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2024 GMI Technology Annual ESG Report



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Preface

Message from the Chairman

Dear colleagues, partners, and friends who care about the development of our Company:

In today's globalized and rapidly changing business environment, corporate responsibility extends beyond improving economic performance to include commitments to the environment, society, and sound governance. As Chairman of GMI Technology Inc., I deeply understand the close connection between sustainable operations and business development. I firmly believe that only with a foundation of responsibility and innovation can a company achieve long-term prosperity.

Since our founding, we have consistently adhered to our corporate philosophy of "Innovation, Excellence, and Sustainability," driving business development while integrating Environmental, Social, and Governance (ESG) principles into our overall strategy and operational framework. We firmly believe that only by actively engaging in and practicing ESG principles can we remain competitive on the global stage and make meaningful contributions to society, the environment, and our shared future.

Environmental Aspect: GMI Technology is committed to improving energy efficiency, reducing resource waste, and actively promoting green innovation. With goals of reducing our carbon footprint, advancing renewable energy, and fostering a circular economy, we not only optimize our own operations but also lead the industry toward a more environmentally responsible future.

Social Responsibility: We strive to cultivate a diverse and inclusive corporate culture and prioritize the well-being of our employees. We fully understand that a company's development relies on the collective efforts of every employee and the support and care of society. Therefore, we will continue to devote ourselves to promoting social progress and harmony, and giving back to society.

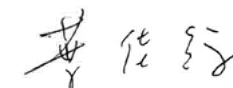
Governance Structure: We uphold highest standards of corporate governance, managing our business with integrity, fairness, and transparency. We strengthen internal controls and risk management to ensure that every decision and action complies with regulations and ethical standards. A sound governance structure is the cornerstone of sustainable corporate development and the key to continuously enhancing shareholder value and public trust.

Looking ahead, GMI Technology will continue to broaden its global perspective and adopt ESG as

a core driver to advance not only economic success but also social responsibility and environmental protection. We believe that only when a company actively fulfills its social and environmental responsibilities while pursuing economic benefits can it remain invincible in future business competition.

Lastly, I would like to express my heartfelt gratitude to every hardworking employee, shareholder, and partner. It is thanks to your support and dedication that GMI Technology can steadily move forward on this challenging path of sustainable operations. Let us join hands and embrace future challenges with greater proactiveness, working together to build a better and more sustainable world.

Chairman Yeh Chia-Wen, GMI Technology Inc.





01

About This Report

Reporting Boundaries

Reporting Period and Cycle

Information Restatement

External Assurance or Verification

Feedback and Responsible Unit

1.1 Stakeholders and Communication Engagement

1.2 Materiality Analysis

1.3 Material Topics and Value Chain Boundary Table

1.4 Sustainable Development Commitment

About This Report

This report covers the period from January 1, 2024, to December 31, 2024, and presents performance related to the Company's efforts and results in promoting social sustainability across the areas of Operational Strategy and Economic Performance, Corporate Governance and Ethical Business Practices, Product Quality And Safety, Supply Chain Management, Customer Service Quality, Employee Care And Labor Protection, Information Security And Privacy Protection, and Risk Management.

The disclosure of indicators in this report is based primarily on the Taiwan headquarters of GMI Technology Inc. ("GMI Technology," "the Company," or "we"). Financial indicators reflect the consolidated financial statements and include both the Company and its subsidiaries. If there are any deviations from this scope, they are explained via annotations. The statistical data disclosed in this report are based on internal statistics and surveys conducted by the Company and are presented using internationally recognized indicators. Where estimations are used, they are indicated in the relevant sections.

Financial data are prepared in accordance with the International Financial Reporting Standards (IFRSs) recognized and promulgated by the Financial Supervisory Commission, and follow the Regulations Governing the Preparation of Financial Reports by Securities Issuers. The financial information disclosed has been audited and attested by KPMG Taiwan and is presented in New Taiwan Dollars. In addition, all management systems undergo regular internal audits. The Company has obtained ISO 9001 Quality Management System certification.

The structure of this report follows the 2021 Universal Standards issued by the Global Reporting Initiative (GRI) and complies with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEX Listed Companies." A GRI Standards content index is provided in the appendix of this report for stakeholder reference.

Reporting Period and Cycle

Reporting Period

This report discloses information from January 1, 2024, to December 31, 2024, aligning with the fiscal year. Some data may extend beyond 2024 for completeness. The publication date of this report is August 22, 2025

Reporting Cycle

GMI Technology plans to publish a sustainability report annually before the end of August.

Information Restatement

There were no restatements of information by GMI Technology in 2024.

External Assurance or Verification

The contents of this report have been approved and signed by the Chairman and approved by the Board of Directors. No external assurance or verification has been conducted.

Feedback and Responsible Unit

If you have any comments or suggestions regarding the content of this report, please feel free to contact us:

Responsible Unit	Sustainability Committee
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Telephone	02 2659 9838# 1007
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1.1 Stakeholders and Communication Engagement

Stakeholders and Communication Engagement

To fulfill corporate social responsibility, we must value the rights and interests of stakeholders. While pursuing sustainable operations and profitability, we also emphasize environmental, social, and corporate governance issues, integrating them into our management guidelines and operational activities to achieve sustainability goals. The Group maintains effective communication platforms with stakeholders to understand their reasonable expectations and needs. Regarding economic, social, or environmental concerns (whether internal or external) such as inquiries, complaints, or suggestions, the Group handles them properly with integrity and provides feedback or improvement solutions to ensure effective communication.

Stakeholder Identification

Referring to the five dimensions of the AA1000 Stakeholder Engagement Standard (SES) (namely dependency, responsibility, influence, diverse perspectives, and attention) GMI Technology distributed stakeholder questionnaires to all employees (including management) to identify four key stakeholder categories. Based on the characteristics of each group, we have established diverse and effective communication channels to gather their concerns and feedback, which serve as an important reference for formulating the Company’s future sustainability strategies and goals. Stakeholder Communication Channels, Frequency, and Key Topics

Stakeholder Communication Channels

Stakeholders Customers Significance to the Company Customers are the source of the Company's revenue and are also our most important partners. We listen to customers' needs, provide high-quality, reliable, and safe products, and offer professional services. At the same time, through continuous innovation, we work hand-in-hand to achieve customers' goals and enhance the Company's competitiveness.	Issues of Concern	Communication Channels and Methods of Response	Frequency of Communication	Communication Outcomes and Responses
	Customer Service Quality	Customer Satisfaction Survey	Annually	- Hold occasional meetings with customers to provide industry information and identify the most suitable solutions, thereby enhancing their competitiveness. - Conduct regular annual customer satisfaction surveys via email, face-to-face interviews, telephone, and online, with over 50 valid questionnaires collected. - Occasionally visit customers to update the product roadmap and provide up to date market product or bidding information to enhance customers' competitiveness regarding new products or bids.
	Product Quality and Safety			
	Supply Chain Management	Company website, telephone interviews, face-to-face visits, video conferences, official letters, emails, and communication software (Line, WeChat)	- Occasionally - Real-time	
	Corporate Governance / Ethical Business Practices			

Stakeholders

Employees

Significance to the Company

Employees are an important asset of the Company. In addition to providing market-competitive remuneration and benefits systems to actively attract and nurture outstanding talent, we also create a respectful, safe, and stable work environment where all employees can realize themselves and maximize their potential throughout their careers, working alongside the Company to achieve greater operational performance.

Issues of Concern	Communication Channels and Methods of Response	Frequency of Communication	Communication Outcomes and Responses
Employee Care and Labor Protection	Labor-Management Meetings	Quarterly	- Employee Health Management: Regularly arrange specific health checkup items, providing comprehensive examinations so employees understand their own health status. In 2024, a full health checkup for all employees was jointly organized with affiliated companies. Through internal promotion and designated reminders, the checkup participation rate increased from 81.3% to 90.5%. - On August 16, 2024, held training on "Self-Care Exercises for Sedentary Professionals" to focus on employees' physical and mental health, raise awareness of safety and health, promote healthy lifestyles and behaviors among staff, and fulfill corporate social responsibility. - Parental Leave Application and Return-to-Work Retention Statistics: Provide female employees with the legal right to apply for parental leave after childbirth, during which 6 months (approximately 24 weeks) of subsidies and allowances can be claimed. In 2024, there were no applications for parental leave or return-to-work retention. - Employee Support Program: Employees with health or caregiving needs, or whose work requires working outside the Company premises, may apply for remote work. - Providing a Safe and Healthy Work Environment: Provide a safe and healthy workplace, conduct regular cleaning and disinfection, eliminate hazards that may affect employee health and safety in the workplace, and reduce occupational accident risks. - The Company arranges various employee training sessions once a month through HR to help employees improve their core competencies. - Provide transparent company operation information and share results with all colleagues, allowing employees to understand the Company's monthly developments, enabling them to work more confidently and stably within the Company, and encouraging dedication to reduce turnover rates. - Communicate and announce via the Welfare Committee so that every employee is well aware of their benefits, thereby increasing their loyalty toward the Company. - The Company holds monthly MBR (Management Business Review) meetings and executive team meetings, during which the previous month's operational results and future company management improvement directions are discussed and reviewed. The day after each meeting, a letter titled "Operational Results Information for GMI Employees" is issued in the name of the Chairman to inform and share company operational results with all employees. - The Company awards bonuses quarterly to employees with outstanding performance and contributions, which are announced on the electronic bulletin system. - The Employee Welfare Committee meets at least quarterly to discuss employee activities and benefits, such as annual trips, birthday parties, holiday bonuses, and year-end parties.
Talent Appointment and Retention	- Education and Training - Electronic Bulletin System	- Monthly - Quarterly	
Occupational Health and Safety	Health Lectures and Consultations	Annually	
Operational Strategy and Economic Performance	Electronic Bulletin System	Real-time	

Stakeholders

Shareholders /
Investors

Significance to the Company

Shareholders and investors are important pillars of corporate growth and the driving force behind enhancing sustainable corporate value. While actively pursuing growth, the Company also safeguards shareholder interests by transparently disclosing its business management strategies and financial policies to investors, thereby securing their support.

Issues of Concern	Communication Channels and Methods of Response	Frequency of Communication	Communication Outcomes and Responses
Corporate Governance / Ethical Business Practices	Institutional Investor Conferences	Occasionally	- Provide shareholders and investors with timely, open, and transparent information on operational status to achieve symmetrical disclosure of company information. - Held one annual general meeting of shareholders on June 26, 2024, with a 55.07% attendance rate by shares. - Held one extraordinary shareholders' meeting on December 10, 2024, with a 54.84% attendance rate by shares. - Held two institutional investor conferences in 2024, one on March 29 and the other on September 11. - Published one company annual report and four sets of financial statements. - Announced 45 important notices. - Comply with the latest laws, regulations, and policies from regulatory authorities, continuously improving the Company's corporate governance evaluation rankings.
	Shareholders' Meeting	Annually	
Operational Strategy and Economic Performance	Annual Report and Financial Disclosure	Annually	
	Disclosure of major and real-time information via the Market Observation Post System.	Real-time	
Risk Management	Establishment of an email address.	Real-time	
	Extraordinary Shareholders' Meeting	Occasionally	

Stakeholders

Suppliers and
Contractors

Significance to the Company

Suppliers and contractors are important partners in supporting our sustainable operations. Through mutual trust and communication with each supplier partner, we strive for co-existence and shared prosperity via fair and transparent cooperation, thereby establishing a strong and trustworthy collaborative relationship.

Issues of Concern	Communication Channels and Methods of Response	Frequency of Communication	Communication Outcomes and Responses
Operational Strategy and Economic Performance	Supplier Evaluation	Annually	
Supply Chain Management	Supplier Satisfaction Survey	Annually	When a new internal project arises, including cost assessment, delivery time, and delivery terms, we first refer to customer-recommended forwarders, then internally search for suitable forwarders to compare quotations and provide detailed explanations, helping the sales team understand timeliness, cost, shipping conditions, shipment volume, and frequency as reference metrics.
Product Quality and Safety	Email Communication	Quarterly	Coordinate with the customer's procurement contact regarding delivery and shipment details, including special packaging and delivery timeliness, to confirm whether the cooperation meets requirements.
Green Products and Innovative Services	Phone Communication	Real-time	- Original manufacturers conduct regular inventory checks at our company twice a year (mid-year and year-end). The focus is on warehouse operation standards, inventory quantities, and warehouse environment. - Update the sales plan (FCST) weekly for original manufacturers and submit demand forecasts; provide customer status updates weekly or monthly; hold annual discussions with manufacturers about the next year's business plan (BP). - For suppliers of products under our agency, we conduct an annual product and market evaluation report to assess whether to continue representing their products.

1.2 Materiality Analysis

Material Topic Identification and Analysis Process

GMI Technology reviews material topics and their impacts in three-year cycles. The year 2024 marks the second year of the materiality analysis cycle. As there have been no major operational changes, and after referencing stakeholder feedback and internal discussions, the Company retained the same material topics as the previous year. These include the following eight sustainability topics as the material topics for 2024: “Corporate Governance and Ethical Business Practices,” “Operational Strategy and Economic Performance,” “Product Quality and Safety,” “Supply Chain Management,” “Customer Service Quality,” “Employee Care and Labor Protection,” “Information Security and Privacy Protection,” and “Risk Management.” The results of the materiality review were approved and signed by the President.

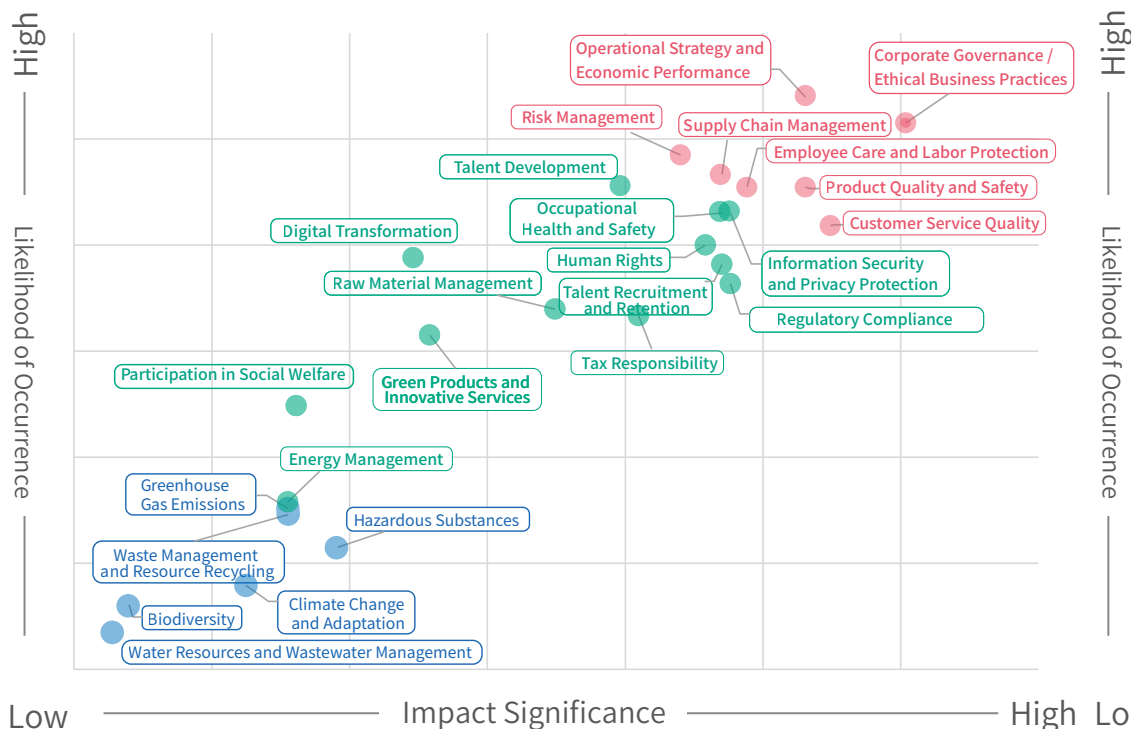
GMI Technology follows the four-step materiality assessment process of the GRI Standards (2021)



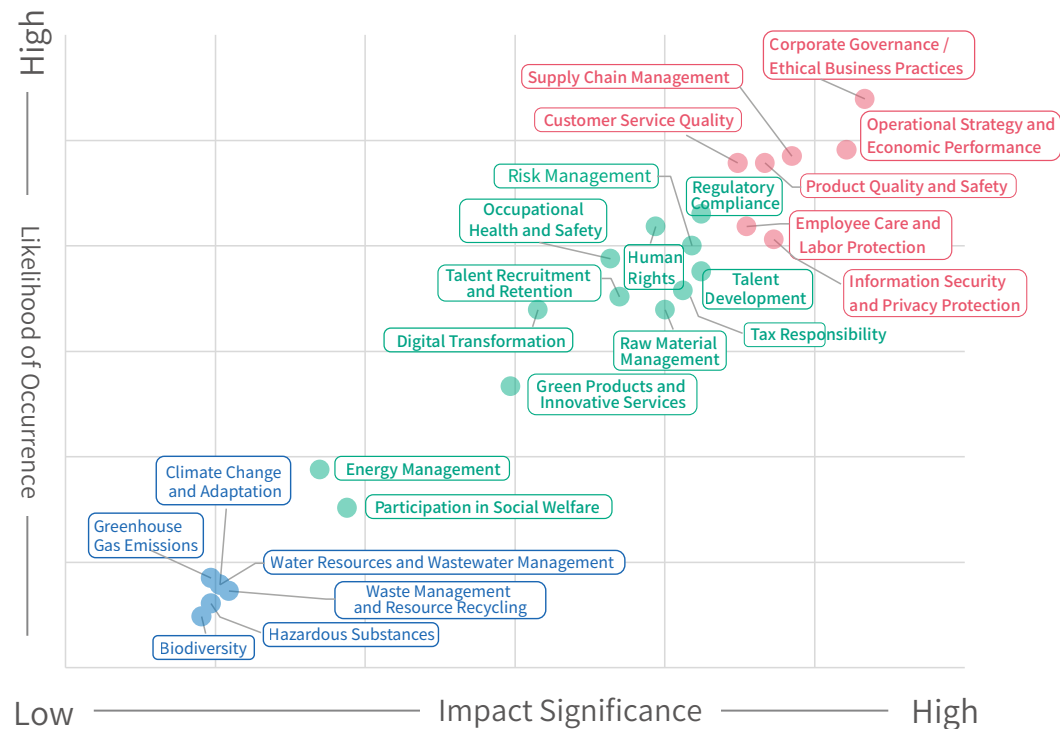
and refers to peer reports and industry development trends. Through internal discussions, we initially screen 25 sustainability issues related to the Company's economic, environmental, and social impacts. Questionnaires are distributed to key stakeholders to assess the degree of impact and likelihood of occurrence of the 25 initially selected sustainability issues. The results are compiled into a materiality matrix and bar chart, which are then discussed internally. The top eight comprehensive scores are designated as the material topics for the sustainability report.

To understand how stakeholders assess GMI Technology's impact on sustainability topics and to evaluate the Company's sustainable management performance, GMI Technology conducts stakeholder communication and material topic identification through the following five steps:

Negative Impact Matrix



Positive Impact Matrix

Seven primary negative
impact topics

- Corporate Governance / Ethical Business Practices
- Operational Strategy and Economic Performance
- Product Quality and Safety
- Customer Service Quality
- Employee Care and Labor Protection
- Supply Chain Management
- Risk Management

Twelve secondary
negative impact topics

- Information Security and Privacy Protection
- Occupational Health and Safety
- Talent Development
- Human Rights
- Talent Recruitment and Retention
- Regulatory Compliance
- Tax Responsibility
- Raw Material Management
- Digital Transformation
- Green Products and Innovative Services
- Participation in Social Welfare
- Energy Management

Six negative impact topics
under continuous tracking

- Greenhouse Gas Emissions
- Waste Management and Resource Recycling
- Hazardous Substances
- Climate Change and Adaptation
- Biodiversity
- Water Resources and Wastewater Management

Seven Primary Positive
Impact Topics

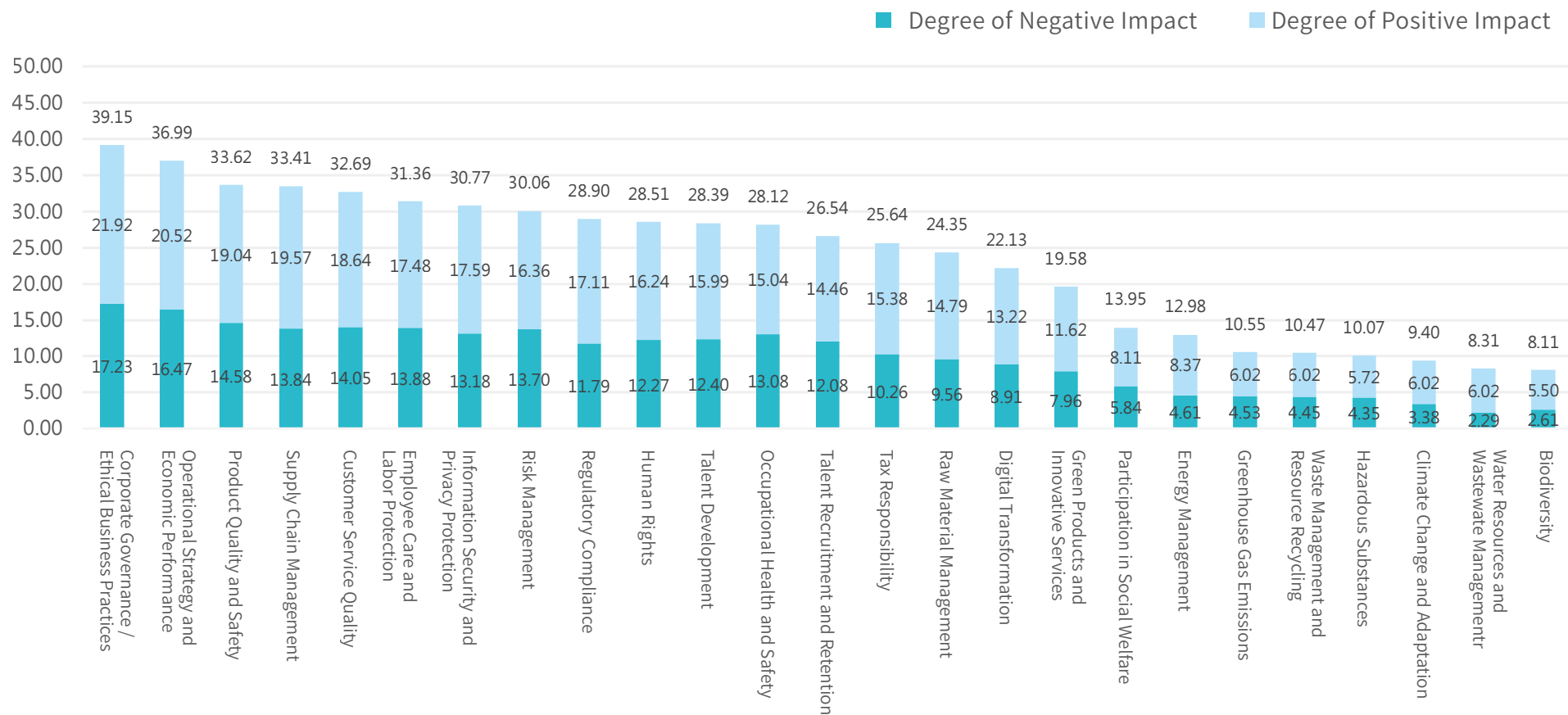
- Corporate Governance / Ethical Business Practices
- Operational Strategy and Economic Performance
- Supply Chain Management
- Product Quality and Safety
- Customer Service Quality
- Information Security and Privacy Protection
- Employee Care and Labor Protection

Twelve Secondary
Positive Impact Topics

- Regulatory Compliance
- Risk Management
- Human Rights
- Talent Development
- Tax Responsibility
- Occupational Health and Safety
- Raw Material Management
- Talent Recruitment and Retention
- Digital Transformation
- Green Products and Innovative Services
- Energy Management
- Participation in Social Welfare

Six Ongoing Positive
Impact Topics

- Greenhouse Gas Emissions
- Climate Change and Adaptation
- Water Resources and Wastewater Management
- Waste Management and Resource Recycling
- Hazardous Substances
- Biodiversity



Note: The materiality threshold is defined as the top eight cumulative scores of positive and negative impacts, identified as material topics

1.3 Material Topics and Value Chain Boundary Table

Aspect	Corresponding SDGs	Material Topic	Value Chain Boundary Impact		
			Upstream	GMI Technology Operations	Downstream
Governance / Economy	8 DECENT WORK AND ECONOMIC GROWTH 	Operational Strategy and Economic Performance	●	●	●
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Corporate Governance and Ethical Business Practices	●	●	●
		Risk Management	●	●	●
		Information Security and Privacy Protection	●	●	●
	17 PARTNERSHIPS FOR THE GOALS 	Supply Chain Management	●	●	●
		Customer Service Quality		●	●
		Product Quality and Safety	●	●	●
Society	5 GENDER EQUALITY 	Employee Care and Labor Protection			
	8 DECENT WORK AND ECONOMIC GROWTH 			●	●
	10 REDUCED INEQUALITIES 				

● □ □ □ □ ● □ □ □ □

1.4 Sustainable Development Commitment

Corporate Social Responsibility and Sustainable Development Process and Strategy

GMI Technology's corporate social responsibility and sustainable development efforts incorporate sustainability concepts into the Company's operational mechanisms and promote key topics aligned with global sustainability trends. We assess the overall environment and stakeholder expectations, integrate business development goals, and formulate corporate social responsibility strategies. We aim to deepen integration between the organization and the value chain, enhance ESG performance, and gradually achieve the goals of strengthening governance, driving innovation, and setting industry benchmarks.

Policies and Regulations Related to Responsible Business Conduct

GMI Technology adheres to responsible business practices. To cultivate a corporate culture of integrity and honesty, and to meet the expectations of investors and other stakeholders, the Board of Directors has approved and issued ethics- and integrity-related regulations. These regulations define the Company's policies, guidelines, operating procedures, codes of conduct, and related complaint mechanisms. Employees and business partners are required to comply with these rules during business execution to prevent dishonest behavior. The Company aspires to shape a culture of integrity and accountability, committing to the highest ethical standards in all business activities. In addition, GMI Technology complies with applicable rules for TWSE/TPEX listed companies and other laws related to business conduct as a basic premise for implementing ethical practices. We continuously monitor changes in domestic and international regulations to assess potential risks and impacts on the Company. Based on the results of legal reviews, we evaluate whether internal policies are appropriate and sufficient. The relevant policy commitments are available on the Company website / Corporate Governance section / Key Organizational Regulations.



Category	Approval Level	Responsible Unit	Policy Commitment	Communication of Policy Commitment	Policy Link
Ethical Business Practices	Implemented upon Board Resolution Approval	Office of the President	Ethical corporate management is a key element of the Company's sustainable operations. To ensure proper governance and employee conduct, the Company has established several critical internal regulations, including the "Corporate Governance Best Practice Principles," the "Ethical Corporate Management Best Practice Principles," the "Procedures for Reporting Illegal, Unethical, or Dishonest Conduct by Internal and External Parties," the "Employee Code of Ethics," and the "Procedures for the Prevention of Insider Trading." These policies explicitly stipulate provisions on conflicts of interest, whistleblowing mechanisms, and disciplinary actions. They serve as a foundational framework for implementing ethical business practices and advancing the Company's ethical corporate management strategy.	To ensure that GMI Technology employees understand and implement the Company's policy commitments, ethical business conduct, and professional ethics, all employees are required to complete one hour of training annually. In addition to regular annual training sessions, we promote awareness through internal websites and email communications to enhance employees' understanding of ethical conduct and regulatory compliance. In 2024, the Company held a training session on ethical business practices and professional ethics for all employees at its Taiwan headquarters. A total of 74 people participated, with a completion rate of 85%, totaling 74 training hours.	 GMI Technology Key Organizational Regulations
Human Rights Commitment and Policy	Implemented upon Board Resolution Approval	Operations Management Division	The Company strictly complies with labor-related laws and regulations in all its operating locations, safeguards employees' legal rights, and follows international human rights conventions such as the UN Global Compact, Universal Declaration of Human Rights, and International Labour Organization Declaration on Fundamental Principles and Rights at Work. We fully embody the responsibility to respect and protect human rights, treating and respecting all salaried employees with dignity, including contract workers and interns.	Since 2015, the Company has included topics related to human rights and labor rights in its internal communications and has promoted workplace safety education and training programs to raise awareness and attention to issues such as sexual harassment prevention.	 Human Rights Commitment and Policy
Corporate Sustainability Best Practice Principles	Implemented upon Board Resolution Approval	Sustainability Committee	To fulfill its corporate social responsibility and promote progress in economic, environmental, and social dimensions in pursuit of sustainable development, the Company has adopted its Corporate Sustainability Best Practice Principles with reference to the Corporate Sustainability Best Practice Principles for TWSE/TPEX Listed Companies, jointly issued by the Taiwan Stock Exchange Corporation and the Taipei Exchange, as a basis for compliance.	The Company has established a Sustainability Committee to formulate sustainable development policies, systems, or related management approaches based on its mission or vision for sustainability. At least once a year, the committee reports implementation results to the Board of Directors and conducts performance reviews and improvement measures.	 Corporate Sustainability Best Practice Principles

Incorporated Policy Commitments

GMI Technology established its Sustainability Committee in 2022 and set up five major promotion teams and a Greenhouse Gas Inventory Team in 2024. These groups are primarily responsible for formulating and executing various ESG and greenhouse gas inventory project strategies. The Board of Directors authorized the President to serve as the convener of the committee, while the team leaders are concurrently held by the highest-ranking managers of corresponding internal departments. Currently, the five major promotion teams are the Corporate Governance Team, Risk Management Team, Social Care Team, Supply Chain Management Team, and Sustainable Environment Team. The Greenhouse Gas Inventory Team comprises one member from the President's Office and six members from the Operations Management Division. The Sustainability Committee holds at least one meeting per year, through which it establishes the annual sustainability policy and policy commitments related to responsible business conduct, while reviewing the implementation status of various sustainability issue strategies.

GMI Technology strictly abides by regulations set forth by competent authorities regarding corporate governance and ethical corporate business practices, environmental protection, and labor and human rights. To ensure accuracy and completeness in legal compliance, the company regularly conducts employee training and education, promoting the principles of ethical corporate management in employees' daily business activities. Additionally, during regular quarterly board meetings, the company presents and reinforces the contents of the "Ethical Corporate Management Best Practice Principles" and the "Code of Ethical Conduct" to the Board and management, ensuring a shared understanding of their importance.





02

About GMI Technology

2.1 Operational Overview

2.2 Operational Strategy and Economic Performance

Material Topic Management – Operational Strategy and
Economic Performance

2.1 Operational Overview

Company Profile

GMI Technology Inc. was founded on October 6, 1995, in the Republic of China (Taiwan). The Taiwan headquarters is located in Neihu District, Taipei City. The Company primarily operates as a semiconductor component distributor. Its main business includes the distribution of digital communication application solutions and components, memory components, computer peripheral solutions and components, digital home appliance solutions and components, storage device application solutions and components, and analog electronics components. Key partners include many world-renowned leading brands and manufacturers such as Realtek Semiconductor, Foxconn, LCFC (Lenovo), Hikvision, Pan-International Industrial, and ZTE. In 2024, the Company expanded into a new leasing business segment, primarily offering GPU computing equipment rental services. GMI Technology has a total of 12 service locations across Taiwan, Hong Kong, and Mainland China (including Shenzhen, Shanghai, and Beijing). The total number of employees is 219. In 2024, the total operating revenue from the aforementioned services reached NT\$17,709,439 thousand, accounting for 100% of the Company's revenue. For more information on financial performance, please refer to the Company's 2024 Annual Report.

Operating Revenue

The consolidated operating revenue of the Company in 2024 was NT\$17,709,439 thousand, and the net profit after tax was NT\$358,135 thousand.

Revenue Breakdown by Major Product

Unit: NT\$ thousand

Business Segment	Net Operating Revenue	Revenue Proportion (%)
Digital Communication Application Solutions and Components	15,702,724	88.66%
Storage Device Application Solutions and Components	1,821,575	10.29%
Analog Electronic Components	147,023	0.83%
Leasing Business	38,117	0.22%
Total	17,709,439	100%

Primary Applications of Major Products

Main Product	Key Applications
Digital Communication Application Solutions and Components	Application Solutions: Wireless network cards, hubs (S-HUB), routers, ADSL broadband, AP (access points), wireless multimedia receivers (WDMA), VoIP phones, LCD monitors, desktop PCs, notebooks, card readers, tablets, Bluetooth headsets, IoT transmission modules, fiber optic modules. Components: Wireless network ICs, LAN ICs, LCD driver ICs, USB disk controller ICs, audio decoder ICs, USB interface application ICs, card reader controller ICs, ARM CPUs, WiFi-PA, Bluetooth ICs.
Storage Device Application Solutions and Components	Application Solutions: LCD TVs, set-top boxes, digital media players (DMPs), various memory cards (MMC, CF, SD, etc.), solid-state drives. Components: SRAM, SDRAM, DDR memory, SPI Flash, SSD and various memory card controller ICs.
Analog Electronic Components	Application Solutions: Power adapters, ADSL broadband, SOHO gateways. Components: GaN transistors, physical layer network chips, clock generators, voltage regulators, overcurrent protection devices, power control units.
Leasing Business	GPU Computing Equipment: GPU H100 and H200 machine rental.

Sales Revenue by Region

Unit: NT\$ thousand

Region / Country	Product / Service	Operating Revenue	Proportion (%)
Taiwan	- Digital Communication Application Solutions and Components - Storage Device Application Solutions and Components - Analog Electronic Components - Leasing Business	498,102	2.81%
China	- Digital Communication Application Solutions and Components - Storage Device Application Solutions and Components - Analog Electronic Components	16,430,577	92.78%
Others	Digital Communication Application Solutions and Components	780,760	4.41%
Total		17,709,439	100%



Value Chain Overview

GMI Technology focuses on semiconductor components and operates as a professional distributor. We serve as a distributor in the semiconductor component supply chain, linking upstream semiconductor component suppliers with downstream manufacturers. Upstream mainly includes domestic and international IC component suppliers for information, communication, and consumer electronic products. Downstream includes manufacturers of networking, information, communication, consumer electronics, and automotive electronic products. As a midstream distributor, we provide upstream manufacturers with a comprehensive sales network while offering downstream clients professional technical support and deep knowledge of semiconductor components, enabling us to provide integrated consultation and application services. Our main products have seen strong growth recently due to widespread applications as part of wireless network communications and automotive markets in Mainland China and Taiwan, as well as the use of wireless LAN functionality in consumer electronics and home entertainment equipment. These trends present significant growth potential for this product line.

The Company's main supplier in the past two years has been Realtek Semiconductor Corporation. The main products of Realtek Semiconductor Corporation have experienced robust growth due to the widespread application of wireless network communication in Mainland China and Taiwan markets, as well as the integration of wireless LAN functions into consumer electronics and home entertainment equipment. This product line therefore has strong growth potential.

GMI Technology's Sustainable Value Chain

Value Chain	Upstream Supply Chain	GMI Technology	Downstream Clients
Type of Operation	IC Component Suppliers	Electronic Component Distribution Channels	Networking, PC, and automotive component manufacturers
Operating Region	Global	Taiwan, China, Southeast Asia, Global	Taiwan, China, Southeast Asia, India, Global

Suppliers

GMI Technology collaborated with over 20 suppliers in 2024. The main procurement categories consist of two types: component manufacturers and distributors. Based on purchase amount and criticality, key suppliers are identified. "Key suppliers" refers to direct material suppliers accounting for the top 80% of purchase value, those with large procurement volumes, suppliers of critical components, or those providing irreplaceable raw materials. There are a total of three such key suppliers, with one supplier accounting for approximately 80% of the total. This key supplier had a net procurement value of approximately NT\$16,950,952 thousand in 2024, with the highest procurement category being digital communication application solutions and components. In response to the addition of the leasing business in 2024, two GPU equipment suppliers were added, with a combined net procurement value of approximately NT\$839,901 thousand.

Key Supplier Categories	Number of Key Suppliers	Key Supplier Locations	Procurement Amount (NT\$ thousand)	Procurement Ratio (%)
Digital Communication Application Solutions and Components	1	Taiwan / Mainland China / Singapore	15,063,052	88.86
Storage Device Application Solutions and Components	2	Taiwan / Hong Kong	1,733,441	10.23
Analog Electronic Components	0	-	154,459	0.91
Leasing Business	2	Taiwan / USA	839,801	Note 1:

Note 1: GPU equipment in 2024 was classified under fixed assets, and thus procurement value is not included in the net purchase total.

Supplier Categories	Number of Key Suppliers	Non-Key Supplier Count	Total
Digital Communication Application Solutions and Components	1	12	13
Storage Device Application Solutions and Components	2	5	7
Analog Electronic Components	0	7	7
Leasing Business	2	0	2

Membership in Industry Associations

In 2024, GMI Technology did not participate in any domestic or international industry-related associations or nonprofit organizations.



2.2 Operational Strategy and Economic Performance

Material Topic Management – Operational Strategy and Economic Performance

Material Topic	Operational Strategy and Economic Performance	
Impact Description	With the development of emerging technologies such as big data, cloud computing, and artificial intelligence, AI-based operations and maintenance have become indispensable technological tools and solutions. GMI Technology has invested in establishing an AI computing cloud service center, operating under a leasing model, to support customers' computing power demands. This helps customers lower the barrier to accessing computing power and accelerates the advent of the AIGC era for all. In doing so, GMI Technology promotes transformation alongside its customers, creating greater value for society.	
Policy / Commitment	GMI Technology provides comprehensive product application solutions by fully integrating six core functions: industry trends, market applications, technology transfer in product development, component supply, material sourcing, and marketing channels. The Company effectively serves as a bridge between upstream suppliers and downstream customers, integrating Group resources to maximize value creation and deliver the greatest possible benefit to shareholders.	
Actions Taken	With keen trend observation and market insight, the Company offers customers the latest market opportunities, middleware and firmware design services, ongoing product development and technical support, and guidance on future market applications. Through flexible component supply and marketing channels, GMI Technology integrates upstream, midstream, and downstream partners into a market community, achieving a win-win-win outcome.	
Tracking and Evaluation Mechanism	1.Regular communication between the Board of Directors and the management team is used to continuously track the progress and performance of GMI Technology's business strategies. 2.Quarterly investor conference calls are held to disclose financial performance, business outlook, and market conditions, allowing both internal and external stakeholders to jointly monitor progress. 3.Financial forecast comparisons are used to assess the feasibility and effectiveness of action plan targets.	
Management Objectives	Short-term Goals (3 years)	Mid- to Long-term Goals (5–10 years)
	1.Strengthen product application development capabilities 2.Enhance company operations and operational management systems, improve logistics management, and increase cost efficiency	1.Expand the Group's AI computing cloud services to help enterprises apply AI to industry and industrialize AI 2.Expand international marketing and develop regional markets 3.Continue innovating and further integrate AI into everyday life
Annual Performance	Direct economic value generated: 2024 revenue of NT\$17,709,439 thousand; EPS of 2.38; cash dividend distributed from earnings: NT\$1.4 per share	
Stakeholder Participation	1. All employees of GMI Technology are involved in organizational operations and contribute to economic performance through transactions with suppliers and customers. The Company uses its real-time sales management system (Power BI & Dashboard) to ensure all employees are immediately aware of operational performance. Through the effective governance of the Board of Directors and other management, employees and investors gain clear access to information and benefits. 2. The Company reports its operational status to shareholders and potential investors through annual general meetings and investor conferences.	

Direct Economic Value Generated and Distributed by the Organization

Unit: NT\$ thousand

Item/Year		2022	2023	2024
Direct economic value generated: Revenue		19,346,503	15,276,756	17,709,439
Economic value distributed	Operating costs	18,295,415	14,411,104	16,763,564
	Employee salaries and benefits	193,269	222,980	287,546
	Payments to providers of capital	338,229	400,301	273,796
	Payments to governments by country	135,948	79,924	86,883
	Community investments	-	2,000	-
Economic value retained		383,642	160,447	297,650
Economic value retained: "Direct economic value generated" minus "Economic value distributed"				

Benefits and Retirement Plans

For employees covered by the retirement system under the Labor Standards Act, GMI Technology allocates 2% of their monthly total salary to a dedicated retirement reserve account at the Bank of Taiwan in accordance with Article 56, Paragraph 1 of the Act. These funds are used to pay retirement benefits once the employee meets the retirement criteria. In 2024, NT\$350,832 thousand was allocated to the retirement reserve.

Additionally, since July 2005 and in accordance with government regulations, the Company has adopted the individual retirement account system under the Labor Pension Act. It allocates 6% of each employee's monthly salary as its contribution to the new retirement system. In 2024, a total of NT\$4,911,907 was deposited into individual accounts managed by the Bureau of Labor Insurance. In addition to the employer's fixed 6% monthly contribution, employees may voluntarily contribute up to an additional 6% of their salary to their individual retirement accounts.

According to Paragraph 2 of the same Article, the Company must estimate the retirement funds needed for employees who will become eligible to retire in the next year before the end of the fiscal year. Any shortfall must be made up within the specified time frame to ensure adequate funding for future retirement needs. The Company's retirement reserve is overseen by a Labor Retirement Reserve Supervisory Committee jointly formed by labor and management.

Government Subsidies

Under Article 10 of the Industrial Innovation Statute, GMI Technology applied for an R&D investment tax credit of NT\$18,730,624 in 2024, resulting in a tax reduction of NT\$2,809,594.

Operational Strategy

GMI Technology and its subsidiary Rehear Audiology co-develop chip solutions integrated with AI software technology

GMI Technology recognized the demand and market potential of hearing aids, as well as the barrier to widespread adoption caused by their high price. In response, the company initiated market research and engaged in technology R&D. Rehear, in collaboration with Realtek Semiconductor, drew on over 20 years of extensive industry experience and innovation in chip solutions. We have always believed that the true value of technological innovation lies in its ability to improve people's lives. With support from the top biomedical research team at National Yang Ming Chiao Tung University, we jointly developed two major Bluetooth chip solutions: the HA hearing assistance chip and TWS earbuds with integrated hearing measurement functionality. Enabled by Rehear's proprietary chip driver technology, these hearing aids and wireless Bluetooth earbuds can faithfully reproduce the beauty of natural sound. Leveraging advanced AI deep learning software, the system not only generates high-quality frequency response through ultra-high-resolution sampling, producing nuanced and detailed audio, but also performs personalized hearing compensation based on each individual's hearing threshold. This allows users to enjoy customized sound quality, whether listening to music, taking phone calls, or engaging in conversations, with rich, lossless audio comparable to what individuals with normal hearing experience. For environmental noise control, our technology also enables active noise cancellation (ANC), delivering an immersive, disturbance-free experience.

To support business transformation, GMI Technology and Rehear Audiology have jointly developed a chip solution integrated with AI software to create an over-the-counter hearing aid. Patents have been filed for the solution. Unlike traditional hearing aids, this product does not require assistance from an audiologist, significantly simplifying and speeding up the selection process. It is suitable for users with mild to moderately severe hearing loss and is expected to generate substantial economic value in the future.

As a global leader in hearing aid and TWS earbud solutions, our mission is to redefine the hearing experience, enabling every person with hearing loss to enjoy pure, high-quality sound in a smart and effortless way, rediscovering the true essence of sound. Looking back at the challenges we faced during development, we established standards exceeding those currently in the market. In collaboration with the research team at National Yang Ming Chiao Tung University, we continuously improved technology through active noise cancellation R&D and hearing detection research. We used Frye FONIX 7000 and Audioscan Pro measurement tools to ensure compliance with

Solutions

Over-the-Counter Hearing Aid Solution (HA hearing enhancement chip and TWS earbuds with hearing measurement capabilities)

With proprietary chip technology, users are introduced to a new auditory experience. An ultra-low latency of 0.2 milliseconds ensures clear and synchronized speech; the 625 kHz high sampling rate technology delivers pure and bright sound quality. With up to 441 sound channels, it enables a smooth and full-bodied hearing compensation curve. Hybrid Active Noise Cancellation (ANC) helps block out ambient noise, letting the user enjoy clean audio. It also includes multiple built-in noise cancellation modes, effectively reducing environmental noise by up to 40dB in settings such as cafés, airplanes, and other noisy environments, creating an immersive, distraction-free listening experience. Through an intelligent AI-controlled unit, the solution supports personalized volume tuning. It can automatically complete a compensation profile within 50 milliseconds. Fine-tuning is also available via an app, allowing every sound to be customized to the user's ideal volume.

ANSI S3.6 standards, achieved clinical validation at Taipei Veterans General Hospital, and were granted two ROC patents, demonstrating the technical excellence of GMI Technology and Rehear's development team.

GMI Technology × affiliate GMI Cloud co-invest in establishing an AI computing cloud service center

With the development of emerging technologies such as big data, cloud computing, and artificial intelligence, AI-based operations and maintenance have become indispensable technological tools and solutions. GMI Technology has invested in building an AI computing cloud service center, operated on a rental basis. This helps clients meet computational power demands while lowering barriers to AI capability adoption, paving the way for a universal AIGC era. This transformation supports GMI Technology's evolution, helping clients boost productivity and generate greater economic value.



03 Corporate Governance

3.1 Corporate Governance and Ethical Business

Practices

Material Topic Management – Corporate Governance and Ethical Business Practices

3.1.1 Corporate Governance Structure

3.1.2 Board of Directors

3.1.3 Remuneration Policy

3.1.4 Ethical Business Practices

3.2 Risk Management

Material Topic Management - Risk Management

3.3 Information Security and Privacy Protection

3.1 Corporate Governance and Ethical Business Practices

Material Topic Management – Corporate Governance and Ethical Business Practices

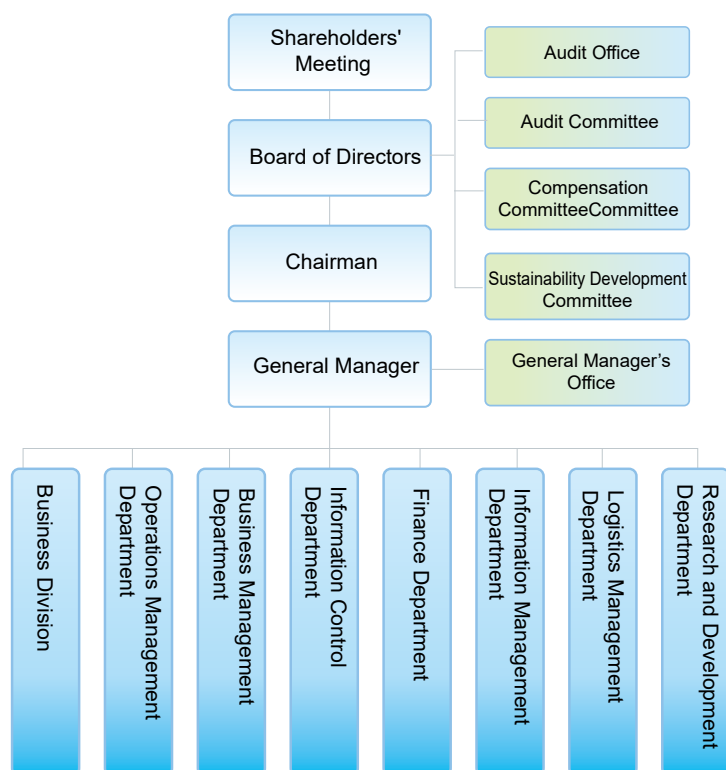
Material Topic	Corporate Governance and Ethical Business Practices	
Impact Description	Enhance corporate governance and Board effectiveness, implement corporate ethics and codes of business conduct. These efforts foster a culture of ethical business operations, support sustainable corporate development, and create value for society at large.	
Policy / Commitment	GMI Technology is committed to establishing an effective corporate governance framework, implementing internal controls, emphasizing risk management and legal compliance, safeguarding shareholder rights, strengthening the functions of the Board of Directors, enabling functional committees to perform their roles, respecting stakeholder rights, and enhancing information transparency through timely disclosure.	
Actions Taken	The Board of Directors of GMI Technology is the key core of corporate governance. The Company believes that a sound and efficient Board is the foundation of good corporate governance. The Board provides strategic guidance for operations, supervises the management team's performance, and serves as the highest governance body. The Audit Committee, Remuneration Committee, Sustainability Committee, and Audit Office established under the Board each fulfill their respective duties to assist the Board in carrying out its supervisory responsibilities. Mr. Lin Che-Jen, Deputy CFO, has been appointed as the Corporate Governance Officer to jointly ensure the effective execution of all business activities, laying the foundation for sustainable operations and advancing toward sustainable development goals.	
Tracking and Evaluation Mechanism	1.Board performance evaluations are conducted annually. In addition, an external professional, independent organization or a team of external experts and scholars is commissioned to perform evaluations every three years to review and discuss ways to strengthen performance. 2.The Audit Office regularly evaluates the effectiveness of internal controls, incorporating risks related to operations, corporate governance, and legal compliance, and compiles an annual report submitted to the Board of Directors each year. 3.Systematic performance evaluations using diverse indicators are conducted annually for employees.	
Management Objectives	Short-term Goals (3 years)	Mid- to Long-term Goals (5–10 years)
	1. Training is provided to employees to raise awareness of anti-corruption. 2. A robust internal control system and risk assessment process are established to strengthen corporate governance mechanisms. 3. No major legal violations have occurred.	1.A culture of integrity is promoted throughout the Company, encouraging employees to address sustainability issues with honesty. 2.The remuneration of governance units or senior management is linked to non-financial indicators (sustainability indicators) to implement sustainable governance. 3.No major legal violations have occurred.
Annual Performance	1. In 2024, a total of 74 person-hours of integrity education and training were conducted. 2. In 2024, the Corporate Governance Officer completed 12 hours of continuing education. 3. In 2024, the Company continued to monitor the implementation of operational systems through audit personnel, establishing sound corporate governance practices and risk control mechanisms to create a sustainable operating environment. 4. In 2024, the Audit Office conducted a total of 52 audit tasks, achieving a 100% compliance rate.	
Stakeholder Participation	1. Complaint and whistleblowing channels are provided, including telephone and email. 2. The Company communicates with investors annually through shareholders' meetings and institutional investor conferences, and promptly discloses material information and relevant content on the Market Observation Post System (MOPS) to facilitate smooth two-way communication with stakeholders. 3. Regular communication is conducted with the Board of Directors to assess whether relevant systems are functioning and make timely adjustments.	

3.1.1 Corporate Governance Structure

Governance Structure and Composition

The Board of Directors of GMI Technology is the highest governance unit in the Company. Under the Board, the Audit Committee, Remuneration Committee, and Sustainability Committee are established to assist in supervisory duties. The management team reports its activities, proposals, and related resolutions to the Board each quarter to enhance governance functions. Regarding sustainability strategy and management, the Board also serves as the highest decision-making and supervisory body for managing the impacts of economic, environmental, and social issues. In making major decisions, the Board considers related impacts, risks, opportunities, and stakeholder opinions.

Corporate Governance Structure Chart



Nomination and Selection of the Highest Governance Body

GMI Technology adopts a candidate nomination system for Board elections in accordance with Article 192-1 of the Company Act. Shareholders holding more than 1% of the total issued shares may submit a list of candidates, and elections are held at the annual general meeting. Board candidate nomination and selection processes take into account diversity in gender, age, nationality, and culture, as well as professional knowledge, background, and industry experience. This ensures that appointed directors possess the knowledge, skills, and competencies required to fulfill their duties. Directors are also expected to have extensive management experience in economic, environmental, and social matters. To ensure Board independence, independent directors are appointed in accordance with the Company Act and the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies"

Chair of the Highest Governance Body

GMI Technology is currently in its 11th Board term. Mr. Yeh Chia-Wen serves as Chairman and is also a member of the executive team, concurrently holding the position of CEO. This dual role provides the Company with strong and consistent leadership, enabling more effective planning and execution of long-term business strategies.

To ensure operational independence, directors or representatives with conflicts of interest in agenda items must declare such conflicts and are subject to supervision by independent directors. In 2024, the Board of Directors complied with procedural regulations throughout its operations. No conflicts of interest occurred, nor were there any disclosures related to conflict-of-interest matters.

Role of the Highest Governance Body in Impact Oversight

The Board of Directors of GMI Technology is the highest governance body, directly involved in supervising and managing the Company's performance and risk management regarding economic, environmental, and social issues. It is also the highest decision-making authority. In deciding major matters, the Board takes into consideration economic, environmental, and social topics, as well as their impacts, risks, opportunities, and stakeholder input. For stakeholder engagement details, please refer to the Stakeholder Engagement chapter of this report.

Responsible Person for Impact Management

The Board of Directors has designated the President to oversee impact management. The President must report annually to the Board on the Company's management of economic, environmental, and social impacts.

Role of the Highest Governance Body in Sustainability Reporting

The sustainability report is reviewed by the President to ensure coverage of all material topics. The 2024 Sustainability Report was approved by the Board of Directors on August 7, 2025.

Audit Committee

To strengthen organizational values and improve supervisory functions, GMI Technology established an Audit Committee comprising four independent directors. The Company also formulated the "Audit Committee Operational Guidelines" in accordance with the "Regulations Governing the Exercise of Powers by Audit Committees of Public Companies." The Committee's duties include reviewing the appropriateness of financial statements, appointment and independence/performance of CPA firms, effectiveness of internal controls, compliance with relevant laws and regulations, and management of existing or potential corporate risks. In 2024, the Audit Committee convened 10 meetings with an average attendance rate of 97%. For details on committee members and operations, please refer to the Audit Committee section of the Company's 2024 Annual Report.



[Audit Committee
Charter](#)

Remuneration Committee

To improve corporate governance and enhance the Board's effectiveness in remuneration oversight, GMI Technology established the Remuneration Committee and adopted the "Remuneration Committee Organizational Regulations" in accordance with the Securities and Exchange Act and the "Regulations Governing the Exercise of Powers by Remuneration Committees of Public Companies." The Committee is responsible for evaluating the performance and remuneration of directors and managers and ensuring that incentive systems do not encourage risk-taking behavior beyond the Company's risk appetite. The Company is committed to implementing competitive and effective remuneration systems to attract and retain top talent, continuously improving operating performance and enhancing long-term competitiveness and sustainable development capabilities. The Remuneration Committee consists of three independent directors. In 2024, the Committee held two meetings, with an average attendance rate of 100%. For details on members and operations, please refer to the Remuneration Committee section of the Company's 2024 Annual Report.



[Remuneration
Committee Charter](#)

Sustainability Committee

To achieve sustainability goals, the Company established the Sustainability Committee in 2022 and adopted the "Sustainability Committee Charter." Independent Director Ko Yen-Hui was appointed by the Board as Convener and Chair, serving as the highest guiding body for sustainability governance. The Board also designated the President as responsible for managing impacts, primarily focused on sustainability-related decision-making and management. The President assists the Board in advancing initiatives across environmental, social, and corporate governance dimensions to promote sustainable operations and annually reports impact management results to both the Sustainability Committee and the Board.

Sustainability Committee Operations

The Sustainability Committee is a functional committee under the Board. It consists of three members. On November 8, 2022, the Board resolved to appoint three independent directors as the first-term Sustainability Committee, with Independent Director Ko Yen-Hui serving as Convener and Chair. In 2024, the Sustainability Committee convened one meeting with an average attendance rate of 100%. The Sustainability Committee convened a meeting on November 12, 2024. In addition to reporting the completion of the 2024 Sustainability Report, it was reported to the Committee that the Company will begin carbon inventory planning and implementation in 2025 in response to regulatory requirements.

Title	Name	Expertise
Independent Director (Convener)	Ko Yen-Hui	Corporate governance, financial accounting
Independent Director	Jan, Sen	Industry knowledge, business management
Independent Director	Lee Wei-Chang	Business management, decision-making judgment

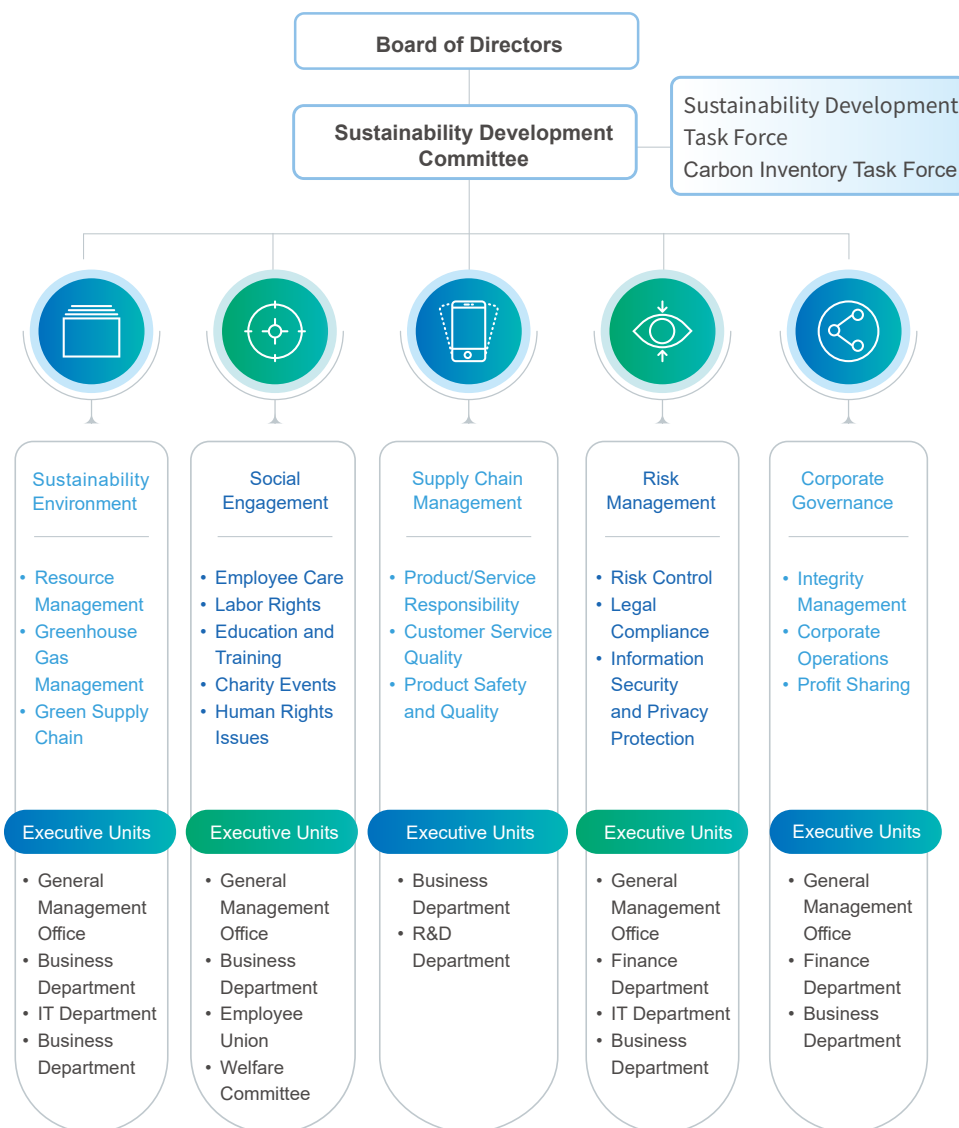
Responsibilities of the Sustainability Committee are as follows:

- (1) Propose a sustainability mission or vision and formulate sustainability policies, systems, or related management approaches.
- (2) Integrate sustainability into the Company's operations and development direction, and approve specific implementation plans.
- (3) Ensure the timeliness and accuracy of sustainability-related disclosures.
- (4) Other matters assigned by resolution of the Board of Directors.



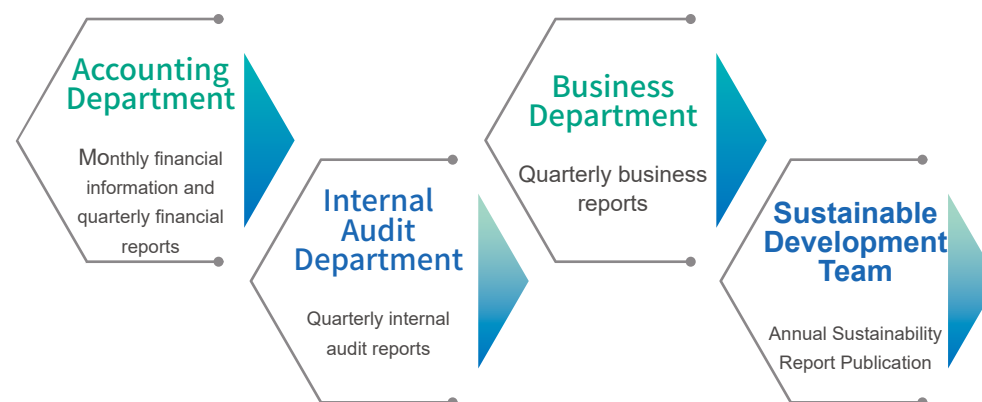
[Sustainability Committee
Charter](#)

Sustainability Committee Organizational Structure Chart



Communication of Key Material Events (GRI 2-16)

In addition to regular committee meetings and reporting to the Board of Directors, the Company's management also regularly provides directors with important reports and information (as detailed below) and communicates any key material events as needed. During the reporting period, the nature and total number of key material events can be found in the material information disclosed on the Market Observation Post System (MOPS).



3.1.2 Board of Directors

Board Composition

The main responsibilities of the Board of Directors of GMI Technology include guiding the Company's strategy, supervising the management team, and being accountable to the Company and shareholders. In the operations and arrangements of corporate governance mechanisms, the Board exercises its authority in accordance with relevant laws and regulations, the Articles of Incorporation, and resolutions of the shareholders' meeting, maintaining independence and accountability to the shareholders' meeting. According to Article 14-1 of the Company's Articles of Incorporation, the Board consists of nine directors, including four independent directors. Directors serve a term of three years and may be re-elected. The Board is comprised of 4 independent directors (44%) and 5 non-independent directors (including one female director) (56%). For detailed information on the names, genders, terms of office, key education and experience, and other company positions held by Board members, please refer to the Board of Directors section of the 2024 Annual Report. The Board of Directors holds at least one meeting per quarter. A total of 11 meetings were held in 2024, with an overall director attendance rate of 91%.

Board Diversity and Operations

The Company adopts a candidate nomination system for director elections. According to Article 20 of the "Corporate Governance Best Practice Principles," the composition of the Board of Directors should take diversity into consideration. Based on the Company's operations, business model, and development needs, an appropriate diversity policy is formulated. The Board composition is planned by taking into account professional backgrounds such as law, accounting, industry, finance, marketing, or technology, as well as professional skills and industry experience, gender, age, nationality, and culture. To promote Board diversity, the Company currently has one female director, representing 11% of the Board. Male directors account for 89%. Directors aged 30–50 represent 11%, and those aged over 51 represent 89%. For detailed information on the primary experience and other important positions held by Board members, please refer to the 2024 Annual Report.

Board Continuing Education

To enhance the professional knowledge and skills of board members, GMI Technology arranges annual professional courses for directors on topics such as corporate governance, economics, environment, and social issues, based on industry characteristics, corporate development strategy, and directors' academic and professional backgrounds. In 2024, the total training hours for directors (including independent directors) amounted to 57 hours, averaging 6.3 hours per person.

Title	Name	Biological Gender	Age	2024 Actual Attendance Rate of the Board of Directors (%)
Chairman of the Board	Yeh Chia-Wen	Male	Over 51	73%
Director	Liu Yen-Hui	Male	Over 51	100%
Director	Yeh Po-Chun	Female	30–50	73%
Director	Wang Kuo-Chang	Male	Over 51	91%
Director	Shen Che-Sheng	Male	Over 51	100%
Independent Director	Jan, Sen	Male	Over 51	91%
Independent Directors (Note)	Lin Ming-Chieh	Male	Over 51	100%
Independent Director	Yen Hui Ko	Male	Over 51	100%
Independent Directors (Note)	Lee Wei-Chang	Male	Over 51	100%
Independent Directors (Note)	Chou Chung-Chi	Male	Over 51	86%

Note: Independent Director Lin Ming-Chieh resigned from the position of Independent Director of the Company on April 12, 2024. Independent Director Chou Chung-Chi was newly appointed as an Independent Director of the Company in April 2024.

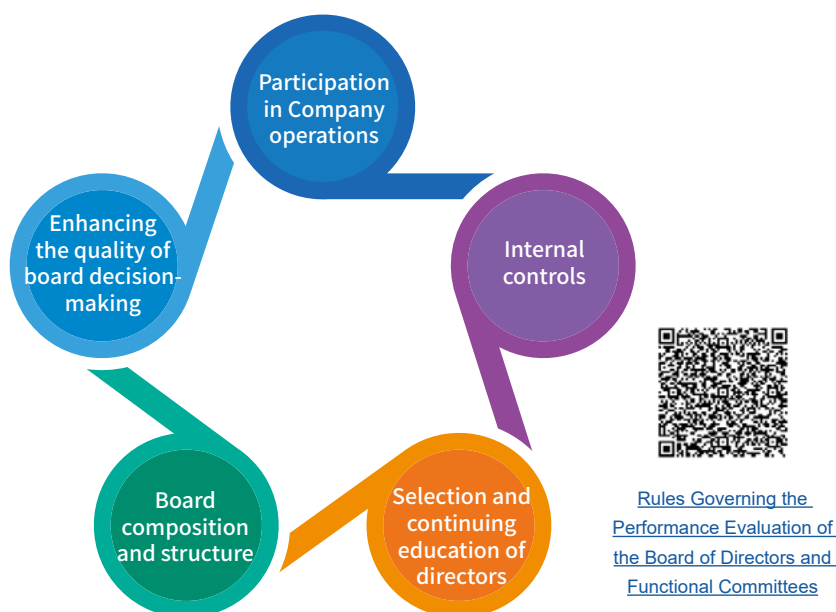
Title	Name	Training Date	Organizing Unit	Course Title	Training Hours
Representative of Corporate Director	Chia-Wen Yeh	2024/12/06	Taiwan Institute of Directors	Breaking Organizational Frameworks – Organizational Strategy and Key Talent Development	3
		2024/10/14	Taiwan Institute of Directors	Short- and Long-Term Economic Trends That Business Leaders Need to Know (Exploring Taiwan's Industrial Outlook)	3
Representative of Corporate Director	Ivan Liu	2024/12/12	Securities and Futures Institute	Shareholders' Meetings, Management Rights, and Equity Strategies	3
		2024/08/07	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management Applications	3
Representative of Corporate Director	Yeh, Po-Chun	2024/08/08	Securities and Futures Institute	NVIDIA's Three-Trillion Miracle: New Thinking in the Semiconductor Industry Revolution Behind AI	3
		2024/07/11	Greater China Financial and Economic Development Association	New Trends and Practical Applications of AI and FinTech	3
Representative of Corporate Director	Wang, Kuo-Chang	2024/12/06	Taiwan Institute of Directors	Breaking Organizational Frameworks – Organizational Strategy and Key Talent Development	3
		2024/10/14	Taiwan Institute of Directors	Long-Term and Short-Term Economic Trends for Business Managers (Analysis of Taiwan's Industrial Outlook)	3
Representative of Corporate Director	Che-Sheng Shen	2024/10/14	Taiwan Institute of Directors	Long-Term and Short-Term Economic Trends for Business Managers (Analysis of Taiwan's Industrial Outlook)	3
		2024/08/29	Securities and Futures Institute	Board Performance Evaluation	3
Independent Director	Jan, Sen	2024/10/14	Taiwan Institute of Directors	Carbon Trading Mechanisms and Carbon Management Applications	3
		2024/08/07	Securities and Futures Institute	Sustainable Supply Chain and Circular Economy	3
Independent Director	Chung-Chi Chou	2024/12/06	Taiwan Institute of Directors	Breaking Organizational Frameworks – Organizational Strategy and Key Talent Development	3
		2024/09/12	Taiwan Project Management Association	From Digital Transformation to AI Competency	3
		2024/09/12	Taiwan Project Management Association	ESG Project Management and Sustainable Development	3
Independent Director	Yen Hui Ko	2024/10/14	Taiwan Institute of Directors	Long-Term and Short-Term Economic Trends for Business Managers (Analysis of Taiwan's Industrial Outlook)	3
		2024/08/01	Securities and Futures Institute	Economic Situation and Market Opportunities in New Southbound Countries	3
Independent Director	Wei-Chang Li	2024/10/29	Taiwan Corporate Governance Association	Insider Trading Prevention and Case Analysis	3
		2024/09/06	Securities and Futures Institute	2024 Insider Trading Prevention Promotion Meeting	3

Board Performance Evaluation

To enhance the effectiveness of corporate governance, the Company has established the “Rules Governing the Performance Evaluation of the Board of Directors and Functional Committees” in accordance with the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies.” These regulations stipulate that internal performance evaluations must be conducted at least once a year and completed by the end of the first quarter of the following year. Additionally, an external professional independent organization or a team of external experts and scholars must conduct evaluations at least once every three years. The evaluations incorporate indicators related to corporate governance, economy, environment, and society to ensure the Board of Directors fulfills its duties in corporate governance, operations, and sustainability matters.

The Company most recently commissioned the Taiwan Corporate Governance Association in 2022 to conduct the board performance evaluation for the period from November 1, 2021 to October 31, 2022. The institution and executing experts had no business dealings with the Company and maintained independence. The evaluation report was issued on December 28, 2022, and the results were reported to the board on May 9, 2023, with improvement actions sought.

The evaluation of GMI Technology's Board of Directors and functional committees covers at least the following five aspects:



Conflicts of Interest

In accordance with Article 206 of the Company Act, GMI Technology explicitly stipulates in the “Rules of Procedure for Board Meetings” that if a director or the legal entity they represent has a conflict of interest regarding a board meeting agenda item, the director shall explain the important aspects of the interest at that board meeting and shall recuse themselves from discussion and voting. The director may not act on behalf of another director to exercise voting rights. For details regarding board members’ recusals due to conflicts of interest (including board meeting date, directors required to recuse, agenda item, reasons for recusal, and voting participation), please refer to the implementation details in the 2024 Annual Report regarding directors’ recusals from conflict-of-interest agenda items.

3.1.3 Remuneration Policy

Remuneration Policy for the Board of Directors and Senior Management

The remuneration of GMI Technology's directors is determined in accordance with the Company's Articles of Incorporation, considering business performance and the directors' contribution to the Company's results. The remuneration of senior management is reviewed by the Remuneration Committee and approved by the Board of Directors. Performance evaluation results are incorporated into the remuneration assessment. The retirement benefit system is the same for general employees and is handled in accordance with legal requirements. For information on the remuneration, bonuses, severance pay, and pensions of directors and managers, please refer to the Company's 2024 Annual Report.

Remuneration Decision-Making Process

The remuneration determination procedures of GMI Technology takes into account overall business performance, individual performance achievement rates, and contributions to company performance. All relevant remuneration matters are submitted to the Remuneration Committee for review and resolved by the Board of Directors. The Company continuously reviews global economic conditions, the international financial environment, and industry trends to estimate future business development, profitability, operational risks, and regulatory changes, and reviews the remuneration system in a timely manner to balance sustainable operation and risk management. Currently, only internal related parties participate in designing the remuneration policy and making remuneration decisions; no external stakeholders or remuneration consultants are involved. For the Company's remuneration resolutions, please refer to the Company's 2024 Annual Report.

The Company's remuneration is distributed in accordance with the "Articles of Incorporation," and must be approved by the shareholders' meeting. Each year, the previous year's employee and director remuneration distribution must be reported at the annual general meeting. The 2024 remuneration proposal was approved at the shareholders' meeting held on June 25, 2025.

The Company has established a Remuneration Committee under the Board of Directors, on the same level as the Audit Committee. It is composed of three independent directors, who conduct fair and reasonable deliberation and decisions regarding the remuneration of the highest governance body and senior management.



Annual Total Remuneration Ratios

Indicator	Ratio
Ratio of the annual total remuneration of the highest-paid individual in the organization to the median of the annual total remuneration of all other employees	10.76
Ratio of the percentage increase in annual total remuneration of the highest-paid individual to the median of the percentage increases in annual total remuneration of all other employees	0.19

Note 1: Annual total remuneration is based on actual disbursement and does not take into account months of service.

Note 2: Annual total remuneration includes: salary, bonuses, stock awards, stock option awards, non-equity incentive plan remuneration, and pension amounts.

Note 3: For the average and median salaries of full-time employees not in supervisory positions, please refer to Market Observation Post System. There were no significant changes compared to the data from the previous year.

3.1.4 Ethical Business Practices

To foster a culture of ethical business, GMI Technology has established the Ethical Corporate Management Best Practice Principles and the Employee Code of Ethics, requiring all employees to comply with relevant regulations and prohibiting improper conduct. In addition, training sessions are held to enhance employee awareness of compliance and ethical business practices.

GMI Technology conducted a one-hour ethical business education and training session on December 10, 2024, for supervisory and non-supervisory employees in Taiwan. The training covered anti-corruption policies and procedures, including ethics and anti-corruption. In 2024, 74 employees participated out of a total of 85 members in Taiwan, resulting in an 87% participation rate.

Region		Employee Category		
		Supervisor	Non-supervisor	Total
Taiwan Region	Total Number	28	57	85
	Number Trained	23	51	74
	Training Completion Rate	82.14%	89.47%	87%

Note 1: Training in ethical business practices covered only the Taiwan region.



Mechanism for Seeking Advice and Raising Concerns

GMI Technology has established an Audit Office responsible for coordinating the formulation, supervision, implementation, and investigation and disciplinary action of the Company's responsible business conduct policies. The Audit Office reports to the Board of Directors and the Audit Committee at least once a year on issues including employee conduct, legal compliance, and whistleblowing matters.

To enforce compliance with laws, ethical conduct, and ethical business practices, and to ensure the Company's long-term development, the Company has established the "Procedures for Reporting Illegal, Unethical, or Dishonest Conduct by Internal and External Parties." The Company encourages the reporting of any illegal or unethical conduct. Internal and external reporting and consultation channels have been established and are communicated to employees and other stakeholders through annual training. Stakeholders such as employees, customers, suppliers, partners, and community groups may report any legal violations or unethical behavior by the Company via the whistleblower mailbox on the Company's website.



Consultation and Whistleblowing Channels

External Channels	Anonymous reporting mailbox provided on the official website	ethics@gmitec.com
	Whistleblower Mailbox	ethics@gmitec.com
Internal Channels	Employee Complaint Mailbox	gender@gmitec.com

When whistleblowers report either using their name or anonymously, they should provide sufficient supporting information to facilitate investigation. Upon receipt of a report, the Company's designated whistleblower contact will assign an investigation team to collect evidence. Persons with a conflict of interest, including the whistleblower or the accused, must not participate. All Company departments must fully cooperate with the investigation team and may not unreasonably refuse, evade, or obstruct the evidence-gathering process. Except for cases assigned to external judicial units, all investigations should be completed within one month, and an investigation report must be issued. The identities of whistleblowers, report contents, and individuals involved in the investigation are kept confidential to prevent unfair treatment or retaliation. For cases found to be valid, actions may include termination of employment or business relations, and other necessary legal measures depending on the severity. At the same time, ethical business training is used to educate employees and prevent recurrence of similar incidents.

If any violations of ethical business or responsible conduct occur, employees may immediately raise concerns or provide feedback to management via email or the stakeholder section of the official website. External stakeholders who discover relevant violations of ethical business ethics may report such matters using the dedicated hotline or the stakeholder section of the Company's website.

When stakeholders submit feedback through the dedicated stakeholder email in the stakeholder section, the message is transmitted by the system to the corresponding responsible contact, who must provide a progress update within the specified time. The Company regularly compiles and tracks the number of submissions and progress of submissions. GMI Technology did not receive any whistleblower reports in 2024.

Regulatory Compliance (GRI 2-27)

GMI Technology has established Ethical Corporate Management Best Practice Principles to prohibit employees from directly or indirectly offering, promising, soliciting, or accepting any improper benefits in the course of business activities. Major violations or infractions are determined in accordance with the Market Observation Post System (MOPS) Guidelines for the Procedures and Determination Criteria for the Disclosure of Material Information. In 2024, there were no penalties related to anti-competitive behavior, antitrust, monopolies, conflicts of interest, money laundering, insider trading, product safety, corruption, environmental issues, or labor violations, nor were there any material violations of social or economic laws and regulations.

In 2024, the Company entered into a GPU server leasing contract with related party GMI Computing International Ltd. However, the Company failed to obtain a valuation report and secure approval from the Audit Committee, Board of Directors, and shareholders' meeting prior to the occurrence of the transaction, constituting a violation of Paragraph 1, Article 4, Subparagraph 20 of the Taiwan Stock Exchange Procedures for Verification and Disclosure of Material Information of Listed Companies. The delay in entering the material information into the MOPS system also violated Paragraph 2, Article 9 of the Taiwan Stock Exchange Procedures for Auditing the Internal Control Systems of Listed Companies. As a result, the Company was fined NT\$200,000 by the Taiwan Stock Exchange.



3.2 Risk Management

Material Topic Management - Risk Management

Material Topic	Risk Management	
Impact Description	Through prudent risk management, the Company enhances operational resilience and reduces the impact of internal and external risks. Without appropriate risk control mechanisms, major risks could have significant financial, operational, and reputational impacts.	
Policy / Commitment	To appropriately manage risks and opportunities affecting customer satisfaction and business continuity, and to support sound operations and sustainable development, the Company has established its Risk Management Procedures.	
Actions Taken	1. Formulate the Risk Management Procedures. 2. Establish a risk management organizational structure. 3. Define the scope of risk management.	
Tracking and Evaluation Mechanism	1. The Company's Risk Management Procedures were approved by the Board of Directors on August 9, 2022, and annual reviews are conducted in accordance with the Procedures. 2. Reported to the Board on November 12, 2024, regarding the implementation of risk management operations.	
Management Objectives	Short-term Goals (3 years)	Mid- to Long-term Goals (5–10 years)
	1. The Company conducts ongoing annual risk assessments, reports risk evaluation results regularly to the Board, and continues to monitor key sustainability-related risks such as operational, climate, and information security risks. 2. Based on the results of risk evaluations, the Company strengthens its disaster prevention and response capabilities to reduce operational disruptions and shorten recovery times. 3. Building a Stable, Sustainable Supply Chain Through the ISO 9001 Quality Management System, GMI Technology conducts regular sustainability assessments of suppliers. Various evaluation methods inform corresponding procurement actions to reduce the risk of operational interruptions.	1. The Company promotes awareness of information security risks across the organization and has developed an Information Security Management Plan to achieve its information security objectives. 2. Amid global climate change and the push for low-carbon and net-zero emissions, the Company is committed to water and energy conservation, carbon reduction, and other environmental protection measures.
Annual Performance	1. According to the Regulations Governing the Establishment of Internal Control Systems by Public Companies, the internal audit function is under the Board of Directors, and the appointment or dismissal of the chief auditor must be approved by the Board. Audit personnel must consider both internal and external operational environments, legal requirements, and risk assessments when planning the annual audit plan, carrying out audits, preparing audit reports, attending Board meetings, and reporting audit results. 2. Monthly audit reports and working papers must be submitted to each Audit Committee member by the end of the month following completion of the audit project. Each year, the Audit Office must review the results of self-assessments conducted by all departments, helping establish a self-monitoring mechanism. These results serve as the basis for the Board and management to evaluate the effectiveness of the overall internal control system and issue the Statement on Internal Control. 3. In addition to properly conducting self-assessments of the internal control system, the Board of Directors and company management shall, at least once per year, review the results of departmental self-assessments along with the audit reports prepared by the Audit Office. In addition to attending Board meetings to report on the execution of audit activities as required, the chief auditor shall also provide a separate report to the Audit Committee on the implementation of internal audits and the operation of the internal control system. 4. Audit personnel continuously monitor the implementation of operational systems, helping to build sound corporate governance practices and effective risk control mechanisms, thus fostering an environment for sustainable development. In 2024, the Audit Office conducted a total of 52 audit tasks, achieving a 100% compliance rate.	
Stakeholder Participation	1. The Company holds four regular Board meetings per year, along with other ad hoc meetings. Meeting minutes are uploaded to the MOPS system to keep stakeholders informed of major resolutions. 2. When material events occur, the management team issues a material information announcement in accordance with regulations and publishes the information on the Company's website for stakeholders' reference. 3. Audit staff issue monthly reports to keep the governing bodies and management team informed about operational risks.	

Risk Management Policy

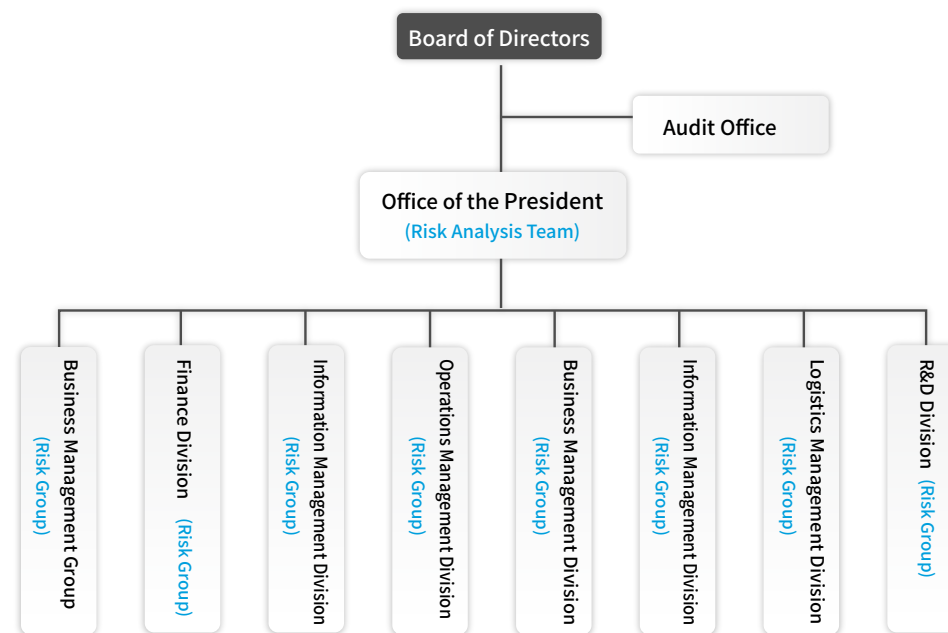
To address changes in the global economic environment and risks to sustainable operations, the Company identifies and monitors risks that may affect corporate sustainability across governance, economic, social, and environmental dimensions. Through management strategies such as risk transfer, mitigation, and avoidance, the Company seeks to minimize potential risks and enhance positive operational opportunities.

The Risk Management Policy and Procedures were approved by the 11th Board of Directors at its 3rd meeting on August 9, 2022. The policy defines various risks based on the Company's overall operational strategy, and establishes mechanisms for early identification, accurate measurement, effective oversight, and strict control within an acceptable risk tolerance. These mechanisms are continually refined based on changes in internal and external environments, with the aim of protecting the interests of employees, shareholders, customers, and stakeholders, optimizing resource allocation, and enhancing corporate value.

Risk Management Organizational Structure

The Board of Directors is the highest-level risk management unit, responsible for promoting and implementing comprehensive risk management and understanding the risks faced in operations. The Board assumes ultimate responsibility for risk management effectiveness. A dedicated Risk Management Team has been established under the Board, with the President serving as the convener. The Risk Management Team is responsible for executing risk management duties and regularly reporting risk management outcomes to the Board.

The Company's Risk Management Team follows the existing management structure and internal control system to actively address and manage operational risks in the most cost-effective manner. Each functional unit head is responsible for managing risks within their unit, monitoring related risks, and reporting risk management implementation status to the Audit Committee and the Board. Reported to the Board on November 12, 2024, regarding the status of risk management implementation.

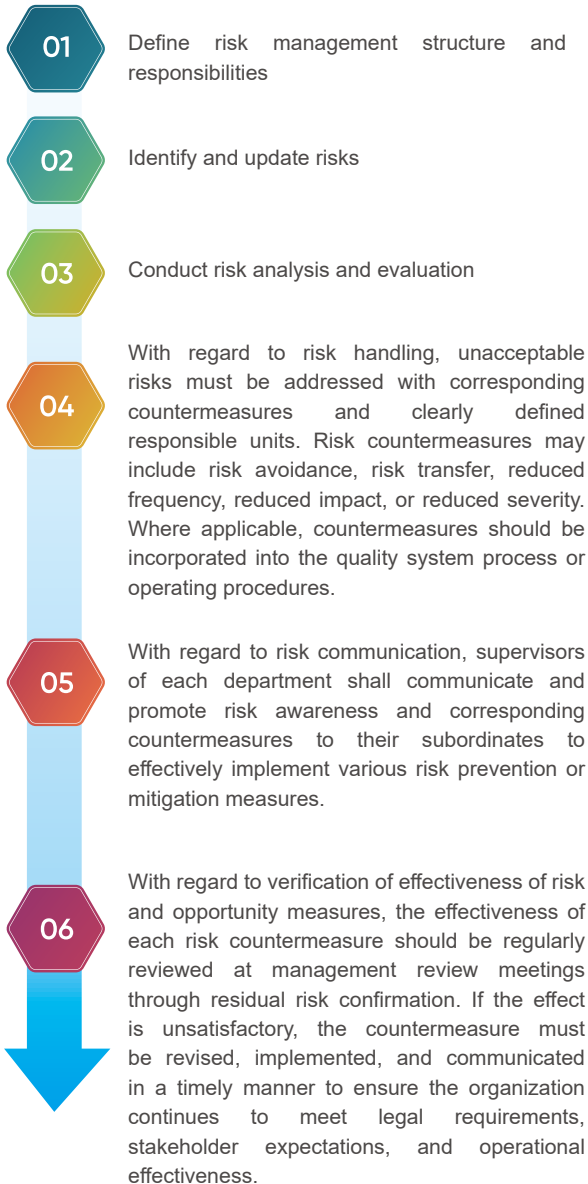


Distribution of Risk Management Authority and Responsibilities

Risk Management Organizational Structure and Responsibilities:

Board of Directors	The Board of Directors is the highest risk management unit and assumes overall responsibility. It approves, reviews, and oversees the Company's risk management policies and ensures the effective operation of risk control mechanisms.
Risk Analysis Team	The Company has established a Risk Analysis Team as the unit responsible for executing risk management. The President is the convener and is primarily responsible for monitoring, measuring, and evaluating company risks. The Team helps formulate risk management policies and ensures the execution of Board-approved risk decisions. The President reports to the Board annually.
Audit Office	Reporting to the Board of Directors, the team assists the Board in implementing internal control and internal audit procedures. It formulates the annual audit plan based on risk assessment results and regularly reports audit execution outcomes to both the Audit Committee and the Board.

Risk Management Process



Risk Identification

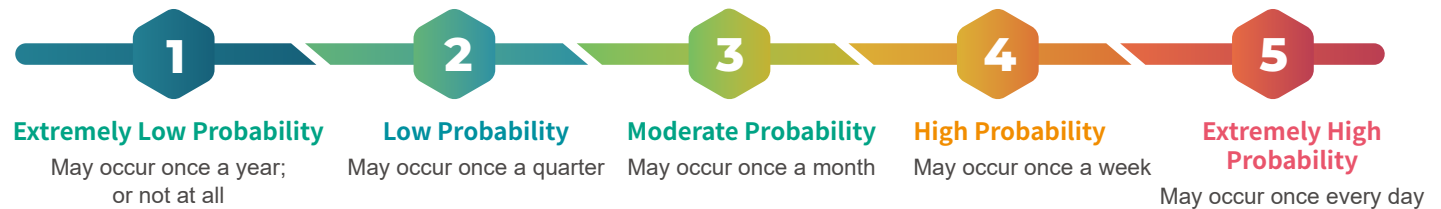
I. Risk Identification and Updating:

At the end of each year, the Risk Analysis Team (the Office of the President and heads of each department) shall identify risks by considering external and internal environmental issues/factors affecting the organization's purpose, objectives, and quality system effectiveness, as well as the expectations and needs of internal and external stakeholders. A "Risk Analysis Table" shall be prepared and submitted to the President for confirmation. Our company's risk management covers strategic risk, market risk, operational risk, financial risk, regulatory compliance risk, information security risk, human resource risk, and climate risk.

II. Risk Analysis and Assessment:

Each risk shall be assessed based on the following criteria for likelihood/probability of occurrence and risk impact (severity) to determine whether the risk is acceptable.

1. Likelihood of Occurrence Scoring Criteria (L):



2. Risk Impact Scoring Criteria (I):

Impact Description							
Score	Consequences of Impact	Decrease in Orders	Interruption of Operations	Delayed Deliveries	Property Loss / Cost Increase	Poor Quality	Reputation
5	Very Severe	More than 20%	More than 7 days	More than 3 days	Over NT\$1 million	More than 30%	Negative coverage in international media
4	Quite Severe	15–20%	3 to 7 days	More than 2 days	NT\$500,000 to NT\$1 million	20–30%	Coverage in national electronic or print media
3	Severe	10–15%	1 to 3 days	More than 1 days	NT\$300,000 to NT\$500,000	10–20%	Coverage in local electronic or print media
2	Mild	Below 5–10%	0.5 to 1 days	0.5 to 1 days	NT\$100,000 to NT\$300,000	5–10%	Coverage in local news
1	Very Mild	Below 5%	Temporary Work Stoppage	No impact	Under NT\$100,000	Below 5%	

3. Risk Acceptance Criterion: If the risk level ($R = L \times I$) is 9 or above, or the impact score $I = 5$, a corresponding risk response strategy must be formulated.

III. Risk Analysis Table:

Risk Item	Risk Description / Impact	Existing Control Measures	Risk Assessment		Risk Level (R=L*I)	Countermeasures, Responsibility, Deadline	Residual Risk		Risk Level (R=L*I)
			Likelihood (L)	Impact (I)			Likelihood (L)	Impact (I)	
Human Resource Risk – Employee Turnover	1. Problems with documentation retention and handover. 2. Impacts company image and disrupts customer relations. 3. Increased employee turnover rate.	1. Employees must fill out a "Job Transfer Form" for handover procedures. 2. Use of customer relationship system (CRM) and proxy system. 3. Promote sound labor relations and foster a positive corporate culture, employee values, and work environment.	2	1	2	-	-	-	-
Human Resource Risk – Lack of Employee Expertise	1. Decrease in customer orders. 2. Increased distrust from customers/suppliers.	1. Regular training on professional knowledge for employees. 2. Regular assessments (tests) of employee expertise.	2	2	4	-	-	-	-
Operational Risk – Errors in Customer Quotation, Purchase Discounts, Sales Discounts	1. Reduction in gross margin or even losses.	1. Double-check mechanism in place. 2. Enhancement of quotation, purchase discount, and sales discount management mechanisms	2	2	4	-	-	-	-
Strategic Risk – Products	1. Advantages and disadvantages of new product line representation. 2. Imbalance between company resource input and gross margin contribution. 3. Excess inventory.	1. All new product line representations require a "New Product and Market Evaluation Process" and submission of an evaluation report. 2. Company business strategies and annual budgets are discussed by the Board of Directors and implemented accordingly. 3. Regularly hold Critical Item meetings to review inventory.	3	5	15	Countermeasures: (1) Reduce purchase orders to suppliers and prevent supplier oversupply. (2) Seek customers or peers to resell inventory and reduce pressure. Responsible Unit: Sales Division Deadline: 2024/12/31	3	3	9
Market Risk – U.S. Sanctions	1. U.S. government ban on chip sales leading to decreased revenue.	1. Seek assistance from suppliers to switch customers. 2. Identify alternative customers to resell inventory.	2	4	8	-	-	-	-

Risk Item	Risk Description / Impact	Existing Control Measures	Risk Assessment		Risk Level (R=L*I)	Countermeasures, Responsibility, Deadline	Residual Risk		Risk Level (R=L*I)
			Likelihood (L)	Impact (I)			Likelihood (L)	Impact (I)	
Operational Risk – Warehousing Risk	1. Damage to company credibility. 2. Product damage or loss resulting in financial loss.	1. Storage and transportation insurance. 2. SOP training for warehouse personnel. 3. WMS system implementation and automated operations.	2	2	4	-	-	-	-
Information security risk – system malfunction.	1. Inability to ship or receive goods. 2. Impact on administrative operations. 3. Damage to corporate image.	1. System and data backup. 2. System architecture adopts HA (High Availability) structure. 3. Regular disaster recovery drills. 4. Network lines adopt Load Balance multi-network service architecture.	4	2	8	-	-	-	-
Financial risk – overdue accounts receivable and bad debts.	1. Bad debts leading to company cash shortages. 2. Impact on company profitability.	1. Customer currency confirmation letters. 2. Monthly control of USD assets and liabilities. 3. Adoption of natural hedging method	3	1	3	-	-	-	-
Financial risk – exchange rate fluctuations.	1. Foreign exchange losses affecting company profitability.	1. Customer currency confirmation letters. 2. Monthly control of USD assets and liabilities. 3. Adoption of natural hedging method.	2	2	4	-	-	-	-
Compliance risk – adherence to financial regulatory requirements.	1. Failure to promptly respond to regulatory changes results in penalties from authorities.	1. Legal personnel undergo continuous annual training and stay updated on regulations. 2. Participate in regulatory briefings organized by authorities on an ad hoc basis. 3. Seek expert opinions; for special matters, engage external experts to issue reports.	2	1	2	-	-	-	-
Climate risk – transportation disruptions and inventory losses.	1. Transportation disruptions result in incomplete logistics operations. 2. Extreme weather may cause inventory damage. 3. Power outages lead to non-compliant storage conditions.	1. Monitor weather and alerts related to logistics at all times. 2. Ensure full logistics transportation routes and alternative solutions. 3. Mutual backup storage is maintained across Taiwan, Mainland China, and third-party warehouses in the broader region. 4. Regular review of inventory and transportation insurance.	1	5	5	Countermeasures: warehouse backup plan, logistics backup plan. Responsible unit: Materials Management Division. Deadline: 2024/12/31	1	3	3

IV.Risk management implementation:

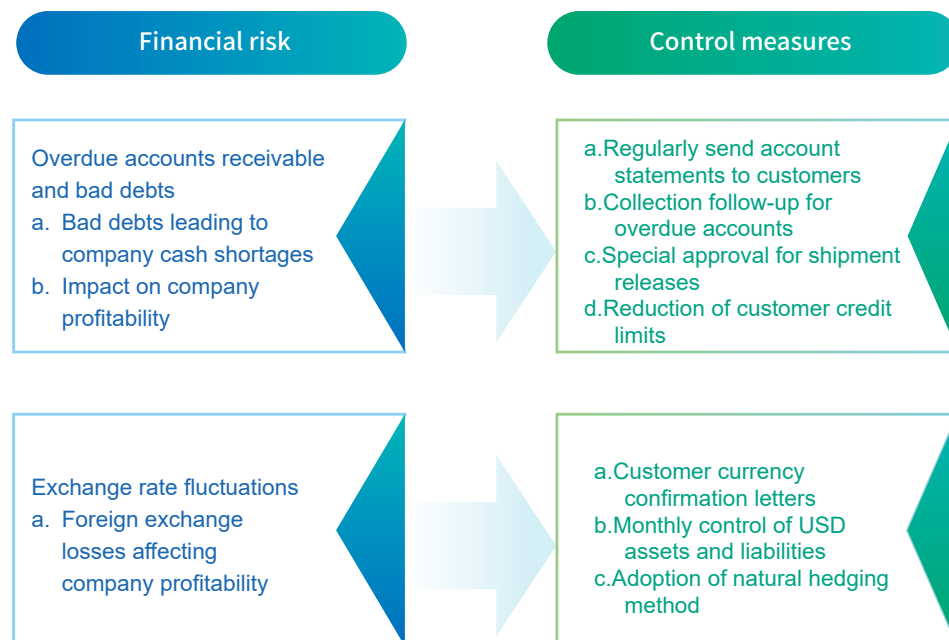
The Company's various risk items, issues, and mitigation measures are reported as follows:

Risk dimension	Risk Item	Risk identification topics	2024 operational status
Corporate governance / Economic dimension	Strategic risk	1. Formulation of business strategy, annual budget, business performance, and investments.	1. 2024 business strategy and annual budget were discussed by the Board and implemented accordingly.
		2. Control over achievement rate of operational goals.	2. Operational goals (KPI): Monthly management meetings are held to manage and review.
		3. The Company operates a diversified business model to spread risk.	3. In addition to existing product representation, the Company is evaluating expansion into biotechnology, healthcare, and AI computing industries.
	Market risk	U.S. chip ban restricts sales to customers, resulting in revenue decline.	1. Seek assistance from suppliers to switch customers. 2. Identify alternative customers to resell inventory.
	Operational risk	1. Errors in customer quotations, purchase discounts, and sales discounts leading to reduced gross margin or losses.	Establish price lists to maintain timely and accurate quotations. Double-check control mechanism for purchase and sales discount processes.
		2. Advantages and disadvantages of new product line representation.	1. All new product line representations require a "New Product and Market Evaluation Process" and submission of an evaluation report. 2. Hold review meetings based on reports.
		3. Warehouse management: product damage or loss.	1. Storage and transportation insurance. 2. SOP training for warehouse personnel. 3. Automated operations for shipping, receiving, and inventory.
	Financial risk	1. Overdue accounts receivable and bad debts affecting company cash flow.	1. Regularly send account statements to customers. 2. Collection follow-up for overdue accounts. 3. Special approval for shipment releases. 4. Reduction of customer credit limits.
		2. Exchange rate fluctuations.	1. Monthly control of USD assets and liabilities. 2. Natural hedging.
	Information security risk	System failures affecting normal business operations.	1. System and data backup. 2. System architecture adopts HA (High Availability) structure. 3. Regular disaster recovery drills. 4. Network lines adopt Load Balance multi-network service architecture.

Risk dimension	Risk Item	Risk identification topics	2024 operational status
Social dimension	Human resources risk	1. Insufficient employee expertise leading to increased customer/supplier distrust.	1. Regular training on professional knowledge for employees. 2. Regular assessments (tests) of employee expertise.
		2. Frequent personnel turnover affects company image and disrupts customer relationships.	Promote sound labor relations and foster a positive corporate culture, employee values, and work environment.
	Regulatory compliance risk	Failure to promptly comply with regulatory authority requirements results in penalties.	1. Legal personnel undergo continuous annual training and stay updated on regulations. 2. Participate in briefings organized by regulatory authorities on a regular and ad hoc basis. 3. Seek expert opinions; for special matters, engage external experts to issue reports.
Environmental dimension	Climate risk	Extreme weather causing transportation disruptions and substandard storage conditions, resulting in inventory losses.	1. Monitor weather and alerts related to logistics at all times. 2. Establish full logistics transportation routes and alternative plans. 3. Mutual backup among Taiwan, Mainland China, and third-party warehouses in the broader region. 4. Regularly review adequacy of inventory and transportation insurance.

Other Risk Management Mechanisms, Measures, Or Projects

1. Financial risk management: analysis and countermeasure formulation by the Finance Division



2. Emergency response plan: To ensure business continuity, execute according to the “Emergency Response Plan” in the event of unforeseen disasters.

- Purpose: To minimize the impact of unexpected disasters on enterprise information operations and ensure rapid recovery of essential business functions after network system damage.
- Process: Disasters are classified into three levels, each with corresponding response measures. The chair is responsible for making decisions and formulating related plans to ensure the swift restoration of normal operations



Future Targets For Risk Management

In the course of its operations, the Company may encounter various uncertain factors that could jeopardize business continuity. To prevent losses arising from risks such as those related to the economy, environment, society, and climate change, the Company has formulated and implemented risk control policies and procedures. Depending on the level of crisis and in accordance with risk management protocols, emergency response meetings are convened to develop risk mitigation plans, address issues, and propose corrective reviews to prevent recurrence. Risk accountability is assigned at every organizational level and across functional units. When irregularities or warning signs arise, they must be promptly reported to higher-level authorities to seek solutions and swiftly minimize any potential impact on the Company.

3.3 Information Security and Privacy Protection

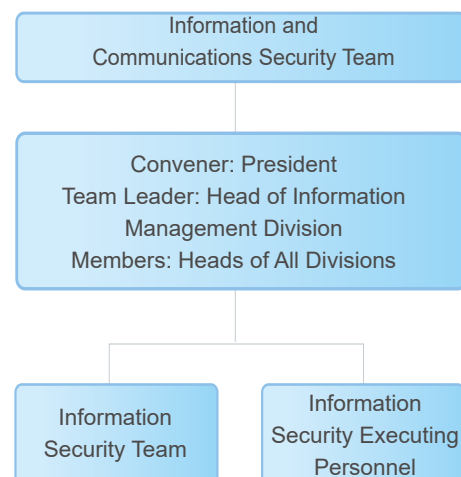
Major Topic Section – Information Security and Privacy Protection

Material Topic	Information Security and Privacy Protection	
Impact Description	Information leakage is a major risk faced by enterprises today. Improper management may lead to information security risks and losses, endangering the privacy of various stakeholders.	
Policy / Commitment	To maintain the Company's sustainable operations and protect information asset security while ensuring the confidentiality, integrity, and availability of information assets, the Information Security Management Guidelines have been established.	
Actions Taken	1.Establish the Information Security Management Guidelines. 2.Organize the Information Security Management Team. 3.Implement the information security management mechanism. 4.Formulate specific information security management plans.	
Tracking and Evaluation Mechanism	1.Hold weekly meetings to review vulnerabilities and monthly meetings to review corrective actions. 2.Determine whether relevant operations are carried out in accordance with the internal Information Security Management Guidelines.	
Management Objectives	Short-term Goals (3 years)	Mid- to Long-term Goals (5–10 years)
	1.Zero customer data leakage. 2.Zero major information security incidents. 3.Enhance employee awareness of information security risks and continuously provide training. 4.Introduce ISO 27001 Information Security Management System certification to enhance the Company's information security management strength.	1 Establish an appropriate information security management system to enhance confidentiality, integrity, and availability of information. 2 Set up suitable hardware to protect the physical environment and equipment of information systems. 3 Continuously maintain ISO 27001 Information Security Management System certification to strengthen the Company's information security management capability.
Annual Performance	1.Complete annual system backup. 2.Complete system restore verification twice. 3.Complete NAS file system restore verification. 4.Conduct two social engineering drills. 5.Conduct four ISO 27001 auditor training sessions on information security education. 6.Successfully intercepted 13,270,664 endpoint threat events through antivirus endpoint protection and behavior analysis modules. 7.Successfully intercepted 293,700 spam emails and 23,144 threat emails through spam and threat protection modules.	
Stakeholder Participation	1. The Information Management Division holds an annual information security meeting during the fourth quarter, convened by the President. The meeting brings together the division's leadership and other members of the Company's management team to discuss information security issues relevant to the year. 2. The Information Management Division holds bi-weekly meetings to discuss internal network issues. Each year, all employees participate in one social engineering (phishing simulation) drill and one information security training session to enhance network information security knowledge and awareness.	

Information Security and Privacy Management

To ensure the sustainable operations of GMI Technology, comply with relevant laws, and protect the Company's information assets from external threats or improper internal use and management, such as misuse, leakage, tampering, destruction, or loss, the Information Security Management Guidelines have been established to safeguard the confidentiality, integrity, and availability of information assets. The Company has established an Information and Communications Security Team that is convened by the President and composed of division-level supervisors. An information security meeting is held semiannually to review the implementation of information and cybersecurity efforts, and inspection results are announced.

Information Security Management Framework



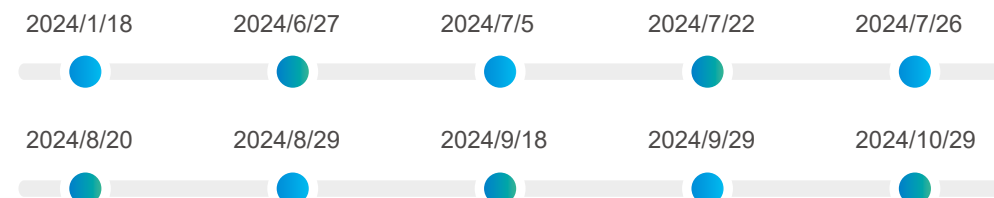
Information Security Management Procedures

Item	Specific Control Measures
Firewall Protection	Set connection rules for firewalls Apply for additional access in case of special requirements
Internet Access Control for Personnel	Automatically filter user access to websites that may host ransomware or malware
Antivirus Software	Use antivirus software and enable automatic virus definition updates to reduce infection risk
Operating System Updates	Enable automatic updates for operating systems; for systems not updated, assistance is provided by the Information Division
Data Backup Mechanism	Configure daily backups for important information system databases
Email Security Control	The system includes automated email threat scanning and protection, blocking unsafe emails, files, and malicious links before they reach users. After emails are received on individual computers, antivirus software also scans attachments for potential threats, ensuring a second layer of defense.
Information Security Joint Defense Organizations	Join TWCERT/CC and other information security joint defense organizations to strengthen threat intelligence sharing and defense mechanisms.

Information Security Incident Handling Mechanism (GRI 418)

The Company has assigned two personnel to the information security team. Weekly meetings are held to review vulnerabilities and monthly reviews are conducted for corrective actions. When the Information Division detects suspicious emails or other anomalies, a security alert is issued if an information security risk is identified, to prevent employees from mistakenly clicking on problematic emails that may cause virus infections or result in Trojan horse attacks.

Issuance of Information Security Alerts



In 2024, the Company did not receive any complaints related to violations of customer privacy, nor did it experience any major information security crises such as ransomware infection, personal data leakage, theft of critical company information, loss of customer data, or hacker attacks.

60.5%

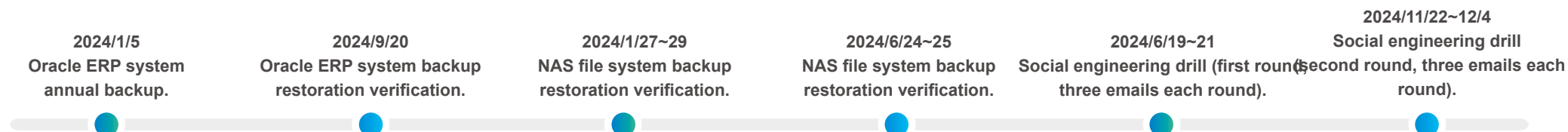
In 2024, 13,270,064 endpoint threat events were successfully intercepted through antivirus endpoint protection and behavior analysis modules, with a 60.5% interception rate.

92%

In 2024, 293,700 spam emails and 23,144 threat emails were successfully intercepted through spam and threat protection modules, with a 92% interception rate.

Implementation and Operation Status

I. System Backup and Restoration Drills:



II. Drill Results Summary:

To strengthen employee awareness of email security, the Company conducts annual social engineering drills. In the first half of 2024, 207 accounts were tested, resulting in a 45.25% malicious email open rate and a 4.51% malicious link click rate. In the second half, 212 accounts were tested, with a 36.32% open rate and a 5.35% click rate. The Company will continue enhancing cybersecurity training to further raise information security awareness among employees.

Time	Content of Implementation or Emails	Number of Recipients	Success Rate of Email Opening Deception	Success Rate of Link Click/Attachment Opening Deception
First-Half Drill (2024/6/19~21)	Training – Information Security General Education	207	43.96%	5.8%
	Cloud Invoice – Cloud Invoice Winning Notification for March–April 2024	207	45.89%	4.35%
	Contracted Vendor – Mitsui	207	45.89%	3.38%
Second-Half Drill (2024/11/22~12/4)	GMI Welfare Committee – Overseas 5 Days 4 Nights Tour	212	37.26%	11.79%
	Notification Regarding Winter Employee Benefits	212	38.68%	4.25%
	MOMO – You Have Received a McDonald's Bundle Deal	212	33.02%	0%

III. Information Security Announcements:

2024/1/23 UOF system software upgrade

2024/3/6 UOF system software upgrade

IV. Routine Backups:

daily

- Oracle ERP system backups (daily)
- UOF system backups (daily)
- Email system message and system file backups (daily)

V. Information Security Training:

GMI Technology holds internal information security training sessions from time to time to help employees raise information security awareness.

2024 Information Security Training				
Course Title	Time	Training Hours (Hours)	Planned Participants	Actual Attendance
ISO-27001 – Information Asset Inventory Operations	2024/08/01	3h	30	28
ISO-27001 – Risk Assessment Operations	2024/08/15	3h	30	28
ISO-27001 – Internal Audit Practice	2024/09/05	3h	30	28
ISO-27001 – Incident Response Practice	2024/09/19	3h	30	28



04

Environmental Sustainability

4.1 Climate Change and Adaptation

4.1.1 Climate Governance

4.1.2 Identification, Evaluation, and Strategy for
Climate-Related Risks and Opportunities

4.1.3 Greenhouse Gas Emissions

4.2 Environmental Management

4.2.1 Energy Management

4.2.2 Water Resource Management

4.2.3 Waste Management

4.1 Climate Change and Adaptation

4.1.1 Climate Governance

On November 8, 2022, GMI Technology's Board of Directors resolved to establish the Sustainability Committee. The committee reports to the Board on an annual basis and is authorized by the Board to be led by a task force composed of three independent directors, the President, and other senior management. This task force is responsible for overseeing and coordinating the formulation of strategies and objectives related to corporate social responsibility and sustainable development across the Company. It also works with department heads to assist in promoting sustainability and managing the implementation effectiveness of climate-related governance projects, integrating these efforts into the Company's business strategies and operational activities. The committee convenes at least once a year, with additional meetings held as needed. It is tasked with formulating, promoting, and strengthening key policies, action plans, and capital expenditures related to sustainability (including climate-related issues) across all group companies, as well as reviewing, tracking, and revising the implementation status and effectiveness of sustainability initiatives, and reporting these to the Board. Under the committee, a working group composed of senior department heads has been established. This includes the Environmental Sustainability Team, which is responsible for managing environmental systems, ensuring compliance with environmental regulations and international standards, evaluating pathways for sustainable transition, enhancing resource utilization efficiency, and developing mechanisms to respond to climate change. Cross-departmental meetings are convened as needed to coordinate and discuss efforts toward achieving environmental sustainability goals. Additionally, the Risk Analysis Team is responsible for the risk management policies and procedures of group companies, including the identification and assessment of climate-related risks, tracking the latest regulatory developments related to climate risks in the industry, and updating the identification of climate-related risks and opportunities. On August 9, 2022, the Board approved the Risk Management Procedures, incorporating climate change risk management into the Group's overall risk management processes. For details about the Sustainable Development Committee, please refer to Section 3.1.1 Corporate Governance Structure; for more on risk management, see Section 3.2 Risk Management. In response to climate change and the greenhouse effect, and in accordance with the Financial Supervisory Commission's "Sustainability Roadmap for TWSE/TPEX Listed Companies," the Company established in December 2024 dedicated or concurrent positions for GHG inventory, defined their responsibilities, and formed a Greenhouse Gas Inventory Task Force under the Sustainable Development Committee, specifically in charge of managing the Company's carbon emissions and related tasks.



4.1.2 Identification, Evaluation, and Strategy for Climate-Related Risks and Opportunities

The Company identified four climate-related risks and two opportunities through internal discussions and assessments. The impact periods are categorized as short-term (1–3 years), medium-term (3–10 years), and long-term (over 10 years). The potential financial impacts are described as follows:

Climate Risks and Opportunities and Response Measures

Risk Type	Risk Aspect	Risk Description (i.e., Risk Factor)	Impact Period	Impact of Risks on Company Strategy, Operations, and Finance	Response Strategy	Financial Impact of the Response	Outcomes and Performance
Physical Risks	Acute	Increased Severity of Typhoon Events	Short-Term	Typhoons may cause operational disruptions, affect employee livelihoods, and interrupt component supply from vendors. Recovery costs and delivery delays will increase management costs and reduce sales. Each day of operational disruption is estimated to reduce revenue by NT\$40,000,000.	Activate emergency response teams during typhoons to inspect and ensure proper functioning of critical equipment to mitigate impact.	Financial impact includes expenses for the emergency response team and insurance costs, totaling approximately NT\$1,648,250.	Relevant disaster insurance has been purchased. No damage from natural disasters occurred in 2024.
Physical Risks	Chronic	Increased Air Conditioning Load and Heat Stress Due to Global Warming	Long-Term	Global warming has led to rising summer temperatures year by year. To prevent employee heat stress, increased air conditioning load is needed to maintain office temperature, resulting in higher summer electricity bills.	Replace equipment with government-certified energy-saving models; regulate indoor temperatures to reasonable levels.	Financial impact includes NT\$250,000 spent on equipment replacement in 2022.	Maintain reasonable office temperatures and provide employees with a comfortable working environment.
Transition Risks	Policy and Regulation	Domestic Carbon Fee Collection	Medium- Term	With the EU imposing carbon taxes and the Taiwan government introducing carbon fees, preparing related regulatory compliance documents will raise operational costs. Logistical costs may also increase due to cost transfer.	Proactively assess and formulate response strategies for carbon tax and fee policies.	Financial impact includes expected research costs for compliance preparations.	Internal policy evaluations and response measures have already been conducted.
Transition Risks	Market	Increased Costs from Energy Transition	Medium- term	The energy transition leads to rising associated costs, which increases operating expenses.	Gradually increase the proportion of energy-saving equipment procurement and actively encourage employees to conserve office energy.	The financial impact for equipment replacement was NT\$550,000 in 2021.	Purchase LED lighting equipment.

Opportunity Type	Opportunity Description	Impact Period	Impact of Opportunities on Com-pany Strategy, Operations, and Finances	Response Strategy	Financial Impact of the Response	Outcomes and Performance
Products and Services	Develop or Increase Low-Carbon Products and Services	Medium-Term	Developing or increasing agency business for low-carbon products and services aligns with client demand and can enhance revenue.	Proactively monitor whether current agency products comply with environmental regulations in various countries, and actively seek agency rights for low-carbon products to ensure a continued leading edge in the relevant field.	Additional operational expenditures incurred for developing or expanding the agency business of low-carbon products and services.	Maintain contact at all times with clients, original manufacturers, and agency suppliers to stay informed of the latest information.
Market	Entering New Markets	Long-Term	Government carbon reduction policies will drive demand and business opportunities for related electronic components such as green energy and electric vehicles. Seizing this opportunity to enter emerging low-carbon markets will create business opportunities.	Continue to track the relevant technical application capabilities of original manufacturers or agency suppliers, make early deployments in low-carbon industries such as electric vehicles, and provide market feedback to upstream partners to strengthen support for their low-carbon products.	Additional marketing development expenses required to pursue opportunities in emerging markets will lead to increased capital expenditures.	Continue to monitor policy trends and developments in products from original manufacturers. In addition to having successfully entered the supply chain of Chinese electric vehicle manufacturer BYD, we are also developing business relationships with other electric vehicle manufacturers in China.

Climate Risk Management System

The Board of Directors is the highest decision-making body for the Company's risk control. In response to the operational risks posed by climate change to the industry, the Sustainability Executive Team under the Sustainable Development Committee is responsible for convening relevant departments to identify potential climate-related risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework. This includes physical and transition risks arising from climate change, understanding their impact on operations, and formulating related strategies and measures to reduce climate-related losses while promoting and implementing comprehensive risk management across the Company. The Company has established a Risk Analysis Team as the executive unit responsible for risk management, convened by the President. The Team is mainly responsible for monitoring, measuring, and evaluating company risks and assisting in the formulation of risk management policies to ensure implementation of Board-approved decisions. It aims to keep risks arising from various business activities within acceptable levels and establish sound risk management practices. The Risk Analysis Team identifies and analyzes risks across eight key areas based on departmental responsibilities: strategic, operational, financial, market, compliance, information security, human resources, and climate. Based on the results, departments develop response strategies, integrate and manage risks that may affect operations and profitability, and submit an annual risk management execution and control report to the Board of Directors. The aim is to supervise, track, and review risk management by the executive team and thereby strengthen the organization.

4.1.3 Greenhouse Gas Emissions

Since relocating to the current location in January 2022, all lighting systems have been switched to LED fixtures. In recent years, the global greenhouse effect has caused ozone depletion and extreme weather. GMI Technology is actively responding to global concerns and supporting government policies by recognizing the environmental impacts caused by business operations. The main emission source is currently indirect greenhouse gas emissions (Scope 2) from purchased electricity, all of which is sourced from Taiwan Power Company. In the future, the Company will also conduct an inventory of direct emissions (Scope 1) in line with government directives and disclose the results in the Sustainability Report, enabling stakeholders to clearly understand the Company's environmental efforts.



- The 2024 greenhouse gas inventory boundary covers: Neihu Headquarters.
- Scope 2 emissions are primarily from Taiwan Power Company. The greenhouse gas type included in the calculation is carbon dioxide (CO₂).
- Greenhouse gas emissions are compiled using the operational control approach.
- The greenhouse gas emission factors used are primarily based on announcements from the Energy Administration, Ministry of Economic Affairs. The electricity emission factor for 2022 was 0.495 kgCO₂e per kilowatt-hour, which served as the basis for calculations; for 2023, the emission factor used was 0.494 kgCO₂e per kilowatt-hour; and for 2024, the emission factor adopted was 0.474 kgCO₂e per kilowatt-hour.
- Global Warming Potential (GWP) values are adopted from the Sixth Assessment Report published by the IPCC in 2021.
- Greenhouse Gas Emissions = Activity Data × GWP × Emission Factor.
- Greenhouse Gas Emissions Intensity (a)/(b) (metric tons CO₂e / NT\$ million in consolidated revenue); total Scope 2 GHG emissions (a): 110.484 metric tons CO₂e in 2022, 120.398 metric tons CO₂e in 2023, and 125.117 metric tons CO₂e in 2024; intensity denominator (b): consolidated revenue of NT\$19,346 million in 2022, NT\$15,276 million in 2023, and NT\$17,709 million in 2024.
- Greenhouse gas emissions are rounded to three decimal places; emissions intensity is rounded to four decimal places.

4.2 Environmental Management

Due to the nature of GMI Technology's operations, the Company does not have any production or manufacturing sites. The Company will continue to make sustainable development one of its core objectives. Measures will be developed to manage energy use, greenhouse gas emissions, water resources, and waste, in order to minimize environmental impact.

4.2.1 Energy Management

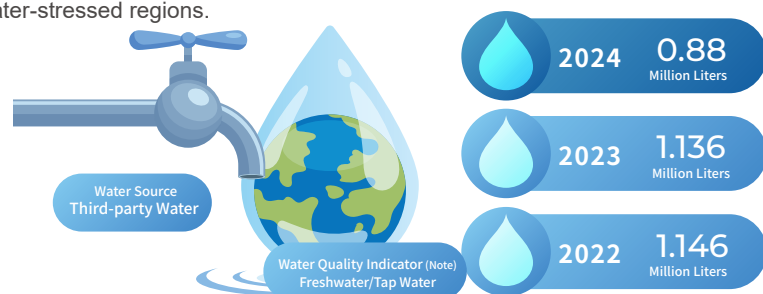
GMI Technology primarily provides IC component agency services and does not involve electricity consumption from manufacturing machinery. The headquarters is located in an office building, and all energy used is electricity.

Total Internal Energy Consumption		2022		2023		2024	
Type of Energy		kWh	Usage (GJ)	kWh	Usage (GJ)	kWh	Usage (GJ)
Non-renewable Energy	Purchased Electricity	223,200	803.703	243,720	877.592	263,960	950.472
Energy Intensity (GJ / NT\$ million)		0.04		0.06		0.05	
Proportion of Purchased Electricity in Total Energy Consumption		100%		100%		100%	
Proportion of Renewable Energy Use		0%		0%		0%	

- The energy consumption statistics for 2024 cover: Neihu Headquarters.
- Data is based on 2024 electricity consumption records from Taiwan Power Company.
- Energy conversion coefficients follow the Energy Unit Conversion Table published by the Bureau of Energy, Ministry of Economic Affairs: 1 kWh = 860 kcal, 1 kcal = 4.187 kJ, and 1,000,000 kJ = 1 GJ.
- Intensity ratio is calculated as: Energy Intensity (a)/(b) (GJ / Consolidated Revenue in NT\$ million); absolute energy consumption (a): 803.70 GJ in 2022, 877.59 GJ in 2023, and 950.47 GJ in 2024; intensity denominator (b): Consolidated revenue of NT\$19,346 million in 2022, NT\$15,276 million in 2023, and NT\$17,709 million in 2024.
- Energy usage data is rounded to three decimal places; energy intensity is rounded to two decimal places.
- The Company has not yet used renewable fuels or sold energy.

4.2.2 Water Resource Management

According to the Environmental Sustainability Index (ESI), Taiwan ranks among the 18th most fresh water-scarce countries in the world. In addition, scenario analysis using the Aqueduct tool by the World Resources Institute (WRI) shows that by 2030, the region where GMI Technology is located will face a 10–20% risk of water scarcity. There is no immediate or obvious water shortage risk, but in response to Taiwan's water conservation initiatives, the Company has implemented water-saving measures such as installing water-saving faucets and toilets. GMI Technology's operations do not involve water-consuming processes. The primary use of water is for employee domestic use, and the source is tap water. The headquarters is located in a commercial office building. According to the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI), GMI Technology's Taiwan sites are not located in high water stress areas, nor do they source water from water-stressed regions.



- The energy consumption statistics for 2024 cover: Neihu Headquarters.
- All water sources are classified as freshwater ($\leq 1,000$ mg/L total dissolved solids).
- GMI Technology's data is sourced from water bills and calculated based on Taiwan Water Corporation consumption readings (1 unit of water = 1,000 liters = 1 metric ton of water); 1 million liters (L) = 1,000 cubic meters (1,000m³).

Unit: Million Liters

Item	2022	2023	2024
Total Water Withdrawal (a)	1.146	1.136	0.88
Total Discharge (b)	1.146	1.136	0.88
Total Water Consumption (a)-(b)	0	0	0

- The energy consumption statistics for 2024 cover: Neihu Headquarters.
- GMI Technology's data is calculated based on Taiwan Water Corporation readings (1 unit of water = 1,000 liters = 1 metric ton of water); 1 million liters (L) = 1,000 cubic meters (1,000m³). In 2024, total water withdrawal was approximately 0.88 million liters/1,000m³, and water consumption was approximately 0.88 million liters/1,000m³.

4.2.3 Waste Management

GMI Technology's primary operating site is an office, and the waste generated consists mainly of general business waste, such as cardboard boxes, totaling 0.46 metric tons in 2024. Electronic waste generated from day-to-day operations such as computer towers and laptops totaled 0.25 metric tons in 2024 and was collected and recycled by certified waste disposal vendors. The Company has established a waste management mechanism, regularly promoting waste sorting among employees by posting recycling signage to enhance awareness and increase the recyclable waste ratio. Waste (cardboard/paper) weights are recorded daily and then handled and recycled by certified vendors appointed by the building management committee, all in accordance with local regulations.

Waste Treatment Statistics					
Category	Waste Type	Treatment Site	Treatment Method	Unit	2024
General Business Waste	Cardboard	Offsite (Outsourced)	Recycling and Reuse	Metric Ton (t)	0.46
	Electronic Waste (Computers, etc.)	Offsite (Outsourced)	Recycling and Reuse	Metric Ton (t)	0.25
Hazardous Industrial Waste				Metric Ton (t)	0
Total Waste Volume				Metric Ton (t)	0.71
Total Recycled and Reused				Metric Ton (t)	0.71
Overall Recycling Rate				(%)	100%

1. Recycling Rate (%) = Total Recycled and Reused / Total Waste Volume * 100%

2. 2024 waste statistics cover: Neihu Headquarters.



05

Sustainable Operations

5.1 Supply Chain Management

Material Topic Management - Supply Chain
Management

5.2 Customer Service Quality

Material Topic Management - Customer
Service Quality

5.3 Product Quality and Safety

Material Topic Management - Product Quality
and Safety

5.1 Supply Chain Management

Material Topic Management - Supply Chain Management

Material Topic	Supply Chain Management	
Impact Description	Suppliers are indispensable partners in the Company's sustainable development. Strong supply chain management enables suppliers to grow alongside the Company, delivering quality products and services on time and creating positive social impacts.	
Policy / Commitment	1. Strengthen supply chain management to deliver quality products and excellent services more punctually and enhance corporate competitiveness. 2. Enhance procurement capabilities and establish a series of process and timeline management mechanisms with suppliers from pricing, delivery, to payment processes using methods to monitor and manage the integration of supplied goods and paper receipts, including delivery notes and shipping notices, and reconciling payments to suppliers. 3. Maximize customer satisfaction (increase delivery reliability and flexibility). 4. Reduce company costs (lower inventory, decrease production and distribution expenses). 5. Optimize overall corporate "process quality."	
Actions Taken	1. Conduct annual market and product evaluations for suppliers. 2. ISO 9001 audit management system inspections can enhance decision-making effectiveness, reduce cost waste, and strengthen brand image. 3. Sign procurement contracts or agency agreements with major suppliers to ensure mutual rights and obligations. 4. The business unit holds monthly meetings with major suppliers to discuss business-related issues. 5. The Business Management Division (BMD) holds monthly supply and demand meetings to address inventory and logistics issues and reflect supply-side management concerns.	
Tracking and Evaluation Mechanism	1. Audit and record Company Business Process Management (BPM) and Business Intelligence (BI) systems. 2. The Procurement Management Department holds monthly meetings to review inventory, sales, and procurement performance. 3. Monthly Business Review Meeting (MBR Meeting). 4. ISO 9001 Audit and Management System.	

Material
Topic

Supply Chain Management

Management
Objectives

Short-term Goals (3 years)

1. Establish accurate inventory management to replenish stock in a timely manner while avoiding overstocking.
2. Establish a precise procurement fund management system to conduct sales forecasting, facilitating suitable purchasing decisions.

Mid- to Long-term Goals (5–10 years)

1. Ensure supply chain stability and provide customers with consistently high-quality products.
2. Maintain strong relationships with suppliers, offering professional technical and sales services to create a differentiated advantage and solidify the brand's reputation in the market.
3. Develop new suppliers and customers to increase company revenue.

Annual
Performance

1. Conduct regular annual supplier evaluations; in 2024, a total of 4 suppliers and 9 agency product lines were evaluated and approved for continued agency business.
2. Optimize the delivery process to ensure that product quality meets specifications, standards, or certification requirements (e.g., ISO 9001, RoHS).
3. The Company's management system optimizes procurement, sales, and inventory management, maintaining the overall inventory value and inventory turnover ratio (IS/R) below 1.0.

Stakeholder
Participation

1. Regularly hold production-sales meetings and process improvement meetings to review customer order deliveries and assess inventory turnover with the business units to reduce inventory risk.
2. Address client product issues through technical support and RMA analysis, and report findings to suppliers and the management team.
3. Provide contact information for stakeholders with concerns about supplier communications.
4. If a supplier fails to meet relevant standards or receives an unsatisfactory evaluation, the supplier will be required to make improvements or be replaced.

In 2024, the global semiconductor supply chain faced multiple variables, including geopolitical tensions, technological innovation, and market demand fluctuations. Supply chain restructuring and regionalized production have become prevailing trends, as major economies actively promote semiconductor self-sufficiency through initiatives such as the U.S. CHIPS and Science Act, the EU Chips Act, and China's localization policies. As a result, the global supply chain is gradually shifting from globalization toward regionalization.

In advanced processes, TSMC, Samsung, and Intel continue to compete in 3nm and 2nm technologies, driving the development of AI, HPC (high-performance computing), and autonomous vehicle chips. TSMC continues to lead technologically, but the U.S., Japan, and Europe are ramping up investments to reduce dependence on Taiwan and Asia. As a result, mature process segments such as those related to electric vehicles (EV), the Internet of Things (IoT), and industrial automation have seen rising demand, keeping 8-inch and 12-inch fab capacity tight. Mainland China, led by companies like SMIC, is expanding production to fill market gaps, but progress is limited by U.S. technology export controls, affecting capacity and technological development. In this complex multi-chain environment, managing and operating the supply chain poses a significant challenge for both customers and suppliers. Ensuring smooth collaboration through appropriate adjustments is paramount. Poor management can easily lead to redundant production, inefficiencies, and heightened competition among suppliers, thereby eroding supplier profitability. At the beginning of each year, GMI conducts product and market evaluations of its suppliers. After assessment by all department heads, the President decides whether to continue the agency relationships. Moving forward, GMI will continue to engage in relevant negotiations with suppliers to strengthen sustainable supplier management, ensuring business resilience in the face of multiple risks.

Supply Chain Management Strategy

Traditional supply chain management tends to follow a one-way vertical operation model, structured around the needs of upstream and downstream players within a single industry. Its operational scope mainly concerns processes among partner suppliers or within distribution channels, impacting performance and cost. In recent years, however, supply chain management has emphasized performance control and evolved into a collaborative model featuring two-way integration, operational flexibility, and environmental adaptability. This model enables accurate market forecasting, timely cost adjustments, efficient enterprise collaboration, shared operational risk, and enhanced organizational risk control.

GMI Technology is a leading application solutions provider and electronics component distributor in the Asia-Pacific region, offering middleware, software services, and related product applications worldwide. It has twelve major business locations in Taiwan and Mainland China, including offices in Taipei, Hong Kong, Shanghai, Shenzhen, and Chengdu. The remaining sites are staffed remotely. GMI actively promotes and implements localized procurement. In 2024, Taiwan's net procurement totaled NT\$18.38 billion, with local procurement accounting for 97%. In Mainland China, there were no local RMB transactions and only limited USD procurement from Taiwan to suppliers in China. In addition to shortening delivery lead times, centralizing shipping to reduce transportation emissions and packaging waste, these efforts also indirectly create employment opportunities and promote socioeconomic development, establishing a high-efficiency and competitively advantageous industrial chain.

Strategy	Expected Benefits
Strengthen supply chain management	Provide high-quality products and services more punctually, increasing delivery reliability and flexibility, thereby enhancing competitiveness.
Enhance procurement capabilities	Establish a series of workflow and time management mechanisms with suppliers from pricing and delivery to payment processing. Use management tools to monitor performance and integrate delivery documents and paper receipts (e.g., delivery notes, shipping documents), ensuring accuracy when settling supplier payments. The aim is to reduce inventory, lower production and distribution costs, and ultimately reduce company expenses.
Integrate logistics and distribution	Leverage information technology to establish a supply chain management system, standardize reporting formats, streamline ordering and inspection processes, eliminate unnecessary storage operations, optimize warehouse space usage, and ensure supplier delivery responsiveness to customer demands. This achieves company-wide "process quality" optimization.
Improve return and after-sales service processes	Address problems within supply chain management through systematized procedures, from product support to defect recalls, minimizing delays and maximizing customer satisfaction.

5.2 Customer Service Quality

Material Topic Management - Customer Service Quality

Material Topic		Customer Service Quality	
Impact Description	GMI Technology is committed to meeting the diverse needs of customers. While representing original manufacturers, the Company closely monitors customer needs and industry trends, establishing strong collaboration models with clients.		
Policy / Commitment	Ongoing efforts to improve customer satisfaction.		
Actions Taken	GMI values customer relationships and collects customer satisfaction surveys annually to reflect its ISO 9001 commitment to customer quality and satisfaction. The surveys ensure customer needs are properly understood, delivering the highest quality products and services. The survey covers seven key topics: Support Services, Transportation Quality, On-Time Delivery, Quantity Accuracy, Quality, Packaging, and Overall Satisfaction. Each topic is worth 5 points, with a total score of 35. In 2024, GMI collected 54 completed customer satisfaction surveys, achieving an overall satisfaction rate of 92%. Feedback is used as a foundation for continuous improvement to achieve the goal of customer satisfaction.		
Tracking and Evaluation Mechanism	1.Audit and record Company Business Process Management (BPM) and Business Intelligence (BI) systems. 2.Monthly Customer Service Department (CSR) meetings to review sales and inventory. 3.Monthly Business Review (MBR) meetings. 4.ISO 9001 Audit and Management System.		
Management Objectives	Short-term Goals (3 years)		Mid- to Long-term Goals (5–10 years)
	1. Target: Achieve 90% customer satisfaction. 2. Establish communication platforms and continue conducting annual customer satisfaction surveys to understand client needs, respond promptly to inquiries, and track quality issues so that products and services can meet expectations and increase satisfaction.		1. Target: Maintain and improve customer satisfaction to reach 92%. 2. Strengthen the analytical capabilities of on-site personnel, and increase technical support from original factory engineers to improve anomaly analysis ability and speed, reducing customer complaints. 3. Regularly discuss new product development progress and issues with engineering personnel on both the customer and supplier sides to facilitate smooth mass production of new products.
Annual Performance	In 2024, a total of 54 customer satisfaction surveys were collected, with an overall satisfaction rate of 92%.		
Stakeholder Participation	GMI assigns responsibility for different issues to the corresponding responsible units or contact points, holding occasional internal meetings and providing industry information to find the most suitable solutions for customers to enhance their competitiveness. Interaction with customers is conducted through appropriate communication channels (such as email and messaging software like WeChat, Line, etc.). Customer concerns are also understood through questionnaire responses, and annual customer satisfaction surveys are conducted via email, face-to-face interviews, phone, and online methods, with effective survey responses from over 50 companies, aiming to achieve continuous improvement and customer satisfaction policy goals. 1.Customer satisfaction survey (once a year). 2.Company official website, customer service email inbox.		

Satisfaction survey

GMI values customer relationships and collects customer satisfaction surveys annually to reflect its ISO 9001 commitment to customer quality and satisfaction. The surveys ensure customer needs are properly understood, delivering the highest quality products and services. The survey covers seven key topics:

Support Services, Transportation Quality, On-Time Delivery, Quantity Accuracy, Quality, Packaging, and Overall Satisfaction. Each topic is worth 5 points, with a total score of 35. In 2024, GMI collected 54 completed customer satisfaction surveys, achieving an overall satisfaction rate of 92%. Feedback is used as a foundation for continuous improvement to achieve the goal of customer satisfaction.



Customer Complaint Mechanism

GMI Technology has established systematic processes to manage product returns and repair requests caused by manufacturing defects, product damage during transportation, or improper customer operation, ensuring timely resolution of these issues while minimizing impacts on customer satisfaction and company profits. These include:

- 1 Tracking product return and repair requests and responding promptly to customer needs to improve customer satisfaction
- 2 Managing the return and repair process to ensure products are processed quickly and accurately
- 3 Helping the Company manage product quality and safety issues by timely detection and handling of product defects
- 4 Ensuring compliance and transparency in the return and repair process to avoid potential legal and financial risks
- 5 Collecting and analyzing return and repair data to support improvements in product quality, production processes, and after-sales service

Customer Complaint Handling Process

We are committed to providing corresponding support to customers, including assistance with warranty adjustments and extended warranty services, and flexible return and exchange arrangements coordinated with customer project schedules. Customers can apply for Return Merchandise Authorization (RMA) services within the product warranty period (Note), to arrange product returns, exchanges, repairs, and shipments. If the product exhibits a certain defect rate, a product improvement plan will be provided to ensure customer satisfaction with products and services. We will continue to optimize service quality to foster good customer relationships.



Note: Return Merchandise Authorization (RMA) refers to the process by which customers return products within the warranty period for a refund or replacement. Customers and merchants can negotiate how to handle the product, which may include refunds or replacements.



Customer Feedback Mechanism

GMI Technology adheres to a customer-first service philosophy, attentively listening to customer feedback. Customer opinions are reviewed by relevant internal departments, and improvement plans are proposed to ensure that customer feedback is effectively implemented. To understand customer needs, GMI Technology provides multiple feedback channels, such as regular and ad-hoc monthly visits by sales and engineering personnel, meetings, emails, and mobile communication software, allowing business units and management to review and analyze feedback, propose improvement plans, and track progress. Through timely and comprehensive customer response procedures, customer relationships are continuously improved. In response to customer feedback in 2024, corresponding improvement actions were taken as follows:

Customer Feedback	Improvement Measures	Improvement Items
Shorten the response time for handling quality issues	Speed of quality issue resolution	1. Enhance on-site personnel's analytical ability and increase technical support from original equipment engineers to improve the speed and accuracy of issue analysis and reduce customer complaints. 2. Implementation of quality improvement plans to reduce the incidence of quality issues and enhance product quality
Enhance collaboration and personnel exchange between both parties	Strengthen engineering cooperation between both parties	1. Engineering personnel from both parties hold regular discussions on new product development progress and issues to ensure smooth mass production. 2. Establishing quality consensus through bilateral quality personnel exchange meetings
Customer production line anomaly responses	Review and response actions for quality incidents	1. Continue to investigate root causes and identify the sources of problems. 2. Implement source-level improvements in product design. 3. Continuous promotion of improvement measures and confirmation of their effectiveness

In addition, to pursue the best customer service, GMI Technology's internal sales management department provides 2-hour training sessions monthly, with 10 to 30 participants per session. Furthermore, business units and sales management units track performance indicators using operational management system (BPM) sales statistics and customer satisfaction survey data. Through continuous customer interaction, internal training, and tracking related performance indicators, combined with a commitment to continuous improvement, GMI Technology aims to become the most reliable partner for its customers.



5.3 Product Quality and Safety

Material Topic Management - Product Quality and Safety

Material Topic	Product Quality and Safety	
Impact Description	GMI Technology ensures product safety and quality by complying with green regulations and implementing strict quality assurance systems, which will strengthen positive social impact.	
Policy / Commitment	GMI Technology complies with the European Union's Restriction of Hazardous Substances Directive (EU RoHS) and the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) regulation to ensure it meets customer requirements and minimizes health and safety risks to end users. The company promotes product R&D and sales strategies aligned with emerging sustainable economic activities, thereby accelerating the transition to a sustainable economy. All products sold comply with hazardous substance restrictions in both Europe and the United States, and product packaging labels are in full compliance with customer specifications. GMI also actively invests in the application-focused R&D of high energy-efficiency products aligned with sustainable development goals, facilitating the timely adoption of innovative solutions by its customers.	
Actions Taken	1.Require suppliers to provide relevant quality assurance letters. 2.Require suppliers to provide documentation guaranteeing no hazardous substances. 3.Implement ISO 9001 audit system.	
Tracking and Evaluation Mechanism	1.Conduct annual market and product evaluation reports for suppliers. 2.Monthly review of RMA issue counts and causes, timely raising product quality issues. 3.ISO 9001 audit management system inspections.	
Management Objectives	Short-term Goals (3 years)	Mid- to Long-term Goals (5–10 years)
	Continue to obtain ISO 9001 international quality management system third-party certification renewals.	Continue to obtain ISO 9001 international quality management system third-party certification renewals and continuously improve and optimize quality management mechanisms.
Annual Performance	Complete ISO 9001 international quality management system certification renewal.	
Stakeholder Participation	1. Customer service management personnel (CSR) regularly conduct customer satisfaction surveys, communicating directly with customers by phone, face-to-face, online, or email to better understand customer needs and product quality issues. 2. Cooperate with suppliers to provide products that comply with current environmental regulations and customer requirements to ensure product quality management. 3. Regularly inspect and track product shipments and returns to ensure consistent quality for products delivered to customers. 4. Conduct employee education and training related to product quality management.	

The competitive advantage of semiconductor component agents lies in promptly providing customer needs and grasping key technology development trends, excellent product quality and technology, and offering customers a more diverse range of products and comprehensive services to enhance customer loyalty. While delivering impressive company performance, GMI Technology is also committed to protecting the health and safety of end users.

All products sold by GMI Technology % comply 100with the European Union's Restriction of Hazardous Substances Directive (EU RoHS), the Registration, Evaluation, Authorization and Restriction of Chemicals (EU REACH) regulation, and related chemical registration, evaluation, and authorization standards to ensure customer needs are met and to reduce impacts on the health and safety of end users. This promotes product R&D and sales strategies aligned with forward-looking economic activities and accelerates sustainable economic development. GMI Technology has established quality policies, participates in quality management activities that comply with the international standard ISO 9001, continuously improves product awareness and engineering expertise, cooperates mutually, and implements the rigorous "Plan-Do-Check-Act" procedure to provide products and services that satisfy customers. The Company has obtained third-party certification, covering Taipei and Hong Kong. Additionally, GMI Technology actively invests in the application development of high-energy-efficiency and forward-looking economic activity-related products, assisting and enhancing customer adoption of new solutions in a timely manner. No incidents violating health and safety regulations related to products and services occurred in 2024.

Regarding product information and labeling, GMI Technology marks all product drawings with relevant environmental regulation requirements. For substances impacting society and the environment, all product outer carton labels provided to customers are affixed with environmental labels such as HF (Halogen Free), GP (Green Product), and RoHS, and the Company has established management systems in accordance with international standards. Furthermore, in 2024, GMI Technology had no incidents of violating regulations concerning product and service information or labeling, nor any incidents violating marketing communication regulations.



▲ GMI Technology obtained the ISO 9001 certificate.





06

Happy Workplace

6.1 Employee Care and Labor Protection

Material Topic Management - Employee
Care and Labor Protection

6.2 Talent Development

6.2.1 Talent Development

6.2.2 Talent Recruitment and Retention

6.2.3 Workforce Structure

6.3 Human Rights

6.4 Social Care

6.1 Employee Care and Labor Protection

Material Topic Management - Employee Care and Labor Protection

Material Topic		Employee Care and Labor Protection
Impact Description	Establishing good labor-management relations promotes two-way communication, helps stabilize company operations, enhances employee labor value, and ensures employees receive adequate care.	
Policy / Commitment	1. Employment Policy: The Company has established clear employment policies including fair recruitment procedures, job descriptions, wage standards, welfare systems, promotion paths, and training methods to ensure employees enjoy fair employment opportunities and appropriate compensation. 2. Education and Training Policy: The Company provides appropriate training and development opportunities to help employees improve skills and knowledge, thereby enhancing productivity and confidence. Additionally, the Company encourages employees to participate in industry-related associations, seminars, and other activities to expand their networks and knowledge. 3. Legal Compliance: The Company complies with laws to ensure labor rights are protected. 4. Commitment: Committed to respecting labor rights and complying with labor laws, providing fair wages, benefits, occupational safety, and healthy working environments. At the same time, ensuring every employee has equal work opportunities; establishing effective communication channels to value and listen to employee opinions. We also commit to providing employees with continuous learning and career development opportunities by offering diverse training courses to enhance employee skills and increase their value.	
Actions Taken	1. Develop annual training plans and implement them to improve employee skill levels and increase work efficiency. Arrange monthly education and training courses. 2. Establish a welfare committee to promote related club activities, welfare measures, and domestic and overseas travel. Employees enjoy labor insurance, health insurance, group insurance (including group accident and medical insurance), and business travel insurance. Birthday banquets are held quarterly. 3. Provide annual employee health check-ups, professional medical consultation, and related seminars. 4. Establish fair labor legal systems and labor-management negotiation mechanisms to promote mutual respect and equality between labor and management, enhancing the Company's social image and credibility.	
Tracking and Evaluation Mechanism	1. The General Affairs and Human Resources units implement annual plans, with the HR unit reviewing the effectiveness of plan implementation and proposing improvements. 2. Provide a complaint mailbox to ensure communication channels between employees and the Company. Internal or external complaints received are handled by the HR unit. 3. Establish a labor welfare committee to implement employee welfare policies.	

Material Topic

Employee Care and Labor Protection

Management
Objectives

Short-term Goals (3 years)

Mid- to Long-term Goals (5–10 years)

1. Build a comprehensive talent cultivation system to enhance employee professional capabilities.
2. Maintain zero employee complaints continuously.

1. Strengthen our performance-oriented compensation system and establish an organization and culture oriented toward performance and talent.
2. In response to organizational development, strengthen the cultivation of key talents, develop and implement plans for recruitment, retention, and development.
3. Implement succession plans using job rotation and cross-department internships as organizational learning systems to systematically nurture talent, improve organizational and individual career development, and cultivate diverse talent.

Annual Performance

1. Provide a total of 90 hours of professional external training related to the Human Resources department.
2. No employee feedback has been received via the employee suggestion box.
3. Annual group insurance expenditure (including subsidiary Rehear Audiology) is approximately NT\$213,000.
4. Occupational medical and nursing on-site consultation services (health check-ups) provided once on-site, with 76 participants.
5. Internal and external training expenses totaled approximately NT\$60,000 annually.

Stakeholder
Participation

1. The Company holds quarterly labor-management meetings to communicate labor and management needs and operations, ensuring legal compliance and labor protection.
2. Monthly training courses are arranged for employees and senior executives to enhance employee competency knowledge and support employee growth and development.
3. An employee complaint mailbox is established to listen to employee voices, understand employee care, and promote labor-management harmony.
4. Develop comprehensive succession plans, including identifying and cultivating suitable candidates, establishing a succession timetable, and training and developing successors. The goal is for successors to possess rich experience and professional knowledge and to be capable of leading the Company's future development.

Employee Benefits

In addition to providing insurance benefits and pension contributions in accordance with local laws, GMI Technology provides group insurance, congratulatory and condolence payments for marriage, funerals, and celebrations, and employee shopping discounts, and health check-ups. These diverse benefits and various activities are offered to improve employee cohesion and productivity. All employees enjoy benefits, while congratulatory and condolence payments are provided only to full-time employees.

Basic Welfare Items

Holiday Bonuses	Spring Festival, Dragon Boat Festival, Mid-Autumn Festival, Labor Day, Employee Birthdays
Allowances and Subsidies	Marriage gifts, childbirth gifts, funeral condolences, injury and hospitalization condolences
Travel Subsidies	Employee trips organized or travel subsidy applications
Leisure Activities	Year-end banquets, festive mini-events, etc.
Club Activities	Subsidies for club activity expenses
Group Insurance	Free group insurance for employees, including term life insurance, critical illness insurance, accident insurance, limited accident medical insurance, hospitalization insurance, cancer health insurance, business travel insurance, etc.
Other Benefits	Regular employee health checkups, discounts from partner vendors, and corporate group purchasing programs, etc.

Parental Leave

In accordance with the Gender Equality in Employment Act, employees who have served for over six months and have children under the age of three may apply for up to two years of unpaid parental leave. All employees are legally entitled to parental leave. Employees may choose not to return to work due to family reasons.

Parental Leave Statistics	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave during the year (A)	1	1	1	1	4	5
Number of employees who actually applied for parental leave during the year (B)	0	1	0	1	4	5
Application rate (B/A)	0%	100%	0%	100%	100%	100%
Number of employees scheduled to return to work during the year after parental leave (C)	-	-	-	1	4	5
Number of employees who actually returned to work during the year (D)	-	-	-	1	4	5
Return rate (D/C)	-	-	-	100%	100%	100%
Number of employees who returned to work in the previous year (E)	-	-	-	-	-	1
Number of employees still employed one year after returning to work in the previous year (F)	-	-	-	-	-	1
Retention rate (F/E)	-	-	-	-	-	100%

Note: “-” indicates no occurrence

Minimum Notice Period for Operational Changes

The Company complies with the Labor Standards Act and internal work rules. When an employer terminates an employee, they must provide prior notice based on years of service, and at least one week in advance (more than 10 days). Significant operational changes affecting employee rights and corresponding response measures are communicated through quarterly labor-management meetings, executed only after confirmation, and announced or notified in advance in accordance with legal requirements. The Company currently does not provide transitional assistance programs for employees ending their careers due to retirement or termination of employment to support reemployment or career planning. Related plans will be considered in the future.

Collective Agreements

GMI Technology has not established a labor union or collective bargaining agreements. Communication with employees is maintained through regular labor-management meetings and diverse channels. The Company will continue to interact positively with employees, comply with local labor laws, and pursue diverse communication to foster a harmonious and mutually beneficial labor environment.

6.2 Talent Development

6.2.1 Talent Development

Education and Training

GMI Technology is committed to providing comprehensive and continuous employee education and training to ensure employees possess up-to-date skills and knowledge, thereby enhancing overall competitiveness and job satisfaction. In 2024, we held more than 42 training sessions covering onboarding, technical expertise, management skills, information security, career development, and ethical management.

Average Training Hours by Level	2022			2023			2024		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Management Level	20.77	15.67	36.44	18.86	12.21	31.07	13.2	11	12.8
Non-Management Level	0.18	0.23	0.41	2.60	2.69	5.28	15.5	16.7	16
Note 1: Management level is defined as positions at the assistant vice president level and above									

Employee Training Programs	Program Description	Quantitative Results (e.g., number of sessions, learning hours during the year)		Employee Participation Rate
Onboarding Training	Company introduction, system operations, and professional knowledge training	24 sessions, 2 hours per person	48 total hours	100%
General Training	Financial education and training	1 session of financial education and training, 2 hours, 56 participants, 112 total hours	Total 14 sessions, 1,297.5 hours	83%
	Information Security Training	1 session of information security training, 2 hours, 67 participants, 134 total hours		
	Gender Equality Education and Training	1 session of gender equality education and training, 2 hours, 63 participants, total 126 hours		
	Fire Drill Training	2 sessions of fire safety training, 2 hours, total 10 participants, total 20 hours		
	Ethical Education and Training	1 session of ethical education and training, 2 hours, 74 participants, total 148 hours		
	Credit Granting Education and Training	3 sessions of credit granting education and training, 2 hours, 14 participants, total 28 hours		
	ESG Sustainability Training	1 session of ESG sustainability training, 2 hours, 67 participants, total 134 hours		
	AI Knowledge and Tool Application Training	1 session of AI knowledge and tool application training, 2 hours, 63 participants, total 126 hours		
	Training on Self-Care Exercises for Sedentary Professionals	1 session of training on self-care exercises for sedentary professionals, 2 hours, 52 participants, total 104 hours		
	Anti-Fraud Training	1 session of anti-fraud training, 1 hour, 78 participants, total 78 hours		
	Basic Carbon Emission Concepts & Platform Operation Training	1 session of basic carbon emission concepts & platform operation training, 2.5–6 hours, 56 participants, total 287.5 hours		
Professional Training	ISO Internal Auditor	1 session of ISO internal auditor training, 3 hours, 18 participants, total 54 hours	Total 4 sessions, 144 hours	100%
	Externally Arranged Education and Training Applied by Employees Themselves	3 sessions of externally arranged education and training applied by employees themselves, 4 participants, total 90 hours		

Performance Evaluation

GMI Technology is committed to enhancing both individual and organizational performance, emphasizing two-way communication and employee development planning. A fair and reasonable performance evaluation process is applied to all employees. Evaluation results serve as the basis for promotions, salary adjustments, and employee compensation. Employees who have served for more than six months are evaluated annually on individual performance, competencies, and key goals, with an evaluation coverage rate of 100%.

Percentage of Employees Receiving Regular Performance and Career Development Reviews by Level	2022						2023						2024					
	Male		Female		Overall		Male		Female		Overall		Male		Female		Overall	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Management Level	26	12.75%	18	8.82%	44	21.57%	32	14.75%	19	8.76%	51	23.50%	8	3.65%	2	0.91%	10	4.56%
Non-Management Level	80	39.22%	80	39.22%	160	78.43%	78	35.94%	88	40.55%	166	76.50%	104	47.49%	102	46.58%	206	94.07%

Note 1: In 2023, management included department heads, division heads, and assistant vice presidents. From 2024 onward, management is defined as positions at the assistant vice president level and above. Future classifications will adopt the assistant vice president level as the definition of management in our company.

Note 2: Employees receiving regular performance and career development reviews / Total number of employees

Note 3: The statistics cover the following entities: Taiwan – GMI Technology Inc.; Mainland China – Vector Electronic Company Limited, GMI (Shanghai) International Trading Co., Ltd., and Shenzhen Hongda Futong Electronics Co., Ltd.

Note 4: A total of 3 janitorial staff are not included in the Company's performance evaluation scope.

6.2.2 Talent Recruitment and Retention

Proportion of Senior Management Hired from the Local Community

GMI Technology defines key operating locations as Taiwan, Hong Kong, Shenzhen, and Shanghai, with “local” referring to the Taiwan region. “Senior management” is defined as personnel at the assistant vice president level and above, as stated in the annual report. Senior management is responsible for decisions regarding the Company’s operational development direction. The proportion of senior management hired from the local community is 100%.

New Hires and Employee Turnover		2022											2023											2024													
		New Hires					Departures						New Hires						Departures					New Hires						Departures							
		Male	%	Female	%	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
Taiwan Region	≤ 30 years old	2	4%	3	6%	16	7.8%	-	-	2	5%	14	6.9%	-	-	1	2%	23	10.6%	-	0%	2	4%	20	9.2%	2	4%	5	10%	23	10.5%	3	7%	4	10%	21	9.6%
	31–50 years old	4	8%	6	12%			7	17%	5	12%			12	22%	9	17%			8	16%	9	18%			8	16%	5	10%			4	10%	6	15%		
	> 50 years old	1	2%	-	-			-	-	-	-			1	2%	-	-			1	2%	-	-			3	6%	-	-			4	10%	-	-		
Shenzhen Region	≤ 30 years old	7	14%	5	10%	20	9.8%	6	14%	4	10%	19	9.3%	3	6%	3	6%	12	5.5%	3	6%	2	4%	13	6%	4	8%	5	10%	14	6.4%	4	10%	-	-	9	4.1%
	31–50 years old	4	8%	4	8%			8	19%	1	2%			4	7%	2	4%			5	10%	3	6%			3	6%	2	4%			2	5%	3	7%		
	> 50 years old	-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-		
North China	≤ 30 years old	-	-	-	-	13	6.4%	-	-	-	-	7	3.4%	3	6%	5	9%	18	8.3%	2	4%	-	-	16	7.4%	5	10%	-	-	6	2.7%	2	5%	4	10%	8	3.7%
	31–50 years old	9	18%	4	8%			6	14%	1	2%			4	7%	6	11%			5	10%	9	18%			-	-	-	-			1	2%	1	2%		
	> 50 years old	-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-			1	2%	-	-			-	-	-	-		
Hong Kong Region	≤ 30 years old	1	2%	-	-	2	1%	-	-	-	-	2	1%	-	-	-	-	1	0.5%	-	-	-	-	-	-	1	2%	-	-	6	2.7%	-	-	-	-	3	1.4%
	31–50 years old	-	-	1	2%			-	-	2	5%			-	-	1	2%			-	-	-	-			4	8%	1	2%			3	7%	-	-		
	> 50 years old	-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-			-	-	-	-		

New Hire and Employee Attrition Statistics Across Global Operations

	2022	2023	2024
Total Number of Employees in Taiwan Region	82	88	85
Total Number of Employees in Shenzhen Region	70	70	76
Total Number of Employees in North China	39	45	44
Total Number of Employees in Hong Kong Region	13	14	14
Total Number of New Hires	51	54	49
Overall New Hire Rate (%)	25%	25%	22%
Total Number of Departures	42	49	41
Overall Turnover Rate (%)	21%	23%	19%

Note 1: The statistics cover the following entities: Taiwan – GMI Technology Inc.; Mainland China – Vector Electronic Company Limited, GMI (Shanghai) International Trading Co., Ltd., and Shenzhen Hongda Futong Electronics Co., Ltd.

Note 2: New Hire Rate = Number of New Hires / Total Number of Employees (by region); Turnover Rate = Number of Departures / Total Number of Employees (by region).

Note 3: Total number of employees as of December 31, 2024, based on actual headcount.



6.2.3 Workforce Structure

GMI Technology has operational locations in Taiwan, China, and Hong Kong, with the proportion of local hires exceeding 43.6%. The Company strictly adheres to labor laws and regulations established by competent government authorities and has never employed child labor. Employment of foreign nationals is conducted in accordance with local legal requirements. As of the end of 2024, GMI Technology had a total of 219 employees, all of whom are full-time. There are no fixed-term contract or part-time (hourly) employees. During the reporting period, there were no significant or material fluctuations in the number of employees or non-employee workers. The Company values diversity and workplace inclusion. Recruitment, compensation, and benefits are not differentiated based on gender, age, nationality, ethnicity, religion, or job role. The male-to-female employee ratio is approximately 58:51.

In addition to regular employees, a total of 5 non-employee workers were engaged in 2024. These individuals were not directly hired by the Company and included building management, security personnel, and janitorial staff. During the reporting period and compared with the previous period, there were no significant or material fluctuations in the number of non-employee workers.

Workforce Composition by Global Operating Location (by Gender and Work Location)													
Category	Category	Male		Female		Subtotal for Category		Taiwan Region		Mainland China		Subtotal for Category	
		Headcount	Proportion of Category	Headcount	Proportion of Category	Headcount	Proportion of Category	Headcount	Proportion of Category	Headcount	Proportion of Category	Headcount	Proportion of Category
Employment Contract	Permanent Employees (also referred to as open-ended contract workers)	113	51.60%	103	47.03%	216	98.63%	85	38.81%	131	59.82%	216	98.63%
	Temporary Employees (also referred to as fixed-term contract workers)	-	-	3	1.37%	3	1.37%	-	-	3	1.37%	3	1.37%
	Employees Without Guaranteed Hours (also referred to as gig economy workers)	-	-	-	-	-	-	-	-	-	-	-	-
Employment Type	Full-time (also referred to as full-time workers)	113	51.60%	105	47.94%	218	99.54%	85	38.81%	133	60.73%	218	99.54%
	Part-time (also referred to as part-time workers)	-	-	1	0.46%	1	0.46%	-	-	1	0.46%	1	0.46%

Note 1: Employee headcount as of December 31, 2024, based on actual headcount.

Note 2: The statistics cover the following entities: Taiwan – GMI Technology Inc.; Mainland China – Vector Electronic Company Limited, GMI (Shanghai) International Trading Co., Ltd., and Shenzhen Hongda Futong Electronics Co., Ltd.

Note 3: During the reporting period and compared with the previous period, there were no significant or material fluctuations in the number of employees.

Percentage of Employees by Employee Category

Employee Category / Year	2022	2023	2024		2023□		2024□	
			Headcount	Proportion of Total Workforce (%)	Headcount	Proportion of Total Workforce (%)	Headcount	Proportion of Total Workforce (%)
Supervisor	Male	≤ 30 years old	0	0.00%	0	0.00%	0	0.00%
		31–50 years old	21	10.29%	25	11.53%	5	2.28%
		> 50 years old	5	2.45%	7	3.23%	6	2.74%
	Female	≤ 30 years old	0	0.00%	0	0.00%	0	0.00%
		31–50 years old	15	7.35%	16	7.37%	1	0.46%
		> 50 years old	3	1.47%	3	1.38%	1	0.46%
Non-supervisor	Male	≤ 30 years old	24	11.76%	18	8.29%	29	13.24%
		31–50 years old	51	25.01%	54	24.89%	60	27.40%
		> 50 years old	5	2.45%	6	2.76%	12	5.48%
	Female	≤ 30 years old	16	7.84%	18	8.29%	23	10.50%
		31–50 years old	59	28.93%	64	29.50%	75	34.24%
		> 50 years old	5	2.45%	6	2.76%	7	3.19%
Total			204	100.00%	217	100.00%	219	100.00%

Note 1: The statistics cover the following entities: Taiwan – GMI Technology Inc.; Mainland China – Vector Electronic Company Limited, GMI (Shanghai) International Trading Co., Ltd., and Shenzhen Hongda Futong Electronics Co., Ltd.

Note 2: Management level is defined as positions at the assistant vice president level and above

Ratio of Basic Salary and Remuneration for Women to Men

Operating Location	Employee Category	2022			2023			2024		
		Salary	Bonus	Total Remuneration	Salary	Bonus	Total Remuneration	Salary	Bonus	Total Remuneration
Taiwan	Managerial Positions	1.21 : 1	1.29 : 1	1.23 : 1	1.04 : 1	1.20 : 1	1.05 : 1	1.04 : 1	1.04 : 1	1.02 : 1
	Non-managerial Positions	1.46 : 1	1.28 : 1	1.46 : 1	1.25 : 1	1.14 : 1	1.23 : 1	1.23 : 1	1.38 : 1	1.25 : 1
Hong Kong	Managerial Positions	1.49 : 1	4.84 : 1	2.23 : 1	2.46 : 1	5.60 : 1	3.84 : 1	1.78 : 1	9.43 : 1	2.76 : 1
	Non-managerial Positions	1.58 : 1	1.63 : 1	1.61 : 1	1.34 : 1	1.58 : 1	1.37 : 1	0.71 : 1	1.49 : 1	0.76 : 1
Shenzhen	Managerial Positions	1.28 : 1	1.10 : 1	1.25 : 1	0.90 : 1	1.18 : 1	0.94 : 1	1.10 : 1	0.78 : 1	1.05 : 1
	Non-managerial Positions	1.18 : 1	0.92 : 1	1.14 : 1	1.21 : 1	1.19 : 1	1.21 : 1	1.10 : 1	1.14 : 1	1.09 : 1
Shanghai	Managerial Positions	0.92 : 1	0.76 : 1	0.89 : 1	1.06 : 1	0.50 : 1	0.95 : 1	0.96 : 1	0.67 : 1	0.89 : 1
	Non-managerial Positions	0.79 : 1	0.77 : 1	0.79 : 1	1.14 : 1	0.77 : 1	1.09 : 1	1.01 : 1	1.20 : 1	0.99 : 1

Note 1: Total Remuneration = Salary + Bonus.

Note 2: The statistics cover the following entities: Taiwan – GMI Technology Inc.; Mainland China – Vector Electronic Company Limited, GMI (Shanghai) International Trading Co., Ltd., and Shenzhen Hongda Futong Electronics Co., Ltd.

Note 3: In all cases, the ratio of female remuneration is 1.

6.3 Human Rights

Human Rights Commitment and Policy

GMI Technology strictly complies with labor laws and regulations in all of its operating locations to protect the legal rights and interests of employees. It also adheres to international human rights standards, including the UN Global Compact, the Universal Declaration of Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. The Company fulfills its responsibility to respect and protect human rights, treating all salaried personnel with dignity and respect, including contract workers and interns. The Company does not allow suppliers to employ child labor. In serious cases, business relationships will be terminated. No supplier relationships were terminated due to the use of child labor in 2024. Furthermore, suppliers are prohibited from

engaging in any form of forced labor. If cases of forced or compulsory labor are identified, the Company will demand immediate corrective action within a specified period. In serious cases, business relationships will be terminated. There were no supplier relationships terminated due to forced labor in 2024.

The Company's Human Rights Policy applies to the Company itself as well as to its domestic and overseas subsidiaries, joint ventures, and other group entities over which it exercises substantial control. Implementation approach is as follows:

I. Diversity, Inclusion, and Equal Employment Opportunity	The Company complies with all national labor laws, prohibits child labor, human trafficking, and forced labor, and enforces non-discrimination policies. It is committed to fostering a diverse, open, and equal work environment free from harassment and strictly prohibits any behavior that violates human rights. Employees shall not be subject to differential treatment or discrimination in any form based on gender (including sexual orientation), race, class, age, marital status, language, ideology, religion, political affiliation, place of origin, birthplace, appearance, physical features, or disability. The Company effectively safeguards labor rights and maintains a friendly and harmonious labor-management relationship. It ensures fairness in employment, compensation and benefits, training, evaluation, and promotion opportunities, and provides an effective and appropriate complaint mechanism to prevent and address incidents that may harm employee rights. Since 2015, the Company has promoted anti-sexual harassment training to help employees understand how to prevent and respond to workplace harassment and labor rights issues. It also conducts safe workplace training to raise awareness and attention to these issues.
II. Providing a Safe and Healthy Working Environment	The Company provides a safe and healthy workplace along with necessary health and first aid facilities, eliminating potential hazards in the working environment and reducing occupational risks. The Company proactively monitors and manages employee workload to avoid excessive working hours and conducts regular occupational safety and health training.
III. Respect for Freedom of Association	The Company respects employees' fundamental human rights and supports their right to organize and engage in collective bargaining. It also provides diverse communication channels and platforms to ensure a harmonious, mutually beneficial labor-management relationship.
IV. Supporting Employee Physical and Mental Health and Work-Life Balance	The Company cares about employee well-being and provides regular free health check-ups and health management seminars. It organizes family-oriented leisure trips and sports activities and offers diverse programs such as arts and culture, sports, and Family Day to encourage parent-child participation. Social clubs help employees broaden their interpersonal relationships and enrich the "work-life balance" philosophy, holistically caring for employees' physical, mental, and emotional health.



The Company's Human Rights Policy is publicly disclosed on its official website and explained to new hires upon onboarding to ensure employee understanding of its implementation. For related Human Rights Policy content, please refer to the Company website / Corporate Governance section / Human Rights Commitment and Policy.

6.4 Social Care

GMI Technology is not only profit-driven—it also serves as a practitioner of solving social problems. The Company employs persons with disabilities to help them develop their talents, integrate into society, and raise public and corporate awareness of their capabilities, thereby creating shared social and economic value.

Support for Social Welfare Groups

The Company engages in support for the underprivileged and regularly makes public-interest purchases from the Children Are Us Foundation to assist with its funding.



In 2024, GMI Technology embraced the theme of supporting workshops and collaborated with employees to demonstrate a spirit of sustainability by purchasing gift boxes from Han-Hsi Farm to support disadvantaged groups.





Appendix

GRI Index Table

Appendix 1-13 – Cross-Reference Table for the Electronics
Distribution Industry

Appendix 2 – Climate-Related Information of Listed
Companies

GRI Index Table

Declaration of Use	GMI Technology has reported the content for the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.
GRI Version Used	GRI 1: GRI Standards 2021 (Core)
Application of GRI Sector Standards	GRI Sector Standards not applicable

GRI 2: General Disclosures 2021

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2-3 Reporting Period, Frequency, and Contact Point	CH1 About This Report	05
2-4 Information Restatement	CH1 About This Report	05
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2-6 Activities, Value Chain, and Other Business Relationships	2.1 Operational Overview	18
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2-9 Governance Structure and Composition	3.1 Corporate Governance and Ethical Business Practices	25
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2-15 Conflicts of Interest	3.1 Corporate Governance and Ethical Business Practices	25
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2-17 Collective Knowledge of the Highest Governance Body	3.1 Corporate Governance and Ethical Business Practices	25
2-18 Performance Evaluation of the Highest Governance Body	3.1 Corporate Governance and Ethical Business Practices	25
2-19 Remuneration Policy	3.1 Corporate Governance and Ethical Business Practices	25
2-20 Remuneration Decision-Making Process	3.1 Corporate Governance and Ethical Business Practices	25
2-21 Annual Total Remuneration Ratios	3.1 Corporate Governance and Ethical Business Practices	25
2-22 Statement on Sustainability Strategy	Message from the Chairman	03

Strategies, Policies, and Practices

2-23 Policy Commitment	1.4 Sustainable Development Commitment 6.3 Human Rights	14 73
2-24 Incorporated Policy Commitments	1.4 Sustainable Development Commitment	14
2-25 Processes for Remediating Negative Impacts	2.2 Operational Strategy and Economic Performance 3.1 Corporate Governance and Ethical Business Practices 3.2 Risk Management 3.3 Information Security and Privacy Protection 5.1 Supply Chain Management 5.2 Customer Service Quality 5.3 Product Quality and Safety 6.1 Employee Care and Labor Protection	21 25 35 43 54 57 60 63
2-26 Mechanism for Seeking Advice and Raising Concerns	3.1 Corporate Governance and Ethical Business Practices	25
2-27 Regulatory Compliance	3.1 Corporate Governance and Ethical Business Practices	25
2-28 Membership in Industry Associations	2.1 Operational Overview	18
Stakeholder Engagement		
2-29 Stakeholder Engagement Policy	1.1 Stakeholders and Communication Engagement	06
2-30 Collective Agreements	6.1 Employee Care and Labor Protection	63

GRI 3: Material Topics 2021

Disclosure Item	Corresponding Chapter	Page Number
3-1 Process for Determining Material Topics	1.2 Materiality Analysis	10
3-2 List of Material Topics	1.2 Materiality Analysis	10

Disclosure of Material Topics

Operational Strategy and Economic Performance

Disclosure Item	Corresponding Chapter	Page Number
3-3 Management of Material Topics	2.2 Operational Strategy and Economic Performance	21
201-1Direct Economic Value Generated and Distributed by the Organization	2.2 Operational Strategy and Economic Performance	21
201-3Defined Benefit Obligations and Other Retirement Plans	2.2 Operational Strategy and Economic Performance	21
201-4Financial Assistance Received from Government	2.2 Operational Strategy and Economic Performance	21

Corporate Governance and Ethical Business Practices

3-3 Management of Material Topics	3.1 Corporate Governance and Ethical Business Practices	25
205-3Confirmed Incidents of Corruption and Actions Taken	3.1 Corporate Governance and Ethical Business Practices	25
206-1Legal Actions for Anti-Competitive Behavior, Antitrust, and Monopoly Practices	3.1 Corporate Governance and Ethical Business Practices	25
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3-3 Management of Material Topics

3.2 Risk Management

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Custom Topic

3.2 Risk Management

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Information Security and Privacy Protection

3-3 Management of Material Topics

3.3 Information Security and Privacy Protection

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418-1Substantiated Complaints Concerning Breaches of Customer Privacy or Loss of Customer Data

3.3 Information Security and Privacy Protection

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Supply Chain Management

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5.1 Supply Chain Management

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204-1Proportion of Spending on Local Suppliers

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Custom Topic

5.2 Customer Service Quality

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Product Quality and Safety

3-3 Management of Material Topics

5.3 Product Quality and Safety

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416-1Assessment of the Health and Safety Impacts of Product and Service Categories

5.3 Product Quality and Safety

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416-2Incidents of Non-Compliance with Regulations Concerning Product and Service Health and Safety

5.3 Product Quality and Safety

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417-1Requirements for Product and Service Information and Labeling

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417-2Incidents of Non-Compliance with Regulations Related to Product and Service Information and Labeling

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Appendix 1-13 – Cross-Reference Table for the Electronics Distribution Industry

Indicator		Indicator Category	Unit	Annual Disclosure Status
1	Total Energy Consumption, Percentage of Purchased Electricity, and Renewable Energy Utilization Rate	Quantitative	Gigajoules (GJ), Percentage (%)	Total Energy Consumption: 950.472 (GJ) Percentage of Purchased Electricity: 100% Renewable Energy Utilization Rate: 0
2	Total Water Withdrawal and Total Water Consumption	Quantitative	Thousand Cubic Meters (1,000 m³)	Total Water Withdrawal: 0.88 thousand cubic meters (1,000 m³) Total Water Consumption: 0.88 thousand cubic meters (1,000 m³)
3	Weight of Hazardous Waste Generated and Recycling Rate	Quantitative	Metric Tons (t), Percentage (%)	Weight of Hazardous Waste: 0 Recycling Rate: No hazardous waste generated, hence no recycling data
4	Description of Occupational Injury Types, Number of Cases, and Rate	Quantitative	Number, Rate (%)	No occupational injuries occurred in 2024 Number of Occupational Injuries: 0 Occupational Injury Rate: 0%
5	Disclosure of Product Lifecycle Management: Including Weight of Discarded Products and E-Waste, and Recycling Rate (Note 1)	Quantitative	Metric Tons (t), Percentage (%)	As the Company operates in the service industry, product end-of-life management is not applicable
6	Description of Risk Management Related to the Use of Critical Materials	Qualitative Description	Not Applicable	As GMI operates in the semiconductor distribution industry and does not participate directly in the manufacturing process, key risks faced by semiconductor distributors include inventory management, transportation disruptions, and inventory loss. Semiconductor manufacturing depends on global supply chains, and any disruption in the chain can affect production. Therefore, risk management focuses on the supply chain. GMI builds close partnerships with suppliers to enhance supply chain resilience. GMI closely monitors market dynamics. Fluctuations in market demand and geopolitical factors may lead to excess inventory for semiconductor distributors, tying up capital and resulting in obsolete or lost inventory. GMI uses its inventory management system to adjust inventory levels in real time to prevent overstocking. For more information, please refer to Sections 3.2 Risk Management and 5.1 Supply Chain Management.
7	Total Monetary Loss from Legal Actions Related to Anti-Competitive Practices	Quantitative	Reporting Currency	No legal actions related to anti-competitive practices occurred in 2024.
8	Main Product Output by Product Category	Quantitative	Varies by Product Type	The Company is a semiconductor distributor and is not involved in actual manufacturing. It operates only sales and warehousing locations and does not provide data on product output.

Note 1: If applicable, provide explanation of scrap material sales or other recycling treatments.

Appendix 2 – Climate-Related Information of Listed Companies

項目		報告書章節	頁碼
1	Describe Board and management oversight and governance of climate-related risks and opportunities	4.1 Climate Change and Adaptation	47
2	Describe how identified climate risks and opportunities affect business, strategy, and financial planning (short, medium, long term)	4.1 Climate Change and Adaptation	47
3	Describe the financial impact of extreme climate events and transition measures	4.1 Climate Change and Adaptation	47
4	Describe how climate risk identification, assessment, and management are integrated into the overall risk management system	4.1 Climate Change and Adaptation	47
5	If scenario analysis is used to assess climate risk resilience, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts used	The Company has not yet used scenario analysis to assess resilience to climate risks; it will consider development based on future government regulations and environmental changes.	
6	If there are transition plans to manage climate-related risks, describe the plans and the metrics and targets used to identify and manage physical and transition risks	The Company has implemented transition plans for transition risks, but has not yet established metrics or targets for identified physical or transition risks.	47
7	If internal carbon pricing is used as a planning tool, explain the pricing basis	The Company has not yet implemented internal carbon pricing but will assess the need for its adoption in the future as part of its strategy to achieve net-zero emissions and align with global decarbonization trends.	
8	If climate-related targets are set, describe the covered activities, GHG emissions scopes, planning period, and annual progress; if carbon offsets or renewable energy certificates (RECs) are used, state the source and amount of offsets or RECs	To achieve its 2050 net-zero emissions target, the Company prioritizes energy conservation, analyzes electricity usage at key operational sites, and strengthens electricity management at each location. The Company has not yet set any climate-related targets or used carbon offsets or renewable energy certificates (RECs).	
9	Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and concrete action plans (see Sections 1-1 and 1-2)	In accordance with the Taiwan Stock Exchange's Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Company plans to disclose its 2025 inventory information in 2026, and no later than 2026, and designate that year as the base year to disclose 2027 reduction targets, strategies, and specific action plans.	