco Technology (ChengDu) Co., Ltd. | Chengdu | Reco Technology (ChengDu) Co., Ltd. |

## Publication Schedule

Reports are issued regularly on a yearly basis, and are updated on the Market Observation Post System and the GIS official website at the same time.

Previous edition: October 2024
This year's edition: September 2025
Next edition: Scheduled for September 2026

**Download**

## Contact Information

If you have any questions or suggestions regarding this Report, you are welcome to contact us:

ESG Team of Sustainable Development Committee

- Contact person: Ms. Chen
- Tel: +886-37-777-939 ext.71821
- Email: ESG@gis-touch.com
- Website: www.gis-touch.com
- Contact Address: 8F, No. 12, Kezhong Road, Zhunan Township, Miaoli County, Hsinchu Science Park Zhunan Park 350401, Taiwan

# Letter from the Sustainable Development Committee Chairperson

Global sustainable development and corporate social responsibility are gaining increasing attention. GIS deeply recognizes that enterprises are not only creators of economic value but also practitioners of environmental protection, social inclusion, and good governance. In 2024, GIS continued to advance its sustainability goals and demonstrated resilience across ESG (Environmental, Social, and Governance) dimensions, achieving multiple milestones.

In 2024, GIS received four sustainability awards, including the Asia-Pacific Sustainability Action Award – SDG7 Bronze Award, the National Sustainable Development Award (Corporate Category – Manufacturing Sector) from the Executive Yuan, and two Taiwan Corporate Sustainability Awards: the "Taiwan Foreign Enterprise Excellence Award" and the "Sustainability Report – Electronics and Information Manufacturing Industry – Category 1 Gold Award."

In terms of environmental protection, GIS was elevated to the "Leadership" level in the Carbon Disclosure Project (CDP) ratings in 2024. The Company has committed to an absolute reduction of 42% in Scope 1 and Scope 3 emissions by 2030 and to achieving 100% renewable electricity usage by the same year. This target was officially approved in 2024 by the Science Based Targets initiative (SBTi) for near-term emissions reduction, confirming that GIS' s 2030 carbon reduction pathway aligns with the Paris Agreement' s goal of limiting global warming to 1.5° C. GIS is among the few optoelectronic companies in Taiwan to receive this verification.

Regarding technology development and operations, GIS continues to expand into new application areas, such as near-eye optical modules and the automotive market. In 2024, the Company established multiple new production lines in Taiwan, including those for optical modules, head-up displays (HUDs), and nano-imprint lithography technology. These efforts lay a solid foundation for future growth. We believe that the rapid advancement of artificial intelligence (AI) will further enhance smart living. The Company is also actively investing in AI applications, leveraging innovative technologies such as machine learning and generative AI to optimize product development processes, improve product quality, enhance internal services, and boost overall operational efficiency and productivity, while reducing energy and resource consumption.

In corporate governance, GIS advances sustainable development through its Sustainable Development Committee, which reports directly to the Board of Directors. This committee annually reviews short-, medium-, and long-term sustainability goals and consistently implements risk management assessments and control plans. The Company has also incorporated the sustainability performance of senior executives into their annual evaluations to strengthen the implementation of ESG-related strategies. Through this robust governance framework, the Company is able to deepen its management and enhance its efforts in key areas, including governance operations, environmental sustainability, supply chain management, employee care, social welfare, and risk management, ultimately bringing its vision for sustainable development to life.

Looking ahead, GIS will remain committed to driving sustainability through technology and achieving shared prosperity through innovation. Together with our supply chain partners, we aim to build a more resilient future. We would like to express our sincere gratitude to all of our partners, customers, and stakeholders for their continued support, which keeps us moving forward and fulfilling our sustainability commitments.

周貫穎

**Chairman and Sustainable Development Committee Chairperson**

# CH1. COMPANY OVERVIEW

# 1.1 About Us

GIS is a manufacturer specialized in touch and display module technology. The Company has adpoted the MegaSite business model which utilizes in-depth technology and design integration, with a team having years of experience in designing and manufacturing touch and display modules, together with other related areas such as protective glass, touch sensors, and liquid crystal display modules, GIS is able to deliver comprehensive touch and display technology solutions. Its operation model and product quality have earned wide recognition from numerous world-class customers all around the globe.

The Company continues to develop advanced touch and lamination integration technologies, focusing on next-generation innovations including the industry's thinnest and narrowest bezels, larger panel sizes, more three-dimensional appearances, and ultra-slim lamination thickness. These technologies can be applied to a wide range of products, from large electronic whiteboards to compact wearable devices, positioning GIS as the industry's most comprehensive touch and display solution integration provider in terms of both technological level and service.

Given the booming applications of artificial intelligence, 5G networks, and the Internet of Things, the demand for smart living has grown significantly. Building on its established capabilities in optical, mechanical, and electronic integration technologies, GIS has actively invested in next-generation applications such as the metaverse, biometric identification, and smart vehicle systems. The Company has achieved notable results in developing waveguide near-eye display modules, fingerprint recognition, and a variety of smart cockpit products, including head-up displays (HUD), low-reflection glass coating technology, and Mini LED Touch & Display modules, with the aim of becoming an expert in integration of smart displays and human-machine interaction interfaces through providing cross-sector, scalable, and multi-application integration.

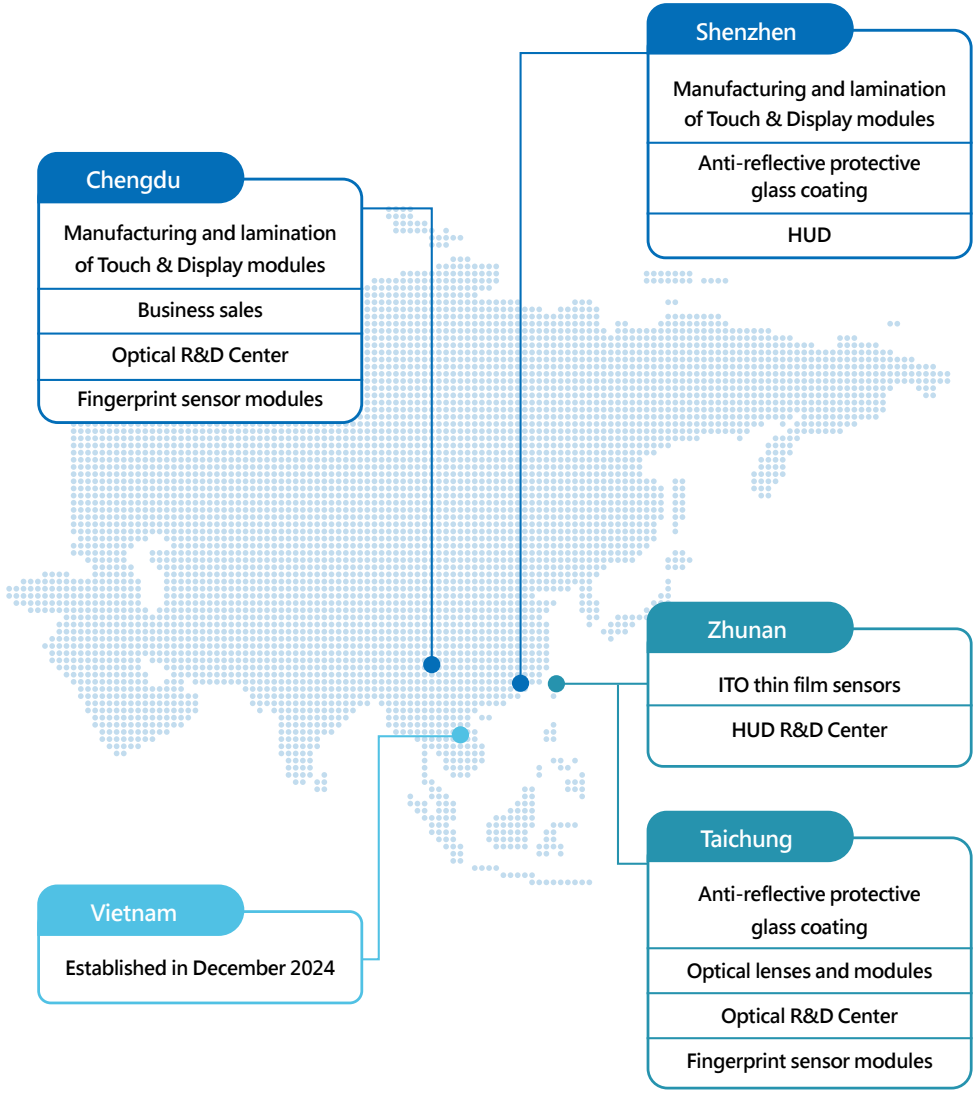
Established in 2011, GIS has R&D and production bases in Taiwan, Shenzhen, and Chengdu. The Company provides services for world-class electronics manufacturers across Asia, Europe, and the Americas, and has maintained long-term, stable partnerships with its clients. Looking ahead, GIS will continue strengthening its competitiveness with a differentiation business approach that offers diversified integration and high added-values.

## Fundamentals of GIS

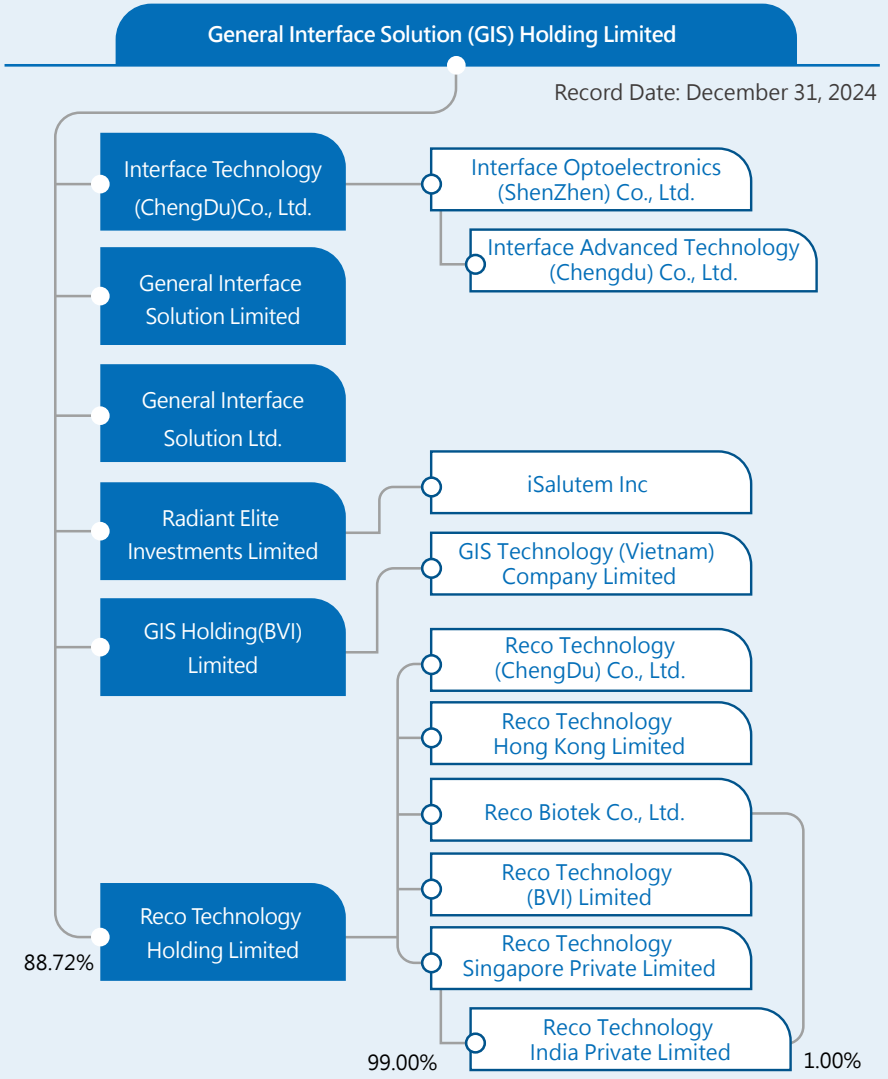
| | |
|---|---|
| Company Name | General Interface Solution (GIS) Holding Limited |
| Country of Registration of Foreign Enterprise | Cayman Islands |
| Company Abbreviation | GIS-KY |
| Stock Code | 6456 |
| Industry | Optoelectronic |
| Main Business | Production and sales of touch and display modules |
| Date of Establishment | January 4, 2011 |
| Paid-in Capital | NT$ 3,379,398,000 |
| Number of Employees | 9,176 |
| Chairman | Hsien-Ying Chou |
| President | Tung-Chao Hsu |
| Spokesperson | Yuan-Pin Lin |
| Registered Address | P. O. Box 31119 Grand Pavilion, Hibiscus Way, 802 West Bay Road, Grand Cayman, KY1-1205 Cayman Islands |
| Contact Address | 8F, No. 12, Kezhong Rd., Zhunan Township, Miaoli County, Taiwan |
| Company Phone Number | +886-37-777939 |
| Company Website | www.gis-touch.com |

Note: Data as of December 31, 2024.

## Distribution of Major Operating Bases




## Affiliates




Note: All unmarked entities represent 100% ownership.

# Company History

## 2024

**March**
- Mass production of optical products in Chengdu

**April**
- Construction of optical module production line in Taiwan

**October**
- Construction of head-up display (HUD) production line

**November**
- Houli Factory in Taiwan received IATF 16949:2016 certification

**December**
- Construction of nanoimprint production line in Taiwan
- GIS Technology (Vietnam) Company Limited established

## 2023

**December**
- Construction of side capacitive fingerprint recognition production line in Taiwan completed

**November**
- Expansion of automotive 3D anti-reflective (AR) glass coating production line in Taiwan completed

**September**
- Development of IoT under-display optical technology completed

**August**
- Reco Technology India Private Limited established

**February**
- Expansion of automotive 3D anti-glare (AG) glass coating production line in Taiwan completed

**March**
- Optical Lens R&D Center in Taiwan established

**April**
- Construction of CIS packaging production line in Taiwan completed

**June**
- Development of ultra-precision lenses for optical path design verification completed

**July**
- Mass production of lens modules for MR products

## 2022

**February**
- Reco Technology (BVI) Limited established

**June**
- Mass production of 3D face recognition devices

**September**
- Development of automotive AR coating technology completed
- Interface Advanced Technology (Chengdu) Co., Ltd. established

**October**
- Transparent LED film display technology successfully deployed in multiple public transportation signage systems

## 2021

**January**
- Interface Optoelectronics (ShenZhen) Co., Ltd. passed the Enterprise Technology Center certification
- Interface Optoelectronics (Wuxi) Co., Ltd. passed the Municipal Enterprise Technology Center certification

**March**
- Mass production of 20×30 mm large-area ultrasonic under-display fingerprint recognition technology
- Mass production of Mini LED backlight module products

**April**
- Development of AR HUD technology completed

**September**
- Development of side capacitive fingerprint recognition techno-logy completed

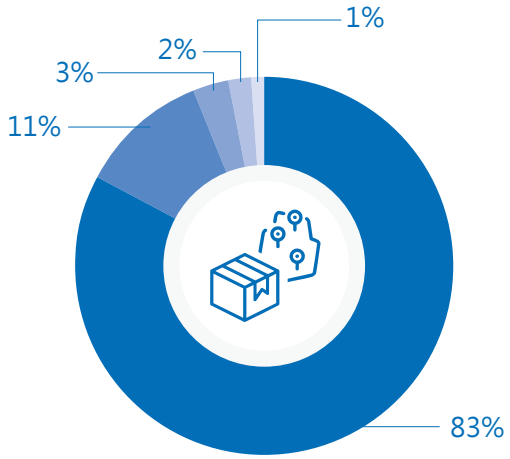
**November**
- Construction of capacitive fingerprint recognition production line completed

GIS Milestones

# Products and Markets

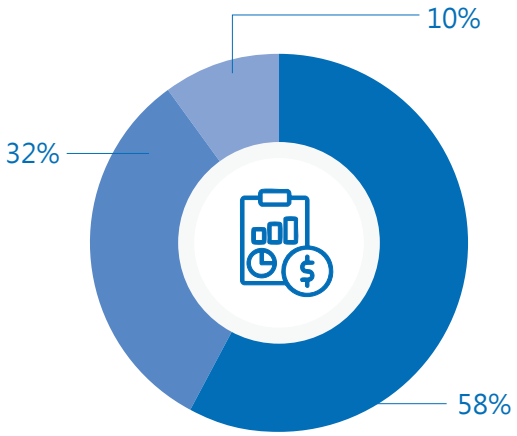
The Company was established in 2011, with research and development and production bases in Taiwan, Shenzhen, and Chengdu, providing services for world-class electronics manufacturers across Asia, Europe, and the Americas, and has maintained long-term, stable partnerships with its clients. Looking ahead, GIS will continue strengthening its competitiveness with a differentiation business approach that offers diversified integration and high added-values.

## 2024 Product Sales Proportion by Region




| | |
|---|---|
| U.S. | 83% |
| Japan | 11% |
| China | 3% |
| Taiwan | 2% |
| Others | 1% |

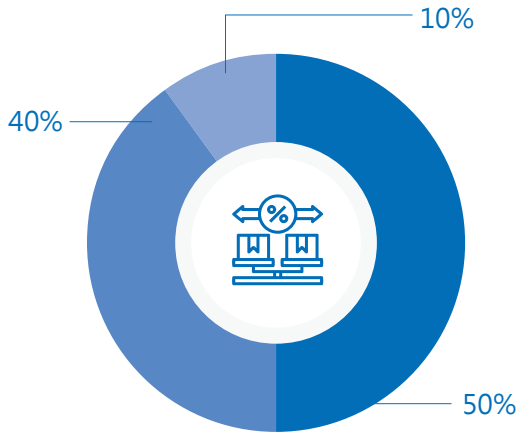
## 2024 Product Sales Proportion by Amount




In NTD Thousands

| | | |
|---|---|---|
| Tablet Touch & Display modules | 58% | 40,896,512 |
| Notebook Touch & Display modules, and others | 32% | 21,937,737 |
| Mobile phone Touch & Display Module | 10% | 7,152,169 |

## 2024 Product Sales Proportion by Volume

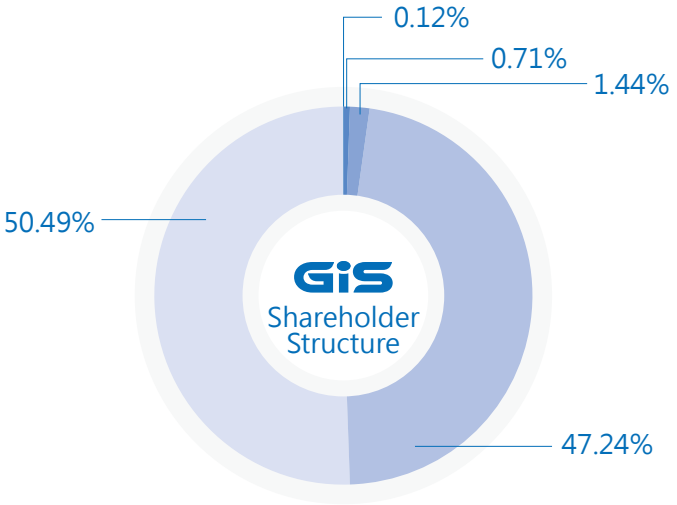



In Thousand Units

| | | |
|---|---|---|
| Tablet Touch & Display modules | 50% | 42,774 |
| Mobile phone Touch & Display modules | 40% | 33,971 |
| Notebook Touch & Display modules, and others | 10% | 8,385 |

## GIS Shareholder Structure

GIS has a spokesperson system under which the spokesperson holds regular investor conferences annually to explain the Company's financial performance, new product and technology development plans, and operation momentum to shareholders and investors, and to promptly address issues of concern raised by domestic and international investors. Four investor conferences were held in 2024.




Record Date: March 29, 2024

| | |
|---|---|
| Government Agencies | 0.12% |
| Financial Institutions | 0.71% |
| Other Juridical Persons | 1.44% |
| Foreign Institutions & Foreign Individuals | 47.24% |
| Individuals | 50.49% |

## Participation in Associations and Non-profit Organizations

The Company actively participates in industry-related associations and non-profit organizations aiming to strengthen industry competitiveness by sharing professional experience and exchanging market information.

| Juridical Person | Association or Organization Name | Position Held |
|---|---|---|
| General Interface Solution Ltd. | The Institute of Internal Auditors Chinese Taiwan | Member |
| | The Allied Association for Science Park Industries | Member |
| | Taiwan Perovskite Research and Industry Association | Member |
| | Taiwan Panel & Solution Association (TPSA) | Member |
| | International Semiconductor Industry Association (SEMI) | Member |
| | Taiwan Display Materials & Devices Association | Member |
| | Taiwan 3D Interaction & Display Association | Member |
| Interface Technology (ChengDu) Co., Ltd. | Sichuan Association for Quality | Member |
| Reco Biotek Co., Ltd. | The Allied Association for Science Park Industries | Member |
| | Great Taichung Nurses Association | Member |
| | NTU Digital Transformation and Sustainable Development Industry-Academia Alliance | Member |

# 1.2 Honors and Recognition in Sustainability

## Supporting International Initiatives

### RBA Code of Conduct

Since its establishment in 2011, GIS has continuously enforced the EICC Code of Conduct. In 2018, when EICC was renamed the Responsible Business Alliance (RBA) Code of Conduct, the Company continued to comply with the Code and further required suppliers to sign commitment letters, conduct regular supplier reviews, and implement control measures.
The Shenzhen factory passed the RBA VAP assessment in both 2021 and 2023, obtaining silver-level certificates that remain valid.

### SBTi

In May 2022, GIS submitted a commitment letter to the Science Based Targets initiative (SBTi) based on the scenarios for limiting warming to 1.5°C, pledging to achieve net-zero emissions across its value chain by 2050 and setting near-term carbon reduction targets.
GIS passed the official SBTi review in March 2024, committing to reduce absolute Scope 1 and Scope 3 emissions 42% by 2030, as well as 100% renewable electricity usage the same year (using 2022 as the base year).

### TCFD

GIS incorporated the TCFD framework in 2022 and officially signed as a TCFD Supporter in August 2022, establishing a process for identifying and disclosing climate-related information accordingly. The Company published its first independently prepared 2022 TCFD Report in July 2023, which received the highest rating of "Level-5: Excellence".
In 2024, the TCFD framework was integrated into this Report; Please refer to Chapter 4.1 "Climate Change Response" for further details.

### TNFD

With raising concerns to the natural capital and biodiversity around the world, companies must consider their dependence and impact on the natural environment in terms of sustainable development. As a leading global technology solutions provider, GIS, for the first time in 2024, incorporated natural risks and opportunities into its corporate decision-making to enhance operational resilience and sustainable competitiveness.

## Sustainability Rating Score

CDP

- Climate Change: A- (Leadership Level)
- Water Security: A- (Leadership Level)

Recognitions in 2024
Supplier Engagement Assessment:
A (highest level)

MSCI

MSCI ESG Rating(2024)
BBB

## Sustainability Awards and Recognition

TAIWAN STOCK EXCHANGE

10th Round (2023)
Corporate Governance Evaluation
Top 5% of Listed Companies

11th Round (2024)
Corporate Governance Evaluation
6% to 20% of Listed Companies

TCSA 台灣企業永續獎

2024 Received the Asia-Pacific Sustainability Action Award
SDG 7 Bronze Award

2024 Received the Sustainability Report – Electronics and Information Manufacturing Industry Category 1
Gold Award

Received the Taiwan Sustainable Foreign Enterprise Excellence Award
for two consecutive years

國家發展委員會 National Development Council

2024
Received the National Sustainable Development Award

UL

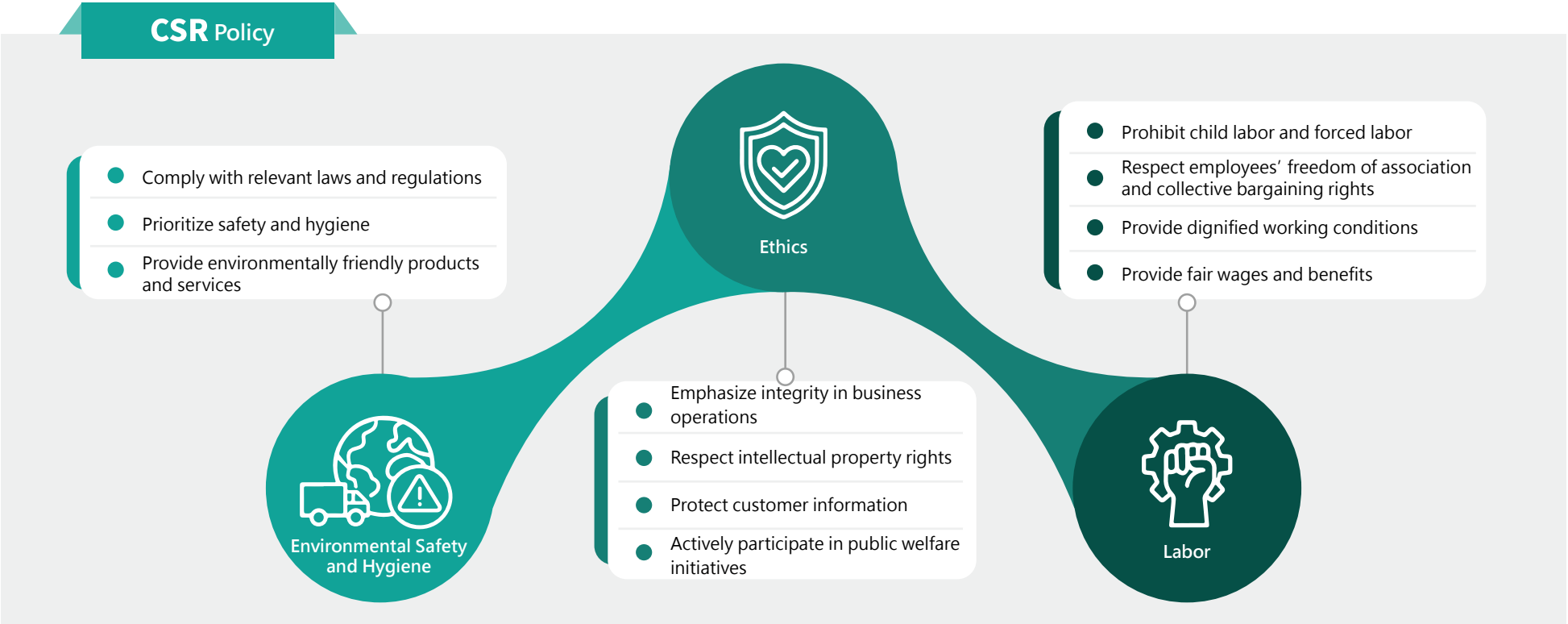
2024
Shenzhen Factory awarded UL2799 Zero Waste to Landfill – Platinum Certification (highest level)

2024
Chengdu Factory recognized as a Green Supply Chain Management Enterprise

2024
Awarded the Badge of Accredited Healthy Workplace

# CH2. SUSTAINABILITY MANAGEMENT

# 2.1 Sustainable Development Policy and Vision




The year 2017 marked the first year for GIS to promote Corporate Social Responsibility (CSR). As a professional manufacturer in the touch industry, GIS's CSR awareness stems from its commitment to the Responsible Business Alliance (RBA) and the United Nations' 17 Sustainable Development Goals (SDGs). The Company continues to uphold these principles in its pursuit of CSR and sustainable development.

The stipulation of the Company's Corporate Social Responsibility Best Practice Principles was approved by the Board of Directors on November 7, 2017. On May 6, 2022, content of the above Principles was revised in accordance with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" and renamed as the Corporate Sustainable Development Best Practice Principles. GIS continues to follow this framework to promote its sustainable development. In August 2022, the Company officially elevated the status of Sustainable Development Committee to a functional committee under the Board of Directors, and established the "Risk Management Policies and Procedures" to strengthen risk management in operational activities and enhance its corporate sustainability management structure. A sound operating foundation and robust management system are the cornerstones of successful corporate operations. GIS is committed to the CSR principles and actively implements CSR initiatives to bolster corporate governance performance and advance its sustainable development goals.

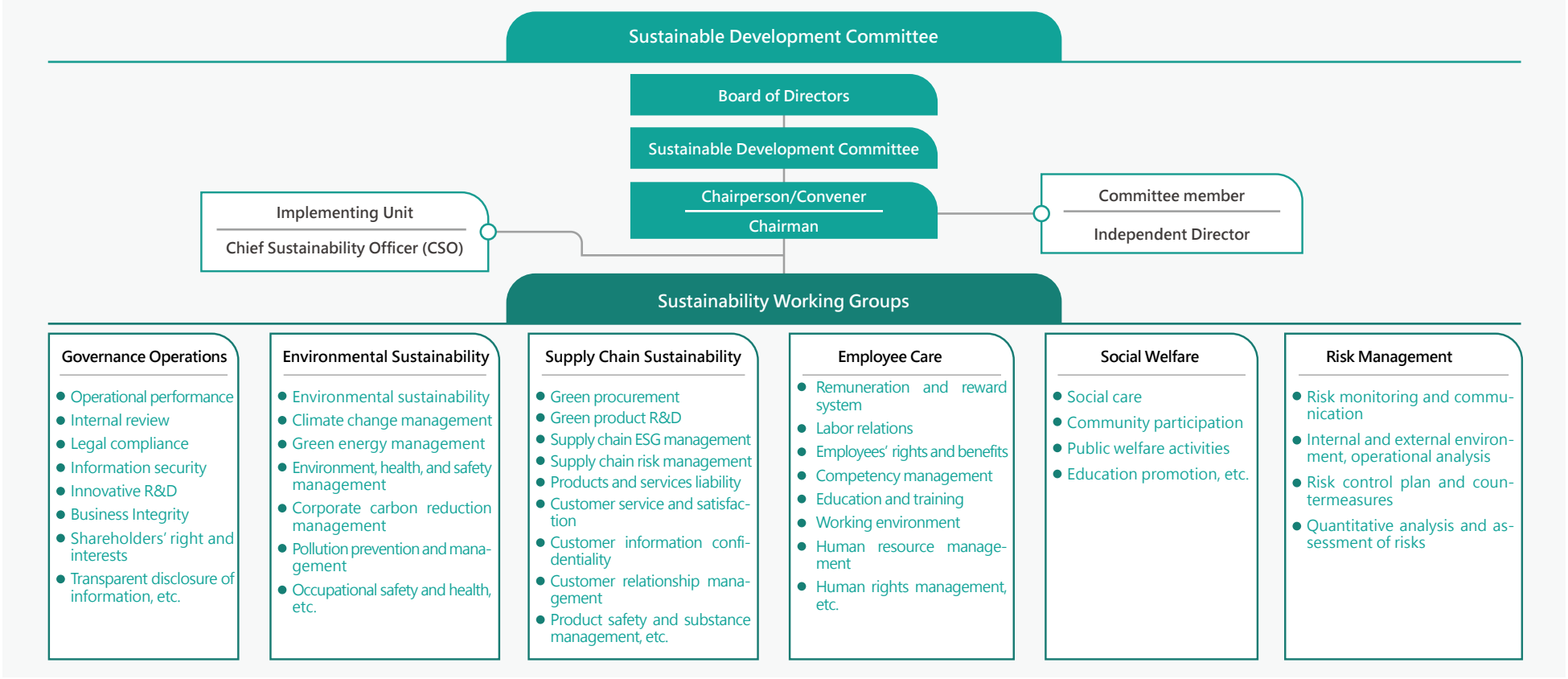
GIS embraces the vision of sustainability, fairness, and justice, and complies with the RBA Code of Conduct and applicable labor laws in all relevant jurisdictions. The Company holds itself to higher standards and is dedicated to strengthening communication with stakeholders, aiming to create greater value for society. GIS' s key principles and management indicators in fulfilling its corporate social responsibility are as follows:

| | |
|---|---|
| **Ethics** | Honesty and integrity are the most fundamental cornerstones of GIS' s operations. The Company adheres to the highest ethical standards in all business interactions to earn the trust and respect of customers, shareholders, employees, suppliers, and society. Key principles include ethical business conduct, information transparency, fair trade, refusing improper gains, protecting intellectual property rights, and actively participating in public welfare. |
| **Labor** | GIS respects labor rights and is committed to upholding human rights in line with the RBA Code of Conduct and internationally recognized standards, including free choice of employment, the right to association, non-discriminative and people-oriented working conditions, lawful wages and benefits, protection of women' s health and reproductive rights, and a strict prohibition of child labor. |
| **Health and Safety** | GIS continuously invests manpower and resources into employees' health and safety management and environmental protection by setting up an Emergency Response Team to enhance its ability to mitigate risks at the earliest stage. The Company strives to creating a safe, hygienic, and healthy workplace by emphasizing occupational safety, machine guarding, industrial hygiene, and emergency preparedness, while also implementing precautionary measures for occupational injuries and illnesses, and providing clean, appropriate facilities and living conditions, thus prevent workplace accidents and physical injuries, minimize workplace hazards. The Company also supports employee health promotion activities and health management measures to ensure workplace safety and protect employees' personal safety. |
| **Environment** | GIS is committed to environmental stewardship by complying with applicable laws and regulations in preventing pollution, conserving resources, and delivering eco-friendly products and services. Efforts include minimizing resource consumption at the source, identifying and controlling hazardous substances released into the environment, ensuring their safe handling, transportation, storage, recycling or reuse, and disposal, as well as encouraging suppliers to meet the requirements of Certified Green Partners. |
| **Management System** | GIS meets the requirements of RBA, regulations of different jurisdictions, and customers through effective implementation of its management system and measurable performance indicators. The Company actively seeks continuous improvement by enforcing management accountability, conducting risk assessments and controls, setting performance goals, taking corrective and preventive actions, providing employee trainings, undertaking reviews and evaluations, and enhancing communication and documentation practices. |
| **Environmental, Health and Safety and Management Performance** | GIS's EHS policy is "implement regulatory requirements, ensure compliance across the Company, strengthen internal and external communication, carry out education and training, attention on health and safety, care for employees' physical and mental well-being, promote green production, and build sustainable operations" . This policy is continuously implemented in accordance to the PDCA (Plan-Do-Check-Action) management approach.<br>• All GIS factory sites have passed ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) certifications.<br>• Each factory site undergoes monthly EHS performance evaluations, various promotional campaigns, inspections, and competitions are held to boost employee engagement.<br>• Each departments appoints its own EHS officers who attend monthly meetings to communicate EHS initiatives and gather employee feedbacks, fostering two-way consultation and dialogue. |
| **Conflict Minerals Management Policy** | • GIS strictly adheres to international and industry regulations such as those from the RBA, and does not accept or use mineral products – including gold, tantalum, tin, tungsten, and cobalt – sourced from or used to directly or indirectly finance the Democratic Republic of Congo (DRC) or its surrounding regions where extraction is controlled by illegal armed groups.<br>• In accordance with the requirements of law and regulations, industry, customers, stakeholders and other relevant parties, GIS conducts due diligence and information disclosure with involved supply chains and actively promotes improvements across the supply chain.<br>Note: Conflict minerals refer to minerals sourced from the DRC and surrounding countries (Angola, Burundi, Central African Republic, Republic of Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia) that are used to directly or indirectly finance armed conflicts, which currently include cassiterite, wolframite, coltan, gold, and their derivatives. |

# Sustainable Development Committee

GIS established the Sustainable Development Committee in 2017. On August 5, 2022, the Board of Directors resolved to elevate its status to a functional committee directly under the Board. The Committee comprises three directors (including the Chairman and two independent directors), with Chairman Hsien-Ying Chou serving as the chairperson and Chief Human Resources Officer Cheng-Tao Tsai being authorized to serve as the Chief Sustainability Officer (CSO).

The Sustainable Development Committee oversees six ESG working groups: Governance Operations, Environmental Sustainability, Supply Chain Sustainability, Employee Care, Social Welfare, and Risk Management. Each working group is led by the top-level supervisor of the respective functional unit, who is responsible for promoting and addressing relevant issues. Through the operation of these groups, GIS aims to integrate the concept of sustainable development into the operation of various mechanisms of the Company, thereby fulfilling its corporate social responsibility across four key dimensions: implementing corporate governance, developing a sustainable environment, safeguarding social welfare, and enhancing information transparency.



### Responsibilities of the Sustainable Development Committee

1. Set the Company's sustainable development direction and goals, and formulate relevant management policies and specific implementation plans.
2. Other relevant efforts to promote and implement the Company's sustainable development direction and goals.
3. Track, review, and revise the Company's sustainable development performance and outcomes.
4. Address other matters assigned to the Committee by resolution of the Board of Directors.

The Sustainable Development Committee holds at least two meetings annually and reports to the Board of Directors at least once a year on key sustainability trends, execution results, and the planning of short-, medium-, and long-term goals. In 2024, the Committee convened two meetings (the Committee's reports and discussions are detailed in the table below). To better achieve the Company's sustainable development goals, reports were submitted to the Board of Directors on February 26, May 14, and November 11 (see Section 4.1 "Climate Change Response" for details of the reports and discussions at the Board meetings). One more progress update report was made comparing with the previous year. With a deeper engagement with the Board this year, a more effective supervision of the ESG functional groups' operational efficiency and progess on implementing the goals can be achieved. The improved performance is evident in the Company's higher ratings and awards received in relation to sustainable development in 2024 (see Section 1.2 "Honors and Recognition in Sustainability" for details). GIS will continue to encourage all employees to implement sustainable operations from the top down, under the supervision of the Board and active involvement and promotion from the Sustainable Development Committee.

| Date | Sustainable Development Committee Report and Discussions |
|---|---|
| May 14, 2024 | • GIS sustainable development progress and plans<br>• Approved the 2023 Sustainability Report<br>• Implementation status of the 2023 Task Force on Climate-related Financial Disclosures (TCFD) Report<br>• Implementation status of the 2024 sustainable development goals |
| November 11, 2024 | • GIS sustainable development progress and plans<br>• Stakeholder engagement status in 2024<br>• Implementation status of the 2024 sustainable development goals<br>• 2024 risk management assessment and control plan (relevant content disclosed both on the Company website and in the annual report; also excerpted in Section 3.4 "Risk Management" of this Report)<br>• Succession planning<br>• Approved the 2025 sustainable development goals |

# Incorporation of Sustainability Information into the Internal Control System

On November 11, 2024, the Board of Directors approved to incorporate sustainability information into the internal systems, through the addition of the "Regulations Governing Establishment of Internal Control Systems by Public Companies" into the Company's internal control and internal review systems, ensuring that the preparation and verification of the Reports comply with applicable laws and internal regulations. The internal review system for sustainability information will take effect from January 1, 2025, the details are as follows:

### Internal Review System for Sustainability Information

Review Objective: To ensure that the preparation and verification of sustainability reports comply with applicable laws and the Company's internal regulations.
Review Cycle: Regularly conducted once per year.
Review Focus:

1. Whether the Board of Directors and supervisors regularly oversee and evaluate the effectiveness of the design and implementation of internal control systems related to sustainability information.
2. Whether management procedures for sustainability information are established and implemented.
3. Whether the qualifications of third-party organization members performing independent assurance or verification have been assessed.
4. Whether the Company's overall objectives are aligned with its sustainable development goals, including referencing to and adopting applicable frameworks, commonly used standards, industry-specific standards, and material sustainability issues of concern to stakeholders, to ensure that disclosed information accurately reflects the Company's sustainability practices.
5. Whether the preparation of sustainability information complies with relevant laws, regulations, and frameworks.
6. Whether materiality assessment principles have been set for the preparation of sustainability information.
7. Whether the preparation of sustainability information has taken into consideration the impact of estimates, assumptions, and assessments on the accuracy of the disclosed information.
8. Whether the preparation of sustainability information adequately reflects the Company's sustainability practices.
9. Whether the management of sustainability information is included as a review item in the annual review plan.
10. Whether identified deficiencies in internal controls related to sustainability information are promptly communicated or reported to the appropriate levels of management, the Board of Directors, and supervisors

# 2.2 Stakeholder Engagement

## Stakeholder Identification

The Company values communication and feedback from stakeholders and regularly reviews and revises relevant practices to meet societal expectations. In accordance with the five major principles of the AA1000 Stakeholder Engagement Standard (SES) and the procedures in GRI Standards (2021), GIS assessed both existing and potential negative and positive impacts on various stakeholders. Based on the accessed materiality and refering to the 2023 stakeholder identification results, the Company has identified seven stakeholder groups for the year: shareholders/investors/financial institutions, employees, customers, government agencies, suppliers, media, and non-governmental organizations.


## Stakeholder Engagement Results

The Sustainable Development Committee of GIS has six working groups, with relevant departments responsible for communicating with and addressing stakeholder concerns based on their respective functions. GIS also engages with stakeholders through channels such as the Market Observation Post System, annual reports, and the Company website. Each year, the engagement and communication outcomes are reviewed by the Chairperson of the Sustainable Development Committee and reported to the Board of Directors. The stakeholder engagement results for 2024 were reported to the Board in November of the same year.

| Stakeholders | Significance to GIS | Issues of Concern | Communication Channels and Frequency | Communication Achievements in 2024 |
|---|---|---|---|---|
| Shareholders/Investors /Financial Institutions | Create stable profits and returns on investment (ROI) to achieve sustainable development of GIS. | • Economic Performance<br>• Governance implementations and Information Transparency<br>• Quality Management<br>• Supply Chain Due Diligence Management<br>• Product Development Management | • Stakeholder surveys (occasional)<br>• Shareholders' meeting (annual)<br>• Investor conference/ forum (quarterly)<br>• Operational performance announcements (monthly)<br>• Website announcements (promptly)<br>• Investor hotline/ email (promptly) | • Annual general meeting: 1<br>• Investor conferences: 4 (3 of which with full meeting audio and video recordings disclosed)<br>• Monthly revenue press releases: 12<br>• Financial report press releases: 4<br>• Violations of ethical corporate management: 0<br>• 100% of newly recruited employees signed the "Ethical Management & Intellectual Property Rights Agreement" |

| Stakeholders | Significance to GIS | Issues of Concern | Communication Channels and Frequency | Communication Achievements in 2024 |
|---|---|---|---|---|
| Employees | Provide employees good working environment, competitive remuneration and benefits, and professional trainings, to stabilize operations and establish GIS as an employer of choice. | • Market Position<br>• Talent Cultivation and Retention<br>• Employees' Rights and Benefits<br>• Occupational Health and Safety<br>• Economic Performance<br>• Information Security | • Stakeholder surveys (occasional)<br>• Telephone communication/mail correspondence / face-to-face interview (promptly)<br>• Occupational health and safety trainings and promotions (at least quarterly)<br>• Consultative organization meetings (weekly)<br>• Quality training and continuous improvement activities (annual)<br>• Meeting with supervisors (occasional)<br>• Employee satisfaction survey (occasional)<br>• New employee engagement meeting (occasional) | • Meetings with supervisors: 6 sessions<br>• Labor-management meetings: 2 sessions<br>• New employee engagement meeting: 1 session<br>• Employee with disabilities forums: 4 sessions<br>• Employee union small group discussions (approx. 50 people per session): 78 sessions<br>• Occupational health and safety trainings: 35 programs in total, with a total of 1,018,472 training hours<br>• Employee satisfaction surveys: 8 surveys |
| Customers | Deliver high-quality products to customers, enhance supply chain value, and solidify GIS's irreplaceable market position. | • Quality Management<br>• Customer Service and Satisfaction<br>• Marketing and Labeling<br>• Supply Chain Due Diligence Management<br>• Hazardous Substance Management<br>• Product Lifecycle Management | • Customer satisfaction survey (annual)<br>• Stakeholder section on official website (promptly)<br>• Stakeholder surveys (occasional)<br>• Direct communication (promptly)<br>• External mail correspondence (promptly)<br>• Customer evaluation meetings (occasional) | • Customer satisfaction: Grade B[Note 1]<br>• On-time resolution rate for customer complaints: 100%<br>• Customer rejection rate: Grade A[Note 2] |
| Government Agencies | Comply with laws and regulations, become a leading brand in the industry, and drive innovation and set new benchmarks. | • Materials (Circular Economy)<br>• Climate Change Management<br>• Hazardous Substance Management<br>• Product Lifecycle Management<br>• Sustainable Strategic Planning and Practices | • Stakeholder surveys (occasional)<br>• Telephone communication/mail correspondence/ document exchange (promptly)<br>• Seminars/briefings/public hearings/forums (occasional)<br>• Official correspondence (occasional)<br>• Business visits (occasional)<br>• Visits from competent authorities (occasional)<br>• Market Observation Post System (Uploading and disclosing information according to regulations) | • TWSE survey responses: 14 responses<br>• Ministry of Economic Affairs and Science Park Administration survey responses: 23 responses<br>• Hazardous waste transferred and disposed of as required<br>• Sustainable Development Committee meetings: 2 sessions |

| Stakeholders | Significance to GIS | Issues of Concern | Communication Channels and Frequency | Communication Achievements in 2024 |
|---|---|---|---|---|
| Suppliers/Contractors | Strengthen supply chain management, promote mutual benefits, drive the industry value chain, and build sustainable competitiveness. | • Governance Operations and Information Transparency<br>• Procurement Practices<br>• Supply Chain Due Diligence Management<br>• Economic Performance<br>• Information Security<br>• Market Presence | • Stakeholder surveys (occasional)<br>• Consultative organization meetings (monthly)<br>• Telephone communication/mail correspondence/face-to-face interviews (promptly)<br>• Document transmission (promptly)<br>• Supplier commitment letters (project contracting) (occasional)<br>• Supplier meetings (project contracting) (occasional)<br>• Supplier visits/reviews (occasional)<br>• Major Supplier Climate Survey (annual) | • Percentage of new suppliers signing Supplier Commitment Letter: 83% (92% excluding customer-designated suppliers)<br>• Suppliers reviewed: all 92 passed |
| Media | Accurately communicate GIS's development strategies and operational performance to ensure the reliability of information. | • Economic Performance<br>• Governance Operations and Information Transparency<br>• Innovation & R&D<br>• Product Development Management<br>• Marketing and Labeling<br>• Materials (Circular Economy) | • Stakeholder surveys (occasional)<br>• Press conferences (annual)<br>• Press releases (monthly)<br>• Feature interviews (occasional) | • Press releases: 17<br>• Press conferences: 2 |
| Non-governmental Organizations | Fulfill corporate social responsibility through social welfare donations, charitable activities, and environmental protection efforts to create positive social impact. | • Social Contribution<br>• Governance Operations and Information Transparency<br>• Energy and Emissions<br>• Hazardous Substance Management<br>• Occupational Health and Safety<br>• Biodiversity | • Stakeholder surveys (occasional)<br>• Stakeholder section on official website (promptly)<br>• Volunteer services (occasional)<br>• Charitable activities (occasional) | • Social welfare donations: 824 employee participations, with a total donation of NT$1,101,839<br>• Volunteer services: 224 participants, with a total of 448 volunteer hours |

Note:
1. Customer satisfaction changed from a 5-point scale to a grading system, a 4.4 point in 2023 corresponds to grade B, rating was maintained at grade B in 2024.
2. Customer rejection rate also changed to a grading system, a 0.6% in 2023 corresponds to grade B, rating was upgraded to grade A in 2024.

# 2.3 Management of Material Topics

## Material Topic Identification Process

Material topics are identified in accordance with the disclosure principles outlined in GRI 3: Material Topics 2021. The Company also referred to the Double Materiality Assessment (DMA) issueed by the European Financial Reporting Advisory Group (EFRAG) to evaluate potential internal (financial) impacts of sustainability issues. The identification process is as follows:

**1 Understand Organizational Context and Collect Sustainability Topics**

International standards, initiatives, and ratings (GRI Standards, SASB, SDGs, CDP, MSCI, etc.) are considered as well as key industry issues to identify sustainability topics relevant to the Company. A preliminary list of 27 sustainability topics was compiled covering three major aspects: governance, environment, and society.

**2 Surveys on Stakeholder Concerns**

The Company regularly conducts online surveys to assess stakeholders' level of concern regarding sustainability topics (once every two years), which serves as one of the references for identifying material topics.

**3 Assess Internal and External Impacts**

**Operational (financial) impact assessment (internal):**
Sub-committee members of the Sustainable Development Committee, all of whom are senior executives of the Company, individually evaluated the potential positive and negative impacts of the 27 sustainability topics on GIS's sustainable operations, then rated the level of internal impacts after taking all aspects into account.

**Sustainability impact assessment (external):**
External experts analyzed the 27 sustainability topics, considering industry characteristics and sustainability trends, evaluated their actual and potential positive and negative impacts on economic and environmental aspects and people (human rights) from GIS's standpoint. Assessment forms on the external impacts of sustainability topics are used to rank the topics.

- Considerations for assessing significance of negative impacts: scale and scope of impact, likelihood of occurrence, severity, and difficulty level of remediation.
- Considerations for assessing sifnificance of positive impacts: scale and scope of impact, and likelihood of occurence.

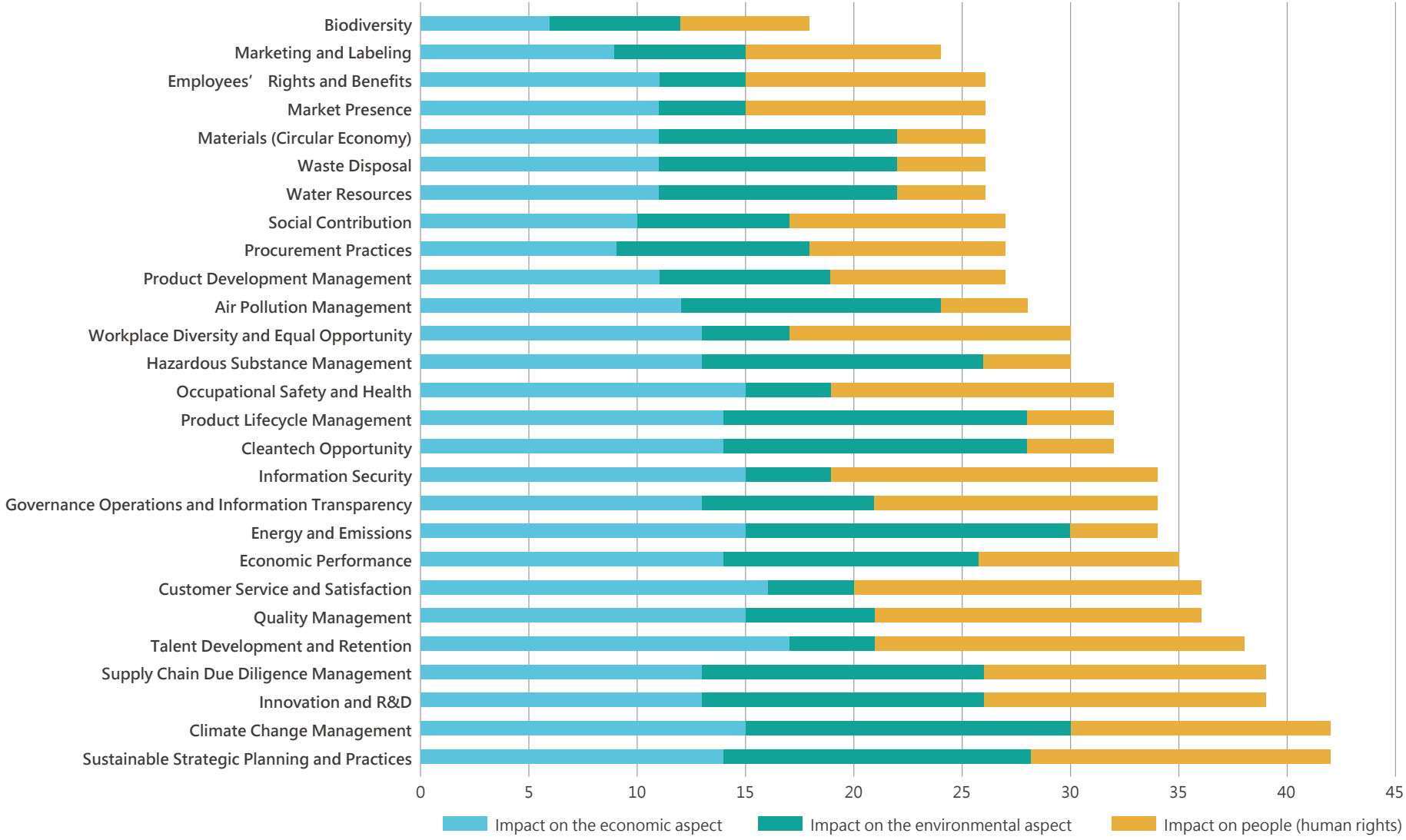
**4 Identify Material Topics**

Based on the averaged results from the aforementioned operational and sustainability impact assessments, and referencing the 2023 stakeholder survey results, the Sustainable Development Committee ranked and identified 16 material topics upon discussion, and developed corresponding management approaches as the foundation for preparing this Report. The remaining 11 topics were classified as secondary topics. Considering their potential influence, the Company will still provide relevant disclosures for these topics in the Reports.

**5 Determine Boundaries for Material Topics**

The identified material topics were analyzed taking GIS's overall value chain as the basis for boundary determination. The Company will continue to strengthen its management and disclose relevant information in the Reports.

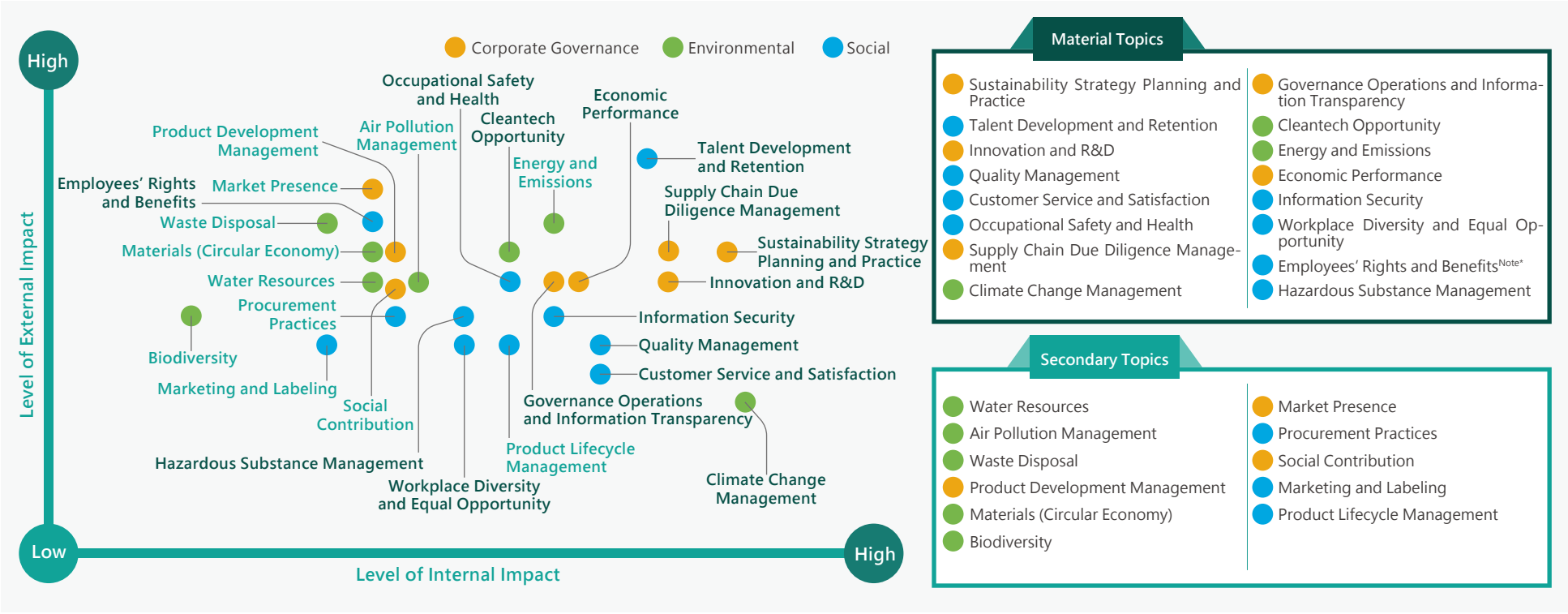
## Level of External Impact of GIS Sustainability Issues



# Identification Results of Material Topics

The Company identified 16 material topics out of the 27 sustainability topics compiled this year, based on the results of the stakeholder concern survey and recommendations from external experts and internal senior management. Compared with the previous year, two new material topics, namely "Employees' Rights and Benefits" and "Hazardous Substance Management", were added taking into consideration the focus areas of sustainability rating agencies and disclosure practices in the industry, in order to provide a more comprehensive disclosure of GIS's sustainability management actions and performance. Additionally, given that the Company does not engage in end-product sales and its product management has not yet fully cover all stages of the product lifecycle, "Product Lifecycle Management" was classified as a secondary topic this year. No other major changes were made, apart from the consolidation of topic names and adjustments to the presentation format, to better reflect GIS' s management approaches to issues with significant impact. The newly added material topic "Employees' Rights and Benefits" has specific impact events in 2024, which details are set out in Section 3.3.4 "Legal Compliance".

Scatter plot of the significance of internal/external impact is used in this Report to present the relevant performance and management outcomes in 2024, which also illustrates the strategic objectives of the Company' s annual sustainability planning and implementation.




Note: This topic has actual negative impact.

# Material Topics Analysis and Outcomes

Upon analysis, the material topics presented in this Report are categorized under four management approaches. The impact assessments for each material topic are summarized as follows:

| Management Approach (Corresponding Section) | 2 Sustainability Management | | |
|---|---|---|---|
| **Aspect** | **Material Topics** | **Description of Impact Assessment** | **Level of Involvement** |
| Governance | Sustainability Strategy Planning and Practice | To ensure sound operations and sustainable development, GIS formulates short-, medium-, and long-term comprehensive business strategies by considering aspects including economic, environmental, social, and corporate governance, aiming to enhance corporate value and competitiveness, thereby achieving sustainable corporate growth. | ■ |

| Corresponding Sustainability Standards | Outcomes and Goals | | | |
|---|---|---|---|---|
| | 2024 Goals | 2024 Outcomes | 2025 (Short-term) Goals | Medium/Long-term Goals |
| GIS Specific Topic | • Top 5% in the Corporate Governance Evaluation.<br>• Improved CDP rating. | △ Ranked in 6% to 20% in the Corporate Governance Evaluation<br>◎ CDP Climate Survey upgraded to Leadership Level. | • Maintain or improve all ratings. | • Maintain or improve the Company's ratings with international ratings as targets. |

Note:
1. Symbols for Level of Involvement: ■ Caused ○ Facilitate ▲ Directly Related
2. Symbols for 2024 Outcomes: ◎ Goals achieved; △ Goals not achieved

Management Approach (Corresponding Section) **3** Corporate Governance

| Aspect | Material Topics | Description of Impact Assessment | Level of Involvement |
|---|---|---|---|
| Governance | Governance Operations and Information Transparency | GIS has established a robust risk management framework and strengthen transparency in information disclosure, upholding ethical management and full compliance as foundational business principles. | ■ ○ |
| | Economic Performance | The Company strives to maintain profitability while complying with all local tax regulations, ensuring honest reporting and timely payment of income taxes. | ■ ○ |
| | Supply Chain Due Diligence Management | Through comprehensive supply chain management procedures and standards, GIS reduces operational risks, ensures supply chain stability, enhances product competitiveness, safeguards corporate reputation, fulfills corporate responsibility, and fosters mutual growth with supply chain partners while ensuring alignment with customer expectations and market needs. | ■ ○ |
| Society | Information Security | GIS enhances its information security management system to safeguard employee/customer personal data and confidential company information. | ■ ○ |
| | Customer Service and Satisfaction | By valuing customer feedback and promptly addressing identified shortcomings, GIS builds and enhances customer loyalty. | ■ ○ |

| Corresponding Sustainability Standards | Outcomes and Goals | | | |
|---|---|---|---|---|
| | 2024 Goals | 2024 Outcomes | 2025 (Short-term) Goals | Medium/Long-term Goals |
| 【GRI】<br>• 201 Economic Performance<br>• 205 Anti-corruption<br>• 308 Supplier Environmental Assessment<br>• 414 Supplier Social Assessment<br>• 418 Customer Privacy MSCI<br>• Corporate Governance<br>• Ethical Corporate Management<br>• Controversial Sourcing<br>【SASB】<br>• Raw Material Sourcing<br>• Supply Chain Management | • Hold at least 3 hours of risk management training.<br>• 100% completion rate for new employee ethics training.<br>• No major legal violations.<br>• 85% of new suppliers signing the Supplier Commitment Letter.<br>• 100% of new material suppliers signing the Supplier Commitment Letter.<br>• 100% of suppliers passing the CSR review.<br>• 100% of new material suppliers meeting conflict mineral management requirements (low or no risk).<br>• Customer satisfaction score target≧4 (out of 5).<br>• Information security training to raise employee awareness. | ◎ Held a total of 3 hours risk management training.<br>◎ 100% of newly recreuited employees completed ethics training.<br>◎ No major legal violations.<br>△ In 2024, 87 out of 105 new suppliers (83%) signed the Supplier Commitment Letter. Excluding customer-designated suppliers, the signing rate is 92%.<br>△ 100% of 30 new material suppliers (excluding 7 customer-designated ones) signed the Supplier Commitment Letter.<br>◎ 100% of suppliers passed the CSR review.<br>◎ 100% of new material suppliers met conflict mineral management requirements and were all low or no risk.<br>◎ Customer satisfaction rated Grade B (corresponding to score 4.0 – 4.4).<br>◎ 1,491 employees completed information security training. | • Hold at least 3 hours of risk management training.<br>• 100% completion rate for new employee ethics training.<br>• No major legal violations.<br>• Over 85% of new non-customer-designated suppliers signing the Supplier Commitment Letter.<br>• 100% of new raw material suppliers (excluding customer-designated) signing the Supplier Commitment Letter.<br>• Ensure 100% of suppliers passing the CSR review.<br>• 100% of new material suppliers meeting conflict mineral management requirements (low or no risk).<br>• Achieve customer satisfaction grade B or above (grading system).<br>• Hold information security social trainings. | • Hold at least 3 hours of risk management training.<br>• 100% completion rate for new employee ethics training.<br>• No major legal violations.<br>• Over 95% of new non-customer-designated suppliers signing the Supplier Commitment Letter.<br>• 100% of new material suppliers (non-customer designated) signing the Supplier Commitment Letter.<br>• 100% of suppliers passing the CSR review.<br>• 100% of new material suppliers meeting conflict mineral management requirements (low or no risk).<br>• Achieve customer satisfaction Grade A.<br>• Maintain ISO 27001 certification effective for robust information security management.<br>• Female directors making up at least one-third of the 6th Board.<br>• Independent directors serving no more than 9 consecutive years in the 6th Board. |

Note:
1. Symbols for Level of Involvement: ■ Caused ○ Facilitate ▲ Directly Related
2. Symbols for 2024 Outcomes: ◎ Goals achieved; △ Goals not achieved

Management Approach (Corresponding Section) **4** Environmental Sustainability

| Aspect | Material Topics | Description of Impact Assessment | Level of Involvement |
|---|---|---|---|
| Governance | Climate Change Management | To meet the regulatory requirements of both domestic and international authorities, as well as those of investors, rating agencies, and customers, GIS actively engages in international sustainability initiatives to reinforce its environmental management practices. | ■○ |
| | Innovation and R&D | GIS is committed to enhancing innovative products and applications, with the goal of providing excellent product quality. Through new technology R&D, product development monitoring, and process improvements, the Company integrates energy efficiency and environmental sustainability concepts and goals to invest in green energy development, actively responding to market demands and rapid technological changes in products while continuously creating market economic value. | ■○ |
| Society | Quality Management | With a customer-centric approach, GIS has adopted a quality management system that fosters quality awareness, enforces management practices, and strictly controls product quality. | ■○ |
| | Hazardous Substance Management | To mitigate potential harm to the environment, ecosystems, and human health, and to fulfill its corporate responsibility for environmental sustainability, GIS rigorously manages the use of hazardous substances to meet stakeholder expectations and comply with international regulations. | ■○▲ |
| Environment | Energy and Emissions | GIS has set phased targets and adopts initiatives such as energy-saving and carbon-reduction projects, renewable energy procurement, and climate change risk and opportunity assessments, working toward achieving the long term goal of net-zero emissions across its value chain by 2050. | ■○▲ |
| | Cleantech Opportunity | Through internal innovation R&D and external evaluation of green energy-related industry investment opportunities, the Company injects capital to enhance its competitiveness. | ■○▲ |

| Corresponding Sustainability Standards | Outcomes and Goals | | | |
|---|---|---|---|---|
| | 2024 Goals | 2024 Outcomes | 2025 (Short-term) Goals | Medium/Long-term Goals |
| 【GRI】<br>• 302 Energy<br>• 305 Emissions<br>• 416 Customer Health and Safety<br>【MSCI】<br>• Cleantech Opportunity<br>【SASB】<br>• Product Security | • ≧1% annual reduction in energy use per product unit (2024 – 2030).<br>• 100% green power usage at China factory sites in 2024.<br>• 10.5% absolute reduction in Scope 1 & 3 emissions in 2024 (vs 2022).<br>• Maintain≧95% annual waste conversion rate.<br>• R&D staffs make up≧5% of total workforce.<br>• R&D investment≧3.5% of total revenue.<br>• ≧10% annual increase in patent filings.<br>• 100% of products passing GP verification before mass production. | ◎ Reduced energy use per product unit by 1.58% in 2024 vs 2023.<br>◎ China factory sites maintained 100% green power usage in 2024.<br>◎ Scope 1 emissions actual reduction 15.63%; Scope 3 emissions actual reduction 40.56% in 2024 (vs 2022).<br>◎ Waste conversion rate reached 99.6%.<br>◎ R&D staff made up 5.7% of total workforce.<br>◎ R&D investment was 3.96% of revenue.<br>△ Patent count rose by 145 (9.4% increase from 2023).<br>◎ 100% of products passed GP verification before mass production. | • Reduce energy use per product unit by ≧ 1% annually by 2030.<br>• Maintain 100% green power usage at China factory sites in 2025.<br>• 15.75% absolute reduction in Scope 1 & 3 emissions in 2025 (vs 2022).<br>• Maintain waste conversion rate ≧ 99%.<br>• R&D staffs make up ≧ 5% of total workforce.<br>• R&D investment ≧ 3.5% of total revenue.<br>• 100% of products passing GP certification before mass production. | • Reduce energy use per product unit by ≧ 1% annually by 2030.<br>• Achieve 100% green power usage across entire GIS Group by 2030.<br>• 10.5% absolute reduction each in Scope 1 & 3 emissions by 42% by 2030<br>• Achieve net-zero value chain emissions by 2050.<br>• Reach 100% waste conversion rate.<br>• R&D staff make up ≧ 5% of total workforce.<br>• R&D investment ≧ 3.5% of total revenue.<br>• Continue increasing patents with a focus on enhancing product quality.<br>• All products passing GP certification 14 days before mass production by 2030.<br>• All products passing GP certification 30 days before mass production by 2050. |

Note:
1. Symbols for Level of Involvement: ■ Caused ○ Facilitate ▲ Directly Related
2. Symbols for 2024 Outcomes: ◎ Goals achieved; △ Goals not achieved

Management Approach (Corresponding Section) **5 Employee Care**

| Aspect | Material Topics | Description of Impact Assessment | Level of Involvement |
|---|---|---|---|
| Society | Workplace Diversity and Equal Opportunity | GIS respects and embraces diverse exchanges, striving to create a fair workplace environment that stimulates employees' working motivation and creativity, thereby indirectly creating benefits for the Company. | ■ |
| | Employees' Rights and Benefits | GIS upholds international human rights principles, fully protects labor rights, maintains open communication between labor and management, and actively listens and responds to employee needs. | ■ |
| | Talent Development and Retention | Recognizing talent as its most valuable asset, GIS creates an attractive work environment, actively invests in employee skill training, and strengthens its overall competitiveness. | ■ |
| | Occupational Safety and Health | Ensuring occupational safety and health is a basic element of sustainable corporate operations. GIS complies with relevant occupational safety and health regulations in all jurisdictions where it operates, strictly adhering to local laws. Occupational safety and health are integral to the Company' s business operations and corporate social responsibility. | ■ |

| Corresponding Sustainability Standards | Outcomes and Goals | | | |
|---|---|---|---|---|
| | 2024 Goals | 2024 Outcomes | 2025 (Short-term) Goals | Medium/Long-term Goals |
| 【GRI】<br>• 401 Labor Relations<br>• 403 Occupational Health and Safety<br>• 404 Training and Education<br>• 405 Workplace Diversity and Equal Opportunity<br>• 406 Anti-discrimination<br>【MSCI】<br>• Labor Management<br>【SASB】<br>• Workplace Diversity and Inclusiveness | • Key talent (personnel critical to implementing GIS strategies) retention rate: Taiwan 85%, China 90%.<br>• Offer a total of 600 different internal training courses.<br>• 80 employees obtaining professional certificates.<br>• 10 employees obtaining academeic advancements.<br>• Zero major safety incidents and occupational illnesses.<br>• 24 hours of new employee three-level safety training. 100% completion.<br>• Formulate emergency drill plans and meeting 100% standard.<br>• Carry out occupational safety and health education training as required and 100% passing rate. | ◎ Key talent (personnel critical to implementing GIS strategies) retention rate: Taiwan 87.9%, China 97.1%.<br>◎ Offered 885 different internal training courses.<br>◎ 405 employees obtained professional certification.<br>◎ 62 employees obtained academic advancements.<br>◎ Zero major safety incidents and occupational illnesses.<br>◎ 1,018,630 hours of occupational safety and health training in total.<br>◎ All factory sites completed fire evacuation and emergency drills (met 100% standard). | • Key talent (personnel critical to implementing GIS strategies) retention rate: Taiwan 85%, China 90%.<br>• Offer a total of 800 different internal training courses.<br>• 80 employees obtaining professional certificates.<br>• 20 employees obtaining academic advancements.<br>• Average score ≧ 78 in employee engagement survey.<br>• Zero major safety incidents and occupational illnesses.<br>• 100% of newly recruited employees complete safety training.<br>• 100% of newly recruited employees completed workplace harassment prevention training.<br>• Formulate emergency drill plans and meeting 100% standard.<br>• Carry out occupational health and safety education training as required and 100% passing rate. | • Strengthen brand image and offer competitive remuneration to attract and retain talent.<br>• Become a global leader in diversity, offering equal opportunities and diverse development.<br>• Prevent all major safety incidents and occupational illnesses.<br>• Achieve 100% coverage with GIS' s occupational health and safety management system. |

Note:
1. Symbols for Level of Involvement: ■ Caused ○ Facilitate ▲ Directly Related
2. Symbols for 2024 Outcomes: ◎ Goals achieved; △ Goals not achieved

# 2.4 Implementation of SDGs

The United Nations Sustainable Development Goals (SDGs) consist of 17 goals and 169 specific targets. Countries around the world have been adopting them as the core development agenda for the 2016 – 2030 period. GIS aligns its sustainability efforts with 13 of these goals.


**Goal 1:**
**End poverty in all its forms everywhere**

1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.


**Goal 2:**
**End hunger, achieve food security and improved nutrition and promote sustainable agriculture**

2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.

Fairtrade coffee: GIS promotes fair trade by purchasing coffee beans from developing countries at reasonable prices, which not only increases individual farmers' income but also fosters public funds to be used for community development.


**Goal 3:**
**Ensure healthy lives and promote well-being for all at all ages**

3.a Strengthen the implementation of the World Health Organization Framework Convention on Tobacco Control in all countries.

In 2024, GIS was awarded the Badge of Accredited Healthy Workplace from the Miaoli County Government in Taiwan.


**Goal 4:**
**Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

- Assisting students in Tibetan areas: GIS donated computers, printer consumables, winter clothing (gloves, hats, and scarves), and school uniforms.
- Through the Gift Donations for Children Christmas Wish List Program for Economically Disadvantaged Children, GIS donated essential learning supplies such as stationery.
- To encourage interactions between employees with and without disabilities, GIS regularly hosts activities such as empowerment training sessions, quiz-based raffles, and essay competitions.


**Goal 5:**
**Achieve gender equality and empower all women and girls**

5.1 End all forms of discrimination against women and girls everywhere.

5.5 Ensure women' s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

- The fifth Board of Directors comprises five male directors and two female directors, both serving as the Company's independent directors for the first time.
- GIS established independent breastfeeding rooms for any female employees in need.
- In celebration of International Women' s Day, GIS female employees in Taiwan sites enjoy a 4.5-hour paid leave.


**Goal 6:**
**Ensure availability and sustainable management of water and sanitation for all**

6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

In 2024, GIS saved 618 million liters of water, achieving a water-saving rate of 40.73%, an improvement over 2023.


**Goal 7:**
**Ensure access to affordable, reliable, sustainable and modern energy for all**

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.

7.3 By 2030, double the global rate of improvement in energy efficiency.

GIS installed a solar power system at its Houli Factory in Taiwan, and has generated approximately 3.2 million kWh of electricity in 2024.


**Goal 8:**

**Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors.

In 2024, GIS invested NT$2,772,945,000 in R&D, accounting for 3.96% of total revenue, and employed 527 R&D personnel, representing 5.7% of its total workforce.


**Goal 11:**

**Make cities and human settlements inclusive, safe, resilient and sustainable**

11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.

GIS's waste conversion rate reached 99.6% in 2024, an increase from 2023.


**Goal 13:**

**Take urgent action to combat climate change and its impacts**

13.2 Integrate climate change measures into national policies, strategies and planning.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

GIS introduced the TCFD framework and risk management, continuously improving to reduce climate-related risks while exploring potential opportunities.


**Goal 9:**

**Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**

9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

GIS's factories in China have achieved 100% green power usage for three consecutive years.


**Goal 12:**

**Ensure sustainable consumption and production patterns**

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Raw material suppliers recycled 213 metric tons of empty trays in 2024, achieving a recycling rate of 91%.


**Goal 16:**

**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels**

16.5 Substantially reduce corruption and bribery in all their forms.

16.6 Develop effective, accountable and transparent institutions at all levels.

To strengthen corporate governance by fostering employee awareness of integrity and ethics, GIS established the "Procedures for Ethical Management and Guidelines for Conduct", 358 reviews were completed with no significant internal control deficiencies and no corruption incidents detected in 2024.

# CH3. Corporate Governance

## Material Topics

Governance Operations and Information Transparency / Economic Performance
Supply Chain Due Diligence Management / Information Security / Customer Service and Satisfaction

### Policies and Commitments

- Engage in business activities based on the principles of fairness, honesty, integrity, and transparency.
- Handle corporate governance affairs in accordance with the stipulated "Corporate Governance Best Practice Principles" and relevant laws and regulations such as the Company Act and the Securities and Exchange Act.
- Establish GIS' s "Sustainable Development Committee Organizational Charter" according to the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies".
- The GIS supplier management policy emphasizes "Social Responsibility and Sustainable Development".
- GIS supplier management complies with the requirements of "Supplier CSR Management" and "Conflict Minerals Management".
- Provide excellent products and services, value customer feedback, and actively pursue improvements.

### Grievance/ Remediation Mechanism

- Establish a clear and effective reward/punishment and complaint system, along with a whistleblower protection policy. A reporting mailbox (audit@gis-touch.com) is available on the Company website to provide legitimate channels for reporting and complaints. Upon receipt of a report, the internal audit and legal departments will take internal disciplinary actions or pursue external remedies based on the severity of the case.
- Manage suppliers with audit deficiencies and those unqualified according to supplier operation specifications and supplier CSR risk assessment management guidelines.
- Maintain grievance channels for customers and suppliers, allowing them to notify relevant departments via phone, email, or fax.

### Specific Actions

- Through education and training, email announcements, and executive meetings, ensuring employees understand the Company' s integrity management policies and regulations.
- Conduct internal performance evaluations of the Board annually and external performance evaluations by the Board at least once every three years.
- To effectively manage suppliers, the ISO 9001 Quality Management System, Supplier CSR Management Operation System, Conflict Minerals Management Operational Regulations, and Restricted Substances Management Standards are incorporated.
- Require new suppliers to sign the Supplier Commitment Letter.
- Strengthen information security education and training to raise employees' awareness and prevent improper operations.
- Establish a comprehensive information security system and processes, including data segregation across departments, access control, and change in management, to reduce internal operational risks.
- Form a promotion team for customer satisfaction project or Customer (Engineering) Service Department, staffed with professional technical teams and on-site customer support personnel, and conduct annual customer satisfaction surveys.

### Management Evaluation Mechanism

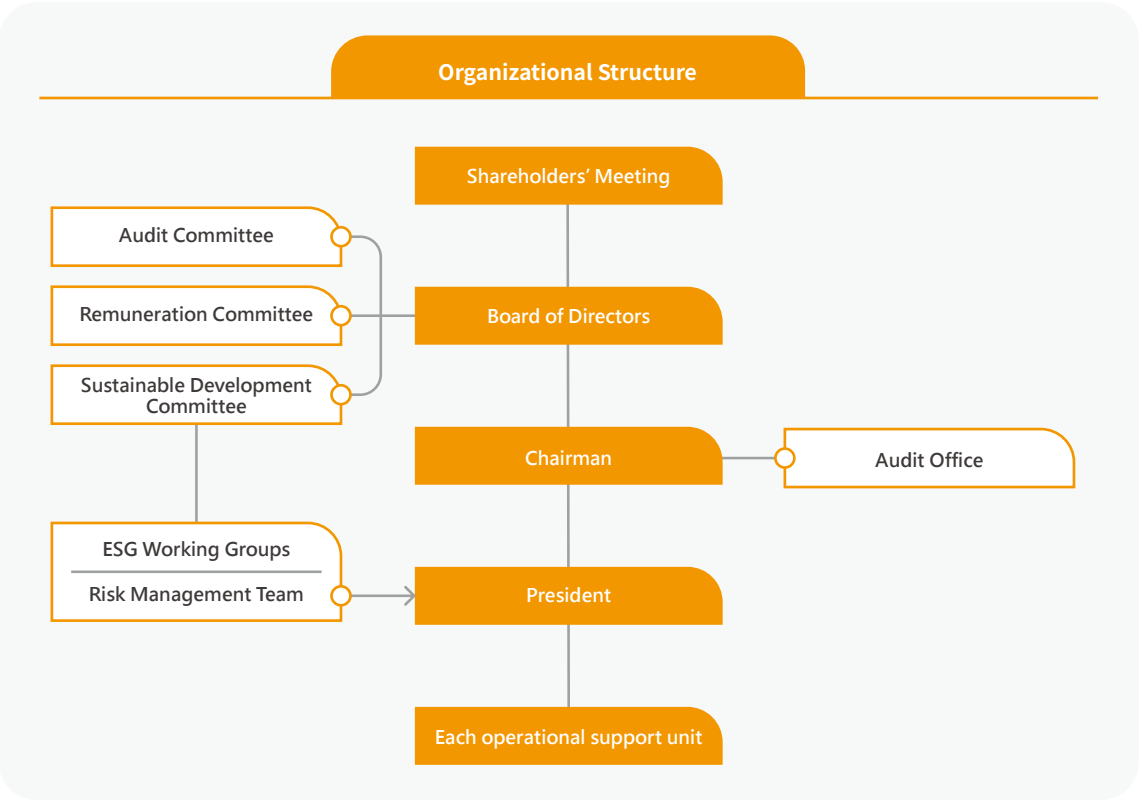
- Conduct regular reviews of each unit' s business operations according to the review plan to ensure compliance of each unit with relevant laws and regulations.
- Review corporate governance evaluation indicators annually, assessing achievement level of each item and setting progressive goals for unmet indicators.
- Perform Board performance evaluations.
- Maintain internal control and compliance review systems.
- Annually monitor ISO 27001 international information security management certification by conducting external and internal reviews to ensure compliance with information security requirements of clients and listed companies.
- Regularly simulate disaster recovery scenarios, formulate information security response policies, and evaluate recovery time.
- Compare the Company' s information security measures against industry peers to maintain competitiveness.
- Require qualified suppliers to complete the Supplier CSR survery annually for risk assessment.
- Complete reviews for 92 suppliers.

# 3.1 Governance Structure and Composition

## 3.1.1 Board of Directors and Functional Committees

### ▸ Organizational Structure

The Company's highest governance body is the Board of Directors. Under the Board are three functional committees: the Audit Committee, the Remuneration Committee, and the Sustainable Development Committee. In accordance with Article 3-1, Paragraph 1 of the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, the Board resolved on August 4, 2023, to appoint Jeou-Jen Chiou, Head of the Corporate Governance Department, as the Corporate Governance Officer, the most senior executive responsible for planning and executing corporate governance affairs. Her duties include organizing meetings of the Board and Shareholders in accordance with the law, preparing minutes of these meetings, assisting directors with onboarding and continuing education, providing directors with the necessary information to perform their duties, ensuring compliance, and handling other matters as stipulated in the Articles of Incorporation. For details regarding the composition of the Board and the operations of each committee, please refer to the GIS 2024 Annual Report.




### ▸ Board Responsibilities and Composition

The GIS Board of Directors is responsible for formulating the Company' s strategies and overseeing management, and is held accountable to both the Company and the shareholders' meeting. Its main responsibilities include reviewing the Company' s business policies and long- and short-term development plans; reviewing and supervising the implementation of annual financial and business plans; reviewing budgets and final accounts; establishing internal control systems and evaluating their effectiveness; appointing and dismissing senior managerial officers; convening shareholders' meetings; and executing shareholders' meeting resolutions.

The Company's Articles of Association stipulate that the election of directors (including independent and non-independent directors) shall follow a candidate nomination system, and the qualifications of candidates must be carefully assessed. The current (5$^{th}$) Board of Directors has approved a list of seven director candidates on April 14, 2023, including three independent directors, and two of them are female and serving as independent directors of the Company for the first time. All candidates were successfully elected at the Annual General Meeting of Shareholders on May 30 of the same year. The 5$^{th}$ Board will serve a three-year term, from May 30, 2023 to May 29, 2026.

## ▶ Board Diversity and Independence

In accordance with the Corporate Governance Best Practice Principles, the composition of the Board of Directors should reflect diversity, without restrictions on nationality, gender, or age, while taking into account the Company's business model and long-term development needs. It must also comply with legal requirements concerning independence, professional qualifications, skills, and experience (such as knowledge in technology industries, business management, accounting and financial analysis, technological research, leadership, and decision-making abilities), which serve as standards for director nomination and consideration. In addition, the professional qualifications, shareholding and concurrent position restrictions, and independence criteria for independent directors must comply with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

The 5th Board of Directors of GIS consists of seven members, with the following diversity and independence profile:

- Three independent directors (43%), with a majority (two) having served no more than three consecutive terms.
- Two directors (29%) concurrently serve as managerial officers of the Company, not exceeding one-third of the total number of Board members.
- Two female directors (29%) are serving as independent directors of the Company for the first time.

The goals for the 2026 full election are as follows:

- The proportion of female directors shall reach at least one-third of total Board seats.
- All independent directors shall serve no more than three consecutive terms.

### Implementation of Diversity on the 5th Board of Directors

| Job Title | Name | Gender | Age | Years of Service as Director | | | Functional Committee | | | Professional Knowledge and Skills | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | 3 years | 3-9 years | Over 9 Years | Audit Committee | Remuneration Committee | Sustainable Development Committee | Technology Industries (Optoelectronics, Semiconductors) | Corporate Management | Accounting or Financial Experience | Technical Research | Risk Management |
| Chairman | Hsien-Ying Chou | Male | 51 - 60 | | | ✓ | | | Convener | ✓ | ✓ | | ✓ | ✓ |
| Director | Tung-Chao Hsu | Male | 41 - 50 | | ✓ | | | | | ✓ | ✓ | | | ✓ |
| Director | Wei-Ming Chen | Male | 61 - 70 | ✓ | | | | | | ✓ | ✓ | | ✓ | ✓ |
| Director | Hsiang-Tun Yu | Male | 61 - 70 | | ✓ | | | | | | ✓ | ✓ | | ✓ |
| Independent Director | Ming-Hui Hsieh | Female | 41 - 50 | ✓ | | | Convener | ✓ | ✓ | | | ✓ | | ✓ |
| Independent Director | Tsung-Pei Chiang | Male | 51 - 60 | | | ✓ | ✓ | Convener | ✓ | ✓ | ✓ | | ✓ | ✓ |
| Independent Director | Li-Yin Chen | Female | 41 - 50 | ✓ | | | ✓ | ✓ | | | | | ✓ | |

## ▸ Board Operation

All members of the Board of Directors have fulfilled their duties with a high degree of self-discipline and prudence. In 2024, the Company convened seven Board meetings, seven Audit Committee meetings, three Remuneration Committee meetings, and two Sustainable Development Committee meetings. The average attendance rate for all meetings reached 100%, and all meetings were conducted in accordance with statutory procedures. The Chairman is responsible for planning the Company's sustainable operation and strategic development direction, overseeing the management team, and leading the team in reporting to the Board. The President is primarily responsible for planning, managing, and executing daily operations of the Company to ensure the achievement of corporate objectives. A clear division of power and responsibilities between the Chairman and the President is ensured. To preserve the leadership and supervisory functions of the Board, the Company stipulates that the number of directors concurrently serving as employees shall not exceed one-third of the total Board seats, maintaining the overall independence of the Board.

## ▸ Strengthening the Functions of Board Members

To strengthen the Board's functions, enhance its understanding on corporate governance operations, and maintain its professional expertise and capabilities, the Company arranges training programs for its directors in accordance with the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEx Listed Companies. Priority is given to new legal developments and key issues of the current year. In 2024, all GIS directors have completed at least six hours of training (in compliance with regulatory requirements), with an average of 7.7 training hours per director and a total of 54 training hours. Details of the directors' trainings are detailed in the GIS 2024 Annual Report.

## ▸ Conflicts of Interest of the Board of Directors

**Article 15 of the Company's Rules of Procedure for Board of Directors Meetings (Conflicts of Interest of Directors) provides that**

1. If a director or the legal entity the director represents has an interest in a meeting agenda item, the director shall disclose the important details of their interests during that board meeting. If there is a risk of harm to interests of the Company, the director shall not participate in and shall recuse from the discussion or voting of that item, and is not allowed to act as a proxy for another director in exercising voting rights.
2. If the spouse, relatives within the second degree of kinship of a director, or companies that has a controlling relationship or affiliated with the director have an interest in a meeting agenda item, the director shall be deemed to have a personal interest in that item.
3. Board resolutions involving directors who are prohibited from voting as described in the preceding two paragraphs shall be handled in accordance with Article 206, Paragraph 4 of the Company Act, mutatis mutandis with Article 180, Paragraph 2.

Additionally, the charters of the Company's Audit Committee, Remuneration Committee, and Sustainable Development Committee all clearly stipulate conflicts of interest avoidance provisions for committee members. If a Committee member, or a legal entity represented by the member, has a conflict of interest in a meeting agenda item and there is a risk of harm to the Company's interests, the member must recuse from discussions or votings, and is not allowed to act as a proxy for another director in exercising voting rights. GIS has independent directors who provide recommendations based on their professionalism and experience from an objective and impartial standpoint. When the Board discusses any proposal, the opinions of the independent directors are fully considered. If any independent director expresses objections or reservations regarding a proposal, such opinions must be recorded in the minutes to ensure that independent directors fulfill their duties while also adhering to the principles of conflicts of interest avoidance, thereby effectively protecting the Company's interests and enhancing effectiveness of the Board's operations. In 2024, during Board and Committee meetings, the Company ensured that all interested parties recused themselves from relevant agenda items in accordance with legal requirements. For further details on the execution of conflicts of interest recusals, please refer to the GIS 2024 Annual Report.

## ▸ Board of Directors and Functional Committees Performance Evaluation

GIS established its Board Performance Evaluation Measures on August 5, 2019. In accordance with these measures, the Company conducts internal performance evaluations of the Board annually and commissions an independent external institution to carry out an external performance evaluation at least once every three years. The evaluation results are submitted to the Board for review and improvement plans will be formulated and implemented. These results also serve as a reference for assessing the performance, remuneration, and reappointment nominations of Board and functional committee members.

## Internal / External Performance Evaluations of the Board of Directors and Functional Committees

| Category | Execution Cycle | Evaluation Period | Evaluation Scope | Evaluation Method | Evaluation Aspects, Results, and Improvement Plans |
|---|---|---|---|---|---|
| Internal Performance Evaluation | Annually | October 1, 2023 to September 30, 2024 | • Board of Directors<br>• Board Members<br>• Three Functional Committees[Note] | Self-assessment by individual directors and committee members | **Evaluation Aspects:**<br>• Board of Directors: Five key aspects were evaluated – participation in company operations, enhancement of decision-making quality of the Board, Board composition and structure, director election and continuing education, and internal control.<br>• Board Members: Six key aspects were evaluated – understanding of company objectives and missions, awareness of director responsibilities, participation in company operations, internal relationship management and communication, professional expertise as a director and continuing education, and internal control.<br>• Three Functional Committees: Five key aspects were evaluated – participation in company operations, understanding of committee responsibilities, enhancement of decision-making quality, committee composition and member selection, and internal control.<br>**Evaluation Results:**<br>Internal performance self-assessments were completed in October 2024. The overall average score for the Board and each committee' s performance self-assessment ranged from 4.94 to 5 points (out of 5 points), indicating that the Board and all committees operated effectively and smoothly, with no significant items requiring improvement. Relevant evaluation results were reported to the Board of Directors on November 11, 2024, as a basis for review and enhancement. |
| External Performance Evaluation | Once every 3 years | September 1, 2021 to August 31, 2022 (Next evaluation scheduled for 2025) | Board of Directors | • Online surveys<br>• Video interviews | **Evaluation Aspects:**<br>The Company entrusted an independent external institution, the Taiwan Corporate Governance Association (TCGA), to conduct the evaluation, focusing on eight key aspects – Board composition, guidance, authorization, supervision, communication, internal control and risk management, self-discipline, and support systems.<br>**Evaluation Results:**<br>The TCGA affirmed the sound operation of the Board and its functional committees. According to the evaluation report, GIS independent directors fully performed their roles, including thorough discussion of agenda items prior to Audit Committee or Board meetings and holding closed-door meetings with both the Certified Public Accountant and the head of internal audit, the Certified Public Accountant also actively engaged in Audit Committee and Board meetings to understand directors' views and reported the communication outcomes to the Board.<br>In August 2022, GIS elevated the status of its Sustainable Development Committee to a functional committee under the Board to strengthen board engagement. The Company also voluntarily published its first third-party assured sustainability report ahead of schedule in 2022, demonstrating its commitment to progressively implementing concepts of sustainable operations.<br>The external performance evaluation results were reported to the Board on November 4, 2022 (please click here for details of the TCGA's Board of Directors Performance Evaluation Summary and Recommendations).<br>**Improvement Actions:**<br>GIS reported the evaluation results to the Board on November 4, 2022, and the Board used TCGA' s recommendations as a reference for strengthening the Board' s functions. Improvement actions included inviting directors to join company strategy meetings to enhance their involvement in operations, assisting newly appointed directors in onboarding and understanding relevant legal responsibilities and obligations, and tilizing instant messaging groups for daily communication as well as for reporting significant incidents to Board members. |

Note: Including the Audit Committee, Remuneration Committee, and Sustainable Development Committee.

## 3.1.2 Remuneration System for Senior Management

Pursuant to the Remuneration Committee Charter, the Board of Directors has resolved that, GIS appoints three independent directors as members of the Remuneration Committee; no external remuneration consultants were engaged. The Remuneration Committee convenes meetings at least twice annually and has held three meetings in 2024, with all members achieving a 100% actual attendance rate.

To align with the Company's sustainable development vision, GIS links the variable compensation of senior managerial officers to sustainability performance, and incorporates such performance into the annual performance evaluation process. This approach aims to reinforce the implementation of internal ESG-related strategies, fulfill the Company's sustainability vision, and achieve phased sustainability goals. In accordance with the "Managerial Officers' Performance Evaluation and Remuneration Regulations", if the Company's corporate governance evaluation rating or other ESG-related performances maintained at the same level or improves compared with the previous year, the annual bonus for senior managerial officers, evaluated after the end of each fiscal year, shall be capped at no more than twice of their monthly salary. However, bonus payouts must still take into account overall business performance, future industry risks and opportunities, and a balanced consideration of governance results and risk management.

### Remuneration Policy for Managerial Officers

#### Purpose of the Policy

The purpose of this policy is to incentivize managerial officers to achieve and exceed corporate goals, generate profits, and enhance operational performance, while also accounting for the reasonable correlation with future risks as a basis for evaluating their compensation.

#### Remuneration Structure

- Fixed Remuneration: determined based on the managerial officer's professional qualifications and with reference to market standards.
- Variable Compensation: assessed based on the officer's alignment with the Company's core values, qualitative management performance, protection of customer interests, quantitative financial and business performance indicators, and ESG-related performance.

#### Review Process

The remuneration policy and structure for managerial officers are reviewed annually by the Remuneration Committee and submitted to the Board of Directors for approval.

#### Risk Linkage (Clawback Mechanism)

If a significant risk event occurs and may damage the Company's reputation, or involves internal mismanagement or personnel misconduct, the award of bonuses to managerial officers will be affected, thereby achieving effective risk control.

#### Performance Evaluation

GIS uses annual performance evaluation results as a reference for determining managerial bonuses. The evaluation includes:

- Financial Indicators: based on GIS's management income statements and each business unit's contribution to the Company profits, along with the target achievement rate of individual officers.
- Non-Financial Indicators: remuneration for management performance is calculated based on two key aspects, namely adherence to core corporate values and operational management capabilities, and participation in sustainability operations. The compensation system is reviewed and adjusted as needed in response to actual business conditions and applicable regulations.

# 3.2 Financial Performance

In 2024, GIS recorded operating revenue of NT$69.986 billion and gross profit of NT$5.129 billion, with consolidated operating revenue declining by 1.9% compared with 2023. Detailed financial statements and annual reports are available for download in the Investor Relations section of the GIS official website.

## GIS Financial Performance Over the Past 3 Years

Unit: NTD 100 million

| Item | 2022 | 2023 | 2024 |
|---|---|---|---|
| Operating revenue | 1,254.61 | 713.45 | 699.86 |
| Gross profit from operations | 117.50 | 18.28 | 51.29 |
| Operating profit (loss) | 29.89 | (49.45) | (4.01) |
| Non-operating income and expenses | 9.26 | 17.54 | 7.87 |
| Net profit (loss) before tax | 39.14 | (31.91) | 3.85 |
| Net profit (loss) for the period | 33.66 | (28.06) | 1.16 |
| Other total consolidated income (loss) for the period (net amount after tax) | (1.74) | (7.30) | 7.40 |
| Total consolidated income (loss) for the period | 31.92 | (35.37) | 8.56 |
| Net profit (loss) attributable to owners of parent company | 34.44 | (27.41) | 1.56 |
| Net profit (loss) attributable to non-controlling interests | (0.78) | (0.65) | (0.40) |
| Total consolidated income (loss) attributable to owners of parent company | 32.61 | (34.71) | 9.15 |
| Total consolidated income (loss) attributable to non-controlling interests | (0.69) | (0.66) | (0.59) |
| Earnings (loss) per share (NTD) | 10.19 | (8.11) | 0.46 |
| Employee wages and benefits | 76.01 | 58.75 | 46.23 |
| Payments to funders | 15.06 | 7.87 | 6.23 |
| Community investment | 0.021 | 0.004 | - |
| Government subsidies | 4.94 | 16.68 | 4.42 |

## 3.2.1 Tax Governance

### GIS Tax Policy

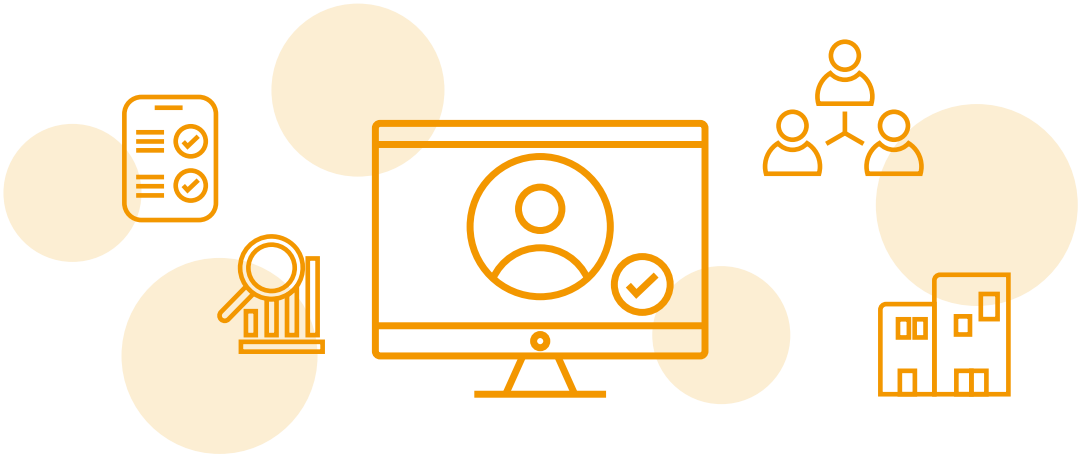
- Comply with tax regulations and the spirit of the law in all operating locations.
- Analyze the operating environment and business decisions, assessing related tax risks and implications.
- Maintain information transparency and ensure tax disclosure complies with relevant laws, guidelines, and regulations.
- Do not engage in tax avoidance or transfer profits to countries or regions with low tax rate.
- Ensure affiliated party transactions comply with regular transaction principles and the Transfer Pricing Guidelines issued by the Organization for Economic Co-operation and Development (OECD).
- Build mutual respect, trust, and effective interaction with tax agencies based on mutual trust and information transparency.

GIS conducts all operations in accordance with the GIS Tax Policy and applicable tax regulations. Transactions with affiliated enterprises comply with internationally recognized standards, including the OECD Transfer Pricing Guidelines, Taiwan's Regulations Governing Assessment of Transfer Pricing, Announcement No. 42 [2016] by the State Administration of Taxation of China, and Hong Kong's Inland Revenue Ordinance – Departmental Interpretation and Practice Note No. 58. The GIS Board appoints the Audit Committee to regularly review financial reports, evaluate internal control systems, and ensure regulatory compliance. To address unfavorable changes in local financial and tax regulations that could increase the Company's effective tax rate, GIS closely monitors domestic and international policies and laws to effectively manage tax risks, and develops countermeasures basesd on relevant information such as transfer pricing reports.

The Company's affiliated party transactions primarily arise from dealings with its largest customer's designated brand and transactions aimed at stabilizing the supply of certain critical raw materials. Relevant information is regularly disclosed in financial reports.

## 3.2.2 Tax Risk Management

GIS operates across multiple countries, complying with local tax regulations in each jurisdiction, and continuously monitors tax information in respective regions. By researching relevant data (such as transfer pricing), GIS formulates responsive measures to ensure sufficient capacity to promptly identify and address any risks that could adversely affect the Company, thereby safeguarding uninterrupted operations. This year's risk assessment has rated tax regulatory risks as low, so they are not included in high-risk management. Nonetheless, GIS continues to implement control and execution plans to ensure effective tax management and fulfill corporate responsibilities. For more details on risk management, please refer to Section 3.4 "Risk Management" of this Report.



# 3.3 Integrity Management and Legal Compliance

## 3.3.1 Integrity Management Policy and Practice

### ▶ Policy Formulation

GIS requires all business activities to adhere to the highest ethical standards, strictly observing principles such as fairness, honesty, trustworthiness, and transparency, and adopting a zero-tolerance policy toward any form of fraud, corruption, bribery, extortion, or embezzlement. To proactively prevent dishonest conduct and implement integrity management, the Board of Directors approved the Codes of Ethical Conduct, Procedures for Business Integrity and Ethics Management and Guidelines for Conduct, and Procedures for Handling Material Inside Information and Prevention of Insider Trading on July 7, 2014.

**1. Codes of Ethical Conduct:**

Basic principles are specified in order to clearly define ethical behaviors and regulate the conduct of all GIS personnel, including directors, managerial officers, the President and its equivalents, Vice Presidents and their equivalents, Assistant Vice Presidents and their equivalents, department heads, and others authorized to manage company affairs or sign documents, to avoid any disputes caused by differing interpretations.

**2. Procedures for Business Integrity and Ethics Management and Guidelines for Conduct:**

The Company's integrity management policy, as stipulated in the Board-approved Procedures for Business Integrity and Ethics Management and Guidelines for Conduct, is to be disclosed timely in internal regulations, annual reports, websites, or other promotional materials, affirming the Company's operating policies. These procedures are applicable to the Company, its subsidiaries, and suppliers.

The Company designates the Business Management General Division, a functional team within the Sustainable Development Working Group, as the dedicated unit for promoting corporate integrity management. This unit reports to the Sustainable Development Committee under the Board of Directors, and reports its final implementation results to the Board at least annually. Its responsibilities include formulating and executing integrity management policies, overseeing various operational processes, personnel compliance, and operation outcomes to ensure that company operations and results comply with integrity management principles, legal regulations, and that specific financial information is disclosed completely, fairly, and accurately in a timely manner.

**3. Procedures for Handling Material Inside Information and Prevention of Insider Trading:**

Apart from complying with the spokesperson system procedures, GIS explicitly requires all directors, managerial officers, and employees to strictly maintain the confidentiality of financial and business information to prevent improper disclosure and insider trading. Directors are prohibited from trading Company shares during blackout periods, which are 30 days prior to the annual financial report announcement and 15 days prior to quarterly financial report announcements. To prevent violations, the Company issues notification letters reminding all directors to comply with these rules before each quarterly blackout period. For example, a quarterly board meeting was held on November 11, 2024, and the Company issued a blackout period notification letter on October 23.

### ▶ Education and Training, Company Promotion, and Personnel Commitment

GIS directors, managerial officers, and management personnel attend relevant internal and external training courses from time to time every year. The Company also conducts annual integrity management training for all current employees, and regular communications such as email announcements, executive meetings, the company website, and TV wall broadcasts are used to reinforce and promote relevant knowledge, ensuring a thorough understanding from all employees on the Company's integrity management policies, standards, relevant rights and obligations, and legal issues. In 2024, the main promotion theme was insider trading prevention.

According to statistics, 11 directors and managerial officers in 2024 attended the "How Directors' Decisions Avoid Breach of Trust and Non Arms-Length Transactions" course with a combined total of 33 training hours; while a total of 75 employees from specific departments including finance, accounting, and management attended the "Preventing Insider Trading" course with a combined total of 75 training hours. Both current and new managerial officers participated in the "2024 Advocacy Meeting for Insider Trading Prevention" and the "2024 Education Promotion Meetings for Insiders' Shareholding reporting" hosted by the Taiwan Stock Exchange Corporation, with a combined total of 21 training hours. In addition to targeted personnel, the Company provided comprehensive integrity management training for all current GIS employees in 2024, including courses on insider trading prevention, trade secret compliance, antitrust law compliance, and introduction to intellectual property rights with a 100% completion rate. To completely prevent unethical conduct and strictly regulate the behavior of all individuals related to the Company, GIS also requires relevant personnel to sign commitment letters to strengthen awareness and ensure the effective implementation of integrity management. Signatories include all Company employees (including dispatched workers) and both upstream and downstream supply chain partners.

All GIS employees are required to sign the "Honesty and Integrity & Intellectual Property Rights Agreement" and "Intellectual Property and Confidentiality Agreement" or the "Integrity Management Commitment Letter" upon onboarding, achieving 100% coverage (including 100% of new hires in 2024). Following the 2024 integrity management training for current employees, the Company required all personnel to sign the "Integrity Self-Declaration Form" also achieving a 100% signing rate. In addition to internal controls, GIS also strictly requires that external vendors sign a "Supplier Commitment Letter" containing integrity clauses when conducting business with the Company. GIS also proactively includes compliance with ethical business practices as a contractual term in agreements with external parties to thoroughly eliminate dishonest behavior. In 2024, the Company has 105 new suppliers, of which 87 signed the Supplier Commitment Letter, resulting in a signing rate of 83%.

## 3.3.2 Anti-Corruption Policy

GIS's Procedures for Business Integrity and Ethics Management and Guidelines for Conduct clearly defines the rules and handling measures for the accepting unjust gains, while also setting out rules for political donations and charitable contributions to prevent potential corruption-related concerns and disguised bribery. GIS regularly conducts internal control risk assessments and substantive audits on anti-corruption at all Company operating locations and subsidiaries. The audit scope includes three major areas: financial reporting, procurement operations, and sales operations. In 2024, no significant corruption risks or incidents were identified, nor were any corruption-related reports received.

**Anti-Corruption Policy**

**Prohibition on Offering or Accepting Unjust Gains**

The Company adopts a zero-tolerance policy and requires all employees to uphold the highest standards of integrity in all business interactions. Any form of offering, accepting, promising, or demanding (whether directly or indirectly) money, gifts, presents, commissions, employment, services, preferential treatment, kickbacks, facilitation payments, entertainment, dining, or any other matters of value is strictly prohibited.

**Prohibition of Disguised Bribery**

- When making political contributions, the Company must avoid engaging in commercial transactions, applying for permits, or handling other matters involving the Company's interests with relevant government agencies.
- When making charitable donations or sponsorships, GIS must ensure that the expected returns are clear and reasonable. The recipients must not be parties with whom the Company has business dealings or individuals with conflicts of interest with any Company personnel. Additionally, the Company must verify that the use of donated funds aligns with the original purpose of the contribution to prevent any form of disguised bribery.

**Handling Procedures**

When GIS personnel are offered or promised (whether directly or indirectly) aforementioned benefits by others, they must follow the procedures below:

- If the person offering or promising the benefit has no conflict of interest with the employee's duties, the employee shall report the matter to its immediate supervisor within three days of the acceptance and, if necessary, notify the Company's designated responsible unit.
- If there is a conflict of interest between the person offering or promising the benefit and the employee's duties, the employee must refuse or reject the benefit, report to its immediate supervisor, and notify the Company's responsible unit. If refusing the benefit is not possible, the employee shall handover the matter to the responsible unit for handling within three days of the acceptance.
- If a GIS employee provides or promises a facilitation payment under threat or intimidation, the employee must record the process, report to its immediate supervisor, and notify the Company's responsible unit. Upon receiving the report, the unit shall take immediate action and undertake a review of relevant matters to reduce the risk of recurrence. If illegal conduct is identified, the matter shall be immediately reported to judicial authorities.

### Anti-corruption Awareness and Communication

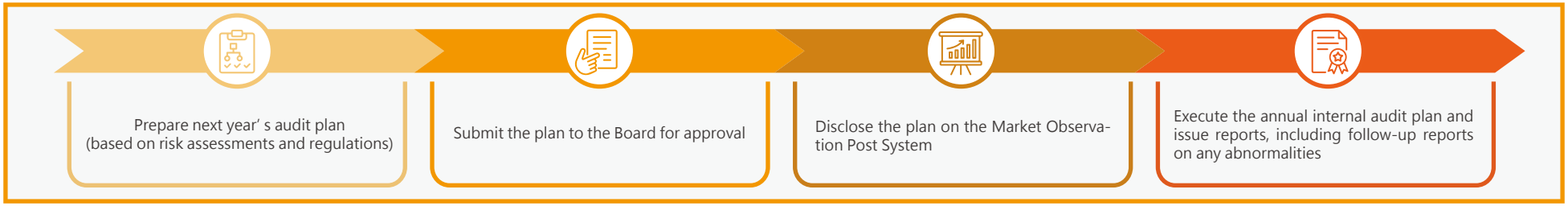
| Communication Category | Communication Methods | Percentage of Effective Communication |
|---|---|---|
| Board Members | • The audit officer reports quarterly to the Audit Committee and the Board of Directors on the execution status of the audit plan, and holds at least one meeting per year with independent directors without the presence of regular directors and management.<br>• The Business Management General Division reports at least once a year to the Board of Directors on the implementation of integrity management, and conducts communication and awareness initiatives from time to time for Board members regarding anti-corruption and integrity-related matters. | 100% |
| Employees (including dispatched and part-time) | • New employees are required to sign either the Honesty and Integrity & Intellectual Property Rights Agreement or the Intellectual Property and Confidentiality Agreement upon onboarding.<br>• Education and training programs include: regulations on insider trading and insiders' shareholding reporting, anti-corruption practices for corporates through insider trading case studies, integrity management and insider trading prevention, introduction to CSR fundamentals, and product information security control (delivered during orientation or refresher training). | 100% |
| Suppliers | All qualified GIS suppliers must sign the Supplier Commitment Letter. If a supplier is unable to provide this letter, they must obtain approval from the President to be designated as a specially controlled supplier. | 92% |

## 3.3.3 Internal Audit and Whistleblowing Mechanism

### ▶ Internal Audit Process

GIS has established effective accounting and internal control systems, and undertakes regular reviews to ensure the design and implementation of the systems remain effective. The Audit Office is an independent unit that reports directly to the Board of Directors. In accordance with GIS's Corporate Governance Best Practice Principles and personnel regulations, the appointment, evaluation, and remuneration of internal auditors are reviewed annually, with the responsible supervisor submitting the results to the Chairman for approval. Each year, the Audit Office formulates and implements an audit plan approved by the Board of Directors, based on identified risks, and conducts special or follow-up audits as needed to provide management with information on the operational status of internal control functions and to enable management to promptly understand existing or potential internal control deficiencies. Internal follow-up audits also review self-inspections conducted by each department, including verifying whether procedures have been implemented and reviewing related documents to ensure execution quality, as well as the rectification of internal control deficiencies and abnormal findings identified by the audit department, then reported to the Audit Committee and the Board. In 2024, the Company performed 72 audits on the nine major internal control cycles and 286 audits on management control operations, making 358 audits in total. These audits covered all operational sites of the Company and its subsidiaries. No major deficiencies were found in the audit results, and no incidents of corruption or unethical conduct occurred.

### GIS Annual Audit Process



## ▸ Integrity Management Internal Control

GIS performs annual internal control self-assessments in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies. Since 2022, 18 integrity management topics have been specifically included as self-assessment items, allowing relevant units in each legal entity to carry out self-assessments to meet periodic ethical standards review requirements. The Company evaluated the implementation of integrity management in 2024 across 18 items, and all evaluation results shown compliance with the integrity management regulations. The results were reported to the Board of Directors on November 11, 2024.

## ▸ Reporting Channels and Whistleblower Protection Policy

To maintain GIS's reputation, protect property, and prevent corruption, theft, embezzlement, or other unethical and dishonest acts and thereby harming the rights and interests of shareholders, employees, and partners, the Company has set up reporting channels and handling procedures in accordance with the Work Rules and the Procedures for Business Integrity and Ethics Management and Guidelines for Conduct, to optimize corporate governance and ensure the legitimate rights and interests of whistleblowers and all parties involved are protected. Reporting mailbox: audit@gis-touch.com

### GIS Whistleblower Protection Policy

**Procedures for Business Integrity and Ethics Management and Guidelines for Conduct: Article 21 – Handling of Unethical Conduct by Company Personnel**

Personnel of this Corporation handling whistle-blowing matters shall represent in writing they will keep the whistleblowers' identity and contents of information confidential. This Corporation also undertakes to protect the whistleblowers from improper treatment due to their whistleblowing.

**Whistleblower Protection Policy (please refer to the ESG website for details)**

Integrity is one of GIS' s core business principles, and the Company strictly prohibits corruption and any form of fraud. If any GIS employee or related indivual can be found engaging in suspicious behaviour or may have violated GIS' s ethical standards, please contact us. All reports will be handled directly by the Company' s Audit Office.

Except otherwised specified in the law, GIS will keep any personal information you provide us confidential, and will protect your data and privacy by taking appropriate legal measures.

## ▸ Investigation Status of Reporting Mailbox Cases

To encourage internal and external personnel to report dishonest and improper conduct, the Company provides rewards based on the severity of the reported cases. However, to prevent resource abuse, internal personnel who submit false reports, make malicious accusations, or deliberately fabricate false statements will face disciplinary action and may be dismissed if the offense is serious. If the allegations are confirmed, the relevant units are required to review their internal control systems and operating procedures and propose corrective measures to prevent recurrence. When illegal activities are involved, the Company shall notify judicial and prosecutorial authorities. In 2024, GIS received a total of four employee complaints, while none involving dishonest conduct, these cases are mainly related to improvements in personnel and management.

## 3.3.4 Legal Compliance

GIS actively monitors operational laws, policies, and their changes, strictly requiring employees and partners to comply with regulations and uphold social and ethical norms. In 2024, there were four regulatory violations, resulting in a total fine of NT$126,000. The violations and improvement measures are as follows:

| Juridical Person | Violations of Laws/ Regulations | Content | Penalty (NTD) | Improvement Measures |
|---|---|---|---|---|
| General Interface Solution Ltd. | Paragraph 2, Article 28 of Waste Disposal Act | The waste management professional designated by the Company concurrently served as the Class A Occupational Health and Safety Supervisor, which violates regulations requiring the position to be dedicated and not concurrently held with responsibilities governed by non-environmental laws. | 6,000 | Appointed a new full-time dedicated staff member. |
| | Paragraph 6, Article 30 of Labor Standards Act | An employee' s attendance record had not register its attendance on a daily basis. | 20,000 | Strengthen monitoring and implement regular checks of employee clock-in and clock-out records. |
| Reco Biotek Co., Ltd. | Paragraph 1, Article 36 of Labor Standards Act | Employees are prohibited from working consecutive shifts. | 50,000 | Conduct regular reviews and reminders for supervisors regarding employee attendance. |
| | Paragraph 1, Article 24 of Labor Standards Act | The Company failed to pay overtime wages to employees. | 50,000 | Verify employee overtime hours using factory on-site data and remind staff to submit records in the system to ensure accurate calculation of overtime pay. |

**Corporate Governance-Related Regulations**

- No violations of the Company Act
- No violations of commercial laws
- No violations of securities and financial regulations

**Labor Rights-Related Regulations**

- No violations of the Gender Equality in Employment Act
- No involvement in discrimination or sexual harassment
- No use of child labor
- No forced labor
- No incidents involving violations of the rights of Indigenous peoples or minorities

**Product-Related Regulations**

- No products prohibited for sale
- No violations of marketing-related regulations and voluntary codes
- No incidents of violations related to product or service information and labeling
- No infringement of customer privacy or loss of customer data

# 3.4 Risk Management

To address global political and economic trends and changes, GIS identifies and manages risks that may affect the Company's sustainable development across three major aspects: environmental, social, and economic (including corporate governance). On August 5, 2022, the Board of Directors approved the "Risk Management Policy and Procedures" as the foundation for concrete risk management and implementation.

## 3.4.1 Risk Management Organization

**Risk Management Organization**

| | |
|---|---|
| Board of Directors | The Board of Directors serves as the Company' s highest decision-making body for risk management and holds ultimate responsibility for overall risk. It approves risk management policies and major risk management systems, and oversees their implementation to ensure the effective operation of risk management mechanisms. |
| Audit Office | The Audit Office, which reports directly to the Board of Directors, assists the Board, the Audit Committee, and managerial officers in reviewing deficiencies in the internal control system and evaluating operation effectiveness and efficiency. Based on the risk assessments, the Audit Office formulates annual audit plans and regularly reports audit results to the Audit Committee and the Board. |
| Risk Management Team | The Risk Management Team, set up under the Sustainable Development Committee, is the designated unit responsible for executing risk management. Its members consist of top executives from various departments, with the President, appointed by the Board of Directors, serving as its highest-ranking executive. Management convenes representatives from each department to serve as executive officers responsible for implementation. These officers communicate risk-related information with operating units, consolidate findings into risk management reports, and submit the reports to the Sustainable Development Committee. The Committee, in turn, reports the status and effectiveness of risk management operations to the Board of Directors at least once a year. |

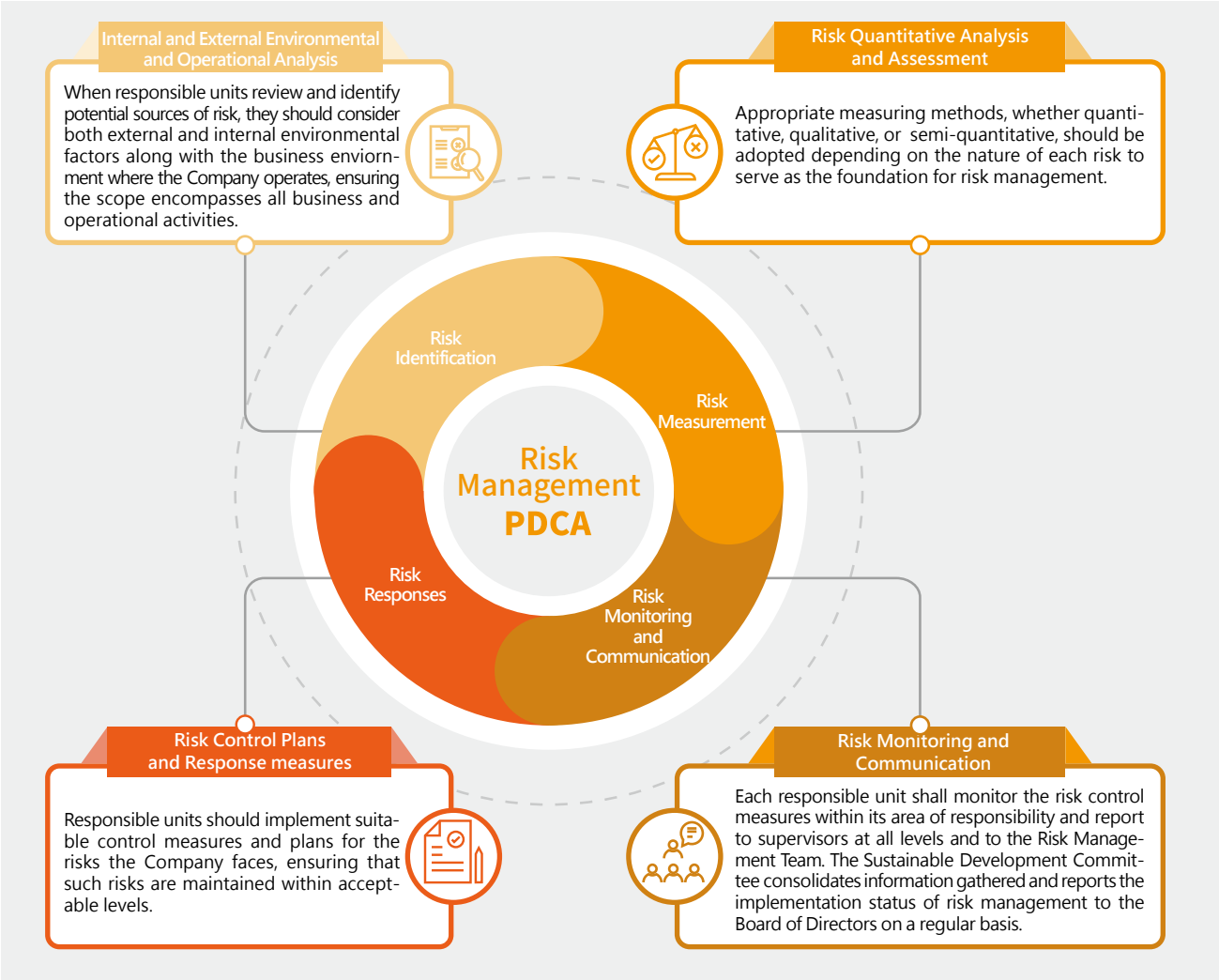
In August 2022, GIS submitted the "Risk Management Policy and Procedures" to the Board of Directors for approval and established the Risk Management Team under the Sustainable Development Committee. The team, composed of representatives appointed by each department, conducts regular risk assessments and, upon identifying potential risks, determines appropriate measuring methods based on the risk type to serve as the foundation for risk management. Risk measurement involves both analysis and evaluation, using quantitative, qualitative, or semi-quantitative methods, with the primary consideration being the ability to effectively reflect and respond to relevant risks. After assessing and summarizing risks, each responsible unit is expected to adopt suitable response measures to keep risks within acceptable levels. These units must report risk management information to supervisors at all levels either immediately or on a regular basis, depending on the scope of their responsibilities and the nature of their operations. In the event of significant or abnormal risks, they must report such occurences promptly. To ensure full documentation of the risk management process and its outcomes, the Risk Management Team regularly reports its implementation status to the Sustainable Development Committee. The Committee then reports to the Board of Directors regularly, thereby enhancing GIS's operational stability and sustainable development and establishing a sound risk management mechanism.

**Risk Management Policies**

- Establish and maintain an effective risk management framework to ensure risk management is operating completely and implementing checks and balances to improve the efficiency of task allocation.
- Develop comprehensive mechanisms for risk identification, measurement, supervision, and control to maintain risks within the Company' s acceptable limits, achieving an appropriate balance between risks and returns and enhancing corporate value.
- Set up communication channels and engage in appropriate risk communication and consultation with internal and external stakeholders to ensure the continued applicability and effectiveness of risk management practices.
- Foster a culture of raise awareness on risk management, and fully implement risk management across the Company.

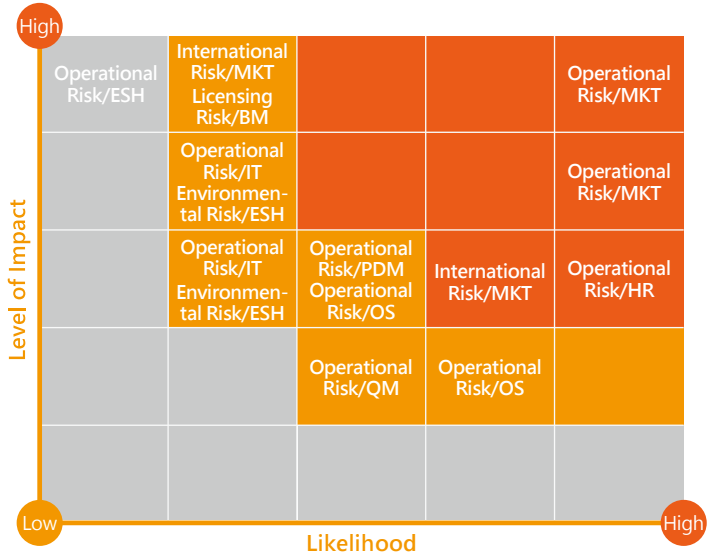
## 3.4.2 Risk Assessment Operations

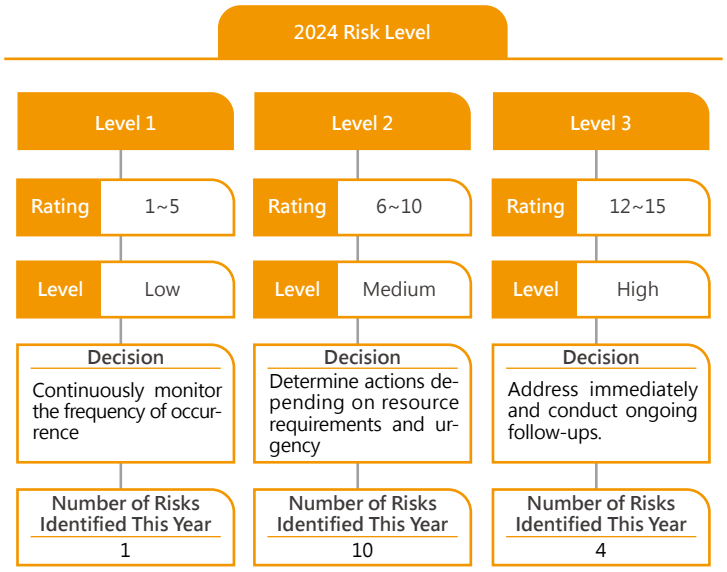
Risk assessment operations include processes for risk identification, measurement, response, supervision, and communication. These processes enable a clear understanding of the scope of each risk and are carried out using management approaches such as the PDCA cycle.




### Risk Management Operations in 2024

| Date | Meeting Name | Meeting Summary |
|---|---|---|
| March 22, 2024 | Risk Management Team Meeting | Reported on the progress and implementation status of the control execution plans for the 15 risk factors assessed in 2024. |
| May 14, 2024 | Sustainable Development Committee | The convener of the Risk Management Team reported to the Sustainable Development Committee on the progress and implementation status of the control execution plans for the 15 risk factors. |
| September 26, 2024 | Risk Management Team Meeting | Reported on the progress and implementation status of the control execution plans for the 15 risk factors assessed in 2024. Re-evaluated the Company's risk issues for 2025: following internal and external environmental analyses, risks were categorized into four major groups: operational, strategic, financial, and international economy, then preliminary control execution plans for 18 risk factors were prepared. |
| November 11, 2024 | Board of Directors | The Sustainable Development Committee summarized the Company's three major risk issues of the year: product technology changes risk, sales concentration risk, and human resources risk, and their corresponding control implementation plans for presentation to the Board of Directors. |



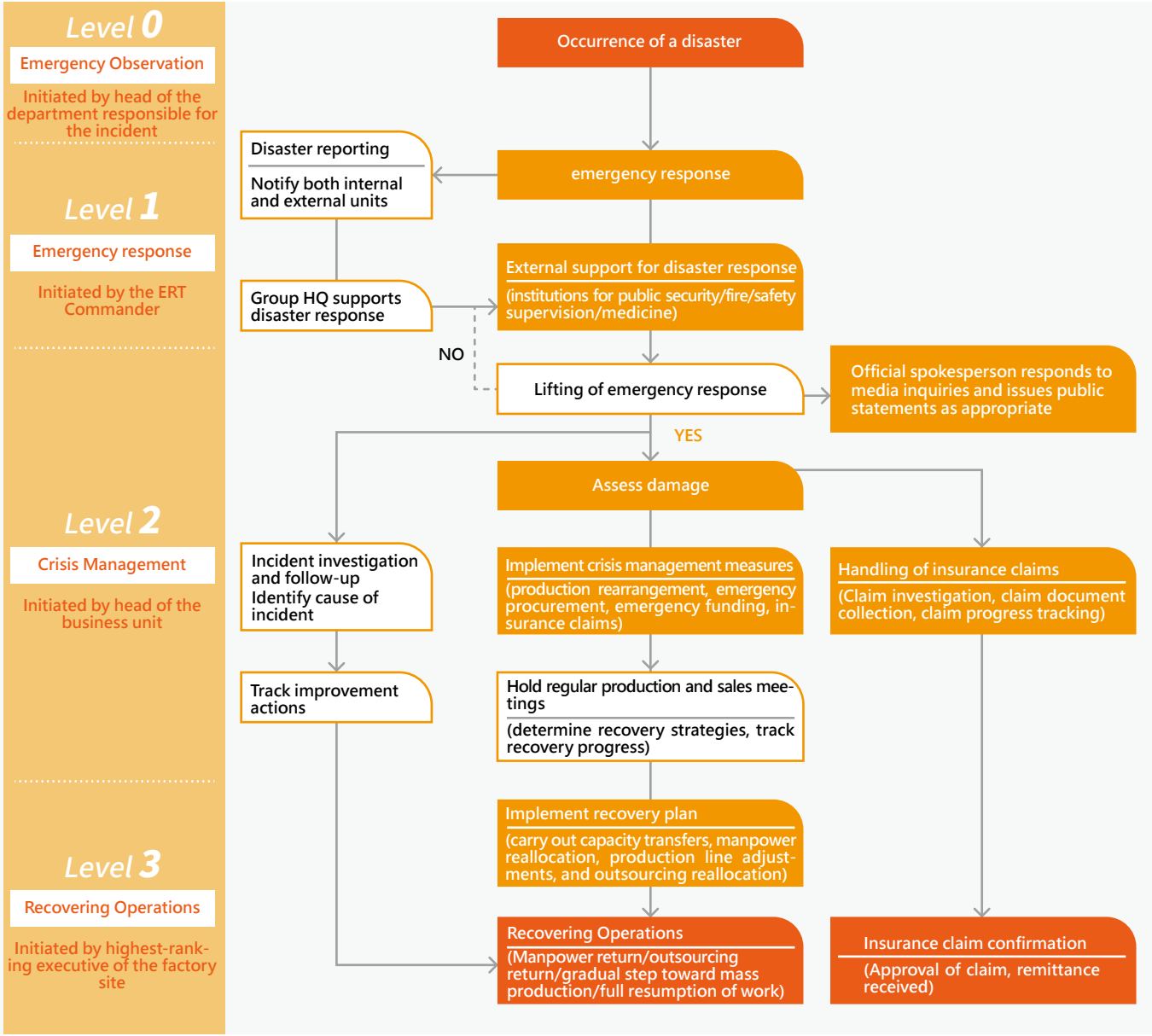

## ▶ Implementation Outcomes in 2024

In 2024, the Company conducted risk identification and identified a total of 15 risk items. The Risk Management Team reported the implementation status of 2024 risk management efforts to the Sustainable Development Committee, continuing the process of risk identification and management. Subsequently, on November 11, the Sustainable Development Committee reported to the Board of Directors on the control implementation plans and their effectiveness for the 2024 risk classifications, covering topics such as product technology iteration, sales concentration risk, and talent resource risk.

| Risk Factor | Risk Items or Occurrence of Risks | Control Implementation Plan |
|---|---|---|
| Product Technology Changes | Touch functionality is expected to be integrated into display panels, posing a threat to traditional touch panel manufacturers | • Actively developed VR/AR optical components, lamination, optical modules, and other related technologies and products; built comprehensive optical inspection and verification equipments, approval already gained for mass production by international leading clients.<br>• Proactively developed automotive-related technologies and products, including HUD, coating, integrated Touch & Display modules/lamination, and hidden displays, to enhance technological value.<br>• Invested in advanced packaging development by expanding from the foundation of fingerprint recognition modules to component-level packaging, and offered integrated System in Package in Module (SiPiM) services to explore new technologies and expand business opportunities. |
| Sales Concentration Risk | Sales are concentrated on a few major international brands | • Actively developed clients for automotive applications, deploy transformation technologies, and seek joint development opportunities with customers.<br>• For Metaverse, built comprehensive optical process inspection and verification equipments and collaborated with Hon Hai Technology Group to develop several new clients and deliver comprehensive solutions.<br>• Continued to monitor changes in industry trends, identify new market opportunities, and provide relevant information to senior management. |
| Talent Resource Risk | High talent turnover, inability to retain key personnel, loss of critical technical knowhow, as well as shortage of essential technologies and core talent for product transformation, affecting the effectiveness and speed of R&D | • Completed talent retention bonus program at the beginning of the year.<br>• Completed annual promotion process in April.<br>• Completed annual salary adjustments in August.<br>• Planned and distributed the 2024 talent retention bonuses at year-end.<br>• Continued implementation of the annual development plan while raising the proportion of ESG and project management training.<br>• Established a technical committee to promote cross-departmental technical collaboration and training. |
| International Economy | Multiple economic variables such as inflation, interest rate hikes, and exchange rate fluctuations | • Actively developed VR/AR optical components, lamination, optical modules, and related technologies, approval already gained for mass production by international leading clients.<br>• For automotive applications, established dedicated production lines and quality verification processes to support the development of related technologies and products, including HUD, coating, integrated Touch & Display modules/lamination, and hidden displays.<br>• Continued to monitor changes in the international macroeconomic environment and provide relevant information to senior management.<br>• The Board of Directors approved a strategic plan to expand production to an alternative site, enhancing localized services and manufacturing capabilities for key clients. |

## 3.4.3 Business Continuity Management (BCM)

To establish a robust business continuity management system, GIS proactively addresses the impacts of disasters such as fires, typhoons, water and power outages, and strikes, events that may lead to production line disruptions, material supply interruptions, personnel injuries, or labor shortages. GIS has formulated the Business Continuity Management Operating Procedures to ensure prompt coordination and integration of resources across departments, enabling an orderly emergency response and crisis management. These procedures aim to restore production and operations in the shortest possible time, maximizing GIS's operational continuity and safeguarding the Company's interests.



# 3.5 Information Security

## 3.5.1 Information Security Management Policy

To effectively manage information security, GIS follows ISO 27001 "Information technology – Security techniques – Information security management systems – Requirements" and "Information technology – Security techniques – Code of practice for information security management". Based on these standards, GIS developed its "Information Security Manual" and related rules and regulations, which were officially implemented since June 2021. In accordance with these regulations, all departments regularly conduct information security risk self-assessments to ensure the continued suitability, effectiveness, and adequacy of GIS's information security management system.


ISO 27001 Information Security Management Systems

## 3.5.2 Information Security and Personal Data Protection

### ▶ Customer Privacy Management

GIS values customer interests and privacy, and upholds them through a sound management framework and protective measures to prevent leakage of personal data. The Company has established the New Product Safety Control and General Administration Management Operating System to ensure comprehensive enforcement of customer privacy management, encompassing personnel security, asset security, physical security, and information security. In 2024, GIS received no complaints from customers regarding privacy violations.

#### Privacy Protection Management Process

**For Customers**

- When using or storing customer personal data, the New Product Safety Control and General Administration Management Operating System should be followed.
- GIS has established a robust security framework and developed comprehensive protection measures to ensure the security of product information and maintain long-term customer satisfaction.
- Administrative procedures are standardized, with clear operational guidelines in place to maintain public environments and order. Confidentiality and security controls cover logistics, personnel access, and the flow of information.

**For Employees**

- All new hires at Taiwan factory sites are required to sign the Personal Data Collection Notification and Consent Form upon onboarding.
- For access to personnel records, Taiwan factory sites follow the Personnel File Management Regulations for Taiwanese/Foreign Employees, while China factory sites follow the corresponding procedures in the Personnel File Management Regulations for China Factory Sites.
- Any misconduct that violates local regulations (such as the Personal Data Protection Act and its Enforcement Rules) will be subject to legal accountability.

## ▶ Information Security Education and Training

GIS places great importance on internal information security and has built five technical defense lines with services including firewalls, external network protection, and vulnerability scanning. To raise employee awareness of information security management, GIS conducts training and system disaster recovery drills from time to time. In 2024, training topics included Information Security Fundamentals, Personnel Security Control, Product Security Protection, and Information Security Promotion, with a 100% pass rate among all employees. During routine information security reviews undertaken in 2024, 14 violations were found. Corrective actions were taken to reinforce employee awareness, and no operational impact or financial losses were incurred for the Company.

### 2024 Information Security Technical Defense Mechanism

**Top Three Hacker Intrusion Behaviors**

**1 Active Intrusion**

Infiltrating IT system vulnerabilities with threats to exploit

**2 Passive Baiting**

Intruding and lurking to collect information, while attempting privilege escalation via phishing, scams, or bugs

**3 Launch Attack**

- Stealing information
- Delivering trojan horses
- Paralyzing system via attack procedures

Defense Barrier

**Five lines of defense for GIS**

**1st Line of Defense**

- Network protection shield
- Email protection shield

**2nd Line of Defense**

- Limit network access
- Limit service access

**3rd Line of Defense**

- Vulnerability scans and patch management
- Endpoint antivirus defense

**4th Line of Defense**

- Host event logging and analysis
- Network incident log tracking

**5th Line of Defense**

- Server system monitoring
- Network system monitoring

### ▸ Social Engineering Drills

To enhance employees' awareness of email-based social engineering, GIS began implementing regular simulations of hackers sending phishing emails in 2024. These simulated attacks are designed to test employees' ability to recognize and respond to malicious emails. Employees who failed the simulation are provided with appropriate training based on the severity of the failure.

| Danger Level | Definition of Drill Failure | Response Measures |
|---|---|---|
| Low | Opening mail: Marked for opening or previewing the email content or images. | The employee demonstrated awareness of the threat and did not click on any URLs or open any attachments. No action is taken. |
| Medium | Clicking link: Marked for opening the email and clicking the embedded URLs or links for attachments. | The employee is required to attend relevant training courses. |
| High | Input Credentials: Marked for clicking on a link and entering personal account passwords. | The department supervisor is notified to better monitor the employee' s computer using habits. The employee is required to attend relevant training courses and undergo another phishing simulation upon completion of training. |

## 3.5.3 Information Security Risk Management

GIS initiated an information security risk assessment in October 2024, forming a Risk Assessment Working Group under the Company's Information Security Management Committee, with participation from all departments. The assessment adopted a matrix-based analysis method to determine risk levels. In accordance with the Information Asset Risk Assessment Management Procedures, the asset level was first calculated. Then, based on the asset level, information asset vulnerability, and threat occurrence frequency, the probability and impact levels of potential security incidents were calculated. Finally, the overall risk level was determined using the risk matrix and was approved by the Information Security Management Committee, resulting in the creation of the Information Security Risk Assessment Table.

The assessment concluded that existing control measures are effective and should be maintained. Current risk levels are classified as C and D, both considered acceptable. In cases where risks are deemed unacceptable, enhanced control measures are implemented to lower them to acceptable levels; however, no unacceptable risks were identified in this year's assessment. After implementing enhanced control measures, GIS re-evaluated the relevant information security risks. Based on the re-evaluation results, a residual risk acceptability assessment was conducted, and the residual risks were deemed acceptable.

## 3.5.4 Information Security Incident Reporting and Response

In accordance with the Information Security Incident Management Operating Procedures, GIS reports information security incidents through internal reporting system. The Information Security Team is responsible for incident handling and for collecting relevant information on security breaches. Each reported incident is classified and addressed to minimize potential damage, and the team determines whether the event is an actual information security incident or merely a false alarm. No major information security incidents were reported in 2024.

### Information Security Incident Reporting and Response Procedures

# 3.6 Supply Chain Management

## 3.6.1 Supply Chain Overview

The Company's major operating bases include Taiwan and mainland China. Its supply chain comprises raw materials, equipments, and engineering services, in which raw material procurement accounts for the largest share. Raw materials are primarily purchased from foreign suppliers, with Japan being the main source. In 2024, the Company had actual transactions with 892 suppliers, representing a decrease of 18.46% compared with 2023, due to customer project adjustments and GIS's supply chain streamlining management. The number and proportion of domestic and foreign suppliers, along with procurement amounts over the past three years, are presented in the table below.

### Number and Proportion of Domestic and Foreign Suppliers over the Past 3 Years

| Type of Contract | Purchase Region | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|---|
| | | Number of Suppliers | ratio of Total Procurement Amount | Number of Suppliers | ratio of Total Procurement Amount | Number of Suppliers | ratio of Total Procurement Amount |
| Labor (Contracting and Services) | Domestic | 458 | 1.32 | 458 | 1.57 | 434 | 1.43 |
| | Foreign | 42 | 0.11 | 34 | 0.09 | 25 | 0.04 |
| Property (Raw Materials) | Domestic | 260 | 4.73 | 250 | 4.4 | 163 | 4.58 |
| | Foreign | 134 | 90.36 | 177 | 90.8 | 87 | 91.39 |
| Engineering (Construction and Equipments) | Domestic | 219 | 2.65 | 159 | 2.82 | 164 | 1.9 |
| | Foreign | 26 | 0.83 | 16 | 0.32 | 19 | 0.66 |
| Total | | 1,139 | 100 | 1,094 | 100 | 892 | 100% |

Note:

1. Taiwan sites: Domestic refers to regions in Taiwan; Foreign refers to regions outside Taiwan (e.g. China, the U.S., Vietnam, etc.).
2. China sites: Domestic refers to regions in China; Foreign refers to regions outside China (e.g. Taiwan, the U.S., Vietnam, etc.).

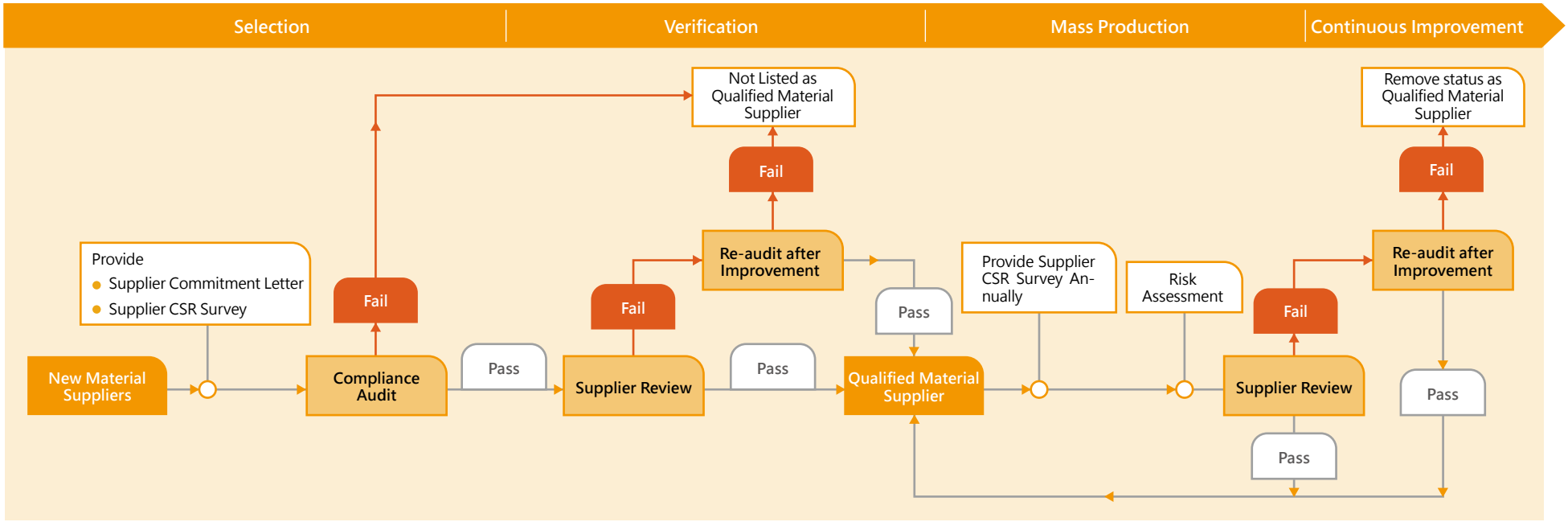
## 3.6.2 Supplier Management Process

To reduce operational risks, enhance product competitiveness, and accelerate the industry's low-carbon transition through its own choices and influence, GIS's supplier management has four stages: Selection, Verification, Mass Production, and Continuous Improvement, based on its Supplier CSR Management Operating System. GIS regularly conducts risk assessments and reviews for both new and existing suppliers, actively promoting sustainable management.

The Company also regularly monitors and refers to various international standards. In 2024, the EU issued the Corporate Sustainability Due Diligence Directive, requiring companies to implement human rights and environmental due diligence. Prior to this, the Company had already developed the Supplier Social and Environmental Responsibility Code of Conduct Operating Standard in alignment with RBA 8.0 and incorporated the Code into supplier commitment letters. In addition to requiring all new suppliers to sign the letter, the Company also carries out reviews from time to time. The Operating Standard outlines five key areas: ethics; labor rights (including the prohibition of child labor and forced labor, restrictions on excessive working hours, prohibition of discriminatory practices, and equal pay for equal work); health and safety; environment (hazardous substances and waste management); and management systems.

GIS also provides a complaint channel for suppliers via audit@gis-touch.com. In 2024, the Company did not receive any complaints.

### Supplier CSR Management Process



## ▸ Selection of New Suppliers

GIS requires all new suppliers to sign the Supplier Commitment Letter, which requires adherence to the principles of good faith, integrity and fair competition, corporate social responsibility, confidentiality, and a strict prohibition on the use of conflict minerals. Suppliers must also commit to environmental guarantees, ensuring that all products and components provided comply with international environmental regulations (e.g. REACH, RoHS, etc.). For specific suppliers (such as customer-designated vendors) who do not sign the Supplier Commitment Letter, approval from the President is required for classification as specially controlled suppliers. GIS also requires all new suppliers listed in the Bill of Materials (BOM) to complete the Supplier CSR Survey, which covers topics such as labor rights, health and safety, environment, and ethics, serving as a basis for risk assessment.

In 2024, a total of 105 new suppliers were added, among which 87 signed the Supplier Commitment Letter, while 10 customer-designated suppliers were approved by the President as specially controlled suppliers. Excluding specially controlled suppliers, the signing rate reached 92%.

## ▸ Supplier Review and Verification

The Company consistently designates qualified material suppliers that have entered mass production as primary review targets for the year. Based on risk assessment results, review methods are categorized into data and on-site reviews. Suppliers assessed as high-risk are included in the annual on-site review plan, while low-risk suppliers are reviewed as necessary. After each review, the Company actively tracks suppliers' corrective actions for their deficiencies. If a supplier fails to complete or cooperate with improvements within the timeframe specified by GIS, the Company will evaluate whether to remove it from the Approved Vendor List (AVL). In 2024, GIS reviewed a total of 92 suppliers, all of whom were qualified, with none disqualified or removed.

**2024 Supplier Review Results**

| Review Type | Number of Reviewed Suppliers | Number of Qualified Suppliers | Number of Disqualified Suppliers |
|---|---|---|---|
| Data Review | 46 | 46 | 0 |
| On-site Review | 46 | 46 | 0 |
| Total | 92 | 92 | 0 |

Note:
1. Suppliers exempt from reviewing are those located outside China (e.g. the U.S., Japan, Korea, and Taiwan).
2. Material supplier risk assessments consider factors including quality, price, delivery time, and design, with risk scores calculated using weighted evaluation criteria.

## ▸ Critical Materials[Note] Risk Management

GIS carries out risk assessments on critical materials to identify factors that may affect the stable supply of raw materials. These factors include supply disruptions caused by extreme weather events, international situations, scarcity of raw materials, and the issue of conflict minerals. Raw material supply risk is managed in accordance with the Procurement Management Operating System, Business Continuity Management Operating Regulations, Supplier Management Operating Regulations, and New Supplier Operating Regulations. Specific actions include defining critical and non-critical materials, conducting regular supplier reviews, building a diversified supplier base, and implementing BCM (Business Continuity Management) processes. These measures enable GIS to respond promptly to risks of material supply disruptions or quality issues, and ensure stable operations and long-term corporate development.

Note:
According to GIS's Supplier Management Operating Regulations, the Key Parts List include TFT Glass and Mesa Tape, while the Normal Parts List include Primer C and Copolymer (piezoelectric materials, acetamide compounds).

### Procurement Risk Identification and Control Plan

| Risk Category | Risk Factor | Risk Item/ Risk Scenario | Control Implementation Plan |
|---|---|---|---|
| Operational Risk | Business interruption (material shortage) | Risk of equipment import restrictions at overseas factories (e.g. Vietnam) due to pandemics, natural disasters, or geopolitical issues. | • Introduce local supply chain<br>• Monitor continuously international developments to track impacts on raw material prices<br>• Maintain safe stock for long lead time materials |
| | Limited resources for technology development | • Lack of critical equipment, tools, and production facilities for the development of new technologies or products affects R&D progress.<br>• Difficulty in acquiring critical materials prevents effective cost control, making projects difficult to promote to customers | • Develop and cultivate strategic partners<br>• Invest in key equipment, tools, and materials<br>• Regularly monitor R&D progress and equipment utilization |

## 3.6.3 Conflict Minerals Management

### Conflict Minerals Management Statement

GIS strictly abides by relevant international and industry regulations, such as the RBA (formerly EICC), and does not accept or use minerals, including gold, tantalum, tin, tungsten, and cobalt, that originate from the Democratic Republic of the Congo (DRC) and its surrounding regions if they are controlled by illegal armed groups or used to directly or indirectly fund those regions.

GIS is committed to not using minerals from Conflict-Affected and High-Risk Areas (CAHRAs), particularly those associated with armed conflict, illegal mining, and poor working conditions.

In accordance with applicable regulations, industry practices, customer requirements, and other stakeholder expectations, GIS conducts due diligence and discloses information regarding its supply chain, while actively promoting continuous improvement across the supply chain.

Note:
Conflict minerals refer to minerals sourced from the Democratic Republic of the Congo and its neighboring countries (Angola, Burundi, Central African Republic, Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia) that are used to directly or indirectly finance armed conflicts. These minerals currently include cassiterite, wolframite, coltan, gold, and their derivatives.

GIS strictly prohibits the use of raw materials containing conflict minerals for its products. In addition to establishing the Conflict Minerals Management Operating Regulations and the Supplier Management Operating Regulations, the Company also reviews and updates its relevant management practices regularly, with reference to client requirements, international standards, and industry trends. In recent years, due to labor human rights concerns related to the mining and processing of cobalt and mica, GIS has aligned with the Responsible Minerals Initiative (RMI) and included both cobalt and mica in its conflict minerals management scope.

GIS requires suppliers not only to declare their commitment to avoiding the use of conflict minerals by signing a commitment letter, but also to complete the Conflict Minerals Reporting Template (CMRT) or Extended Minerals Reporting Template (EMRT) provided by the Company. In the event of regulatory updates or changes in end customer requirements, suppliers must comply with any new or revised requirements of the Company. To facilitate systematic management, GIS has also established an internal supplier profile system: the Green Component System (GCS). Before introducing any new material, suppliers must perform raw material traceability management in accordance with GIS's Green Product Management Operating System, and only materials that pass the Company's review may proceed to procurement.

## The process of Conflict Minerals Management

| | | |
|---|---|---|
| 1 | Supplier Commitment and Data Submission | • Sign the Supplier Commitment Letter<br>• Submit conflict mineral-related information through GCS |
| 2 | Material Analysis | • Analyze product composition<br>• Select metal component contained based on material classification |
| 3 | Due Diligence/ Mineral Origin Traceability | • Cross-reference with smelters/refiners verified under the Responsible Minerals Assurance Process (RMAP) as announced on the RMI official website<br>• Remove disqualified suppliers |
| 4 | Audit and Public Disclosure | • Undergo reviews<br>• Submit conflict minerals control documents to customers<br>• Publish investigation results in the ESG Report and on GIS' s official website |

## Conflict Minerals Risk Management

| Management Strategies | 2024 Outcomes | 2025 Targets | Medium- to Long-Term Planning (2030) |
|---|---|---|---|
| • Conflict-free minerals policy promotion<br>• Introduction and review of qualified suppliers<br>• Selection of compliant materials<br>• Annual supplier surveys | • 100% inventory check and response rate for 3TG[1], cobalt[2], and mica[3] suppliers<br>• 100% pass rate for smelters and refiners | 100% certification rate for dynamically qualified smelters/refiners | Continue responsible sourcing and due diligence to ensure product compliance with conflict-free standards |

Note:
1. 3TG refers to the four metals: tantalum, tungsten, tin, and gold.
2. Cobalt is a key material in the production of modern lithium-ion batteries, known for its high energy density and long life cycle. It is widely used in electric vehicles, smartphones, and other electronic products.
3. Mica is a silicate mineral of the amphibole group with properties such as heat insulation, corrosion resistance, abrasion resistance, and electrical insulation. It is widely used in construction, electronics, and aerospace industries.

## ▶ Supply Chain Due Diligence

GIS performs annual supply chain due diligence in accordance with the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict - Affected and High-Risk Areas issued by Organization for Economic Cooperation and Development (OECD). The scope of the investigation extends beyond first-tier suppliers to include second-tier (or lower) suppliers. Using its internal Green Component System (GCS), GIS integrates real-time data from the RMI's list of third-party certified conformant smelters and critical material information, enabling ongoing monitoring and the prompt removal of non-compliant suppliers. This ensures that 100% of the minerals in GIS's supply chain are sourced from smelters certified by third-party assurance programs.

GIS has removed all suppliers with doubts

achieving a

**100%**

conflict-mineral-free supply chain.

## ▶ Supply Chain Due Diligence Results

In 2024, GIS undertook due diligence on 197 suppliers with whom the Company has direct transactions, achieving a 100% response rate. The investigation covered a total of 302 smelters and refiners, including 14 located in Africa, all of which were confirmed to be listed as RMI-compliant smelters, resulting in a 100% conflict-mineral-free supply chain. The list of conformant smelters verified by GIS is available on the official website. The investigation results are summarized below:

| Item | 2023 | 2024 |
|---|---|---|
| Conformant Smelter[Note] | 214 | 302 |
| Non-Conformant Smelters | 0 | 0 |
| Total | 214 | 302 |
| Conformance Rate | 100% | 100% |
| Note | Including 3 African smelters, all listed as RMI-compliant. | Including 14 African smelters, all listed as RMI-compliant. |

Note: For the 2024 list of conformant smelters, please refer to the Company's official website.

### Conflict Mineral Source Regions in 2024

| Region | Gold | Tin | Tungsten | Tantalum | Cobalt | Mica | Total |
|---|---|---|---|---|---|---|---|
| Asia | 51 | 49 | 25 | 21 | 51 | 3 | 200 |
| Africa | 2 | 2 | 0 | 0 | 10 | 0 | 14 |
| Americas | 14 | 14 | 5 | 9 | 4 | 0 | 46 |
| Europe | 23 | 4 | 3 | 3 | 6 | 0 | 39 |
| Australia | 1 | 0 | 0 | 0 | 1 | 0 | 2 |
| Oceania | 0 | 0 | 0 | 0 | 1 | 0 | 1 |
| Total | 91 | 69 | 33 | 33 | 73 | 3 | 302 |

# 3.7 Customer Relations

GIS remains committed to continuously improving customer satisfaction and building a positive reputation. Through effective customer satisfaction management, the Company assesses its ability to meet customer needs, allocates limited resources strategically, and addresses customer issues to enhance satisfaction, corporate image, and industry competitiveness. To this end, GIS established the Customer (Engineering) Service Department and provides professional technical teams as well as on-site support staff at the customer end. The Company conducts an annual customer satisfaction survey and performs internal audits and management reviews of the effectiveness of customer service and satisfaction management in accordance with ISO 9001 and IATF 16949 internal review procedures. Each production site has a dedicated department, the Quality Management Department, headed by the site's Director of Quality Management, who reports customer service performance directly to the unit's highest-level executive annually.

In 2024, in response to the Company's transformation and increasing product diversification, GIS redefined the targets and presentation method of its customer satisfaction survey to further optimize product quality, strengthen internal quality control, and reduce customer complaints. Instead of using numerical scores and percentages, the survey results for customer satisfaction and customer rejection rates were presented using a grading system, enabling stakeholders to intuitively understand GIS's product quality performance. The 2024 customer satisfaction survey results remained consistently high across all dimensions. Customers were especially satisfied with on-time delivery, prompt response to issues, rapid implementation of countermeasures, and early identification and resolution of potential risks. GIS is committed to maintaining this high level of customer service in the future.

## Grading System for Customer Satisfaction and Customer Rejection Rate

| Quality Target | Score/ Rate | Grade |
|---|---|---|
| Customer Satisfaction | 4.5~5 | A (Highly Satisfied) |
| | 4.0~4.4 | B (Satisfied) |
| | 3.5~3.9 | C (Dissatisfied) |
| | < 3.5 | D (Highly Dissatisfied) |
| Custome Rejection Rate | ≦0.5% | A (Excellent) |
| | ≦0.7% | B (Good) |
| | ≦1% | C (Average) |
| | > 1% | D (Poor) |

## 2024 Customer Satisfaction Outcomes

| Customer Satisfaction | Customer Rejection Rate | On-Time Recolution Rate of Customer Complaints | GP Verification Completion Rate for Models beginning Mass Production | On-Time Completion Rate of Customer GP Verification Requests |
|---|---|---|---|---|
| Targets Grade B | Targets Grade B | Targets 100% | Targets 100% | Targets 100% |
| Results | Results | Results | Results | Results |
| Grade B | Grade A | 100% | 100% | 100% |
| | | | (20 models begun mass production) | (86 customer tasks completed on time) |
| Achieved | Achieved | Achieved | Achieved | Achieved |

# CH4. Environmental Sustainability

## Material Topics

**Climate Change Management / Innovation and R&D / Quality Management**
**Hazardous Substance Management / Energy and Emissions / Cleantech Opportunity**

### Meaning

With the increasing global focus on climate governance, climate change management has become a critical topic for corporate sustainability. To comply with domestic and international regulations, investor and rating agency expectations, and stakeholder demands, GIS actively participates in international initiatives and strengthens environmental management. The Company sets short-, medium-, and long-term goals, adopting a 2050 net-zero value chain target as its ultimate objective. This is achieved through energy-saving and carbon reduction projects, renewable energy procurement, and climate risk and opportunity assessments. To maintain competitiveness, GIS also invests in R&D and innovation while managing green quality control and minimizing harmful substance emissions during production, thereby enhancing corporate competitiveness alongside environmental sustainability.

### Policies and Commitments

- Develop a sustainable environment, promote green production, and build sustainable operations.
- Implement effective supplier management via ISO 9001 Quality Management System, Supplier CSR Management System, Conflict Minerals Management Regulations, and Restricted Substances Management Standards.
- All China factories have X-ray fluorescence (XRF) labs for regular hazardous substance testing of raw materials, consumables, and finished goods, supplemented by third-party product testing as needed.
- Comply with national energy laws and align with global carbon neutrality trends.
- Establish science-based carbon reduction targets and promote economically viable carbon reduction initiatives to mitigate operational risks.
- Adhere to RBA environmental standards.

### Grievance/ Remediation Mechanism

- Environmental complaints can be filed via the local environmental hotline (12369) or official government websites.
- GIS provides an official reporting mailbox at audit@gis-touch.com.
- Supplier audit deficiencies and non-compliance are managed per Supplier Operation Specifications and CSR Risk Management Standards.
- Grievance channels for customers and suppliers include phone, email, and fax notifications to relevant departments.

### Specific Actions

- Strict quality control of suppliers through the Supplier Resume System, targeting 100% green quality verification.
- Completed the GIS Group-wide GHG inventory and obtained third-party verification.
- China factories maintained 100% usage of green electricity.
- Houli Factory' s solar photovoltaic system began phased operation in December 2023, generating 3.2 million kWh to date.
- Passed the Science Based Targets initiative (SBTi) near-term target review in March 2024.

### Management Evaluation Mechanism

- External audits and certifications, including ISO 14001, ISO 50001, and ISO 14064-1.

# 4.1 Climate Change Response

To proactively address climate change risks and enhance sustainable operational resilience, GIS promotes energy conservation and carbon reduction while continuously improving its environmental management system. Energy-saving and carbon reduction measures in factories are categorized into four types: Energy Conservation, Carbon Reduction, Go Green, and Recycle. The Company has set short-, medium-, and long-term targets and developed execution plans. Through systematic management, GIS aims to improve energy and resource efficiency, reduce greenhouse gas emissions, and minimize environmental impacts.

**Go Green**
- Purchase green energy (including low-impact hydropower environmental attributes, green certificates, and direct green power purchases) to offset indirect energy emissions.
- Build solar power generation systems to increase the proportion of renewable energy use.

**Circular**
- Evaluate secondary recycling of process wastewater, strengthen industrial wastewater recycling and treatment capacity, and improve water resource recycling rates.
- Recover heat from chillers and air compressors.

**Energy Conservation**
- Continuously promote energy-saving proposals and the energy performance improvement system.
- Implement lean energy management to enhance energy use efficiency.

**Carbon Reduction**
- Reduce waste generation and wastewater discharge.
- Install charging stations and encourage employees to use electric vehicles.

The Company fully recognizes the potential impacts of climate change. To proactively address these challenges, the Company has become a TCFD Supporter in August 2022, conducts annual climate-related risk assessments, and continuously discloses the four core elements per the TCFD framework. GIS has established its climate risk framework around four main factors: "Governance", "Strategy", "Risk Management", and "Metrics and Targets", to identify potential risks and opportunities, formulate response strategies, and set short-, medium-, and long-term goals as evaluation indicators for its climate actions.

## 4.1.1 Governance

The Company's Sustainable Development Committee is a functional committee reporting directly to the Board of Directors. The committee currently consists of six working groups: "Governance Operations", "Environmental Sustainability", "Supply Chain Sustainability", "Employee Care", "Social Welfare", and "Risk Management", each of which annually assesses climate-related risks and opportunities. The Sustainable Development Committee reports these assessments and corresponding countermeasures to the Board yearly. The Board oversees and reviews the implementation of climate strategies across departments, providing guidance and regularly monitoring goal progress and future plans to ensure operational strategies align with sustainable development goals. In 2024, climate issues were reported to the Board three times, with TCFD-related matters discussed on May 14, 2024.

| Meeting Date | Reports to the Board and Discussions |
|---|---|
| February 26, 2024 | 1. Implementation status of the 2023 Sustainability Report<br>2. Stakeholder engagement status in 2023 |
| May 14, 2024 | 1. Sustainable development progress and plans<br>2. Implementation status of the 2023 Sustainability Report<br>3. Implementation status of the 2023 Task Force on Climate-related Financial Disclosures (TCFD) Report<br>4. Mid-term progress of the 2024 sustainable development goals |
| November 11, 2024 | 1. Sustainability development progress and plans<br>2. Stakeholder engagement status in 2024<br>3. Implementation status of the 2024 sustainable development goals<br>4. 2024 risk management assessment and control plan<br>5. Drafting of the proposal for the 2025 sustainable development goals |

To strengthen the Board's capacity, the Company arranges at least six hours of continuing education annually for directors and executives to enhance their knowledge on economic, environmental, and social issues. The climate change-related courses attended by directors in 2024 are listed below, and the Company will continue to enhance training on climate change and risk management going forward.

| Date | Course Name | Hours | Participant / Job Title |
|---|---|---|---|
| July 3, 2024 | 2024 Cathay Sustainable Finance and Climate Change Summit | 6 hours | Li-Yin Chen / Independent Director |

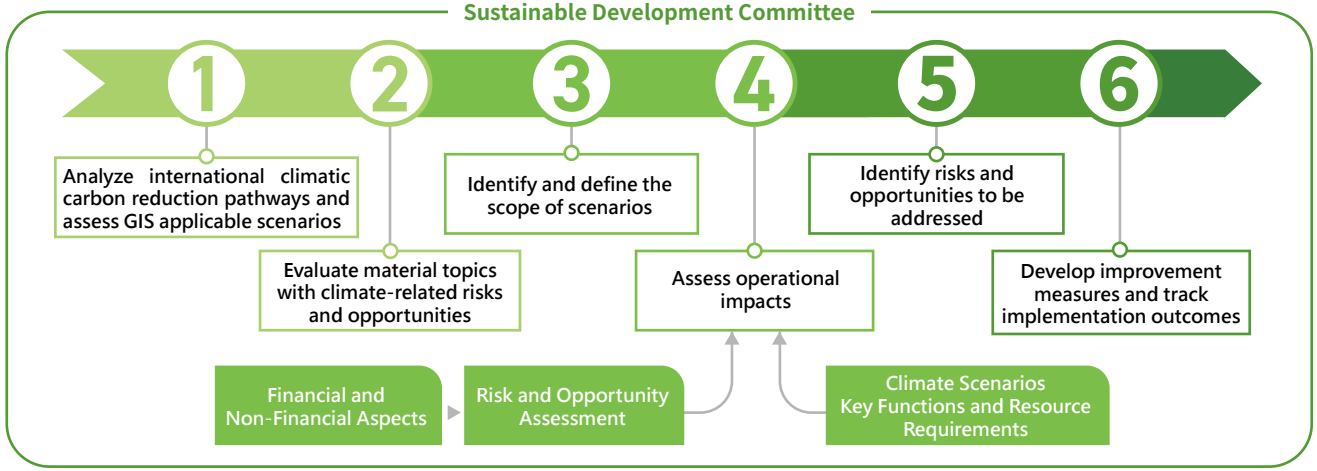
# 4.1.2 Climate Change Risk and Opportunity Management

As global attention on climate change intensifies, businesses must proactively manage the associated risks and opportunities during their development. To effectively address these impacts, GIS has established a comprehensive risk assessment and management process aligned with the TCFD framework to identify and mitigate potential climate-related impacts on its operations. Additionally, GIS refers to the "Guidance for Introducing Climate-related Risk and Opportunity Scenarios ver.2.0" issued by Japan's Ministry of the Environment to ensure a thorough evaluation of risks and opportunities.

## ▶ Climate-Related Risk and Opportunity Assessment Process

GIS's climate risk assessment begins by focusing on how climate change affects overall business operations. Starting with internal key issues, the Company identifies climate risk-related equipments, facilities, and operational areas, such as energy demand, regulatory compliance, and carbon reduction targets. It then assesses and defines the scope and severity of potential impacts, followed by developing effective response strategies to maintain business resilience amid climate challenges.

### GIS Climate-Related Risk and Opportunity Assessment Process




## ▶ Classification of Climate Risks and Opportunities

In alignment with the TCFD-recommended risk framework, GIS classifies climate-related risks and opportunities into two major categories: transition risks and physical risks. Transition risks arise primarily from changes in external factors—such as policies, regulations, technologies, and social expectations—that may challenge the Company's current business model. Physical risks, on the other hand, result directly from climate change, including natural disasters such as extreme weather events and rising sea levels.

Beyond risk identification, GIS places equal importance on the opportunities associated with climate change. These opportunities may arise from developing new technologies, entering emerging markets, or enhancing long-term corporate value in response to evolving climate challenges. GIS conducts a comprehensive assessment of these risks and opportunities annually and reports the findings to the Sustainable Development Committee to ensure transparent and effective decision-making.

## ▶ Risk Assessment Criteria: Impact Level and Probability of Occurence

When evaluating climate-related risks and opportunities, GIS considers two critical factors: impact level and likelihood. The assessment of impact level primarily focuses on financial implications. Where quantification is not feasible through specific financial data, the evaluation extends to non-financial dimensions, such as potential impacts on business operations, resource allocation, and brand reputation.

| | Level of Impact | | | | Probability of Occurence |
|---|---|---|---|---|---|
| | Financial Metrics | | Non-Financial Metrics | | |
| Risk | Investment amount for potential risk mitigation measures | Proportion of impact of increased costs or expenses arised from climate risks relative to net profit | Degree/scope of impact on business operations | X | Potential frequency or probability of occurrence assessed |
| Opportunity | Potential increase in operating revenue or reduction in transformation costs | Impact of potential profit increase in investment opportunities or reduced expenditure | Degree/scope of impact on business operations | X | Potential frequency or probability of occurrence assessed |

Upon completing the assessment of both impact level and probability of occurrence, all identified risks and opportunities are classified and prioritized based on the Company' s internal criteria using a risk-opportunity matrix. This matrix serves as a strategic tool to determine which risks and opportunities require immediate or high-priority actions, thereby supporting the development of targeted and effective response strategies.

**Risk and Opportunity Matrix**

| | | | | |
|---|---|---|---|---|
| 5 | 10 | 15 | 20 | 25 |
| 4 | 8 | 12 | 16 | 20 |
| 3 | 6 | 9 | 12 | 15 |
| 2 | 4 | 6 | 8 | 10 |
| 1 | 2 | 3 | 4 | 5 |

**Risk and Opportunity Rating Matrix Guidelines**

| Level | Score Range | Severity | Decision |
|---|---|---|---|
| 3 | 12~25 | High | Need to be addressed |
| 2 | 6~10 | Medium | To be determined depending on the Company's resource allocation |
| 1 | 1~5 | Low | Can be temporarily deferred |

# 4.1.3 Strategy

## ▶ Climate-related Scenario Simulation

To more accurately assess the potential impact of climate change on future business operations, GIS adopted the Shared Socioeconomic Pathways (SSP) framework for climate scenario simulation in 2024. This framework incorporates a range of qualitative socioeconomic variables—including population growth, human development, economic conditions, lifestyles, policy and institutional changes, technological advancements, and environmental and natural resources—into a holistic analytical model. The SSP analysis helps illustrate the wide-ranging effects climate change may have under varying global development trajectories.

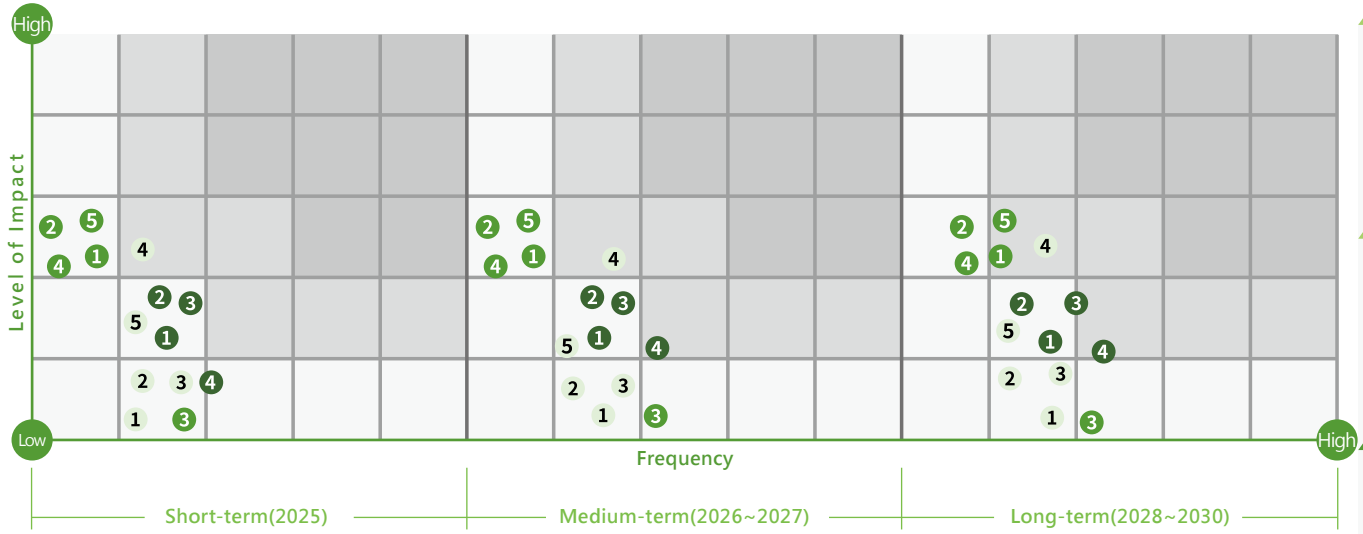
To better prepare for extreme climate scenarios, GIS adopted a combined model using RCP 6.0 (a "medium" emissions pathway) and SSP4 (the "inequality" scenario). In the SSP4 scenario, globalization and technological progress fail to reduce socioeconomic disparities across countries and regions; instead, inequality becomes more pronounced. In such a context, some regions may have limited capacity to implement carbon reduction measures, causing an increase in global greenhouse gas (GHG) concentrations and accelerating global warming. According to RCP 6.0 projections, the global average temperature could rise by approximately 2-3°C by the year 2100, with potentially more severe warming under the SSP4 assumptions.

## ▶ Long-term Impact Assessment (2024–2050)

In its long-term assessment, GIS analyzed three climate scenarios, SSP1-1.9, SSP2-4.5, and SSP5-8.5, with corresponding projected global temperature increase of 1.9°C, 4.5°C, and 8.5°C respectively. Simulation results showed that under all three scenarios, the long-term financial impact on the Company would not be material.

## ▶ Short-term Impact Assessment (2024–2030)

For the short-term assessment, GIS selected the SSP4 scenario and conducted an analysis assuming a 1.5°C increase in global temperature. Although this scenario predicts worsening inequality that may constrain emission reduction efforts in some regions, the findings indicate that the financial impact on GIS in the short term is not expected to be material.




**Transition Risk**

1. Sustainability communication costs
2. Renewable energy transition costs
3. Power rationing and production halts
4. Reputation, sustainable market competitiveness
5. Regulatory changes

**Physical Risk**

1. Floods, droughts, and natural disasters disrupting traffic
2. Natural disasters causing supply chain shutdowns
3. Increased air conditioning costs due to high temperatures
4. Property loss due to natural disasters
5. Impact of water supply shortages

**Opportunity**

1. Enhance resilience
2. Increase energy sources
3. Enhance market competitiveness
4. Sell green certificates and carbon credits to increase revenue

## ▶ Risk Assessment and Response Strategies

Based on the results of the scenario simulation, the Company will continue to closely monitor climate change and its potential risks, particularly the possibility of drastic climate events over the long term. Although current analysis suggests only a minor financial impact in the short term, the Company has developed corresponding response strategies to prepare for potential risk scenarios and to ensure the stability and adaptability of its business and financial operations in the face of future climate challenges. In 2024, the Company has identified 25 climate-change risk issues and 21 opportunities, among which 10 risks and four opportunities are highly relevant to GIS's operations, and are summarized in the table below.

To further reduce overall carbon emissions, GIS carried out a pilot internal carbon pricing assessment in October 2024. After comprehensively referencing carbon market trading prices and internal carbon emission costs across various countries, the Company adopted Taiwan's 2024 announced carbon fee rate of NT$300 per metric ton as the internal carbon pricing benchmark. GIS plans to first introduce a shadow pricing mechanism, which will not only raise departmental awareness of their respective carbon emissions but also help identify the Company's carbon-intensive hotspots, thereby facilitating the development of effective carbon reduction strategies.

### Climate Related Risk and Opportunity Analysis and Corresponding Measures

| Climate-Related Impact Events | Types of Risk | Risks / Potential Financial Impacts | Types of Opportunity | Opportunities / Potential Financial Benefits | Management Practices / Actions |
|---|---|---|---|---|---|
| Regulatory or agreement-based requirements (e.g. mandatory climate disclosures, Climate Change Response Act, renewable energy regulations) | Transition risk – Regulations | · Fines for regulatory non-compliance<br>· Increased costs due to the implementation of carbon reduction measures and energy equipment procurement | Enhanced corporate resilience | · Enhanced ESG performance and increased market investment value<br>· Electricity cost savings and added carbon credit revenues from solar power generation[Note] | · Commissioned the Houli Factory' s solar photovoltaic system in 2024<br>· Procured 210 million kWh of green electricity in 2024 from low-impact hydropower, reducing or offsetting 112,600 metric tons of $CO_2$ emissions<br>· Passed the SBTi near-term (2030) target review in March 2024, with plans to implement energy-saving and carbon-reduction actions based on these targets<br>· Established a TCFD-based management system and adopted a rolling approach to monitor short-, medium-, and long-term ESG targets and performance<br>· Completed GHG inventories for all GIS factory sites<br>· Actively supported the Financial Supervisory Commission' s initiatives to strengthen corporate governance<br>· Disclosed sustainability indicators in alignment with the Taiwan Stock Exchange's "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" |
| Establishment of carbon reduction targets for 2050 | Transition risk – Regulations / Market | · Higher costs resulting from carbon reduction actions<br>· Revenue loss due to failure to meet market and customer expectations | | | |
| Emissions cap and quota systems | Transition risk – Regulations | Increased costs from purchasing carbon credits to offset emissions exceeding the quota under government-imposed emissions cap | Carbon credit trading | Additional income from selling surplus emissions allowances | |

| Climate-Related Impact Events | Types of Risk | Risks / Potential Financial Impacts | Types of Opportunity | Opportunities / Potential Financial Benefits | Management Practices / Actions |
|---|---|---|---|---|---|
| Power rationing or shortages | Transition risk – Regulations / Policy | Cost increases and losses from power rationing and production halts | Diversified energy sources | - | · Installed generators to manage short-term power outages<br>· Adjusted and optimized production schedules to align with government-imposed power outage times |
| Shifts in market preferences | Transition risk – Market / Technology | · Market preference shifts<br>· Increased customer demand for green product design | Green product R&D | · Increase revenue<br>· Greater market share | Invested in green product development |
| Supply disruptions | Physical risk – Immediate | · Disruptions in raw material supply<br>· Higher costs due to sustainable energy requirements in the value chain | Resilient supply chain management | Improve reliability and resilience across the supply chain | · Purchased relevant disaster risk insurance policies<br>· Implemented Business Continuity Planning (BCP) |
| Increased severity of extreme weather events such as typhoons and floods | Physical risk – Immediate | Flooding and supply difficulties caused by extreme rainfall and typhoons | | | |
| Water supply concerns | Physical risk – Long Term | Risk of water outages due to unstable rainfall with climatic change | - | - | Strengthened water resource and reclaimed water systems to mitigate the impact of water shortages |
| Rising average temperatures | Physical risk – Long Term | Higher electricity consumption from increased demand for office and factory air conditioning during hot weather | - | - | Integrated air conditioning system parameters to reduce unnecessary energy use, and replaced old chillers to enhance energy efficiency |
| Rising sea levels | Physical risk – Long Term | Property damage caused by coastal flooding due to rising sea levels | - | - | Purchased relevant disaster risk insurance policies |

Note:
The Shenzhen Factory in Mainland China complies with the Shenzhen Carbon Emission and Carbon Trading Management Regulations issued by the Shenzhen government. Every year, the government audits enterprises' carbon emissions from the previous year in June and conducts carbon compliance assessments in August. The carbon credit allocation for 2024 will be calculated in June 2025, and the trading results are expected to be disclosed in the ESG report after the calculation is completed.

## ▶ Assessment of Financial Impacts from Climate Change Issues

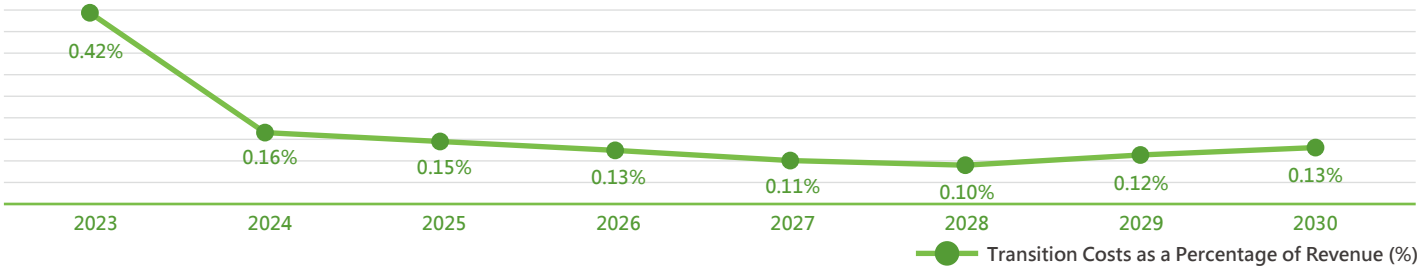
The Company has established medium- and long-term sustainability goals, specifically aiming to achieve net-zero Scope 2 emissions by 2030 and complete net-zero emissions by 2050. To accomplish these goals, GIS formed a Sustainability Promotion Team and set carbon reduction targets for the group. The team conducts monthly reviews of electricity, water, and carbon emission data, continuously monitoring efficiency and implementing reduction measures. In addition, the Company continues to invest in the research and development of green products, as well as in the evaluation and planning of solar power system installations and green electricity purchases. In full compliance with relevant government regulations, GIS is thoroughly implementing various energy-saving initiatives across its factories to more effectively achieve its energy conservation and carbon reduction targets. Regarding climate risk issues, the Company analyzes their potential impact on operating revenue based on short-, medium-, and long-term assessments and incorporates these findings into its financial impact evaluation. The assessment results are as follows:

| Climate Risk/Opportunity | Revenue | Costs/ Expenses | Capital Expenditures | Profit and Loss | Cash Flow | Impact on Operating Revenue | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | | Short-term | Medium-term | Long-term |
| Production halts due to power rationing and shortages | No effect | Increase | No effect | Decrease | Increased outflow | 0.13% | 0.10% | 0.09% |
| Maintenance costs of solar photovoltaic power generation systems | No effect | Increase | No effect | Decrease | Increased outflow | <0.01% | <0.01% | <0.01% |
| Purchase of green electricity | No effect | Increase | No effect | Decrease | Increased outflow | 0.01% | 0.01% | 0.02% |
| Increased air conditioning costs due to high temperatures | No effect | Increase | No effect | Decrease | Increased outflow | <0.01% | <0.01% | <0.01% |
| Sustainability management and communication costs | No effect | Increase | No effect | Decrease | Increased outflow | <0.01% | <0.01% | <0.01% |
| Solar photovoltaic electricity benefits | No effect | Decrease | No effect | Increase | Decreased outflow | <0.01% | <0.01% | <0.01% |

## ▶ Financial Impact of Carbon Reduction Pathway

Based on the results of climate risk identification, GIS has analyzed issues that can be quantified in financial terms, focusing on their proportion of revenue.

### Financial Impact of GIS' s Carbon Reduction Pathway




## ▶ Physical Risks Requiring Long-Term Attentionn

Global sea levels have risen approximately 20 centimeters since 1900. According to the IPCC AR6 assessment report, average sea levels are projected to rise an additional 30 centimeters to 1 meter (or more) by 2100 due to increasing atmospheric $CO_2$ concentrations. GIS has used the Surging Seas: Mapping Choices tool, developed by the U.S. Central Climate Research Organization, to assess potential impacts. Under global temperature rise scenarios ranging from 1.5° C to 4° C, the Company is not expected to be affected by rising sea levels.

## 4.1.4 Metrics and Targets

To mitigate the operational impacts of climate change, GIS has established short-, medium-, and long-term strategic targets for greenhouse gas (GHG) emission reductions. In addition, the Company has set various management targets for energy consumption, water use, waste management, and renewable energy adoption. These targets are reviewed annually to assess performance and inform the development of corresponding improvement plans.

Achieve 100% renewable electricity usage for Scope 2 emissions by 2030

0% Achieve net-zero emissions across the value chain by 2050

### Climate-Related Metrics

| Item | Short-term (2025) | Medium-term (2026-2027) | Long-term (2028-2030) |
|---|---|---|---|
| Reduction in energy intensity (energy consumption per chip) | 1% | 1% | 1% |
| Renewable energy usage (Taiwan factories) | 0% | 0% | 100% |
| Renewable energy usage (China factories) | 100% | 100% | 100% |
| Year-on-year improvement in water-saving rate | 1.5% | 1.5% | 1.5% |
| Waste conversion rate | 99% | 99% | 100% |

# 4.2 Energy and GHG Management

## 4.2.1 Energy Management

GIS introduced the ISO 50001 Energy Management System in 2015 and obtained certification in December of the same year. The Energy Management Team conducts regular reviews of the energy usage status across all energy-consuming units and systems. Based on GIS's operational environment, the team proposes improvement measures and formulates annual energy management goals along with performance parameter monitoring plans. GIS schedules regular third-party audits each year to ensure the continued validity of its certification. The latest certificate remains valid through December 29, 2026.

GIS has also introduced the ISO 14001:2015 Environmental Management System, with the latest certification valid through November 13, 2025.

To further demonstrate its commitment to climate action, the Company passed the SBTi near-term target review in 2024. GIS has pledged a 42% absolute reduction in both Scope 1 (direct emissions) and Scope 3 (value chain upstream and downstream emissions) by 2030, using 2022 as the base year, and aims to achieve 100% green power usage by 2030.


证 书

dqs

ISO 14001 : 2015

DQS GmbH


能源管理体系认证证书

GB/T 23331-2020 / ISO 50001:2018

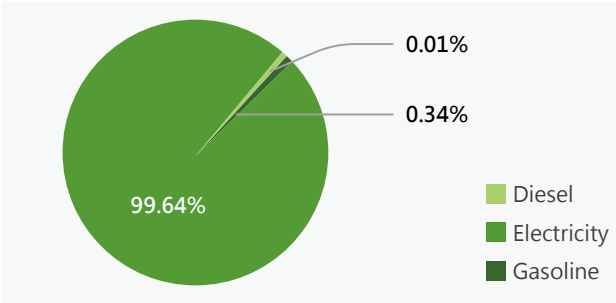
中国质量认证中心

## ▶ Clean Electricity

GIS primarily consumes electricity, gasoline, and diesel, with electricity accounting for 99.64% of total energy consumption. In response to stakeholder expectations, the Company actively promotes the use of clean energy. As early as 2020, GIS signed a green power usage agreement with stakeholders, committing to 100% green power use for product manufacturing and related activities within the group. In 2024, GIS further pledged to achieve 100% green power usage across the entire group by 2030 – a target that has been approved by the SBTi.

To realize this goal, GIS launched 40 energy-saving projects in 2024, achieving electricity savings of 17.5 GWh. In 2023, the Company invested NT$159 million to build a solar power generation system at the Houli Factory, which generated 3.2 million kWh of electricity in 2024. A solar power generation system is also planned for the Chengdu Factory. Beyond internal efforts such as energy-saving projects and solar facility installations, the Company is also investing in external green energy enterprises, including several solar and wind farms, to support the development and operation of the renewable energy sector. These power plants are expected to be connected to the grid and begin power generation starting in 2026. As of the end of 2024, GIS had invested a total of NT$35.94 million externally and plans to increase this amount annually.

### GIS Energy Mix

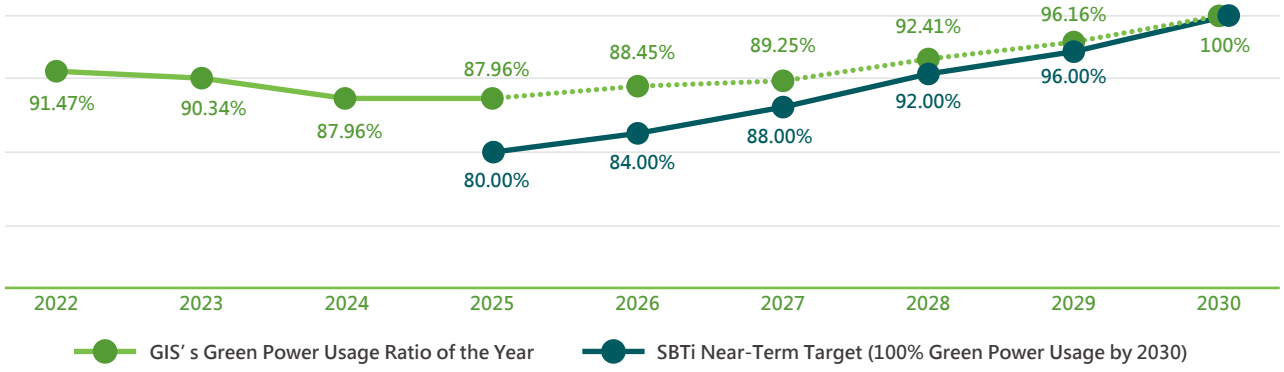



### 2024 GIS Energy Use Statistics

| Juridical Person | | Renewable Energy | Non-Renewable Energy | | | | Total Energy | Revenue | Renewable Energy Intensity | Non-renewable Energy Intensity |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Electricity (GJ) | Electricity (GJ) | Diesel (GJ) | Gasoline (GJ) | Total (GJ) | (GJ) | (MNTD) | (GJ/ MNTD) | (GJ/ MNTD) |
| General Interface Solution Ltd. | | 0.00 | 55,359.29 | 24.77 | 0.00 | 55,384.06 | 55,384.06 | 1,410 | 0.00 | 39.28 |
| Interface Technology (ChengDu) Co., Ltd. | | 554,643.03 | 0.00 | 85.41 | 2,150.03 | 2,235.44 | 556,878.47 | 47,902 | 11.58 | 0.05 |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | | 157,653.74 | 0.00 | 0.00 | 816.14 | 816.14 | 158,469.88 | 12,650 | 12.46 | 0.06 |
| RECO | Reco Biotek Co., Ltd. | 0.00 | 47,989.90 | 0.00 | 0.00 | 47,989.90 | 47,989.90 | 2,915 | 0.00 | 16.46 |
| RECO | Reco Technology (ChengDu) Co., Ltd. | 42,851.44 | 0.00 | 0.00 | 0.00 | 0.00 | 42,851.44 | 5,089 | 8.42 | 0.00 |
| Total | | 755,148.21 | 103,349.19 | 110.18 | 2,966.17 | 106,425.54 | 861,573.75 | 69,966 | 10.79 | 1.52 |

Note:
1. Energy consumption is calculated in gigajoules (GJ), where 1 GJ = $10^9$ joules (J).
2. Electricity conversion coefficient: 1 kWh = 0.0036 GJ.
3. Conversion coefficients for fuels: diesel = 42.705 GJ/t; gasoline = 43.124 GJ/t, These coefficients are from the General Principles for Comprehensive Energy Consumption Calculation (GB/T 2589–2021).

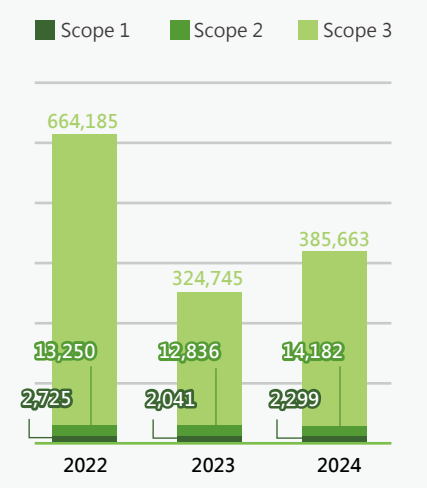
From 2022 to 2024, GIS's factories in Mainland China achieved 100% green power usage for three consecutive years. In 2024, the overall green power usage rate across all factories reached 87.96%, aligning with the Company's short-term target set in the roadmap.



## 4.2.2 Greenhouse Gas Management

GIS plans to conduct annual greenhouse gas (GHG) inventory checks on a regular basis. In 2024, the GHG emission inventory was primarily compiled in accordance with the GHG Protocol and covered all factories of the Company and its subsidiaries. All relevant data were verified by a third-party organization.

In 2024, GIS reviewed seven major GHG categories: carbon dioxide ($CO_2$), methane ($CH_4$), nitrous oxide ($N_2O$), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride ($SF_6$), and nitrogen trifluoride ($NF_3$). Based on these categories, a comprehensive GHG emissions inventory check was compiled. The carbon emission data for GIS are as follows:



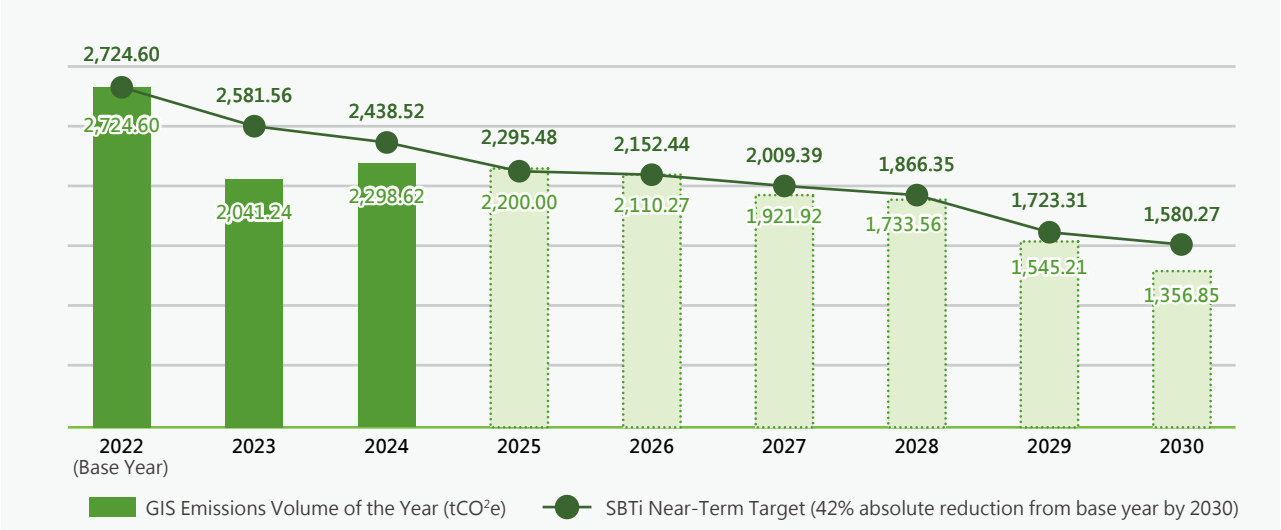

### GIS Emissions Over the Past Three Years

| Juridical Person | | 2022 | | | | | 2023 | | | | | 2024 | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Scope 1 ($tCO_2e$) | Scope 2 ($tCO_2e$) | Scope 3 ($tCO_2e$) | Revenue (MNTD) | Density ($tCO_2e$/MNTD) | Scope 1 ($tCO_2e$) | Scope 2 ($tCO_2e$) | Scope 3 ($tCO_2e$) | Revenue (MNTD) | Density ($tCO_2e$/MNTD) | Scope 1 ($tCO_2e$) | Scope 2 ($tCO_2e$) | Scope 3 ($tCO_2e$) | Revenue (MNTD) | Density ($tCO_2e$/MNTD) |
| General Interface Solution Ltd. | | 18 | 8,439 | 6,637 | 1,782 | 4.746 | 18 | 7,000 | 9,523 | 1,613 | 4.351 | 19 | 7,597 | 8,128 | 1,410 | 5.401 |
| Interface Technology (ChengDu) Co., Ltd. | | 1,733 | 0 | 453,665 | 92,207 | 0.019 | 1,650 | 0 | 215,456 | 51,549 | 0.032 | 2,027 | 0 | 230,427 | 47,902 | 0.042 |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | | 847 | 0 | 148,233 | 25,479 | 0.033 | 242 | 0 | 66,313 | 8,987 | 0.027 | 203 | 0 | 119,923 | 12,650 | 0.016 |
| Interface Optoelectronics (Wuxi) Co., Ltd. | | 91 | 0 | 47,429 | 6,512 | 0.014 | 14 | 0 | 9,525 | 3,293 | 0.004 | - | - | - | - | - |
| RECO | Reco Biotek Co., Ltd. | 11 | 4,811 | 1,784 | 178 | 27.090 | 13 | 5,836 | 5,796 | 1,213 | 4.822 | 15 | 6,585 | 11,140 | 2,915 | 2.264 |
| RECO | Reco Technology (ChengDu) Co., Ltd. | 25 | 0 | 6,437 | 4,288 | 0.006 | 104 | 0 | 18,132 | 4,707 | 0.022 | 35 | 0 | 16,045 | 5,089 | 0.007 |
| Total | | 2,725 | 13,250 | 664,185 | 130,446 | 0.122 | 2,041 | 12,836 | 324,745 | 71,362 | 0.208 | 2,299 | 14,182 | 385,663 | 69,966 | 0.236 |

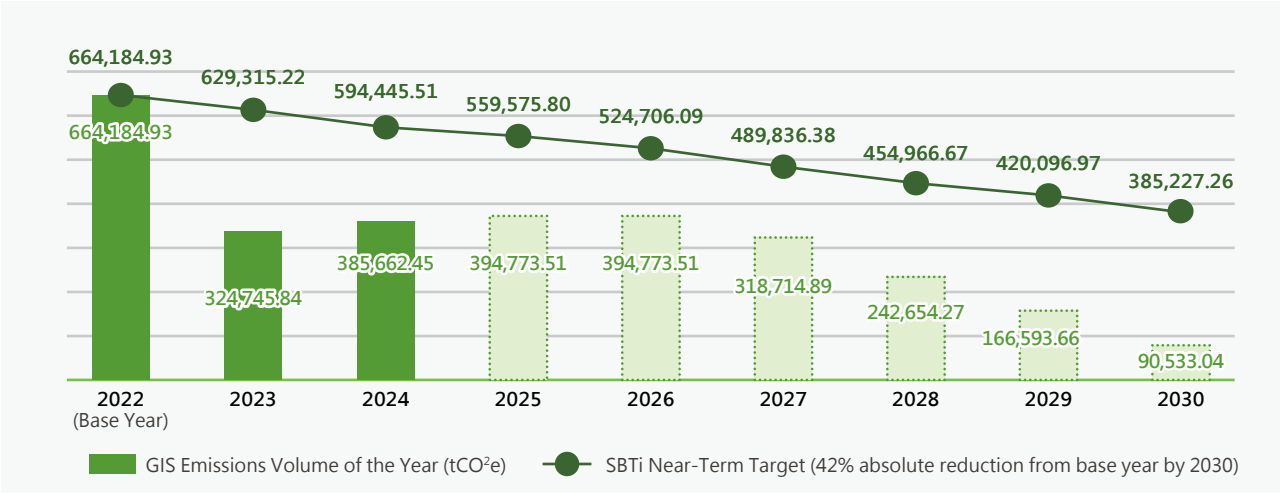
Note:
1. Density = (Scope 1 + Scope 2) / Revenue
2. Greenhouse gas emissions for all Company factories in 2022 and 2023 were inventory checked in accordance with ISO 14064-1, and certificates were issued following SGS verification in March 2023 and March 2024, respectively.
3. As the GHG Protocol was uniformly adopted for compiling the GHG emission inventory in the current year, the 2022 and 2023 data were recalculated with assistance from SGS.
4. The Wuxi Factory was closed in 2024 and therefore has no GHG inventory data for that year. However, since its production capacity was transferred to the Shenzhen Factory, the relevant Wuxi data for the previous two years are retained in this table to ensure historical comparability.

GIS is committed to achieving an absolute reduction of 42% in Scope 1 and Scope 3 emissions by 2030, using 2022 as the base year, requiring an average annual reduction of 5.25% for both Scope 1 and Scope 3. Statistical data shows that the Company has achieved this year' s reduction targets for both Scope 1 and Scope 3. The Company plans to further introduce more proactive carbon reduction measures within its operational scope, such as installing methane collection devices on septic tanks, adopting refrigerants with lower Global Warming Potential (GWP) values in newly purchased air conditioning equipment, and promoting the electrification of fuel-powered vehicles. Regarding the value chain, the Company will also conduct greenhouse gas inventories to urge carbon reduction actions among its suppliers.

## Scope 1 Reduction Roadmap




## Scope 3 Reduction Roadmap



# 4.3 Waste Management

The Company is committed to environmental protection and has set a target to increase its waste diversion rate to over 99% by 2025. The Sustainable Development Committee conducts annual performance reviews and regularly carries out internal and external audits. All types of waste at GIS are legally sorted and placed in designated temporary storage areas, and licensed, professional waste disposal contractors are engaged to perform recycling, reuse, or appropriate clearance and disposal, in accordance with regulations from the national fire agency, central environmental protection authorities, and the Ministry of Environment. Final disposal of all waste is periodically tracked and audited by responsible departments to ensure legality and safety. In 2024, the GIS Shenzhen Factory was awarded the UL2799 Zero Waste to Landfill – Platinum Certification, the highest level of recognition.

## 4.3.1 Hazard Determination and Identification

In accordance with the Waste Management Operation Specifications of GIS, the Company conducts hazard determinations and classifications of waste during the environmental impact assessment stage based on factors such as waste name, composition, and annual generation volume. Identified hazardous waste must be stored in compliance with regulations. Waste classification is as follows:

- **Non-hazardous waste**
  Packaging materials from upstream transportation stages, waste glass scraps and miscellaneous items generated during production, as well as general household and kitchen waste.
- **Hazardous waste**
  Includes sludge, organic wipes/cotton swabs, cleaning agents, and organic solvents, etc.

## 4.3.2 Total Waste

According to statistics, the total weight of waste generated by the Company in 2024 was 10,686.96 metric tons, an increase of 1,271.38 metric tons compared with 2023 (9,415.58 metric tons). All waste was disposed of off-site. As non-hazardous waste accounts for the majority of GIS' s total waste, the Company is dedicated to reducing it by increasing the recycling rate and adjusting raw material packaging, such as reusing pallets, packaging bags, and trays. GIS also continues to perform internal and external audits and has adopted the ISO 14001:2015 Environmental Management System, with the latest certificate valid until November 13, 2025.

### Total Hazardous/Non-Hazardous Waste at GIS

Unit: Metric Ton

| Year | Total Weight of Non-Hazardous Waste | Total Weight of Hazardous Waste | Total Weight of Waste |
|---|---|---|---|
| 2022 | 15,508.05 | 826.69 | 16,334.74 |
| 2023 | 9,004.62 | 410.96 | 9,415.58 |
| 2024 | 10434.04 | 252.92 | 10686.96 |

## 4.3.3 Waste Recycling and Diversion

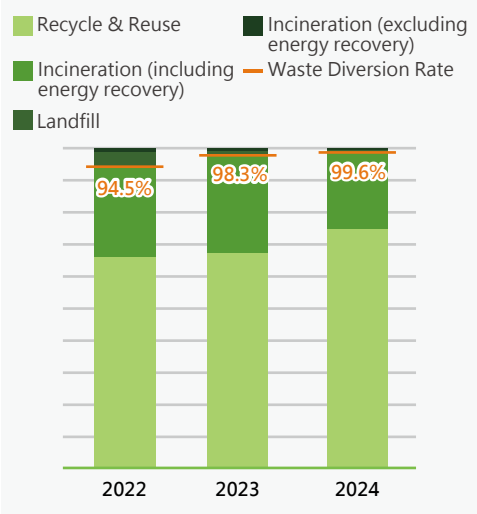
To support resource sustainability and reduce unnecessary waste, the Company prioritizes on-site reuse of waste to reduce the use of virgin raw materials, while minimizing incineration or landfill disposal that does not involve energy recovery. GIS has achieved its waste diversion rate targets for the past three years and has set a further goal of reaching a rate above 99% by 2025. To enhance this rate, GIS continues to improve waste classification and implements new resource recycling projects. Key recycle and reuse initiatives in 2024 included:

- Original manufacturer recycling of empty acetone and absolute ethanol drums
- Reuse of organic wipes
- Tray reuse in the supply chain: 213 tons recycled in 2024, with a recycling rate as high as 91%
- Disposal of waste glass cullet: Used for road asphalt, building materials, and architectural tiles, with the diversion rate increased from 0% to 100% in 2024

The Company did not carry out any incineration without energy recovery in both 2023 and 2024. In 2024, the overall waste diversion rate improved to 99.6%. The Shenzhen Factory achieved a 100% waste diversion rate and, as a result, its UL2799 certification was upgraded from Gold (95%-99% diversion rate) to Platinum (Zero Waste to Landfill, 100% diversion rate). The following are improvements in specific waste treatment methods:

- Incineration (with energy recovery): 13.67%, decrease 15.73% from 2023 (29.40%)
- Landfill: 0.44%, decrease 0.35% from 2023 (0.79%)
- Diversion/Recycle: 85.89%, increase 16.07% from 2023 (69.82%)

### GIS Waste Handling Method Proportion Distribution




### GIS Waste Disposal Statistics

| Year | Non-Hazardous Waste | | | Hazardous Waste | | | | Waste Diversion Rate |
|---|---|---|---|---|---|---|---|---|
| | Direct Disposal | | Waste Diversion | Direct Disposal | | | Waste Diversion | |
| | Incineration (including energy recovery) | Landfill | Recycle & Reuse | Incineration (including energy recovery) | Incineration (excluding energy recovery) | Landfill | Recycle & Reuse | |
| 2022 | 4,453.14 | 186.06 | 10,868.85 | 14.32 | 212.83 | 492.95 | 106.59 | 94.5% |
| 2023 | 2,647.12 | 70.88 | 6,286.62 | 179.33 | 0 | 86.73 | 144.9 | 98.3% |
| 2024 | 1426.66 | 45.40 | 8961.98 | 163.50 | 0 | 0 | 89.42 | 99.6% |

Note:
1. The data on GIS industrial waste removal volume is obtained from actual production sources. The responsible unit obtains detailed transport ledgers from the Industrial Waste Disposal Committee on a monthly basis to confirm removal quantities, item categories, and the absence of any prohibited items. All ledgers are properly filed for recordkeeping.
2. The GIS waste diversion rate is primarily calculated and benchmarked according to UL2799 standards, with the diversion rate formula: total mass of all materials that are "Diverted" / total mass of all materials that are "Discarded".

# 4.4 Water Resource Management

## 4.4.1 Water Source and Water Conditions Analysis

As climate change intensifies extreme weather events, issues related to water resources—such as droughts and floods—have become increasingly frequent across various regions, indirectly impacting corporate operations. Consequently, water resource management has emerged in recent years as a critical sustainability issue for businesses. GIS also places strong emphasis on water-related issues. Using the "Aqueduct Water Risk Atlas" developed by the World Resources Institute, the Company identifies water risk levels at the locations of its factories and formulates corresponding management strategies and contingency plans based on the assessed risk level, in order to mitigate the potential impacts of water scarcity on business operations.

### Analysis of Water Source and Water Conditions at GIS Factory Locations

| Item | Taiwan | | Chengdu | Shenzhen |
|---|---|---|---|---|
| | Zhunan | Houli | | |
| Source of Water | Yongheshan Reservoir | Liyutan Reservoir | Xuyan River, Botiao River, Sha River Chengdu Water Supply Network | Jiangxi Dongjiang Water |
| Regional Water Resources | Taiwan's average annual precipitation exceeds 2,500 mm, three times the global average, indicating abundant rainfall. However, due to high population density and concentration, coupled with uneven temporal and spatial distribution of rainfall, annual per capita precipitation is only one-fifth of the global average, posing challenges to water resources | | Annual precipitation approximately 918 mm (not water-stressed) | Annual precipitation approximately 1,933.3 mm (not water-stressed) |
| Water Stress Risk | Low to Medium | | High | Low |

Note: Water stress risk data source: Aqueduct Water Risk; data retrieved on December 31, 2024.

## 4.4.2 Water Resource Usage

The primary water source used by GIS is municipal tap water, and all withdrawals comply with local regulations without causing significant environmental impact. Through enhanced water recycling and process optimization, GIS' s water withdrawal in 2024 totaled approximately 1,517 million liters (primarily for process use), representing a reduction of 21 million liters compared with 2023 (1,496 million liters; see[Note]). Wastewater discharges at all GIS facilities comply with local discharge standards and are regularly tested by third-party agencies. No significant negative environmental impact has been caused by wastewater discharge at any factory.

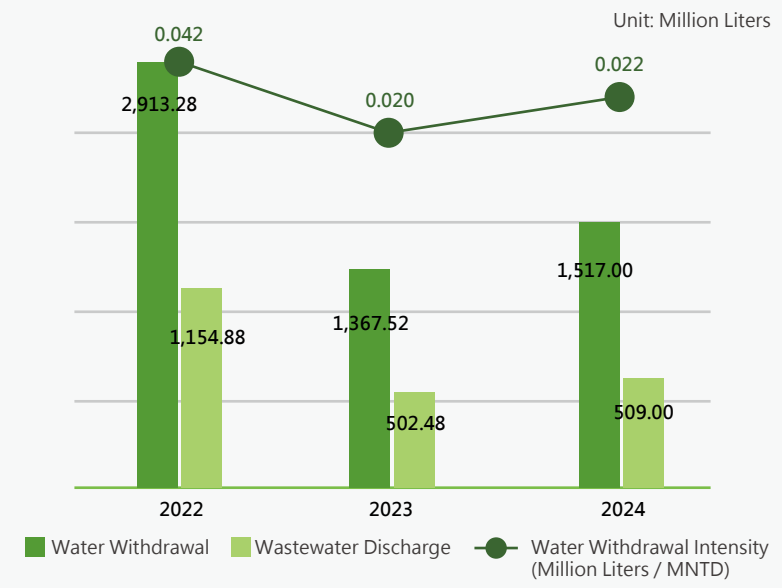
Note:
As this year' s disclosure scope includes RECO, the 2023 water withdrawal figure has been updated from 1,368 million liters, as originally disclosed in the 2023 ESG Report, to 1,496 million liters.

### 2024 Water Resource Usage Statistics

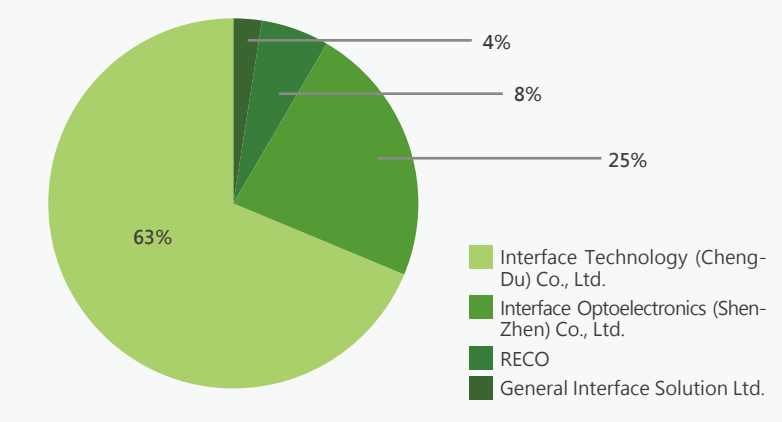
| Item | General Interface Solution (Taiwan) | Interface Technology (ChengDu) | Interface Optoelectronics (ShenZhen) | RECO | | Total |
|---|---|---|---|---|---|---|
| | | | | Reco Biotek (Houli) | Reco Technology (ChengDu) | |
| Water Withdrawal | 54.43 | 959.00 | 371.00 | 56.17 | 76.40 | 1,517.00 |
| Wastewater Discharge | 33.26 | 329.01 | 93.85 | 26.67 | 26.21 | 509.00 |
| Water Consumption[Note 1] | 21.16 | 630.00 | 277.14 | 29.50 | 50.19 | 1,008.00 |
| Revenue (MNTD) | 1,410 | 47,902 | 12,650 | 2,915 | 5,089 | 69,966 |
| Water Withdrawal Intensity[Note 2] (Million Liters/ MNTD) | 0.039 | 0.020 | 0.029 | 0.019 | 0.015 | 0.022 |

Note:
1. Water consumption = Water withdrawal – wastewater discharge.
2. Water withdrawal intensity = Water withdrawal (million liters) / revenue (MNTD).

### GIS Water Consumption in Recent Years




### 2024 Proportions of Water Withdrawal by Factory



## 4.4.3 Wastewater Management

At the Chengdu Factory, industrial wastewater is primarily treated by the wastewater treatment plant within the industrial park. The treated water is then discharged to the Town sewage treatment plant for further processing and, once compliant with discharge standards, is released into the Minjiang River. At the Shenzhen Factory, industrial wastewater is treated by the self-built wastewater treatment plant operated by GIS within the campus. After treatment, the water is discharged into the municipal sewage pipeline network and then processed by the Longhua Water Purification Plant before being released into the Guanlan River. At the Taiwan factories, the wastewater is also primarily industrial. It is discharged into the public sewer system in accordance with local regulations and treated by the wastewater treatment plants managed by the respective science park administrations. After treatment, the Zhunan Factory discharges into the Xingang River, while the Houli Factory discharges into the Da' an River. All GIS facilities comply with local discharge standards. The Company commissions third-party service providers to conduct regular inspections. No significant negative environmental impacts have resulted from wastewater discharges at any site.

### Wastewater Discharge Standards by Factory Location

| Item | Final Receiving Water Body | Discharge Standards |
|---|---|---|
| Taiwan-Zhunan | Zhonggang River | · Zhunan Park Acceptable Water Quality Standards for Sewer Discharge<br>· Sewer System Water Quality Standards and Fee Schedule Including Quality Classification, Graded Fee Rates, Calculation Formulas, Chargeable Items, and Unit Prices of the Central Taiwan Science Park Bureau, Ministry of Science and Technology (Taichung Park) |
| Taiwan-Houli | Da' an River | |
| Chengdu | Minjiang River | · Table 4, Class 3 Standard of the Integrated Wastewater Discharge Standard (GB 8978-1996)<br>· Table 1, Class B Standard of the Wastewater Quality Standards for Discharge to Municipal Sewers (GB/T 31962-2015) |
| Shenzhen | Guanlan River | DB44/26-2001 Guangdong Province Water Pollutant Emission Limits, Table 4, Second Phase, Class 1 Maximum Allowable Discharge Concentration |

### 2024 Wastewater Test Results by Factory

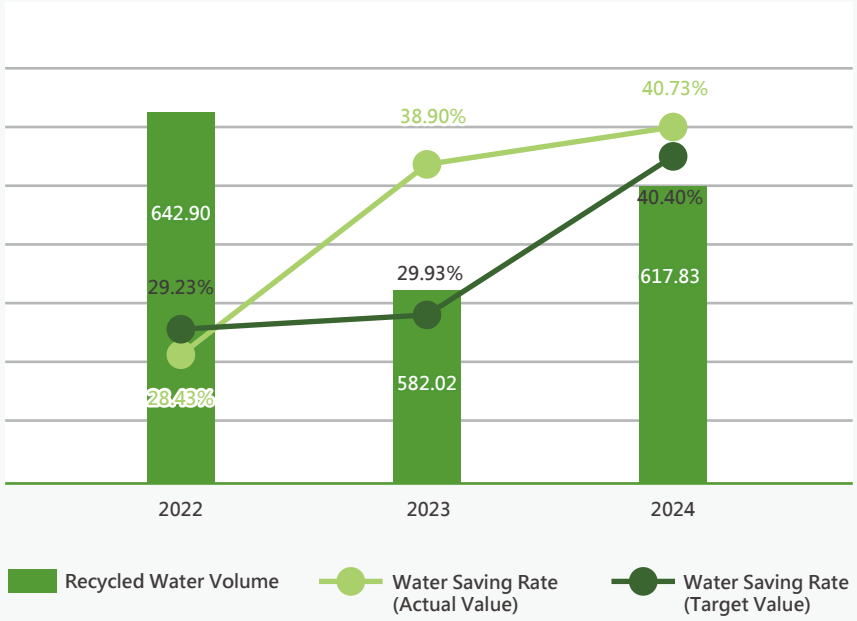
| Item | Taiwan-Zhunan | | Taiwan-Houli | | Chengdu | | Shenzhen | |
|---|---|---|---|---|---|---|---|---|
| Test Item | Standard Value | Test Value | Standard Value | Test Value | Standard Value | Test Value | Standard Value | Test Value |
| pH Value | 5 - 9 | 7.9 | 5 - 10 | 6.9 | 6 - 9 | 7.5 | 6 - 9 | 8.2 |
| COD (mg/L) | 500 | 71.2 | 500 | 11.2 | 500 | 15 | 90 | ND |
| BOD5 (mg/L) | 300 | 23.7 | 300 | 5 | 300 | 4.5 | N / A | ND |
| SS (mg/L) | 300 | 5.8 | 300 | 7.4 | 400 | 6 | N / A | ND |

Note:
1. The test values were provided by third-party testing agencies commissioned by each factory.
2. For GIS Taiwan factories, the wastewater discharge standard values follow the applicable sewer regulations set by the respective regional authorities.

## 4.4.4 Water Conservation Projects

GIS implements water conservation projects on an annual basis. In 2022, the Company established its first water-saving target, aiming to improve the water conservation rate by 1.5% each year compared with the previous year. Based on this target, a minimum rate of 40.4%[Note] should be achieved by 2024. In 2024, GIS launched 12 water-saving projects, which included wastewater and RO concentrate recovery and reuse, MAU condensate recovery, and adjustments to domestic water supply. These initiatives resulted in a total water savings of 618 million liters, achieving a water-saving rate of 40.73% thus meeting the set target.

Note:
Due to the inclusion of RECO in this year' s disclosure scope, the 2023 water-saving rate was revised from 42.54%, as originally disclosed in the 2023 ESG Report, to 38.9%. Based on the revised 38.9%, the 2024 water-saving rate needed to reach at least 40.4% in order to meet the Company' s target.



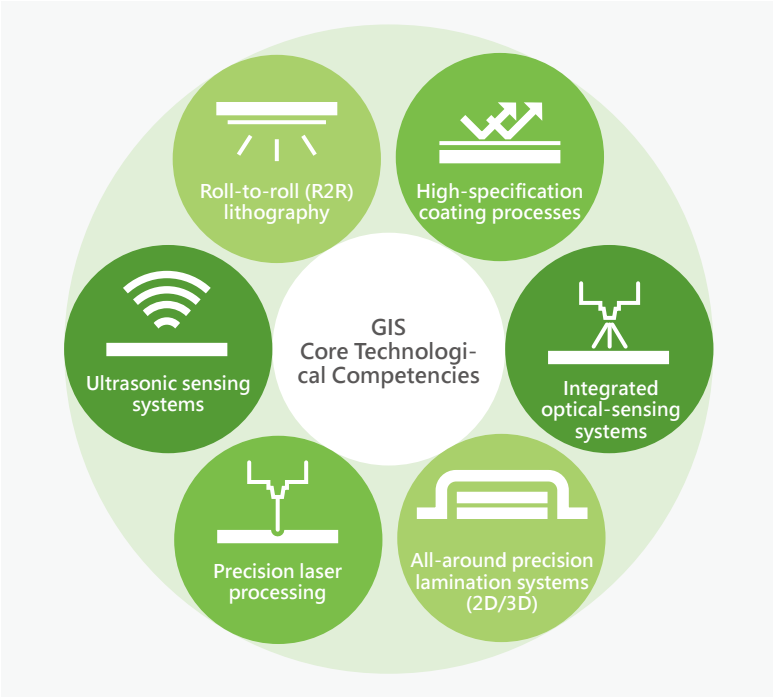

| Item | 2022 | 2023 | 2024 |
|---|---|---|---|
| Municipal Water Volume | 2,261.13 | 1,496.19 | 1,517.00 |
| Recycled Water Volume | 642.90 | 582.02 | 617.83 |
| Water Saving Rate (Actual Value) | 28.43% | 38.90% | 40.73% |
| Water Saving Rate (Target Value) | 29.23% | 29.93% | 40.40% |

# 4.5 Green Products

## 4.5.1 R&D and Innovation

The Company is primarily engaged in the research, development, manufacturing, and sales of touch and display modules, which are widely used in electronic products such as smartphones, tablets, laptops, and wearable devices. The Company' s current product and service offerings include:

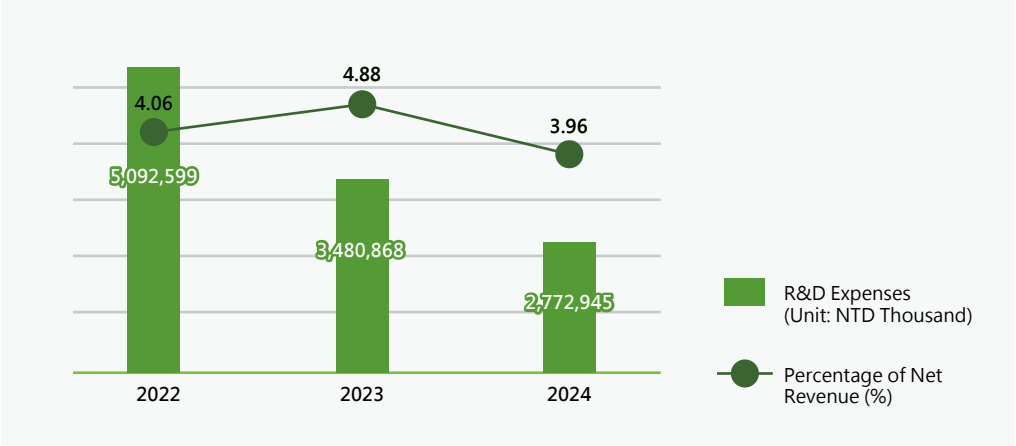
- **Touch Sensor (Film Sensor):**
  A touch-sensing circuit etched and patterned from ITO (indium tin oxide) thin-film material.
- **Touch Module:**
  A unit formed by laminating cover glass onto a touch sensor.
- **Display Module:**
  OEM assembly of LCD modules integrating the LCD panel, driver IC, polarizer, and backlight unit.
- **Touch & Display Module:**
  A combined touch and display module that leverages advanced lamination technology.
- **Fingerprint Sensor Module:**
  Production and module assembly of fingerprint-recognition sensors.
- **Mini LED Module:**
  Precision fabrication of Mini LED backlight modules to enhance resolution and contrast.
- **Near-Eye Optical Module:**
  Lens lamination and module production for near-eye display devices.




As the industry' s most advanced and comprehensive integrated provider of touch-and-display solutions, the Company continues to develop cutting-edge technologies and a diverse range of module components, constantly enhancing its technical capabilities to improve product competitiveness and meet both customer and market demands. As global climate change intensifies and natural disasters become increasingly frequent around the world, carbon reduction has emerged as a key priority for major enterprises. However, alongside technological advancements, increased energy consumption and waste generation have become inevitable. Therefore, the Company incorporates energy-efficiency improvements and the extension of raw material lifespans into its R&D philosophy, in the hope of contributing to global sustainability while maintaining its competitive edge.

In 2024, the Company actively invested in smart vehicle system and near-eye display technologies, including but not limited to head-up displays (HUD), ultra-low-reflection coating technology, Mini LED Touch & Display modules, and waveguide display modules, as part of its strategic efforts to expand into emerging markets such as smart vehicle systems and the metaverse. GIS invested a total of NT$2,772,945,000 in research and development in 2024, accounting for 3.96% of total revenue, and employed 527 R&D personnel, representing 5.7% of the total workforce.

## R&D Expenses




GIS introduced its patent application system in 2014 and implemented an intellectual property management system in 2020. The Company continues to strengthen market research and patent landscape analysis to identify innovation opportunities, establish patent barriers, and devise effective market targeting and coverage strategies. In 2024, GIS obtained 145 new patents, bringing the cumulative total to 1,695 patents by the end of the year.

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Cumulative Number of Patents | 1,308 | 1,550 | 1,695 |

In today's frontier of next-generation and artificial intelligence technologies, the demand for display configurations tailored to wearable devices is increasingly shifting toward augmented reality (AR) glasses. These devices, which integrate virtual and real-time visual information, are considered high-potential commercial applications for AI. AR glasses utilize waveguide display technologies, which can be categorized into geometric waveguides and diffractive waveguides. Diffractive waveguides are further divided into surface relief gratings (SRG) and volume holographic optical elements (VHOE). VHOE technology offers advantages such as low manufacturing cost, high diffraction efficiency, and relatively fewer existing patents held by competitors. Given these benefits, GIS launched an industry–academia collaboration with National Central University in 2023. This ongoing project, which continued in 2024, focuses on developing VHOE display technology while cultivating global talent in advanced display innovation. While upholding its commitment to sustainable development, GIS remains focused on innovation-driven R&D to maintain its competitive edge in an ever-evolving market and enhance organizational resilience.

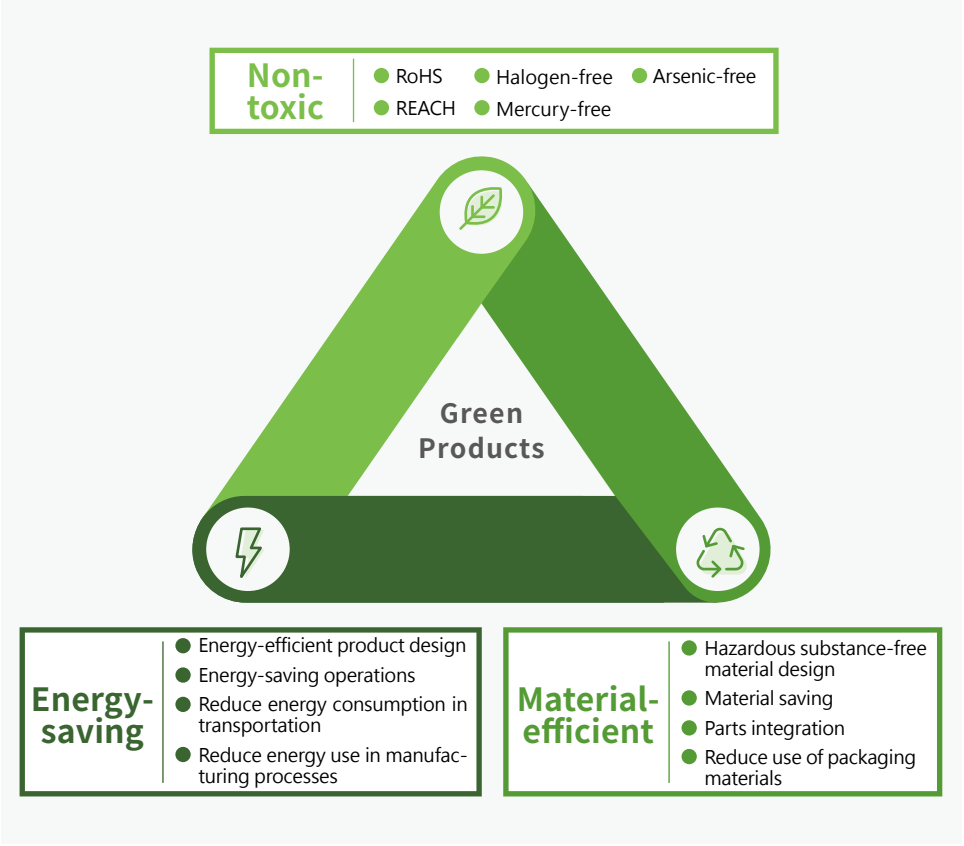
Chairman Chou personally participated in project discussions

Chief Technology Officer Paul Chen took part in mid-term project briefing and laboratory visit

## 4.5.2 Clean and Green Design

**Green Product Management Policy**

GIS rigorously manages its processes from the raw material stage to ensure compliance with international environmental regulations, while continually producing non-toxic, material-efficient, and energy-saving products that meet green product requirements.



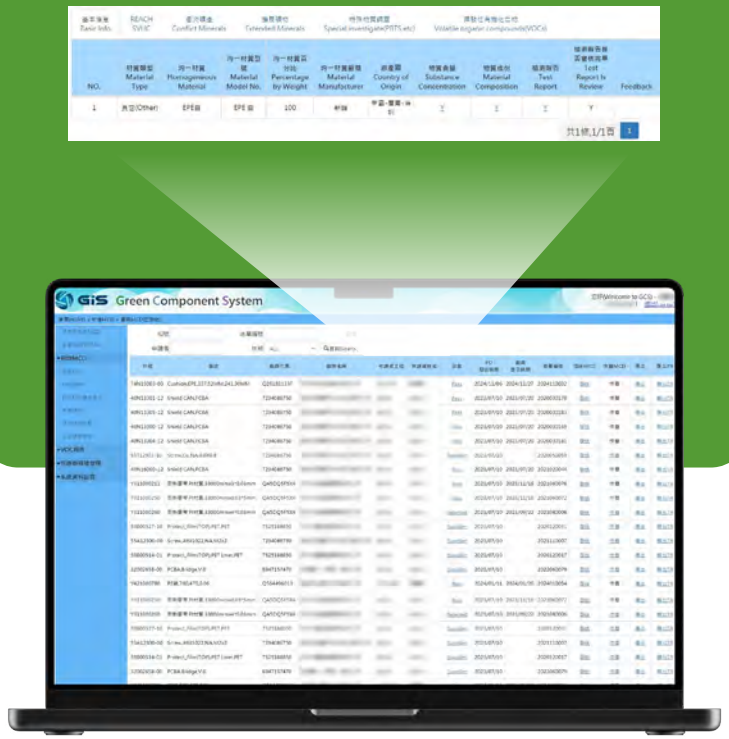

### ▶ Non-toxic and Hazardous Substance Control

To realize sustainable operations, GIS is committed to enhancing its hazardous substance management system and strengthening raw material traceability. The Company ensures that all products are free of toxic and hazardous substances throughout the production process. Since 2012, GIS has implemented the QC080000 Hazardous Substance Process Management System (HSPM) and has successfully passed third-party certifications. In 2024, GIS once again completed the system transition audit and obtained the updated certification. All GIS products are 100% compliant with international safety and environmental regulations, including the Restriction of Hazardous Substances Directive (RoHS), the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Waste Electrical and Electronic Equipment Directive (WEEE), and halogen-free (HF) requirements. In line with international regulations, industry practices, and customer specifications on restricted or prohibited substances, GIS has established its own Controlled Substance Operating Specifications, implementing a tiered management system (Level 1/Level 2/Level 3) for identifying and controlling hazardous substances. The Company currently regulates 58 major categories of substances internally, and another 242 items as additionally required by stakeholders, resulting in over 900 substances under actual control. To respond to evolving legal regulations such as the EU REACH regulation, GIS proactively updates its Controlled Substance Operating Specifications and manages each revision with precision. Since 2011, the Company has revised the Specifications 15 times to ensure that all products and materials remain compliant with the latest regulatory standards.

To ensure 100% product compliance with green standards, GIS enforces stringent supplier management. All raw materials must undergo traceability procedures under the Company's Green Product Management Operating System prior to procurement. Using the Green Component System (GCS), GIS investigates data on first-tier and second-tier (or lower) suppliers, including information related to REACH, SVHC, conflict minerals, VOCs, and specific restricted substances. Collected data covers the type, model, manufacturer, country of origin, and chemical composition (by percentage) for each homogeneous material within every component. Only materials verified as compliant through internal audits may proceed to procurement. Additionally, GIS requires suppliers to sign a Supplier Commitment Letter (including environmental assurance clauses) and stipulates in contracts that raw material packaging must bear appropriate hazardous substance labeling. Suppliers must declare the substance composition of all raw materials. In 2024, GIS reviewed approximately 1,000 declaration forms covering nearly 20 product models. For chemicals or substances requested by stakeholders, suppliers are required to provide a Safety Data Sheet (SDS), which must be posted in designated chemical usage areas within GIS facilities to ensure safety awareness for on-site personnel.

## ▶ Supplier Traceability System

The GIS Supplier Traceability System clearly records all material information provided by each supplier, including batch-specific data such as material type, homogeneous material supplier, country of origin, and whether testing reports are available. This system ensures full traceability of materials used in production and supports GIS's raw material traceability management practices.




During the production process, GIS determines the risk level of all controlled items in accordance with the GP Inspection Control Operation Specifications and implements tiered management based on the results of the risk assessment to ensure that hazardous substances are effectively managed without oversight. The Company has professional GP laboratories at both its Chengdu and Shenzhen factories, where XRF testing is regularly conducted on raw materials, process consumables, and finished products. To date, more than 490,000 tests for hazardous substances have been completed. GIS also collaborates with third-party vendors for more advanced testing as needed. Each year, GIS conducts internal audits of hazardous substances in accordance with QC080000 and reports and corrects any nonconformities in accordance with the Nonconforming Product Control Operation Specifications, ensuring consistency between product quality and environmental requirements. In addition, all qualified finished products for shipment are labeled according to specifications, including GP or RoHS markings affixed to the outer packaging. These markings not only ensure internal quality assurance but also enhance market confidence in GIS products.

In 2024, 100% of GIS's delivered product models underwent GP certification, with a 100% XRF sampling rate achieved. All inspected and approved products were labeled with GP, RoHS, or HF markings on their shipping packaging in accordance with the Product Identification and Traceability Operation Specifications. For customers with special requirements, green product shipment labeling was carried out in accordance with their specifications. Hazardous substance management for all products was fully compliant (100%), with no incidents of noncompliance regarding health and safety, or product and service information and labeling regulations.

Additionally, the percentage of GIS's semi-finished products not in compliance with IEC 62474 was 0%. The Company will continue to monitor changes in relevant regulations and customer requirements to ensure effective oversight of hazardous substance management.

Products exceeding hazardous substance limits **0%**

Number of GP nonconformities **0**

## Control Indicators Over the Past Three Years

| Annual Control Indicators | 2022 | 2023 | 2024 |
|---|---|---|---|
| Proportion of products exceeding limits for hazardous substances (HF/RoHS/TSCA/VOC) (%) | 0 | 0 | 0 |
| Number of GP nonconformities | 0 | 0 | 0 |

# 4.5.3 Cleantech

## ▶ Energy-saving

GIS has incorporated innovative technology into the design of its smart automotive HUD system, integrating intelligent adjustment functions and miniaturized optical components to reduce power consumption and improve optical efficiency. In 2024, GIS successfully lowered electricity usage by 30%, and aims to further cut energy consumption in 2025 by an additional 20% by enhancing LED luminous efficiency for HUDs.

## ▶ Material-efficient

To cut the use of plastic materials, GIS has introduced touch controls in new energy vehicles to replace physical buttons, achieving a cumulative material reduction of 2,311 kg by 2024. This initiative is expected to enter mass production in 2025. For HUD material reduction, the Company is also working to minimize product volume while maintaining consistent specifications and performance; in 2024, this effort led to an 11% reduction in material usage. Since 2022, GIS has promoted the standardization of auxiliary materials to increase material commonality and minimize waste, resulting in over 50% reduction by 2024.

## ▶ Non-toxic

GIS has adopted a non-toxic product design approach by lowering the proportion of sulfides in various components to minimize their environmental and human health impacts. Tests conducted in 2024 confirmed that all evaluated product models showed no sulfide reactions after 144 hours. In addition, GIS launched a PFAS-Free environmental materials program in 2023. By 2024, the Company had completed a preliminary inventory check of products containing PFAS materials and is working to gradually replace them with PFAS-Free eco-friendly alternatives.

In addition to its internal R&D and adoption of clean technology and techniques, GIS has also made external investments in clean technology and green energy industries, including electric vehicles, electric two-wheelers, lithium battery recycling, solar photovoltaics, and energy storage. The total investment has reached NT$200 million. In 2024, investments in cleantech-related industries accounted for 60% of GIS' s total external investments for the year.

# 4.5.4 Green Quality Control

## ▶ Introduction of Quality Management Systems

To ensure that product and service quality meets international standards, GIS has established an integrated corporate quality culture that blends both hard and soft skills. On the hard side, GIS has progressively implemented ISO 9001, QC080000, and IATF 16949 certifications since 2011 to build an efficient and well-structured quality management system. This system covers design quality, supplier quality, manufacturing quality, and customer quality, along with comprehensive quality documentation and processes tailored to each product. On the soft side, GIS focuses on people and products by fostering a human-centered approach that integrates cultural heritage, experiential learning, and continuous improvement. This approach drives product planning and process operations through a step-by-step team development model that promotes mutual growth between people and products, forming a sustainable development model.

GIS aspires to improve yield rates through strategic innovation, teamwork, and proactive engagement. By embracing a total quality management philosophy, internally driven efficiency improvements, a robust quality management system, and advanced automation equipment, the Company aims to achieve comprehensive monitoring of product quality.

In 2024, GIS conducted a quality-related risk identification assessment, focusing on three risk scenarios: "Inefficient ISO certification processes leading to delayed certification," "Products containing restricted substances in violation of GP regulations or customer requirements", and "Product quality abnormalities". The risk assessments and corresponding control action plans are detailed in the table below.

## Quality Risk Management

| Risk Category | Risk Factor | Risk Item or Scenario | Control Implementation Plan |
|---|---|---|---|
| Decision-making Risk | Planning | Inefficient ISO certification process leading to delayed certification | · Conduct third-party certification audits annually |
| Environmental Risk | Environmental Protection | Products containing restricted substances in violation of GP regulations or customer requirements | · Perform regular internal audits and management reviews for continuous improvement<br>· Stay current with standards updates and promptly revise and implement internal documents |
| Operational Risk | Product & Service | Product quality abnormalities | · Immediately communicate with the factory on all customer complaints and provide email feedbacks within 24 hours<br>· Perform internal audits and management reviews as scheduled, ensuring effective implementation of corrective actions<br>· Coordinate with customers to promptly collect feedbacks on corrective actions after re-shipment of improved products |

## Management Systems and Certifications

| Management System | Factory | Initial Certification Date | Certificate Validity Period | | |
|---|---|---|---|---|---|
| ISO 9001 : 2015 | Chengdu Factory | November 2011 | October 31, 2023 | ▶ | October 30, 2026 |
| | Shenzhen Factory | September 2012 | December 5, 2023 | ▶ | December 4, 2026 |
| | Zhunan Factory | October 2014 | November 18, 2023 | ▶ | November 17, 2026 |
| | Houli Factory | November 2022 | November 25, 2022 | ▶ | November 24, 2025 |
| IATF 16949 : 2016 | Shenzhen Factory | October 2014 | December 5, 2023 | ▶ | December 4, 2026 |
| | Zhunan Factory | October 2014 | November 18, 2023 | ▶ | November 17, 2026 |
| | Houli Factory | November 2024 | November 25, 2024 | ▶ | November 24, 2027 |
| QC080000 : 2017 | Chengdu Factory | November 2011 | November 5, 2024 | ▶ | November 8, 2027 |
| | Shenzhen Factory | September 2012 | November 5, 2024 | ▶ | November 8, 2027 |


ISO 9001:2015
Chengdu Factory

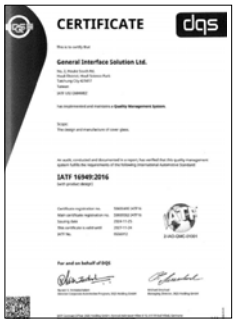

ISO 9001:2015
Shenzhen Factory


ISO 9001:2015
Zhunan Factory


ISO 9001:2015
Houli Factory


IATF 16949:2016
Shenzhen Factory


IATF 16949:2016
Zhunan Factory

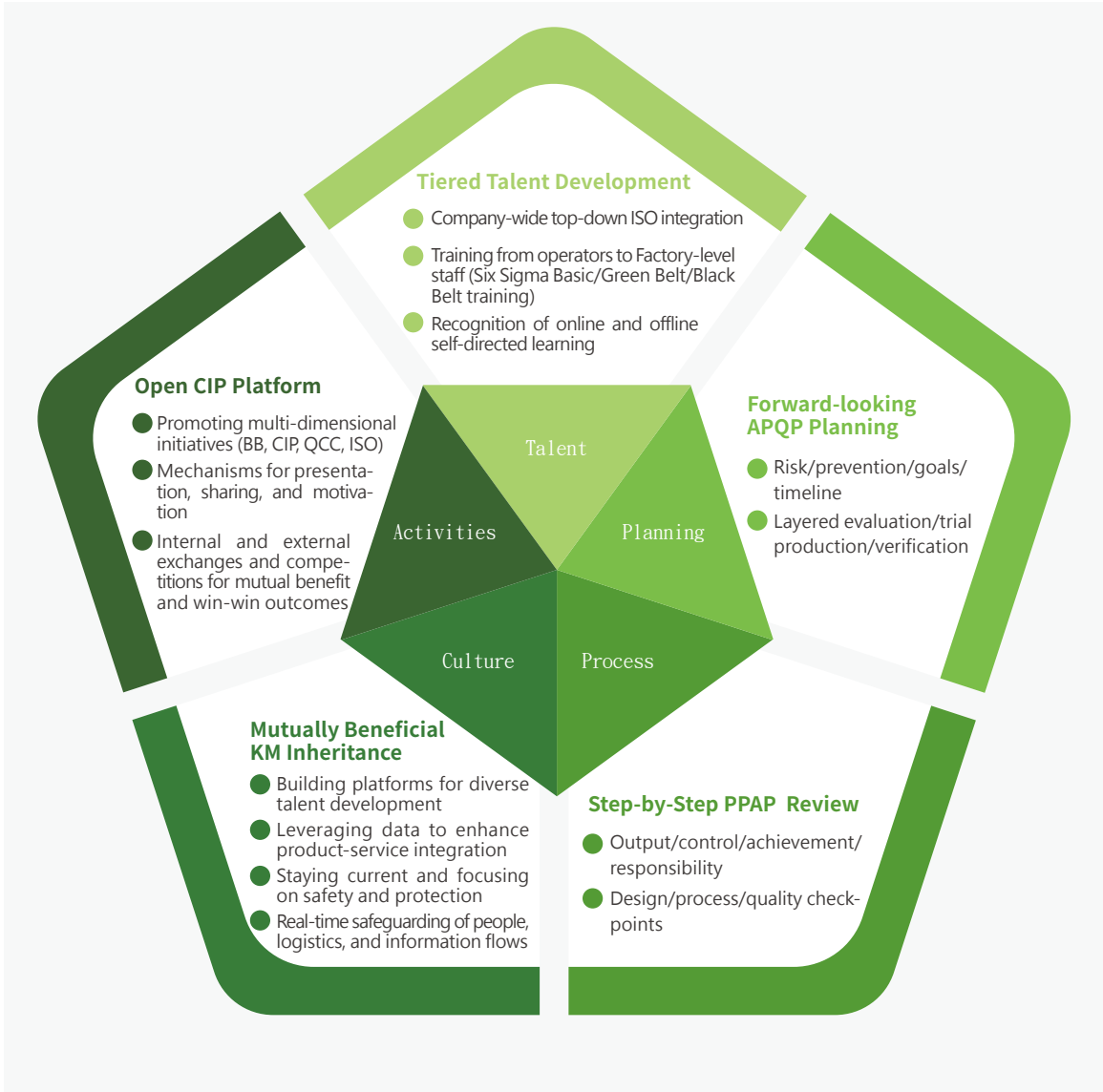



IATF 16949:2016
Houli Factory


QC080000:2017
Chengdu Factory


QC080000:2017
Shenzhen Factory

## GIS Quality Culture

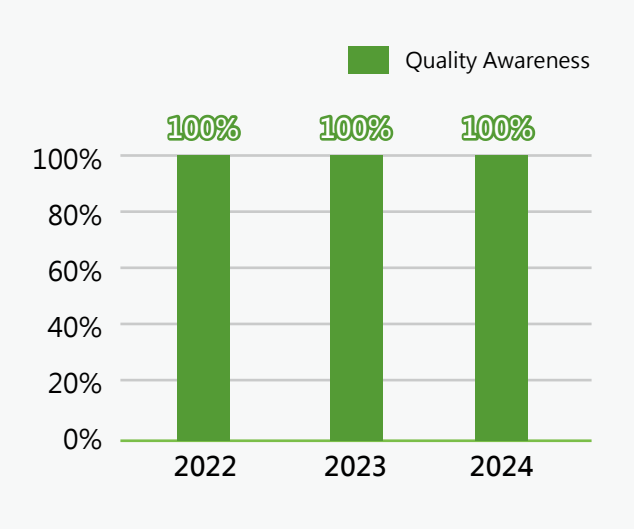


## ▶ Tiered Talent Development

To ensure that all personnel involved in GIS' s quality management processes possess the necessary quality awareness and skills, the Company adopts a tiered approach to talent development. Based on business characteristics and job-level requirements, GIS plans targeted quality and technical training for employees at all levels, from top management to frontline staff, aligning training programs precisely with diverse talent needs. The training results are as follows:

| Training Target | Type of Course | Training Objective | Results |
|---|---|---|---|
| Senior Executives | Six Sigma Black Belt | For senior professionals implementing Six Sigma in corporate to lead teams in solving major long-term issues with advanced theories and tools | 35 persons in total |
| Middle Management | Six Sigma Green Belt | For core personnel implementing Six Sigma in corporate to drive improvements with advanced tools | 790 persons in total |
| Engineers | General Skills Training | For frontline supervisors and engineers to have basic tools to analyze and improve routine problems | 412 persons in total |
| Frontline Employees | Quality Awareness | For on-site personnel to have quality awareness cultivated and basic tool knowledge | 100% coverage |

### Quality Awareness Training rate



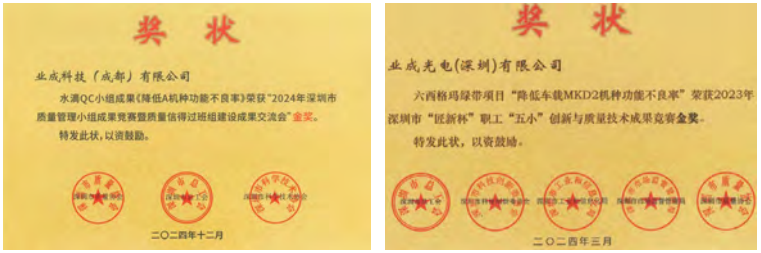

## ▶ Forward-Looking Product Planning and Step-by-Step Process Review

GIS integrates the requirements of ISO 9001 and IATF 16949 to conduct effective process planning and stage-by-stage reviews for new product development, covering project evaluation, design review, engineering validation, manufacturing verification, mass production monitoring, and final project closure. The Company establishes clear advancement review standards at each stage, with all stages closely interconnected to ensure rigorous, step-by-step quality control.

## ▶ Open CIP Platform and Collaborative Knowledge Transfer

To promote team growth and continuously enhance the Company' s image and visibility, GIS has built a dynamic, multi-dimensional platform for internal and external engagement based on mutual benefit and shared success. By advancing continuous improvement initiatives and participating in both internal and external competitions, GIS not only bolsters product performance but also integrates the outcomes into its technical management platform, thereby establishing a systematized mechanism for organizational knowledge transfer.

Since 2011, GIS has regularly hosted exchange events across its facilities, adopting a "three-step development model" that includes internal development, group-wide collaboration, and external engagement. As of 2024, the Company has held 33 continuous improvement events, including 16 QCC sessions, 12 CIP sessions, and 5 Six Sigma Black Belt events. GIS has also actively participated in competitions hosted by the Shenzhen Association for Quality and the China Association for Quality. By the end of 2024, GIS had won a total of 32 medals. The Company took first place in the Shenzhen CIP Competition for three consecutive years (2021-2023), demonstrating consistently strong performance; it also won first place in the Sichuan-Chongqing QCC competition in 2023, and earned the Shenzhen QCC Gold Award consecutively from 2021 to 2024.


**Step 1 — Internal Development**

| 2011 | 2012 | 2013 | 2014 | 2015 |
|---|---|---|---|---|
| Establishment of QCC/CIP mechanism platform | First on-site presentation in Shenzhen | First video observation session in Chengdu | First video-based presentation in Chengdu | Cross-strait video conference presentation |

**Step 2 — Group-wide Collaboration**

| 2016 | 2017 | 2018 |
|---|---|---|
| Establishment of technical reporting platform | First Six Sigma Black Belt program | Joint competition with 18 affiliates (New-PCEBG, Polight, Huaxing, etc.)<br>Second Six Sigma Black Belt program |

| 2019 | 2021 | 2023 |
|---|---|---|
| Third Six Sigma Black Belt program | Fourth Six Sigma Black Belt program | Fifth Six Sigma Black Belt program |

**Step 3 — External Engagement**

| 2018 | 2019 | 2020 |
|---|---|---|
| Shenzhen QCC Competition | Shenzhen QCC Competition | Shenzhen QCC Competition |
| Silver Medal | Silver Medal & Bronze Medal | Silver Medal |

| 2021 | 2022 |
|---|---|
| Shenzhen Skills Competition<br>Shenzhen QCC Competition<br>Shenzhen CIP Competition<br>National CIP Competition | Sichuan-Chongqing QCC competition<br>Shenzhen QCC Competition<br>Shenzhen CIP Competition<br>National CIP Competition |
| Third Prize<br>Gold Medal & Bronze Medal *2<br>First Prize & Third Prize<br>First Prize | Gold Medal<br>Gold Medal & Silver Medal & Bronze Medal *3<br>First Prize & Second Prize<br>First Prize *2 & Third Prize |

| 2023 | 2024 |
|---|---|
| Sichuan-Chongqing QCC Competition<br>Shenzhen QCC Competition<br>Shenzhen CIP Competition<br>National CIP Competition | National CIP Competition<br>Shenzhen QCC Competition<br>Shenzhen CIP Competition |
| First Prize<br>Gold Medal<br>First Prize<br>First Prize *2 & Second Prize | First Prize & Second Prize<br>Gold Medal<br>Silver Medal |

# 4.6 Biodiversity

GIS deeply recognizes the importance of the natural environment to the sustainable development of the enterprise. The Company adopts the disclosure and assessment approach recommended by the Taskforce on Nature-related Financial Disclosures (TNFD), following the four-step LEAP methodology: Locate, Evaluate, Assess, and Prepare. Through this process, GIS progressively collects relevant information on its Taiwan sites and the surrounding ecosystems, evaluates the mutual impacts between the Company and the natural environment, and sets future management objectives accordingly.

## GIS Biodiversity Disclosure and Assessment Methodology

| LEAP Step | Method of Execution |
|---|---|
| L – Locate: Identify ecologically sensitive hot zones of the factories | Use Taiwan's National Ecological Green Network and biodiversity species data to assess the ecological relevance of GIS Taiwan factories and surrounding ecosystems, and to identify ecological hotspots. |
| E – Evaluate: Identify areas of dependencies and impacts | Refer to international databases and assessment tools to identify industry-specific dependencies on and impacts to ecosystem services. |
| A – Assess: Analyze risks and opportunities | Conduct analysis based on TNFD guidance to identify current risks and opportunities associated with GIS's operations. |
| P – Prepare: Strategy planning and actions | Disclose relevant information and take action based on the understanding of GIS's ecological impacts. |

## 4.6.1 Locate: Identify Ecologically Sensitive Hot Zones of the Factories

For ecological impact assessments, GIS analyzed both ecological and species sensitivity. The Company referenced the National Ecological Green Network Blueprint, published by the Forestry and Nature Conservation Agency, Ministry of Agriculture, to evaluate ecological sensitivity across its Taiwan sites. This blueprint map included map layers such as "National Ecological Green Network Regional Conservation Corridors", "National Ecological Green Network Areas of Concern", and "Wildlife Sanctuaries". GIS then performed overlay analysis and a 2-kilometer buffer zone analysis around each Factory site. Based on the resulting scores, the Company determined whether a facility was located in an ecologically sensitive area.

### Distribution Map of Ecologically Sensitive Zones


GIS Zhunan Factory

GIS Houli Factory

## ▶ Ecological Sensitivity Analysis

GIS identified that its Zhunan Factory is not directly located in any statutory ecologically sensitive areas designated by Taiwan. Although the Houli Factory was initially found to be situated within both the "National Ecological Green Network Regional Conservation Corridor" and the "National Ecological Green Network Areas of Concern", further analysis of the surrounding land revealed that as the Factory is in the Central Taiwan Science Park, with its low ecological disturbance and the presence of designated green buffer zones within the Park, GIS determined that its operations do not directly or significantly impact local ecosystems or the habitat utilization of species of concern. Accordingly, both Zhunan and Houli Factories were classified as Level 1 ecological sensitivity.

### Ecological Sensitivity Grading Table

| Grading Basis | Level of Impact | Score |
|---|---|---|
| Located within a wildlife reserve or designated critical wildlife habitat | VH | 4 |
| Located within two ecologically sensitive zones at the same time | H | 3 |
| Located within the Ecological Network Conservation Corridor or Areas of Concern | M | 2 |
| Located outside statutory ecologically sensitive zones or within a planned industrial area | L | 1 |

## ▶ Species Sensitivity Analysis

GIS adopted the species classification from the Red List of Threatened Species of Taiwan for further analysis. This classification includes the following categories:

- **Critically Endangered (CR)**
  Species facing an extremely high risk of extinction.
- **Endangered (EN)**
  Species with very small populations facing a high risk of extinction.
- **Vulnerable (VU)**
  Species facing a certain degree of risk, though not yet classified as endangered.

### Number of Threatened Species in Taiwan

| Category | Number of Threatened Species |
|---|---|
| Mammals | 12 |
| Amphibians | 11 |
| Birds | 52 |
| Reptiles | 5 |
| Fishes | 25 |
| Vascular Plants | 989 |
| Total | 1094 |

The Red List of Threatened Species of Taiwan

According to the analysis, 13 threatened species were identified near the Zhunan Factory, and 16 threatened species near the Houli Factory. Based on the species sensitivity grading scale, the number of threatened species at both Factories fell below the Q1 score threshold.

## Species Sensitivity Grading Table

| Grading Basis | Level of Impact | Score |
|---|---|---|
| Number of threatened species ≧ Q3 | VH | 4 |
| Q3 > Number of threatened species ≧ Q2 | H | 3 |
| Q2 > Number of threatened species ≧ Q1 | M | 2 |
| Q1 > Number of threatened species | L | 1 |

## Species Quantity and Grading Scale

| Number of Species | Grade |
|---|---|
| 11 | Q1 |
| 19 | Q2 |
| 45 | Q3 |
| 989 | Q4 |

## Species Analysis Results within 2 Kilometers of the Zhunan Factory

| Item | Details |
|---|---|
| Reference Map Layer | National Ecological Green Network Area of Concern: Northwest 6 |
| Zone Distribution | Low mountainous region from Qionglin, Hsinchu to Miaoli |
| Habitat Type | Forests, streams, rice paddies |
| Number of Threatened Species | 13 species |
| Species Classification | 1 mammal, 1 bird, 2 reptiles, 1 amphibian, 2 fish, 4 vascular plants |
| Species List | • Mammal: Leopard Cat (EN), Pangolin (VU), Small Indian Civet (VU)<br>• Bird: Fairy Pitta (EN)<br>• Reptile: Yellow-margined Box Turtle (VU), Plumbeous Water Snake (VU)<br>• Amphibian: Taipei Tree Frog (VU)<br>• Fish: Japanese Eel (CR), Small Snakehead (VU)<br>• Vascular plant: Laggera alata (VU), Andaliman (EN), PHairy-style Cherry (VU), Matsumura' s Snow-bell (VU) |

## Species Analysis Results within 2 Kilometers of the Houli Factory

| Item | Details |
|---|---|
| Reference Map Layer | Taichung Western Foothills Forest Conservation Corridor, National Ecological Green Network Area of Concern: West 4 |
| Zone Distribution | Taichung low mountainous region |
| Habitat Type | Forests, streams |
| Number of Threatened Species | 16 species |
| Species Classification | 3 mammals, 3 birds, 1 reptile, 2 fish, 7 vascular plants |
| Species List | • Mammal: Leopard Cat (EN), Formosan Black Bear (EN), Small Indian Civet (VU)<br>• Bird: Fairy Pitta (EN), Mountain Hawk-Eagle (EN), Tawny Fish Owl (EN)<br>• Reptile: Yellow-margined Box Turtle (VU)<br>• Fish: Moltrecht' s Minnow (EN), Small Snakehead (VU)<br>• Vascular plant: Cycad-fern (VU), Chinese Fringe-tree (EN), Laureleaf Snailseed (VU), Laggera alata (VU), Callery Pear (CR), Pyrus taiwanensis (CR), Neottia pseudonipponica (CR) |

After referring to the natural sensitivity matrix, the Company determined that its Taiwan sites all fall within the low ecological sensitivity range.

| Natural Sensitivity | Ecosystem Sensitivity: VH | H | M | L |
|---|---|---|---|---|
| Species Sensitivity: VH | VH | VH | H | M |
| H | VH | H | M | L |
| M | H | M | M | L |
| L | M | L | L | L |

| Level | Score Range |
|---|---|
| L | 1~3 |
| M | 4~6 |
| H | 8~9 |
| VH | 12~16 |

## 4.6.2 Evaluate & Assess: Identifying areas of dependencies and impacts, and analyzing risks and opportunities

Focusing on its Taiwan factories, the Company followed the TNFD guidelines and, considering industry characteristics and operational activities, applied the Exploring Natural Capital Opportunities, Risks and Exposure (ENCORE) tool to identify GIS's dependencies on ecosystem services and its impacts on changes in natural conditions. ENCORE classifies the materiality of each identified item into five levels: VH (Very High), H (High), M (Medium), L (Low), and VL (Very Low). Based on the industry classification[Note], GIS initially identified 14 ecosystem dependency areas and 5 impact areas. The Company further narrowed down the list according to operational activities and selected those rated M (Medium) or above as material issues for further discussion. Among the dependencies, water resources and climate services emerged as the most critical factors. In terms of ecological impacts, pollutant emissions are the most significant issue of concern. The detailed descriptions of each dependency and impact area will be further elaborated in the next section, 4.6.3 "Prepare".

Note:
Industry classification is based on consumer electronics manufacturing.

| Materiality Assessment | 5 Ecosystem Impacts |
|---|---|
| H | Pollutant emissions (water and soil) |
| M | Light pollution and noise disturbance |
| M | GHG Emissions |
| M | Non-GHG air pollutant emissions |
| M | Water consumption |

| Materiality Assessment | 14 Ecosystem Dependencies |
|---|---|
| M | Flood prevention services |
| M | Typhoon prevention services |
| M | Water flow regulation services |
| M | Water purification services |
| M | Water supply |
| L | Climate regulation services |
| L | Dilution and dispersion services |
| L | Soil and sediment stabilization |
| L | Solid waste remediation |
| VL | Air purification |
| VL | Global climate regulation |
| VL | Noise reduction |
| VL | Other regulatory services |
| VL | Precipitation regulation |

# 4.6.3 Prepare: Strategies and Actions

## GIS's Dependence on Ecosystem Services and Corresponding Measures

| Dependency | Description of Dependencies | Response Measures |
|---|---|---|
| Flood Prevention Services & Typhoon Prevention Services<br>Climate Regulation Services | If the climate regulation function of the natural environment becomes imbalanced, the frequency and intensity of extreme weather events may increase—causing disasters such as floods, extreme cold, or heatwaves. These events can disrupt water and power supply at operating sites, pose health risks to employees, and even cause production interruptions due to flooding, ultimately affecting business operations and supply chain stability. | GIS conducts annual reviews of climate-related risks and opportunities, including assessments of potential flooding and rising temperatures, as well as their financial impacts. The Company also regularly performs emergency response drills to strengthen climate resilience. Please refer to Section 4.1 "Climate Change Response" and Section 5.6 "Occupational Health and Safety Management" for details. |
| Water Supply<br>Water Purification Services<br>Water Flow Regulation Services | Water is a critical resource for manufacturing. GIS' s Taiwan factories primarily rely on surface water provided by local utilities. However, unstable water flows or reduced reservoir storage due to insufficient rainfall can affect operational stability and disrupt the overall value chain. | GIS uses the World Resources Institute' s Aqueduct Water Risk Atlas to assess site-specific water risks, develops tailored management strategies based on risk levels, and steadily increases the use of reclaimed water to reduce dependency on freshwater resources. Pleasae refer to Section 4.4 "Water Resource Management" for details. |
| Air Purification | Taiwan is periodically affected by sandstorms and haze due to climatic conditions, resulting in poor air quality and increased levels of suspended particulates. This not only increases the burden on air intake filtration in production processes but also poses health risks to employees. | To ensure excellent air quality in production and operational environments, GIS has established cleanrooms, installed air purification facilities, and implemented ventilation designs, while also conducting regular environmental monitoring to safeguard workplace air quality, comfort, and employee health. Pleasae refer to Section 5.6 "Occupational Health and Safety Management" for details. |

## GIS's Impacts on Natural Ecosystem and Corresponding Measures

| Impact | Description of Impacts | Response Measures |
|---|---|---|
| Water Pollutant Discharge | Improper treatment of discharged water may result in pollution, affecting aquatic organisms and ecosystems. | GIS has installed water pollutant treatment facilities to ensure that discharged water quality exceeds regulatory standards. The Company conducts regular monitoring and continuously upgrades prevention technologies to enhance wastewater treatment efficiency. Please refer to Section 4.4 "Water Resources Management" for details. |
| Non-GHG Pollutant Emissions | Volatile organic compounds (VOCs) are generated during production processes. If not properly treated, they can degrade air quality, adversely impacting human health and the ecological environment. | GIS has installed air pollutant treatment equipment, performs regular monitoring, and continuously improves control technologies to enhance air pollution prevention. Please refer to Section 4.7 "Air Pollution Management" for details. |
| Solid Waste | Manufacturing activities generate both general and hazardous industrial waste. Without proper classification or treatment—such as incineration or landfill—these wastes may pose risks of environmental pollution and ecological harm. | GIS classifies and stores all types of waste at legally designated temporary sites. The Company entrusts licensed and professional waste disposal providers with recycling, reuse, or appropriate treatment in accordance with central regulatory requirements. Responsible departments undertake irregular audits and tracking to ensure the legality and safety of final disposal. Please refer to Section 4.3 "Waste Management" for details. |
| GHG Emissions | Excessive GHG emissions are a primary driver of global warming. If not properly controlled and managed, emissions from operations may lead to a rise in global temperatures, thereby accelerating climate change, increasing the likelihood of extreme weather events, and negatively impacting ecosystems. | GIS's Houli Factory has installed solar photovoltaic systems and continually optimizes energy management. The Company regularly evaluates carbon reduction project effectiveness and supports international initiatives, actively contributing to global climate change mitigation and GHG reduction efforts. Please refer to Section 4.2 "Energy and GHG Management" for details. |
| Water Consumption | Excessive withdrawal or overdevelopment of water resources may disrupt the regional balance between supply and demand and negatively affect aquatic environments. | GIS regularly monitors surface water quality, consumption levels, and groundwater supply conditions. The Company is developing reclaimed water technologies to reduce reliance on surface and groundwater by increasing the use of recycled water. Please refer to Section 4.4 "Water Resource Management" for details. |

# 4.7 Air Pollution Management

GIS does not emit air pollutants such as nitrogen oxides (NOx), sulfur oxides (SOx), persistent organic pollutants (POP), hazardous air pollutants (HAP), or particulate matter (PM). None of its factories generate chlorofluorocarbons (CFCs) that are ozone-depleting listed under the Montreal Protocol. The only air pollutant produced by the Company is volatile organic compounds (VOCs). GIS conducts regular monitoring to ensure that both the concentration and volume of emissions comply with environmental regulations applicable to each factory location. According to the 2024 monitoring results, exhaust gas emissions and discharge concentrations at all GIS factories remained within regulatory limits. However, due to increased production capacity and a rise in the number of emission outlets in 2024, the total volume of emissions increased.

## Local Emission Standards and Test Results of GIS Factories

| Item | Taiwan-Zhunan | Taiwan-Houli | Chengdu | Shenzhen |
|---|---|---|---|---|
| Implementation Standards | Optoelectronics Industry | Other Electronic Industries | Sichuan Provincial Standard for Stationary Source VOC Emissions (DB51-2377-2017) | · VOCs Emission Standard for the Printing Industry (DB 44/815-2010)<br>· Air Pollutant Emission Limits (DB 44/27-2001) |
| Regulatory Limits | 0.4kg/hr | | 60mg/m³ | 120mg/m³ |
| 2024 Average Test Results | 0.02kg/hr | No waste gas generated | 3.803mg/m³ | 1.93mg/m³ |

## VOCs Emissions Over the Past Three Years

Unit: kg

| Year | Taiwan-Zhunan | Taiwan-Houli | Chengdu | Shenzhen | Total |
|---|---|---|---|---|---|
| 2022 | 306 | - | 693 | 105 | 1,104 |
| 2023 | 228 | No waste gas generated | 1,098.4 | 590 | 1,916.4 |
| 2024 | 188 | No waste gas generated | 3,386.56 | 200.91 | 3,775.47 |

Note: Due to the closure of the Wuxi Factory, its data is excluded from the scope of this year's Report, and total emissions for 2022 and 2023 have also been adjusted accordingly.

# CH5. Employee Care

## Material Topics

**Talent Development and Retention / Workplace Diversity and Equal Opportunity**
**Employee Rights and Benefits / Occupational Health and Safety**

### Policies and Commitments

- Build internal and external recognition of GIS to attract new talent and retain elite employees.
- Provide necessary resources for talent development to enhance the Company's core competitiveness.
- Strengthen the training system and policies, enhance professional development, and foster a strong organizational culture.
- Adhere to the GIS Human Rights Policy and offer fair and reasonable employment opportunities.
- Prioritize health, safety and care for employees' physical and mental well-being.
- Focus on operational safety by establishing mechanisms for risk assessment, prevention, and control, and regularly reviewing these processes to ensure a safe working environment.
- Develop a business continuity plan and remain committed to reducing occupational health and safety risks associated with corporate activities.

### Grievance/ Remediation Mechanism

- Conduct training needs surveys to understand the requirements of employees and department supervisors.
- Administer post-course satisfaction surveys through a questionnaire system to gather feedback from participants.
- Employees may report issues related to human rights or equal opportunity through the internal care hotline (67585).
- Utilize local environmental grievance hotlines (12369) or official government websites for related concerns.
- Reporting mailbox provided on the Company website: audit@gis-touch.com.
- In the event of a near miss or disaster, GIS initiates an investigation in accordance with the "Procedures for Reporting, Investigating, and Handling Occupational Incidents". The environmental, health, and safety unit records the case in the "Incident Reporting and Investigation System" to track improvements until resolved.

### Specific Actions

- Conduct annual employee performance appraisals and promotion reviews.
- Adjust compensation based on performance and job grade.
- Distribute quarterly and annual bonuses based on business revenue and individual performance.
- Implement an annual key talent retention bonus program.
- Provide new hire orientation, competency-based training, and management training annually.
- Carry out training in accordance with the "Education and Training Operation Management Guidelines", with all records maintained on the "GIS Education and Training Platform".
- Conduct annual employee satisfaction surveys.
- Introduced occupational health and safety management system.

### Management Evaluation Mechanism

- Regularly review the overall compensation structure to ensure GIS' s competitiveness in the job market.
- Evaluate recruitment effectiveness, retention rates, and turnover rates.
- Carry out personality assessments for employees in critical positions.
- Supervise and review training effectiveness in accordance with the "Annual Training Evaluation and Audit Guidelines". A review team composed of each factory' s HR personnel and unit review officers conducts cross-reviews and performance evaluations on a quarterly basis.
- Leverage the internal online learning platform "Fu-learning" to offer online courses alongside in-person project-based training, delivering multi-dimensional learning and expanding training outreach.
- Review the number of employees with disabilities each quarter to ensure their headcount does not fall below the target number.
- Conduct recruitment, training, and promotion in line with the "Anti-Discrimination Management Regulations" to strengthen audit management.
- Perform regular reviews of the ISO 45001 Occupational Health and Safety Management System, achieving 100% compliance.

# 5.1 Employee Profile

## 5.1.1 Composition of Employees

Employees are a company's most valuable asset. Creating an attractive and inclusive workplace helps GIS enhance its competitiveness and achieve the goal of sustainable business operations. As of December 31, 2024, GIS employed a total of 9,176 full-time employees, with no temporary, part-time, or non-guaranteed hours employees. Of the total workforce, 62% were male and 38% female, and the majority (77%) were aged between 30 and 50. Across key business locations, the average proportion of senior management positions held by local residents reached 91% in 2024, and the figures for each business location are: General Interface Solution Ltd. (Taiwan) 100%, Interface Technology (ChengDu) Co., Ltd. 88%, Interface Optoelectronics (ShenZhen) Co., Ltd. 90%, Reco Biotek Co., Ltd. 100%, and Reco Technology (ChengDu) Co., Ltd. 87%, all meeting relevant employment ratio requirements.

### 2024 GIS Global Employee Headcount Statistics

| Juridical Person | | Female | | | Male | | | Total |
|---|---|---|---|---|---|---|---|---|
| | | Under 30 | 30 - 50 | Over 51 | Under 30 | 30 - 50 | Over 51 | |
| General Interface Solution Ltd. | | 42 | 149 | 5 | 66 | 319 | 37 | 618 |
| Interface Technology (ChengDu) Co., Ltd. | | 449 | 1,813 | 0 | 744 | 2,373 | 96 | 5,475 |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | | 106 | 530 | 0 | 213 | 1,186 | 22 | 2,057 |
| RECO | Reco Biotek Co., Ltd. | 78 | 128 | 2 | 82 | 253 | 18 | 561 |
| | Reco Technology (ChengDu) Co., Ltd. | 51 | 123 | 0 | 90 | 200 | 1 | 465 |
| Total | | 726 | 2,743 | 7 | 1,195 | 4,331 | 174 | 9,176 |

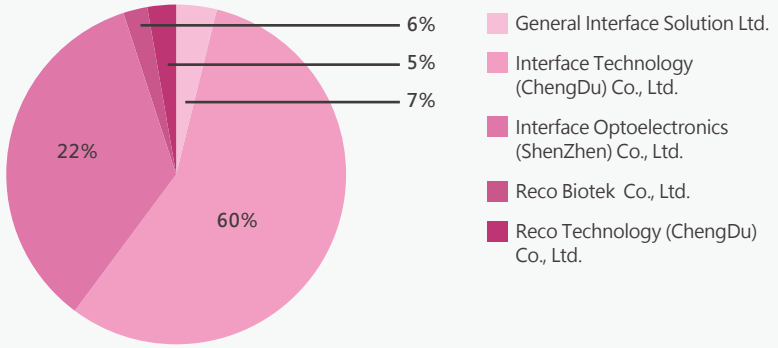
Note: Figures are from the number of active employees recorded in the HR system as of December 31, 2024.

### Gender Distribution of GIS Employees

| Category | Total | Female | | Male | |
|---|---|---|---|---|---|
| | | Head-count | Percentage (%) | Head-count | Percentage (%) |
| Executive Management | 9 | 0 | 0% | 9 | 100% |
| Non-Executive Management | 682 | 113 | 17% | 569 | 83% |
| Technical Staff | 527 | 142 | 27% | 385 | 73% |
| Other Employees | 7,958 | 3,221 | 40% | 4,737 | 60% |
| Total | 9,176 | 3,476 | - | 5,700 | - |

Note:
1. Executive management: supervisors of BU level and above.
2. Non-executive management: Division/Department/Section heads and first-line supervisors (e.g. foremen, team leaders).
3. Technical staff: employees categorized as R&D personnel in the HR system.
4. Other employees: those not included in the above three categories in the HR system.
5. The percentage by gender for each category is calculated as: (Number of male/female employees in the category) / (Total number of employees in the category).
6. All GIS employees are of Asian ethnicity.

## Employee Distribution in 2024




There are 5,700 **Male Employees** accounting for 62% of the workforce.

There are 3,476 **Female Employees** accounting for 38% of the workforce.

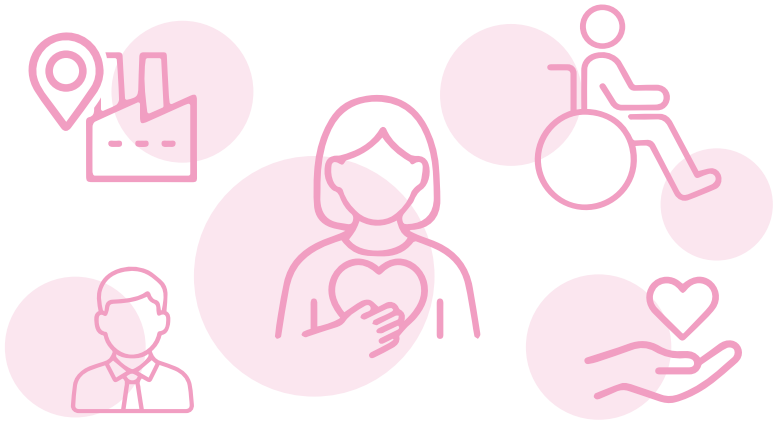
## Distribution of Local Senior Management in 2024

| Juridical Person | | Total Headcount of Senior Management | Total Headcount of Local Senior Management | Percentage of Local Senior Management (%) |
|---|---|---|---|---|
| General Interface Solution Ltd. | | 93 | 93 | 100% |
| Interface Technology (ChengDu) Co., Ltd. | | 354 | 312 | 88% |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | | 143 | 128 | 90% |
| RECO | Reco Biotek Co., Ltd. | 55 | 55 | 100% |
| | Reco Technology (ChengDu) Co., Ltd. | 46 | 40 | 87% |
| Total | | 691 | 628 | 91% |

Note:
1. Senior management: supervisors above the first-line level.
2. "Local" is determined based on the location of the legal entity where the supervisor is employed. "Local supervisor" refers to the employed supervisor being of the same location as the location of the legal entity where it is employed.

The Company employs individuals with physical and mental disabilities in compliance with local regulations and the Group's "Regulations on the Recruitment and Appointment of Disabled Workers". Upholding the principle of equal pay for equal work, GIS ensures that salary standards are consistent with those of other employees. As of now, GIS employs a total of 109 persons with disabilities (81 males and 28 females), and each factory has met the legally required recruitment quota.

Note:
In mainland China, enterprises are required to employ local residents with disabilities at a ratio of no less than 1.5% of the average total number of employees in the previous year. In Taiwan, according to the People with Disabilities Rights Protection Act, private schools, organizations, and businesses with more than 67 employees must hire persons with disabilities with employable capacity in a number no less than 1% of the total workforce, and at least one person.

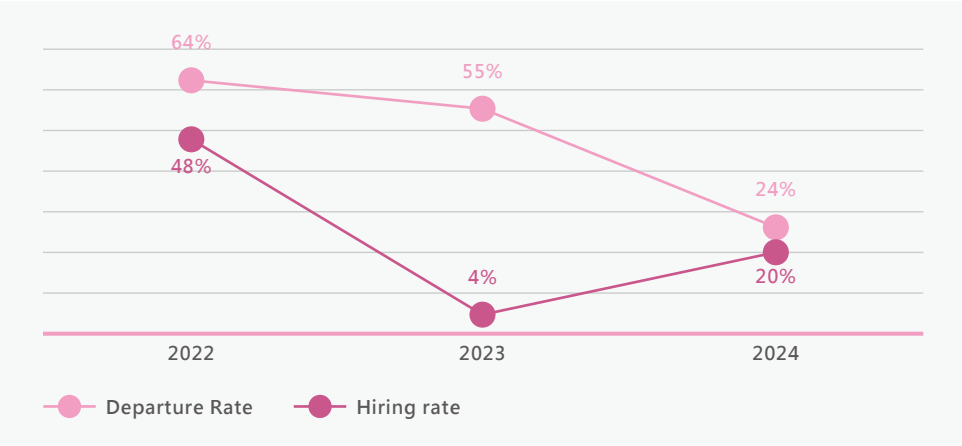


## 5.1.2 New and Departing Employees

GIS values recognition from both internal staff and external talent. In line with the principles of gender equality, non-discrimination, and a strict prohibition of child labor, GIS's recruitment policies apply equal treatment regardless of gender, race, age, marital status, or family background, aiming to attract new talent and retain top-performing employees.

In 2024, GIS hired 1,802 new employees and recorded 2,231 employee departures. Driven by the Company's transformation, increased demand for technical talent, and expansion in production capacity, recruitment volume rose in 2024, resulting in a higher hiring rate compared with the previous year. Additionally, the employee departure rate has shown a continuous downward trend over the past three years, dropping from an average of 64% to 24%. This improvement is mainly attributed to enhanced communication between employees and supervisors in 2024, including regular "Meetings with Supervisors" and the organization of a variety of engagement activities.

### GIS Hiring and Departure Rates Over the Past Three Years




### GIS New Employee in 2024

| Item | General Interface Solution Ltd. | | | | Interface Technology (ChengDu) Co., Ltd. | | | | Interface Optoelectronics (ShenZhen) Co., Ltd. | | | | Reco Biotek Co., Ltd. | | | | Reco Technology (ChengDu) Co., Ltd. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Under 30 | 36 | 6% | 31 | 5% | 178 | 3% | 103 | 2% | 438 | 21% | 135 | 7% | 47 | 8% | 32 | 6% | 78 | 17% | 32 | 7% |
| 30-50 | 54 | 9% | 41 | 7% | 102 | 2% | 51 | 1% | 176 | 9% | 44 | 2% | 85 | 15% | 54 | 10% | 50 | 11% | 27 | 6% |
| Over 51 | 5 | 1% | 1 | 0.2% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 0% | 1 | 0% | 0 | 0% | 0 | 0% |
| Total New Employees | 168 | | | | 434 | | | | 793 | | | | 220 | | | | 187 | | | |
| Total Employees | 618 | | | | 5,475 | | | | 2,057 | | | | 561 | | | | 465 | | | |
| Hiring Rate (%) | 27% | | | | 8% | | | | 39% | | | | 39% | | | | 40% | | | |

Note:
1. Hiring rate of each category = Number of new employees in each category (by age and gender) / Total number of employees at the respective site as of the end of 2024.
2. The statistics for new employees do not exclude those who departed during the year, while employees who left within one month are not included.

## GIS Departing Employee in 2024

| Item | General Interface Solution Ltd. | | | | Interface Technology (ChengDu) Co., Ltd. | | | | Interface Optoelectronics (ShenZhen) Co., Ltd. | | | | Reco Biotek Co., Ltd. | | | | Reco Technology (ChengDu) Co., Ltd. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | | Male | | Female | |
| | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage | Headcount | Percentage |
| Under 30 | 19 | 3% | 13 | 2% | 335 | 6% | 203 | 4% | 342 | 17% | 96 | 5% | 20 | 4% | 14 | 2% | 56 | 12% | 19 | 4% |
| 30-50 | 70 | 11% | 29 | 5% | 316 | 6% | 303 | 6% | 172 | 8% | 68 | 3% | 62 | 11% | 34 | 6% | 28 | 6% | 5 | 1% |
| Over 51 | 7 | 1% | 3 | 0.5% | 4 | 0% | 2 | 0% | 2 | 0% | 0 | 0% | 8 | 1% | 1 | 0% | 0 | 0% | 0 | 0% |
| Total Departing Employees | 141 | | | | 1,163 | | | | 680 | | | | 139 | | | | 108 | | | |
| Total Employees | 618 | | | | 5,475 | | | | 2,057 | | | | 561 | | | | 465 | | | |
| Departure Rate(%) | 23% | | | | 21% | | | | 33% | | | | 25% | | | | 23% | | | |

Note:
1. Departure rate of each category = Number of departing employees in the category (by age and gender) / Total number of employees at the factory as of the end of 2024.
2. Departing employees include voluntary resignations, terminations by mutual agreement, and retirements.
3. Employees departed within one month were excluded from the departure rate calculation.

## 5.1.3 Non-Employee Workers

In 2024, GIS had a total of 5,818 non-employee workers, contracted through third-party vendors to perform tasks such as production support, cleaning, and security services. The Company's non-employee workforce was primarily composed of dispatched personnel, representing 96% of the total. Due to increased business volume in 2024 and the corresponding rise in manpower needs for production and operations, the number of non-employee workers, primarily dispatched personnel, increased by 2,698 compared with 2023.

Non-Employee Categories

### Dispatched Personnel

Job Description

Auxiliary production roles

Number of Workers: 5,589

Non-Employee Categories

### Cleaning Staff

Job Description

Daily cleaning and maintenance of restrooms, office areas, staircases, meeting rooms, resting areas, employee facilities, and the Company' s surrounding green spaces; regular disinfection of public areas

Number of Workers: 151

Non-Employee Categories

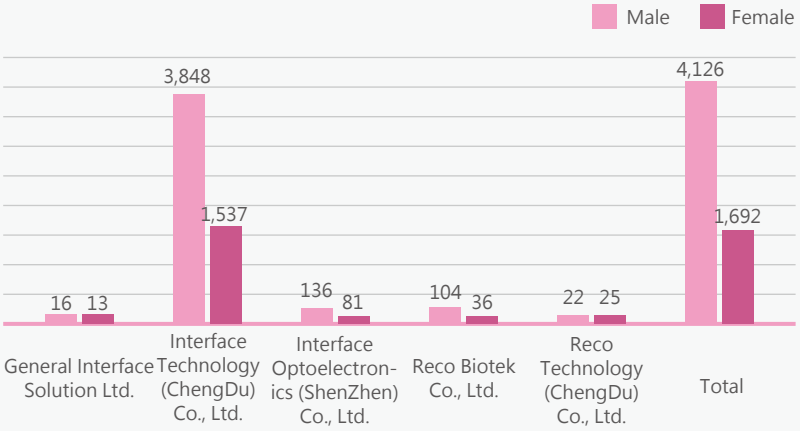
### Security Staff

Job Description

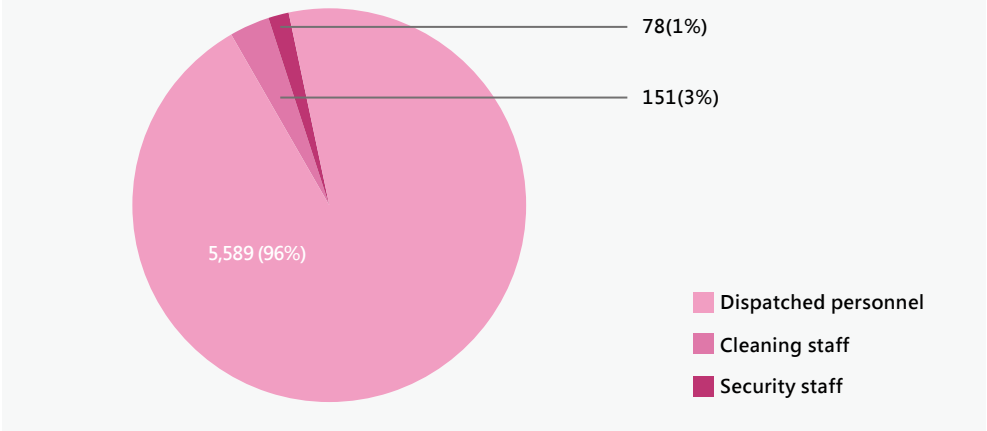
Securing restricted areas; inspecting incoming/outgoing items, conducting personnel security checks, and performing security patrols

Number of Workers: 78

### Distribution of Non-Employee Workers by Location in 2024




### Percentage of Non-Employee Workers by Categories in 2024



# 5.2 Human Rights Management

## 5.2.1 Human Rights Policy

**Human Rights Policy at GIS**

- Prohibit the use of child labor and forced labor and no slavery or labor trafficking.
- Respect employees' right to freedom of association and the right of collective bargaining, and prohibit any form of discrimination.
- Implement humane treatment by arranging reasonable working hours and rest periods for workers.
- Provide fair wages and benefits and continuously optimize them.
- Safeguard the legitimate rights and interests of juvenile workers and ensure their physical and mental health during production operations.
- Provide fair and reasonable job opportunities.
- Prohibit any act of servitude or forced labor and ensure that employees work on a voluntary basis.
- Protect the safety and health of female employees during production operations according to their physiological characteristics.
- Ensure that employees are not subjected to inhumane treatment such as abuse, harassment and retaliation.
- Suppliers should be committed to safeguarding the human rights of employees and respecting them in accordance with standards recognized by the international community.
- Provide suppliers with complaint channels which are related to ethical issues in business. The reporting mailbox: audit@gis-touch.com.
- Conduct responsible mineral procurement with a commitment to responsible practices, high ethical standards, and sustainable business principles.

GIS employs individuals from around the world and upholds the principle that every employee deserves equal treatment and respect. The Company references and complies with international standards, incorporating their spirit into the Corporate Social Responsibility Management Manual. To further protect employee rights, GIS has established specific policies including the Prohibition of Child Labor Management Regulations, Special Protection for Juvenile Workers Management Regulations, Management Regulations on the Prevention of Forced Labor, Anti-Discrimination Management Regulations, and Labor Protection for Female Employees Management Regulations.

The Company refers to the following international standards:

- Responsible Business Alliance (RBA) Code of Conduct
- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights (UNGPs)
- Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO)
- ILO Fundamental Conventions
- UN Universal Declaration of Human Rights (UDHR) in the International Bill of Human Rights
- UN Global Compact (UNGC)

GIS places great emphasis on labor rights and has established the Management Regulations on the Prevention of Forced Labor, which are regularly communicated to all employees and stakeholders to reinforce principles of voluntary employment, freedom in recruitment, and unrestricted movement within work and living areas. In 2024, the Company received no reports of forced or compulsory labor or other human rights violations, and internal audits confirmed that no such incidents occurred.

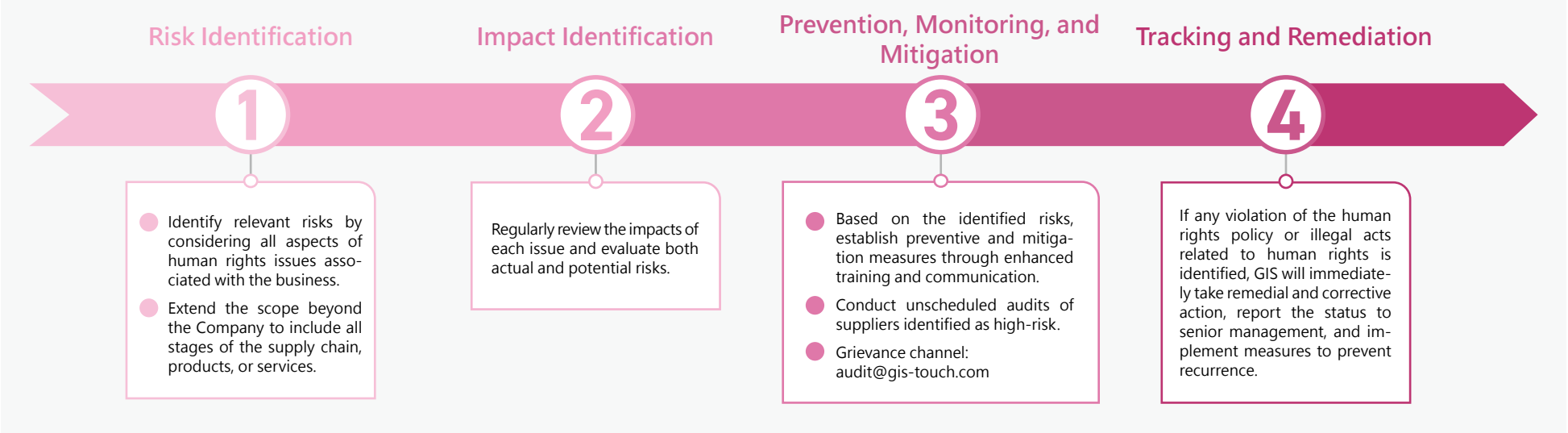
## 5.2.2 Strict Prohibition of Child Labor

GIS places a premium on the issue of child labor, with its Prohibition of Child Labor Management Regulations clearly requiring recruitment personnel to complete training on identifying child labor and to verify candidate identities prior to employment. The Company also implements a reward-based reporting mechanism: if suspected child labor is identified, it may be reported to HR, the labor union, or relevant departments. Whistleblowers receive rewards per company regulations when reports are substantiated.

If the Company identifies any misuse of child labor, such as identity fraud or the use of falsified identification resulting in undetected underage hiring, it must promptly report the incident to the local labor department. Remedial actions should be taken in compliance with local laws, including arranging medical check-ups. With the labor department's assistance, the child is returned to their place of residence and entrusted to a parent or legal guardian. If necessary, GIS may offer financial assistance to help the child complete compulsory education. Based on Company investigations and controls, no such cases occurred at GIS in 2024.

## 5.2.3 Human Rights Due Diligence

GIS has established a management system based on the Responsible Business Alliance (RBA) framework to ensure that its policies and internal operations comply with relevant requirements through regular tracking of legal and regulatory updates, assessments of labor, human rights, and business ethics risks, KPI development and monitoring, and periodic management reviews. In addition to conducting regular audits under the RBA Verification Assessment Program (VAP), GIS invites external experts to train internal auditors, enabling daily oversight and continuously safeguarding employees' fundamental human rights. In line with the Labor Rights and Business Ethics Risk Assessment Operating Procedures, GIS performs annual systematic assessments of potential human rights risks. In 2024, the human rights due diligence process at the Shenzhen Factory included the following steps:



In 2024, GIS evaluated 31 labor rights risk items, covering areas such as employee training, recruitment, working hours, remuneration and benefits, labor relations, and others (e.g. freedom of association). The assessment identified zero high-risk items, two medium-risk items, and 29 low-risk items. As no high-risk items were identified, the Company will reassess the adequacy of related documentation, processes, and monitoring mechanisms for medium-risk items, while continuing to monitor low-risk items under the existing management model. The medium-risk items mainly involved working hour controls, such as excessive overtime and consecutive attendance. Following internal review, GIS implemented work hour controls and early warning mechanisms.

In addition to maintaining the highest internal standards, GIS regularly communicates human rights policies, ESG principles, and the RBA Code of Conduct to its suppliers. The Company performs supplier risk assessments and on-site audits to ensure oversight and promote supply chain-related policies, thereby fulfilling its corporate social responsibility. When selecting new suppliers, GIS requires them to sign a Supplier Commitment Letter[Note]. For suppliers working with the Shenzhen Factory, GIS also requires signing of a RBA Code of Conduct Compliance Statement. In 2024, GIS underwent seven external human rights reviews (with 100% coverage of China factories), and all reviews were passed. The Shenzhen Factory also received RBA VAP Silver certifications in 2021 and 2023, with the 2024 certification remaining valid.


Responsible Business Alliance

Recognition that

Interface Optoelectronics (Shenzhen) Co.Ltd.

1.5f, building H3, Foxconn Industrial Park, 2 Donghuan 2nd Road, Fukang community, Longhua street, Longhua District, Shenzhen City, Guangdong Province , shenzhen guangdong, 518110

China

Completed the RBA Validated Assessment Program, achieving SILVER Status without any priority findings, earning a score of 169.1

Validated Audit Report: VAR-20230911-CN-02A01-11
Audit date: September 11, 2023
Certificate issue date: October 12, 2023
Expiration date: September 13, 2025

Robert F. Ledwin
CEO, RBA

RBA VAP Silver Certification

Note:
The Supplier Commitment Letter covers ethics, labor rights (e.g. prohibition of child labor and forced labor, no excessive overtime, anti-discrimination, and equal pay for equal work), occupational health and safety, and environmental responsibilities (e.g. hazardous substances and waste management).

## 5.2.4 Human Rights Education and Training for Employees

To strengthen human rights awareness, GIS regularly conducts CSR education and training. New employees receive orientation courses on corporate social responsibility and human rights topics, covering content such as an introduction to CSR, the Company's CSR policy, and introduction to the RBA Code. In 2024, human rights training taken by new employee totaled 14,279 hours, with a 100% participation rate.

In 2024, CSR topics were also incorporated into the qualification training for line leaders at GIS's factories in mainland China to enhance frontline supervisors' understanding of labor rights. Training for frontline supervisors totaled 632 hours, with a 100% participation rate. In addition, GIS provided human rights refresher training to current employees at China-based factories, totaling 18,689 hours, also with 100% participation.

In 2024, GIS provided

a total of
**33,600** hours
of human rights education and training

**100%**
participation rate

## 5.2.5 Security Practices Evaluation

To maintain workplace safety and order, GIS stations security personnel at each factory. To ensure these personnel clearly understand their roles and responsibilities, the head of security conducts one-hour training sessions per month. Training topics include the Company's human rights policy, duties of security staff, anti-discrimination, handling of workplace violence incidents, and reporting procedures. In 2024, GIS delivered a total of 2,781 security training sessions, achieving a 100% participation rate with no deficiencies identified in the annual RBA review.

# 5.3 Diversity, Equality and Inclusion

## 5.3.1 Friendly Work Environment

The Company has established internal regulations such as the Employee Handbook and Recruitment and Employment Management Guidelines to clearly safeguard employee rights in areas including recruitment, training, promotion, performance evaluation, advancement, and retirement. These measures clearly affirm the protection of employee rights regarding age, working hours, leaves, and gender, ensuring all employees receive appropriate care, with the standards applying uniformly to the entire workforce. To protect vulnerable groups, provide a fair workplace, and uphold the fundamental dignity of employees, the Company has also formulated Anti-Discrimination Management Regulations, which strictly prohibit any form of discrimination. GIS provides equal employment opportunities to both employees and job applicants, aiming to foster inclusion and build a diverse and friendly work environment. The Company' s concrete actions include the following:

- In 2024, GIS employed a total of 347 ethnic minority employees[Note 1] (205 male, 142 female), with no incidents involving violations of their labor or human rights.
- The Company established independent breastfeeding rooms for any female employees in need.
- Considering the religious beliefs and cultural practices of migrant workers, GIS set up a prayer room in thier dormitory.

In 2024, GIS's Taiwan factories introduced several new types of welfare leave for the first time. In addition to providing Women's Day leave for female employees, the Company also introduced filial piety leave and school-opening leave for employees with elderly parents or young children. A total of 178 employees utilized these leaves, amounting to 1,490 hours. Among them, filial piety leave and Women's Day leave had the highest usage rates.

### Statistics on the Implementation of Welfare Leave at Taiwan Factories in 2024

| Leave Type | Description | Total Hours Used | Total Days Used | Total Users | Percentage of Total Employees |
|---|---|---|---|---|---|
| Filial Piety Leave | 8 hours of leave per year if a parent is aged 70 or above[Note 2] | 960 | 120 | 83 | 13.4% |
| Paternity Leave | 16 hours of leave from the spouse's first day of pregnancy through the day before delivery | 110 | 13.75 | 7 | 1.1% |
| School-Opening Leave | 8 hours of leave for each child' s first day of kindergarten or first grade | 80 | 10 | 8 | 1.3% |
| Women' s Day Leave | 4.5 hours of leave on March 8 (Women's Day) for female employees | 340 | 42.5 | 80 | 13% |
| Total | | 1,490 | 186.25 | 178 | - |

Note:
1. "Ethnic minorities" refers to non-Han ethnic groups at the China factories.
2. If both parents are aged 70 or above, employees are entitled to a total of 16 hours of leave per year (8 hours per parent).

## 5.3.2 Diversity and Inclusion

In the context of globalization, GIS recognizes the critical role of diversity in fostering social harmony and stability. By employing individuals with physical and mental disabilities, the Company enriches its workforce composition, facilitates communication and understanding among diverse groups, helps eliminate prejudice and discrimination, and contributes to building a more inclusive society. GIS pays particular attention to enhancing accessibility and providing supportive care to help employees adapt to the workplace and their job responsibilities. The Company' s efforts include the following:

### ▸ Onboarding Stage

GIS conducts a comprehensive review of the onboarding process and factory workplace environment. The Company provides full support during onboarding and dormitory check-in, offers audio and sign language training materials for new hires, installs accessible restrooms and parking spaces, and provides height-adjustable office chairs. These measures remove potential barriers that employees with disabilities might face, helping them integrate smoothly into the GIS team.

### ▸ In-Service Stage

GIS regularly organizes interactive activities between employees with and without disabilities, such as inclusive festivals, quizzes with prizes, empowerment training, and essay competitions to promote mutual understanding and foster a corporate culture of inclusion and friendliness. Additionally, GIS assigns one-on-one care personnel to help identify and address challenges employees may encounter in work or daily lives, supporting employees with disabilities in adapting to the work environment and realizing their potential.

### ▸ Learning and Exchange

GIS actively participates in diversity and inclusion activities organized by clients and non-profit organizations. Through continuous learning, the Company enhances its inclusion capabilities and has received multiple awards from external and advocacy groups for its efforts.

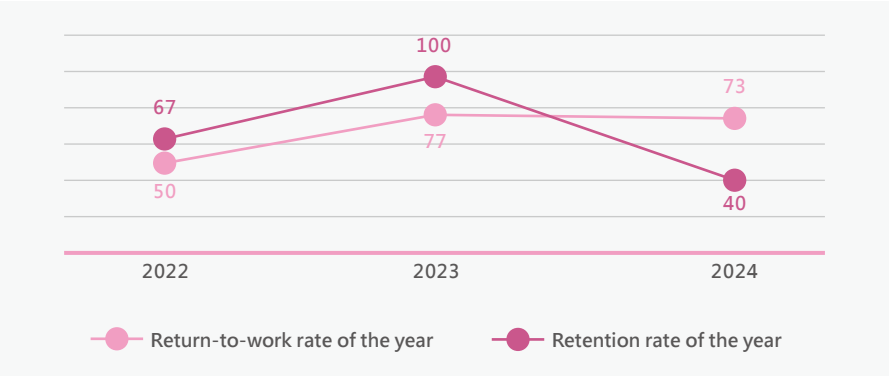



Diversity and Inclusion Exchange Sessions

## 5.3.3 Parental Leave

At its Taiwan factories, GIS complies with the Labor Standards Act and other relevant regulations to protect employee rights. In addition, the Employee Welfare Committee provides childbirth subsidies to congratulate families on the arrival of a new member. Employees with childcare needs may apply for unpaid parental leave according to the Company's procedures. In 2024, the return-to-work rate following parental leave at the Taiwan factories was 73%. GIS remains committed to supporting employees with parenting responsibilities, helping to ease childcare pressures and enhance the quality of both work and family life. GIS factories in China provide maternity leave ranging from 158 to 208 days, in accordance with the Population and Family Planning Law of the People's Republic of China and related local regulations, such as the Sichuan Province Population and Family Planning Regulations applicable to the Chengdu Factory, and the Special Provisions on Labor Protection for Female Employees and Guangdong Province Population and Family Planning Regulations applicable to the Shenzhen Factory.

### Statistics on Parental Leave at Taiwan Factories over the Past Three Years




### Statistics on Parental Leave at Taiwan Factories

| Item | 2022 | | | 2023 | | | 2024 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Number of employees eligible to apply for unpaid parental leave (A) | 52 | 14 | 66 | 51 | 19 | 70 | 62 | 23 | 85 |
| Number of employees who actually applied for unpaid parental leave in the year (B) | 2 | 5 | 7 | 6 | 8 | 14 | 4 | 13 | 17 |
| Number of employees expected to return for work from unpaid parental leave in the year (C) | 0 | 4 | 4 | 7 | 6 | 13 | 2 | 9 | 11 |
| Number of employees who actually returned for work from unpaid parental leave in the year (D) | 0 | 2 | 2 | 5 | 5 | 10 | 1 | 7 | 8 |
| Number of employees who returned for work from unpaid parental leave in the previous year (E) | 1 | 5 | 6 | 0 | 2 | 2 | 5 | 5 | 10 |
| Number of employees who remained employed for one year after returning for work from unpaid parental leave in the previous year (F) | 1 | 3 | 4 | 0 | 2 | 2 | 3 | 1 | 4 |
| Return-to-work rate of the year (%) (D/C) | N / A | 50 | 50 | 71 | 83 | 77 | 50 | 78 | 73 |
| Retention rate of the year (%) (F/E) | 100 | 60 | 67 | N / A | 100 | 100 | 60 | 20 | 40 |

Note:
1. Employees eligible for unpaid parental leave are defined as those who have applied for maternity or paternity leave within the past three years.
2. The retention rate is relatively low due to some employees pursuing other career plans after returning to work.

## Statistics on Parental Leave at China Factories in 2024

| Item | Interface Technology (ChengDu) Co., Ltd. | | | Interface Optoelectronics (ShenZhen) Co., Ltd. | | | Reco Technology (ChengDu) Co., Ltd. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total Number of Days | Male | Female | Total Number of Days | Male | Female | Total Number of Days |
| Number of employees eligible for parental leave and total number of days eligible in the year (A) | 333 | 260 | 4,818 | 135 | 88 | 3,516 | 27 | 28 | 335 |
| Number of employees who actually applied for parental leave and total number of days taken in the year (B) | 291 | 200 | 3,805 | 107 | 53 | 1,525 | 20 | 19 | 284 |
| Application rate in the year (%) (B/A) | 87 | 77 | 79 | 79 | 60 | 43 | 74 | 68 | 85 |

Note:
Parental leave is limited to a maximum of 10 days per person per year. At the Chengdu Factory, this is calculated on a calendar-year basis. At the Shenzhen Factory, although the leave is calculated on a annual-year basis, overlapping ages of children under age three may result in number of days prorated.

## Childcare Benefits at China Factories

| Juridical Person | Types of Leave and Number of Days |
|---|---|
| Interface Technology (ChengDu) Co., Ltd.<br>Reco Technology (ChengDu) Co., Ltd. | Prenatal Check-up Leave: 12 days<br>Maternity Leave: 98 days (normal) +60 days (incentive) +15 days (obstructed labor) +30 days (exclusive breastfeeding)<br>Paternity leave: 20 days<br>Parental leave: 10 days (before child turning three years old) |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | Prenatal Check-up Leave: 12 days<br>Maternity Leave: 98 days (normal) + 80 days (incentive) + 30 days (obstructed labor)<br>Paternity leave: 15 days<br>Parental leave: 10 days (before child turning three years old) |

# 5.4 Remuneration and Benefits

## 5.4.1 Competitive Remuneration

GIS ensures that the remuneration and benefits provided to all employees worldwide comply with applicable local laws and regulations, including those governing minimum wage, overtime hours, insurance, pension systems, and other statutory entitlements. The Company determines salaries based on market conditions, educational background, professional qualifications, and relevant experience, without any discrimination based on gender, race, religion, political affiliation, or marital status.

To maintain competitiveness, GIS offers base salaries that exceed the minimum wage requirements in each jurisdiction and regularly reviews salary structures with reference to market benchmarks and the latest government-announced minimum wage standards. Actual salaries vary over time according to factors such as seniority, performance, level of responsibility, and potential for future development.

### Salary Ratio Between Male and Female Employees of Non-Managerial Roles

| Job Category | Taiwan Factories | | China Factories | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| R&D | 1.13 | 1 | 1.08 | 1 |
| Sales | 0.98 | 1 | 1.24 | 1 |
| Manufacturing | 1.56 | 1 | 1.16 | 1 |
| Support | 1.34 | 1 | 1.08 | 1 |
| Total | 1.21 | 1 | 1.14 | 1 |

Note:
1. Salary is calculated based on total salary received annually.
2. Non-managerial positions refer to indirect employees not serving in any management roles in the Company.
3. The higher pay ratios in the sales category at China factories and in the manufacturing and support categories at Taiwan sites are attributed to having more years of experience, better performance, and more responsibilities for male employees compared to their female counterparts in the same categories.

### Ratio of GIS Entry-Level Employee Minimum Base Salary to Local Minimum Wage in 2024

| Employee Category | Taiwan | | China | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| Direct Employees | 1.09 | 1.09 | 1.20 | 1.17 |
| Indirect Employees | 1.90 | 1.81 | 2.30 | 1.94 |

Note:
1. Base salary refers to the regular fixed salary paid monthly.
2. Minimum wage is defined according to applicable statutory regulations for 2024.
3. Indirect employees are defined as recent graduates who joined the Company in 2024.
4. The statistics are based on employees in service as of December 31, 2024.
5. As minimum wage standards vary across different regions in China, the figures reflect the average values in different GIS locations.
6. No new engineers joining the RECO Chengdu Factory in 2024.

### Ratio of the Highest Remuneration to the Total Annual Remuneration of Employees in 2024

| | |
|---|---|
| Total Annual Remuneration Ratio | 15.99 |
| Remuneration Growth Ratio | 1.90 |

Note:
1. The total annual remuneration calculation excludes employees who worked less than one full year in the year.
2. Total Annual Remuneration Ratio = Total annual remuneration of the highest-paid individual / Median of total annual remuneration of all other employees.
3. Remuneration Growth Ratio = Annual remuneration increase rate of the highest-paid individual / Median of total annual remuneration increase rate of all other employees.

## 5.4.2 Incentive Policy

GIS has established a comprehensive performance and competency evaluation system, referencing reasonable salary levels in the talent market. Based on employees' annual performance reviews, the Company implements salary adjustments and incentive bonus programs to enable employees to work with peace of mind, continually contribute their expertise, and grow together with the Company. In addition, GIS annually formulates a talent retention bonus plan to retain key employees over the long term.

The Company's Articles of Incorporation stipulate that if there is a profit for the year, 5% to 7% of the annual profit shall be allocated as employee remuneration, with the actual amount determined by resolution of the Board of Directors. In the event of accumulated losses, an amount sufficient for offsetting such losses must first be reserved. In 2024, in addition to issuing retention bonuses for outstanding key talents, GIS also awarded additional incentive bonuses to express appreciation for employees' hard work and to share the year's business achievements. Moreover, to retain critical talent and maintain competitiveness in the industry, GIS conducted annual salary adjustments for all employees at its Taiwan sites, aiming to strengthen employee loyalty and sense of belonging.

## 5.4.3 Protection of Basic Labor Rights

GIS strictly complies with labor laws and regulations in all its operating regions. Its China factories follow the Labor Law of the People's Republic of China, while the Taiwan factories comply with the Labor Standards Act to protect employees' rights and benefits. Changes in labor conditions or termination of labor contracts are handled in full accordance with local labor regulations. In 2024, no significant operational changes occurred that could have severely impacted employee rights.

### ▶Labor Union and Collective Bargaining Agreements

GIS emphasizes the implementation of a positive, two-way labor-management communication mechanism. Each factory in China has a labor union that fosters sound labor relations and promotes the Company's long-term stability through employee rights protection, cultural development, and management efficiency. Operating on principles of bottom-up participation, transparency, and democracy, employees may voluntarily join the union. Union leaders are elected by member vote, and union committee members are also selected through elections at all levels.

To facilitate open dialogue, the union regularly organizes and convenes employee representative meetings. On the basis of mutual respect and cooperation, employee and management representatives engage in equal negotiations regarding labor contracts, wage discussions, insurance and benefits, and special protections for female workers. Drafts of collective agreements are approved through voting. Under the witness of employee representatives, both parties sign a group agreement, which applies to all regular employees at the Company's China factories.

The group agreement clearly stipulates that any rules, policies, or major decisions directly affecting employees' vital interests must be communicated via public announcements or similar means. In 2024, GIS's collective agreement coverage rate reached 87%, with two general meetings of employee representatives convened.

### ▶Labor-Management Meetings

For employees at the Taiwan factories not covered by collective bargaining agreements, GIS also holds legally compliant labor-management meetings to encourage voluntary consultation and collaboration between labor and management. These meetings serve to enhance communication, reduce conflict and disputes, and protect employee rights. A total of 24 representatives from both parties participated, and two meetings were held in 2024.

### ▶Meetings with Supervisors

In addition to labor unions and labor-management meetings, GIS provides supplementary communication channels across all sites to increase the frequency of dialogue and ensure smooth communication between labor and management. Employee representatives can raise colleagues' suggestions and feedback on various topics and work with the Company to reach consensus in a timely manner. Meetings with supervisors are held as needed, with a total of six such meetings conducted in 2024.

## ▸Introduction of Employee Engagement Surveys

To create a better working environment, ensure no employee needs go unnoticed, and improve employees' sense of belonging and retention rate, GIS conducted its first employee engagement survey in 2024. The survey addressed six aspects: basic needs, management support, teamwork, learning and growth, working environment, and compensation and performance. A total of 7,532 questionnaires were distributed, with a coverage rate of 92%. 5,769 responses received, yielding a response rate of 76%, and the overall satisfaction score reached 75.8.

In 2025, GIS plans to launch a company-wide engagement survey with a target response rate of over 70% and a satisfaction score exceeding 78, illustrating the Company' s commitment to valuing employee feedback and fostering an excellent workplace environment.

| Year | Questionnaires Distributed | Responses Received | Response Rate | Satisfaction Score |
|---|---|---|---|---|
| 2024 | 7,532 | 5,769 | 76% | 75.8 |

Note: RECO will be included in future implementation.

Action plans were formulated and implemented based on the employee engagement survey results:

| Aspects to be | Employee Expectations | GIS Responses | | |
|---|---|---|---|---|
| Management Support | Establish an open management model | Organize seminars as needed, hold quarterly meetings with supervisors, and provide care hotlines. |  |  |
| Working Environment | Diversified employee activities | Host team-building events, year-end parties, and other activities to enhance interaction between supervisors and employees. |  |  |

# 5.4.4 Comprehensive Welfare System

## ▶ Robust Insurance Scheme

GIS provides legally compliant social insurance to safeguard the fundamental rights and interests of its employees.

At its Taiwan factories, GIS not only provides statutory social insurance for all employees but also offers additional group insurance coverage, including life insurance, critical illness insurance, medical insurance, accident insurance, cancer insurance, and overseas travel accident insurance for business trips. To further support employees, GIS also provides free medical and accident insurance for their dependents (spouses and children), ensuring comprehensive protection and peace of mind.

At its China factories, GIS complies with legal requirements by providing all employees with the mandatory "five social insurances and one housing fund", which include pension, medical, work injury, unemployment, and maternity insurance. Employees can access their insurance information through the internal app. In addition to these statutory benefits, GIS also offers group insurance for employees and their dependents (spouses and children), covering a broad range of protections such as accidents, critical illnesses, hospitalization, and traffic accidents. This supplementary coverage enhances the public social insurance system by offering employees more comprehensive protection in the event of illness or medical emergencies.

## ▶Comprehensive Retirement System

GIS has established retirement-related regulations in accordance with Taiwanese labor laws. The Company contributes 6% of each employee's insured salary monthly to their individual labor pension account at the Bureau of Labor Insurance. To support employees transitioning into retirement or resigning, GIS conducts exit interviews, providing care and communication channels to ensure smooth assistance during their departure.

At the China factories, GIS makes monthly contributions to employees' individual pension accounts, in accordance with local laws, with contribution rates ranging from 12% to 19%. After retirement, employees are entitled to benefits such as monthly pensions, disability and sickness allowances, funeral subsidies, and survivor benefits. Labor unions also organize farewell events for retiring employees, presenting commemorative gifts and flowers as tokens of appreciation.

## ▶ Employee Stock Ownership Plan

To share profits with its employees, GIS subsidiaries initiated a plan of capital increase through cash subscription in 2021, which is opened to GIS Group employees . This subscription plan is in effect currently.

## ▶ Severance Protection Plan

To safeguard the basic rights of severed employees, GIS follows local regulations in handling severances. In special cases or during sensitive periods (e.g. around major holidays), the Company provides additional compensation beyond legal requirements to minimize the impact on affected employees. GIS clearly informs affected individuals of their legal entitlements, the calculation method of severance pay, and the final payout amount. The Company also actively assists with applications for social subsidies to ensure employees receive their rightful compensation.

## ▶ Convenient Dining and Transportation

GIS offers free shuttle buses for commuting and provides an employee cafeteria, along with meal subsidies according to internal policies.

## ▶ Health and Medical Care

New employees: Subsidies for onboarding health checkups.
Employees with one year or more of service: Provision of appropriate health checkup programs based on job grade and position.
Employee health center: Daily provision of necessary medical services and care to employees.

## ▶ Diversified Activities

To strengthen cohesion, foster a harmonious atmosphere, and respond to expectations raised in employee engagement surveys, GIS organizes a wide range of employee activities each year, including arts, sports, skill competitions, symposiums, and birthday events. Additional celebrations are held during traditional holidays such as Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival to extend seasonal greetings and care. In 2024, GIS hosted 302 events with a total participation count of 88,897 persons.

Beyond these regular benefits, union and welfare committees at each factory site offer support and consolation programs, including hardship allowances, medical reimbursements, marriage gifts, and maternity bonuses. In 2024, total disbursements for such support and subsidies reached NT$4,678,825.

### Summary of GIS Employee Activities in 2024

| Juridical Person | Activity Type | Activities | Number of Sessions | Number of Participants |
|---|---|---|---|---|
| General Interface Solution Ltd. | Festive Care | Dragon Boat Festival Activities | 4 | 913 |
| | Recreational | Family Day / Team-Building | | |
| Interface Technology (ChengDu) Co., Ltd. | Festive Care | New Year / Lunar New Year / Dragon Boat Festival / Mid-Autumn Festival | 220 | 66,176 |
| | Sports | 7th Sports Day / Badminton / Table Tennis / Billiards / Board Games | | |
| | Specific Groups | Children Talent Classes / Summer Camps / Family Open Day / Disability & Women's Care | | |
| | Other Care | Handicraft DIY / Talent Contest / Birthday Parties / Seminars / New Year Kickoff | | |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | Festive Care | Lunar New Year / Dragon Boat Festival / Mid-Autumn Festival / Lantern Festival / Mother's Day / Laba Festival / Women's Day / Thanksgiving | 69 | 18,965 |
| | Sports | Table Tennis / Basketball / Billiards / Board Games / Hiking | | |
| | Employee Support | Support for Disabled & Long-Serving Employees | | |
| | Other Care | Handicraft DIY / Talent Contest / Birthday Parties / Seminars / New Year Kickoff / Union Chairperson Reception / Union Committee Service Days | | |
| RECO | Festive Care | Lunar New Year / Dragon Boat Festival / Mid-Autumn Festival | 9 | 2,843 |
| | Recreational | Sports / Fun Fair / Mid-Autumn Evening Gala | | |
| Total | | | 302 | 88,897 |

## ▶7th GIS Sports Day

The 7th GIS Sports Meeting was held at the Chengdu Factory, with the Chairman and President jointly leading the run, officially opening the event in the spirit of "we leads the way". Over 1,000 employees participated, continuing the core philosophy of "unity, vitality, and innovation" established in previous editions. Each team formed a distinctive lineup, showcasing GIS's diverse and inclusive cultural heritage. The sports meeting featured multiple events, including track and field, ball games, and fun competitions. Executives led by example, motivating enthusiastic participation from all. This not only reinforced the philosophy of work-life balance but also turned the sports meeting into a cultural symbol that builds consensus, sets direction, and fosters cooperation through interaction with a sense of ceremony, boosting morale for the Company's future operations.

By engaging in group events and interactive activities, departmental barriers were broken down, promoting communication across departments and levels, and providing employees with a platform to showcase their talents. The event emphasized the concept of "health first", encouraging all employees to focus on their physical and mental well-being, relieve work stress, and embrace a sustainable health management approach. Additionally, the sports meeting implemented measures such as electronic registration and the use of environmentally friendly materials, making it not only a competitive event but also a model for GIS to practice sustainable development and demonstrate corporate social responsibility. Moving forward, GIS will continue to plan and host sports meetings to promote multicultural integration and environmental sustainability through concrete actions.

## ▸ Children of Employees Summer Camp

### Our Intention

Upholding the Company's people-oriented philosophy and commitment to employee care, GIS understands that employees are the core driving force behind its growth, and their children are closest to their hearts. The summer camp was created to ease the burden on employees by relieving them of the stress of planning their children's vacations. At the same time, it provides a platform for children to broaden their horizons, cultivate hobbies, and develop social skills, helping them grow into confident, independent, and compassionate individuals.

### Our Actions

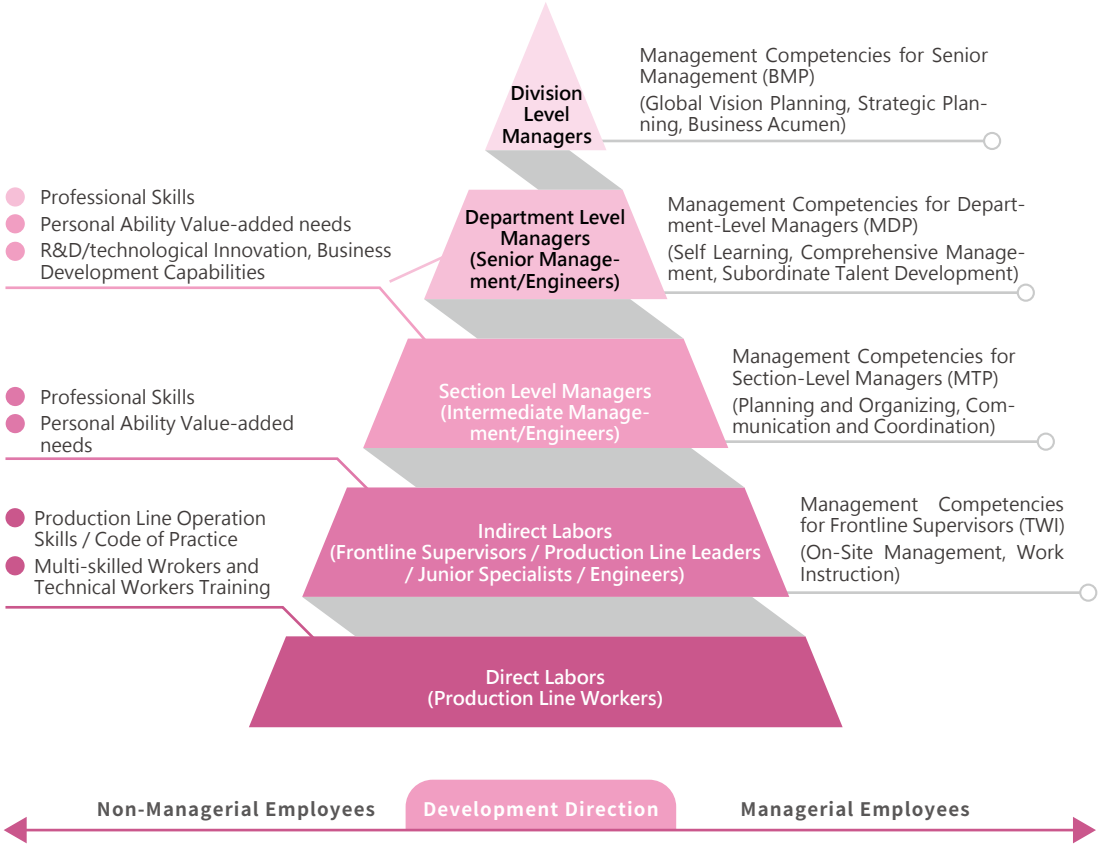
Through a series of carefully designed activities, GIS is committed to enriching the children's summer experience. Activities ranged from cleanroom visits to explore the full production process, to environmental learning that fostered green living habits, and hands-on experiences with customer products that showcased the appeal of cutting-edge technology, creating a summer camp that was fun, caring, and meaningful for children.

### Our Connected Resources

In collaboration with the client's Environmental and Supply Chain Innovation Team, GIS brought additional excitement and energy to the camp, enabling children to engage in hands-on activities and gain insight into future technology trends and innovative thinking.


# 5.5 Talent Cultivation and Development

The sustainable operation and development of the Company rely on employees fully leveraging their professional and managerial capabilities, continuously driving innovation and R&D to create enterprise value. GIS has established a comprehensive training system that provides clear career development pathways for employees and managers at all levels. By continuously promoting employee learning and growth, the Company enhances organizational effectiveness, optimizes management practices, and ultimately achieves the goal of shared growth between employees and the Company. In response to organizational restructuring in 2024, GIS re-assessed internal roles, required knowledge and skill frameworks, and employee capabilities. Based on identified skill gaps, the Company developed training plans focused on targeted skill development to strengthen essential job competencies.



## 5.5.1 Employee Education and Training

GIS prioritizes talent development. Each year, the Company identifies training needs by aligning with its operational strategy and gathering insights from supervisor interviews and employee needs assessments. It then designs comprehensive training plans that provide diverse learning opportunities supporting both personal and organizational growth. GIS delivers training through online and offline courses, internal and external seminars, hands-on project work, and job rotations to enhance employees' professional skills and strengthen their overall capabilities.

GIS training programs are categorized into three major areas: essential job skills, core professional technologies, and general management training. Beyond technical and professional learning, the Company also provides wellness-focused programs such as smart/fun courses, mental health lectures, and arts and crafts activities to help employees relieve stress and maintain work-life balance. Following the Company's professional development roadmap, GIS launched project management training at all sites in 2024, and provided advanced project management courses for mid- to senior-level managers to further support business growth. Additionally, to deepen ESG awareness and integrate it into daily operations, ESG sustainability training was offered to middle and senior managers to promote top-down engagement in sustainability efforts. For organizational transformation, GIS established the Technology Committee in 2024, with the goal of cultivating interdisciplinary talent and strengthening the Company's capacity for new technology development. During the year, the Committee launched seven training series totaling 16 sessions, reaching 2,944 participants. Total training investment in 2024 amounted to NT$5,824,235.

| Project Management Training | Corporate Internal Instructor Training | ESG Sustainable Management Training | Health Knowledge Seminars and Trainings | Fun Classroom Handicraft Courses |
|---|---|---|---|---|
|  |  |  |  |  |
|  |  |  |  |  |

## Education and Training Hours of Employees and Workers in 2024

| Personnel Category | Gender | General Interface Solution Ltd., Interface Technology (ChengDu) Co., Ltd., Interface Optoelectronics (ShenZhen) Co., Ltd. | | | RECO (Reco Biotek Co., Ltd., Reco Technology (ChengDu) Co., Ltd.) | | |
|---|---|---|---|---|---|---|---|
| | | Total Number of Employees | Total Training Hours | Average Training Hours | Total Number of Employees | Total Training Hours | Average Training Hours |
| Senior Management | Male | 483 | 29,900 | 62 | 127 | 2,812.5 | 22 |
| | Female | 106 | 6,605 | 62 | 18 | 202 | 11 |
| Mid-Level and Frontline Management | Male | 456 | 28,475.2 | 62 | 112 | 2,615 | 23 |
| | Female | 100 | 6,329.8 | 63 | 16 | 169 | 11 |
| Full-time Employees | Male | 4,573 | 185,656 | 41 | 365 | 8,224 | 23 |
| | Female | 2,988 | 112,677 | 38 | 217 | 4,750 | 22 |
| Dispatched Workers | Male | 3,892 | 53,304 | 14 | 80 | 992 | 12 |
| | Female | 1,520 | 17,160.2 | 11 | 28 | 348 | 12 |

Note:
1. Senior management refers to supervisors above the base level.
2. Average training hours = total training hours for the category / total number of employees in that category at year-end.
3. Due to differing operational strategies, General Interface Solution Ltd., Interface Technology (ChengDu) Co., Ltd., and Interface Optoelectronics (ShenZhen) Co., Ltd. share the same training system, while RECO follows a separate training plan. Therefore, average training hours are presented separately.

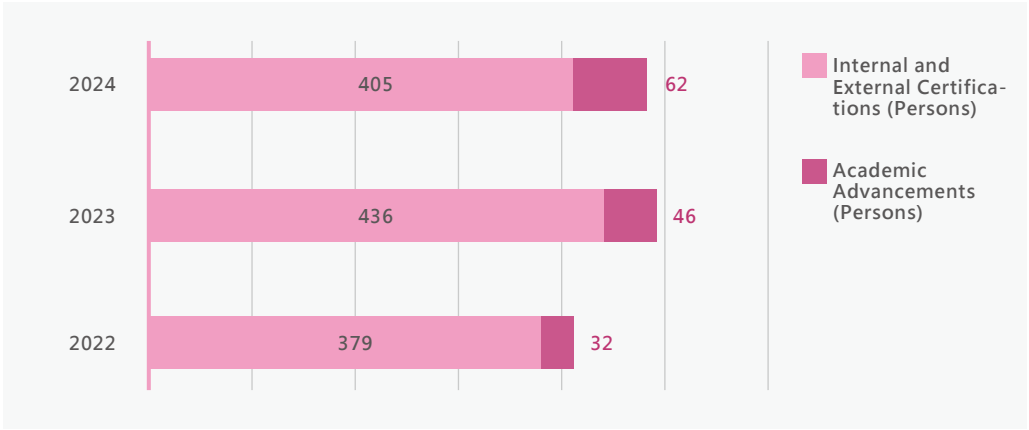
## 5.5.2 Performance Management and Development

The focus of performance management at GIS is to maximize employees' potential, capabilities, and productivity, ultimately achieving the goal of cultivating talent and placing the right people in the right roles. Annual performance evaluations serve as a vital link between performance management and the Company's overall management system. These evaluations align upward with GIS's mission and vision and are applied downward as a basis for human resource decisions such as employee development, promotions, salary adjustments, and bonus distribution. In 2024, GIS conducted performance evaluations for 100% of employees, excluding only those still in their probationary period or on unpaid leave.

## 5.5.3 Academic Advancement and Further Education

To support employees in enhancing their self-worth, GIS actively collaborates with local governments, clients, and labor unions to encourage participation in academic programs and internal/external professional certifications. The Company also offers outstanding employees free academic advancement and skills training opportunities, supporting their career growth while improving their knowledge, skills, work approaches, attitudes, and values.

From 2022 to 2024, GIS assisted employees in obtaining 1,360 certifications, in which 1,220 persons gained skill-based certifications and 140 persons gained academic advancement. In 2024 alone, 405 employees obtained internal or external certifications and 62 employees advanced their education (30 at the junior college level and 32 at the university level). The Company also supported the acquisition of 11 ESG-related certifications, including two Net-Zero Carbon Planning Manager certifications and two Greenhouse Gas Inventory certifications. With GIS actively securing resources, employees have become increasingly motivated to pursue personal learning and self-improvement, resulting in a steady annual increase in academic advancement via various avenues.




In fulfilling its corporate social responsibility and nurturing future talent for the optoelectronics industry, GIS provides scholarships and professional training programs to encourage university students to pursue master's degrees in optoelectronics-related fields. These efforts aim to help students apply their expertise to drive industry progress and contribute to society.

In 2024, General Interface Solution partnered with National Central University to co-organize the Master Program in Electro-Optical Engineering for the Optoelectronics Industry. The Ministry of Education approved additional enrollment quotas for this program, which are not covered by the national education budget. GIS will fund the scholarships independently, distributing them in two phases over two years. Each recipient is expected to receive NT$200,000. Five candidates passed the selection process, and the first phase of scholarships is scheduled for disbursement in March 2025. Upon graduation, recipients are required to work for at least two years at GIS or one of its affiliated companies.

# 5.6 Occupational Health and Safety Management

## 5.6.1 ISO 45001 Occupational Health and Safety Management System

GIS has established an occupational health and safety (OHS) management system in accordance with Article 12-1 of the Occupational Health and Safety Management Regulations. In 2013, the Company adopted the ISO 45001 Occupational Health and Safety Management System and conducts internal and external audits annually in compliance with ISO standards. GIS also performs annual ISO 45001-based risk assessments, identifying major risks and environmental factors across all sites, and formulates corresponding control measures. When incidents occur, GIS undertakes investigations to analyze work-related accidents, develop corrective actions, and compile accident statistics. In cases requiring first aid or hospitalization, the Company promptly follows up on the affected individual's condition. GIS also carries out regular special inspections, logging deficiencies into the "Deficiency Inspection System" and requiring responsible units to track and implement corrective actions.

GIS completed its ISO 45001 verification in October 2024 and obtained the certificate in November. Both internal and external reviews covered 100% of employees and workers. The certification scope includes the following entities and operations:

- General Interface Solution Ltd.: Design and manufacturing of display screens, including touch panel display screens
- Interface Technology Optoelectronics (ChengDu) Co., Ltd.: Manufacturing of touch screens, touch modules, and related pressure sensor components
- Interface Optoelectronics (ShenZhen) Co., Ltd.: Design and manufacturing of display screens (including touch panel display screens), and manufacturing of touch screens, touch modules, and LCD modules
- Reco Biotek Co., Ltd.: Design and manufacturing of fingerprint sensor modules and related sensors
- Reco Technology (ChengDu) Co., Ltd.: Design and manufacturing of fingerprint sensor modules and related sensors




Occupational Health and Safety Management System Certificate – GIS


Occupational Health and Safety Management System Certificate – RECO

## ▸Employee Participation, Consultation, and Communication

Each GIS factory has established an Occupational Health and Safety Committee or Safety Production Committee, with the highest-ranking manager of the factory site serving as an ex-officio member, supported by committee members, an executive secretary, and employee representatives. At the Taiwan factory sites, the total number of members on the Occupational Health and Safety Committee is 63. The GIS Zhunan Factory has 16 employee representatives, four from the environmental safety and health (ESH) unit, and 20 employer representatives. The GIS Houli Factory has 13 employee representatives, three from the ESH unit, and seven employer representatives. The RECO Houli Factory has 7 employee representatives and 3 employer representatives. These committee compositions comply with Paragraph 4, Article 11 of the Occupational Safety and Health Management Regulations, which requires employee representatives to comprise at least one-third of the committee.

Training Workshop on Heavy Pollution Weather Performance Evaluation

The Company holds Occupational Health and Safety Committee meetings quarterly and convenes Safety Officer Meetings monthly. The ESH Engineering Division is responsible for internal reviews, coordination, and providing recommendations on environmental, health, and safety (EHS) matters. Corresponding safety production management personnel are also appointed. These meetings are used to communicate, discuss, and promote occupational safety and health tasks. In 2024, GIS held a total of eight Occupational Health and Safety (OHS) Committee Meetings and 57 OHS Officer meetings. RECO held four OHS Committee meetings and 24 OHS Officer meetings. One safety-related deficiency was found at GIS in 2024, which was due to overlapping professional certifications after an employee resignation. GIS promptly hired a new ESH personnel member and implemented corrective measures to prevent recurrence.


Annual Summary Meeting on Hazardous Chemicals

GIS ESH personnel actively participate in government-led meetings and activities related to environmental protection, health, and occupational safety. In 2024, GIS attended 73 such events and strictly complied with relevant regulations and government directives to ensure effective EHS management.

### 2024 Government-led EHS Meetings and Activities Attended by GIS

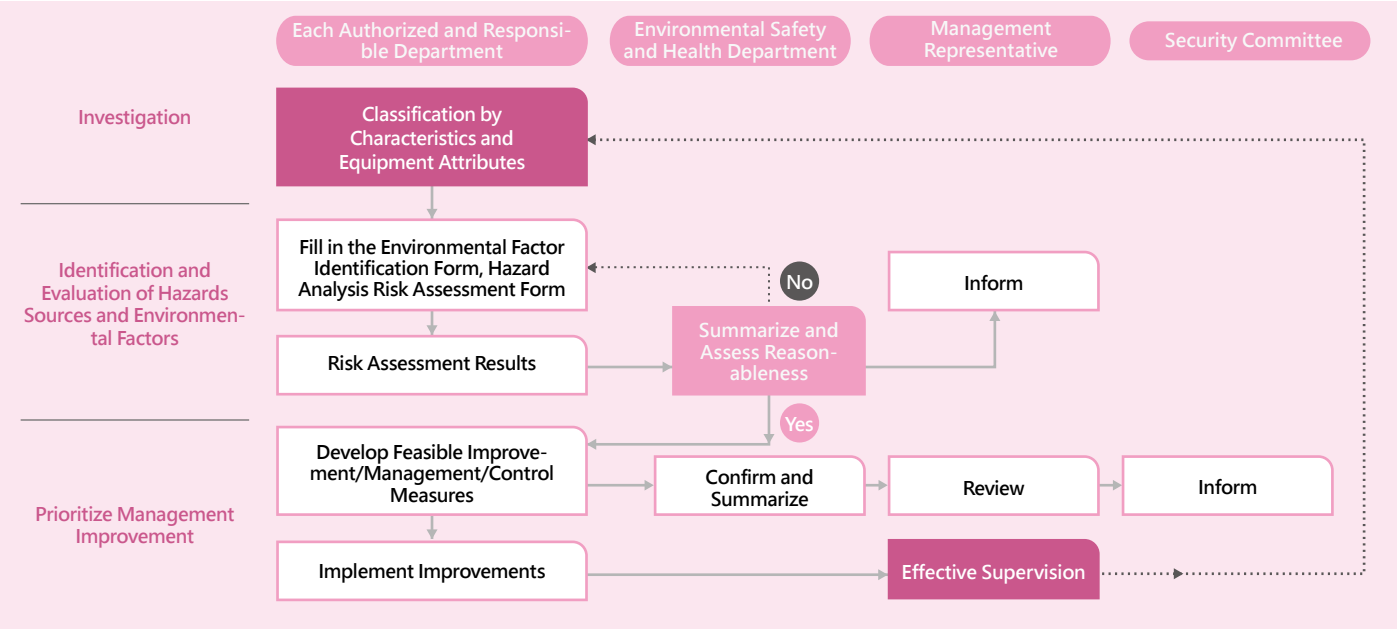
| Item | General Interface Solution Ltd. | Interface Technology (ChengDu) Co., Ltd. | Interface Optoelectronics (ShenZhen) Co., Ltd. | Reco Biotek Co., Ltd. | Reco Technology (ChengDu) Co., Ltd. | Total |
|---|---|---|---|---|---|---|
| Environmental Protection Bureau (sessions) | 7 | 9 | 13 | 3 | 2 | 34 |
| Safety Supervision Bureau (sessions) | 8 | 4 | 15 | 0 | 1 | 28 |
| Health Bureau/Health Commission (sessions) | 5 | 2 | 3 | 0 | 1 | 11 |

Note: The National Health Commission refers to the PRC' s central health authority overseeing health and hygiene matters in China.

## ▶ Hazard Identification and Risk Assessment

GIS established the Environmental Health and Safety Hazard and Environmental Factor Identification and Evaluation System to manage risks associated with routine and non-routine activities conducted by all personnel (including contractors and visitors) entering the workplace. The ESH unit provides training on hazard analysis and environmental risk assessments, and assists responsible departments in performing identification and evaluation tasks. Each responsible department completes the Environmental Factor Identification Form and Hazard Analysis and Risk Assessment Form annually. In 2024, GIS identified 1,991 general hazard risks, 102 significant hazard risks, 1,539 general environmental factors, and 52 significant environmental factors. Departments are required to develop risk mitigation plans for significant hazards and environmental factors, and implement necessary control measures in coordination with the ESH unit.

### Hazard Identification and Risk Assessment Process




### 2024 GIS Hazard Identification and Risk Assessment Summary

| Item | General Interface Solution Ltd. | Interface Technology (ChengDu) Co., Ltd. | Interface Optoelectronics (ShenZhen) Co., Ltd. | Reco Biotek Co., Ltd. | Reco Technology (ChengDu) Co., Ltd. | Total |
|---|---|---|---|---|---|---|
| General Hazards | 20 | 679 | 512 | 310 | 470 | 1,991 |
| Significant Hazards | 21 | 39 | 6 | 3 | 33 | 102 |
| General Environmental Factors | 10 | 540 | 645 | 84 | 260 | 1,539 |
| Significant Environmental Factors | 10 | 20 | 5 | 6 | 11 | 52 |

## ▸ Risk Control Measures

To eliminate hazards and reduce operational risks, GIS has established a variety of occupational health and safety management systems. The Company utilizes systematic management processes for construction application approvals and change management, requires responsible units to follow up and correct deficiencies identified during daily safety inspections, and regularly conducts job safety analyses to reduce unsafe behaviors, hazardous environmental conditions, and equipment-related risks. To enhance safety performance across all sites, GIS sets EHS objectives, management plans, and management review procedures at the end of each year, which are implemented in the following year. Performance evaluations are undertaken in accordance with EHS performance measurement standards. By applying quantitative performance evaluation metrics, GIS has developed a performance-based and fair reward and penalty system to ensure effective achievement of its management goals.

| Occupational Health and Safety Management System | Functions |
|---|---|
| Occupational Health Examination Abnormality Tracking System | Monitors personnel with abnormal occupational health check results |
| Employee Departure System | Ensures employees in hazardous roles undergo exit medical exams |
| Occupational Health Records | Maintains one health file per high-risk position employee |
| Accident Reporting System | Handles accident reporting, investigation, and documentation |
| Change Management System | Assesses risks associated with hazardous processes |
| Construction Application System | Manages construction requests and contractor oversight |
| Inspection Deficiency System | Tracks and improves EHS deficiencies |

## ▸ Occupational Health Records

GIS maintains occupational health records for personnel engaged in special operations, conducting regular health tracking and disease follow-ups.

## ▸ Contractor Management

GIS requires all contractors to sign a Safety, Health, and Environmental Commitment Letter before entering the factory, agreeing to comply with the Occupational Safety and Health Act and internal regulations, including participating in coordination and pre-construction safety meetings and assigning appropriately qualified workers. Contractors must also provide health and safety documentation, including insurance (labor and accident), completion of six hours of safety training, and in-plant hazard communication education. Starting in 2024, ethics and anti-corruption awareness courses are also mandatory. This approach protects worker rights and ensures contractors have adequate safety knowledge and skills. Before each project begins, a construction risk assessment is required. Only after confirming the availability of safety protection facilities and valid training certificates may the work proceed. Throughout construction, the responsible and EHS departments supervise operations. In cases of violations, GIS enforces disciplinary measures in accordance with the Contractor Management and Construction Permit Application Guidelines and External Supplier Safety Management Standards. In 2024, GIS processed 27,342 construction applications and identified 1,850 deficiencies during construction inspections, all deficiencies were rectified, achieving a 100% improvement rate.

## ▶ Inspection Deficiency

To reduce operational risks and prevent accidents, GIS established the EHS Inspection Operation Standards and the EHS Inspection and Deficiency Improvement Standards for China Factories. Regular environmental, health, and safety patrols are conducted based on these documents. Deficiencies are logged into the Inspection Deficiency System, and responsible departments assign personnel to correct them. EHS staff review the improvements and confirm closure. In 2024, GIS identified 4,196 deficiencies in EHS inspections and 14,289 deficiencies in responsible area inspections, with a 99.9% correction rate.

## ▶ Accident Investigation and Reporting

To ensure timely and effective responses to accidents, minimize losses, and prevent recurrence, GIS established the Accident Reporting and Investigation Guidelines and the Industrial Accident Reporting, Investigation, and Handling Guidelines. These are supported by the Accident Notification System, which standardizes reporting, investigation, analysis, and corrective action procedures. In the event of fires, explosions, earthquakes, or chemical spills, GIS follows its ERT Organization and Emergency Response Procedures and complies with the Occupational Safety and Health Act and the Work Safety Law. Employees have the right to stop work and evacuate to a safe location in the event of imminent danger. The Company shall not dismiss, reassign, suspend wage of any employees during the work halt, or any other unfavorable treatment as a result.

## ▶ Occupational Health and Safety Education and Training

To strengthen employees' awareness of occupational health and safety and foster a strong safety culture, GIS regularly dispatches personnel to participate in external training programs and organizes internal training courses. These efforts aim to enhance employees' safety knowledge and keep them informed of trends in occupational safety and health regulations. In 2024, GIS offered a total of 35 training programs, including in-house and external sessions, accumulating 1,018,472 training hours and incurring an expenditure of NT$481,556.

ERT Training

## 2024 Occupational Health and Safety Education and Training

| Category | Course Name | General Interface Solution Ltd. (Number of Participants) | Interface Technology (ChengDu) Co., Ltd. (Number of Participants) | Interface Optoelectronics (ShenZhen) Co., Ltd. (Number of Participants) | Reco Biotek Co., Ltd. (Number of Participants) | Reco Technology (ChengDu) Co., Ltd. (Number of Participants) | Total Training (Person / Hours) |
|---|---|---|---|---|---|---|---|
| Safety/Health/ Environmental Protection/Fire Safety | Orientation and Training for New Employee | 155 | 36,664 | 3,984 | 94 | 257 | 983,214 |
| | On-the-Job Training for Employees in service | 467 | 1,732 | 1,971 | 475 | 1,200 | 23,991 |
| Occupational Health and Safety | Chemical Certification Training | - | 498 | 503 | - | 52 | 1,603 |
| | Training for Chemical Safety Administrators | - | 1 | 18 | - | - | 914 |
| | Training for Hydraulic Truck License | - | 164 | 3 | - | 13 | 357 |
| | Training for Key Corporate Responsible Persons & Chemical Safety Administrators | - | 45 | 8 | - | 7 | 1,280 |
| | Training for Construction Safety Supervisors | - | 32 | 68 | - | - | 232 |
| | Special Job Position Training | - | 9 | - | - | 1 | 600 |
| | Golf Cart Operation Training | - | - | 10 | - | - | 100 |
| | Transport Operations Training | - | 22 | - | - | - | 44 |
| | Radiation Operation Personnel (Initial Training) | 2 | 2 | - | 2 | - | 108 |
| | Radiation Operation Personnel (Refresher Training) | 5 | - | - | 11 | - | 48 |
| | Supervisor Training for Dust Operations (Initial Training) | 1 | - | - | - | - | 18 |
| | Supervisor Training for High-Pressure Gas Supply and Use (Refresher Training) | 1 | - | - | - | - | 6 |
| | High-Pressure Gas Equipment Operator Training (Refresher Training) | 1 | - | - | - | - | 3 |
| | Small Boiler Operation (Refresher Training) | 1 | - | - | - | - | 3 |
| | Forklift Operator Training (Above 1T) (Refresher Training) | - | - | - | 1 | - | 3 |
| | Stationary Crane Operation (1 to <3T) (Initial Training) | 1 | - | - | - | - | 18 |
| | Occupational Safety and Health Officer Training (Refresher Training) | 2 | - | - | - | - | 24 |
| Health | Pre-Job Occupational Health Training | - | 260 | 145 | - | 9 | 683 |
| | On-the-Job Occupational Health Certification Training | - | 413 | 272 | - | 38 | 1,174 |
| | Training for Occupational Health Responsible Persons and Managers | - | 33 | 2 | - | 6 | 628 |
| | CPR + AED Training (Smart Park Program) | - | 20 | - | - | - | 40 |
| | Tuberculosis Prevention and Health Awareness Session | - | 60 | - | - | - | 120 |
| | First Aid Training (Initial Training) | - | 9 | 8 | - | - | 192 |
| | Occupational Health Service Nurse Training (Initial Training) | - | - | - | 1 | - | 52 |
| | Occupational Health Service Nurse Training (Refresher Training) | 1 | - | - | - | - | 10 |
| | Nurse Training (Refresher Training) | 1 | - | - | - | - | 10 |
| Environmental Protection | Environmental Protection Officer Training | - | - | 1 | - | - | 1 |
| | Class A Waste Disposal Technician Training (Initial Training) | 1 | - | - | - | - | 103 |
| Fire Safety | Fire Protection Equipment Operation Training | - | 9 | - | - | - | 720 |
| | Training for Key Fire Risk Areas | - | 483 | 212 | - | - | 1,390 |
| | ERT Line Leader Fire Drill and Practical Training | - | 340 | 67 | - | - | 747 |
| | Fire Safety Manager Training (Initial Training) | 1 | - | - | 1 | - | 24 |
| | Fire Safety Manager Training (Refresher Training) | 2 | - | - | - | - | 12 |
| Total | | 643 | 40,796 | 7,272 | 585 | 1,583 | 1,018,472 |

Note: All training figures include employees who later departed during the year.

## ▸ Occupational Health and Safety Drills

In accordance with the Occupational Safety and Health Act, the Fire Services Act, the Regulation on Emergency Responses to Work Safety Accidents, and GIS internal documents including the Contingency Plan for Work Safety Accidents, Environmental Emergency Response Plan, and ERT Organization Management and Emergency Response Operation Guidelines, the Company regularly performs annual evacuation drills for all employees and non-employees working onsite. Additionally, ERT/on-site emergency response plan drills are carried out specifically for ERT personnel. Through a combination of theoretical instruction and hands-on practice, participants learn the locations of fire escape routes and emergency exits, gain proficiency in emergency response procedures, and develop the ability to react swiftly in the event of an incident. GIS also invites professional firefighting service providers to deliver fire extinguisher training, high-pressure hydrant operation drills, and smoke simulation experiences at factory sites. In 2024, GIS achieved a 100% compliance rate for safety drills. A total of 13 escape and evacuation drills were conducted with 21,476 participants, and 111 ERT/on-site response drills were held with 947 participants.

Training on Prevention of Workplace Misconduct

### 2024 Summary of Safety Drills

| Name | General Interface Solution Ltd. | | Interface Technology (ChengDu) Co., Ltd. | | Interface Optoelectronics (ShenZhen) Co., Ltd. | | Reco Biotek Co., Ltd. | | Reco Technology (ChengDu) Co., Ltd. | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Sessions | Participants | Sessions | Participants | Sessions | Participants | Sessions | Participants | Sessions | Participants |
| Annual Escape and Evacuation Drill | 6 | 691 | 2 | 14,301 | 2 | 5,109 | 1 | 233 | 2 | 1,142 |
| ERT/On-Site Response Drill | 5 | 53 | 81 | 583 | 15 | 241 | 2 | 12 | 8 | 58 |

Note:ERT/On-Site Response Plan drills are scheduled at the end of each year based on the specific conditions of each factory. Drills for each department are carried out monthly according to the following year' s drill schedule.

Company-wide Fire Escape and Evacuation Drill

Explosion-Proof Cabinet Leakage Drill

Workplace Environment Monitoring

## ▸ Campaigns for Prevention of Workplace Misconduct

In accordance with the Occupational Safety and Health Act, Enforcement Rules of the Occupational Safety and Health Act, and the Guidelines for the Prevention of Unlawful Infringement in the Course of Performing Duties, GIS established internal regulations titled Operating Procedures for the Prevention of Unlawful Infringement in the Course of Performing Duties, aiming to protect employees from physical, verbal, or psychological harm caused by supervisors, colleagues, service recipients, or any individuals encountered during work. Every six months, the highest-ranking executive at each factory signs and publicly announces a statement against unlawful infringement. GIS undertakes annual risk assessments targeting workplaces and supervisors and holds regular training sessions for both new hires and current employees to raise awareness of relevant legal protections and appropriate behavioral norms. The Company also provides multiple reporting channels, including telephone, written submissions, and email. In 2024, GIS issued two public statements on unlawful infringement and conducted 57 training sessions for new hires and five for supervisors, totaling 62 sessions with 19,759 participants.

## 5.6.2 Statistics on Occupational Accidents

GIS strictly complies with occupational health and safety regulations, striving for zero major safety incidents and zero occupational diseases to ensure a healthy and safe working environment. In 2024, the Company reported 17 occupational injury cases, including two cuts, eight falls, three hits by falling objects, one sprain, one trapped by falling objects, and two collisions, none of which were classified as major safety incidents.

GIS provides equal training and awareness programs on occupational health and safety to both employees and non-employees. Although the Company does not include non-employees in its official occupational injury statistics, injury cases involving non-employees are handled according to the same procedures as those for employees, and their respective contractors are notified for proper follow-up and resolution.

### Employee Occupational Safety Performance over the Past Three Years

| Category | Item | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total Working Hours | Total Working Hours of Women | 10,180,000 | 9,643,180 | 23,695,114 |
| | Total Working Hours of Men | 16,602,000 | 15,016,454 | 14,741,652 |
| | Total Working Hours | 26,782,000 | 24,659,634 | 36,436,766 |
| Occupational Injury Fatality Rate | Fatality Rate of Women | 0 | 0 | 0 |
| | Fatality Rate of Men | 0 | 0 | 0 |
| | Total Fatality Rate | 0 | 0 | 0 |
| Disabling Injury Frequency Rate | Frequency Rate of Women | 0.54 | 0.28 | 0.16 |
| | Frequency Rate of Men | 0.49 | 0.56 | 0.59 |
| | Total Frequency Rate | 0.52 | 0.39 | 0.44 |
| Severity of Occupational Injuries | Severity Rate of Women | 10 | 11 | 8 |
| | Severity Rate of Men | 10 | 8 | 16 |
| | Total Severity Rate | 10 | 10 | 11 |

Note:
1. Occupational Injury Fatality Rate = (Number of fatalities / Total working hours) × 1,000,000.
2. Disabling Injury Frequency Rate = (Number of disabling injuries / Total working hours) × 1,000,000.
3. Severity Rate = (Number of lost workdays / Total working hours) × 1,000,000.
4. Total working hours are based on actual recorded data.
5. To ensure consistency in external disclosure, and in accordance with Article 6 of the Enforcement Rules of the Labor Inspection Act in Taiwan, which defines the severity rate of occupational accidents as the total number of lost workdays due to disabling injuries per million working hours, and the injury frequency rate as the number of disabling injuries per million working hours, GIS has revised the "Recordable Occupational Injury Rate" disclosed in its 2023 report to be presented as two separate indicators: "Disabling Injury Frequency Rate" and "Severity Rate". The Company has also retroactively adjusted the presentation of 2022 and 2023 data accordingly.
6. Data for 2022 and 2023 include Wuxi Factory but exclude RECO.

# 5.6.3 Employee Health Promotion

## ▶ Health Promotion

To build a positive work environment, enhance employees' identification with the Company, and promote corporate sustainability, GIS organizes a variety of health promotion programs based on the health status of employees at each site, including disease prevention, wellness activities, and health lectures aimed at improving work efficiency and enhancing corporate competitiveness. In 2024, GIS launched eight health awareness campaigns covering topics like COVID-19 awareness, smoking and drinking cessation, and tuberculosis awareness; nine wellness initiatives including female cancer screening, mental health assessments, pre-pregnancy checkups, family day events, and departmental team outings; and three health lectures on topics such as workplace unlawful infringement, tuberculosis prevention, and shoulder and neck relaxation exercises. Overall, GIS launched a total of 103 health promotion events in 2024, which is 87 more in comparison with 2023, demonstrating its strong commitment to employee well-being and its leadership in encouraging employees to focus on their own health.

### 2024 Health Promotion Activities Statistics – Number of Sessions

| Item | General Interface Solution Ltd. | Interface Technology (ChengDu) Co., Ltd. | Interface Optoelectronics (ShenZhen) Co., Ltd. | Reco Biotek Co., Ltd. | Reco Technology (ChengDu) Co., Ltd. | Total |
|---|---|---|---|---|---|---|
| Health Awareness | 6 | 5 | 1 | 4 | 0 | 16 |
| Wellness Activities | 43 | 3 | 1 | 33 | 4 | 84 |
| Health Lectures | 2 | 1 | 0 | 0 | 0 | 3 |
| Total | 51 | 9 | 2 | 37 | 4 | 103 |



Health Awareness

Wellness Activities
Shoulder and Neck Exercises

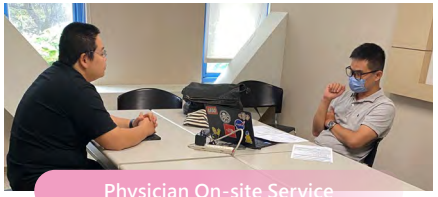
Health Lectures
Tuberculosis

## ▸ Health Checks

To safeguard employees' physical and mental well-being and prevent occupational diseases, GIS regularly appoints certified labor health service personnel to carry out tasks such as ergonomic hazard prevention, maternity protection programs, job suitability assessments, and interpretation and recommendations of health examination results pursuant to the Occupational Safety and Health Act, the Labor Health Protection Regulations, and the Regulations for Occupational Health Examination Management. In 2024, GIS engaged occupational physicians for 24 on-site service visits, during which 40 tasks were carried out, including ergonomic hazard assessments, maternity protection evaluations, job placement assessments, and health report reviews. The Company also employed three labor health nurses, stationed at each factory site to carry out health protection duties.

Each factory's ESH unit organized legally required physical examinations for new hires and executives, annual general checks, reinstatement exams, and occupational health screenings. Examinations were scheduled according to employee needs, with all costs covered by the Company. In 2024, a total of 8,341 employees underwent health examinations across all factories, with 179 abnormal cases identified, at a total cost of NT$13,893,375. Employees with abnormal examination results were referred for hospital reexamination, and all results were confirmed as normal.

Employee Health Exam Photos


Physician On-site Service

### 2024 Physical Examination Items and Results

| Type of examination | Applicable Employees | Frequency | General Interface Solution Ltd. | | Interface Technology (ChengDu) Co., Ltd. | | Interface Optoelectronics (ShenZhen) Co., Ltd. | | Reco Biotek Co., Ltd. | | Reco Technology (ChengDu) Co., Ltd. | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | Total Examinees | Abnormal Cases | Total Examinees | Abnormal Cases | Total Examinees | Abnormal Cases | Total Examinees | Abnormal Cases | Total Examinees | Abnormal Cases |
| Executive physical examination | Supervisors of Grade 4 and above | Once per year | 103 | 0 | 404 | 0 | 540 | 0 | 103 | 0 | 84 | 0 |
| Annual general examination | Regular employees hired before Dec. 31 of the previous year | Once per year | 84 | 0 | 3,823 | 84 | 1,018 | 83 | 19 | 0 | 202 | 0 |
| Reinstatement Physical Examination | Returnees from consecutive leave >30 days | Before returning to work | 0 | 0 | 49 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Occupational Health Examination | Before/during/after performing hazardous role (e.g. reassignment/departure) | As required | 5 | 0 | 1,356 | 5 | 481 | 4 | 11 | 0 | 59 | 3 |
| Total | | | 192 | 0 | 5,632 | 89 | 2,039 | 87 | 133 | 0 | 345 | 3 |

Note:
1. Reinstatement physical examinations are currently conducted only at the Chengdu Factory; other factories do not have this requirement.
2. Common abnormalities identified in health examinations include elevated cholesterol, high blood pressure, high LDL cholesterol, high blood sugar, X-ray-detected fibrosis, and thyroid enlargement or nodules.
3. If occupational contraindications are identified during occupational health examinations, employees are reassigned to suitable positions.

# CH6. Social Participation

GIS consolidated the Group's resources and manpower to establish the GIS Social Welfare Foundation (the GIS Foundation) in 2016, under the mission "Love and Care for Our Next Generation". This initiative embodies the philosophy of "people-oriented, fulfilling corporate social responsibility", focusing primarily on disadvantaged and disabled children and youth by providing diverse welfare services. GIS encourages employees' active participation through long-term programs including charity donations, holiday gift box purchases from social welfare organizations, Christmas gift donations to underprivileged children, and related community activities. In 2020, the GIS Foundation established Miaoli County's first privately operated parent-child space, Play Together Parent Child Space, providing localized, family-like, free access services in the community, with professional social workers engaged to organize activities and offer consultations to ease parental care burdens in Zhunan and Toufen, Miaoli County. This family-centered, community-based initiative serves as a gatekeeper for the social safety net.

Beyond deepening local engagement and giving back to Taiwan, GIS aims to foster medium- and long-term planning for its charitable partners and collaborators to cultivate more sustainable development possibilities. The Company also encourages employees to join charitable projects; through full participation and the support of GIS and its affiliates, resources are more effectively channeled to those in need. In 2024, GIS employees engaged in various charity and community service events, with 824 participants altogether and donating a total of NT$1,101,839. Details on related charity projects and annual care programs are presented in the table below.

### Program 1 GIS Employee Volunteer Service and Sponsorship

GIS encourages employees to volunteer in charitable activities as company representatives, helping them gain deeper insights into diverse social needs and the true purpose of volunteer leave. Through public welfare engagement, the Company promotes sustainable lifestyles and ensures no one is discriminated against based on economic status, age, gender, physical or mental condition, ethnicity, or religion.

A. Taiwan Factories

- Secondhand Computer Donation: General Interface Solution Ltd. has replaced old computers and donated 50 used units to five social welfare centers in Miaoli County via the GIS Foundation. A total of 4 employees participated.
- Gift Donations for Children Christmas Wish List Program: A gift donation activity aiming to fulfill Christmas wishes for underprivileged children supported by the Miaoli County Government and World Vision International. A total of 116 employees participated, delivering 225 gifts.
- Lunar New Year Gift Boxes: 25 employees ordered 148 gift boxes, of which 29 were donated to the Miaoli Urban Indigenous Family Service Center and GIS foundation assisted families.
- Supporting Government Programs: two government-backed initiatives, youth life skills services and baking volunteer training, are supported. A total of 3 employees participated.
- Supporting Foundation Activities: Five sessions of "PaPa Lu Storytelling", Ghost Festival offering donations, and Halloween events are supported. A total of 18 employees participated.

B. China Factories

- Educational Aid in Tibetan Regions: secondhand computers, school uniforms, and other supplies are donated by the Chengdu Factory to elementary and secondary schools in Liangshan and Garze Prefectures. A total of 12 employees participated.
- Volunteer Services: Chengdu and Shenzhen Factories joined initiatives such as "Learning Space with Love," "Traffic Safety Guidance, "and "Park Cleaning," promoting community engagement. A total of 631 employees participated.


GIS Employee Volunteer Service and Sponsorship

Dad Lu Tells Stories

### Program 2 "PaPa Lu Storytelling" School Tours

Since 2022, the " PaPa Lu Storytelling" school tour initiative has reached a cumulative total of 9,766 participants, promoting meaningful picture book content in a lively and engaging manner to public and private kindergartens and elementary schools across Miaoli and Taichung. The program aims to enhance educational quality across various domains, ensuring inclusive, equitable, and high-quality education for all, while actively addressing gender disparities in education. Meanwhile, the picture book selections are also aligned with the United Nations Sustainable Development Goals (SDGs), promoting sustainable lifestyles, marine ecological conservation (SDG 14), gender equality (SDG 5), and reduced inequalities (SDG 10). In 2024, the program recorded 3,919 participants, including the following highlights:

- SDG 10 – Reduced Inequalities: The picture book " Teacher Molly' s Friendship School" was delivered at 10 kindergartens and elementary schools in Miaoli and Taichung with 1,621 participants in total.
- SDG 5 – Gender Equality: The picture book " Family Album" was presented at 15 nurseries, kindergartens, and elementary schools in Miaoli and Taichung, benefiting 2,298 children. This program prioritized enrollment for schools in rural or remote areas.

### Program 3 Rooted in Community – Play Together Parent Child Space

In 2024, the Space welcomed up to 5 families per day and has opened for 198 weekdays, recording a total of 2,374 parents and children served, held 111 activities with 2,363 parents and children participated, and provided temporary nursery services to 127 households, serving 143 individuals.

### Program 4 Rooted in Community – Northern Region Nursery Resource Center

In 2024, the center recorded 8,880 visits for facility use (including breastfeeding rooms), 2,883 for consultation services, 7,329 for book borrowing, 10 parenting education sessions with 307 participants, 193 parent-child activities with 4,365 participants, 85 outreach sessions with 5,623 participants, 57 community awareness events with 2,649 participants, and 2,974 visits to the educational toy lending station, totaling 345 sessions and 35,010 participants.

### Program 5 Rooted in Community – Family Resource Deployment Service Program

Commissioned by the Miaoli County Government in 2024, GIS carried out 120 sessions, reaching 1,351 participants:

- Housekeeping training: 8 sessions, 142 participants.
- Family and children seminars: 8 sessions, 57 participants.
- Community capacity-building (storytelling, baking, caregiving): 71 sessions, 906 participants.
- Social worker training: 25 sessions, 129 participants.

Rooted in Community – Play Together Parent Child Space

Educational Aid in Tibetan Regions

Annual Social Care – Love for Rural Areas

## Program 6 Mainland China – Educational Aid in Tibetan Regions

- Educational Aid Computer Donation: GIS donated 50 secondhand computers after office replacement to Yutian Junior High School in Liangshan Prefecture through the Buddhist Tzu Chi Charity Foundation, supporting the installation of a computer classroom.
- Ongoing Educational Aids: Since 2022, GIS has continuously provided assistance to Yulong Elementary School, in Dege County, Ganzi Prefecture. In 2024, donations included 8 secondhand office computers, 47 printer consumables, 32 sets of student traditional dance costumes for cultural festival performances, 500 winter gift sets (gloves, hats, scarves), and 378 school uniforms, totaling NT$1,101,839.

## Program 7 Annual Social Care – Love for Rural Areas

- Purpose: In 2024, both PaPa Lu Storytelling and Gift Donations for Children Christmas List Programs included designated sessions in rural areas to help reduce various forms of inequality among children, provide life support, and advance SDG 10 – Reduced Inequalities.
- Objectives: The Gift Donations for Children Christmas Wish List Program benefited 167 children from four schools, including three rural elementary schools, with 107 children from rural areas. 15 GIS employees volunteered to personally deliver gifts to two schools in Miaoli County. At Taixing Elementary, an Atayal-language experimental school, volunteers and students took part in an Atayal cultural challenge. During the activity, the children became guides and little teachers, turning the act of donation into a meaningful exchange – where receiving also became an opportunity to give, creating a cycle of love.
- Recipients: Anding Elementary, Taichung City (60 participants); Taixing Elementary, Miaoli County (32 participants); Fenglin Elementary, Miaoli County (39 participants); and a second group at Anding Elementary, Taichung City (36 participants).



Annual Social Care – Love for Rural Areas

# Appendix

# Appendix I. GRI Content Index

## GRI 2: General Disclosures 2021

| | |
|---|---|
| **Statement on Use** | GIS has reported in accordance with the GRI Standards (2021 edition) for the period from January 1 to December 31, 2024. |
| **GRI 1 Used** | GRI 1: Foundation 2021 |
| **Applicable GRI Sector Standard(s)** | Not applicable |

| GRI Standards | Disclosure | Corresponding Section | Page No. | Omission Reason / Description |
|---|---|---|---|---|
| **The Organization and Its Reporting Practices** | | | | |
| 2-1 | Organizational details | About this Report<br>1.Company Overview | 02<br>05 | |
| 2-2 | Entities included in the organization's sustainability reporting | About this Report<br>1.Company Overview | 02<br>05 | |
| 2-3 | Reporting period, frequency and contact point | About this Report | 02 | |
| 2-4 | Restatements of information | About this Report | 02 | |
| 2-5 | External assurance | About this Report | 02 | |
| **Activities and Workers** | | | | |
| 2-6 | Activities, value chain and other business relationships | 1.Company Overview<br>3.6 Supply Chain Management<br>4.5 Green Products | 05<br>50<br>75 | |
| 2-7 | Employees | 5.1 Employee Profile | 91 | |
| 2-8 | Workers who are not employees | 5.1 Employee Profile | 91 | |
| **Governance** | | | | |
| 2-9 | Governance structure and composition | 3.1 Governance Structure and Composition | 31 | |
| 2-10 | Nomination and selection of the highest governance body | 3.1 Governance Structure and Composition | 31 | |
| 2-11 | Chair of the highest governance body | 3.1 Governance Structure and Composition | 31 | |

| GRI Standards | Disclosure | Corresponding Section | Page No. | Omission Reason / Description |
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| **Governance** | | | | |
| 2-12 | Role of the highest governance body in overseeing the mana- gement of impacts | 2.1 Sustainable Development Policy and Vision | 14 | |
| 2-13 | Delegation of responsibility for managing impacts | 2.1 Sustainable Development Policy and Vision | 14 | |
| 2-14 | Role of the highest governance body in sustainability re-porting | 2.1 Sustainable Development Policy and Vision | 14 | |
| 2-15 | Conflicts of interest | 3.3 Integrity Management and Legal Compliance | 38 | |
| 2-16 | Communication of critical concerns | 2.2 Stakeholder Engagement | 18 | |
| 2-17 | Collective Knowledge of the highest governance body | 3.1 Governance Structure and Composition | 31 | |
| 2-18 | Evaluation of the performance of the highest governance body | 3.1 Governance Structure and Composition | 31 | |
| 2-19 | Remuneration policies | 3.1 Governance Structure and Composition<br>5.4 Remuneration and Benefits | 31<br>103 | |
| 2-20 | Process to determine remuneration | 3.1 Governance Structure and Composition<br>5.4 Remuneration and Benefits | 31<br>103 | |
| 2-21 | Annual total compensation ratio | 5.4 Remuneration and Benefits | 103 | |
| **Strategy, Policies and Practices** | | | | |
| 2-22 | Statement on sustainable development strategy | Letter from the Sustainable Development Com-mittee Chairperson | 04 | |
| 2-23 | Policy commitments | 3.3 Integrity Management and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| 2-24 | Embedding policy commitments | 3.3 Integrity Management and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| 2-25 | Processes to remediate negative impacts | 3.4 Risk Management<br>5.2 Human Rights Management | 43<br>96 | |
| 2-26 | Mechanisms for seeking advice and raising concerns | 3.3 Integrity Management and Legal Compliance | 38 | |
| 2-27 | Compliance with laws and regulations | 3.3 Integrity Management and Legal Compliance | 38 | |
| 2-28 | Membership associations | 1.Company Overview | 05 | |
| **Stakeholder Engagement** | | | | |
| 2-29 | Approach to stakeholder engagement | 2.2 Stakeholder Engagement | 18 | |
| 2-30 | Collective bargaining agreements | 5.4 Remuneration and Benefits | 103 | |

## GRI Topic-Specific Disclosures: Material Topics

| Category/ Topics | GRI Standards Disclosure | Corresponding Section | Page No. | Omission / Note |
|---|---|---|---|---|
| 3-1 | Process to determine material topics | 2.3 Management of Material Topics | 21 | |
| 3-2 | List of material topics | 2.3 Management of Material Topics | 21 | |
| 3-3 | Management of material topics | 3. Corporate Governance<br>4. Environmental Sustainability<br>5. Employee Care | 30<br>57<br>90 | |

## GRI Topic-Specific Disclosures: Material Topics

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| 201-1 | Direct economic value generated and distributed | 3.2 Financial Performance | 36 | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 4.1 Climate Change Response | 58 | |
| 201-3 | Defined benefit plan obligations and other retirement plans | 5.4 Remuneration and Benefits | 103 | |
| 201-4 | Financial assistance received from government | 3.2 Financial Performance | 36 | |
| GRI 205: Anti-corruption 2016 | | | | |
| 205-1 | Operations assessed for risks related to corruption | 3.3 Integrity Management and Legal Compliance | 38 | |
| 205-2 | Communication and training about anti-corruption policies and procedures | 3.3 Integrity Management and Legal Compliance | 38 | |
| 205-3 | Confirmed incidents of corruption and actions taken | 3.3 Integrity Management and Legal Compliance | 38 | |
| GRI 302: Energy 2016 | | | | |
| 302-1 | Energy consumption within the organization | 4.2 Energy and GHG Management | 65 | |
| 302-3 | Energy intensity | 4.2 Energy and GHG Management | 65 | |
| 302-4 | Reduction of energy consumption | 4.2 Energy and GHG Management | 65 | |
| 302-5 | Reductions in energy requirements of products and services | 4.5 Green Products | 75 | |

| Category/ Topics | GRI Standards Disclosure | Corresponding Section | Page No. | Omission / Note |
|---|---|---|---|---|
| GRI 305: Emissions 2016 | | | | |
| 305-1 | Direct (Scope 1) GHG Emissions | 4.2 Energy and GHG Management | 65 | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 4.2 Energy and GHG Management | 65 | |
| 305-3 | Other indirect (Scope 3) GHG emissions | 4.2 Energy and GHG Management | 65 | |
| 305-4 | GHG emissions intensity | 4.2 Energy and GHG Management | 65 | |
| 305-5 | Reduction of GHG emissions | 4.2 Energy and GHG Management | 65 | |
| GRI 308: Supplier Environmental Assessment 2016 | | | | |
| 308-1 | New suppliers that were screened using environmental criteria | 3.6 Supply Chain Management | 50 | |
| 308-2 | Negative nvironmental impacts in the supply chain and actions taken | 3.6 Supply Chain Management | 50 | |
| GRI 401: Employment 2016 | | | | |
| 401-1 | New employee hires and employee turnover | 5.1 Employee Profile | 91 | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 5.4 Remuneration and Benefits | 103 | |
| 401-3 | Parental leave | 5.3 Equality, Diversity, and Inclusion | 99 | |
| GRI 403: Occupational Health and Safety 2018 | | | | |
| 403-1 | Occupational health and safety management system | 5.6 Occupational Health and Safety Management | 112 | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 5.6 Occupational Health and Safety Management | 112 | |
| 403-3 | Occupational health services | 5.6 Occupational Health and Safety Management | 112 | |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | 5.6 Occupational Health and Safety Management | 112 | |
| 403-5 | Worker training on occupational health and safety | 5.6 Occupational Health and Safety Management | 112 | |
| 403-6 | Promotion of worker health | 5.6 Occupational Health and Safety Management | 112 | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 5.6 Occupational Health and Safety Management | 112 | |
| 403-8 | Workers covered by an occupational health and safety management system | 5.6 Occupational Health and Safety Management | 112 | |

| Category/ Topics | GRI Standards Disclosure | Corresponding Section | Page No. | Omission / Note |
|---|---|---|---|---|
| GRI 403: Occupational Health and Safety 2018 | | | | |
| 403-9 | Work-related injuries | 5.6 Occupational Health and Safety Management | 112 | |
| 403-10 | Work-related ill health | 5.6 Occupational Health and Safety Management | 112 | |
| GRI 404: Training and Education 2016 | | | | |
| 404-1 | Average hours of training per year per employee | 5.5 Talent Cultivation and Development | 108 | |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 5.5 Talent Cultivation and Development | 108 | |
| GRI 405: Diversity and Equal Opportunity 2016 | | | | |
| 405-1 | Diversity of governance bodies and employees | 5.3 Equality, Diversity, and Inclusion | 99 | |
| 405-2 | Ratio of basic salary and remuneration of women to men | 5.4 Remuneration and Benefits | 103 | |
| GRI 406: Non-discrimination 2016 | | | | |
| 406-1 | Incidents of discrimination and corrective actions taken | 3.3 Integrity Management and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| GRI 414: Supplier Social Assessment 2016 | | | | |
| 414-1 | New suppliers that were screened using social criteria | 3.6 Supply Chain Management | 50 | |
| 414-2 | Negative social impacts in the supply chain and actions taken | 3.6 Supply Chain Management | 50 | |
| GRI 416: Customer Health and Safety 2016 | | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | 4.5 Green Products | 75 | |
| 416-3 | Incidents of non-compliance concerning the health and safety impacts of products and services | 3.3 Integrity Management and Legal Compliance<br>4.5 Green Products | 38<br>75 | |
| GRI 418: Customer Privacy 2016 | | | | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 3.5 Information Security | 47 | |

# GRI Topic-Specific Disclosures: Voluntary Disclosure Index

| Category/ Topics | GRI Standards Disclosure | Corresponding Section | Page No. | Omission / Note |
|---|---|---|---|---|
| GRI 202: Market Presence 2016 | | | | |
| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | 5.4 Remuneration and Benefits | 103 | |
| 202-2 | Proportion of senior management hired from the local community | 5.1 Employee Profile | 91 | |
| GRI 204: Procurement Practices 2016 | | | | |
| 204-1 | Proportion of spending on local suppliers | 3.6 Supply Chain Management | 50 | |
| GRI 206: Anti-competitive Behavior 2016 | | | | |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 3.3 Integrity Management and Legal Compliance | 38 | |
| GRI 303: Water and Effluents 2018 | | | | |
| 303-1 | Interactions with water as a shared resource | 4.4 Water Resource Management | 71 | |
| 303-2 | Management of water discharge-related impacts | 4.4 Water Resource Management | 71 | |
| 303-3 | Water withdrawal | 4.4 Water Resource Management | 71 | |
| 303-4 | Water discharge | 4.4 Water Resource Management | 71 | |
| 303-5 | Water consumption volume | 4.4 Water Resource Management | 71 | |
| GRI 305: Emissions 2016 | | | | |
| 305-6 | Emissions of ozone-depleting substances (ODS) | 4.2 Energy and GHG Management | 65 | |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 4.2 Energy and GHG Management | 65 | |
| GRI 306: Waste 2020 | | | | |
| 306-3 | Waste generated | 4.3 Waste Management | 69 | |
| 306-4 | Waste diverted from disposal | 4.3 Waste Management | 69 | |
| 306-5 | Waste directed to disposal | 4.3 Waste Management | 69 | |

| Category/ Topics | GRI Standards Disclosure | Corresponding Section | Page No. | Omission / Note |
|---|---|---|---|---|
| GRI 402: Labor/Management Relations 2016 | | | | |
| 402-1 | Minimum notice periods regarding operational changes | 5.4 Remuneration and Benefits | 103 | |
| GRI 408 Child Labor 2016 | | | | |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | 3.3 IntegrityManagement and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| GRI 409 Forced or Compulsory Labor 2016 | | | | |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | 3.3 IntegrityManagement and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| GRI 410 Security Practices 2016 | | | | |
| 410-1 | Security personnel trained in human rights policies or procedures | 3.3 IntegrityManagement and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| GRI 411 Rights of Indigenous Peoples 2016 | | | | |
| 411-1 | Incidents of violations involving rights of indigenous peoples | 3.3 IntegrityManagement and Legal Compliance<br>5.2 Human Rights Management | 38<br>96 | |
| GRI 415 Public Policy 2016 | | | | |
| 415-1 | Political contributions | - | - | No political contributions in 2024. |
| GRI 417 Marketing and Labeling 2016 | | | | |
| 417-1 | Requirements for product and service information and labeling | 4.5 Green Products | 75 | |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | 3.3 IntegrityManagement and Legal Compliance<br>4.5 Green Products | 38<br>75 | |
| 417-3 | Incidents of non-compliance concerning marketing communications | 3.3 IntegrityManagement and Legal Compliance | 38 | |

# Appendix II. SASB Index

## Technology & Communications / Hardware

| Topic | Code | Accounting Metric | Category | Unit of Measure | Response |
|---|---|---|---|---|---|
| Product Security | TC-HW-230a.1 | Description of approach to identifying and addressing data security risks in products | Discussion and Analysis | None | Not applicable. |
| Employee Diversity & Inclusion | TC-HW-330a.1 | Percentage of gender and racial/ethnic group representation for: (1) management, (2) technical staff, and (3) all others | Quantitative | Percentage (%) | 100% of employees are of Asian ethnicity. See Chapter 5 "Employee Care" for details. |
| Product Lifecycle Management | TC-HW-410a.1 | Percentage of products by revenue that contain IEC 62474 declarable substances | Quantitative | Percentage (%) | The percentage of semi-finished products containing IEC 62474 declarable substances by revenue was 0%. See Section 4.5 "Green Products" for details. |
| | TC-HW-410a.2 | Percentage of eligible products, by revenue, meeting the requirements for EPEAT certification or equivalent | Quantitative | Percentage (%) | Not applicable (GIS does not sell end products). |
| | TC-HW-410a.3 | Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria | Quantitative | Percentage (%) | Not applicable (GIS does not sell end products). |
| | TC-HW-410a.4 | Weight of end-of-life products and e-waste recovered through take back programs, percentage recycled | Quantitative | Metric Tons (t)<br>Percentage (%) | (1) 0 metric tons.<br>(2) 0%.<br>No relevant data collected (GIS does not sell end products). |
| Supply Chain Management | TC-HW-430a.1 | Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities | Quantitative | Percentage (%) | (a) 13%.<br>(b) Per the "GIS Supplier Management Operating Standards" , materials are classified as critical or non-critical. Currently, only supplier investigations are conducted, with no mandatory audits required.<br>See Section 3.6 "Supply Chain Management" for details. |
| | TC-HW-430a.2 | Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances | Quantitative | Rate | Currently, only suppliers that have undergone RBA Validated Audit Process (VAP) are tracked. Non-conformance and corrective action rates are not yet statistically recorded. |
| Materials Sourcing | TC-HW-440a.1 | Description of the management of risks associated with the use of critical materials | Discussion and Analysis | None | See Section 3.6 "Supply Chain Management" for details. |
| Activity Metric | TC-HW-000.A | Number of units produced by product category | Quantitative | Quantity Number | See Section 1 "Company Overview" for details. |
| | TC-HW-000.B | Area of manufacturing facilities (square feet) | Quantitative | Square feet ($ft^2$) | The total area for manufacturing is considered a trade secret and is not disclosed. See Section 1.1 "About Us" for details. |
| | TC-HW-000.C | Percentage of production from owned facilities | Quantitative | Percentage (%) | 100% of GIS products are manufactured in owned facilities |

# Appendix III. Sustainability Disclosure Indicators—Optoelectronics Industry

| No. | Indicator | Indicator Type | Unit | Response |
|---|---|---|---|---|
| 1 | Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy) | Quantitative | Gigajoules (GJ), Percentage (%) | (1) 861,633.03 GJ<br>(2) 98.66%<br>(3) 88.98% |
| 2 | Total water withdrawn, total water consumption | Quantitative | Thousand cubic meters ($m^3$) | (1) 1,517.00 $m^3$<br>(2) 1,008.00 $m^3$ |
| 3 | Weight of hazardous waste generated and percentage recycled | Quantitative | Metric tons (t), percentage (%) | (1) 252.92 metric tons<br>(2) 35.4% |
| 4 | Type of, number of employees in and rate of occupational accidents | Quantitative | Percentage (%), quantity | See Section 3.6 "Supply Chain Management" for details |
| 5 | Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled | Quantitative | Metric tons (t), percentage (%) | (1) 0 metric ton<br>(2) 0%<br>No relevant data collected (GIS does not sell end products) |
| 6 | Description of the management of risks associated with the use of critical materials | Qualitative Description | Not applicable | See Section 3.6 "Supply Chain Management" for details |
| 7 | Total amount of monetary loss as a result of legal proceedings associated with anti-competitive behavior regulations | Quantitative | NTD | None |
| 8 | Production of major products by product category | Quantitative | Thousand units | 89,387 |

# Appendix IV. TCFD Disclosures

| Thematic Area | TCFD Recommended Disclosures | Corresponding Section | Page No. |
|---|---|---|---|
| Governance | Describe the board' s oversight of climate-related risks and opportunities. | 4.1 Climate Change Response | 58 |
| | Describe management' s role in assessing and managing climate-related risks and opportunities. | | |
| Strategy | Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | | |
| | Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. | | |
| | Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2℃ or lower scenario. | | |
| Risk Management | Describe the organization's processes for identifying and assessing climate-related risks. | | |
| | Describe the organization's processes for managing climate-related risks. | | |
| | Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | | |
| Metrics and Targets | Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | | |
| | Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gases (GHG) emissions and the related risks. | | |
| | Describe the targets used by the organization to manage climate-related risks and opportunities and performance against those targets. | | |

# Appendix V. Climate-related Information Disclosures required by the Taiwan Stock Exchange Corporation

| Item | Implementation |
|---|---|
| 1. Describe the board of directors 'and management' oversight and governance of climate-related risks and opportunities. | 4.1 Climate Change Response |
| 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the corporation (short, medium, and long term). | 4.1 Climate Change Response |
| 3. Describe the financial impact of extreme weather events and transformative actions. | 4.1 Climate Change Response |
| 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. | 4.1 Climate Change Response |
| 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used shall be described. | 4.1 Climate Change Response |
| 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. | 4.1 Climate Change Response |
| 7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated. | 4.1 Climate Change Response |
| 8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or the RECs to be offset should be specified. | N/A |
| 9. Greenhouse gas inventory and assurance status, and reduction targets, strategies, and specific action plans. | In 2024, the GHG inventory check of GHG of the Company (including parent and subsidiaries) had been completed, and has passed external verification |

# 1-1 Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years

## 1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons of $CO_2e$), intensity (metric tons of $CO_2e$ per NTD million) of greenhouse gases, and scope of data in the most recent two fiscal years.

| Juridical Person | | 2023 | | | | | | 2024 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Scope 1 ($tCO_2e$) | Scope 2 ($tCO_2e$) | Scope 3 ($tCO_2e$) | Total Emissions ($tCO_2e$) | Revenue (MNTD) | Emission ntensity ($tCO_2e$) /MNTD | Scope 1 ($tCO_2e$) | Scope 2 ($tCO_2e$) | Scope 3 ($tCO_2e$) | Total Emissions ($tCO_2e$) | Revenue (MNTD) | Emission Intensity ($tCO_2e$) /MNTD |
| General Interface Solution Ltd. | | 18 | 7,000 | 9,523 | 16,541 | 1,613 | 4.351 | 19 | 7,597 | 8,128 | 15,744 | 1,410 | 5.401 |
| Interface Technology (ChengDu) Co., Ltd. | | 1,650 | 0 | 215,456 | 217,106 | 51,549 | 0.032 | 2,027 | 0 | 230,427 | 232,454 | 47,902 | 0.042 |
| Interface Optoelectronics (ShenZhen) Co., Ltd. | | 242 | 0 | 66,313 | 66,555 | 8,987 | 0.027 | 203 | 0 | 119,923 | 120,126 | 12,650 | 0.016 |
| Interface Optoelectronics (Wuxi) Co., Ltd. | | 14 | 0 | 9,525 | 9,539 | 3,293 | 0.004 | - | - | - | - | - | - |
| RECO | Reco Biotek Co., Ltd. | 13 | 5,836 | 5,796 | 11,645 | 1,213 | 4.822 | 15 | 6,585 | 11,140 | 17,740 | 2,915 | 2.264 |
| RECO | Reco Technology (ChengDu) Co., Ltd. | 104 | 0 | 18,132 | 18,236 | 4,707 | 0.022 | 35 | 0 | 16,045 | 16,080 | 5,089 | 0.007 |
| Total | | 2,041 | 12,836 | 324,745 | 339,622 | 71,362 | 0.208 | 2,299 | 14,182 | 385,663 | 402,144 | 69,966 | 0.236 |

Note:
1. Intensity = (Scope 1 + Scope 2) / Revenue.
2. In 2022 and 2023, the greenhouse gas emissions of all company sites were inventoried in accordance with ISO 14064-1, with verification certificates issued by SGS in March 2023 and March 2024, respectively.
3. Since the GHG Protocol was uniformly adopted for compiling the greenhouse gas emission inventory this year, the Company's 2022 and 2023 data were recalculated with assistance from SGS.
4. The Wuxi Factory was closed in 2024; therefore, no greenhouse gas inventory data for 2024 is available. However, as production capacity was transferred to the Shenzhen Factory, this table retains the previous year's Wuxi Factory data to maintain comparability of historical data.

### 1-1-2 Greenhouse Gas Assurance Information

Describe the assurance status for the most recent two fiscal years up to the publication date of the annual report, including the scope of assurance, assurance body, assurance standards, and assurance opinion.

1. Assurance Scope:
   In 2023, greenhouse gas emissions from all factories of the Company were inventoried according to ISO 14064-1. All factories except Wuxi Factory were verified by SGS-CSTC Standards Technical Services Co., Ltd., Shenzhen Branch (SGS) in February 2024, with the verification certificate obtained in March 2024. For 2024, all factories of the Company and subsidiaries completed the inventory per ISO 14064-1 (Scope 3 emissions classified per GHG Protocol). SGS Shenzhen Branch will conduct verification in February 2025, with certification expected in April 2025.
2. Assurance Body: SGS-CSTC Standards Technical Services Co., Ltd. (SGS)
3. Assurance Standards used: ISO 14064-3:2019
4. Assurance Opinion: No reserved opinions

## 1-2 GHG Reduction Target, Strategy, and Specific Action Plan

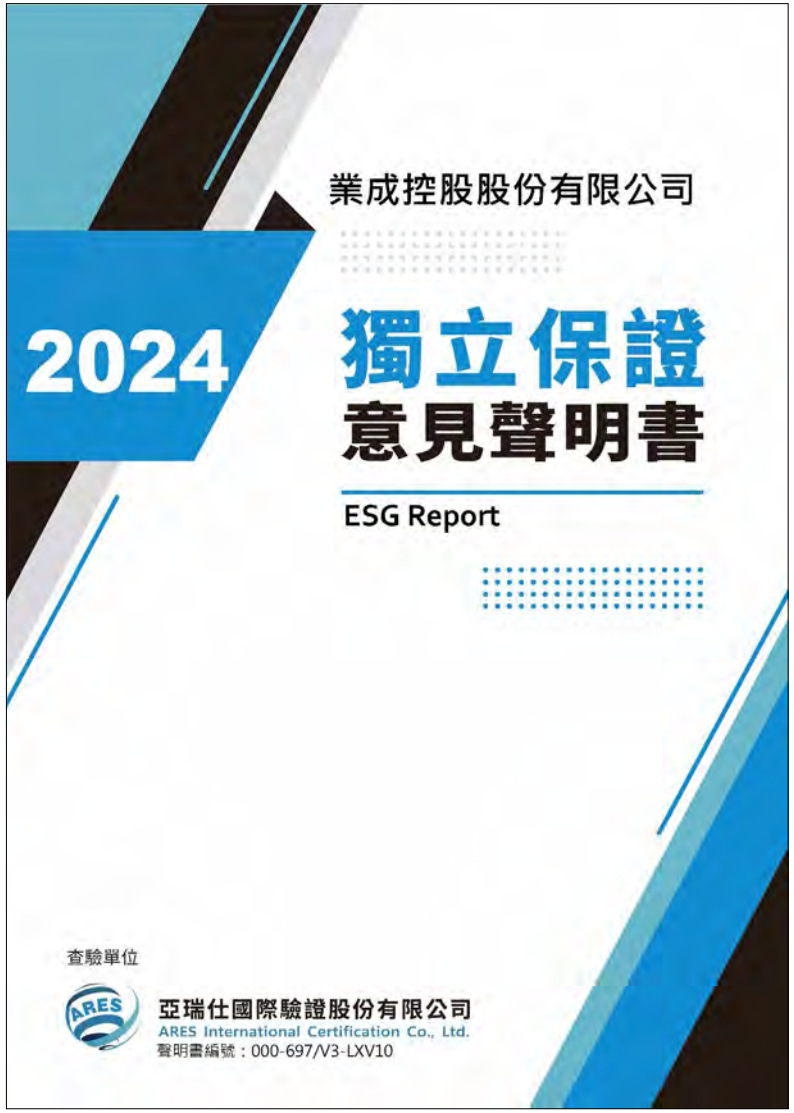
Describe the greenhouse gas reduction base year and its data, reduction targets, strategy, specific action plans, and the progress of the reduction targets achieved.

The Company uses 2022 as the base year, committing to a 42% absolute reduction in Scope 1 (direct emissions) and Scope 3 (upstream and downstream value chain emissions) by 2030, and 100% green power usage by 2030. Compared to 2022, in 2024, Scope 1 emissions decreased by 15.63%, green power usage reached 87.96%, and Scope 3 emissions dropped by 40.56%, meeting SBTi requirements.

To achieve the 2030 goals, the Company will implement active emission reduction strategies within its operations and promote supplier climate surveys to collaborate on emission reductions with supply chain partners. Current specific measures include:

1. Evaluate and promote electrification of vehicles within the Company' s operations
2. Collect and treat methane emissions from septic tanks on site
3. Use low-GWP refrigerants in new air conditioning installations
4. Install self-built solar photovoltaic systems for self-consumption
5. Maintain 100% green power in China factories; evaluate green power procurement in Taiwan factories
6. Promote supplier climate surveys, carbon management, and green power use
7. Expand charging infrastructure to facilitate employee EV use

# Appendix VI. Third Party Assurance Statement





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