

2025

GMI Technology Inc.

ANNUAL ESG REPORT



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GMI Technology Inc.
www.gmitec.com



Preface

Message from the Chairman

To all shareholders, stakeholders, and colleagues:
In an era of rapid change across global industries and continuous technological innovation, the electronics distribution industry stands at a critical intersection of supply chain integration, digital transformation, and sustainable development. Guided by our core philosophy of “Prudent Management, Ethical Governance, and Shared Sustainable Prosperity,” the Company continues to strengthen the competitiveness of its core business while deeply integrating environmental protection, social responsibility, and corporate governance (ESG) into its operational decision-making and corporate culture to meet the expectations of shareholders, customers, employees, and society at large.

Environmental protection (Environmental)

We fully recognize that business growth must not come at the expense of the environment. As an electronics distributor, the Company continues to advance green operations and its low carbon transition. These efforts include improving logistics and warehousing efficiency, reducing energy consumption, gradually introducing energy efficient equipment, reducing the use of packaging materials, and working with suppliers to implement environmentally responsible practices. We also continue to identify and assess environmental risks arising from our operations and establish long-term carbon reduction and resource management goals. While providing high quality products and services, we strive to fulfill our corporate responsibility to protect the global environment.

Social responsibilities (Social)

Our people are the Company’s most important asset. The Company is committed to creating a safe, healthy, diverse, and inclusive workplace. We value employees’ professional development, physical and mental health, and work life balance. Through a comprehensive education and training system, we help employees continue to develop their capabilities in a rapidly changing industry. We also

uphold the principles of ethical corporate management and build long-term partnerships based on mutual trust with customers and suppliers. We actively participate in social welfare initiatives, give back to society through tangible actions, and create a positive social impact as a company.

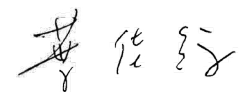
Corporate governance (Governance)

Sound corporate governance is the foundation of sustainable business development. The Company’s Board of Directors continues to strengthen its oversight and decision-making functions, promote information transparency, and enhance internal control mechanisms to ensure that material decisions take both risk management and long-term value into account. We place great importance on regulatory compliance, ethical business practices, and stakeholder communication, and we continue to refine our governance framework to safeguard the rights and interests of all shareholders and to enhance the Company’s overall resilience and trustworthiness.

Gratitude, Expectations, and Encouragement

Reflecting on the progress we have made, I would like to express my sincere gratitude to all shareholders for their longstanding support, to our customers and partners for their trust, and to every employee for their dedication and contributions. Looking ahead, we will continue to act with humility and pragmatism, strengthen our operational foundations, and further advance our sustainability efforts so that, even as the Company pursues growth, it creates lasting value for society and the environment. I encourage every employee to continue upholding professionalism, integrity, and passion, to embrace innovation and continuous learning, and to make a meaningful impact in their respective roles. Let us move forward together to build a trusted electronics distributor that can operate sustainably over the long term and act responsibly toward future generations.

Chairman Yeh Chia-Wen, GMI Technology Inc.



01 About This Report

Reporting Boundaries

1.1 Stakeholders and Communication

1.2 Materiality Analysis

1.3 Material Topics and Value Chain

1.4 Sustainable Development Commitment

Reporting Boundaries

This report covers the period from January 1, 2025, to December 31, 2025, 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 scope of information disclosed in this Report is consistent with the entities included in the consolidated financial statements, comprising GMI Technology Inc., Rehear Audiology Co., Ltd., G.M.I. Technology (BVI) Co., Ltd., Harken Investments Limited, Vector Electronic Company Limited, G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited. For details of the entities included in the consolidated financial statements, please refer to the companies listed in the 2025 consolidated financial statements.

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 the Regulations Governing the Preparation of Financial Reports by Securities Issuers. The published financial information has been audited and attested by KPMG Taiwan and is presented in New Taiwan dollars. The Company continues to ensure the effectiveness of its management systems. In addition to maintaining its ISO 9001 and ISO 27001 certifications, the Company actively refers to relevant risk management and business continuity standards in its management practices. Through continued data driven controls and improvements in operational process efficiency, the Company strives to achieve its long-term objective of transparent governance.

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

This report discloses information from January 1, 2025, to December 31, 2025, aligning with the fiscal year. The publication date of this report is August 22, 2026

Reporting Cycle

This is the Company's third sustainability report. GMI Technology will publish a sustainability report annually.

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
Email	esg@gmitec.com
Telephone	02 2659 9838# 1007
Address	2F., No. 57, Xingzhong Rd., Neihu Dist., Taipei City 114, Taiwan

Restatements of information

Restated Information	Reason for Restatement	Impact of Restatement	Report Section/Page Number
2024 Scope 1 GHG emissions	The original 2024 inventory covered only Scope 2 greenhouse gas emissions. Following the supplementary inventory of Scope 1 emissions, the 2024 Scope 1 greenhouse gas emissions data were restated.	Total greenhouse gas emissions for 2024 increased by 0.0012 metric tons of CO ₂ e.	4.1.3 Greenhouse Gas Emissions
2023 and 2024 New Hire Rates (Turnover Rates) by Gender and Age Group	The calculation methodology for new hire and turnover rates by gender and age group was revised this year.	Only the calculation basis for new hire rates and turnover rates by gender and age group was adjusted to improve the accuracy of the percentages reported for new hires and turnover in each region. All other data and reporting periods remain consistent with the previous disclosure, and the adjustment has no material impact on overall trends.	6.2.2 Talent Recruitment and Retention
2023 and 2024 Remuneration Ratios of Women to Men for Certain Categories	The scope of data attribution was revised	The remuneration ratios of women to men for certain categories were adjusted	6.2.3 Workforce Structure

1.1 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 and Status

<div>Stakeholders</div> <div>Customers</div> <div>Significance to the Company</div> <p>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.</p>	Issues of Concern	Communication Channels and Methods of Response	Frequency of Communication	2025 Communication Outcomes and Responses
	Customer Service Quality	Customer Satisfaction Survey	<ul style="list-style-type: none">Annually	<ul style="list-style-type: none">We continue to maintain flexible communication channels with customers and provide solutions tailored to their needs, thereby enhancing the value of our products and services.The annual customer satisfaction survey collected more than 80 valid questionnaires through multiple channels. The survey results indicated a high level of customer recognition of the quality of our products and services. Relevant customer feedback serves as the basis for continuous improvement.We engage in discussions with customers on product development roadmaps on an ad hoc basis and promptly provide information on market trends and tender opportunities. These efforts strengthen technical collaboration and jointly enhance competitiveness in tendering.
	Product Quality and Safety	Company website, telephone interviews, face-to-face visits, video conferences, official letters, emails, and communication software (Line, WeChat)	<ul style="list-style-type: none">OccasionallyReal-time	
	Supply Chain Management			
	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	2025 Communication Outcomes and Responses
Employee Care and Labor Protection	<ul style="list-style-type: none"> Labor-Management Meetings 	Quarterly	<ul style="list-style-type: none"> Employee Health Management: Regularly arrange specific health checkup items, providing comprehensive examinations so employees understand their own health status. In 2025, 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 90.5% to 91.6%. To balance operational needs with employee work schedules, the Company adopted an eight week flexible working hours system in accordance with applicable laws and regulations following thorough discussion at a labor management meeting. Through institutionalized management, the Company safeguards employees' labor rights and interests while maintaining a stable and safe work environment. 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 2025, 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's HR unit plans and conducts employee education and training on a monthly basis, covering topics such as AI applications and workplace English, to help employees continuously enhance their professional capabilities and general competencies. Through systematic and diverse learning opportunities, the Company enhances employee performance and supports their long-term career development. The Company conducts employee satisfaction surveys as an important basis for advancing corporate sustainability. The overall satisfaction score for the 2025 survey reached 7.90 out of 10. The overall results showed that employees held highly positive views of the Company's work environment, interactions with management, and corporate culture. 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. 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. Relevant information is announced through the electronic bulletin system to ensure that all employees are fully informed of the benefits available to them and to strengthen their sense of belonging to the Company.
Talent Appointment and Retention	<ul style="list-style-type: none"> Education and Training Electronic Bulletin System 	Monthly Quarterly	
Occupational Health and Safety	<ul style="list-style-type: none"> Health Lectures and Consultations 	Annually	
Operational Strategy and Economic Performance	<ul style="list-style-type: none"> 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	2025 Communication Outcomes and Responses
Corporate Governance / Ethical Business Practices	<ul style="list-style-type: none"> Institutional Investor Conferences 	Occasionally	<ul style="list-style-type: none"> 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 25, 2025, with a 62.97% attendance rate by shares. Held one extraordinary shareholders' meeting on December 26, 2025, with a 60.92% attendance rate by shares. An institutional investor conference was held on March 31, 2025. The Company published one 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.
	<ul style="list-style-type: none"> Shareholders' Meeting 	Annually	
Operational Strategy and Economic Performance	<ul style="list-style-type: none"> Annual Report for the Shareholders' Meeting and Financial Statement Disclosure 	Annually	
	<ul style="list-style-type: none"> Disclosure of major and real-time information via the Market Observation Post System. 	Real-time	
Risk Management	<ul style="list-style-type: none"> Establishment of an email address. 	Real-time	
	<ul style="list-style-type: none"> 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	2025 Communication Outcomes and Responses
Operational Strategy and Economic Performance	Supplier Evaluation	Annually	<ul style="list-style-type: none"> 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. 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. 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. In 2025, the Company continued to conduct its annual supplier evaluation program. The evaluation covered delivery performance, quality consistency, price reasonableness, the efficiency of issue resolution, and overall cooperation. The evaluation results serve as an important basis for subsequent supplier relationship management, procurement allocation, and communication with suppliers regarding continuous improvement. Regarding the key issues identified during the evaluation process, the Company provided feedback to and communicated with the relevant suppliers and contractors, focusing on delivery schedule management, shipment arrangements, information transparency, and the efficiency of responses to issues, thereby strengthening supply chain collaboration and improving the quality of cooperation.
Supply Chain Management	Supplier Satisfaction Survey	Annually	
Product Quality and Safety	Email Communication	Quarterly	
Green Products and Innovative Services	Phone Communication	Real-time	

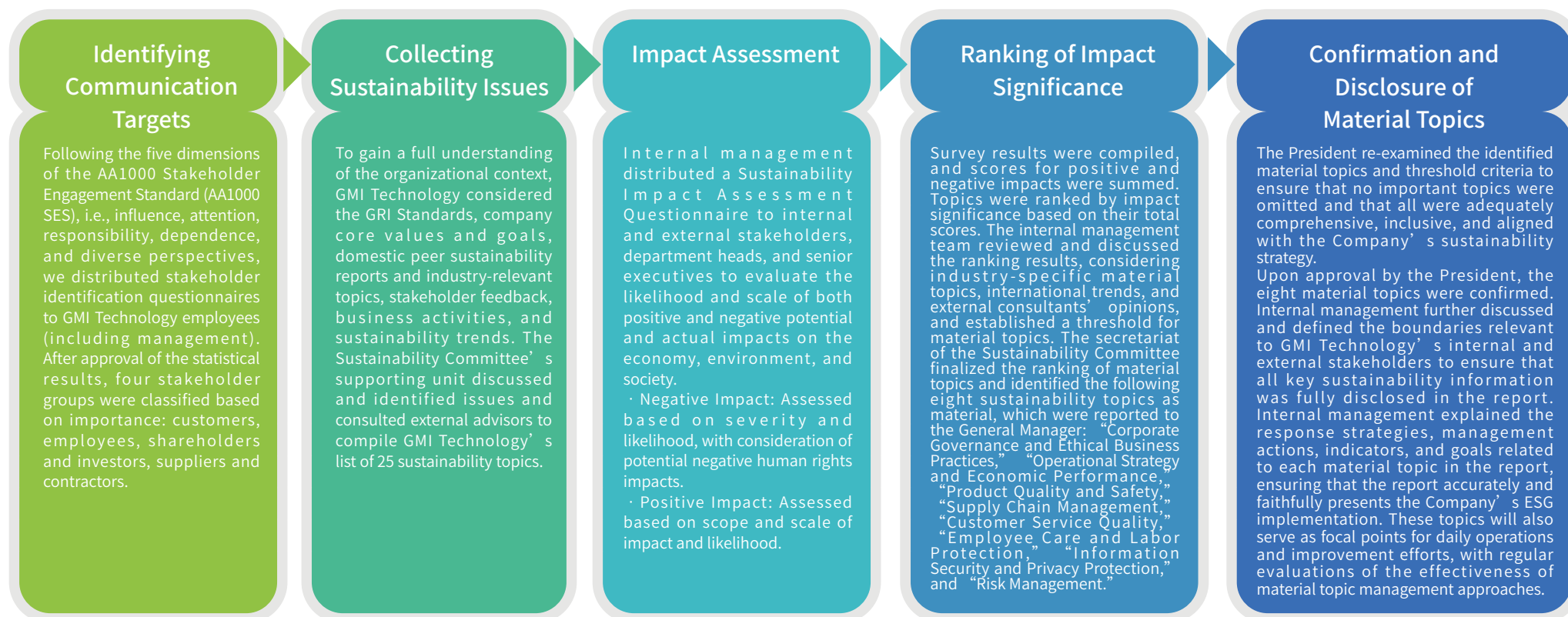
1.2 Materiality Analysis

Material Topic Identification and Analysis Process

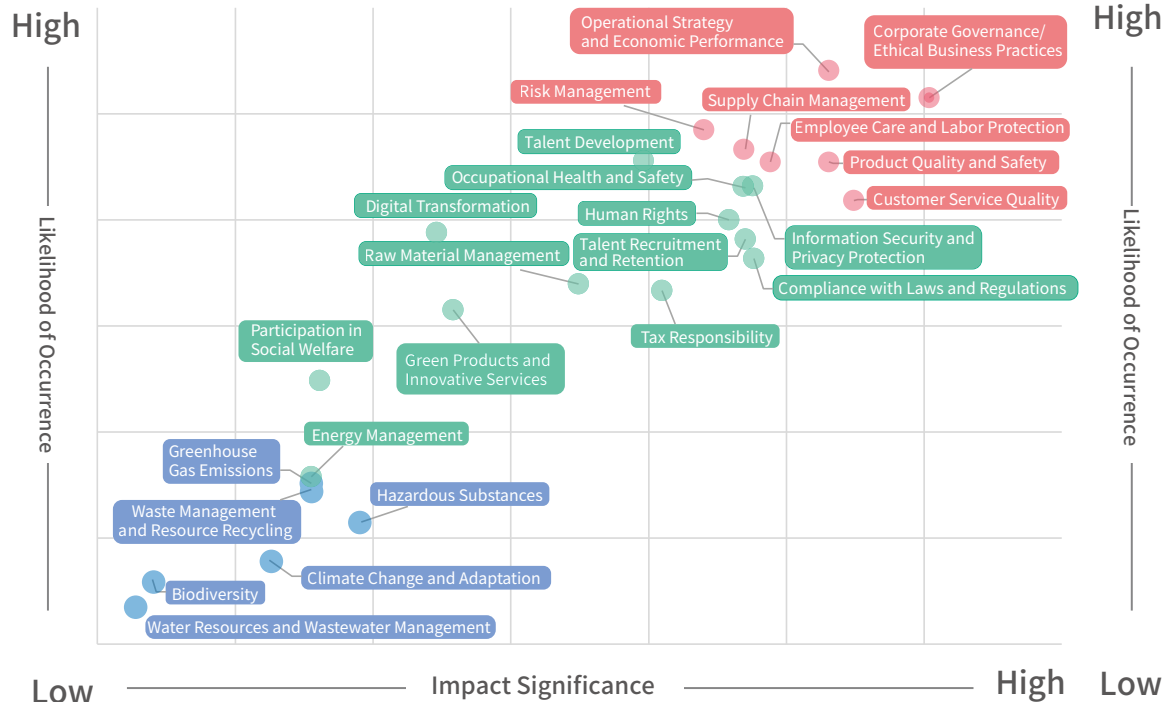
GMI Technology reviews material topics and their impacts on a three-year cycle. The year 2025 marks the third year of the materiality analysis cycle. Considering that there have been no significant changes in the Company's operations, and following review of stakeholder feedback and discussions by the Sustainability Committee, the Company retained the same material topics selected in the previous year. The following eight sustainability topics were identified as material for 2025: "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 General Manager.

In 2023, GMI Technology followed the four step materiality assessment process of the GRI Standards (2021) and referred to peer reports and industry development trends. Through internal discussions, the Company initially screened 25 sustainability issues related to its 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.

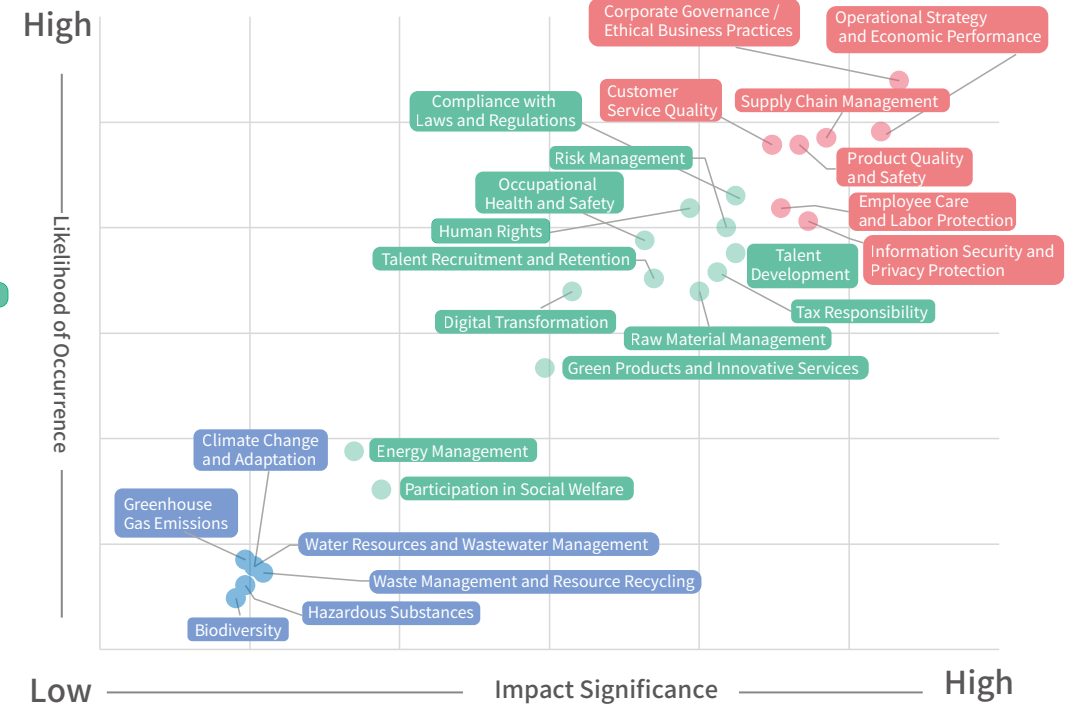
To understand how stakeholders assess GMI Technology's impact on sustainability topics and to evaluate the Company's sustainable management performance, GMI Technology conducted stakeholder communication and material topic identification through the following five steps in 2023:



Negative Impact Matrix



Positive Impact Matrix



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

Twelve secondary negative impact topics

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

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

Six Ongoing Positive Impact Topics

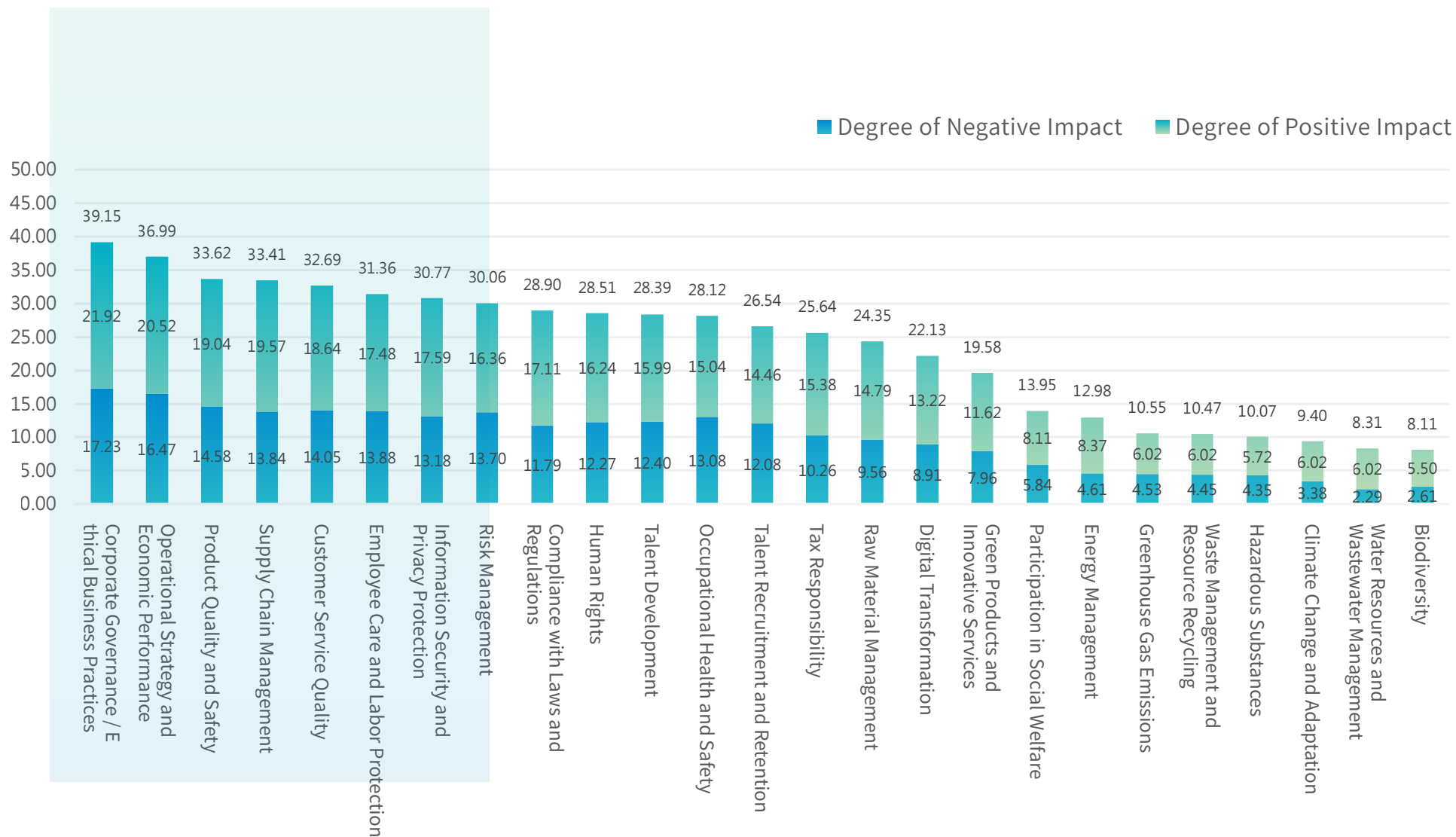
- Greenhouse Gas Emissions
- Climate Change and Adaptation
- Water Resources and Wastewater Management
- Waste Management and Resource Recycling
- Hazardous Substances
- Biodiversity

Twelve Secondary Positive Impact Topics

- Compliance with Laws and Regulations
- 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

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



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

● Direct Impact ● Indirect Impact

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 Commitments	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.	 GMI Technology Key Organizational Regulations

Category	Approval Level	Responsible Unit	Policy Commitments	Communication of Policy Commitment	Policy Link
Human Rights Commitment and Policy	Human Rights Commitment and Policy	Implemented upon Board Resolution Approval	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.	<p>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.</p> <p>In 2025, the Company conducted the "Creating a Gender Equal and Inclusive Workplace Together" training program. Through focused awareness sessions, the program strengthened employees' understanding of sexual harassment prevention and workplace equality and advanced education related to human rights governance.</p>	 <p>Human Rights Commitment and Policy</p>
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.	<p>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.</p> <p>On January 21, 2025, the 2024 material topic identification results were reported to the Board of Directors, and the organizational chart of the Sustainability Committee was updated.</p> <p>On August 7, 2025, the selection of the convener of the Sustainability Committee was reported to the Board of Directors, and the 2024 Sustainability Report was reviewed and approved.</p>	 <p>Corporate Sustainability Best Practice Principles</p>



Embedding policy commitments

GMI Technology established its Sustainability Committee in 2022 and set up five major promotion teams, along with two additional teams, in 2024. These groups are primarily responsible for formulating and implementing policies and guidelines for various ESG and greenhouse gas inventory initiatives. The Board of Directors authorized the President to serve as the convener of the committee, while the team leaders concurrently serve as the highest-ranking managers of the 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 seven members from the Materials Management Division, Information Division, Operations Management Division, and other relevant departments, who concurrently serve as team members. The Sustainability Committee holds at least one meeting per year, during which it establishes the annual sustainability policy and policy commitments related to responsible business conduct, while reviewing the implementation status of various sustainability 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, once a year during a regular Board meeting, 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 electronic components. Key partners include many world-renowned brands and manufacturers such as Realtek Semiconductor, Foxconn, LCFC (Lenovo), Hikvision, Pan-International Industrial, and ZTE. GMI Technology has a total of 15 service locations across Taiwan, Hong Kong, and Mainland China (including Shenzhen, Shanghai, and Beijing). The total number of employees is 242. In 2025, the total operating revenue from the aforementioned services reached NT\$21,015,598 thousand, accounting for 100% of the Company's revenue. For more information on financial performance, please refer to the Company's 2025 Annual Report.

Operating Revenue

The consolidated operating revenue of the Company in 2025 was NT\$21,015,598 thousand, and the net profit after tax was NT\$239,178 thousand.

Revenue Breakdown by Major Product

Unit: NT\$ thousand

Business Segment	2024		2025	
	Net Operating Revenue	Revenue Proportion (%)	Net Operating Revenue	Revenue Proportion (%)
Digital Communication Application Solutions and Components	15,702,724	88.66%	17,995,703	85.63%
Storage Device Application Solutions and Components	1,821,575	10.29%	2,601,601	12.38%
Analog Electronic Components	147,023	0.83%	170,142	0.81%
Leasing Business	38,117	0.22%	248,152	1.18%
Total	17,709,439	100%	21,015,598	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.
Storage Device Application Solutions and Components	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.
Analog Electronic Components	Application Solutions: LCD TVs, set-top boxes, digital media players (DMPs), various memory cards (MMC, CF, SD, etc.), solid-state drives.
Leasing Business	Components: SRAM, SDRAM, DDR memory, SPI Flash, SSD and various memory card controller ICs.
	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.
	GPU Computing Equipment: GPU H100 and H200 machine rental.

Sales Revenue by Region

□□:□□□□

Region / Country	Product / Service	2024		2025	
		Operating Revenue	Proportion (%)	Operating Revenue	Proportion (%)
Taiwan	Digital Communication Application Solutions and Components	498,102	2.81%	625,531	2.98%
China	Digital Communication Application Solutions and Components	16,430,577	92.78%	19,589,873	93.21%
Others	Digital Communication Application Solutions and Components	780,760	4.41%	800,014	3.81%
Total		17,709,439	100%	21,015,598	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. During the current reporting period, there were no significant changes in the Company's operating activities or value chain compared with the previous reporting period (2024).

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

Supplier

GMI Technology collaborated with over 20 suppliers in 2025. The main procurement categories consist of two types: component manufacturers and distributors. Based on the purchase amount and criticality, key suppliers are identified. “Key suppliers” refers to direct material suppliers accounting for the top 80% of purchase value, including those with large procurement volumes, suppliers of critical components, or providers of irreplaceable raw materials. In 2025, the Company had seven key suppliers, with net purchases totaling approximately NT\$18,989,380 thousand. Digital communications applications, solutions, and components represented the category with the highest procurement expenditure. In addition, regarding its leasing business, GMI Technology is transforming from a traditional semiconductor distributor and actively expanding into the AI computing power leasing business. This business is designed to provide enterprises with cloud computing power leasing services, extending the Company’s business model from gross margin driven semiconductor distribution sales to high margin, recurring subscription service revenue.

Key Supplier Categories	Key Supplier Locations	2024			2025		
		Number of Key Suppliers	Procurement Amount (NT\$ thousand)	Procurement Ratio (%)	Number of Key Suppliers	Procurement Amount (NT\$ thousand)	Procurement Ratio (%)
Digital Communication Application Solutions and Components	Taiwan / Mainland China / Singapore	1	15,063,052	88.86	1	16,364,929	86.18
Storage Device Application Solutions and Components	Taiwan / Hong Kong	2	1,733,441	10.23	2	2,481,025	13.07
Analog Electronic Components	Taiwan/Mainland China	0	154,459	0.91	2	143,426	0.75
Leasing Business	Taiwan / USA	2	839,801	Note 1:	2	775,879	Note 1:

1.GPU equipment in 2024 and 2025 was classified under fixed assets, and thus procurement value is not included in the net purchase total.

1. Business and Procurement Model

• Procurement Model:

The Company procures advanced GPUs and servers, such as the H100 and H200, and is establishing AI computing power centers in Taiwan and the United States. The model is built around advanced equipment assets and strategic partnerships. The Company evaluates GPU utilization rates and returns on investment and expands its investments in phases to manage capital expenditures.

• Operating Model:

GMI Technology leases its deployed GPU servers to strategic partners or directly serves enterprise customers and telecommunications operators to meet global computing power demand, including demand for “sovereign AI,” thereby generating stable and highly predictable rental income.

2. Growth Potential

• Revenue contribution is at an early stage:

Although the substantial capital investment required to deploy servers during the initial stage may result in depreciation and interest expenses that slightly constrain profitability, stable leasing revenue will support the Company’s overall revenue and earnings performance.

• Strong Future Growth Potential:

As the AI industry shifts from the “training” stage to the “inference” stage, demand for cloud computing power continues to rise. With demand consistently outstripping supply in the global computing power market, computing power leasing has become a mainstream model for AI infrastructure. As the business model matures and the scale of computing power expands, the business is expected to make an increasing contribution to high margin earnings.

Supplier Categories	2024			2025		
	Number of Key Suppliers	Non-Key Supplier Count	Total	Number of Key Suppliers	Non-Key Supplier Count	Total
Digital Communication Application Solutions and Components	1	12	13	1	12	13
Storage Device Application Solutions and Components	2	5	7	2	5	7
Analog Electronic Components	0	7	7	2	0	2
Leasing Business	2	0	2	2	0	2

Membership associations

In 2025, 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	Potential negative impacts: If operational strategy and economic performance are not properly managed, investments in AI computing cloud services and computing power leasing may result in the Company being unable to effectively recover substantial capital expenditures and operating costs. Fluctuations in electricity and equipment costs may also erode profitability, thereby affecting the Company's financial soundness, investment efficiency, and long-term competitiveness, as well as adversely affecting investors and overall economic value creation.		Actual positive impacts: 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 Targets and Performance for the Year	Short-Term Goals (3 years)		Performance for the Year
	1. Strengthen product application development capabilities. 2. Strengthen the Company's operations and business management systems, improve logistics management, and enhance cost efficiency. The Company expects to implement the core Oracle Fusion modules for finance, procurement, and inventory across all operations, achieving a deployment coverage rate of 100%.		1. Direct economic value generated: 2025 revenue of NT\$21,105,598 thousand; EPS of 1.74; cash dividend distributed from earnings: NT\$1.3 per share 2. Implementation of the Operations Management System: As of May 26, 2026, CRP1, the first phase of process and testing, had been completed.
Mid- to Long-term Goals (5–10 years)	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		
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

Unit: NT\$ thousand

Item/Year		2023	2024	2025
Direct economic value generated: Revenue		15,276,756	17,709,439	21,015,598
Economic value distributed	Operating costs	14,411,104	16,763,564	19,906,765
	Employee salaries and benefits	222,980	287,546	308,624
	Payments to providers of capital	400,301	273,796	227,675
	Payments to governments by country	79,924	86,883	82,594
	Community investments	2,000	-	-
Economic value retained		160,447	297,650	489,940
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. According to Paragraph 2 of the same Article, before the end of each year, the Company estimates the retirement benefits required for employees who will become eligible for retirement in the following year. Any shortfall is made up by the end of March of the following year to ensure adequate funds for future employee retirement benefits. Under GMI Technology's employee retirement regulations, employees who meet the conditions for voluntary retirement under Article 53 of the Labor Standards Act may submit an application to the Company one month before their retirement date. Retirement benefits are calculated in accordance with Article 55 of the Labor Standards Act and paid within 30 days from the employee's retirement date. The labor retirement reserve contributed by GMI Technology is supervised by the "Labor Retirement Reserve Supervisory Committee," which is jointly formed by employees and the employer. In 2025, the Company contributed NT\$294,756 to the retirement reserve, and the balance in the dedicated account was approximately NT\$14,212,012 as of the end of 2025.

In addition, since July 2005, the Company has adopted the individual retirement account system under the new pension system in accordance with government regulations. Pursuant to the Labor Pension Act, GMI Technology contributes 6% of employees' total monthly salaries to the new pension system. In 2025, the Company contributed a total of NT\$6,454,582 to individual accounts maintained by the Bureau of Labor Insurance. In addition to the employer's fixed 6% monthly contribution, employees may voluntarily contribute an additional 0% to 6% of their salary to their individual pension accounts. In 2025, 28 employees participated in the voluntary pension contribution program.

Government Subsidies

According to Article 10 of the Industrial Innovation Statute, the amount of research and development investment claimed by GMI Technology in Taiwan for tax credit purposes in 2025 was NT\$14,804,051, resulting in a tax credit of NT\$2,220,607. In addition, the Company's ownership structure includes no government shareholding.

Operational Strategy

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

Strategic Project: Driving “Hearing Equity” and an Inclusive Healthcare Ecosystem through AI Innovation

I. Core Vision: Using Inclusive Technology to Address Social Challenges (Social: Health & Well-being)

Recognizing the hearing health crisis arising from the aging global population, GMI Technology is actively investing in technological transformation to address the “high financial barriers” and “uneven distribution of medical resources” associated with traditional hearing aids. Guided by the core value that “technology should serve human well-being,” we are committed to transforming expensive medical assistive devices into widely accessible consumer electronics solutions and putting Hearing Equity into practice.

II. Industry, Academic, and Research Collaboration Governance: Evidence Based R&D Excellence (Governance: Innovation Management)

To ensure the credibility and clinical effectiveness of the technology, we have established a cross disciplinary collaboration framework and implemented rigorous R&D governance:

- **Strategic Alliance:** In collaboration with Realtek Semiconductor, we draw on more than 20 years of chip innovation experience to ensure the stability and performance of the underlying technology.
- **Academic Evidence:** We collaborate with the Institute of Biomedical Sciences at National Yang Ming Chiao Tung University to transform advanced research into application solutions with clinical value.
- **Clinical Validation and Compliance:** The R&D process strictly follows ANSI S3.6 international standards and has been clinically validated by Taipei Veterans General Hospital to ensure the scientific integrity of the data.
- **Intellectual Property Strategy:** The Company has obtained two ROC patent certificates, demonstrating its substantial accumulation of technical assets and innovation capabilities throughout its transformation.

III. Product Competitiveness: AI Enabled Digital Sensing and Precise Compensation (Product Responsibility)

Through proprietary AI software and deep learning technology developed by Rehear, the Company provides comprehensive hearing solutions:

- **Personalized Hearing Threshold Compensation:** Through ultra-high quality audio sampling and algorithms, the solution provides customized sound compensation based on each user's individual needs, restoring “lossless natural sound” for people with mild, moderate, and moderately severe hearing loss.
- **Environmental Adaptability:** By integrating active noise cancellation technology, the solution effectively suppresses ambient noise and reduces the cognitive load experienced by people with hearing loss in complex environments.
- **Multi-Scenario Applications:** TWS earbuds equipped with hearing measurement functionality allow users to enjoy a consistently outstanding experience during phone calls, media playback, and everyday conversations.

IV. Business Model Transformation: Removing Barriers and Creating Long-Term Economic Value (Social and Economic Value)

Rehear has successfully developed an OTC (over-the-counter) hearing aid solution, reshaping the industry value chain:

- **Disintermediated Operation:** The solution removes the complex requirement for assistance from an audiologist and gives users greater autonomy and faster choices through a digital fitting process.
- **Empowering People with Mild to Moderate Hearing Loss:** By reducing the financial and time costs of obtaining hearing devices, the solution can substantially increase market penetration. While fulfilling its social responsibility, it also creates economic benefits with sustainable growth potential for the Company.

Solutions

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

Solution Overview

I. Technological Barrier: Custom Designed Dedicated Chips vs. General Purpose OTC Solutions

Compared with general purpose over-the-counter hearing aids commonly available on the market, Rehear uses a custom developed dedicated chip with AI specifications to overcome performance limitations at the hardware level and address the sound distortion and noticeable latency associated with traditional devices.

II. Leading Specifications: An Exceptional Real-Time Acoustic Experience

Ultra-low latency of 0.2 milliseconds ensures real-time voice synchronization, while personalized compensation prescription calculations are completed automatically within 50 milliseconds.

Medical grade sound quality creates a smooth and full hearing curve and restores lossless natural sound.

Deep noise reduction: Hybrid ANC technology effectively reduces ambient noise by up to 40 dB and includes multiple noise reduction modes for different scenarios.

III. AI Driven Personal Health Management
Through an intelligent AI control unit and a dedicated APK, users can independently and precisely customize volume settings. This substantially lowers the barriers to obtaining high end hearing devices. In addition to achieving “Hearing Equity,” it demonstrates the Company's determination to transform through innovative technology that advances social well-being.

GMI Technology × Affiliate GMI Cloud Co-Invest in Establishing an AI Computing Cloud Service Center

[GMI Technology's Computing Cloud Deployment: Advancing Industrial Resilience through Digital Inclusion]

I. Governance: Transforming toward a High Value Added “Computing Power as a Service” Model

GMI Technology has expanded from a traditional electronic component distributor into an AI infrastructure operator, representing a significant governance transformation strategy (Strategic Pivot).

- Asset allocation optimization: The Company has jointly invested with an affiliate to establish an “AI Computing Cloud Service Center,” transforming one time transactions into a stable and recurring “Subscription based leasing business.” This not only strengthens the resilience of operating cash flows but also demonstrates the Company’s progress toward digital asset based capital allocation.

- Operational transformation capability: The service helps customers overcome the high barriers associated with capital expenditures for infrastructure by converting them into flexible operating expenditures, thereby effectively improving customers’ financial flexibility.

II. Social: Advancing “Digital Inclusion” and “Computing Power Equity”

Amid the rapid development of AIGC, or AI generated content, computing power resources have become a core element of digital competitiveness. This initiative generates significant positive social impacts:

- Closing the digital divide: The Company provides flexible computing power solutions that break down barriers arising from the concentration of computing resources faced by small and medium enterprises and startup teams, thereby advancing “Technology Equity.”

- Driving innovation across society: By lowering barriers to computing power, the Company accelerates the widespread adoption of AI applications and catalyzes productivity transformation throughout society.

III. Environment: Resource Efficiency and Energy Saving Potential of Centralized Computing

Cloud computing plays a key role in optimizing resource efficiency within the ESG framework:

- Enhancing Power Usage Effectiveness (PUE): Compared with customers’ decentralized hardware procurement, which may result in idle equipment and redundant energy consumption, cloud service centers can significantly improve computing resource utilization efficiency through centralized management and efficient workload scheduling.

- Circular economy practice: Centralized maintenance extends the life cycle of hardware, reduces electronic waste generated when end users replace older equipment, and advances the implementation of Green Computing.

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

Major Topic Section – Information Security and Privacy Protection

3.1 Corporate Governance and Ethical Business Practices

Material Topic Management – Corporate Governance and Ethical Business Practices

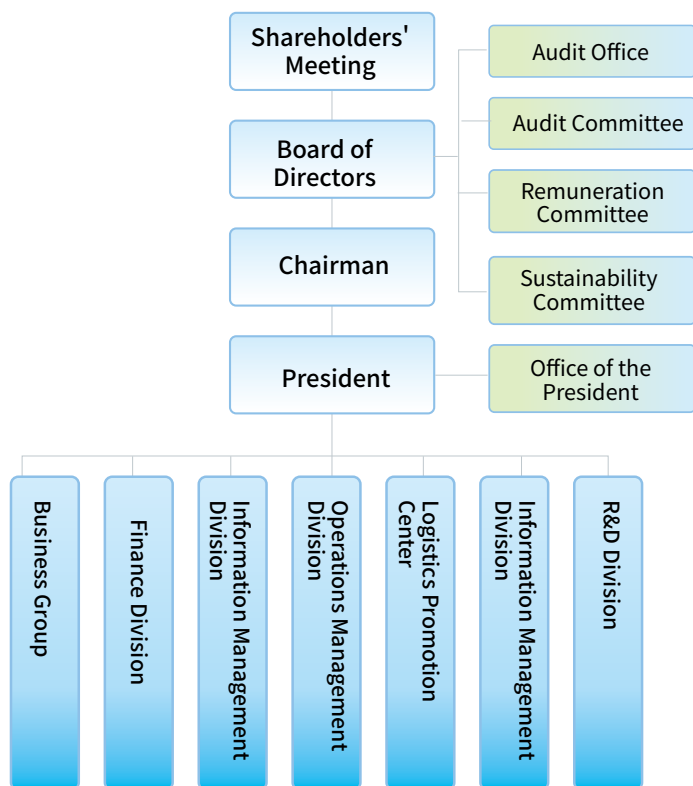
Material Topic	Corporate Governance and Ethical Business Practices	
Impact Description	<p>Potential negative impacts: If the ethical corporate management system is inadequate and negative incidents occur, the Company's corporate image and reputation may be damaged, adversely affecting the rights and interests of shareholders/investors.</p>	<p>Actual positive impacts: 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.</p>
Policy / Commitment	<p>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.</p>	
Actions Taken	<p>The Board of Directors of GMI Technology is the 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. Ching-Hsien Chen, Senior Associate Vice President, has been appointed 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.</p>	
Tracking and Evaluation Mechanism	<ol style="list-style-type: none"> 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 Targets and Performance for the Year	Short-Term Goals (3 years)	Performance for the Year
	<ol style="list-style-type: none"> 1. Provide employees with three training sessions over a three-year period to strengthen their 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. 	<ol style="list-style-type: none"> 1. In 2025, a total of 173 employees participated in one hour of integrity education and training. 2. In 2025, the Corporate Governance Officer completed 9 hours of continuing education. 3. In 2025, 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 2025, the Audit Office conducted a total of 56 audit tasks, achieving a 100% compliance rate. 5. Zero major legal violations occurred in 2025.
Mid- to Long-term Goals (5–10 years)	<ol style="list-style-type: none"> 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. 	
Stakeholder Participation	<ol style="list-style-type: none"> 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 12th 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 2025, 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 Overseeing the Management of Impacts

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.

Delegation of Responsibility for Managing Impacts

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 2025 Sustainability Report was approved by the Board of Directors on August 7, 2026.

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 2025, the Audit Committee convened nine meetings with an average attendance rate of 92%. For details on committee members and operations, please refer to the Audit Committee section of the Company's 2025 Annual Report.



Management
Procedures for
the Audit Committee
Operations

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 four independent directors. In 2025, the Committee held three 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 2025 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 2025, the Sustainability Committee convened one meeting with an average attendance rate of 100%. The Sustainability Committee convened a meeting on August 7, 2025. In addition to electing the convener of the Sustainability Committee, the Committee also approved the 2024 Sustainability Report.

Title	Name	Expertise
Independent Director (Convener)	Yen-Hui Ko	Corporate governance, financial accounting, and sustainable business management
Independent Director	Sen Jan	Industry knowledge, business management
Independent Director	Wei-Chang Li	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.



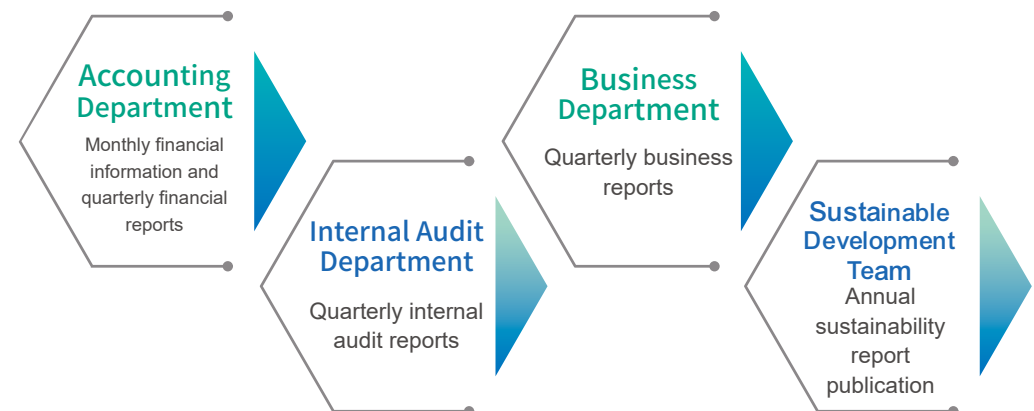
Sustainability
Committee Charter

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 regularly provides directors with important reports and information (as detailed in the table 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 composed of four independent directors (44%) and five 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 2025 Annual Report. The Board of Directors holds at least one meeting per quarter. A total of 8 meetings were held in 2025, with an overall director attendance rate of 97%.

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 50 represent 89%. For detailed information on the primary experience and other important positions held by Board members, please refer to the 2025 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 2025, the total training hours for directors (including independent directors) amounted to 54 hours, averaging 6 hours per person.

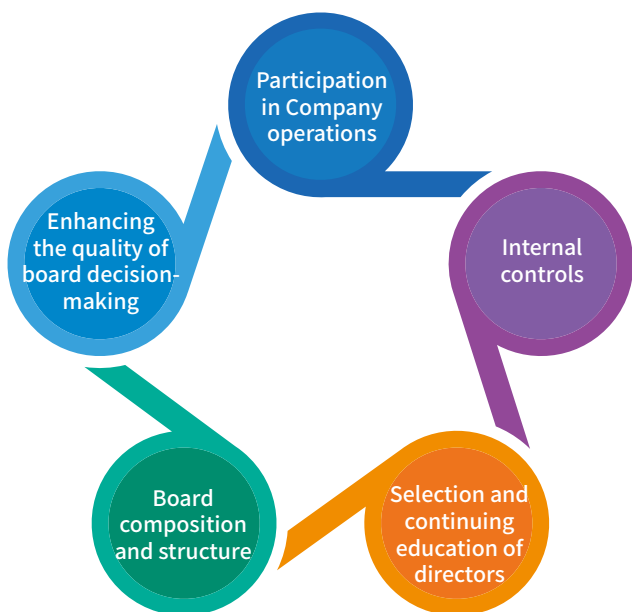
Title	Name	Biological Gender	Age	2025 Actual Attendance Rate of the Board of Directors (%)
Chairman	Yeh Chia-Wen	Male	Over 50	100□
Director	Liu Yen-Hui	Male	Over 50	100□
Director	Yeh Po-Chun	Female	30–50	75□
Director	Wang Kuo-Chang	Male	Over 50	100□
Director	Shen Che-Sheng	Male	Over 50	100□
Independent Director	Sen Jan	Male	Over 50	100□
Independent Director	Yen-Hui Ko	Male	Over 50	100□
Independent Directors (Note)	Wei-Chang Li	Male	Over 50	100□
Independent Directors (Note)	Chou Chung-Chi	Male	Over 50	100%

Title	Name	Training Date	Organizer	Course Title	Training Hours
Representative of Corporate Director	Yeh Chia-Wen	2025/11/18	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
		2025/09/25	Taiwan Institute of Directors	Observation and Response to Global Economic and Geopolitical Risks	3
Representative of Corporate Director	Liu Yen-Hui	2025/11/27	Securities and Futures Institute	Discussion on Green and Transition Finance Action Plans - Sustainable Development Blueprint and Directors' Responsibilities	3
		2025/07/23	Securities and Futures Institute	Corporate Governance, Principles of Fair Customer Treatment, and Financial Consumer Protection	3
Representative of Corporate Director	Yeh Po-Chun	2025/08/20	Securities and Futures Institute	Series Courses for Directors, Supervisors, and Corporate Governance Officers - Operational Strategies and Outlook for Taiwanese PMI Manufacturers in the Second Half of the Year Amid Trump's Reciprocal Tariff Measures	3
		2025/08/15	Securities and Futures Institute	Series Courses for Directors, Supervisors, and Corporate Governance Officers - Relevant Regulations and Analysis on Fraudulent Loans and Prevention of Money Laundering Through Dummy Accounts	3
Representative of Corporate Director	Wang Kuo-Chang	2025/11/18	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
		2025/09/25	Taiwan Institute of Directors	Observation and Response to Global Economic and Geopolitical Risks	3
Representative of Corporate Director	Shen Che-Sheng	2025/11/18	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
		2025/09/25	Taiwan Institute of Directors	Observation and Response to Global Economic and Geopolitical Risks	3
Independent Director	Sen Jan	2025/12/18	Securities and Futures Institute	How Directors and Supervisors Oversee the Company's Establishment and Implementation of a Comprehensive Risk Management System	3
		2025/12/02	Securities and Futures Institute	Corporate Governance, Principles of Fair Customer Treatment, and Financial Consumer Protection	3
Independent Director	Chou Chung-Chi	2025/11/18	Taiwan Institute of Directors	Data-Driven and Digital Intelligence Transformation	3
		2025/11/17	Greater China Financial and Economic Development Association	Digital Transformation and AI Applications	3
Independent Director	Yen-Hui Ko	2025/05/16	Chinese National Association of Industry and Commerce	The Development and Business Impact of Epoch-Making AI	3
		2025/05/08	Chinese National Association of Industry and Commerce	Brand Media Management and Crisis Public Relations Handling	3
Independent Director	Wei-Chang Li	2025/11/27	Securities and Futures Institute	Discussion on Green and Transition Finance Action Plans - Sustainable Development Blueprint and Directors' Responsibilities	3
		2025/07/30	Taiwan Corporate Governance Association	Key Perspectives on Mergers and Acquisitions and Financial Due Diligence: Risks and Opportunities That Directors Need to Understand	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 evaluation of GMI Technology's Board of Directors and functional committees covers at least the following five aspects:



Rules Governing the Performance
Evaluation of the Board of Directors
and Functional Committees



External Board Performance Evaluation

In 2025, the Company most recently engaged the Taiwan Investor Relations Institute to evaluate the performance of the Board of Directors and its functional committees for the period from November 1, 2024 to October 31, 2025. The institution and the experts conducting the evaluation had no business dealings with the Company and were independent. The evaluation report was issued on November 14, 2025. The Company reported the results to the Board of Directors on March 9, 2026 and identified areas for improvement.

The external performance evaluation of the Board of Directors and its functional committees included questionnaire based self-assessments and on site evaluations. The questionnaire evaluation dimensions and results were as follows:

Board Performance Evaluation	
Evaluation Aspect	Assessment Results (Score)
Board composition and professional development	4.88
Quality of Board decision-making	4.97
Effectiveness of the Board operations	4.95
Internal control and risk management	4.94
Board participation in corporate social responsibility	4.95

Performance Evaluation of Functional Committees	
Evaluation Aspect	Assessment Results (Score)
Participation in Company operations	4.81
Awareness of the responsibilities of the functional committee	4.93
Improving the quality of functional committee decisions	4.96
Composition and selection of functional committee members	4.89
Internal controls	5.00

Based on the Board meeting minutes, current internal policies, other supporting documents, and public information provided by the Company, together with the results of the self-assessment questionnaires and on site interviews, the external evaluation institution issued an evaluation report and summarized the following conclusions and recommendations:

The Company's Board possesses diverse professional expertise and a sound structure. Independent directors account for at least one third of the Board seats, and the Board has well established operating mechanisms. The Board and its functional committees maintain high attendance rates. The Audit Committee and Remuneration Committee operate effectively, while the independent directors actively participate in oversight and maintain communication with the chief audit executive. The Sustainability Committee and its five major task forces have well established operating mechanisms and report regularly to the Board. Overall, the Board demonstrates effective decision-making and oversight. Nevertheless, corporate governance and the effectiveness of Board operations may be further enhanced through the following recommendations.

1. Plan for representatives of any single corporate shareholder to account for less than one third of the Board seats in the next term.
2. Plan for directors of either gender to account for at least one third of the Board seats in the next term.
3. Plan to ensure that no independent director serving in the next term has served more than three consecutive terms.
4. Establish a "Nomination Committee" to strengthen Board functions and governance mechanisms.
5. Formulate an intellectual property management plan to strengthen technology protection and governance mechanisms.
6. Submit the "Specific Measures to Enhance Corporate Value" to the Board of Directors.
7. Enhance the credibility of the Sustainability Report.
8. The Board should incorporate ESG indicators into senior executive remuneration to strengthen sustainability governance.

In response to the above conclusions and recommendations, the Board of Directors approved the "Plan to Enhance Corporate Value" on May 11, 2026, and the Company completed the required filing procedures. In addition, the Company has established a policy linking senior executive remuneration to ESG related performance evaluations, with the relevant indicators and weightings disclosed in the 2025 Sustainability Report and Annual Report. The Company will further review and discuss the remaining recommendations.

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 the board meeting date, directors required to recuse, agenda item, reasons for recusal, and voting participation), please refer to the implementation details in the 2025 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 2025 Annual Report.

In addition to financial indicators, the performance evaluations of senior management are based on ESG performance indicators and weightings established annually according to sustainable development strategies, annual operational priorities, and scopes of responsibilities (ESG indicators accounted for an average of approximately 22% of the overall performance evaluation in 2025), and variable remuneration is calculated based on the evaluation results. Relevant indicators include the promotion of digitalization and paperless operations, customer satisfaction, customer complaint management, and the implementation of a GHG inventory system. In the future, additional ESG indicators, such as talent retention rates, energy conservation, and carbon reduction, will continue to be incorporated to strengthen sustainable governance.

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 2025 Annual Report.

Process to Determine Remuneration

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 2025 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 proposal for the distribution of remuneration for 2025 was approved by the Board of Directors on May 11, 2026, and reported at the shareholders' meeting held on June 17, 2026.

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

Annual Total Compensation Ratio

Indicator	2025
	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	15.07
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	3.53

Note 1: The scope of annual total remuneration includes the actual annual total remuneration paid to employees who were employed as of the end of the year, regardless of the number of months worked during the year.

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

Note 3: The Company has disclosed and filed the average and median salaries of full-time employees who are not in a managerial position, together with the changes in such figures from the previous year, under "Information about salary of full-time employees who are not in a managerial position" on the Market Observation Post System. The navigation path is as follows: Summaries > Corporate Governance > Information relating to ESG > Information relating to employee benefits and compensations > Information about salary of full-time employees who are not in a managerial position <https://mops.twse.com.tw/mops/#/web/t100sb15>.

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.

On September 10, 2025, GMI Technology conducted a one hour training session on ethical corporate management for managerial and non-managerial employees at its Neihu headquarters in Taiwan, Vector Electronic Co. Ltd. in Hong Kong, G.M.I. (Shanghai) Trading Company Limited and Hong Da Fu Tong Electronics Company Limited in China. The training communicated the Company's anti-corruption policies and procedures and covered ethics and anti-corruption. As Rehear Audiology Co., Ltd. operates under an independent management system, it was not included in the training statistics for the year. In 2025, excluding Rehear Audiology Co., Ltd., a total of 172 employees participated in the training, representing an overall participation rate of 78.18%.

Some employees were unable to attend the training due to scheduling conflicts, leave, or field assignments. As a result, the training did not cover all employees. The Company will continue to conduct relevant awareness initiatives to increase the overall participation rate.

In addition, anti-corruption policies and procedures are formally communicated to all Board members at a Board meeting at least once a year.

Mechanisms 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.

Region		2024			2025		
		Supervisor	Non-supervisor	Total	Supervisor	Non-supervisor	Total
Taiwan Region	Total Number	28	57	85	36	59	95
	Number Trained	23	51	74	24	44	68
	Training Completion Rate	82.14%	89.47%	87.00%	66.67%	74.56%	71.58%
China Region	Total Number	-	-	-	18	92	110
	Number Trained	-	-	-	13	77	90
	Training Completion Rate	-%	-%	-%	72.22%	83.70%	81.81%
Hong Kong Region	Total Number	-	-	-	2	13	15
	Number Trained	-	-	-	2	12	14
	Training Completion Rate	-%	-%	-%	100%	92.31%	93.33%

1. The scope of the 2024 statistics covered only the Neihu headquarters of GMI Technology Inc. in Taiwan. In 2025, the scope was expanded to include the Neihu headquarters in Taiwan, Vector Electronic Co. Ltd. in Hong Kong, G.M.I. (Shanghai) Trading Company Limited and Hong Da Fu Tong Electronics Company Limited in China.

2. The total number of employees across all regions was calculated based on the number of employees as of September 10, 2025, the date on which the training was conducted, and totaled 220 employees.

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 2025.

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 2025, 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 or any fines paid.



3.2 Risk Management

Material Topic Management - Risk Management

Material Topic		Risk Management
Impact Description	<p>Potential negative impacts: Without appropriate risk control mechanisms, major risks could have significant financial, operational, and reputational impacts.</p>	<p>Actual positive impacts: Through prudent risk management, the Company enhances operational resilience and reduces the impact of internal and external risks.\</p>
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	<p>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.</p> <p>2. Reported to the Board on November 10, 2025, regarding the implementation of risk management operations.</p>	
Short-Term Goals (3 years)		Performance for the Year
Management Targets and Performance for the Year	<ol style="list-style-type: none"> 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. 	<ol style="list-style-type: none"> 1. During the year, the Company conducted its internal audits in accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies." The internal audit function is under the Board of Directors and regularly reports its implementation results to the Board. The Audit Office formulates the annual audit plan based on the Company's operating environment, legal requirements, and risk assessment results, then conducts audit activities and prepares audit reports accordingly. During the year, monthly audit reports and working papers were provided to each Audit Committee member for review within the prescribed period, namely by the end of the month following completion of the audit project. The Audit Office also completed its review of the Company's self-assessment activities, strengthening the self-monitoring mechanism. The review results serve as an important basis for the Board and management to evaluate the effectiveness of the internal control system and issue the "Statement on Internal Control." By continuously monitoring the implementation of operational systems, the Audit Office helps enhance the quality of corporate governance and risk control. During the year, a total of 56 audit tasks were completed, achieving an overall audit compliance rate of 100% and demonstrating the effective operation of the audit system and the soundness of the Company's control environment.

Material Topic

Risk Management

2. In addition to properly conducting self-assessments of the internal control system, the Board of Directors and Company management completed their review of the results of departmental self-assessments and the audit reports prepared by the Audit Office in 2025. 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.
3. Through its ISO 9001 Quality Management System, GMI Technology conducted sustainability assessments of six suppliers in 2025, and all suppliers met the assessment requirements.
4. The Company completed its risk identification process in 2025. The initial results identified four low risks and eight medium risks. Response actions were formulated for all 12 risks, and control measures were implemented for the eight medium risks, which were subsequently reduced to and maintained at a low risk level.

Mid- to Long-term Goals (5–10 years)

1. The Company strengthens information security risk management, enhances employees' information security awareness, 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.

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

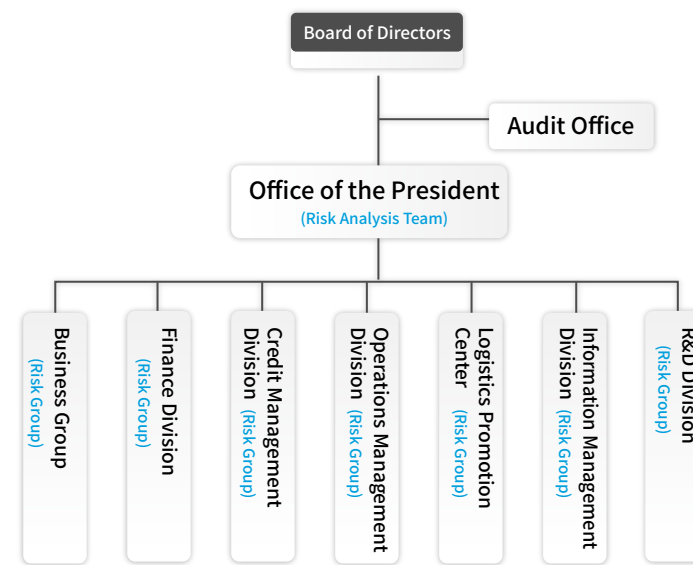
To address changes in the global economic environment and risks to sustainable operations, the Company identifies and monitors risks that may affect corporate sustainability across governance, economic, social, and environmental dimensions. Through management strategies such as risk transfer, mitigation,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

Within the risk management framework, the Board of Directors is the highest authority responsible for risk management. The Board aims to ensure compliance with applicable laws and regulations and to promote and implement overall risk management across the Company. It has a clear understanding of the risks faced in operations, ensures the effectiveness of risk management, and assumes ultimate responsibility for it. A dedicated Risk Analysis Team has been established under the Board, with the President serving as the convener. The Risk Analysis Team is responsible for executing risk management duties and reporting risk management outcomes to the Board every year.

The Company's Risk Analysis 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 10, 2025, regarding the status of risk management implementation.



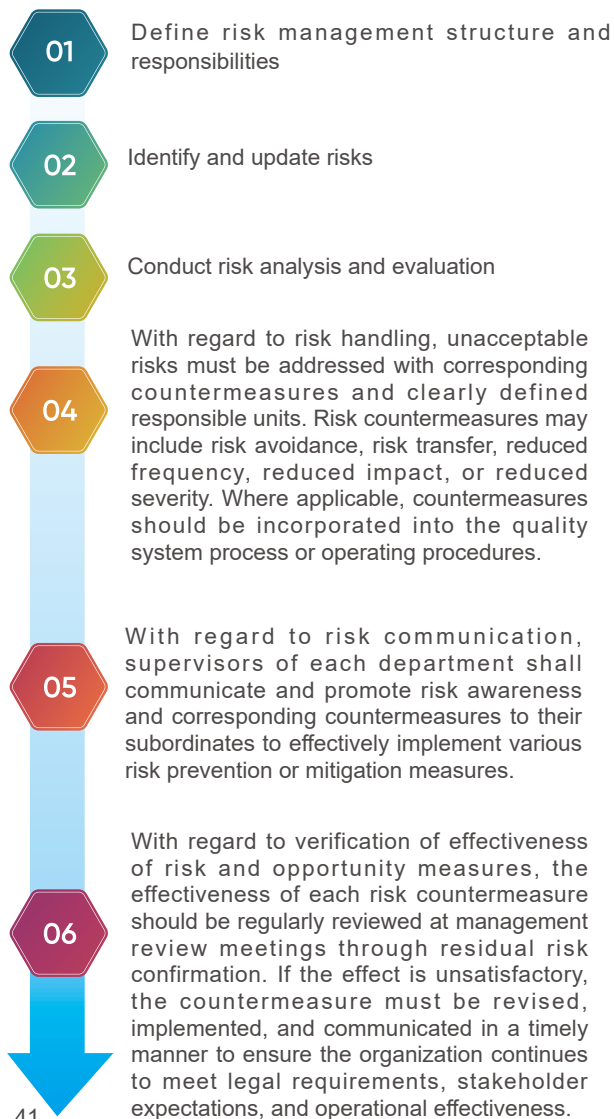
Distribution of Risk Management Authority and Responsibilities

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 directly to the Board of Directors, the team assists in implementing internal control systems and conducting internal audits. It formulates the annual audit plan based on risk assessment results and regularly reports the audit findings to both the Audit Committee and the Board.

Risk Management Process

The Company's risk management process is carried out by the Risk Analysis Team once a year and comprises six major components:



Risk Identification

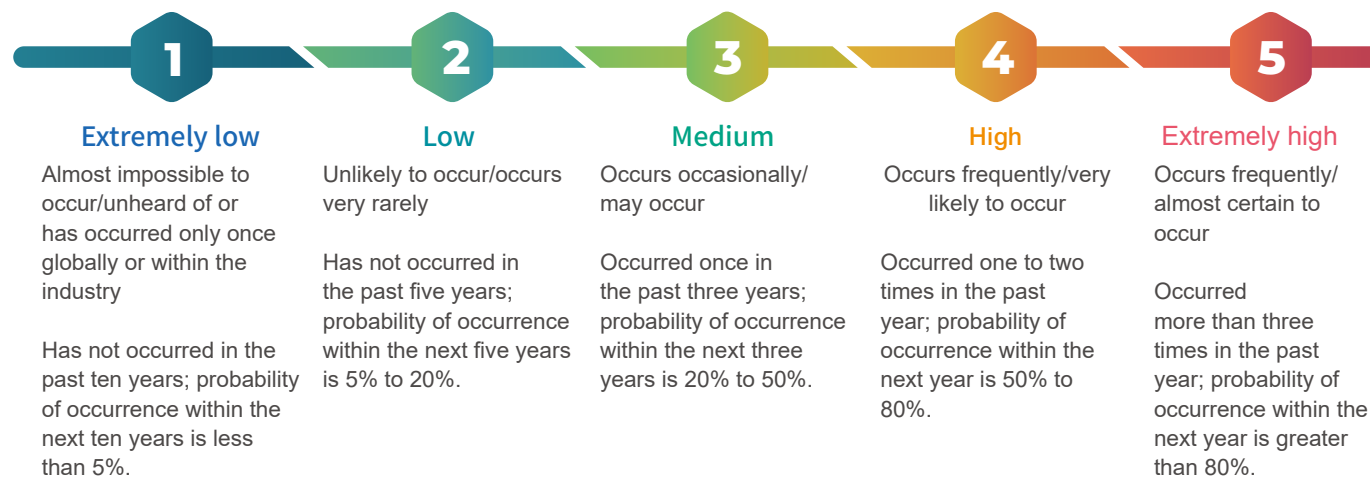
I. Risk Identification and Updating:

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 is assessed based on the following criteria for likelihood/probability of occurrence, risk impact (severity), and detectability. The Risk Priority Number is then calculated to classify the risk and formulate the corresponding response plan.

1. Scoring Criteria for Likelihood of Occurrence (O):



Severity Level/ Score	Financial Loss (Estimated Percentage of Revenue Affected)	Operational Disruption (Core Business)	Reputation/Customer Impact	Compliance/Legal Consequences	Personnel Safety/Health
5 (Catastrophic)	> 10% Results in bankruptcy or cessation of operations	<ul style="list-style-type: none"> Complete shutdown, with a recovery period of more than one month Complete service interruption 	<ul style="list-style-type: none"> Complete loss of reputation, substantial customer attrition, and irreparable damage 	<ul style="list-style-type: none"> Substantial fines of more than \$5 million/criminal liability/revocation of business licenses 	<ul style="list-style-type: none"> Multiple serious injuries or fatalities
4 (Significant)	5%–10%	<ul style="list-style-type: none"> Severe disruption, with a recovery period of one week to one month Significant deterioration in service 	<ul style="list-style-type: none"> Severe negative media coverage, a significant decline in market share, and numerous customer complaints 	<ul style="list-style-type: none"> Significant fines (\$1 million – \$5 million) Major litigation that may result in business suspension 	<ul style="list-style-type: none"> One fatality or multiple serious injuries
3 (Moderate)	1%–5%	<ul style="list-style-type: none"> Partial disruption, with a recovery period of one day to one week Adverse impact on the service experience 	<ul style="list-style-type: none"> Local negative media coverage, some customer attrition, and substantial resources required to restore customer relationships 	<ul style="list-style-type: none"> Moderate fines (\$100,000 – \$1,000,000) General litigation may require corrective action 	<ul style="list-style-type: none"> One minor injury requiring hospitalization Multiple minor abrasions
2 (Minor)	< 1%	<ul style="list-style-type: none"> Minor disruption, with a recovery period of less than one day Almost no impact on service 	<ul style="list-style-type: none"> A small number of customer complaints, minor negative comments, and issues that can be readily explained or corrected 	<ul style="list-style-type: none"> Minor fines (< NT\$100,000) Warning letters / Oral corrections 	<ul style="list-style-type: none"> One minor abrasion No medical treatment required
1 (negligible)	No financial impact	<ul style="list-style-type: none"> No operational disruption 	<ul style="list-style-type: none"> No adverse impact 	<ul style="list-style-type: none"> No legal issue 	<ul style="list-style-type: none"> No personnel injuries

3. Scoring Criteria for Detectability (D):



Very High

- Almost certain to be detected/strong automated preventive or real-time blocking mechanisms are in place
- Multiple automated preventive controls or real-time blocking mechanisms, such as firewalls, automatic shutdown systems, and data validation mechanisms, are in place. These controls can almost always prevent or detect an issue before it occurs or immediately upon occurrence and automatically trigger a response. The warning time is highly sufficient.

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High

- Effective detection/automated or real-time alert mechanisms are in place
- Effective automated system monitoring and real-time reporting mechanisms are in place, capable of issuing alerts before an incident occurs or during its initial stage, providing sufficient warning time – from several hours to several days – for response measures to be taken.



Moderate

- General detection capability/relies on routine manual reviews or system alerts that are not provided in real time
- System reports that are not generated in real time or routine manual reviews are in place and can identify issues as an incident develops. However, detection may be delayed, providing only limited warning time of several days to one week.



Low

- Difficult to detect/relies on passive manual monitoring
- Detection relies solely on periodic manual reviews, such as monthly report reviews, or requires a substantial amount of time for manual identification. There is no real-time early warning capability, and some impact has often already occurred by the time the issue is detected.



Extremely low

- Almost impossible to detect/no existing controls
- No automated or manual monitoring mechanisms are in place. Once an incident occurs, it is usually identified only after being discovered by customers or reported by external media.

4. Scoring Criteria for the Risk Priority Number (RPN):

RPN Value Range	Risk Level	Decision-Making Criteria and Treatment Requirements
50 ~ 125	High Risk (H)	<ol style="list-style-type: none"> 1. Immediate action is required. 2. This type of risk poses a significant threat to the achievement of the Company's objectives and may result in catastrophic or major consequences. 3. Immediate review and approval by top management are required, and an emergency response plan (ERT) must be developed and implemented. 4. The objective is to significantly reduce the RPN within the shortest possible time, with priority given to reducing the severity or occurrence frequency responsible for the high score. 5. The treatment plan must be included as a key issue in management reviews and subject to frequent monitoring on a daily or weekly basis. 6. Where necessary, the "Internal Audit Management Procedure" and the "Management Review Procedure" must be initiated.
15 ~ 49	Medium Risk (M)	<ol style="list-style-type: none"> 1. Proactively manage and track. 2. This type of risk poses a moderate threat to the achievement of the Company's objectives. 3. A detailed treatment plan must be developed, with clearly designated responsible departments/personnel and a specific completion deadline. 4. The treatment plan must be approved by the department head and reviewed by the management system personnel. 5. The objective is to reduce the RPN to a low risk level. 6. Regular monitoring must be conducted weekly or every two weeks. 7. The management system personnel must evaluate whether it is necessary to initiate the internal audit/management review procedures to ensure the effective use of resources.
1 ~ 14	Low Risk (L)	<ol style="list-style-type: none"> 1. Monitoring is acceptable. 2. This type of risk is generally within an acceptable range and has only a minor impact on the achievement of the Company's objectives. 3. No additional treatment plan is required. However, the risk must remain subject to routine monthly monitoring and be reviewed during annual or semiannual risk reviews. 4. When changing circumstances cause the RPN to rise to a medium or high risk level, the risk planning process must be restarted.

Note:

Risk level = O (occurrence frequency) × S (severity) × D (detectability). When either O or S is rated 4, a risk response plan must be formulated and the relevant risk treatment measures completed.

III. Risk management implementation:

The risks faced by the Company in each aspect are summarized below by risk level:

Risk Dimension	Risk			Risk Name
	High Risk (H)	Medium Risk (M)	Low Risk (L)	
Operation Aspect	0	7	1	<ol style="list-style-type: none"> Errors in sending purchase orders to suppliers. Irregularities in warehouse receipt of supplier deliveries. Irregularities in warehouse shipping operations. Irregularities in warehouse inventory. Irregularities involving goods during transportation. Management procedures and regulations: difficulties in linking relevant procedures and regulations and in their overall operation. ERP system update – operational difficulties following the system upgrade. Human resources risk.
Financial Aspect	0	1	0	<ol style="list-style-type: none"> Exchange rate risk
Market Aspect	0	2	0	<ol style="list-style-type: none"> Frequent changes to customer orders and delivery dates. Significant fluctuations in the international situation resulting in unexpected restrictions on the import and export of goods.
Regulatory Aspect	0	0	1	<ol style="list-style-type: none"> Overdue accounts receivable and bad debts



The risks and issues faced by the Company, together with the related risk treatment actions and results, are reported below:

Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
Frequent changes to customer orders and delivery dates	Volatility in the broader business environment beginning in the second quarter resulted in frequent changes to customer orders and delivery dates.	Frequent changes to customer orders and delivery dates may cause inaccurate sales forecasts, preventing warehouse inventory from being shipped within its shelf life.	4	3	1	M	<ol style="list-style-type: none"> 1. Continue to track customer demand forecasts and communicate and coordinate with customers in a timely manner to ensure delivery on the dates agreed by both parties. 2. Continue to track and limit the number of changes customers make to delivery dates. 	Continue to monitor the “Fulfillment Rate for Customer Committed Delivery Dates” as a quality objective.
Exchange rate risk	Foreign exchange losses affecting company profitability.	When the domestic currency appreciates, exporters receive less revenue when foreign currency proceeds are converted into the domestic currency, thereby eroding profits. When the domestic currency depreciates, the cost of imported goods increases. For investors holding foreign currency assets, a decline in the value of the foreign currency reduces the value of those assets when converted into the domestic currency.	4	2	1	M	<ol style="list-style-type: none"> 1. Customer currency confirmation letters. 2. Monthly control of USD assets and liabilities. 3. Adoption of natural hedging method. 	Continue to manage the risk through “Monthly Control of United States Dollar Asset and Liability Positions.”

Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
Errors in sending purchase orders to suppliers	Incorrect supplier information may be entered into the relevant fields before a purchase order is sent, resulting in accounting irregularities when the supplier's goods arrive.	<ol style="list-style-type: none"> Excess inventory may increase. The Finance Department may be unable to record the transaction because the invoice header information is inconsistent. If a customer urgently requires shipment, the Company may be unable to meet the demand. 	3	1	3	L	Correct incorrectly entered information in supplier purchase order fields and verify the information again before placing an order to prevent recurrence.	Confirm the supplier purchase order fields before each order is placed and confirm again before sending the order to reduce the risk of order errors.
Irregularities in warehouse receipt of supplier deliveries	<ol style="list-style-type: none"> The actual quantity delivered by the supplier does not match the quantity stated in the documents. The outer packaging of goods delivered by the supplier is damaged or deformed. Supplier deliveries do not arrive at the scheduled delivery time. 	<ol style="list-style-type: none"> There is a risk that the quantity available for shipment will be insufficient, affecting preparations for the relevant deliveries. Damaged packaging requires verification of product quality and replacement with new packaging materials. Where goods are shipped directly to customers, this may give rise to customer complaints. Delayed supplier deliveries may affect daily warehouse operation plans and create a risk of delays in order preparation and shipment. 	3	2	3	M	<ol style="list-style-type: none"> Continue to communicate issues to suppliers and coordinate with them to reduce the supplier delivery error rate. Provide suppliers with the standardized internal warehouse management receiving process (SOP) to ensure that they clearly understand GMI's delivery standards, and continue to track the effectiveness of supplier implementation. 	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company continues to communicate with suppliers and track the arrival status of goods.

Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
Irregularities in warehouse shipping operations	<ol style="list-style-type: none"> 1. The actual quantity shipped from the warehouse does not match the quantity ordered by the customer. 2. Labels may be applied incorrectly or omitted during warehouse labeling operations, or the labeling quality may not meet requirements. 3. Warehouse shipment packaging does not meet customer or transportation requirements. 4. Incorrect documents provided by the warehouse may prevent the customer from receiving the goods into its warehouse or may result in the goods being detained during customs inspection. 	<ol style="list-style-type: none"> 1. There are risks of customer rejection, returns, increased freight costs for replacement goods, and interruption of customer production lines. 2. There is a risk that the physical quantity in GMI's warehouse will not match the quantity recorded in the accounts. 	3	2	3	M	<ol style="list-style-type: none"> 1. Continue to update the standardized shipping process (SOP), clearly specifying every step from order receipt and picking through shipment and release from the warehouse. 2. Regularly provide personnel with training before shifts and conduct training and assessments on an ad hoc basis to reduce the personnel error rate. 3. Add personnel verification positions at necessary key checkpoints. 	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company continues to monitor "Customer Satisfaction" as a quality objective.

Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
Irregularities in warehouse inventory	<ol style="list-style-type: none"> 1. The physical quantity in the warehouse does not match the quantity recorded in the accounts. 2. The warehouse environment is not consistent with the requirements for the storage of goods. 	<ol style="list-style-type: none"> 1. Quantity discrepancies may result in an incorrect assessment of inventory levels. A shortage discovered during order preparation may delay delivery to customers. 2. Warehouse temperature and humidity conditions may create a risk of abnormalities in product quality. 	3	2	3	M	<ol style="list-style-type: none"> 1. Conduct inventory counts for changed items or all inventory and adjust the counting frequency as appropriate. 2. Implement ABC classification management, with focused management based on brand, model, and material type. 3. Continue to implement temperature and humidity controls in goods storage areas to prevent environmental conditions from causing product quality abnormalities. 	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company continues to strengthen education, training, and assessments and to monitor personnel's daily operating practices.
Irregularities involving goods during transportation	<ol style="list-style-type: none"> 1. Goods may be damaged or lost during transportation. 2. Carrier services may be unstable, and prices may fluctuate significantly. 3. An inappropriate transportation mode may be selected, or the transportation route may not be optimized. 	<ol style="list-style-type: none"> 1. Damage to or loss of goods during transportation may prevent delivery to customers on schedule and result in compensation claims. 2. Unstable transportation services and significant price fluctuations may cause sudden increases or decreases in transportation costs, making such costs difficult to predict and control. 	3	2	3	M	<ol style="list-style-type: none"> 1. Continue to manage qualified suppliers, review the service quality of multiple suppliers, and conduct regular evaluations. Suppliers that fail to meet GMI's requirements will be replaced. 2. Execute relevant contracts with carriers and continuously renew transportation insurance 	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company continues to monitor "Customer Satisfaction" as a quality objective.

Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
Significant fluctuations in the international situation resulting in unexpected restrictions on the import and export of goods.	<ol style="list-style-type: none"> 1. Significant fluctuations in the current international situation may result in relevant trade controls or sanctions. 2. Fluctuations in international tariff rates may cause related costs to rise sharply. Disputes over tariff classifications or customs authorities' rejection of declared goods values may result in fines, goods being held at ports, or other irregularities. 	<ol style="list-style-type: none"> 1. Unexpected trade controls or sanctions may increase tariffs and other charges, creating a risk of higher costs. 2. Imported or exported goods may be detained by customs, preventing delivery to customers on schedule. The Company may need to arrange emergency stock transfers with industry peers to reduce customer complaints, which could result in additional costs. 	3	2	3	M	<ol style="list-style-type: none"> 1. Continue to monitor and track sanctions through officially published sanctions lists. 2. Maintain close communication with customs brokers to remain informed of customs developments and requirements. 3. Develop multiple transportation routes and prepare the relevant quotations. 	Following the implementation of controls in 2025, the risk was reduced to low risk (L).

Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
Management procedures and regulations – difficulties in linking relevant procedures and regulations and in their overall operation.	<ol style="list-style-type: none"> 1. The contents of management rules are inconsistent with actual operating processes, resulting in implementation difficulties. 2. When an irregularity or error occurs during operations, the relevant procedure or provision cannot be quickly identified or traced. 3. The principles for drafting management rules are not intuitive or clear, resulting in confusion among document levels and unclear boundaries between their contents. 4. Existing management procedures, regulations, and detailed rules are fragmented and lack systematic consolidation and integration. 	<ol style="list-style-type: none"> 1. The contents of management rules are overly brief or general and lack sufficient detail and rigor, making them ineffective in responding to unexpected or irregular events. 2. The absence of clear procedural provisions may result in recurring operational errors, thereby affecting service quality and reducing customer satisfaction. 3. Personnel may be unable to quickly locate the appropriate management rules, causing operations to rely on individual experience rather than standard procedures and creating the operational risk of “getting things done rather than doing them correctly.” 4. The existing management procedures and guidelines will be revised and optimized in accordance with the new management standards and actual operations, with the implementation carried out in phases through a project management approach. 	3	3	3	M	<ol style="list-style-type: none"> 1. The lack of effective integration within the management document system and an unclear hierarchy may create potential operational risks involving unclear authority and responsibilities or duplicated work. 2. Recodify the management procedures and regulations to make them more intuitive to locate and review. 3. Consolidate existing management procedures, regulations, and detailed rules by establishing the broadest possible consensus between current operations and management standards. The processes will be unified with an emphasis on ease of reading, understanding, and accessibility. 	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company continues to monitor the “Implementation Rate for the Online Release of Documented Information” as a quality objective.

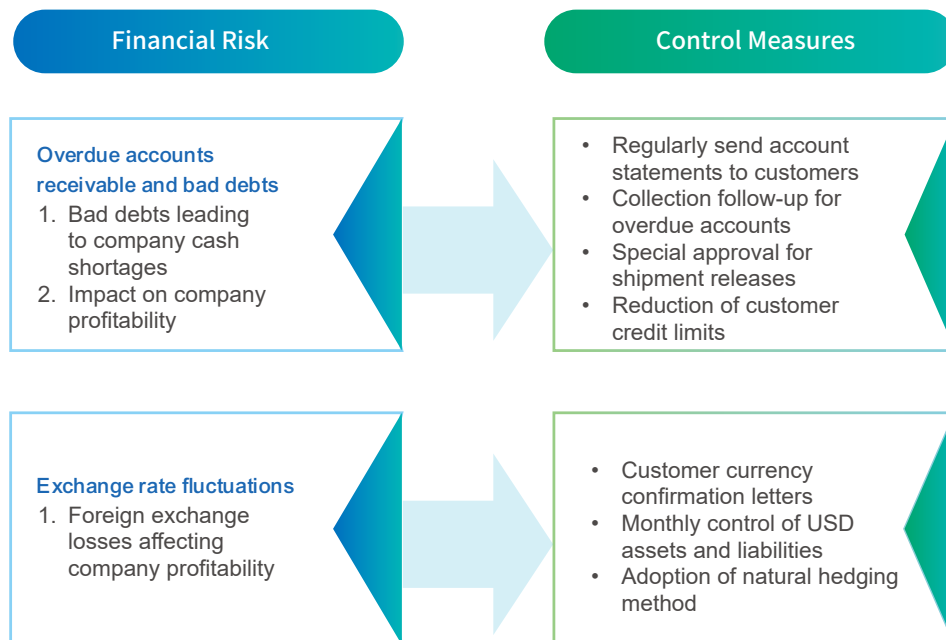
Risk Name	Risk Event Description	Potential Risk	Initial Risk Assessment			Risk Level	Description of Specific Treatment Actions/Measures	Risk Treatment Actions and Effectiveness
			Occurrence Frequency	Impact Severity	Detectability			
ERP system update – operational difficulties following the system upgrade	Differences between the existing ERP system and the upgraded system may create operational difficulties after the upgraded system is officially implemented and placed into live operation.	After the ERP system upgrade is officially implemented, differences from the previous system may result in unfamiliarity with its operation and cause delays.	3	3	3	M	Strengthen education, training, practice exercises, and assessments.	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company monitors “ERP Implementation and Education” as a quality objective.
Human resources risk	Lack of employee expertise	1. Impact on administrative operations. 2. Damage to corporate image.	3	3	3	M	1. Conduct training on professional knowledge for employees. 2. Conduct assessments (tests) of employee expertise.	Following the implementation of controls in 2025, the risk was reduced to low risk (L). The Company monitors the “Education and Training Implementation Rate” as a quality objective.
Overdue accounts receivable and bad debts	1. Bad debts leading to company cash shortages. 2. Impact on company profitability.	Potential consequences include constrained cash flow, reduced profitability, tied up working capital, reputational risk, and difficulties in obtaining financing.	3	1	2	L	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.	The bad debt ratio was below 1% in 2025

Other Risk Management Mechanisms, Measures, Or Projects

1.Other Risk Dimensions:

Risk Dimension	Risk Item	Risk Issue	Ongoing Monitoring
Environmental dimension	<ol style="list-style-type: none"> Climate change response regulations and relevant regional climate regulations. Carbon fees imposed by various countries. 	<ol style="list-style-type: none"> National Regulations Carbon Fees Collected by Various Countries 	<ol style="list-style-type: none"> Since 2021, China has adopted the carbon emissions trading system (ETS) as its primary carbon pricing mechanism, rather than directly imposing a carbon fee. Taiwan's carbon fee system was officially implemented on January 1, 2025, initially targeting the electricity and gas supply industries and the manufacturing industry with annual emissions exceeding 25,000 metric tons. The collection of the first annual carbon fee will commence in May 2026, with a standard rate of NT\$300 per metric ton. While India does not impose a comprehensive carbon fee, it is actively establishing its own domestic carbon market, which is scheduled to launch in mid-2026.

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



3.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.

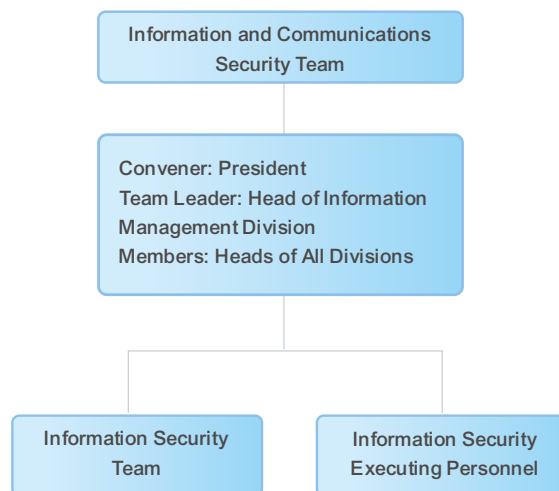
3.3 Information Security and Privacy Protection Major Topic Section – Information Security and Privacy Protection

Material Topic Information Security and Privacy Protection		
Impact Description	Potential negative impacts: 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.	Actual positive impacts: Establish an information security management system to protect customer information and privacy, prevent the disclosure of confidential information, and effectively safeguard the rights and interests of 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 1. The Company holds regular meetings every week to review the information security vulnerabilities and review the correction status every month. 2. Determine whether relevant operations are carried out in accordance with the internal Information Security Management Guidelines. 	
Management Targets and Performance for the Year	Short-Term Goals (3 years)	Performance for the Year
	<ol style="list-style-type: none"> 1. Zero customer data leakage. 2. Zero major information security incidents. 3. Strengthen employee awareness of information security risks and provide ongoing education and training; this includes conducting social engineering drills on an irregular basis and holding at least one information security education and training session each year. 4. Introduce ISO 27001 Information Security Management System certification to enhance the Company's information security management strength. 	<ol style="list-style-type: none"> 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 five ISO 27001 auditor training sessions on information security education. 6. Successfully intercepted 21,362 endpoint threat events through antivirus endpoint protection and behavior analysis modules. 7. Successfully intercepted 409,313 spam emails and 21,362 threat emails through spam and threat protection modules.
Mid- to Long-term Goals (5–10 years)	<ol style="list-style-type: none"> 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. 	
Stakeholder Participation	<ol style="list-style-type: none"> 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 review and discuss internal network issues. Each year, it also organizes social engineering drills and provides information security education and training for all employees on an irregular basis to enhance their knowledge and understanding of network information security. 	

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



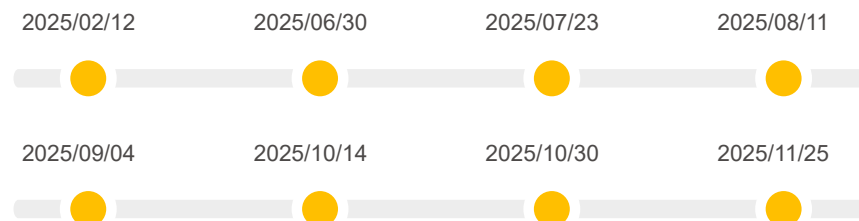
Information Security Management Procedures

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 Alert



In 2025, 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.

78.7%

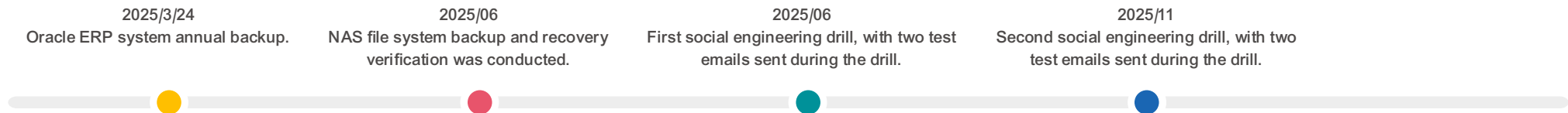
In 2025, 21,362 endpoint threat events were successfully intercepted through antivirus endpoint protection and behavior analysis modules, with a 78.7% interception rate.

78.7%

In 2025, 409,313 spam emails and 21,362 threat emails were successfully intercepted through spam and threat protection modules, with a 78.7% 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 2025, 213 accounts were tested, resulting in a 5.16% malicious email open rate and a 5.16% malicious link click rate. In the second half, 218 accounts were tested, with a 10.09% open rate and a 10.09% 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 (2025/6/10~17)	Group Beverage Order for the Afternoon Meeting	213	5.16%	5.16%
	Security Alert – A New Sign-In on Windows Microsoft security team	213	0%	0%
Second-Half Drill (2025/11/11~11/18)	Online Pay Slips	218	8.26%	8.26%
	[IT Department] Application for an Adobe Shared Account	218	1.83%	1.83%

III. Information Security Announcements:

2025/09/22 UOF system software upgrade
 2025/02/24 Mail System Update
 2025/03/06 Mail System Update
 2025/06/30 Mail System Update

IV. Routine Backups:

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.

2025 Information Security Training				
Course Title	Time	Training Hours (Hours)	Planned Participants	Actual Attendance
ISO 27001 Internal Auditor	2025/05/06	3h	30	30
ISO 27001:2022 Clause Analysis	2025/05/21	3h	30	30
ISO 27001:2022 Clause Analysis	2025/06/11	3h	30	30
Analysis of ISO 27001:2022 Control Measure Analysis	2025/07/09	3h	30	30
Analysis of ISO 27002:2022 Control Measure Analysis	2025/07/23	3h	30	30

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

The Board of Directors of GMI resolved on November 8, 2022, to establish the Sustainable Development Committee, which reports to the Board of Directors annually. The Board of Directors authorizes a promotion unit composed of three independent directors and senior management, such as the General Manager, to lead the formulation of strategies and objectives for the Company's overall corporate social responsibility and sustainability direction. This unit also coordinates with the heads of various departments to assist in promoting sustainability and managing the effective implementation of climate governance projects, integrating them into operational strategies and activities. The committee holds at least one meeting annually and convenes ad hoc meetings as needed. It is responsible for formulating, promoting, and strengthening action plans and capital expenditures for significant sustainability policies (including climate-related issues) within the Group's companies; reviewing, tracking, and improving the implementation status and effectiveness of sustainability efforts; and reporting to the Board of Directors.

The committee also has a task force composed of first-level supervisors, including the Sustainable Environment Team, responsible for environmental management systems, compliance with environmental laws and international standards, assessing sustainable transformation, improving resource utilization, and climate change response mechanisms. This team holds cross-departmental meetings as needed for discussion and coordination to achieve environmental sustainability goals. Additionally, there is a Risk Analysis Team responsible for the risk management policies and procedures of the Group's companies, including climate-related risk issues, the latest legal regulations on industry climate risks, and updating the identification results of climate risks and opportunities.

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

Through internal discussions and evaluations of climate-related issues, the Company identified four climate risks and two climate opportunities. The impact time horizons were categorized as short term (1–3 years), medium term (3–10 years), and long term (over 10 years). The potential financial impacts are described below:

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\$57,570,000.	<ol style="list-style-type: none"> 1. Activate the emergency response team mechanism during typhoon events, inspect office premises, and ensure the normal operation of critical equipment to minimize the impact of disasters. 2. Conduct occupational safety training annually, place fixed shelving in front of surrounding glass windows, and store inventory on pallets to avoid inventory losses caused by flooding. 	Strategies and measures in response to wind disasters: investing NT\$3 thousand in educational training can reduce losses caused by operational interruptions.	Two occupational safety training sessions were conducted in 2025. No damage caused by natural disasters was reported during the year.
Physical Risks	Long term	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. The average monthly electricity expense in 2025 was NT\$130,813.	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 the office temperature at 24°C to 25°C to provide employees with a comfortable work environment.

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
Transition Risks	Policy and Regulation	Domestic Carbon Fee Collection	Medium-Term	The European Union's implementation of carbon tax collection and the Taiwan government's imposition of carbon fees will increase operating costs due to expenses related to the preparation of relevant compliance documentation. If the government imposes carbon fees comprehensively in the future regardless of carbon emission thresholds, the Company estimates that it will be required to pay approximately NT\$68 thousand in carbon fees. At the same time, related costs also increase due to the pass-through of logistics and distribution expenses. Currently, the Company is not subject to carbon fee collection and therefore there is no financial impact.	Proactively assess and formulate response strategies for carbon tax and fee policies.	Financial impact includes expected research costs for compliance preparations.	In 2025, the Company completed an assessment of its internal policies and response measures. The results indicated that the Company's current carbon emissions remain low and that the carbon fee policy has a limited overall financial impact. The Company will continue to monitor relevant regulatory developments and reduce the potential risk of carbon fee expenditures through energy conservation management and carbon reduction measures.
Transition Risks	Market	Increased Costs from Energy Transition	Medium-Term	The energy transition leads to rising associated costs, which increases operating expenses. Currently, the average monthly electricity expense in 2025 was NT\$130,813, while the electricity expense of the U.S. subsidiary remains under evaluation.	Gradually increase the proportion of energy-saving equipment procurement and actively encourage employees to conserve office energy.	Financial impact includes NT\$550,000 spent on equipment replacement in 2021.	Purchased LED lighting equipment to maintain proper office lighting and provide employees with a comfortable work environment.

Opportunity Type	Opportunity Description	Impact Period	Impact of Opportunities on Company 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. Approximately US\$1.07 million (including business development personnel expenses, technical support engineering expenses, and customer entertainment expenses).	The Company is actively striving to introduce low-carbon energy-related projects, with a focus on promoting the applications of the major product part numbers RTL906 and RTL907. By strengthening customer technical support and project integration capabilities, revenue from low-carbon product projects in the current year increased threefold compared to the previous year, demonstrating a significant increase in market demand and making a positive contribution to the Company's revenue.
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 expenditures required for market development in seeking emerging market opportunities increased capital expenditures by NT\$15,775,000.	The Company plans to gradually expand into the Indian market by adopting a phased strategy. In the first phase, the Company will establish an Indian subsidiary as a foundational platform for local operations and transactions in order to strengthen regulatory compliance and business flexibility while preparing for future business expansion. Subsequently, based on market development conditions, the Company will actively seek local partners and diversified channel models, and evaluate the feasibility of emerging industry applications and sales models in order to enhance market penetration and long-term operational resilience.

Climate Risk Management System

The Company's "Risk Management Regulations" were approved by the Board of Directors on August 9, 2022. Climate change risk management has been incorporated into the Group's overall risk management assessment. The Board of Directors is the highest decision-making unit for the Company's risk control. In response to the risks of climate change to the industry, the Company's sustainable development execution team under the jurisdiction of the Sustainable Development Committee is responsible for convening relevant units, with reference to the structure of the "Task Force on Climate-related Financial Disclosures" (TCFD), to identify potential climate change risks and opportunities, including physical and transition risk, that may be brought about by climate change, thus keeping abreast of the impact and influence on operations, to formulate relevant response strategies and measures, to reduce the losses caused by climate change, and to promote and implement the Company's overall risk management as the goal. The company has established a risk analysis team as the responsible unit for implementing risk management. The General Manager serves as the convener, and the risk analysis team is mainly responsible for executing the Company's risk monitoring, measurement, and assessment, assisting in the formulation of the Company's risk management policies, ensuring the implementation of risk management decisions approved by the Board of Directors, controlling the risks that may arise from various business activities within an acceptable range, and establishing solid risk management operating principles. 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. For more on risk management, see Section 3.2 Risk Management.

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. The Company will also follow the government's progress and gradually plan inventories of other indirect greenhouse gas emissions (Scope 3) to gain a comprehensive understanding of indirect emissions across its entire value chain, identify carbon reduction hotspots, and prepare for future compliance requirements associated with alignment with IFRS S2 Climate-related Disclosures.

Scope of GHG		2023		2024		2025	
		Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/NT\$ million)	Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/NT\$ million)	Emissions (metric tons of CO ₂ e)	Intensity (metric tons of CO ₂ e/NT\$ million)
Scope 1	Stationary fuel combustion	--	0.0079	--	0.0071	0	0.0108
	Mobile combustion	--		--		14.7100	
	Process emissions	--		--		0	
	Fugitive emissions	--		0.0012		0.0012	
Scope 2	Purchased electricity	120.398		125.1170		212.8344	
Total		120.398		125.1182		227.5456	

Note 1.The greenhouse gas inventory boundary for 2023 and 2024 covered the Neihu headquarters. The greenhouse gas inventory boundary for 2025 covered GMI Technology Inc. and all of its subsidiaries.

Note 2.The Scope 1 and Scope 2 data cover greenhouse gases including nitrous oxide (N₂O), methane (CH₄), carbon dioxide (CO₂), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Note 3.Greenhouse gas emissions are compiled using the operational control approach.

Note 4.Scope 1 greenhouse gas emissions were calculated using the greenhouse gas emission factors announced by the Ministry of Environment on February 5, 2024.

Note 5.The Scope 2 greenhouse gas emission factors for purchased electricity were primarily based on the latest electricity emission factors announced by the local competent authorities for each location as of the end of the year preceding the reporting year. The electricity emission factor used for 2023 was 0.494 kg CO₂e/kWh, and the factor used for 2024 was 0.474 kg CO₂e/kWh. The factors used for 2025 were 0.474 kg CO₂e/kWh for Taiwan, 0.505 tCO₂/MWh for Shanghai, 0.5306 kgCO₂e/kWh for Shenzhen, and 0.66 KgCO₂e/kWh for Hong Kong.

Note 6.Global Warming Potential (GWP) values are adopted from the Sixth Assessment Report published by the IPCC in 2021.

Note 7.Greenhouse Gas Emissions = Activity Data × GWP × Emission Factor.

Note 8.Greenhouse gas emission intensity = total greenhouse gas emissions/consolidated

revenue in NT\$ million. The emission intensity for 2023, 2024, and 2025 was calculated based on consolidated revenue of NT\$15,276 million, NT\$17,709 million, and NT\$21,015 million, respectively.

Note 9.To improve the precision of the greenhouse gas inventory data, the inventory data for 2024 and 2025 are presented to four decimal places, while the greenhouse gas emission intensity is rounded to four decimal places.

Note 10.All activity data were derived from measurements shown on billing receipts and electricity bills for each region.

Note 11.Scope 1 and Scope 2 greenhouse gas emissions were inventoried in accordance with the GHG Protocol.

Note 12.No biogenic carbon dioxide emissions were generated.

Note 13.Base year setting: The Company has not yet established a base year. In accordance with the "Sustainable Development Roadmap for TWSE and TPEx Listed Companies," the Company expects to designate 2026 as its base year.

Note 14.Information Restatement: The original 2024 inventory covered only Scope 2 greenhouse gas emissions. Following the supplementary inventory of Scope 1 emissions, the 2024 Scope 1 greenhouse gas emissions data were restated. Total greenhouse gas emissions for 2024 increased by 0.0012 metric tons of CO₂e.

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. The energy sources used include gasoline for company vehicles and electricity.

Total Internal Energy Consumption		2023		2024		2025		
Type of Energy		Unit of activity data	Activity data	Usage (GJ)	Activity data	Usage (GJ)	Activity data	Usage (GJ)
Non-renewable Energy	Motor gasoline for vehicles	Liters (L)	-	-	-	-	6,239.796	196.4677
	Purchased Electricity	kWh	243,720	877.592	263,960	950.472	441,125	1,588.4117
Total Energy Consumption (GJ)			877.592		950.472		1,784.8794	
Energy Intensity (GJ / NT\$ million)			0.06		0.05		0.08	
Proportion of Purchased Electricity in Total Energy Consumption			100%		100%		88.99%	
Proportion of Renewable Energy Use			0%		0%		0%	

Note 1. The energy consumption statistics for 2023 and 2024 cover: Neihu Headquarters. The energy consumption statistics for 2025 cover GMI Technology Inc. and all of its subsidiaries.

Note 2. All activity data were derived from measurements shown on billing receipts and electricity bills for each region.

Note 3. The calorific value conversion factors for each type of energy were calculated based on the "Table of Unit Calorific Values of Energy Products" in the Energy Statistics Handbook published by the Bureau of Energy, Ministry of Economic Affairs.

Note 4. Energy intensity = total energy consumption (GJ)/consolidated revenue in NT\$ million. The energy intensity for 2023, 2024, and 2025 was calculated based on consolidated revenue of NT\$15,276 million, NT\$17,709 million, and NT\$21,015 million, respectively.

Note 5. To improve the precision of the energy statistics, the 2025 data are presented to four decimal places, while energy intensity is rounded to two decimal places.

Note 6. The Company has not yet used renewable fuels or sold energy.



4.2.2 Water Resource Management

GMI Technology does not use water in any production processes. Water withdrawal is primarily for employees' daily use, and all water is supplied by municipal water systems. The Taiwan headquarters is located in a commercial office building. The Company uses the Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), to assess water related risks and defines locations rated "High" as water stressed areas. The assessment found that G.M.I. (Shanghai) Trading Company Limited is located in a high water stress area, whereas the Company's locations in Taiwan, Hong Kong, and Shenzhen are not.

According to the Environmental Sustainability Index (ESI), Taiwan ranks among the world's 18 most water-scarce countries. The results of scenario analysis conducted using the World Resources Institute's Aqueduct tool also indicate that GMI Technology's Taiwan location will face a 10% to 20% risk of water scarcity in 2030. 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.



Unit: thousand cubic meters/million liters

Item	Water Source/ Discharge Destination	Water Quality Indicator (Note)	2023	2024	2025					
			Neihu Headquarters	Neihu Headquarters	Neihu Headquarters and Rehear Audiology Co., Ltd.	GMI (Hong Kong) Co., Ltd.	G.M.I International Trading (Shanghai) Co., Ltd.	Shenzhen Hongda Futong Electronics Co., Ltd.	Total	
									All regions	Water stress areas
Total Water Withdrawal (a)	Third-party Water	Freshwater/ Tap Water	1.136	0.88	1.569	0.034	0.279	0.054	1.936	0.279
Total Discharge (b)	Third-party Water	Freshwater/ Tap Water	1.136	0.88	1.569	0.034	0.279	0.054	1.936	0.279
Total Water Consumption (a)-(b)	-	-	0	0	0	0	0	0	0	0

Note 1. The water withdrawal, discharge, and consumption statistics for 2023 and 2024 cover the Neihu headquarters. The water withdrawal, discharge, and consumption statistics for 2025 cover GMI Technology Inc. and all of its subsidiaries.

Note 2. The water withdrawn and discharged is classified as freshwater, defined as water containing no more than 1,000 mg/L of total dissolved solids.

Note 3. GMI Technology's data are calculated based on water consumption readings provided by Taiwan Water Corporation, the Water Supplies Department of Hong Kong, the Shenzhen Municipal Water Affairs Bureau, Shanghai Pudong Veolia Water Corporation Limited, and other water suppliers. One unit of water equals 1,000 liters or one metric ton of water, while one million liters equals one thousand cubic meters (1,000 m³).

4.2.3 Waste Management

As GMI Technology's principal operating locations are offices, the general industrial waste generated primarily consists of cardboard boxes. A total of 0.29 metric tons of cardboard waste was generated in Taiwan in 2025. Daily operations also generated 0.09 metric tons of electronic waste, including desktop and notebook computers, which were collected for recycling by a qualified waste clearance and disposal contractor. The Company has established a waste management mechanism and regularly raises employee awareness of waste sorting. Waste sorting and recycling notices are posted to strengthen employees' awareness of waste classification, increase the proportion of recyclable waste, and implement waste management practices. At present, the Company records the weight of cardboard boxes and electronic waste, such as computers, on a daily basis, but does not yet record the household waste generated by employees. The Company will discuss methods for recording household waste to enhance the completeness and transparency of its waste generation disclosures. Household waste is currently handled by a qualified waste clearance and disposal contractor engaged by the building management committee, with waste sorting and recycling implemented in accordance with local regulatory requirements.

Waste Treatment Statistics

Category	Waste Type	Treatment Site	Treatment Method	Unit	2024	2025
					Neihu Headquarters	Neihu Headquarters
General Business Waste	Cardboard	Offsite (Outsourced)	Recycling and Reuse	Metric Ton (t)	0.46	0.29
	Electronic Waste (Computers, etc.)	Offsite (Outsourced)	Recycling and Reuse	Metric Ton (t)	0.25	0.09
Hazardous Industrial Waste	-	-	-	Metric Ton (t)	0	0
Total Waste Volume				Metric Ton (t)	0.71	0.38
Total Recycled and Reused				Metric Ton (t)	0.71	0.38
Overall Recycling Rate				(%)	100%	100%

Note 1.The scope of total waste statistics cover: Neihu headquarters.

Note 2.Recycling Rate (%) = Total Recycled and Reused / Total Waste Volume * 100%.

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	<p>Potential negative impacts: Neglecting suppliers' ESG risks may give rise to issues involving governance and integrity, environmental pollution, and labor rights, thereby adversely affecting the overall value chain</p>	<p>Actual positive impacts: 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.</p>
Policy / Commitment	<p>Strengthen supply chain management to deliver quality products and excellent services more punctually and enhance corporate competitiveness. 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.</p> <p>Maximize customer satisfaction (increase delivery reliability and flexibility). Reduce company costs (lower inventory, decrease production and distribution expenses). Optimize overall corporate "process quality."</p>	
Actions Taken	<ol style="list-style-type: none"> 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 authorization certificates with major suppliers to ensure the rights and obligations of both parties. 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	<ol style="list-style-type: none"> 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 Targets and Performance for the Year	Short-Term Goals (3 years)	Performance for the Year
	<ol style="list-style-type: none"> 1. Establish a systematic supplier evaluation and management mechanism; complete annual evaluations of major suppliers and product lines represented by the Company; achieve an evaluation coverage rate of more than 80%; and use the evaluation results as a basis for continued cooperation, distributorship renewal reviews, and improvement tracking. 2. Strengthen inventory management and demand forecasting mechanisms, maintain the overall inventory level at IS/R < 1.5, and regularly review high inventory, slow moving inventory, and abnormal stocking items to reduce supply risks. 3. Enhance supply and demand coordination and delivery management capabilities, regularly convene monthly supply and demand review meetings and business review meetings, achieve an annual meeting implementation rate of more than 90%, continuously track improvements in abnormal cases, and achieve an annual closure rate of more than 85% for improvement cases. 4. Establish a management mechanism for procurement funds and purchasing plans, conduct monthly rolling reviews of demand forecasts, procurement planning, and funding arrangements, and achieve an annual implementation rate of more than 90% to enhance the appropriateness of fund allocation and procurement decisions. 	<ol style="list-style-type: none"> 1. In 2025, the Company continued planning its annual supplier evaluation program. The evaluation covers delivery performance, quality consistency, price reasonableness, issue resolution efficiency, and overall cooperation. The evaluation results will serve as a reference for subsequent supplier relationship management, procurement allocation, and progress tracking. Supplier evaluations are expected to commence in 2026. 2. Through delivery process management, supply and demand coordination mechanisms, and regular review meetings, the Company continued to track changes in supply, inventory, and demand and confirm that products comply with relevant specifications, standards, and certification requirements, including ISO 9001 and RoHS, to maintain consistent delivery quality. 3. In 2025, the Company continued to use its inventory management mechanism and demand forecasting process to maintain the overall inventory value and inventory level at IS/R < 1.5, thereby reducing inventory risks and enhancing inventory management effectiveness. 4. Through regular weekly supply and demand meetings and monthly meetings of the Procurement Management Department from August to December, a total of eight meetings were held, representing an implementation rate of 80%. The Company continued to conduct rolling reviews of demand, supply, inventory, and fund allocation as a management basis for procurement planning and funding arrangements.
Mid- to Long-term Goals (5–10 years)	<ol style="list-style-type: none"> 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. 	
Stakeholder Participation	<ol style="list-style-type: none"> 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 2025, 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 mechanisms have placed greater emphasis on performance management and have gradually evolved into an agile operating model characterized by corporate collaboration, two-way integration, operational flexibility, and adaptability to changing environments. This model enables the Company to accurately forecast market trends, adjust costs in a timely manner, enhance collaboration efficiency, share operational risks with business partners and suppliers, and strengthen organizational risk management capabilities. Through systematic management practices, the Company continues to enhance its mechanisms for supplier selection, evaluation, tracking, and improvement, thereby strengthening overall supply chain resilience and management effectiveness.

It has twelve major business locations in Taiwan and Mainland China, including offices in Taipei, Hong Kong, Shanghai, Shenzhen, and Chengdu. Personnel are stationed at the remaining locations. GMI actively promotes and implements localized procurement. In 2025, Taiwan's net procurement totaled NT\$10.59 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.

GMI Technology has updated its supplier management procedures. When introducing a new supplier, the relevant units evaluate the supplier based on market demand, product characteristics, supply capabilities, quality management, delivery performance, commercial terms, regulatory requirements, and other relevant factors. Depending on the nature of the products, suppliers may also be required to provide quality assurance letters, hazardous substance free declarations, or other supporting documents as a basis for initiating cooperation and subsequent management. For major suppliers, the Company also enters into procurement agreements or obtains proof of distributorship to clearly define the rights and obligations of both parties and strengthen the foundation for cooperation and management transparency.

For existing suppliers, GMI Technology continuously monitors product quality, delivery performance, supply stability, service cooperation, and regulatory compliance through annual evaluation reports, weekly business meetings with major suppliers, the ISO 9001 Quality Management System, and other mechanisms. The results serve as a management basis for reviews of distributorship renewals, continuation of cooperation, and tracking of improvements for identified issues. In 2025, the Company completed evaluations of four suppliers and nine product lines represented by the Company. Based on the evaluation results, the continuation of the relevant distributorship arrangements was approved.

To further enhance the comprehensiveness of supplier management, GMI Technology plans to gradually incorporate sustainability management principles into its supplier management mechanisms. During supplier selection, evaluation, and ongoing cooperation, the Company will review suppliers' management of environmental protection, product regulatory compliance, occupational safety and health, labor and human rights, ethical corporate management, and other relevant issues through quality documents, declarations of compliance with environmental regulations, annual evaluations, and routine business interactions. Suppliers that fail to comply with relevant requirements or meet the evaluation criteria will be required to propose corrective measures, and the Company will continue to track their improvement progress. Where necessary, cooperation arrangements will be reassessed to reduce potential supply chain risks.

GMI Technology will continue to refine its supplier management policies and evaluation mechanisms and gradually strengthen the identification, management, and tracking of supplier sustainability risks. The Company will work with its suppliers to build a more resilient, efficient, and responsible supply chain.

5.2 Customer Service Quality

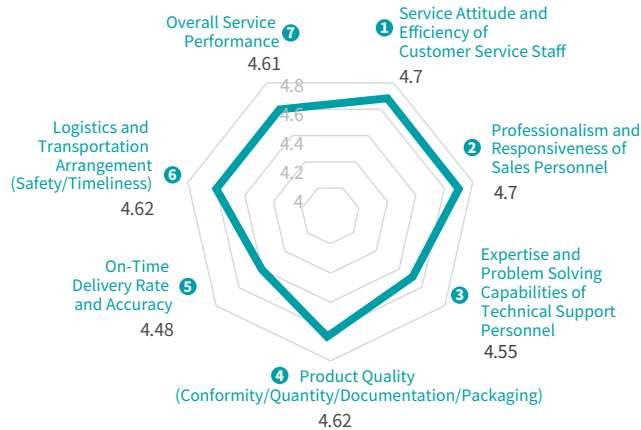
Material Topic Management - Customer Service Quality

Material Topic		Customer Service Quality	
Impact Description	Potential negative impacts: If the Company fails to effectively implement its customer quality management system, products that do not meet quality requirements may enter the market, resulting in returns, rework, or disposal and increasing resource waste. This may also affect customers' production efficiency and product quality, reduce customer trust and satisfaction, and lead to customer claims, sales allowances, or loss of orders, thereby adversely affecting the Company's operating performance and reputation.		Actual positive impacts: 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: The survey comprises seven major areas: the service attitude and efficiency of customer service staff, the professionalism and responsiveness of sales personnel, the expertise and problem solving capabilities of technical support personnel, product quality (conformity/quantity/documentation/packaging), delivery performance and accuracy, logistics and transportation arrangements (safety/timeliness), and overall service performance. Each area is rated on a five point scale, for a total possible score of 35 points. In 2025, the Company received 125 completed customer satisfaction questionnaires and achieved an overall satisfaction rate of 92%. GMI Technology will continue to use customer feedback and suggestions as a basis for improvement to achieve its goals of continuous improvement and 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 Targets and Performance for the Year	Short-Term Goals (3 years)	Performance for the Year	
	Target: Achieve 90% customer satisfaction. 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.	In 2025, a total of 125 customer satisfaction surveys were collected, with an overall satisfaction rate of 92%.	
Mid- to Long-term Goals (5–10 years)	Maintain customer satisfaction to reach 92%. 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.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.		
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:

The survey comprises seven major areas: the service attitude and efficiency of customer service staff, the professionalism and responsiveness of sales personnel, the expertise and problem solving capabilities of technical support personnel, product quality (conformity/quantity/documentation/packaging), delivery performance and accuracy, logistics and transportation arrangements (safety/timeliness), and overall service performance. Each area is rated on a five point scale, for a total possible score of 35 points. In 2025, the Company received 125 completed customer satisfaction questionnaires and achieved an overall satisfaction rate of 92%. GMI Technology will continue to use customer feedback and suggestions as a basis for improvement to achieve its goals of continuous improvement and customer satisfaction.



GMI Technology 2025 Customer Satisfaction Survey Results

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 2025, corresponding improvement actions were taken as follows:

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.

Customer Feedback	Improvement Items	Root Cause	Corrective Measures
Stable Supply and Shortened Lead Times	Inventory Flexibility	1. Insufficient safety stock 2. Inaccurate demand forecasts	1. Establish a safety stock mechanism 2. Introduce a demand forecasting model
Strengthen Logistics Services	Shipment Timeliness	Inefficient shipment process	1. Optimize warehouse operation processes 2. Establish a real-time shipping mechanism
Provide Timely Feedback on Technical Issues	Speed of Technical Support	Unclear response procedures	1. Establish technical support SOP 2. Establish response timeframes

5.3 Product Quality and Safety

Material Topic Management - Product Quality and Safety

Material Topic	Product Quality and Safety	
Impact Description	<p>Potential negative impacts: Poor quality and yield rates of the products represented by the Company may result in the loss of customer orders and consumer trust. Inadequate internal management of hazardous substances in products may also harm the environment and endanger the health and safety of end users.</p> <p>Actual positive impacts: By complying with environmental regulations and implementing a rigorous quality assurance system to ensure product safety and quality, GMI Technology is committed to enhancing its positive social impacts.</p>	
Policy / Commitment	<p>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.</p>	
Actions Taken	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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 Targets and Performance for the Year	Short-Term Goals (3 years)	Performance for the Year
	Continue to obtain ISO 9001 international quality management system third-party certification renewals.	Complete ISO 9001 international quality management system third-party certification renewals.
Mid- to Long-term Goals (5–10 years)	Continue to obtain ISO 9001 international quality management system third-party certification renewals and continuously improve and optimize quality management mechanisms.	
Stakeholder Participation	<ol style="list-style-type: none"> 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 100% comply with the European Union's Restriction of Hazardous Substances Directive (EU RoHS), the Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation (EU REACH), and related chemical management requirements to ensure customer needs are met and reduce impacts on the health and safety of end users. This promotes product R&D and sales strategies aligned with future-oriented economic activities and accelerates the promotion of sustainable economic activities. 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. In 2025, there were no incidents of noncompliance with laws and regulations concerning the health and safety of products and services.

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 2025, 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

6.3.1 Human Rights Commitment and Policy

6.3.2 Human Rights Due Diligence Process and Implementation Status

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	<p>Potential negative impacts: Failure to provide adequate employee care and benefits may cause employees to feel undervalued and, in severe cases, may infringe upon human rights, resulting in low organizational commitment, higher employee turnover, and reduced corporate competitiveness.</p>	<p>Actual positive impacts: Establishing good labor-management relations promotes two-way communication, helps stabilize company operations, enhances employee labor value, and ensures employees receive adequate care.</p>
Policy /Commitment	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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	<ol style="list-style-type: none"> 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. 	
Management Objectives	<div>Short-Term Goals (3 years)</div> <div>Performance for the Year</div>	
	<table border="1"> <tr> <td data-bbox="362 509 1252 860"> <ol style="list-style-type: none"> 1. Build a comprehensive talent cultivation system to enhance employee professional capabilities. 2. Encourage employees to participate in training programs organized by external institutions to support their continuous development and enable them to contribute their knowledge to the Company, with an annual target of 21 training hours. 3. Maintain zero employee complaints continuously. 4. Continue to provide group insurance for employees. 5. Continue to provide onsite consultation services by occupational physicians and nurses, including health examinations. </td><td data-bbox="1252 509 2125 860"> <ol style="list-style-type: none"> 1. Provide a total of 603 hours of professional external training related to the Human Resources department. 2. No employee complaints were received during the year. 3. Annual group insurance expenditure (including subsidiary Rehear Audiology) is approximately NT\$250,000. 4. Occupational medical and nursing on-site consultation services (health check-ups) provided once on-site, with 98 participants. 5. Internal and external training expenses totaled approximately NT\$77,000 annually. </td></tr> </table>	<ol style="list-style-type: none"> 1. Build a comprehensive talent cultivation system to enhance employee professional capabilities. 2. Encourage employees to participate in training programs organized by external institutions to support their continuous development and enable them to contribute their knowledge to the Company, with an annual target of 21 training hours. 3. Maintain zero employee complaints continuously. 4. Continue to provide group insurance for employees. 5. Continue to provide onsite consultation services by occupational physicians and nurses, including health examinations.
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Mid- to Long-term Goals (5–10 years)	<ol style="list-style-type: none"> 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. 	
Stakeholder Participation	<ol style="list-style-type: none"> 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.

The Company also conducted an employee satisfaction survey at the end of 2025 and used the survey results to evaluate and optimize relevant systems and benefit measures. In 2026, the Company will continue to strengthen its talent retention measures by including the “Talent Retention Rate” and the “Completion Rate for the Optimization of Retention Measures” among the key performance indicators of the Operations Management Division and continuing to optimize its remuneration and benefit systems. In the first half of 2026, employees receiving salary adjustments or promotions accounted for approximately 28.4% of the Group’s total workforce. The Company also increased health examination subsidies for employees in Taiwan and travel subsidies for employees in mainland China and Hong Kong. It is also continuing to evaluate additional benefit

measures in Taiwan, including private movie screenings and additional options for payroll transfer banks, to enhance employee benefits, job satisfaction, and organizational commitment. Implementation of the Employee Satisfaction Survey and Improvement Plan:

To demonstrate its care and respect for employees and advance sustainable development, the Company regularly conducts employee satisfaction surveys to understand employees’ views and perceptions regarding various aspects of the Company. Through these surveys, the Company seeks to create a better work environment and enhance organizational effectiveness.

Based on the survey results, the Company will continue to implement the following measures to support future improvement:

- Regularly review and optimize human resources systems
- Strengthen explanations of relevant systems and the transparency of internal communication
- Continue to collect employee feedback as a reference for policy improvement

The Company will steadily advance the development of a friendly workplace and corporate sustainability.

Implementation of the 2025 Employee Satisfaction Survey

Investigating Unit	Human Resources Department
Survey Participants	Current employees of GMI Technology Inc., Vector Electronic Co. Ltd., G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited
Number of Employees Surveyed	212 employees
Survey Method	Anonymous online questionnaire
Survey Scale	5-point Likert scale, ranging from 1 for very dissatisfied to 5 for very satisfied
Survey Dimensions	Five major dimensions: work and resource environment, supervisor leadership and teamwork, remuneration and benefit systems, education and training and career development, and corporate culture and overall identification with the Company
Survey Frequency	Once a year
Coverage Rate	54.25%
Reporting Period	2025/01/01-2025/12/30

Note 1. The number of employees surveyed was calculated based on the total employee headcount at the end of the year.

Survey Results

The overall average employee satisfaction score was

7.58
out of 10.

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	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave during the year (A)	1	1	4	5	7	7
Number of employees who actually applied for parental leave during the year (B)	0	1	4	5	6	7
Application rate (B/A)	0%	100%	100%	100%	86%	100%
Number of employees scheduled to return to work during the year after parental leave (C)	-	1	4	5	6	7
Number of employees who actually returned to work during the year (D)	-	1	4	5	6	7
Return rate (D/C)	-	100%	100%	100%	100%	100%
Number of employees who returned to work in the previous year (E)	-	-	-	1	4	5
Number of employees still employed one year after returning to work in the previous year (F)	-	-	-	1	4	5
Retention rate (F/E)	-	-	-	100%	100%	100%

Note 2.The statistical scope for 2023 and 2024 covered GMI Technology Inc., Vector Electronic Co. Ltd., G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited. The statistical scope for 2025 covered GMI Technology Inc. and all of its subsidiaries.

Note 3. “-” indicates that no incidents occurred

Minimum Notice Period for Operational Changes

The Company complies with the Labor Standards Act and its internal work rules. When an employer terminates an employee, prior notice must be provided based on the employee's years of service, with at least 10 days' advance notice. Significant operational changes affecting employee rights and related response measures are communicated through quarterly labor management meetings, implemented only after confirmation, and announced or notified to employees in advance in accordance with applicable laws and regulations. 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 Bargaining Agreements

GMI Technology has not established a labor union and, therefore, has no collective bargaining agreements. The Company communicates with employees through regular labor management meetings and various other channels. The Company will continue to maintain positive interactions with employees, comply with local labor laws and regulations, and promote diverse forms of communication to jointly create a harmonious and mutually beneficial work environment.

6.2 Talent Development

6.2.1 Talent Development

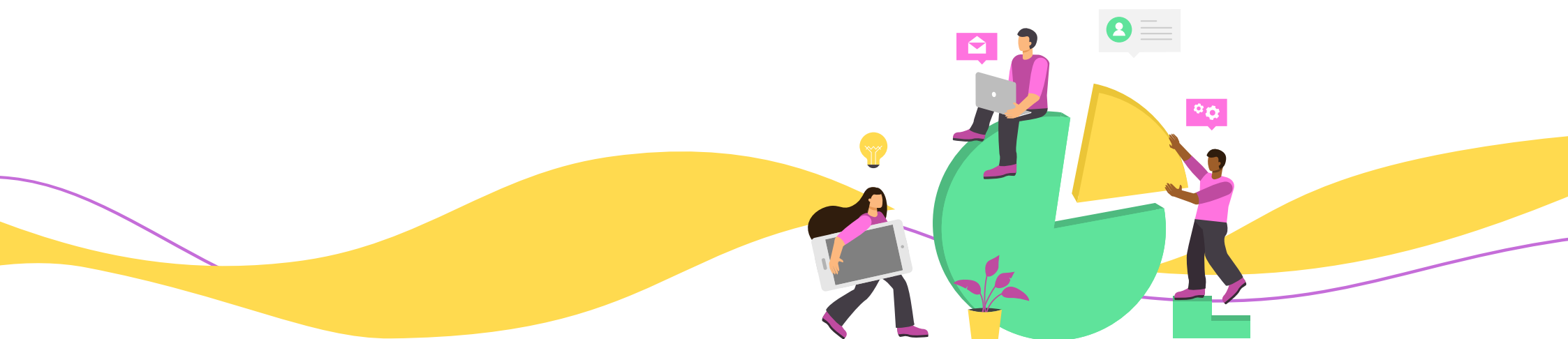
Education and Training

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 2025, we held more than 69 training sessions covering onboarding, technical expertise, management skills, information security, career development, and ethical management.

Average Training Hours by Level	2023			2024			2025		
	Male	Female	Overall	Male	Female	Overall	Male	Female	Overall
Management Level	18.86	12.21	31.07	13.20	11.00	12.83	7.17	9.25	7.80
Non-Management Level	2.60	2.69	5.28	15.51	16.74	16.09	7.25	8.24	7.75

Note1.The statistical scope covered: GMI Technology Inc., Vector Electronic Co. Ltd., G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited.

Note2.In 2023, management was defined as employees holding positions at the department manager level or above. Beginning in 2024, management was redefined as employees holding positions at the Associate Vice President level or 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	53 sessions, 2 hours per person	106 total hours	100%
General Training	Information Security Training	1 session of information security training, 2 hours, 139 participants, 278 total hours	Total 10 sessions, 1443 hours	83%
	Gender Equality Education and Training	1 session of gender equality education and training, 1.5 hours, 48 participants, total 72 hours		
	Fire Drill Training	2 sessions of fire safety training, 2 hours, total 13 participants, total 26 hours		
	Ethical Education and Training	1 session of ethical education and training, 1 hour, 162 participants, total 162 hours		
	Credit Granting Education and Training	5 sessions of credit granting education and training, 2 hours, 31 participants, total 62 hours		
	AI Application Training	1 AI application training session, 3 hours, 122 participants, total 366 hours		
	GMI AI Platform Education and Training	1 AI platform training session, 2 hours, 35 participants, total 70 hours		
	Social Engineering Education and Training	1 social engineering awareness training session, 1 hour, 23 participants, total 23 hours		
	Practical English for the Workplace Training	2 English training sessions, 2 hours, 187 participants, totaling 374 hours		
	Project Client Information Security and Confidentiality Training	1 session of client information security training, 1 hour, 10 participants, total 10 hours		
Professional Training	ISO Internal Auditor	5 sessions of ISO internal auditor training, 3 hours, 39 participants, total 585 hours	Total 10 sessions, 621 hours	100%
	Externally Arranged Education and Training Applied by Employees Themselves	5 sessions of externally arranged education and training applied by employees themselves, 6 participants, total 36 hours		

Note 1. The statistical scope of the employee training program covers GMI Technology Inc. and the following companies over which it has management control and for which employee training is centrally administered: Vector Electronic Co. Ltd., G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited. As Rehear Audiology Co., Ltd. operates under an independent management system, it was not included in the training statistics for the year.

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 with at least six months of service undergo annual reviews of their individual performance, competencies, and key objectives. All employees subject to review completed the review process, representing a completion rate of 100%.

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

Percentage of Employees Receiving Regular Performance and Career Development Reviews by Level	2025					
	Male		Female		Overall	
	Headcount	%	Headcount	%	Headcount	%
Management Level	9	3.72%	5	2.07%	14	5.79%
Non-Management Level	114	47.11%	106	43.80%	220	90.91%

Note1. In 2023, management comprised department managers, division level managers, and Associate Vice Presidents. In 2024 and 2025, management was defined as employees holding positions at the Associate Vice President level or above.

Note2. The percentage was calculated by dividing the number of employees who regularly received performance and career development reviews by the total number of employees.

Note3. The statistical scope for 2023 and 2024 covered GMI Technology Inc., Vector Electronic Co. Ltd., G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited. The statistical scope for 2025 covered GMI Technology Inc. and all of its subsidiaries.

Note4. A total of 4 janitorial staff and 1 driver 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 associate 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%.

With respect to the recruitment and management of professional talent worldwide, none of the Company’s employees require a work visa. All foreign employees at the Company’s locations who are not local nationals hold valid permanent residency and work authorization in the countries or regions where they work.

New Employee Hires and Employee Turnover

GMI Technology actively allocates resources to attract and retain talent from diverse backgrounds. By recruiting outstanding or high-potential individuals, we aim to create positive impact. In 2025, a total of 81 new employees were hired, with a new hire rate of approximately 33.5% to meet the Company’s talent needs amid continued growth. Among them were 42 male employees and 38 female employees, primarily young to middle-aged adults aged 30–50.

2025													
New Hires and Employee Turnover		New Hires						Departures					
		Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
Taiwan Region	< 30 years old	1	0.9%	3	2.6%	52	44.8%	1	0.9%	3	2.6%	38	32.8%
	30–50 years old	19	16.4%	19	16.4%			8	6.9%	16	13.8%		
	> 50 years old	3	2.6%	7	6.0%			7	6.0%	3	2.6%		
Shenzhen Region	< 30 years old	4	5.3%	2	2.7%	8	10.8%	4	5.4%	2	2.7%	13	17.6%
	30–50 years old	1	1.4%	1	1.4%			5	6.8%	2	2.7%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
North China Region	< 30 years old	4	9.3%	2	4.7%	8	18.6%	2	4.7%	3	7.0%	8	18.6%
	30–50 years old	1	2.3%	1	2.3%			0	0.0%	3	7.0%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
Hong Kong Region	< 30 years old	2	22.1%	0	0.0%	13	144.4%	2	22.2%	0	0.0%	18	200.0%
	30–50 years old	5	55.6%	5	55.6%			9	100.0%	5	55.6%		
	> 50 years old	0	0.0%	1	11.1%			1	11.1%	1	11.1%		
Total Number of Employees in Taiwan Region	116												
Total Number of Employees in Shenzhen Region	74												
Total Number of Employees in North China Region	43												
Total Number of Employees in Hong Kong Region	9												
Total Number of Employees in All Regions	242												
Total Number of New Hires	81												
Overall New Hire Rate (%)	33.5%												
Total Number of Departures	77												
Overall Turnover Rate (%)	31.8%												

New Hires and Employee Turnover		2023											
		New Hires						Departures					
		Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
Taiwan Region	≤ 30 years old	0	0.0%	1	1.1%	23	26.1%	0	0.0%	2	2.3%	20	22.7%
	31–50 years old	12	13.7%	9	10.2%			8	9.1%	9			
	> 50 years old	1	1.1%	0	0.0%			1	1.1%	0			
Shenzhen Region	≤ 30 years old	3	4.3%	3	4.3%	12	17.1%	3	4.3%	2	2.9%	13	18.6%
	31–50 years old	4	5.6%	2	2.9%			5	7.1%	3	4.3%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
North China Region	≤ 30 years old	3	6.7%	5	11.1%	18	40.0%	2	4.5%	0	0.0%	16	35.6%
	31–50 years old	4	8.9%	6	13.3%			5	11.1%	9	20.0%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
Hong Kong Region	≤ 30 years old	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%
	31–50 years old	0	0.0%	1	7.1%			0	0.0%	0	0.0%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
Total Number of Employees in Taiwan Region		88											
Total Number of Employees in Shenzhen Region		70											
Total Number of Employees in North China Region		45											
Total Number of Employees in Hong Kong Region		14											
Total Number of Employees in All Regions		217											
Total Number of New Hires		54											
Overall New Hire Rate (%)		24.9%											
Total Number of Departures		49											
Overall Turnover Rate (%)		22.6%											

Note 1.The statistical scope for 2023 and 2024 covered GMI Technology Inc. in Taiwan, Vector Electronic Co. Ltd. in Hong Kong, G.M.I. (Shanghai) Trading Company Limited in North China, and Hong Da Fu Tong Electronics Company Limited in Shenzhen. The statistical scope for 2025 covered GMI Technology Inc. and all of its subsidiaries.

Note 2.New hire rate (turnover rate) by gender and age group = number of new hires (departures) by gender and age group/total number of employees in each region.

Note 3.Total new hire rate (turnover rate) = total number of new hires (departures)/total number of employees across all regions.

Note 4.The total number of employees was calculated based on the actual employee headcount as of December 31 of each year.

New Hires and Employee Turnover		2024											
		New Hires						Departures					
		Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
Taiwan Region	≤ 30 years old	2	2.4%	5	5.9%	23	27.1%	3	3.5%	4	4.7%	21	24.7%
	31–50 years old	8	9.4%	5	5.9%			4	4.7%	6	7.1%		
	> 50 years old	3	3.5%	0	0.0%			4	4.7%	0	0.0%		
Shenzhen Region	≤ 30 years old	4	5.3%	5	6.6%	14	18.4%	4	5.3%	0	0.0%	9	11.8%
	31–50 years old	3	3.9%	2	2.6%			2	2.6%	3	3.9%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
North China Region	≤ 30 years old	5	11.4%	0	0.0%	6	13.6%	2	4.5%	4	9.1%	8	18.2%
	31–50 years old	0	0.0%	0	0.0%			1	2.3%	1	2.3%		
	> 50 years old	1	2.2%	0	0.0%			0	0.0%	0	0.0%		
Hong Kong Region	≤ 30 years old	1	7.1%	0	0.0%	6	42.9%	0	0.0%	0	0.0%	3	21.4%
	31–50 years old	4	28.7%	1	7.1%			3	21.4%	0	0.0%		
	> 50 years old	0	0.0%	0	0.0%			0	0.0%	0	0.0%		
Total Number of Employees in Taiwan Region		85											
Total Number of Employees in Shenzhen Region		76											
Total Number of Employees in North China Region		44											
Total Number of Employees in Hong Kong Region		14											
Total Number of Employees in All Regions		219											
Total Number of New Hires		49											
Overall New Hire Rate (%)		22.4%											
Total Number of Departures		41											
Overall Turnover Rate (%)		18.7%											

Note 5.The increases in the new hire rate and turnover rate in 2025 were primarily attributable to the continued workforce expansion of Rehear Audiology Co., Ltd. in Taiwan, which drove the rise in the new hire rate. In addition, workforce reductions were implemented at the end of the year due to the relocation of the Hong Kong warehouse and operational adjustments, resulting in a higher turnover rate. The overall changes mainly reflected the effects of organizational expansion and operational adjustments.

Note 6.Information Restatement: In the current year, the calculation method for new hire and turnover rates by region was adjusted solely to improve the accuracy of the percentages presented for each region. The underlying data and statistical periods remain consistent with the previous disclosure, and the adjustment has no material impact on the overall trends. To ensure comparability, the data for all three years are presented using the same rate calculation method.

6.2.3 Workforce Structure

GMI Technology has operational locations in Taiwan, China, and Hong Kong, with the proportion of local hires exceeding 51.2%. 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 2025, the Company had a total of 242 employees, comprising 239 permanent employees and 3 fixed-term contract employees. The latter included 1 part-time employee paid on an hourly basis. All were directly employed by the Company and were primarily responsible for cleaning the office premises. In addition, there were no workers who were not employees in 2025. During the reporting period and compared with the previous period, there were no significant fluctuations in the number of employees. In addition, the number of workers who were not employees decreased by 5 compared with 2024, as all such workers became directly employed by the Company during the year. 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 1.09:1.

Workforce Composition by Global Operating Location (by Gender and Work Location)														
Year	Category	Category	Male		Female		Subtotal for Category		Taiwan Region		Mainland China and Hong Kong		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
2024	Employment Contract	Permanent Employees	113	51.60%	103	47.03%	216	98.63%	85	38.81%	131	59.82%	216	98.63%
		(also referred to as open-ended contract workers)	-	-	3	1.37%	3	1.37%	-	-	3	1.37%	3	1.37%
		Temporary Employees	-	-	-	-	-	-	-	-	-	-	-	-
	Employment Type	(also referred to as fixed-term contract workers)	113	51.60%	105	47.94%	218	99.54%	85	38.81%	133	60.73%	218	99.54%
		Employees Without Guaranteed Hours	-	-	1	0.46%	1	0.46%	-	-	1	0.46%	1	0.46%
2025	Employment Contract	(also referred to as gig economy workers)	126	52.07%	113	46.69%	239	98.76%	116	47.93%	123	50.83%	239	98.76%
		Full-time	-	-	3	1.24%	3	1.24%	-	-	3	1.24%	3	1.24%
		(also referred to as full-time workers)	-	-	-	-	-	-	-	-	-	-	-	-
	Employment Type	Part-time	126	52.07%	115	47.52%	241	99.59%	116	47.93%	125	51.66%	241	99.59%
		(also referred to as part-time workers)	-	-	1	0.41%	1	0.41%	-	-	1	0.41%	1	1.24%

Note 1.The number of employees was calculated based on the actual employee headcount as of December 31 of each year.

Note 2.The statistical scope for 2024 covered GMI Technology Inc. in Taiwan and Vector Electronic Co. Ltd., G.M.I. (Shanghai) Trading Company Limited, and Hong Da Fu Tong Electronics Company Limited in mainland China and Hong Kong. The statistical scope for 2025 covered GMI Technology Inc. and all of its subsidiaries.

Note 3.As the statistical scope for 2025 was expanded to cover all subsidiaries of the Group, the number of employees increased significantly compared with the previous year.

Percentage of Employees by Employee Category

Employee Category / Year			2025	
			Headcount	Proportion of Total Workforce (%)
Management Level	Male	< 30 years old	0	0.00%
		30–50 years old	5	2.07%
		> 50 years old	6	2.48%
	Female	< 30 years old	0	0.00%
		30–50 years old	2	0.83%
		> 50 years old	3	1.24%
Non-Management Level	Male	< 30 years old	28	11.57%
		30–50 years old	74	30.58%
		> 50 years old	13	5.37%
	Female	< 30 years old	19	7.85%
		30–50 years old	81	33.47%
		> 50 years old	11	4.54%
Total			242	100.00%

Note 1. The statistical scope for 2025 covered GMI Technology Inc. and all of its subsidiaries.

Note 2. Management level is defined as positions at the associate vice president level and above.



Ratio of Basic Salary and Remuneration for Women to Men

Operating Location	Employee Category	2023			2024			2025		
		Salary	Bonus	Total Remuneration	Salary	Bonus	Total Remuneration	Salary	Bonus	Total Remuneration
Taiwan	Managerial Positions	1.04:1	1.07:1	1.05:1	1.04:1	0.93:1	1.02:1	1.20:1	1.37:1	1.23:1
	Non-managerial Positions	1.25:1	1.14:1	1.23:1	1.23:1	1.38:1	1.25:1	1.20:1	1.11:1	1.19:1
Hong Kong	Managerial Positions	1.42:1	7.70:1	2.41:1	1.04:1	6.26:1	1.68:1	1.17:1	10.90:1	3.45:1
	Non-managerial Positions	1.34:1	1.58:1	1.37:1	0.71:1	1.22:1	0.76:1	1.26:1	3.11:1	1.39:1
Shenzhen	Managerial Positions	0.90:1	1.18:1	0.94:1	1.10:1	0.78:1	1.05:1	0.93:1	0.68:1	0.87:1
	Non-managerial Positions	1.21:1	1.19:1	1.21:1	1.10:1	1.02:1	1.09:1	1.26:1	1.03:1	1.22:1
Shanghai	Managerial Positions	1.06:1	0.50:1	0.95:1	0.96:1	0.58:1	0.89:1	0.86:1	0.65:1	0.80:1
	Non-managerial Positions	1.14:1	0.77:1	1.09:1	1.01:1	0.83:1	0.99:1	1.07:1	0.68:1	0.99:1

Note 1.Total Remuneration = Salary + Bonus.

Note 2.The statistical scope for 2023 and 2024 covered GMI Technology Inc. in Taiwan, Vector Electronic Co. Ltd. in Hong Kong, Hong Da Fu Tong Electronics Company Limited in Shenzhen, and G.M.I. (Shanghai) Trading Company Limited in Shanghai. The statistical scope for 2025 covered GMI Technology Inc. and all of its subsidiaries.

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

Note 4.The remuneration ratios for management personnel in Hong Kong vary considerably due to differences in position levels.

Note 5.Information Restatement: The remuneration ratios between male and female employees in certain categories for 2023 and 2024 were restated due to adjustments to the scope under which the relevant data were classified. The restated information is identified by notes in the table above, and the impact of the restatement was limited to adjustments to the ratios.

6.3 Human Rights

6.3.1 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 2025. None of the Company's operations or suppliers were identified as having a significant risk of incidents involving child labor. 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 2025. None of the Company's operations or suppliers were identified as having a significant risk of incidents involving forced or compulsory labor. The Company plans to achieve zero tolerance for child labor among suppliers, with a target of zero cases, and zero incidents of forced labor among suppliers in 2026. For any noncompliant suppliers, corrective action will be completed or the business relationship will be terminated in 100% of cases.

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	<ol style="list-style-type: none"> 1. 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. 2. 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. 3. 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. 4. 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	<p>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.</p>
III. Respect for Freedom of Association	<p>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.</p>
IV. Supporting Employee Physical and Mental Health and Work-Life Balance	<p>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.</p>



The Operations Management Division is responsible for the Company's human rights policy, which is publicly disclosed on the Company's website. The contents of the policy are explained to new employees during onboarding to ensure they understand its implementation. For related Human Rights Policy content, please refer to the Company website / Corporate Governance section / Human Rights Commitment and Policy.

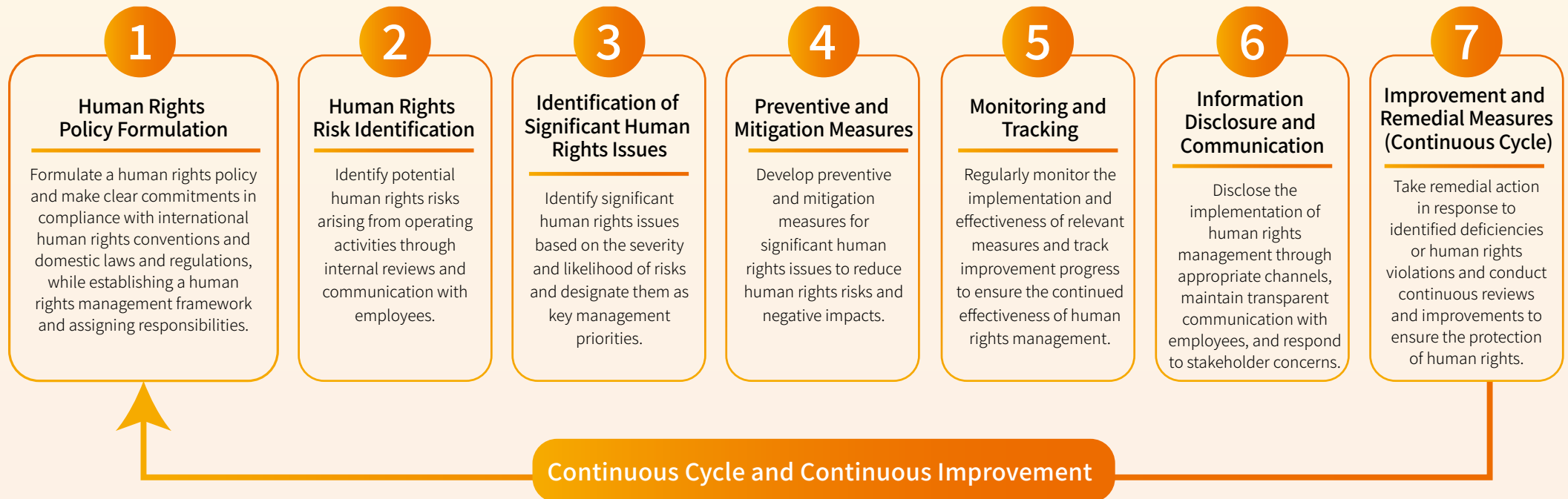
6.3 Human Rights Due Diligence Process and Implementation Status

6.3.2 Human Rights Due Diligence Process and Implementation Status

To implement its human rights policy, the Company has designated the Human Resources Department as the unit responsible for advancing human rights management and regularly reviewing its implementation. With reference to international human rights standards such as the “Universal Declaration of Human Rights,” the “United Nations Global Compact,” and the “ILO Declaration on Fundamental Principles and Rights at Work,” the Company has established a human rights due diligence mechanism. Through management processes covering risk identification, assessment, prevention, tracking, and improvement, the Company seeks to reduce the potential impacts of its operations on employees’ human rights.

— 、 Human Rights Due Diligence Process

The Company's human rights due diligence process is as follows:



II. Significant Human Rights Issues and Management Measures

The scope of the Company's human rights due diligence covers all employees, including regular employees, contract personnel, and interns. Following a review of the potential human rights risks associated with its operating activities, the Company identified five significant human rights issues: "Labor Conditions," "Health and Safety," "Equality and Discrimination," "Freedom of Association," and "Privacy and Personal Data Protection." The Company has developed the following risk mitigation and remedial measures for each issue:

Significant Human Rights Issues	Risk Mitigation Measures	Remedial Measures
Labor Conditions	<ul style="list-style-type: none"> • Manage wage payments and working hours in compliance with labor laws and regulations. • Regularly review the implementation of attendance, overtime, and leave systems. • Proactively monitor unusual workloads to prevent excessive working hours. • Implement proper recruitment and appointment procedures and prohibit the employment of children below the statutory working age. 	<ul style="list-style-type: none"> • Immediately take corrective action where irregularities involving wages, overtime pay, or working hours are identified. • Pay any outstanding wages or overtime pay in accordance with applicable laws and regulations and review the relevant management systems to prevent recurrence. • Where child labor or forced labor is identified, immediately cease the noncompliant practice, provide necessary assistance and protective measures, and carry out subsequent corrective and remedial procedures in accordance with applicable laws.
Health and Safety	<ul style="list-style-type: none"> • Provide a safe and healthy workplace and necessary safety protection facilities. • Conduct regular occupational safety and health education and training. • Provide health checkups and health promotion activities. 	<ul style="list-style-type: none"> • Immediately initiate reporting, investigation, and improvement procedures in the event of an occupational accident. • Provide necessary medical assistance and follow-up care. • Review the causes of accidents and take preventive and corrective actions.
Equality and Discrimination	<ul style="list-style-type: none"> • Implement diversity, equity, and inclusion (DEI) and fair employment policies. • Conducted education and training sessions on sexual harassment prevention, labor rights, and a safe and healthy workplace. • Establish employee grievance and feedback mechanisms. 	<ul style="list-style-type: none"> • Initiate investigation procedures in accordance with regulations upon receiving discrimination, bullying, or sexual harassment complaint cases. • Take disciplinary, counseling, or improvement measures as appropriate based on the circumstances. • Provide complainants with necessary assistance and protection.
Freedom of Association	<ul style="list-style-type: none"> • Respect employees' rights to freedom of assembly, freedom of association, and collective bargaining. • Provide diverse communication channels and labor management communication channels. 	<ul style="list-style-type: none"> • Communicate and coordinate regarding matters raised by employees and track subsequent improvements. • Ensure that employees are not subjected to unfair treatment for expressing their opinions.
Privacy and Personal Data Protection	<ul style="list-style-type: none"> • Establish personal data protection and information security management system. • Conduct information security awareness, education and training. • Implement information access control management. 	<ul style="list-style-type: none"> • Immediately activate the incident response mechanism in the event of a personal data breach or information security incident. • Make the required reports and take remedial action in accordance with applicable laws. • Review the causes of the incident and strengthen information security management measures.

III. Monitoring, Tracking, Disclosure, Communication, and Improvement Measures

The Company continues to review the effectiveness of its human rights management measures through monitoring and tracking mechanisms. It also collects relevant feedback through education and training, employee communication, and grievance channels and regularly reviews and improves its management measures. The Company also discloses its human rights management policies and implementation through its Sustainability Report to enhance information transparency. In 2025, the Company had no significant human rights incidents and no circumstances requiring significant remedial action.

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.



Public-interest purchases in 2025 totaled 580 boxes with a total value of NT\$225,190.

In 2025, GMI Technology focused its charitable procurement initiative on sheltered workshops and encouraged employees to embody the spirit of sustainability by supporting products made with care and assisting disadvantaged groups. The Company, therefore, selected gift boxes from Edan Social Welfare Foundation's Taichung Canaan Garden sheltered workshop and received a commemorative plaque from the Taichung City Government.



Public-interest purchases in 2025 totaled 100 boxes with a total value of NT\$25,450.

In 2025, GMI Technology's Employee Welfare Committee upheld the spirit of sustainable care and joined employees in supporting charitable initiatives and disadvantaged groups. Gift boxes produced by a sheltered workshop operated by the Children Are Us Foundation were specially selected as gifts for the annual company banquet, conveying warmth and compassion through concrete action.

Appendix

GRI Index Table

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

Appendix 2 – Climate-Related Information of Listed Companies

SASB Standards Index: Semiconductor Industry TC-SC

GRI Index Table

Declaration of Use	GMI Technology Inc. has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI Version Used	GRI 1: Foundation 2021
Application of GRI Sector Standards	GRI Sector Standards not applicable

GRI 2: General Disclosures 2021			
GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Organizational and Reporting Practices			
GRI 2: General Disclosures 2021	2-1 Organizational details	2.1 Operational Overview	80
	2-2 Entities included in the organization's sustainability reporting	CH1 About This Report	5
	2-3 Reporting period, frequency and contact point	CH1 About This Report	5
	2-4 Restatements of information	CH1 About This Report 6.2 Talent Development	5 80
	2-5 External assurance	CH1 About This Report	5
Activities and Workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	2.1 Operational Overview	18
	2-7 Employees	6.2 Talent Development	80
	2-8 Workers who are not employees	6.2 Talent Development	80

GRI 2: General Disclosures 2021

GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	3.1 Corporate Governance and Ethical Business Prac	27
	2-10 Nomination and selection of the highest governance body	3.1 Corporate Governance and Ethical Business Prac	27
	2-11 Chair of the highest governance body	3.1 Corporate Governance and Ethical Business Prac	27
	2-12 Role of the highest governance body in overseeing the management of impacts	3.1 Corporate Governance and Ethical Business Prac	27
	2-13 Delegation of responsibility for managing impacts	3.1 Corporate Governance and Ethical Business Prac	27
	2-14 Role of the highest governance body in sustainability reporting	3.1 Corporate Governance and Ethical Business Prac	27
	2-15 Conflicts of interest	3.1 Corporate Governance and Ethical Business Prac	27
	2-16 Communication of critical concerns	3.1 Corporate Governance and Ethical Business Prac	27
	2-17 Collective knowledge of the highest governance body	3.1 Corporate Governance and Ethical Business Prac	27
	2-18 Evaluation of the performance of the highest governance body	3.1 Corporate Governance and Ethical Business Prac	27
	2-19 Remuneration policies	3.1 Corporate Governance and Ethical Business Prac	27
	2-20 Process to determine remuneration	3.1 Corporate Governance and Ethical Business Prac	27
	2-21 Annual total compensation ratio	3.1 Corporate Governance and Ethical Business Prac	27
	2-22 Statement on sustainable development strategy	Preface Message from the Chairman	3

GRI 2: General Disclosures 2021

GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Strategies, Policies, and Practices			
GRI 2: General Disclosures 2021	2-23 Policy commitments	1.4 Sustainable Development Commitment	14
		6.3 Human Rights	89
	2-24 Embedding policy commitments	1.4 Sustainable Development Commitment	14
	2-25 Processes to remediate negative impacts	2.2 Operational Strategy and Economic Performance	22
		3.1 Corporate Governance and Ethical Business Practices	27
		3.2 Risk Management	38
		3.3 Information Security and Privacy Protection	53
		5.1 Supply Chain Management	66
		5.2 Customer Service Quality	70
		5.3 Product Quality and Safety	73
		6.1 Employee Care and Labor Protection	76
	2-26 Mechanisms for seeking advice and raising concerns	3.1 Corporate Governance and Ethical Business Practices	27
	2-27 Compliance with laws and regulations	3.1 Corporate Governance and Ethical Business Practices	27
	2-28 Membership associations	2.1 Operational Overview	18

GRI 2: General Disclosures 2021

GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Stakeholder Engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	1.1 Stakeholders and Communication Engagement	6
	2-30 Collective bargaining agreements	6.1 Employee Care and Labor Protection	76

GRI 3: Material Topics 2021

GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.2 Materiality Analysis	10
	3-2 List of material topics	1.2 Materiality Analysis	10

Disclosure of Material Topics

GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Operational Strategy and Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.2 Operational Strategy and Economic Performance	22
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.2 Operational Strategy and Economic Performance	22
	201-3 Defined benefit plan obligations and other retirement plans	2.2 Operational Strategy and Economic Performance	22
	201-4 Financial assistance received from government	2.2 Operational Strategy and Economic Performance	22

Disclosure of Material Topics

GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Corporate Governance and Ethical Business Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1 Corporate Governance and Ethical Business Practices	27
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	3.1 Corporate Governance and Ethical Business Practices	27
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	3.1 Corporate Governance and Ethical Business Practices	27
Risk Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	3.2 Risk Management	38
Information Security and Privacy Protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Information Security and Privacy Protection	53
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Information Security and Privacy Protection	53
Supply Chain Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	5.1 Supply Chain Management	66
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	5.1 Supply Chain Management	66
Customer Service Quality			
GRI 3: Material Topics 2021	3-3 Management of material topics	5.2 Customer Service Quality	70

Disclosure of Material Topics			
GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Product Quality and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	5.3 Product Quality and Safety	73
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	5.3 Product Quality and Safety	73
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.3 Product Quality and Safety	73
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	5.3 Product Quality and Safety	73
	417-2 Incidents of non-compliance concerning product and service information and labeling	5.3 Product Quality and Safety	73
	417-3 Incidents of non-compliance concerning marketing communications	5.3 Product Quality and Safety	73
Employee Care and Labor Protection			
GRI 3: Material Topics 2021	3-3 Management of material topics	6.1 Employee Care and Labor Protection	76
GRI 401: Employment 2016	401-2 Benefits Provided to Full-Time Employees	6.1 Employee Care and Labor Protection	76
	401-3 Parental leave	6.1 Employee Care and Labor Protection	76
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational change	6.1 Employee Care and Labor Protection	76

*Note: “Risk Management” and “Customer Service Quality” do not have corresponding GRI topic specific disclosures.

General Disclosures			
GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Climate Strategy			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	4.1 Climate Change and Adaptation	57
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4.1 Climate Change and Adaptation	57
	302-3 Energy intensity	4.1 Climate Change and Adaptation	57
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.1 Climate Change and Adaptation	57
	305-2 Energy indirect (Scope 2) GHG emissions	4.1 Climate Change and Adaptation	57
	305-4 Greenhouse Gas Emissions Intensity	4.1 Climate Change and Adaptation	57
Environmental Management			
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	4.2 Environmental Management	62
	303-4 Water discharge	4.2 Environmental Management	62
	303-5 Water consumption	4.2 Environmental Management	62

General Disclosures			
GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	4.2 Environmental Management	62
	306-2 Management of significant waste-related impacts	4.2 Environmental Management	62
	306-3 Waste generated	4.2 Environmental Management	62
	306-4 Waste diverted from disposal	4.2 Environmental Management	62
Talent Development			
GRI 202: Market Position 2016	202-2 Proportion of senior management hired from the local community	6.2 Talent Development	80
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	6.2 Talent Development	80
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6.2 Talent Development	80
	404-2 Programs for upgrading employee skills and transition assistance programs	6.1 Employee Care and Labor Protection	76
		6.2 Talent Development	80
	404-3 Percentage of employees receiving regular performance and career development reviews	6.2 Talent Development	80
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1 Corporate Governance and Ethical Business Practices 6.2 Talent Development	27
	405-2 Ratio of basic salary and remuneration of women to men	6.2 6.2 Talent Development	80

General Disclosures			
GRI Standards	Disclosure Item	Corresponding Chapter	Page Number
Human Rights			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	6.3 Human Rights	89
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	6.3 Human Rights	89

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

Indicator		Indicator Category	Unit	Annual Disclosure Status	Page Number
1	Total Energy Consumption, Percentage of Purchased Electricity, and Renewable Energy Utilization Rate	Quantitative	Gigajoules (GJ), Percentage (%)	Total Energy Consumption: 1,784.8794 (GJ) Percentage of Purchased Electricity: 88.99% Renewable Energy Utilization Rate: 0%	62
2	Total Water Withdrawal and Total Water Consumption	Quantitative	Thousand Cubic Meters (1,000 m³)	Total Water Withdrawal: 1.936 thousand cubic meters (1,000 m³) Total Water Consumption: 0 thousand cubic meters (1,000 m³)	63
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	64
4	Description of Occupational Injury Types, Number of Cases, and Rate	Quantitative	Number, Rate (%)	No occupational injuries occurred in 2025 Number of Occupational Injuries: 0 Occupational Injury Rate: 0%	89
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 2025.	-
8	Main Product Output by Product Category	Quantitative	Varies by Product Type	The Company is a semiconductor distributor and does not engage in actual manufacturing. It operates only sales locations and warehousing facilities. Its subsidiary, Rehear Audiology Co., Ltd., outsources the processing and production of earphones, with a production volume of 2,360 units in 2025.	-

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

Appendix 2 – Climate-Related Information of Listed Companies

Indicator		Report Sections	Page Number
1	Describe Board and management oversight and governance of climate-related risks and opportunities	4.1 Climate Change and Adaptation	57
2	Describe how identified climate risks and opportunities affect business, strategy, and financial planning (short, medium, long term)	4.1 Climate Change and Adaptation	57
3	Describe the financial impact of extreme climate events and transition measures	4.1 Climate Change and Adaptation	57
4	Describe how climate risk identification, assessment, and management are integrated into the overall risk management system	4.1 Climate Change and Adaptation	57
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.	
7	If internal carbon pricing is used as a planning tool, explain the pricing basis	To prepare in advance for future carbon tax/carbon fee costs and provide a reference for capital investment strategies and major investment decisions, GMI Technology established its internal carbon price based on the carbon reduction costs of emissions hotspots and energy carbon emission factors. The internal carbon price has been set at US\$60/tCO ₂ e and will be adjusted dynamically in response to significant changes in external policies or market conditions.	-
8	If climate related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, the annual progress of achievement, etc.; if carbon offsets or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits to be offset or the quantity of renewable energy certificates (RECs) should be disclosed.	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)	Please refer to Section 1-1 below for the Company's greenhouse gas inventories and assurance status for the most recent two years and Section 1-2 for its greenhouse gas reduction targets, strategies, and specific action plans.	-

1-1 GHG inventory and assurance status of the Company for the most recent two years

1-1-1 GHG inventory information

		2024		2025	
		Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/NT\$ million in revenue)	Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/NT\$ million in revenue)
The Company					
GMI Technology Inc.	Scope 1 Direct GHG emissions	0.0012	0.0071	0.0012	0.0064
	Scope 2 Energy indirect GHG emissions	125.1170		133.8950	
	Scope 3 Other Indirect Emissions (Voluntary Disclosure)	--		--	
	Subtotal	125.1182		133.8962	
Certain Subsidiaries Included in the Consolidated Financial Statements					
GMI (Hong Kong) Co., Ltd.	Scope 1 Direct GHG emissions	Inventory not yet conducted	--	--	0.0008
	Scope 2 Energy indirect GHG emissions			16.2304	
	Scope 3 Other Indirect Emissions (Voluntary Disclosure)			--	
	Subtotal			16.2304	

		2024		2025	
		Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/NT\$ million in revenue)	Emissions (tons CO ₂ e)	Intensity (tons CO ₂ e/NT\$ million in revenue)
G.M.I International Trading (Shanghai) Co., Ltd.	Scope 1 Direct GHG emissions	Inventory not yet conducted	--	--	0.0014
	Scope 2 Energy indirect GHG emissions			31.1690	
	Scope 3 Other Indirect Emissions (Voluntary Disclosure)			--	
	Subtotal			31.1690	
Shenzhen Hongda Futong Electronics Co., Ltd.	Scope 1 Direct GHG emissions	Inventory not yet conducted	--	14.7100	0.0022
	Scope 2 Energy indirect GHG emissions			31.5400	
	Scope 3 Other Indirect Emissions (Voluntary Disclosure)			--	
	Subtotal			46.2500	
Total		125.117	0.0071	227.5456	0.0108

Note:

- 1.The 2024 greenhouse gas inventory boundary covers: Neihu Headquarters. The greenhouse gas inventory boundary for 2025 covered GMI Technology Inc. and all of its subsidiaries.
- 2.Direct emissions, or Scope 1, are emissions that come directly from sources owned or controlled by the Company. Energy indirect emissions, or Scope 2, are indirect greenhouse gas emissions resulting from purchased electricity, heat, or steam. Other indirect emissions, or Scope 3, are emissions resulting from the Company's activities that are not classified as energy indirect emissions and originate from sources owned or controlled by other companies.
- 3.Greenhouse Gas Inventory Standard: Greenhouse Gas Protocol (GHG Protocol)
- 4.Greenhouse gas emission intensity is calculated based on consolidated revenue. The consolidated revenue used in the calculations for 2024 and 2025 was NT\$17,709 million and NT\$21,015 million, respectively.

1-1-2 GHG assurance information

In accordance with the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and the Financial Supervisory Commission's Sustainable Development Roadmap for TWSE and TPEX Listed Companies, the Company plans to disclose the assurance status of the parent company's individual greenhouse gas inventory for 2027 in 2028 and the assurance status of the consolidated company's greenhouse gas inventory for 2028 in 2029.

1-2 GHG reduction targets, strategies, and specific action plans

In accordance with the Taiwan Stock Exchange Corporation's "Rules Governing the Preparation and Filing of Sustainability Reports by Listed Companies" and the FSC's "Sustainable Development Action Plans for TWSE/TPEX Listed Companies," the Company will adopt a base year no later than 2026 and disclose the reduction targets, strategies, and specific action plans for 2027.

SASB Standards Index: Semiconductor Industry TC-SC

Disclosure Topic	Metric Code	Disclosure Metric	Category	Unit of Measure	Description	Page Number
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) Total emissions from per-fluorinated compounds	Quantitative	Metric tons of CO ₂ e	(1) 14.7112 tCO ₂ e (2) 0 tCO ₂ e; as GMI Technology is a semiconductor distributor without manufacturing plants, it generates no emissions from perfluorinated compounds.	61
	TC-SC-110a.2	Discussion of long-term and short-term strategies or plans for managing Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Not Applicable	<p>The Company's Scope 1 greenhouse gas emissions mainly arise from fuel used by company vehicles. The short-term strategy focuses on improving vehicle utilization efficiency by consolidating trips and encouraging video conferences to reduce fuel consumption and emissions. Over the long term, the Company will continue to assess the feasibility of introducing low carbon or new energy vehicles and gradually reduce carbon emissions from transportation.</p> <p>The Company will use annual emissions as a tracking indicator, regularly review the use of company vehicles and the effectiveness of carbon reduction efforts, and continue implementing energy conservation and carbon reduction measures to achieve its greenhouse gas reduction targets.</p> <p>To advance low carbon operations and sustainable development objectives, the Company has established the following medium- and long-term carbon reduction directions:</p> <p>I. Establish medium- and long-term carbon reduction targets, with a target of reducing carbon emissions by 1% by 2030.</p> <p>II. Review and adjust the targets annually on a rolling basis.</p>	
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumption (2) Percentage of grid electricity and (3) Percentage of renewable energy	Quantitative	GJ, Percentage (%)	(1) 1,784.8794 GJ (2) 88.99% (3) 0%	62

Disclosure Topic	Metric Code	Disclosure Metric	Category	Unit of Measure	Description	Page Number
Water Resource Management	TC-SC-140a.1	(1) Total water withdrawn and the percentage withdrawn in regions with high or extremely high baseline water stress; (2) Total water consumed and the percentage consumed in regions with high or extremely high baseline water stress	Quantitative	Thousand cubic meters (1,000 m³), percentage (%)	GMI Technology's total water withdrawal was 1.936 thousand cubic meters. The percentage of total water withdrawn from regions with high or extremely high baseline water stress was 14.41%. Percentage of GMI Technology's water consumption in regions with high or extremely high baseline water stress: None of the Company's locations recorded any water consumption. For details, please refer to Water Resource Management in CH4 Environmental Sustainability.	63
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing (2) Percentage recycled	Quantitative	Metric Tons (t), Percentage (%)	As GMI Technology's primary operating locations are offices, the waste generated is classified as general industrial waste. Amount of hazardous waste: 0 metric tons Hazardous waste recycling rate 0%	64
Occupational Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce workers' exposure to human health hazards	Discussion and Analysis	Not Applicable	As GMI Technology has no manufacturing plants and its primary workplaces are office environments, employees generally have limited exposure to chemicals, high temperatures, high noise levels, or other high risk hazardous work environments. The Company regularly reviews workplace safety and hygiene conditions and continuously monitors the quality of the work environment through environmental maintenance and occupational safety and health awareness initiatives. It also provides ergonomic office equipment and health examinations to reduce the risk of employee exposure to potential hazards and safeguard employee health and workplace safety.	-
	TC-SC-320a.2	Total monetary losses resulting from legal proceedings associated with violations of employee health and safety laws	Quantitative	Presentation currency	No violations of applicable laws occurred	-
Recruiting and Managing a Global and Skilled Workforce	TC-SC-330a.1	Percentage of employees requiring work visas	Quantitative	Percentage (%)	None of the Company's employees require a work visa. All foreign employees at the Company's locations who are not local nationals hold valid permanent residency and work authorization in the countries or regions where they work.	83

Disclosure Topic	Metric Code	Disclosure Metric	Category	Unit of Measure	Description	Page Number
Product Lifecycle Management	TC-SC-410a.1	Percentage of revenue from products containing IEC 62474 declarable substances	Quantitative	Percentage (%)	As GMI Technology is a semiconductor distributor and does not directly participate in product manufacturing, product lifecycle management is not applicable.	-
	TC-SC-410a.2	Processor energy efficiency at the system level for (1) servers, (2) desktop computers, and (3) notebook computers	Quantitative	Varies by product category	As GMI Technology is a semiconductor distributor and does not directly participate in product manufacturing, product lifecycle management is not applicable.	-
Raw Material Sourcing	TC-SC-440a.1	Description of risk management associated with the use of critical materials	Discussion and Analysis	Not Applicable	<p>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.</p> <p>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.</p> <p>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.</p> <p>For more information, please refer to Sections 3.2 Risk Management and 5.1 Supply Chain Management.</p>	-
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	No legal actions related to anti-competitive practices occurred in 2025.	-
Activity Metrics	TC-SC-000.A	Total Production	Quantitative	Quantity	The Company is a semiconductor distributor and does not engage in actual manufacturing. It operates only sales locations and warehousing facilities. Rehear Audiology Co., Ltd. outsources the processing and production of earphones, with a production volume of 2,360 units in 2025.	-
	TC-SC-000.B	Percentage of Production from Owned Facilities	Quantitative	Percentage (%)	The Company is a semiconductor distributor and has no manufacturing facilities of its own. It operates only sales locations and warehousing facilities.	-