

2024

ESG Report



ESG

ENVIRONMENTAL, SOCIAL,
GOVERNANCE REPORT

Contents

Greatek Electronics Inc. 2024 ESG Report	4
Chairman's Message	6
2024 Sustainable Development Goals (SDGs)	8
Greatek Electronics Inc. Ethical Corporate Management Best Practice Principles	111
Greatek Electronics Inc. Guidelines for the Codes of Ethical Conduct	118
Appendix	120

01

Sustainable Operations

1.1 Stakeholder Engagement and Material Issues	11
1.2 Stakeholder Identification and Communication	12
1.3 Identification and Analysis of Material Issues	16

02

Sustainable Governance

2.1 Overview of Greatek	24	2.4 Ethics and Legal Compliance	42
2.2 Business Philosophy	26	2.5 Risk Response	47
2.3 Corporate Governance	30	2.6 Information Security	50

03

Innovation and Development

3.1 Technology and Service	55
3.2 Product R&D and innovation	57
3.3 Green Product Management	58

04

Partnership Maintenance

4.1 Customer relationship management	63
4.2 Sustainable Supply Chain Management	66

05

Harmonious Workplace

5.1 Employee Structure	73	5.4 Valuing Employee Human Rights	80
5.2 Retention of Employees	75	5.5 Employee Benefits and Rights	85
5.3 Training of Employees	77	5.6 Employee Care and Communication	89
		5.7 Employee Health and Safety	91

06

Green Sustainability

6.1 Sustainable Development Management	99
6.2 Climate Change Strategies	100
6.3 Pollution Control	104
6.4 Water Resource Management	105
6.5 Energy Conservation and Carbon Reduction	106

Greatek Electronics Inc. 2024 ESG Report

Welcome to the 2024 Greatek Sustainability Report. Greatek is committed to advancing and enhancing Environmental, Social, and Governance (ESG) practices. This report has been prepared in accordance with the latest GRI Standards (2021) and aligns with the United Nations Sustainable Development Goals (SDGs). Our company plans to release a Sustainability Report annually. Feel free to visit our website (<https://www.greatek.com.tw/business.html>) for the latest version and our responses to all stakeholder concerns relating to sustainability.

Reporting Scope and Compilation Principles

This year's ESG Report has been prepared in accordance with the eight reporting principles of the GRI Sustainability Reporting Standards 2021: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. The Report fully discloses the environmental, social, and corporate governance aspects of Greatek (covering various material sustainable development topics), and has been personally reviewed and approved by the Chairman.

- The Report covers the period from January 1 to December 31, 2024 and discloses the sustainability issues related to the business development of Greatek and stakeholders.
- The Report mainly covers Plant I, Plant II, Plant III, Plant V, Plant WT1 and Plant WT2 of Greatek Electronics Inc.
- As well as material topics related to shareholders, customers, suppliers, communities, government agencies, and financial institutions outside the organization. To ensure complete performance disclosure, some information may be from before January 1, 2020.
- In 2022, Greatek acquired Get-Team Tech Corporation. The turnover in the Report has been consolidated with that in the financial statements of Get-Team.
- The financial performance figures are stated in New Taiwan Dollars.

Basis of Preparation of the Report

Regulations and Standards Followed

Global Reporting Initiative (GRI)

Taiwan Stock Exchange
Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies
Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

United Nations Sustainable Development Goals, (SDGs)

Sustainability Accounting Standards Board (SASB)
SASB Industry Standards

Quality Assurance of the Report

Regulations and Standards Followed	Verification / Certification / Validation	
Economic	Financial data Annual financial report	Deloitte & Touche
Environment	ISO 14064-1:2018 Greenhouse Gas Inventory ISO 14067:2018 Greenhouse gases - Carbon footprint of products	TUV NORD
	ISO 14001:2018 Environmental Management System	Third party validation by plants
Social	ISO 45001:2018 Occupational health and safety management systems Code of Conduct - Responsible Business Alliance	Third party validation by plants

Report Issue Frequency

Issue Frequency: Once a year

Current issue: August 2025

Next issue: August 2026

Contact Information

Please reach out to us with any questions or suggestions regarding the content of this report.

Website: Greatek Electronics Inc. Stakeholder Engagement

Address: No. 136, Gongyi Rd., Zhunan Township, Miaoli County

Telephone: 037-638568 # 1302

Email Address: ned@greatek.com.tw



Chairman's Message

Since the second half of 2022, the global economy has been frozen, and global consumer demand has been sluggish. Consumer electronics products went through two years of inventory digestion. In 2024, orders finally began to recover. Some electronic products experienced stock clearing and new applications, leading to increased inventory demands from customers. Additionally, the need for large panels for major sporting events and the geopolitical changes following the U.S. presidential election spurred customers to actively stock up. For the year 2024, Greatek's consolidated revenue was NT\$15.21 billion, with a consolidated net profit after tax of NT\$2.496 billion, representing a growth of 12.1% and 25%, respectively, compared to 2023. The EPS of NT\$4.39 also saw a 25% increase from 2023. According to statistics from the Industrial Technology Research Institute (ITRI), Taiwan's IC packaging and testing industry grew by 7.5% in 2024 compared to 2023. The company's performance exceeded the industry average, benefiting from a diversified customer base and an expanded roster of world-class international clients, creating a strong customer lineup. Due to continued profitability, the company maintains a debt ratio of 14% and a current ratio of 344%, reflecting a solid financial structure.

Looking ahead to 2025, consumer electronics, industrial control products, analog chips, and others are gradually recovering, with inventory replenishment momentum emerging. Various new AI-enabled terminal devices will be launched, driving growth in consumer electronics. However, negative factors such as inflation, geopolitical risks, and the rise of trade protectionism still persist, which means the global economic recovery remains uncertain with multiple variables. The company will adopt a cautious approach to capital expenditures, make efficient use of existing production capacity, and leverage AI technologies and enhanced production line automation to improve production efficiency, product quality, and process capabilities while strictly controlling costs to increase profitability. In terms of R&D, the company will accelerate the enhancement of third-generation semiconductor (GaN and SiC) process capabilities, develop Flip Chip with SMT process capabilities, and develop power TOLT products, all while optimizing the product portfolio in line with advanced technology developments to minimize the impact of economic cycles on the company's performance.

In pursuit of Greatek's sustainable operations, the company initiated a General Manager Succession Plan. In June 2024, the founding senior executive of Greatek handed over the reins to the parent company's Mr. Ji, and continued to serve as an advisor, successfully completing the succession process. We believe that with Mr. Ji's thirty plus years of experience in packaging, testing engineering, and management, along with the company's solid foundation, we will continue to uphold our principles of integrity and pragmatic management. The company will further strengthen improvements in production technology, quality, and efficiency. With the cooperation and support of both customers and suppliers, we are confident that the company will continue to grow steadily and sustainably.

In addition to focusing on economic performance, the company also spares no effort in nurturing talent. We not only organize various professional training programs but also strive to enhance employee compensation and benefits, as well as improve and beautify the company environment. To reduce talent turnover and recruitment challenges, the company launched an Employee Stock Ownership Trust Program in 2024, which is available to all employees.

In terms of environmental protection, the company is equally dedicated, implementing various energy-saving measures, using green energy, and striving to reduce carbon emissions. Furthermore, we are committed to strengthening corporate governance and fulfilling our corporate social responsibility.

Thank you for your support and encouragement to all employees and the management team of Greatek. We will work harder together and continue to create great results.

	Short-term Plans	Medium- and Long-Term Plans
Corporate Governance	<ul style="list-style-type: none"> • Introduce a quality yield improvement plan. 	<ul style="list-style-type: none"> • Establish long-term partnerships with customers and suppliers. • Continue to invest in the R&D of new technologies • Actively gain foreign customers. • Recruit and train outstanding talent to enhance the Company's competitiveness.
Environment	<ul style="list-style-type: none"> • Install a wastewater recycling system to reduce industrial water consumption. • Protect water resources. Implement waste, wastewater, and air pollution prevention and control measures to make every effort to protect the environment. • Continue to promote the recycling and reuse of waste to reduce natural resource consumption. 	<ul style="list-style-type: none"> • Implement green product control to reduce pollution to the natural environment. • Pay attention to the issues of climate change and global warming, and improve energy management performance through continuous improvement • Use green energy in line with the policy to create a green and sustainable environment. • Green product procurement, implementing green actions, and protecting the environment.
Society	<ul style="list-style-type: none"> • Implement pandemic prevention measures to ensure the health and safety of employees. • Continue to hire people with disabilities in accordance with the quota requirements and increase the employment rate of disadvantaged groups. • Expand the direct hiring program for foreign migrant workers, prohibit forced labor, and reduce inequalities. • Implement labor rights and create a harmonious working environment between labor and management. • Assist suppliers in implementing and complying with the RBA Code of Conduct. 	<ul style="list-style-type: none"> • Create a happy workplace. • Build a workplace with zero-distance communication

2024 Sustainable Development Goals (SDGs)

Sustainable Development Strategy

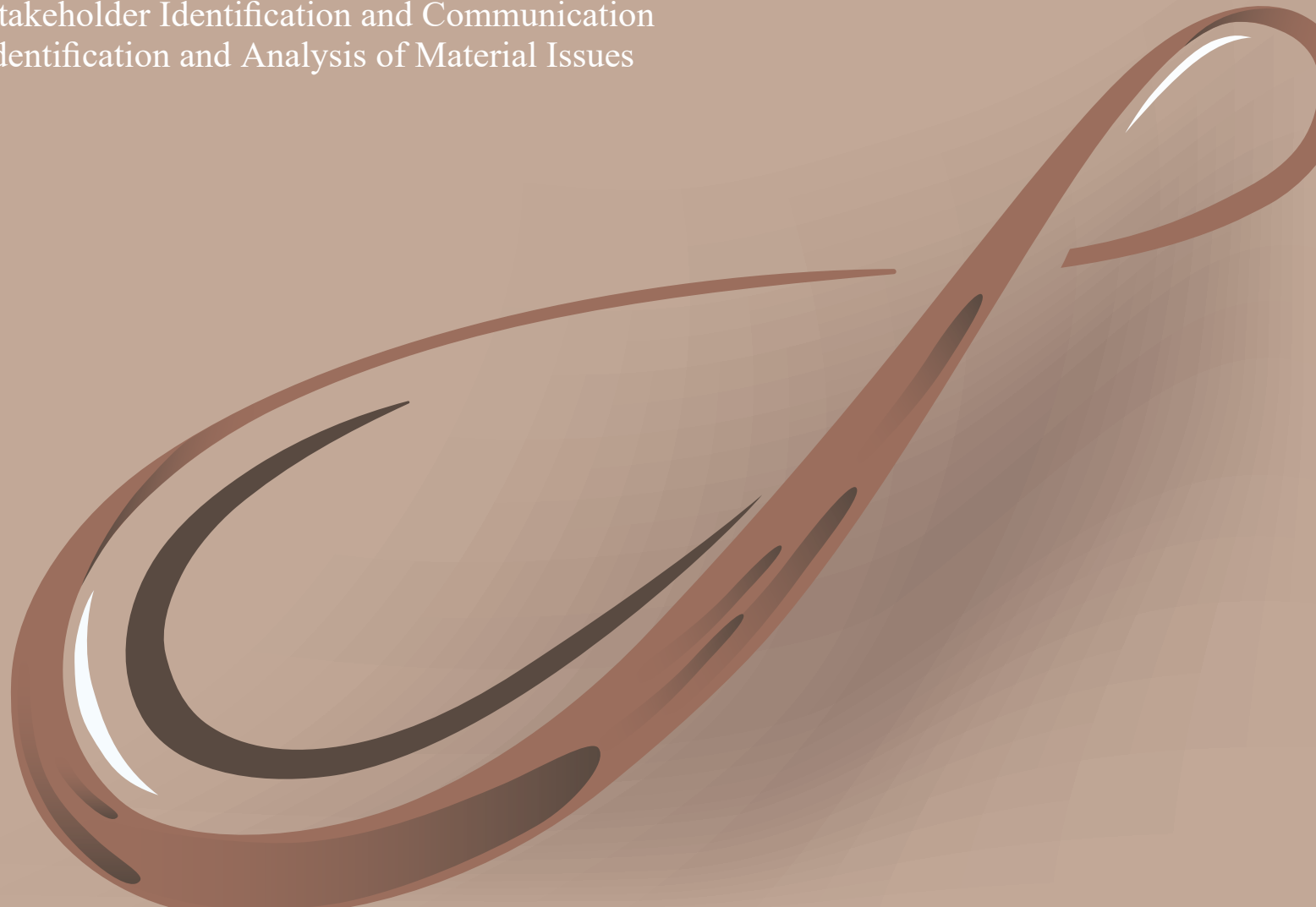
In order to strengthen the corporate sustainability spirit, Greatek is committed to creating positive value for employees, shareholders, and all stakeholders, gradually implementing a customer-oriented service spirit, comprehensively improving quality, technology and efficiency, and providing professional services that satisfy customers.

Steady operational governance	<ul style="list-style-type: none"> • We strive to establish a sound operations management mechanism based on the Company's ethical code of conduct, pursuing the goal of sustainable development.
Capturing business opportunities	<ul style="list-style-type: none"> • Actively grasp and maintain long-term partnerships with existing customers, hoping to increase our share of their spending. • Actively expand first-tier customers and plan to increase world-class customers, in order to accelerate revenue growth with a strong customer lineup. • Grasp market conditions, fully cooperate with customers in new product development, and actively plan and establish production capacity for new products.
Innovative technology development	<ul style="list-style-type: none"> • Develop packaging and testing technology and products that meet market demand to ensure competitiveness in both technology and cost. • Actively introduce relevant certifications for international certification standards in compliance with relevant regulations and standards to capture more business opportunities. • Reinforce equipment automation capabilities, improve production efficiency and product quality, reduce costs, and increase profitability. • Strengthen the operation of computer information systems, improve the efficiency and quality of production and marketing operations, and provide customers with better services.
Achieving inclusive growth	<ul style="list-style-type: none"> • Enhance the competitiveness of employees and improve the well-being of the public to achieve the mission of inclusive growth. • Continue to promote the construction of an employee care and protection network to create a healthy and harmonious workplace culture.

01

Sustainable Operations

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues



01

1.1 Stakeholder Engagement and Material Issues

Paying attention to and responding to sustainable issues of stakeholder concern is an important stepping stone for Greatek to achieve sustainable development and fulfill its corporate social responsibility

ESG Committee

For concrete CSR implementation, Greatek has established the “ESG Committee” and designated dedicated personnel to be responsible for planning and coordinating the operation of various functional committees of the ESG Committee, as well as auditing ESG-related businesses, to demonstrate the Company’s commitment to corporate social responsibility.

The “ESG Committee” consists of the Chairman as the convener of the Committee, the President as a guiding member, and the unit managers responsible for the operation of the subordinate committees. The members of each committee include departmental representatives (including Finance, Audit, Procurement, Environmental Safety, Facilities, Administration, Quality, and other departments) from all operating units of the Company. They are in charge of verifying and implementing the management standards for ESG issues.

The committees are also responsible for reviewing the contents of the annual ESG report which are subject to final approval by the Chairman.

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues



01

1.2 Stakeholder Identification and communication

Identification of Stakeholders

Greatek adopts the identification method recommended by AA1000 SES (2015) “Stakeholder Engagement Standards” to identify stakeholders. The method uses five aspects: dependency, responsibility, tension, influence, and diverse perspectives as judging criteria and adopts a five-point scale. Seven types of important stakeholders have been identified:

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Seven types of stakeholders



The Company values the rights and interests of all stakeholders and has established transparent and diverse communication channels. If you still have questions or suggestions about Greatek, you are welcome to use the information in the following sections to provide your valuable opinions.

Customers	Employees, Suppliers, Government Agencies, Communities	Shareholders and Financial Institutions
Vice President Chiu, Sales Division E-mail: aaron@greatek.com.tw	Director Chen, Administration Division E-mail: ned@greatek.com.tw	Director Lin, Spokesperson of the Company E-mail: karimlin@greatek.com.tw

01

Greatek collects sustainability-related issues from the United Nations Sustainable Development Goals (SDGs), industry norms and standards, benchmarks in our industry, and the organization's annual goals. Through various communication channels for stakeholders, the responsible units have communicated with stakeholders on a regular basis/from time to time to summarize the impacts generated by the Company's operations into 22 issues of stakeholder concern with reference to the GRI Standards.

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Issues of Concern	Major Concerns	Possible Impact on Human Rights	Communication Channel and Frequency	Communication Performance	Communication Chapter
Customers: As customers are our important business partner, we meet their needs to create a win-win situation.					
Customer management Sustainable supply chain Legal compliance Product R&D and innovation Green operations	<ul style="list-style-type: none"> Risk management and contingency plans Requirements for disclosure of hazardous substances in product Implementation of occupational safety and health prevention measures GHG management measures Energy and resource management measures Climate change impact response 	<ul style="list-style-type: none"> Failure to properly manage business messages and customers' personal data and information. 	Monthly business report (monthly) Customer audit (from time to time) Customer service platform (from time to time) Customer satisfaction survey (annually) Quarterly business review meeting for customers (every three months)	<ul style="list-style-type: none"> ✓ Customer satisfaction score: 89. ✓ No customer complaints related to breaches of customer confidentiality. 	4.1 Customer Relationship Management 4.2 Sustainable Supply Chain Management 2.4 Ethics and Legal Compliance 3. Innovation and Development
Suppliers: Our key partners in the common pursuit of sustainable development					
Environmental management Employee rights and interests Technology and service Sustainable supply chain GHG emissions	<ul style="list-style-type: none"> suppliers comply with customers' or the RBA's code of conduct. GHG emissions management and response 	<ul style="list-style-type: none"> Failure to pay attention to labor rights leads to illegal incidents, which indirectly or directly affects customers' willingness to place orders. 	Complaint email address (from time to time) Supplier audit (annually) Supplier management system (annually) Supplier questionnaire survey (annually)	<ul style="list-style-type: none"> ✓ 100% in compliance in the procurement of raw materials ✓ 100% non-use of conflict minerals ✓ The annual supplier audit score was above 75. 	6.1 Sustainable Development Management 6.5 Energy Conservation and Carbon Reduction 5. Harmonious Workplace 3. Innovation and Development 4.2 Sustainable Supply Chain Management

01

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Issues of Concern	Major Concerns	Possible Impact on Human Rights	Communication Channel and Frequency	Communication Performance	Communication Chapter
Shareholders: Upholding ethical corporate management, striving for sustainable governance, and creating value for shareholders					
Corporate governance Sustainability performance Ethical corporate management Risk management Legal compliance	<ul style="list-style-type: none"> Information disclosure enables external investors to better understand the Company's operations. Impact of climate change on the Company's operations and countermeasures. Impact of carbon emissions on operations and countermeasures. 	<ul style="list-style-type: none"> Non-disclosure of information may affect investors' judgments and damage their investment rights Environmental issues may affect people's basic human rights, such as the right to work, right to health, and environmental rights. 	Company website (monthly) Financial report (quarterly) Annual general meeting (annually) Public Observation Post System (from time to time) Communication meeting (monthly)	<ul style="list-style-type: none"> Return on equity: 11.37% No incidents of corruption violations 	2.3 Corporate Governance 2.2 Business Philosophy 2.5 Risk Management 2.4 Ethics and Legal Compliance
Employees: Employees are our most important asset, the driving force for production capacity growth, and the cornerstone of sustainable development					
Corporate governance Sustainability performance Operational status Equal opportunity Employee rights and interests Diverse workplace Health and safety	<ul style="list-style-type: none"> Comprehensive health management Accident response and effective evacuation Comprehensive rights at work for employees. 	<ul style="list-style-type: none"> Failure to properly manage occupational safety and health may affect the safety of employees at work. Sexual harassment or workplace bullying Overtime work affects employees' rights at work. 	Labor-management meeting (every three months) Employee feedback box (from time to time) Internal/external company websites (from time to time) Employee Welfare Committee meeting (every three months)	<ul style="list-style-type: none"> Annual employee health checkups. 2 employee grievances. All employees participate in at least one hour of occupational safety and health education and training. 	2.3 Corporate Governance 2.2 Business Philosophy 2.5 Risk Management 2.4 Ethics and Legal Compliance 5. Harmonious Workplace 5.7 Employee Health and Safety
Government Agencies: Key promoter of relevant sustainability policies					
Regulatory compliance Environmental management GHG emissions Labor conditions	<ul style="list-style-type: none"> Occupational safety and health seminars Water resource consumption Energy consumption 	<ul style="list-style-type: none"> A major occupational safety and health hazard incident may affect the physical and mental health of workers. 	Official correspondence (from time to time) Questionnaire and interview (from time to time) Project and initiative (from time to time) Communication meeting/forum/seminar (from time to time)	<ul style="list-style-type: none"> Voluntary GHG inventory Waste recycling rate: 25.3044% 	2.4 Ethics and Legal Compliance 6.1 Sustainable Development Management 6.5 Energy Conservation and Carbon Reduction 5. Harmonious Workplace

01

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

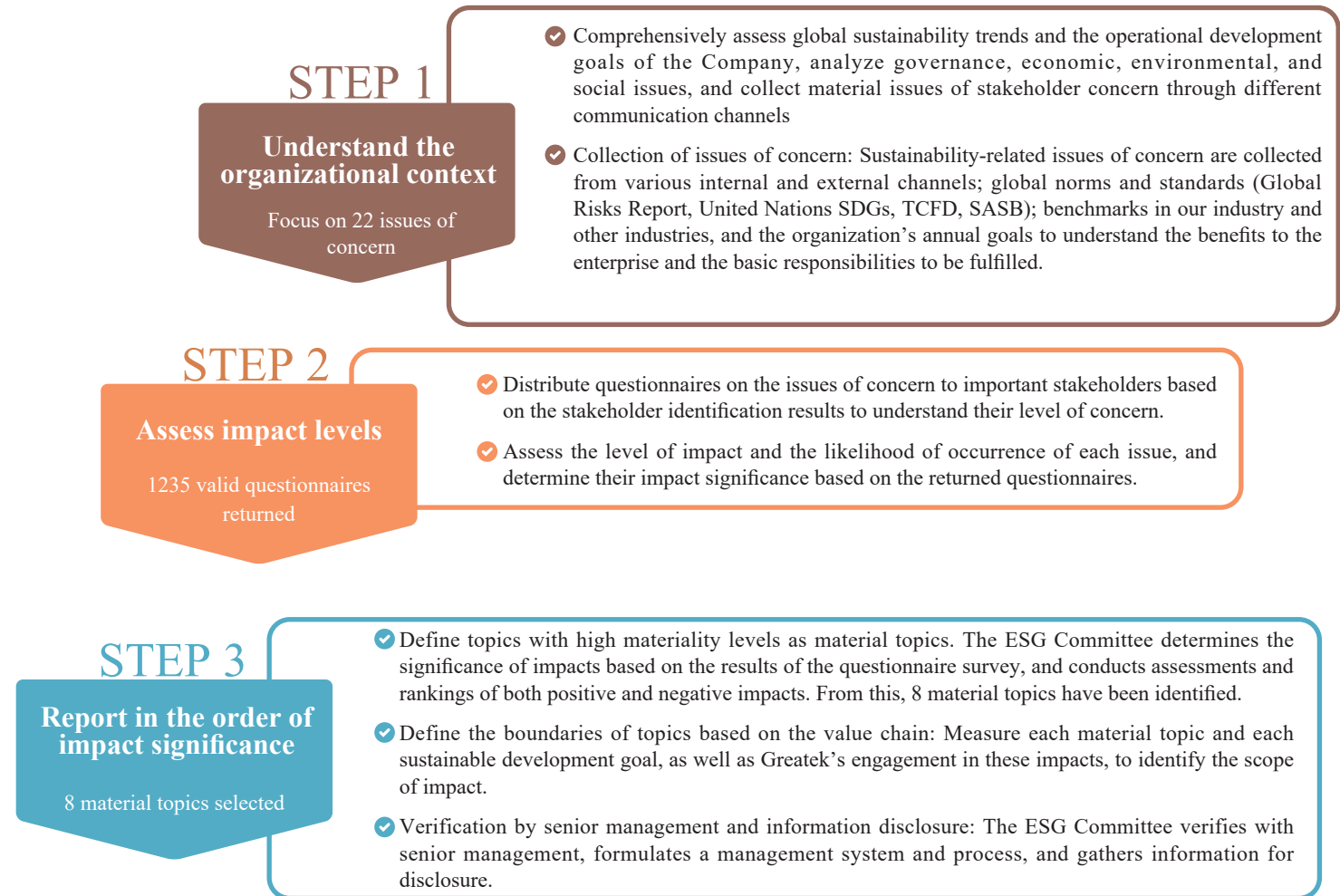
Issues of Concern	Major Concerns	Possible Impact on Human Rights	Communication Channel and Frequency	Communication Performance	Communication Chapter
Communities: Initiating community engagement and care to build harmonious relationships					
Green operations Social engagement Environmental management Occupational safety Employment opportunities	<ul style="list-style-type: none"> Reduce Greenhouse Gas Emissions Promote Local Employment 	<ul style="list-style-type: none"> Violations related to environmental protection issues will affect the quality of life of local residents. 	Company website (monthly) External communication email address (from time to time) Plants' grievance hotlines (from time to time) Community engagement activities (from time to time) Visits to nearby neighborhood/village chiefs and residents (from time to time)	<ul style="list-style-type: none"> Recycled 526,423 tons of process wastewater Achieved the target of 1% power saving Donated NTD 50,000 to the Miaoli County Friends of the Police Association. Donated NTD 20,000 to the Shanjia Community Patrol in Zhunan Township Adopt the Gongyi Road Pedestrian Underpass in Zhunan Township 	6.1 Sustainable Development Management 6.5 Energy Conservation and Carbon Reduction 5.7 Employee Health and Safety 5. Harmonious Workplace
Financial Institutions: Key promoter of relevant sustainability policies					
Ethical corporate management Legal compliance and ethics Corporate governance	<ul style="list-style-type: none"> Information disclosure and operational status Impact of carbon emissions on operations and countermeasures. 	<ul style="list-style-type: none"> Environmental issues may affect people's basic human rights, such as the right to work, right to health, and environmental rights. 	Investor conference (every six months) Financial report (quarterly) Company website (monthly) Public Observation Post System (from time to time) Company website (monthly)	<ul style="list-style-type: none"> Held two investor conferences No reports of unethical conduct received 	2.3 Corporate Governance 2.4 Ethics and Legal Compliance

01

1.3 Identification and Analysis of Material Issues

Materiality Assessment Process

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues



01

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Analyze positive and negative impacts and the scope of impact along the value chain

After identifying the material topics, Greatek's senior management and the ESG Committee conduct an in-depth positive and negative impact analysis on the 8 material topics to assess the scope of their impact along the value chain.

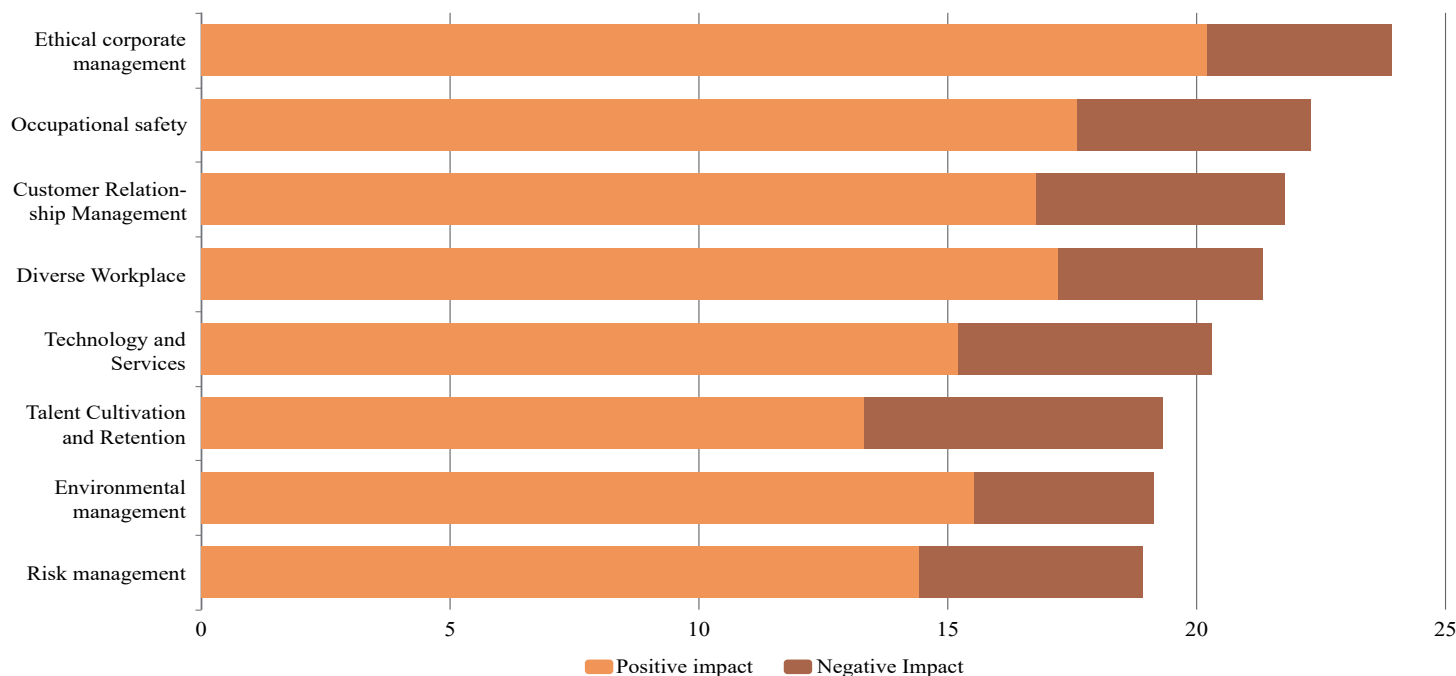
Positive impact: Assess the positive benefits of each issue in terms of the three aspects of economy, the environment, and people (including human rights) and their likelihood of occurrence based on Greatek's current strategies and management policies.

Negative impact: Make an assumption that the organization fails to prevent or mitigate negative impacts for not taking strategic actions to assess the severity and likelihood of occurrence of each issue in the three aspects.

(Note)

Positive impact = The scale and scope of the positive impact (1–5 points) × The likelihood of the positive impact occurring (1–5 points)

Negative Impact = The scale and scope of the negative impact (1–5 points) × The likelihood of the negative impact occurring (1–5 points)



01

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Rank	Material Issue	Positive impact score	Negative impact score	Total score	Average score of positive/negative impact level	Covering the impact aspects of ESG
1.	Ethical corporate management	20.21	3.7	23.91	Reaching above 3.2	Governance
2.	Occupational Safety	17.6	4.7	22.3	Reaching above 3.2	People (including human rights)
3.	Customer Relationship Management	16.77	5	21.77	Reaching above 3.2	People (including human rights)
4.	Diverse Workplace	17.22	4.1	21.32	Reaching above 3.2	Governance
5.	Technology and Services	15.2	5.1	20.3	Reaching above 3.2	Governance
6.	Talent Cultivation and Retention	13.32	6	19.32	Reaching above 3.2	People (including human rights)
7.	Environmental Management	15.54	3.6	19.14	Reaching above 3.2	Environment
8.	Risk Management	14.43	4.5	18.93	Reaching above 3.2	Governance

Lists of the Materiality Topics

01

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Materiality Topics		Corresponding GRI Standards	Description of Impacts	Whether it's chosen as material topics in 2023	Description of Changes
People (Including Human Rights)	Talent Cultivation and Retention	GRI 401 Employment Relations 2016 GRI 404 Training and Education 2016	Talent is Greatek's most important partner. Through diverse recruitment channels and innovative methods, we offer competitive salaries with market relevance and internal fairness, along with a systematic training system and a variety of benefits to attract outstanding talent, fueling Supervion's sustainable development	N	Newly added materiality topic
	Diverse Workplace	GRI 406 Non-discrimination 2016	Greatek views its employees as the most important business partners and is committed to creating a friendly working environment to enhance employee satisfaction. Through continuous training, we strengthen professionalism, encourage lifelong learning, and nurture talent.	Y	No changes
	Occupational Safety	GRI 403 Occupational Safety and Health 2018	Greatek views its employees as the most important business partners and provides employees with a safe, comfortable, and efficient working environment.	Y	No changes
Governance	Customer Relationship Management	GRI 418: Customer Privacy 2016	We aim to enhance customer satisfaction, loyalty, and reputation, thereby increasing the willingness of new customers to cooperate with Supervion and creating the greatest revenue and profit for the company.	Y	No changes
	Technology and Services	GRI 201: Economic Performance 2016	Greatek is committed to providing IC packaging and testing services and technical development, offering unified services and direct customer shipments to shorten lead times and reduce costs.	Y	No changes
	Risk Management	GRI 201: Economic Performance 2016	In the face of operational, environmental, and other risks that global enterprises may encounter, the company must establish a risk management mechanism that can respond quickly to reduce losses and continue to safeguard the interests of stakeholders.	Y	No changes
	Integrity in Business Management	GRI 205: Anti-corruption 2016	The company strives to build long-term partnerships with customers by offering the highest quality services. We operate with integrity, comply with laws and regulations, and ensure continuous profitability and growth.	Y	No changes
Environment	Environmental Management	GRI 306: Waste 2020 GRI 303: Water and Effluents 2018	The company is committed to protecting the Earth's environment, fulfilling its corporate social responsibility, and coexisting harmoniously with the environment to achieve the goal of sustainable business operations.	Y	No changes

01

Impact results of material issues

By examining Greatek's sustainable development efforts from the perspective of the value chain, we can not only understand the positive and negative impacts created by Greatek on the value chain, but also focus on the links most in need of strengthening and improvement. The key to sustainable development is to seize opportunities in all links of the value chain to expand positive impacts and reduce negative impacts

Impact assessment of material topics and value chain

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Material Issue	Material Issue Assessment	Value Chain Impact Boundary						
		Level of involvement: ● Direct / ○ Indirect (contribution or business relationships) Impact Assessment: ▲ Positive impact / □ Negative impact						
		Employees	Shareholders	Customers	Suppliers	Communities	Government agencies	Financial institutions
Talent Cultivation and Retention	Positive: The company offers generous reward systems and various employee benefits and care measures, attracting many outstanding talents and enhancing corporate competitiveness.	●	●	○	○	○	○	○
	Negative: The company's compensation and benefits do not meet industry standards, failing to attract talent and potentially leading to talent loss and higher turnover rates.	▲	▲	□				
Diverse Workplace	Positive: Implementation of diversity and equality for employees ensures equal workplace rights, fosters a diverse and inclusive culture, with no complaints or discrimination incidents, and high employee recognition.	●	●	○	○	○	○	○
	Negative: Failure to implement employee diversity and equality leads to difficulties in talent recruitment, manpower shortages, overtime work, workplace sexual harassment, complaints or lawsuits, and increasing turnover rates.	▲	▲	□				
Occupational Safety	Positive: No occupational injuries occur, and employees feel safe in their working environment.	●	●	○	○	○	○	○
	Negative: Occupational injuries occur, damaging the company's reputation and resulting in compensation claims.	▲	▲	□	□	□	□	
Customer Relationship Management	Positive: Regular communication with customers and timely problem-solving improves customer satisfaction and wins more orders.	●	●	●	○	○	○	○
	Negative: Failure to meet customer requirements increases complaints, causing loss of customer trust.	▲	▲	□	□			

01

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Material Issue	Material Issue Assessment	Value Chain Impact Boundary						
		Level of involvement: ● Direct / ○ Indirect (contribution or business relationships) Impact Assessment: ▲ Positive impact / □ Negative impact						
		Employees	Shareholders	Customers	Suppliers	Communities	Government agencies	Financial institutions
Technology and Services	Positive: Improved product technology and services enhance customer trust, promoting long-term product sales.	●	●	●	○	○	○	○
	Negative: Poor product technology causes loss of customer trust, resulting in decreased orders and revenue.	▲	▲	□	□			
Risk Management	Positive: Risk identification and mitigation/adaptation plans are in place, with no operational disruptions.	●	●	●	○	○	○	○
	Negative: Failure in risk management increases the risk of operational disruptions, with delayed responses affecting company operations.	▲	▲	□	□			
Integrity in Business Management	Positive: Good corporate governance effectively supervises sustainability strategies and continuously enhances corporate value.	●	●	●	○	○	○	○
	Negative: Poor corporate governance and incidents of fraud cause significant damages and compensation.	▲	▲	□	□			
Environmental Management	Positive: The company is committed to environmental management within the plant, reducing water use, effectively managing waste, and mitigating environmental impacts during operations.	●	●	●	○	○	●	○
	Negative: Failure to effectively mitigate environmental impacts from operations affects the surrounding environment.	▲	▲	□	□		□	□

01

Material topics aligned with SDGs

- 1.1 Stakeholder Engagement and Material Issues
- 1.2 Stakeholder Identification and Communication
- 1.3 Identification and Analysis of Material Issues

Materiality issues	United Nations Sustainable Development Goals (SDGs)					Specific Actions in 2024	Corresponding Chapter
	12 永續消費與生產模式	13 氣候行動	8 體面工作與經濟成長	6 清潔飲水與衛生設施	16 和平、正義與健全的司法		
Talent Cultivation and Retention			▲			The development of professional talent capabilities and talent pipeline training. According to the functions of each organization and personnel levels, career development training and talent pipeline construction are planned to achieve the goal of cultivating talent for the company.	5. Harmonious Workplace
Diverse Workplace	▲		▲			100% of our workers are hired in accordance with the Labor Standards Act and there is no forced labor.	5. Harmonious Workplace
Occupational Safety			▲			In accordance with the “ISO 45001 Occupational Health and Safety Management Systems” and related occupational safety and health laws and regulations, we have formulated occupational safety and health work rules, identified operational hazards, and established safety operation standards, to prevent various potential hazardous accidents.	5.7 Employee Health and Safety
Customer Relationship Management	▲					Gain a comprehensive understanding of customer evaluations and areas for improvement regarding Greatek, enhance customer satisfaction with the services provided, and strengthen partnerships.	4.1 Customer Relationship Management
Technology and Services			▲			Continuously increase research and development capabilities to maintain a technological leadership advantage.	3.1 Technology and Service
Risk Management		▲				Uphold the commitment to uninterrupted operations by observing company operations and domestic and international trends through risk management, reviewing the company's risk management status, and forecasting risk trends.	2.5 Risk Management
Integrity in Business Management					▲	Commit to integrity and ethical behavior standards, establish a comprehensive operational management mechanism, and pursue the goal of sustainable development.	2.3 Corporate Governance
Environmental Management		▲		▲		Regularly review the operation of internal management, focusing on all aspects of sustainable development.	6. Green Sustainability

02

Sustainable Governance

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security



02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Summary of Material Topics in This Chapter

Materiality topics (GRI Standards)	Ethical Corporate Management (GRI 205: Anti-corruption)	Risk Management (GRI 201: Economic Performance)
Strategic core	Raise employees' integrity and ethical awareness, establish a corporate culture of ethical corporate management, and achieve the goal of having no employees involved in unethical conduct.	<ul style="list-style-type: none"> Operational Risk: Comply with laws and regulations to minimize the impact of legal changes on company operations. Environmental Risk: Reduce energy consumption in processes, decrease carbon emissions, improve resource utilization efficiency, and reduce industrial wastewater discharge and water resource consumption. Occupational Health and Safety Risk: Establish an Occupational Health and Safety Department responsible for managing safety and health protocols.
Vision and Goals	Continue to raise employees' integrity and ethical awareness and establish a corporate culture of ethical corporate management.	<ul style="list-style-type: none"> Comply with laws and regulations to minimize the impact of legal changes on company operations. Reduce energy consumption in processes and decrease carbon emissions. Strive to reduce wastewater discharge and water resource consumption. Establish an Occupational Health and Safety Department, dedicated to managing safety and health protocols.
Management Policy	<ul style="list-style-type: none"> Establish the "Criteria for Judging the Effectiveness of the Internal Control System" and a code of conduct. Formulate the "Guidelines for the Codes of Ethical Conduct" and the "Ethical Corporate Management Best Practice Principles" for employees to follow to ensure their compliance with ethical standards. All members of the organization shall act in accordance with integrity and ethical values and standards when dealing with stakeholders. Timely identify, remedy, and penalize when employees violate internal conduct codes. Establish independent whistleblowing channels for both internal and external personnel. Protect whistleblowers to prevent unfair retaliation or mistreatment. 	<ul style="list-style-type: none"> Operational Risk: The functional departments form the operational risk management team, which conducts major decision assessments and analyses. Risk evaluation criteria are reviewed and reported to the Chairman for approval and execution of risk management. Environmental Risk: Implement ISO 14001 Environmental management systems to protect the environment to the fullest extent. Greenhouse Gas Inventory: Conduct self-regulated greenhouse gas inventory according to ISO 14064-1:2018. Occupational Health and Safety Risk: The Occupational Health and Safety Department implements safety and health management practices, improves processes and equipment, and ensures the safety and health of personnel.
Evaluation Mechanism	The responsible unit reports regularly to the Board of Directors on the Company's implementation of ethical corporate management.	<ul style="list-style-type: none"> Establish an independent whistleblowing channel for both internal and external personnel to report issues. Regularly assess regulatory compliance to ensure adherence to applicable laws and standards Conduct regular updates to the greenhouse gas inventory and establish a wastewater reuse and recycling mechanism Implement the Occupational Safety Management System in compliance with legal requirements.
Grievance/Remediation Mechanism	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw
Specific Actions	The responsible unit made a report on the Company's implementation of ethical corporate management at the 2nd meeting of the Board of Directors (11th term) on August 2, 2024. In 2024, we did not find or receive any report of unethical conduct by the Company's personnel.	<ul style="list-style-type: none"> Financial Risk: Engage in forward foreign exchange transactions to mitigate the risk of exchange rate fluctuations Operational Risk: Comply with laws and regulations to minimize the impact of legal changes on company operations, and stay updated on legal amendments that may affect the company. There is no risk of supply chain disruptions due to vendor concentration Environmental Risk: Incorporate ISO 14064-1:2018 greenhouse gas inventory practices Reduce industrial wastewater discharge and the consumption of water resources Occupational Safety Risk: Establish an Occupational Health and Safety Department that fully complies with occupational safety regulations (100% compliance)

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

2.1 Overview of Greatek

Founded in 1983, Greatek is located in Zhunan Township, Miaoli County. The Company transformed into a professional and international IC packaging and testing company in 1995. With an excellent R&D team and high-quality and highly competitive manufacturing and management teams, we satisfy customer needs and offer integrated and quick turn-key services. Our products are mainly various computer peripherals and consumer integrated circuits.

We adhere to the philosophy of steady operation and growth, adopt a human-oriented management system and take a proactive attitude towards innovation and R&D. With quality, efficiency, and customer satisfaction as our tenets, we have built longterm partnerships with our customers that promote mutual trust, creating win-win results. With outstanding achievements in capital accumulation and operating revenue, as well as the concerted efforts of all employees, Greatek occupies an important position in the professional field of packaging and testing.

With both creating a firm foothold in Taiwan and expanding internationally as key management objectives, Greatek Electronics has a customer base not only in Taiwan, but also around the world. We also engage in R&D for process refinement and improvement and implement 100% customer satisfaction-oriented quality management to achieve positive outcomes for all stakeholders.

Overview of Greatek

Company name	Greatek Electronics Inc	Total capital	NTD 5,688,459,210
Stock Code	2441	Shareholding of directors and supervisors	43.93%
Industry	Semiconductor	Liabilities and equity	NTD 26,070,850 thousand in total Liabilities: 14%; equity: 86%
Date of establishment	1983	Main business	Circuit probing, Final test
Address of the Company's headquarters	No. 136, Gongyi Rd., Zhunan Township, Miaoli County	Products and services	IC packaging, IC testing (FT+WT)
Number of employees	4,292		



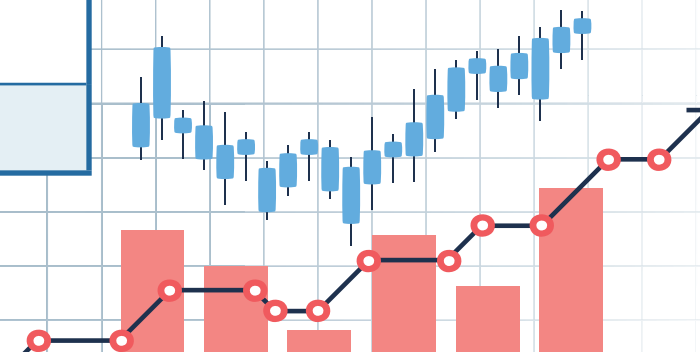
02

Greatek's Business Development

In response to the needs of the development and application markets in the overall industry, Greatek is committed to the development and mass production of fine pitch bonding, high-pin-count BGA, Hybrid BGA, SIP, Power Package and RF testing products. We will keep up with the future rapid development and application trends of wireless communications, networks, information appliances, and AI products; for example, the IC packages for communication devices, controllers, memories, and peripherals are lightweight, thin, short, and small.

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Product Scope	Plastic dual in-line integrated circuits (P-DIP) Small outline integrated circuits (SOP, SOJ, SSOP, TSSOP, MSOP) Plastic quad flat integrated circuits (QFP, LQFP, TQFP) Plastic flat J-leaded integrated circuits (PLCC) Diode integrated circuits (TO) (QFN) Quad-flat no-lead (QFN) packaging (BGA, LGA) Ball grid array integrated circuit packaging System-in-Package Flip chip packaging (Flip Chip QFN,SOP,SOT) 8" Wafer-level chip scale packaging (WLCSP) Bumping packaging (Cu pillar bump Flip chip)Cu pillar bump flip-chip packaging Rewiring (RDL)
Business Scope	Circuit probing Final test



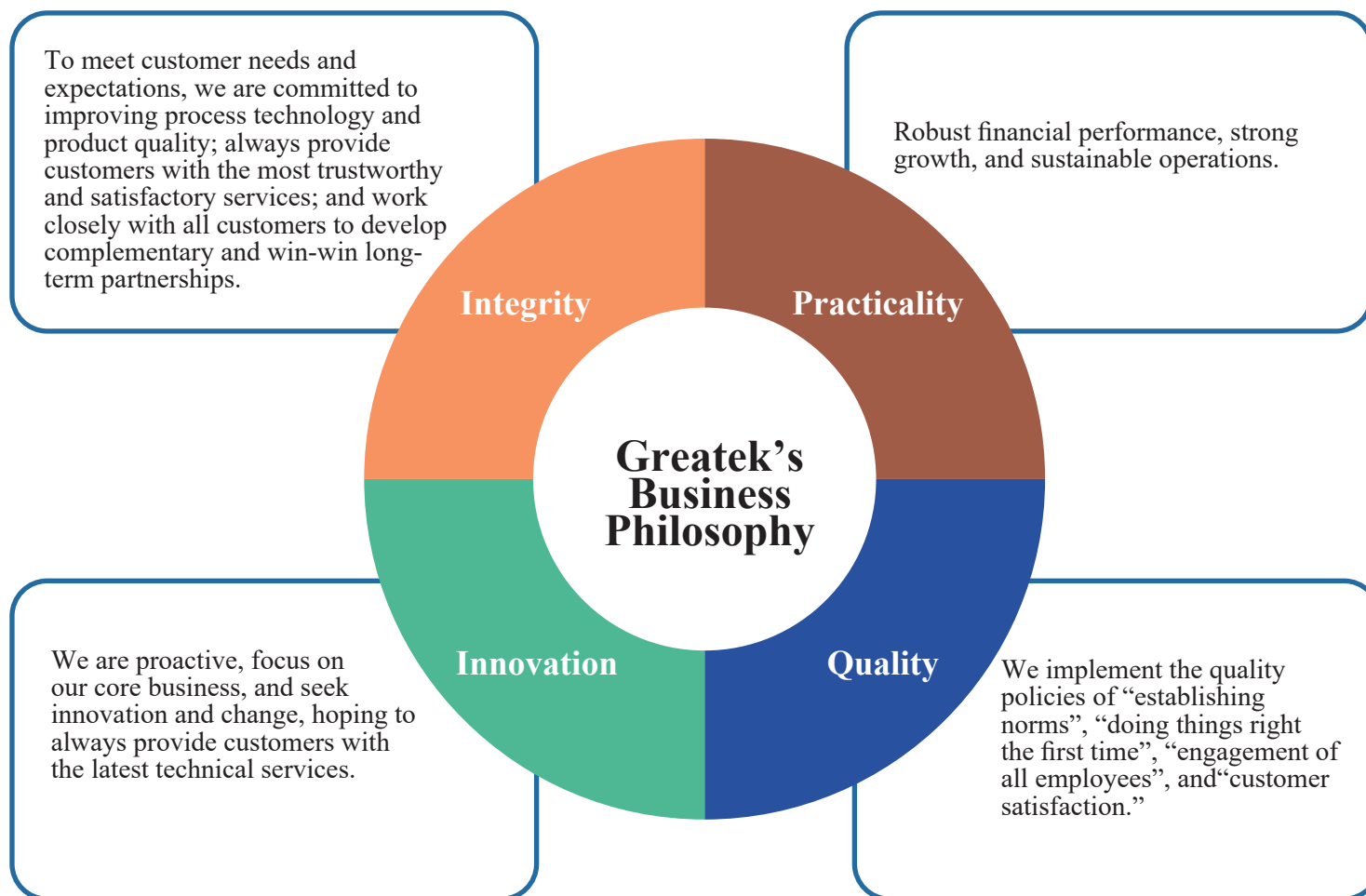
	2022	2023	2024
Annual output value of Taiwan's IC packaging and testing industry	701 billion NTD	583.7 billion NTD	623.5 billion NTD
Operating output value	15.95 billion NTD	13.57 billion NTD	15.21 billion NTD
Market Share	Market Share: 2.28%↓	Market Share: 2.32%↑	Market Share: 2.44%↑

02

2.2 Business Philosophy

We serve customers with “integrity” to develop long-term partnerships, achieve sustainable business growth with financial “practicality,” are committed to the “innovation” of our core business, and provide the best services with the highest “quality” requirements.

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security



02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Management Objectives and Strategies

● Management Approach and Production and Sales Policy

Customer Orientation	Take a customer-oriented spirit and attitude, comprehensively improve quality, technology, and efficiency, and provide professional services that satisfy customers.
Market Share Expansion	Proactively expand product lines to meet market and customer needs.
Prudent Investment	Make full use of plants and equipment to maximize productivity.
Profit Creation	Actively develop new processes and new materials to reduce costs and achieve business goals.
Integrity as a Key Tenet	Create long-term and stable profits for the Company, customers, and suppliers.
Team Spirit	Establish a fair, reasonable and comprehensive system to create an ideal working environment for employees to build consensus and cohesion.
Sustainable Operations	Strengthen professional training, encourage lifelong learning, and cultivate talent.
Effective Prevention	Upgrade computer software and hardware, establish a prevention system and a management mechanism, actively protect the Company's information security, and provide a safe operation and production environment.
Sustainable Development	Pay attention to environmental protection, strive for energy conservation and carbon reduction, reinforce corporate governance, and fulfill corporate social responsibilities to achieve our sustainability goals.



02

Financial Performance

Greatek's business performance has continued to grow thanks to the strong demand for consumer electronics, terminal communication, high-speed operation, and automotive electronics; the Company's improved plant production efficiency, production capacity and quality; and our continuous development of new materials, new products and new processes.

Financial Performance over the Years

Year	Operating Revenue	Operating Cost	Net Income After Tax	Payments to Investors (Dividends and Interest)	Financial Contribution to the Government	Employee Salary and Benefits	Donations
2022	15,950,309	11,720,008	3,158,170	2,845,005	1,409,220	3,966,095	50
2023	13,570,076	10,740,105	1,997,124	2,105,757	693,741	3,499,506	50
2024	15,213,240	11,855,811	2,496,268	1,423,016	242,811	4,199,157	150
Year-on-year(%)	↑12.11%	↑10.39%	↑24.99%	↓32.42%	↓65.00%	↑19.99%	↑200%

Unit: NTD thousand

Direct Economic Value Generated and Distributed in 2024

Operating Results	<p>Operating revenue NTD 15,213,240 thousand</p> <p>Gross operating profit NTD 3,357,429thousand</p> <p>Operating expenses NTD 626,979 thousand</p> <p>Operating profit NTD 2,730,450 thousand</p> <p>Net profit before tax NTD 3,100,824 thousand</p> <p>Net profit after tax NTD 2,496,268 thousand</p> <p>Other comprehensive income NTD (223,133) thousand</p> <p>Total comprehensive income NTD2,273,135 thousand</p> <p>Basic earnings per share NTD4.39</p>
Dividends, Tax Expenses, Retained Earnings	<p>Cash dividends of NTD 2.5 per share were distributed for 2023</p> <p>Income tax expenses totaled NTD 242,811 thousand</p> <p>Undistributed earnings after the earnings distribution in 2023 amounted to NTD 9,348,652 thousand</p>

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

02

Production and Sales

● Sales Region and Percentage Distribution of Main Products

Year		2022		2023		2024	
Sales Region		Sales Amount	Proportion (%)	Sales Amount	Proportion (%)	Sales Amount	Proportion (%)
Domestic sales		9,763,282	61.22	8,305,691	61.21	9,503,371	62.47
Export sales	Americas	2,348,108	14.72	1,580,045	11.64	2,045,294	13.44
	Asia	2,373,867	14.88	2,559,656	18.86	2,447,835	16.09
	Europe	1,464,754	9.18	1,124,647	8.29	1,216,455	8.00
	Others	298	-	37	-	285	0

(Unit: NTD thousand)

● Main Products by Sales Volume

Products \ Year	2022	2023	2024
Packaging	9,006,918	7,440,982	8,476,303
Testing (FT+WT)	5,871,191	4,189,876	4,966,081

(Unit: Thousand ICs)

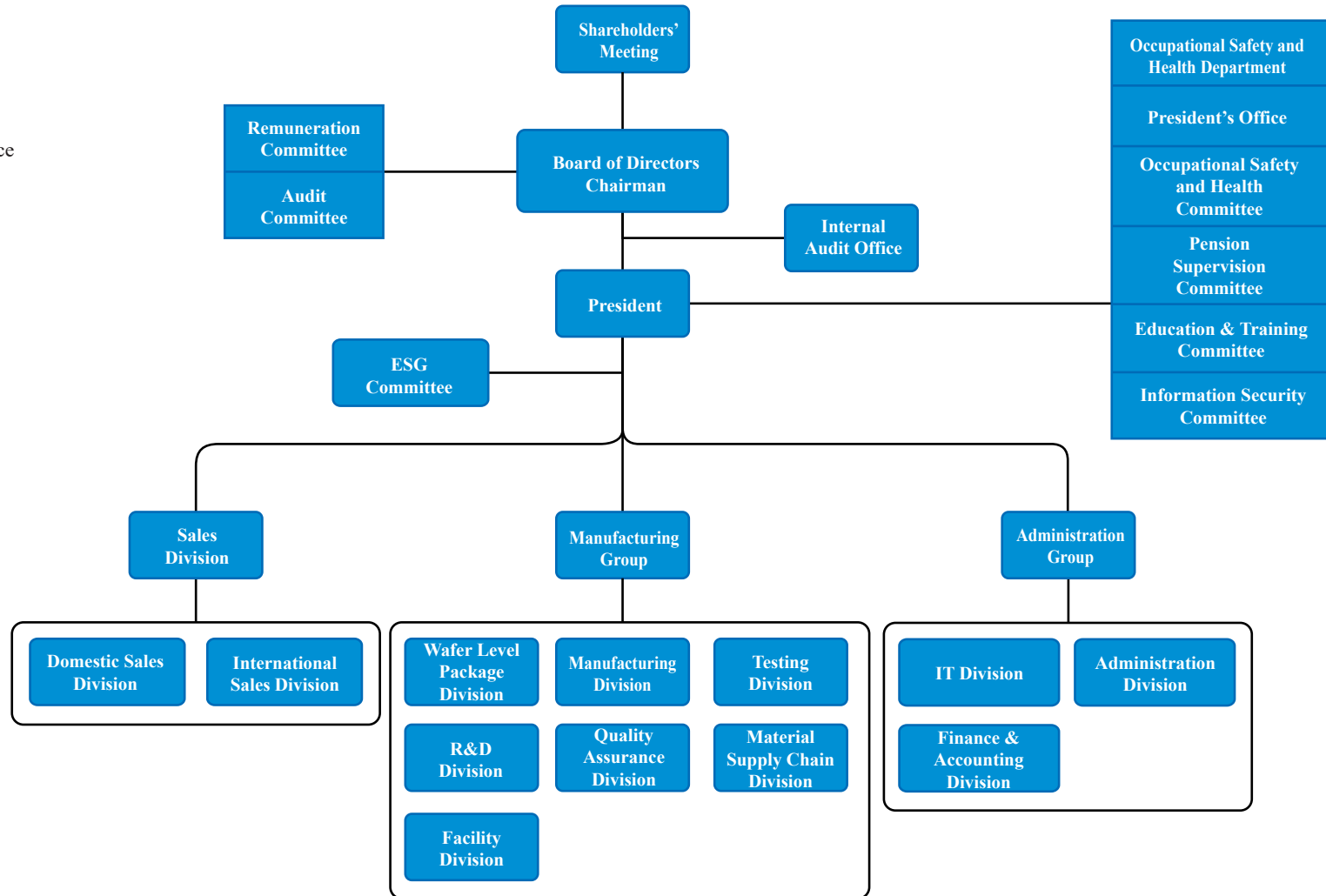
- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

02

2.3 Corporate Governance

Organizational Structure

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security



Overview of Departments

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Major Units	Responsibilities
Chairman	Coordinating the Company's overall business planning and execution, and continuously supervising and improving various internal control operations. The Chairman serves as the convener of the ESG Committee
President	Planning the Company's overall business strategies and policies, and implementing and supervising the overall business operations. Guiding Member of the ESG Committee
Internal Audit Office	Responsible for checking and evaluating the implementation and effectiveness of the Company's internal control system.
ESG Committee	Responsible for the formulation, planning, and implementation of the Company's policies for corporate social responsibility, ethical corporate management and business ethics, and business continuity management.
Occupational Safety and Health Department	Formulating, planning, supervising, and promoting safety and health management affairs, and instructing relevant departments to implement.
Occupational Safety and Health Committee	Responsible for formulating work-related accident prevention plans, supervising the implementation of labor safety and health management by each department, and implementing relevant education and training.
President's Office	Responsible for the planning and implementation of the Company's operations strategies, as well as business analysis.
Pension Supervision Committee	Responsible for the supervision and management of the pension system and pension accounts.
Education & Training Committee	Responsible for the planning, supervision, and conduct of the Company's education and training affairs.
Sales Division	Responsible for the planning, supervision, and implementation of the Sales Division's operations; business development, marketing, and customer service.
Manufacturing Division	Responsible for packaging products; the planning, supervision, and implementation of manufacturing manpower, capacity, equipment, new product development, and production efficiency improvement; and the control and reduction of manufacturing costs.
Testing Division	Responsible for the product testing process; the planning, supervision, and implementation of manpower, capacity, equipment, test
Wafer Level Package Division	Responsible for bumping packaging and wafer-level chip scale packaging services; the planning, supervision, and implementation of manpower, capacity, equipment, new product development, and operating systems; and the control and reduction of manufacturing costs.
R&D Division	Responsible for the research and development of new products and processes, evaluation and experiment of new materials and equipment, analysis of the causes of product abnormalities, and development of countermeasures.
Quality Assurance Division	Responsible for establishing and implementing quality control, document control, and instrument calibration control systems, handling customer complaints, reliability testing, and failure analysis.
Material Supply Chain Management	Responsible for the formulation, supervision, and implementation of production management, materials management, procurement, import/export, and bonding operations.
Facility Department	Responsible for the supply of water, electricity, gas, and air conditioning and the maintenance of related equipment for all plants; training on fire prevention management and facility maintenance; and the control and management of air pollution, wastewater, and sewage
Administration Division	Responsible for the formulation, supervision, and implementation of operations related to management information, administration, human resources, and financial accounting; the formulation and revision of management systems; and the promotion of public relations.

02

Board of Directors

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

- There are nine directors in total. They are elected by the Shareholders' Meeting from among the persons with disposing capacity to serve a term of three years, and they may be re-elected. Among the directors, three are independent directors.
- Greatek adopts the candidate nomination system specified in Article 192-1 of the Company Act for the election of directors.
- The Board of Directors of Greatek has established an "Audit Committee" and a "Remuneration Committee" to assist the Board of Directors in fulfilling its supervisory responsibilities. They submit proposals to the Board of Directors for resolution according to the powers delegated by the law and the charter approved by the Board of Directors.
- Both the "Audit Committee" and the "Remuneration Committee" consist of the three independent directors.

● Board responsibilities

- All directors of the Company possess a background in business, financial accounting, or relevant fields required for the Company's business operations.
- In principle, the Board of Directors meets once a quarter. The Chairman may convene a Board of Directors' meeting in case of emergency or at the request of a majority of directors.
- All directors of the Company faithfully execute their duties and exercise the duty of care as a good administrator. Their main powers are to approve the Company's business plans and financial reports, formulate important regulations and systems, decide on the Company's major investments, and appoint and dismiss managers and CPAs.
- The directors recuse themselves from all proposals involving conflicts of interest.
- A total of 6 meetings were held in 2024.

● Diversity of Board Members

In order to achieve the ideal goals of corporate governance, the "Corporate Governance Best Practice Principles" stipulate that the composition of the Board of Directors shall take into account the diversification of professional knowledge and skills and that board members shall be equipped with the knowledge, skills, and attainments necessary for the performance of their duties, so as to facilitate the Company's development and operations.

02

● Diversity of Board Members:

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Board Members	Gender	Concurrent Employee	Age			Year of Service	Operational Judgment	Accounting and Financial Analysis	Business Management	Crisis Management	Industry Knowledge	International Market Perspective	Leadership and Decisionmaking
			51~60	61~70	71~80								
Boris Hsieh	Male			✓		13	✓	✓	✓	✓	✓	✓	✓
D.K. Tsai	Male				✓	13	✓	✓	✓	✓	✓	✓	✓
J.S.Leu	Male			✓		13	✓	✓	✓	✓	✓	✓	✓
Y.C. Chi	Male	✓		✓		1	✓	✓	✓	✓	✓	✓	✓
Jim Lin	Male		✓			1	✓		✓	✓	✓	✓	
Ingrid Fu	Female		✓			1	✓	✓	✓	✓	✓	✓	
Kevin H. Hsieh	Male			✓		1	✓	✓	✓	✓	✓	✓	✓
Chi-Yung Wu	Male				✓	7	✓	✓	✓	✓	✓	✓	✓
Jin-Chuan Wu	Male			✓		1	✓	✓	✓	✓	✓	✓	✓

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

● Board Members

Title	Name	Gender	Education and Experience
Chairman Corporate Representative of Powertech Technology Inc	Boris Hsieh	Male	Executive MBA, National Yang Ming Chiao Tung University Chief Executive Officer of Powertech Technology Inc
Director Corporate Representative of Powertech Technology Inc	D.K. Tsai	Male	Department of Industrial Engineering, National Taipei University Chairman of Powertech Technology Inc
Director Corporate Representative of Powertech Technology Inc	J.S.Leu	Male	Department of Mechanical Engineering, Feng Chia University President of Powertech Technology Inc.
Director Corporate Representative of Powertech Technology Inc	Y.C. Chi	Male	EMBA from National Central University President of Greatek Electronics Inc.
Director Corporate Representative of Powertech Technology Inc	Jim Lin	Male	Ph. D of Power Mechanical Engineering from National Tsing Hua University Vice President of Powertech Technology Inc
Director Hung-Wei Venture Capital Co., Ltd. Representative	Ingrid Fu	Female	Master Degree in Master Degree in Accounting, National Chengchi University AVP of Realtek Semiconductor Corporation
Director Independent Director	Kevin H. Hsieh	Male	Department of Economics ,National Chung Hsing University Director and President of Bank Taiwan Securities Co., Ltd.
Director Independent Director	Chi-Yung Wu	Male	Department of Electronic Engineering, Feng Chia University Chairman of Holtek Semiconductor Inc.
Director Independent Director	Jiin-Chuan Wu	Male	PhD. in Electrical Engineering, Carnegie Mellon University, USA Chairman of Global Mixed-Mode Technology Inc.

Note: The board members have implemented a policy of diversity, with 8 male members and 1 female member. There are 7 members aged 60 and above, and 2 members under 60 years old.

● Board Independence:

The Company has 3 independent directors, accounting for 1/3 of the total number of directors, of which two have served for 1 to 3 years and one has served for 7 to 9 years. All independent directors of the Company are compliant with the restrictions on current positions under the “Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.”

The independent directors maintain independence within the scope of their duties and have no direct or indirect interests with the Company.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Performance Evaluation for the Board of Directors

- In order to implement corporate governance, improve the functions of the Company's Board of Directors, and set performance goals to enhance the operational efficiency of the Board of Directors, the Company's Board of Directors formulated the "Regulations Governing the Performance Evaluation of the Board of Directors" on July 29, 2020. A performance evaluation is conducted regularly at the end of each year, and the evaluation results are submitted to the Board of Directors before the end of the first quarter of the following year
- The scope of the Company's board evaluation includes the performance evaluation of the Board of Directors as a whole, individual board members, and functional committees.

Evaluation Cycle	Evaluation Period	Evaluation Scope	Evaluation Method	Evaluation Content
Once a year	2024/1/1~ 2024/12/31	Board of Directors	Self-evaluation for the Board of Directors	<ul style="list-style-type: none"> • The performance evaluation of the Board of Directors covers five aspects: the level of participation in the Company's operations, improvement of the Board of Directors' decision-making quality, composition and structure of the Board of Directors, directors' election and continuing education, and internal control. • By gathering information from the questionnaires of the evaluation, we found that the completion rate was 97%, and the evaluation result was above the standard.
		Individual directors	Self-evaluation for board members	<ul style="list-style-type: none"> • The performance evaluation of board members covers six aspects: the understanding of the Company's goals and tasks, awareness of directors' responsibilities, level of participation in the Company's operations, internal relationship management and communication, directors' professionalism and continuing education, and internal control. • After the self-evaluation questionnaires from nine directors were collected and summarized, we found that the completion rate was 89%, and the evaluation result was above the standard.
		Functional committee	Self-evaluation for Audit Committee members	<ul style="list-style-type: none"> • The performance evaluation of the Audit Committee covers five aspects: the level of participation in the Company's operations, awareness of the responsibilities of the Audit Committee, improvement of the decision-making quality of the Audit Committee, composition and selection of the Audit Committee's members, and internal control • After the self-evaluation questionnaires from three independent directors were collected and summarized, we found that the completion rate was 92%, and the evaluation result was above the standard
		Functional committee	Self-evaluation for Remuneration Committee members	<ul style="list-style-type: none"> • The performance evaluation of the Remuneration Committee covers five aspects: the level of participation in the Company's operations, awareness of the responsibilities of the Remuneration Committee, improvement of the decision-making quality of the Remuneration Committee, composition and selection of the Remuneration Committee's members, and internal control. • After the self-evaluation questionnaires from three independent directors were collected and summarized, we found that the completion rate was 92%, and the evaluation result was above the standard.

- The performance self-assessment results for the Board of Directors, individual board members, and members of various functional committees for the year 2024 have all exceeded the standard.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Performance Evaluation for the Board of Directors

In order to implement corporate governance, improve the functions of the Company's Board of Directors, and set performance goals to enhance the operational efficiency of the Board of Directors, the Company's Board of Directors formulated the "Regulations Governing the Performance Evaluation of the Board of Directors" on July 29, 2020.

- ✓ In accordance with the Regulations Governing the Performance Evaluation of the Board of Directors," performance evaluations of the Board of Directors and functional committees shall be conducted after the end of each fiscal year.
- ✓ The evaluation results shall be completed and submitted to the Board of Directors before the end of the first quarter of the following year.
- ✓ The scope of the Company's board performance evaluation includes the overall performance of the Board, individual directors, and functional committees.

The evaluation methods include internal self-evaluation of the Board of Directors, self-evaluation of board members, internal self-evaluation of functional committees, or other appropriate methods.



02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Remuneration Committee

- Committee responsibilities:

- ✓ Regularly review the “Remuneration Committee Charter” and propose amendment suggestions.
- ✓ Establish and regularly review the annual and long-term performance goals and remuneration policies, systems, standards, and structures of the Company’s directors and managers.
- ✓ Regularly assess the achievement of performance goals of the Company’s directors and managers, and determine the content and amount of their individual remuneration.

- Committee composition:

- ✓ The Remuneration Committee of Greatek has three members, namely Kevin H. Hsieh, Chi-Yung Wu, Jiin-Chuan Wu.

- The operation of the Committee:

- ✓ The Committee operates in accordance with the “Remuneration Committee Charter”. A total of 2 meetings were held in 2024.

Audit Committee

- The Committee operates to mainly supervise:

- ✓ Fair presentation of the Company’s financial statements.
- ✓ Appointment (dismissal) or remuneration and independence of CPAs.
- ✓ Effective implementation of the Company’s internal control.
- ✓ Compliance of the Company with relevant laws and regulations.
- ✓ Control of existing and potential risks to the Company.

- Committee composition:

The Audit Committee of Greatek has three members, namely Kevin H. Hsieh, Chi-Yung Wu, Jiin-Chuan Wu.

- How the Committee operates:

In accordance with the Company’s “Audit Committee Charter.” A total of 4 meetings were held in 2024.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Remuneration Policy

1. **Maintain External Competitiveness of Compensation:** By regularly and periodically monitoring and analyzing relevant labor market trends and salary benchmarks, the Company ensures its compensation levels remain competitive.
2. **Maintain Internal Equity of Compensation:** Through appropriate compensation management practices, the Company ensures that salaries accurately reflect the relative value and contribution of each position, thereby maintaining internal equity.
3. **Control Personnel Costs:** By managing the salary range for each position and ensuring that employees' compensation falls within appropriate salary bands, the Company effectively controls overall personnel expenses.

● Director Compensation

The compensation of the Company's directors includes director fees, director bonuses, and traveling allowances.

Director's Remuneration

- The traveling allowances for directors are based on industry standards and are approved by the Remuneration Committee and the Board of Directors.
- The Company's independent directors receive monthly fees and do not receive director bonuses as stated in Article 24. The fees are reviewed by the Remuneration Committee and approved by the Board of Directors.
- With regards to director bonuses, according to the Company's overall operating performance, future business risks, and industry development trends, no more than 3% of the profit of the current year may be allocated as director bonuses in accordance with Article 24 of Greatek's Articles of Incorporation. The reasonableness of allocation to director bonuses is reviewed by the Remuneration Committee and the Board of Directors.

Year	2022	2023	2024
Amount	80,711	58,662	68,312
Percentage	2%	2%	2%

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Manager's Remuneration

If a director is also an employee, he/she shall be paid in accordance with the remuneration regulations for managers.

The appointment, dismissal, and remuneration of the Company's managers are governed by the Company's regulations. In accordance with the Company's regulations on personnel performance evaluation, the criteria for payment of compensation are specified by the Company's human resources unit according to individual performance and contribution to the Company's overall operations and with reference to the industry level. After being reviewed by the Remuneration Committee and approved by the Board of Directors, the criteria are implemented.

The Company's compensation policy for managers is based on an individual's ability, contribution to the Company, and performance, and has a positive correlation with the Company's business performance. In addition, as the Company has implemented appropriate controls for future risks, the compensation policy correlates to a certain degree with the future risks.

The overall remuneration package mainly includes base salary, year-end bonuses, incentives, employee bonuses, and benefits. The criteria for payment of compensation are as follows:

- Base salary is determined based on the market competition of the position held by the employee and the Company's policy;
- Incentives and employee bonuses are distributed based on employee, department goal achievement, or the Company's business performance;
- For benefits, our benefit measures are designed on the premise that legal requirements are complied with and employee needs are met.

Disclosure of Salary Information for Non-managerial Full-time Employees	2022	2023	2024
Number of non-managerial full-time employees	4123	3965	4023
Total salary of non-managerial full-time employees (NTD thousand)	3,229,797	2,920,708	3,335,395
"Average salary" of non-managerial full-time employees (NTD thousand)	783	737	829
"Median salary" of non-managerial full-time employees (NTD thousand)	630	610	688

Note:

1. The above data excludes employees who have worked for fewer than six months.
2. Definition of "non-managerial."

The term "non-managerial" means not being a manager. According to the competent authority's Letter Tai-CaiZheng-3-Zi No. 920001301 dated March 27, 2003, a manager is defined as follows:

- ✓ President and equivalent levels
- ✓ Vice presidents and equivalent levels
- ✓ Assistant vice presidents and equivalent levels
- ✓ Finance department head
- ✓ Accounting department head
- ✓ Persons authorized to manage affairs and sign for the Company

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Open and Transparent Disclosure

We are aware that information openness, transparency, and consistency are the top priorities in stakeholder communication. Hence, in accordance with relevant laws and regulations and the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies,” we not only disclose relevant information in the annual report released annually, but also announce and timely update information on the Company’s website.

We provide the contact information of the spokesperson and the acting spokesperson, an open online information reporting system, and other diverse channels for stakeholders to access information related to the Company’s ethical corporate management at any time. We have also implemented open and transparent information mechanisms.

Independence of Directors and Management of Conflicts of Interest

In accordance with the “Regulations Governing the Scope of Powers of Independent Directors” announced by the competent authority, the Company has stipulated in its relevant management guidelines that “any dissenting or qualified opinions expressed by independent directors must be recorded in the minutes of the board meetings.” This ensures that independent directors can fully exercise their duties, thereby enhancing the effectiveness of the board and improving the Company’s operational performance.

The Company has established a sound corporate governance system and ensures the proper functioning of the Board of Directors. None of the board members are related to each other as spouses or within the second degree of kinship.

The Company has also formulated “Board Meeting Procedures,” which clearly require directors to uphold a high level of self-discipline. For matters on the board meeting agenda in which a director or the legal entity they represent has a conflict of interest, the director must explain the material aspects of the conflict during the board meeting. If the conflict may harm the Company’s interests, the director must not participate in the discussion or voting. Furthermore, such directors shall recuse themselves and shall not act as proxies for other directors in voting on the matter.

If a director’s spouse, a relative within the second degree of kinship, or a company in a controlling or subordinate relationship with the director has a conflict of interest regarding the aforementioned matters, the director shall be deemed to have a personal conflict of interest. In 2024, all directors maintained a high level of self-discipline by recusing themselves from discussions and voting on matters in which they had conflicts of interest.



02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

• Code of Conduct

We have formulated the “Guidelines for the Codes of Ethical Conduct,” “Ethical Corporate Management Best Practice Principles,” and “Procedures for Handling Material Inside Information” for ethical compliance by our directors, managers, and employees and to improve their conduct. We arrange for directors to participate in relevant courses and communicate with employees at management meetings and monthly meetings, so that they can clearly understand the Company’s ethical corporate management philosophy and regulations.

• Communication Channels

✓ Internal Communication:

We have provided an internal “suggestion box” and a “dedicated email address” for our employees to report unethical conduct to the responsible personnel of the management department.

Dedicated email address: ned@greatek.com.tw

Tel: 037-638568 Ext 1302

✓ External Communication

Stakeholders may report illegal incidents through the contact email address and hotline for investors in the Investors section on the Company’s website.

Official website: www.greatek.com.tw

Contact email address for investors:
karimlin@greatek.com.tw

Investor hotline: 1410

Thanks to the above channels and other internal control system audits, there were no violations of the Guidelines for the Codes of Ethical Conduct in 2024.

External Organization

In order to effectively combine and utilize the strengths of the industry and keep abreast of the industry’s development trends, Greatek has joined a domestic industry association and participated in various forums and seminars organized by the association as a member to closely interact with the industry and work together to promote the industry’s prosperity.

Name of Organization	Roles and Duties
Taiwan Electrical and Electronic Manufacturers’ Association	Member
Miaoli County Industrial Association	Member
Association of Labor Relations	Member
Friends of the Police Association	Consultant
Human Resources Association	Member

02

2.4 Ethics and Legal Compliance

To build better corporate governance, Greatek has formulated relevant regulations to create a business environment for sustainable development. In order to ensure that employees act in compliance with ethical standards, we have established the “Guidelines for the Codes of Ethical Conduct” for employees to follow and for stakeholders to better understand the Company’s ethical standards.

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Ethical Conduct

Ethical Compliance	<ul style="list-style-type: none"> ✎ Prohibition against direct or indirect offering or acceptance of improper benefits in the conduct of business ✎ Prohibition against offering or promising of any facilitating payments and disguised bribery ✎ Prohibition against disclosure of the Company’s confidential information and compliance with non-disclosure agreements ✎ Prohibition against insider trading ✎ Prohibition against engaging in business transactions with counterparties that have engaged in unethical corporate management ✎ Protect and ensure that the Company’s assets can be effectively and legally used for business purposes ✎ Comply with government regulations and the Company’s established rules, regulations, and procedures
Supervisory Responsibilities	<p>The responsible unit, the [ESG Committee] is responsible for making an annual report to the Board of Directors</p> <ul style="list-style-type: none"> ✎ At the 11th Board of Directors’ 2nd meeting on August 2, 2024, the Company reported on the implementation of its integrity management. In 2023, no incidents of unethical conduct involving company personnel were discovered or reported.
Statement of Compliance	<ul style="list-style-type: none"> ✎ After the approval by all directors, the 2024 Statement of Internal Control System has been issued, declaring that the design and implementation of the internal control system in 2024 were effective and compliant with laws and regulations.
Signing for Compliance	<ul style="list-style-type: none"> ✎ All directors and the management adhere to integrity, and no integrity violations occurred in 2024.
Ethical Corporate Management Best Practice Principles	<ul style="list-style-type: none"> ✎ The Administration Division is the unit that promotes ethical corporate management and is responsible for revising and supervising the implementation of the ethical corporate management policy and preventive measures and reporting to the Board of Directors on a regular basis (every year).
Conflicts of Interest	<p>For proposals made at a board meeting in which they or the juristic persons they represent have a stake to the extent that is detrimental to the interests of the Company, the Company’s directors, with a high degree of self-discipline, may state opinions and answer inquiries and shall not participate in the discussions or voting. The Company’s personnel shall not use Company resources for business activities outside those of the Company, and shall not engage in such activities to an extent that compromises their job performance.</p>

02

Ethical Corporate Management

The key to the successful management of Greatek is the wholehearted commitment of the managers and employees, as well as the support of shareholders and the transparency of the corporate governance mechanism and structure.



- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Formulation and Establishment

- We have formulated the “Ethical Corporate Management Best Practice Principles,” and the Board of Directors revised the “Corporate Governance Best Practice Principles” in 2023, implementing the Company’s ethical corporate management policy and establishing a good governance system.
- The Board of Directors has also formulated the “Sustainable Development Practice Principles” to implement corporate sustainable responsibility and promote sustainable development.

Employee Code of Conduct and Ethics

- Understand duties clearly and be faithful to them
- No prohibited items allowed on site
- Wear an identification badge or a service badge as required
- No acts harmful to the Company’s reputation
- No acceptance of gifts or benefits in connection with duties
- No unauthorized transport of the Company’s property out of the plant
- No unauthorized use of the Company’s name, except for in the handling of company affairs
- No concurrent operation, operation of, or investment in any business of the same nature as the Company’s

External financial information	The Company has a spokesperson, an acting spokesperson, and an investor contact point to be responsible for conveying and communicating the Company’s information to investors to ensure that they fully understand the Company’s operating policies.
Financial information transparency	We are committed to improving operational transparency to allow investors to obtain more relevant information when executing investment decisions and to ensure that they fully understand the Company’s operating policies.
Disclosure of governance principles	Relevant regulations and rules of corporate governance are disclosed on the Company’s website.
Implementation of corporate governance	The Company has achieved good performance consecutively in the “Corporate Governance Evaluation” hosted by the Taiwan Stock Exchange. In 2024, Greatek was ranked with the top 21% - 35% of the companies in the 11th Corporate Governance Evaluation, and was selected as a constituent of corporate social responsibility indexes.  Constituent of TWSE RA Taiwan Employment Creation 99 Index.  Constituent of TWSE Corporate Governance 100 Index.



2024

Ranked among the top 21% to 35% in the 11th Corporate Governance Evaluation



2023

Ranked among the top 21% to 35% in the 10th Corporate Governance Evaluation



2022

Ranked among the top 21% to 35% in the 9th Corporate Governance Evaluation

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

● Anti-corruption

Based on the evaluation version of the “Criteria for Judging the Effectiveness of the Internal Control System,” the 2024 control environment self-evaluation (including anti-corruption) confirmed that:

- According to the internal code of conduct and regulations, Greatek has emphasized and regularly communicated the importance of integrity and moral values to all members of Greatek for understanding and implementation.
- All members have acted in accordance with the integrity and ethical values and standards required by Greatek when dealing with suppliers, investors, creditors, competitors, and CPAs.

● Ethical Corporate Management and Business Communication:

To establish a corporate culture of ethical corporate management and implement the ethical corporate management policy, when conducting relevant business activities with suppliers, including but not limited to transaction negotiations, supply, service, contracting, technical cooperation and exchange, logistics, payment, and the performance of transaction contracts, the undertaking party is required to understand, agree to, and sign the “Ethical Business Conduct Agreement,” which explicitly stipulates:

✍ Prohibited improper conduct:

No direct or indirect offering of any form of money, commissions, services, kickbacks, or facilitating payments for any purpose, or any other form of improper benefits to the personnel of the Company.

✍ Investigation:

If the personnel of the Company ask for improper benefits from the undertaking party or request it to engage in unethical or illegal conduct, the undertaking party promises to notify the Company’s responsible unit, the Internal Audit Office, provide relevant evidence, and cooperate with the investigation.

✍ Liability:

The undertaking party promises that its employees and agents will abide by the obligations specified in the Letter of Commitment. In case of a breach of the ethical undertaking, the Company may unconditionally terminate the contract at any time or cancel the transaction between both parties without taking any liability for breach of contract and seek remedies under the ethical business conduct agreement.

● Ethical Corporate Management Evaluation Mechanism:

The Company has engaged in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. In order to implement the ethical corporate management policy and actively prevent unethical conduct, in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies” and the relevant laws and regulations of the places where the Company and group enterprises and organizations operate, we have specified the matters that the Company’s personnel shall pay attention to in the conduct of business.

✍ Unethical conduct risk assessment mechanism:

We have established an assessment mechanism for the risk of unethical conduct, regularly analyzed and assessed the business activities with a higher risk of unethical conduct within the business scope, and formulated preventive measures accordingly and reviewed their suitability and effectiveness on a regular basis.

✍ Whistleblowing system and whistleblower protection:

The Company announces the whistleblower email address or mailing address on the Company’s website for use by internal colleagues and external personnel.

The identity of the whistleblower and the content of the whistleblowing report are kept confidential. The Company undertakes to protect the whistleblower from improper treatment due to their whistleblowing and actively prevent unethical, fraudulent, and criminal acts.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

● Whistleblowing Channels:

Greatek has established the “Ethical Corporate Management Best Practice Principles” and set up internal and external grievance channels such as an internal dedicated email address and a point of contact for different stakeholders to receive their grievances.

Employees who report violations of professional ethics or any fraudulent conduct will be protected to prevent unfair retaliation or treatment.



Administration Division: ned@greatek.com.tw

Internal Audit Office: a001@greatek.com.tw

● Whistleblowing Process:

Whistleblowing Channels	Responsibilities
Whistleblowing Channels	Internal and external personnel may report illegal or unethical conduct by phone, fax, e-mail, oral means or other feasible means.
Information provision	The whistleblower shall provide the responsible unit with information such as the name of the person committing illegal or unethical conduct, and the cause, time, and place.
Levels of whistleblowing reports	Regardless of the person being reported, all whistleblowing reports are submitted to the responsible unit according to the whistleblower system.
Whistleblowing and protection	<ul style="list-style-type: none"> • After receiving a report, the responsible unit, the Administration Department, collects and verifies information about facts, and submits the report to the President for handling. • After the whistleblowing report is reviewed, the accused person is given the opportunity to give an explanation. • Proper protection is provided to the whistleblower to prevent unfair retaliation or treatment. • The responsible unit, the Administration Division, shall document the whistleblowing report for reference and refer it to the relevant units for review and handling. • The handling results of reports involving illegal or unethical conduct are reported to the Board of Directors, and the responsible department is requested to revise and improve the internal control system based on relevant deficiencies. • The report will be closed after the Administration Division communicates the handling results to the whistleblower.
Non-compliance	<ul style="list-style-type: none"> • Violators of the ethical corporate management policy and regulations will be punished according to the Company’s reward and punishment system, and may be subject to dismissal if the violation is severe. • The Company shall notify the judicial and prosecuting authorities of the relevant facts if the conduct involves illegal acts, and also inform the anti-corruption authority if a government agency or official is involved.

In 2024, no reports of unethical conduct by the Company’s personnel were received.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

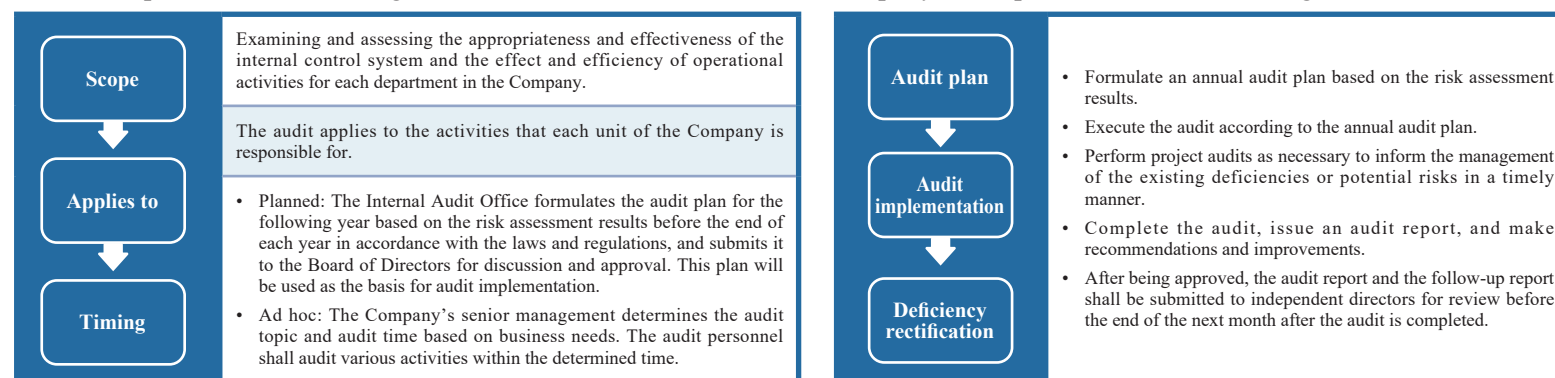
Legal Compliance

Greatek is committed to conducting its business with integrity and honesty, and to complying with the laws and ethical standards of the countries in which it operates. Full legal compliance is a core company policy. The Company continuously strengthens its compliance practices through a sound management system, thorough regulatory identification, and ongoing education and training programs.

- ✓ Greatek has established relevant regulations on ethical corporate management and conducts training sessions annually. Additionally, periodic reminders regarding these regulations are provided. A consultation channel is also available to assist employees in understanding and complying with legal and regulatory requirements.
- ✓ In terms of regulatory compliance, major events are defined in accordance with the "Procedures for Verification and Disclosure of Material Information of Listed Companies." Any single event with an accumulated penalty amount exceeding NT\$1 million is deemed a material event. If such an event occurs, it will be disclosed in the relevant section of the report.
- ✓ In accordance with regulations set by the competent authorities, investors can access relevant company information through the Market Observation Post System (MOPS).
 - None of the violations of environmental protection, labor health/safety, and labor conditions and human rights in 2024 were considered critical. After review and confirmation, all deficiencies have been rectified and there is no possibility of recurrence.
 - In 2024, there were no cases of dismissal or disciplinary actions due to corruption, nor were there any contracts terminated or not renewed due to corruption violations.

Internal Control

Greatek has set up the Internal Audit Office directly subordinate to the Board of Directors. It is mainly responsible for auditing all financial, operational, and management activities of Greatek and the Company's compliance with laws and regulations.



There were no major internal control deficiencies in 2024. The statement of effectiveness of the internal control system is disclosed in the annual report.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

2.5 Risk Response

The operational risk management organization of Greatek consists of relevant functional departments. Major decisions are assessed and analyzed by each responsible department. The production-related departments establish a risk assessment matrix for each department head as a basis for risk assessment. The department heads report the results of risk management to the Chairman after approval.

The Internal Audit Office formulates an audit plan and performs audits every year to assist the Board of Directors in supervising and controlling the potential risks associated with the execution of decisions.

Risk Management and Control

The types of risks that global enterprises face include operational risk, financial risk, environmental risk, and safety and health management risk. We have established a risk control approach for various potential risks that may arise from our operations and profit-seeking so that we can respond quickly to the risks, reduce losses, and continuously protect the interests of stakeholders.

● Risk Type: Operational Risk

Important Risk	Risk Control Approach
Regulatory risk	Stay vigilant of important policy and legal changes, plan for necessary responses, comply with regulations, and minimize the impact of legal changes on the company's operations.
Purchase risk	Have multiple suppliers for major raw materials, as well as a safety stock mechanism, to eliminate the risk of material shortage due to supplier concentration.
Sales risk	Our revenue is distributed among sales customers, and the Company actively develops new customers to avoid the risk of sales concentration.
Climate change risk	Conduct planned procurement and carefully select sources of supply, places of origin, and production methods. Prevent climate change and natural disasters from impacting costs. Plan alternative materials in advance during R&D.

● Risk Type: Financial Risk

Important Risk	Risk Control Approach
Interest rate change	In 2024, interest income accounted for a small proportion of operating revenue, and there was no interest expense. Hence, interest rate changes had minimal impact on the Company.
Exchange rate change	To the extent permitted by policy, the Company uses forward exchange contracts for risk management and to mitigate exchange rate risks.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

● Risk Type: Environmental Risk

Important Risk	Risk Control Approach
Energy conservation and carbon reduction	<ul style="list-style-type: none"> With 2022 as the base year, Greatek has set Scope 1+2 emissions reduction targets: short-term – a 3% reduction by 2025; mid-term – a 10% reduction by 2030; and long-term – net zero emissions by 2050. In response to climate change, to promote corporate sustainability, and to comply with relevant regulations, Greatek's electricity consumption is targeted to decrease by 1% annually. Promote environmental management (ISO 14001), reduce energy use and carbon emissions in the process. Make the greatest effort to protect the environment. We have voluntarily conducted GHG inventory since 2016.
Water resource	Strive to improve the utilization efficiency of resources and reduce industrial wastewater discharge and water resource consumption [794,700 tons of wastewater were discharged in 2024]
Carbon Disclosure Project (CDP)	In 2024, Greatek received a B rating (Management level) in the CDP Climate Change assessment.
Green product procurement	The Company fulfills its corporate environmental responsibilities by giving priority to purchasing products with eco-labels. Through the implementation of green initiatives, Greatek aims to achieve tangible environmental benefits. In 2024, the Company's green product procurement exceeded NT\$10 million.
Biodiversity Policy	We are committed to the principle of biodiversity conservation and strictly avoid establishing factories or conducting business operations in or near areas of global or national biodiversity significance.

● Risk Type: Safety and Health Management Risk

Important Risk	Risk Control Approach
Occupational Safety Operational Risks	<ul style="list-style-type: none"> Set up an occupational safety and health department, which serves as the coordination unit for safety and health management, formulate the "Safety and Health Management Manual" and other relevant measures, promote safety and health management, and improve processes and equipment, so that the management of personnel safety and health is 100% compliant with legal requirements. Establish hazard identification and risk assessment methods for occupational safety and health, as well as corresponding management, supervision, and improvement measures, to prevent safety and health-related accidents in our plants and reduce related risks.

02

Emergency Response Management

Our “Emergency Response Team” is responsible for implementing relevant contingency and recovery plans. When an emergency occurs, contingency measures can quickly be adopted to prevent and mitigate damage and losses caused by the incident.

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Specify contingency procedures

Formulate an “Emergency Response Plan” and follow the “Emergency Preparedness and Contingency Procedures” in case of emergency.

Testing and training

Provide education and training to all relevant personnel to make them proficient in relevant skills, and test the contingency measures at least once a year, with or without notice, to make sure that the personnel are reliable in the implementation of practical operations and contingency plans.

In the face of the environment and climate that may change at any time, emergency drills in 2024 focused on firefighting and evacuation training. Through drills, employees can quickly take appropriate contingency measures in the event of an accident.

Continuous review and revision

Hold meetings to review the implementation status after an emergency or a drill, and review deficiencies and make corresponding revisions.

Emergency response equipment

Plan the required contingency and first-aid equipment and conduct monthly inspections on a regular basis to ensure the effectiveness of the equipment.

● Crisis Handling Procedure

STEP 1. Preventive actions

Comply with laws and regulations, implement emergency response and disaster relief training, and transfer the risk of possible losses through insurance.

STEP 2. Emergency response

Implement operating guidelines to ensure the safety of employees and prevent the spread of accidents.

STEP 3. Communication and management

Communicate with stakeholders according to the Company’s external communication system to avoid information overload and misunderstanding.

STEP 4. Disaster recovery

Prioritize recovery items based on the available resources, and review and revise relevant procedural documents after recovery.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

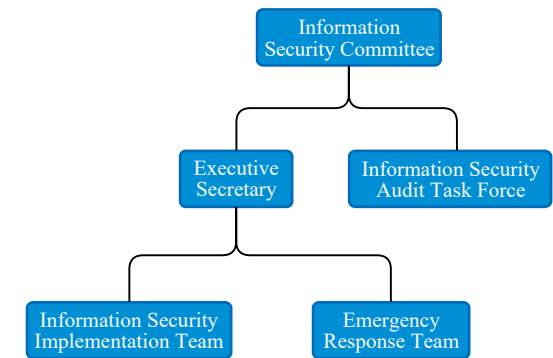
2.6 Information Security

To enhance the Company's information security, an "Information Security Committee" has been established as a task force responsible for promoting, implementing, and maintaining the information security management system (ISMS).

The Internal Audit Office includes cybersecurity audits in the annual audit plan and regularly reports the results to the Board of Directors.

Duties and Structure of the Information Security Committee

- (1) **Composition of the Information Security Committee:** In accordance with the Company's organizational structure, the committee operates under the President. The highest-ranking supervisors of relevant units serve as committee members.
- (2) **Chief Information Security Officer (CISO):** The Committee appoints one CISO, who may concurrently serve as the head of the IT department.
- (3) **Information Security Implementation Team:** This team consists of designated information security personnel responsible for planning and executing various InfoSec operations.
- (4) **Emergency Response Team:** Composed of responsible personnel from key business functions, tasked with handling information security incidents and emergency responses.



02

Information Security Management Strategy and Framework

To strengthen information security management and ensure the confidentiality, integrity, and availability of the Company's information assets, this strategy has been established to support the continuous operation of information services, comply with applicable regulations, and prevent internal and external threats whether intentional or accidental.

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

1. Vision and Objectives:

- (1) Enhance staff knowledge and awareness
- (2) Prevent data leakage
- (3) Implement effective daily operations and maintenance
- (4) Ensure service availability

2. Information Security Goals:

- (1) Conduct information security education and training to raise employees' awareness and reinforce their understanding of relevant responsibilities.
- (2) Protect the Company's operational data by preventing unauthorized access and modification, ensuring accuracy and completeness.
- (3) Perform regular internal and external audits to ensure effective implementation of information security measures.
- (4) Maintain a high level of system availability for key business systems.

3. For each of the above goals, annual action plans shall be developed, including required resources, responsible personnel, expected completion timelines, methods of evaluation, and performance results. Related monitoring and measurement procedures must be implemented accordingly.

4. The Information Security Implementation Team shall report the effectiveness measurement results of the information security objectives to the Chair of the Information Security Committee during management review meetings.

02

- 2.1 Overview of Greatek
- 2.2 Business Philosophy
- 2.3 Corporate Governance
- 2.4 Ethics and Legal Compliance
- 2.5 Risk Management
- 2.6 Information Security

Information Security Implementation Measures

1. Computer Equipment Security Management

- Key equipment, such as servers, is housed in a dedicated server room with access control using contactless card readers. Entry and exit records are maintained for auditing purposes.
- Endpoint protection software is installed on all computer equipment, with automatic virus definition updates to ensure effective virus detection and enhanced defense against malicious software behavior.
- All equipment must undergo a virus scan before being brought online to prevent the introduction of malware or viruses into the facility.

2. Network Security Management

- Firewalls are configured to control external network connections. External-facing servers are equipped with endpoint protection and intrusion detection software to monitor and block external intrusions and attacks.
- Internal networks are equipped with threat detection devices to identify abnormal infections within the network at an early stage and quickly locate the source of infection

3. Access Control

- Departments must apply for system and application access based on operational needs. Requests are approved by both the department head and the IT unit head according to job responsibilities and system access authorization matrices. System administrators then configure user permissions accordingly.
- Access to critical documents and data is restricted and encrypted to ensure secure handling.
- When employees are transferred or leave the Company, the IT department promptly modifies or disables their accounts and access rights based on the personnel changes to maintain information security.

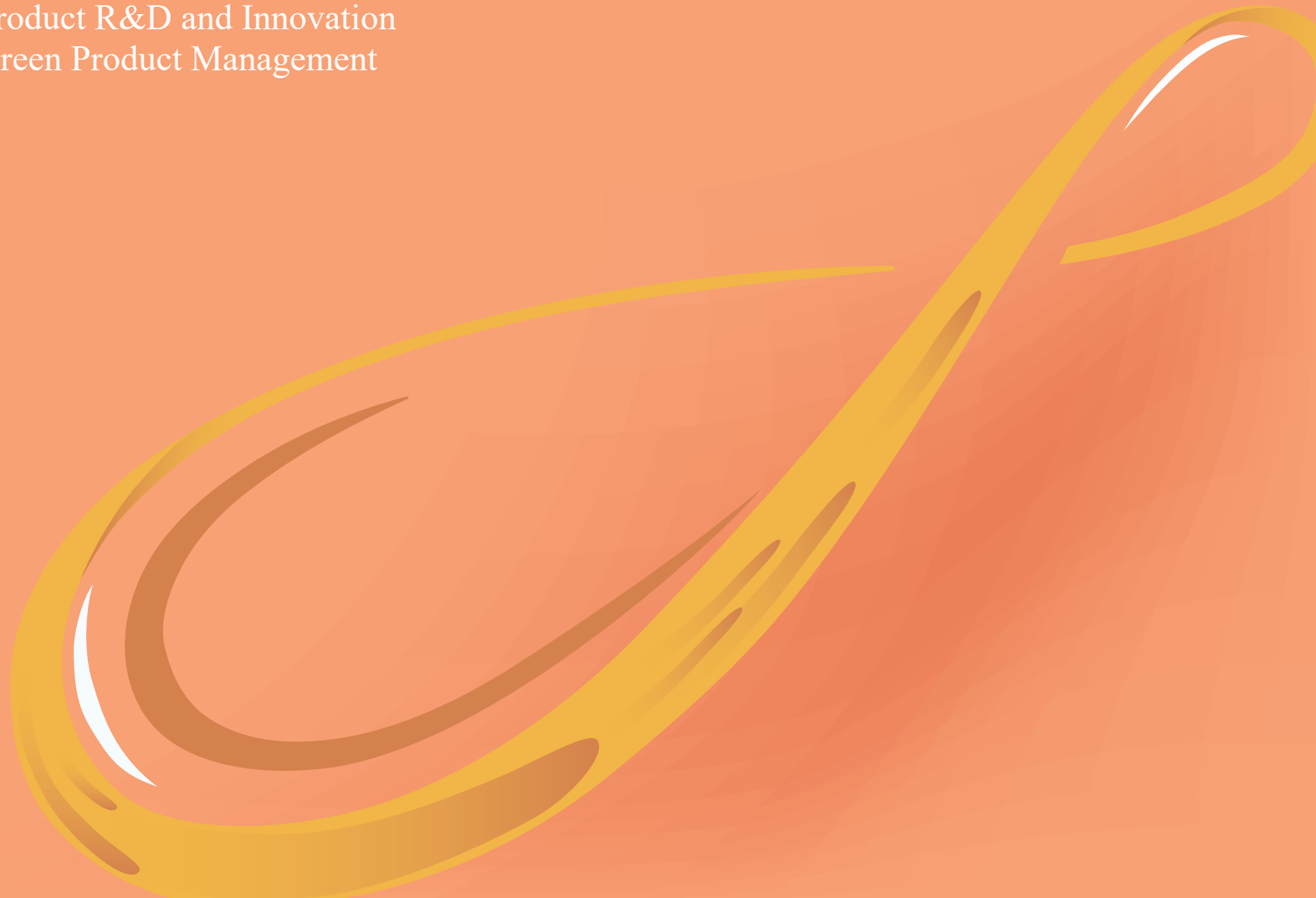
4. Business Continuity of IT Systems

- The main servers are equipped with uninterruptible power supplies (UPS) and voltage stabilizers, and are connected to the Company's backup generator system to prevent system damage due to power outages or voltage irregularities.
- A real-time offsite disaster recovery infrastructure is in place. In the event of local server room failure due to disasters, backup servers and storage devices at a remote site can be activated to maintain critical services.
- Data backup and recovery mechanisms are reinforced through daily scheduled media backups and the use of scheduled snapshot functionality on storage devices to enhance the completeness and efficiency of system restoration.

03

Innovation and Development

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management



03

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management

Summary of Material Topics in This Chapter

Materiality (GRI Standards)	Technology and Service (GRI 201: Economic Performance 2016)
Strategic core	Actively engage in the research and mass production of new packaging technologies.
Vision and goal	<ul style="list-style-type: none"> Strengthen the Company's technical innovation and R&D capacity. Reduce emissions and go green and pollution-free in line with the international trend. Actively engage in the research and mass production of new packaging technologies.
Management policy	Hold a goal management meeting every month to track and discuss goals, grasp the economic situation in real-time, and work closely with production and sales departments and coordinate their operation.
Evaluation mechanism	Hold a goal management meeting every month.
Grievance mechanism	<ul style="list-style-type: none"> Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw
Performance highlights	<p>Technology and service</p> <ul style="list-style-type: none"> (Bumping) Bumping packaging service. Cu pillar bump flip chip. <p>Packaging service</p> <ul style="list-style-type: none"> Rewiring (RDL) service. Wafer-level chip scale packaging (WLCSP) service. <p>Product R&D and innovation</p> <ul style="list-style-type: none"> Developed a hybrid (FC+WB) MIS package to enhance product versatility.

03

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management

3.1 Technology and Service

Committed to the development of IC packaging and testing services and technology, providing unified turn-key services and drop shipment customer services

Offering turn-key services and drop shipment customer services for the downstream semiconductor supply chain to reduce lead times and lower costs.

Greatek's production technology and product development are in line with the needs of the electronic terminal product market and customers. The diversification of products and the improvement of technical capabilities enhance the Company's business and profitability.

To achieve the goals of reducing lead times and lowering costs, Greatek adopts a strategic alliance model from the industrial value chain to pursue quality and customer orientation as top priorities. With a high-quality R&D team, excellent engineering capabilities, and advanced machinery and equipment, we can comprehensively expand our packaging and testing services.

Structure of the Semiconductor Supply Chain

Upstream IC design company completes product design	Midstream Commission a wafer foundry to produce semi-finished wafer	Downstream Complete packaging and back-end testing, and sell
IP design/ IC design OEM service IC design	IC/wafer manufacturing Production process and testing equipment	Production process and testing equipment IC packaging and testing IC modules IC channels

The development of package products ties closely to the market trend of electronic terminal products. We strive to shrink the size of electronic components to make them lightweight, thin, short, and small, such as QFN, DFN, multi-row QFN, WLP, CSP, 3D packages, and other products. At the same time, we reduce emissions and go green and pollution-free under the requirements of the world's environmental protection trend.

03

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management

Greatek's Product and Technology Development

- IC packaging (P-DIP, TO, SOT, SO, SSOP, TSSOP, QFP/LQFP, TQFP) and testing services.
- Quad-flat no-lead (QFN) packaging service.
- Bumping service.
- Circuit probing service.
- Stack die and side-by-side packaging and testing services.
- Ball grid array integrated circuit (BGA, LGA) packaging and testing services.
- Rewiring (RDL) service.
- Wafer-level chip scale packaging (WLCSP) and testing services
- Flip chip packaging (flip chip QFN, SOP, SOT) and testing services.
- IC substrate (MIS) packaging and testing services.
- Automotive IC packaging and testing services
- System-in-package (SIP) packaging and testing services.
- Developed multi-die and thick-wire packaging products for third-generation semiconductors, e.g. SiC, GAN, WB QFN, TOLT power IC.
- Developed a hybrid (FC+WB) MIS package to enhance product versatility
- Developed FC QFN PMIC products with a package size of 5X5mm or larger to improve product performance.

03

3.2 Product R&D and innovation

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management

Innovation and Breakthrough	Diverse Business Opportunities	Enhancement of Industrial Value
<ul style="list-style-type: none"> ✓ Keep track of market trends ✓ Gain early insight into industry opportunities ✓ Quick response to customer needs 	<ul style="list-style-type: none"> ✓ Innovate product technology ✓ Integrate teamwork ✓ Improve lean processes 	<ul style="list-style-type: none"> ✓ Recruit outstanding talent ✓ Implement sustainable and green environmental protection ✓ Fulfill corporate responsibilities

In order to continuously enhance corporate value and meet the needs for various future products, Greatek Electronics actively invests in low-cost processes and establishes an industry with technological innovation as the core through the three strategies of “innovation and breakthrough”, “diverse business opportunities”, and “enhancement of industrial value.”

The trend of developing and applying wireless network communications, information appliances, portable products, and the wearable devices, IoT (Internet of Things), automotive electronics, and mass cloud storage and computing that have gradually emerged in recent years has sprung up. As a result, it is certain that lightness, thinness, compactness, and low cost are taken into consideration for the IC packages for communication devices, controllers, memory, and peripherals.

The focus of our development is to apply BGA/LGA with a bigger package size, 5G Wi-Fi products, MIS (molded interconnect substrate), flip chip and wire bond types, automotive electronics, etc. We are also actively engaging in SiP development to provide comprehensive services for domestic and foreign customers. In response to the needs of the development and application markets in the overall industry, in recent years, the Company has been actively developing flip chip packaging technologies, such as bumping technology, wafer-level chip scale packaging (WLCSP) back-end integration, SiP, automotive electronic ICs, BGA, and substrate-based packaging technology and component production, as well as wire bonding and flip chip technology, and stacked-die packages. Moreover, we have made proactive investments for hybrid IC packaging, FC assembly, module assembly, and SiP, and actively developed multi-die and thick-wire packaging products for third-generation semiconductors, e.g. GAN, WB QFN power IC, in order to meet the needs of domestic and foreign customers.

We continue to expand our R&D department, recruit industry elites and excellent talent, develop new products and improve processes. Greatek’s production technology and product development are in line with the needs of the electronic terminal product market and customers. In recent years, electronics have been developed to be lightweight, thin, short, small, highly efficient, highly integrated, highly secure, low-cost, and low-power. The diversification of products and the improvement of technical capabilities enhance the Company’s revenue and profitability.

Research and Development Expenses over the Years	
Year	Expenses
2024	289,188
2023	247,563
2022	252,072

Unit: NTD thousand

03

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management

3.3 Green Product Management

In the spirit of “pursuing excellence and going beyond the peak”, we will do our best to meet customers’ needs in IC testing and packaging. With our quality policies of “establishing norms”, “doing things right the first time”, “engagement of all employees”, and “customer satisfaction”, a high-quality corporate culture has been incorporated into the core of the enterprise to meet customer expectations, maintaining long-term and stable partnerships with customers and building a comprehensive quality system. The engagement of all employees and continuous implementation are the best guarantees for customer satisfaction.

Quality Management System Policy

Establish clear standards
Do it right the first time
Ensure total employee involvement
Achieve customer satisfaction

Our company is committed to the spirit of pursuing excellence and surpassing limits, striving to fully meet customer requirements in IC testing and packaging services, and to establish long-term, mutually beneficial partnerships.

To enhance quality awareness among all employees, we firmly believe that continuous improvement in quality will strengthen the company’s competitiveness. Only through ongoing defect elimination and quality enhancement - aiming for zero defects - can we ensure long-term and stable cooperation with our customers. Therefore, establishing a comprehensive quality system, with full employee participation and persistent implementation, is the best guarantee for achieving customer satisfaction.

03

Green Product Management

Greatek is committed to promoting green product management and has set “making hazardous substance-free (HSF) products” as a quality goal. We have prohibited the use of environmentally hazardous substances in all our products. Green materials are considered in the design of processes, and purchased raw materials comply with the Restriction of Hazardous Substances Directive (RoHS), the EU Regulation on the Registration, Evaluation, Authorisation and restriction of Chemicals (REACH), the Packaging Directive, and other international laws and regulations.

100% of our products comply with the RoHS and REACH requirements to achieve the tenets of green products and continuous improvement, meet the requirements of customers and international environmental protection regulations for green products, and help us do our part for the global environment.

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management



In order to ensure that the environment-related substances contained in the products manufactured by the Company comply with international laws and regulations and customer requirements, as well as reduce the environmental impact of products and enhance product competitiveness, Greatek has obtained IECQ QC 080000 and SONY GP (Green Partner) certifications.

Hazardous Substance Management

Compliance with Regulations
Implement Green Production
Ensure Continuous Improvement
Achieve Customer Satisfaction

As a professional semiconductor packaging and testing company, Greatek is committed to supporting global environmental protection and hazardous substance management. We strive to prevent environmental pollution and continually improve our practices to meet the requirements of both customers and relevant domestic environmental regulations.

03

- 3.1 Technology and Service
- 3.2 Product R&D and Innovation
- 3.3 Green Product Management

Greatek follows the regulations of the management system and is committed to the management of hazardous substances in products.

All our products are subject to source control and in-plant process management. We request that suppliers investigate hazardous substances to ensure that their raw materials meet the hazardous substance management requirements of EU RoHS and REACH and comply with the instructions of end customers such as IBM, SONY, Panasonic, Fujitsu, Samsung Electronics, LG, ASUS, and other world-leading manufacturers.

We promise not to use prohibited environment-related substances and we undertake to comply with existing laws and regulations and meet customer needs. We will also develop source, process, and finished product management measures in compliance with international regulations and customer requirements for controlled substances.

Systematic management and testing	<ul style="list-style-type: none"> • Establish a chemical control list and update the list on a regular basis. • Implement chemical reviews at the procurement stage. • The test items must comply with the RoHS 2.0 Directive [test results, test methods, test dates]. • A test report is valid for one year. The system notifies suppliers by auto mail to provide a new report before the previous one expires.
Material testing	<ul style="list-style-type: none"> • Request that suppliers review material test reports according to the latest international regulations and standards. • Effectively identify and manage the materials specified by customers from the processes of feeding, picking, manufacturing, and finished product warehousing.
XRF testing	<ul style="list-style-type: none"> • Install XRF testing equipment to conduct raw material and product testing on incoming materials and finished products to ensure that they meet RoHS and halogen-free requirements.

Product Safety Labels

As a foundry, Greatek conducts labeling in accordance with customer work orders. For product safety certifications such as UL Mark, we also work with customers to obtain production process certification and label products with safety compliance information.

There were no violations of any laws or regulations or voluntary standards in 2024.

04

Partnership Maintenance

4.1 Customer Relationship Management

4.2 Sustainable Supply Chain Management



04

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

Summary of Material Topics in This Chapter

Materiality topics (GRI Standards)	Customer Relationship Management (GRI 418: Customer Privacy 2016)
Strategic core	0 customer complaints and 0 incidents of harm to customer rights and interests.
Vision and Goals	Continue to comply with internal regulations, maintain the goals of 0 customer complaints and 0 incidents of harm to customer rights and interests, and increase the willingness of new customers to collaborate with Greatek.
Management Policy	<ul style="list-style-type: none"> • All employees must comply with relevant internal regulations. • Establish an internal document management unit and system to set access permissions. • Improve information security protection measures to prevent personnel from obtaining customer information without legal authorization. • Document customer work orders to control the progress of WIP (work in process).
Evaluation Mechanism	<ul style="list-style-type: none"> • Regularly conduct internal training. • Conduct a customer satisfaction survey every year. • Regular internal audits. • Create independent whistleblowing email addresses for internal and external personnel.
Grievance/Remediation Mechanism	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw
Specific Actions	In 2024, there were no complaints related to breaches of customer confidentiality received by Greatek, no products violating marketing-related laws and regulations and marketing bans, and no incidents of harm to customer rights and interests due to the loss of customer privacy or customer data.

04

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

4.1 Customer relationship management

With the goal of becoming the best business partner of our customers, we are committed to technological innovation and providing the best products. Through diverse and active communication, we understand customer needs and strive to offer comprehensive services to build customer satisfaction and trust.

Greatek adheres to the highest ethical standards and strictly abides by relevant domestic and foreign laws and regulations without any violations, including intellectual property rights, environmental protection, insider trading and privacy rights.

In order to ensure the proper management and maintenance of intellectual property application and confirmation processes for patents, Greatek has also formulated the patent application and management regulations in the Company's statement of work.



In 2024, Greatek had no products violating marketing-related laws and regulations and marketing bans and no incidents of harm to customer rights and interests due to the loss of customer privacy or customer data.

Customer Confidential Information Protection

Customer Information Management

- ✓ [Order management]: After receiving a customer work order, document it to control the progress of WIP and lead times.
- ✓ [Order tracking]: Track customer data and customer order commitments on the order system and create purchase requisition data.

We keep confidential information fully confidential, establish strict authorization control procedures, and require employees to follow them:

- ✓ The Company has relevant internal regulations in place, and employees strictly abide by them.
- ✓ We have established an internal document management unit and system to set access permissions.
- ✓ Improve information security protection measures to prevent personnel from obtaining customer information without legal authorization.

No customer complaints related to breaches of customer confidentiality occurred in Greatek in 2024.

04

Customer Maintenance and Satisfaction Survey

Through customer satisfaction surveys, we collect and gather statistics on what customers are satisfied and dissatisfied with as the focus for refinement and improvement, thereby enhancing overall customer satisfaction.

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

● Customer Satisfaction Survey

Implementation Cycle:

Once a year (conducted at the end of each year).

Statistical Analysis:

The statistical criteria include: quality, 30%; lead times, 20%; service, 30%; and technology, 20%.

Statistical analysis of customer satisfaction survey results.

Customer feedback is reviewed during management review meetings and used as the basis for improvement assessment.

In addition to the use of quality management, we continue to increase information integration systems to enhance customer satisfaction with Greatek's overall product quality and their overall satisfaction with the Company. Additional reviews and evaluations are required when customer satisfaction shows a downward trend or the set targets are met.

According to Greatek's 2024 domestic and foreign customer satisfaction survey results, in terms of quality and service, customer satisfaction was 89%. The customer satisfaction survey results remained constant (over 80%) in the past three years.

Item	Domestic and Foreign Customers
Number returned/issued	29/30
Return rate (%)	97
Average satisfaction	89
Target value	85
Achievement status	Staff Service Attitude
Top three most satisfied items	<ul style="list-style-type: none"> • Staff Service Attitude • Provision of Regular Yield Reports • Packaging Yield Rate

04

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

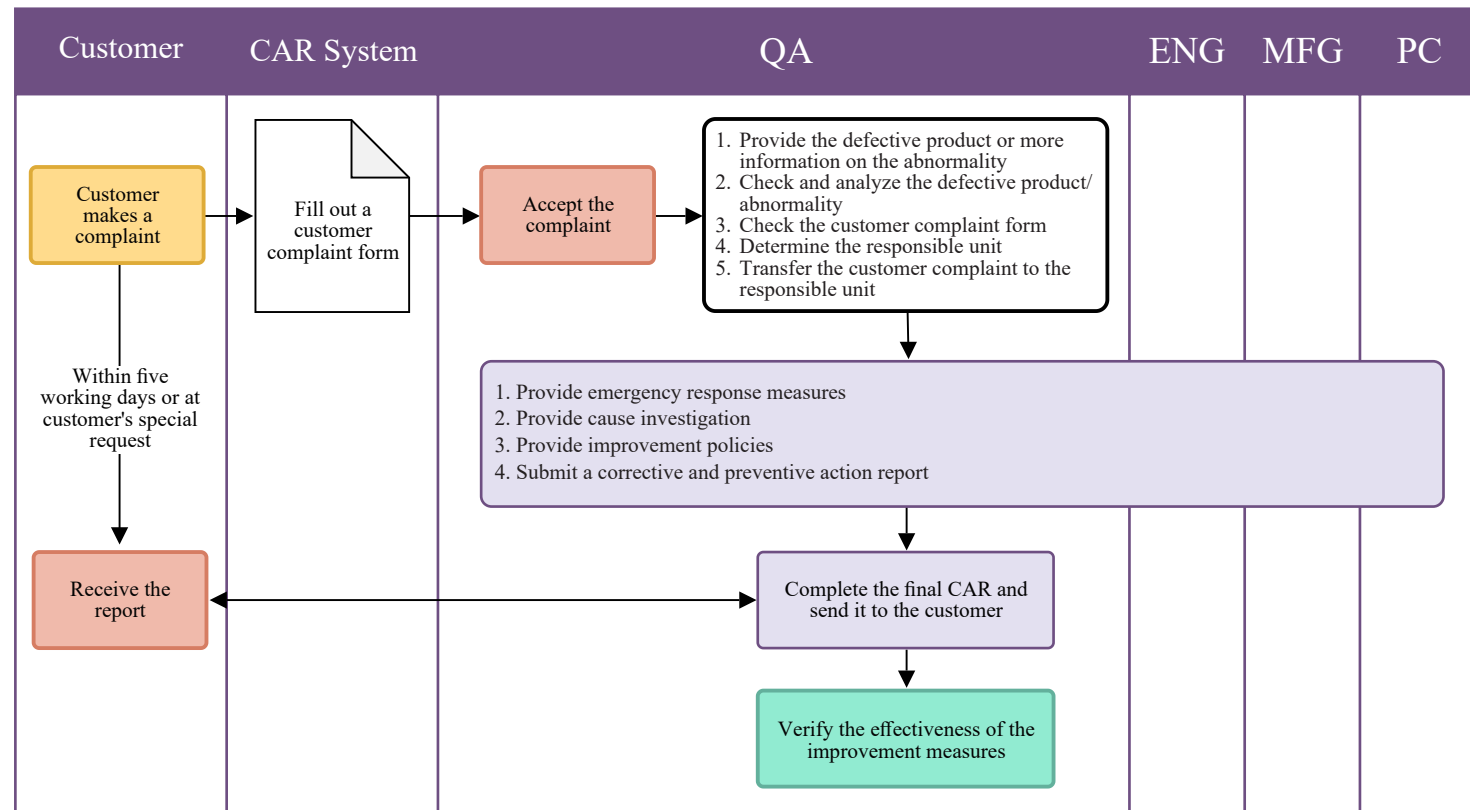
● Customer Complaint Handling

Customer feedback is the driving force behind our continuous improvement, and we regard customer complaints and opinions as an opportunity to help us make continuous improvements.

We have established a complete customer complaint handling process to ensure that customer messages can be conveyed to relevant units and the management in a timely and complete manner. Appropriate countermeasures are then taken for actual or potential abnormal situations to quickly respond to customer needs and prevent recurrence of similar problems. By doing so, we can ensure customer rights and interests and enhance and consolidate customer loyalty and trust in the Company.

To achieve continuous improvement and refine our quality standards, we collect the available information, such as quality anomalies, customer complaints, or product returns, for tracking and analysis, and transform customer feedback into the driving force for continuous internal improvement, improving product and service quality to better meet customer needs and expectations.

We responded to all customer complaints received in 2024.



04

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

4.2 Sustainable Supply Chain Management

Suppliers are important business partners of Greatek. Through close collaboration, we jointly pursue sustainable corporate operation and growth. Our major raw material suppliers are required to pass supplier evaluations and undergo regular audits and evaluations to ensure their compliance with our sustainability management requirements and collaboration quality.

Supplier Selection

Greatek's evaluation of new suppliers includes:

- ✓ [Environmental system]: Verify compliance with the environmental management system and conduct environmental impact assessment.
- ✓ [Quality system]: Verify compliance with ISO or IATF quality system certification.
- ✓ [Hazardous substances]: Verify whether environmentally hazardous substances are used and require suppliers to guarantee not to use environmentally hazardous substances in their processes and direct raw materials.
- ✓ [Responsible Business Alliance Code of Conduct]: Verify compliance with the RBA Code of Conduct.
- ✓ [Business continuity plan]: Confirm whether a business continuity plan is established.

Suppliers are classified for management according to the certifications they have passed:

- ✓ [Tier 1 suppliers]: Suppliers that have passed hazardous substance management system certification (QC 080000)
- ✓ [Tier 2 suppliers]: Suppliers that have passed the ISO 9001 quality system management certification. They must issue a guarantee that they will not use environmentally hazardous substances.



04

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

Supplier Management and Auditing

Through close collaboration with suppliers, we jointly pursue the sustainable operation and growth of Greatek.

- ✓ The Company's major raw material suppliers are required to pass supplier evaluations and undergo regular audits and evaluations to ensure compliance with the Company's sustainability management requirements and collaboration quality.
- ✓ After qualified suppliers are selected, suppliers of major raw materials are included in the annual audit.
- ✓ If any deficiencies are discovered, suppliers will be immediately requested to propose appropriate improvement plans along with clear goals and time frames for improvement, and the order ratio will be appropriately adjusted depending on the improvement results.

Regular Audit Items for Qualified Suppliers

- Automotive Industry International Standard VDA 6.3 Process Audit
- Quality system
- Manufacturing system
- Supplier management
- RBA Code of Conduct

20 major suppliers underwent the annual audit in 2024. The scores for quality, lead times, cost, and cooperation of all suppliers were all above 75, meeting the Company's requirements.

Number of Suppliers and Percentage of Domestic and Foreign Suppliers

		Year		
Item		2022	2023	2024
Domestic	Raw materials	56	56	56
	Waste disposal	9	9	10
	Total number of suppliers	65	65	66
	Proportion (%)	61	61	62
Foreign	Total number of suppliers	41	41	41
	Proportion (%)	39	39	38

No change in the supply chain structure in 2024

04

- 4.1 Customer Relationship Management
- 4.2 Sustainable Supply Chain Management

RBA Member

● RBA Code of Conduct

Greatek has implemented the RBA Code of Conduct and included it in the Company's social responsibility management system. The system is established in accordance with the RBA Code of Conduct and covers labor, health and safety, environment, ethics, etc.

The ESG Committee, which is responsible for management and supervision, provides employees with a clear understanding of the RBA Code of Conduct through regular education and training, and conveys it to key suppliers and contractors to help them adopt relevant tools and standards.

Through joint collaboration, extending from management systems to audit actions, we have built a system that values employees' labor conditions, safety, and health and provided them with a safe and humane working environment to achieve the goal of sustainable operation. We will continue to design and implement a management system that complies with laws and customer requirements to reduce business risks and fulfill corporate sustainable responsibilities.

Greatek passed the RBA VAP audit in 2023, the certificate remains valid in 2024.

● Implementation of the Policy for Non-use of Conflict Minerals

Greatek takes seriously the possibility of the Democratic Republic of the Congo in East Africa entering the electronics supply chain through mineral mining. The profits gained from such illegal mining encourage human rights atrocities. We verify the sources of tantalum, tin, gold, tungsten, cobalt, and mica in products through the "Conflict Minerals Reporting Template (CMRT)" and "Extended Minerals Reporting Template (EMRT)" completed by suppliers.

Policy for Non-use of Conflict Minerals

Greatek undertakes not to use or procure conflict minerals from conflict zones, and is committed to requiring upstream raw material and component suppliers to fulfill social and environmental responsibilities by not using conflict minerals from conflict zones and having relevant trading activities comply with the Electronic Industry Citizenship Coalition Code of Conduct

04

4.1 Customer Relationship Management

4.2 Sustainable Supply Chain Management

Greatek communicates its "Non-Use of Conflict Minerals Policy" to suppliers, requesting that they guarantee the materials purchased by Greatek do not originate from conflict-affected regions.

The company continuously monitors sourcing practices within its direct supply chain to avoid the procurement of conflict minerals.

Through the "Policy for Non-use of Conflict Minerals," we tell our suppliers that the Company does not source from conflict zones and that we require them to follow our lead. We constantly monitor our direct supply chain procurement practices to avoid acquiring conflict mineral materials. To ensure that tantalum, tin, gold, tungsten, cobalt, and mica are not sourced from conflict zones in the Democratic Republic of the Congo, we require our suppliers to comply with the "Policy for Non-use of Conflict Minerals," specifically by:



Signing the "CMRT" and "EMRT"

Conduct supplier surveys in accordance with the "CMRT" and "EMRT" of the RBA Code of Conduct and require suppliers to undertake not to use conflict minerals from conflict mining areas.

In 2024, 100% of our major raw material suppliers were surveyed.



Tracing the sources of minerals

Require suppliers to trace the source of minerals in the supplied products, avoid using potential conflict minerals, and comply with the following regulations:

- Making sure that products do not use conflict minerals from the Democratic Republic of the Congo and its surrounding countries and regions
- Trace the source of minerals such as tantalum, tin, gold, tungsten, cobalt, and mica contained in all products.
- Suppliers must communicate this requirement to their upstream suppliers.

05

Harmonious Workplace

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety



Summary of Material Topics in This Chapter

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Materiality topics (GRI Standards)	Talent Acquisition and Retention (GRI 401: Employment 2016/ GRI 404: Training and Education 2016)	Diverse Workplace (GRI 406: Non-discrimination)	Workplace Safety (GRI 403: Occupational Health and Safety)
Strategic core	Provide competitive remuneration and benefits to attract and retain outstanding talent from all walks of life, and reward colleagues for their hard work and contributions to the Company.	Create a friendly working environment, improve employee satisfaction, and achieve a 100% RBA training completion rate across all plants.	Provide a safe, healthy and high-quality working environment for employees and a safe working environment for contractors to effectively prevent work-related accidents and protect the health and safety of workers.
Vision and Goals	Provide competitive remuneration and benefits to attract and retain outstanding talent from all walks of life, and reward colleagues for their hard work and contributions to the Company.	Improve the management system and create a friendly working environment to improve employee satisfaction.	Continue to provide a safe, healthy and comfortable working environment.
Management Policy	<ul style="list-style-type: none"> Adjust salary based on annual performance reviews. Set up breastfeeding rooms, establish regulations for parental leave without pay, and promote equal pay for women and men. 	<ul style="list-style-type: none"> Further improve corporate social responsibilities through customer RBA audits and RBA VAP audits. Extend RBA education and training to various departments so that all employees have a basic understanding of RBA. Set RBA targets and conduct internal RBA audits, and enhance the satisfaction of all employees by improving the management system and creating a friendly working environment. 	<ul style="list-style-type: none"> All employees participate in at least one hour of occupational safety and health education and training. Conduct fire escape drills for all departments. Internal occupational safety and health audits. External occupational safety and health audits. Occupational Safety and Health Committee meeting.
Evaluation Mechanism	<ul style="list-style-type: none"> Establish an employee welfare organization and a Pension Supervision Committee. Set up a suggestion box and a proposal system and hold weekly/monthly meetings and labor-management meetings. Submit opinions or grievances in writing, via mail/e-mail, orally or by phone to the unit managers or each plant management unit. Regular annual internal audits. 	<ul style="list-style-type: none"> Establish an RBA promotion team with 24 internal auditors. Annual internal RBA audit: The Company forms an internal audit team to conduct an RBA self-assessment once a year for customer RBA audits. Establish good communication channels through regular labor-management meetings, occupational safety committee meetings, and welfare committee meetings. Set up a suggestion box and a proposal system and hold weekly/monthly meetings and labor-management meetings to submit opinions or grievances in writing, via mail (e-mail), orally or by phone to the unit managers or each plant management unit. 	<ul style="list-style-type: none"> 30 members of the occupational safety and health system implementation team and 30 seed audit personnel from different units conduct audits Internal audit: Once/year. The Company forms an internal audit team to conduct an ISO 45001 self-assessment once a year External audit: Once/year. The Company commissions an independent third party to conduct an ISO 45001 audit once a year. The Occupational Safety and Health Committee meets four times a year to review the quarterly work-related accident rate and the status of occupational safety and health promotion. Set up a suggestion box, an email address for grievances and suggestions, and a hotline for stakeholders. Regular labor-management meetings and Occupational Safety and Health Committee meetings.

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Materiality topics (GRI Standards)	Talent Acquisition and Retention (GRI 401: Employment 2016/GRI 404: Training and Education 2016)	Diverse Workplace (GRI 406: Non-discrimination)	Workplace Safety (GRI 403: Occupational Health and Safety)
Grievance/Remediation Mechanism	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw
Specific Actions	<ul style="list-style-type: none"> Average remuneration in 2024 was NTD 69,096/month. In 2024, a total of 32 employees applied for parental leave without pay, among whom the percentage of female employees was 75%. The number of employees on maternity/paternity leave and parental leave totaled 139. The reinstatement rate of female employees with parental leave was 81%; 100% of them have worked for one year after reinstatement. 	<ul style="list-style-type: none"> Achieved a 100% RBA training completion rate across all plants 0 human rights-related grievances. Created a friendly working environment and improved employee satisfaction. No grievances related to discrimination from employees. Organized courses to raise the awareness of gender equality among managers and employees. 	<ul style="list-style-type: none"> Maintained the ISO 45001 certification system. Organized education and training on occupational safety and health management systems, conducted in-plant hazard identification and risk assessment, formulated operation control standards, set occupational safety and health goals, and conducted internal audits On-site health education services by physicians <ul style="list-style-type: none"> ✓ Gong-Yi Plant: Three hours per session, nine sessions a month. ✓ Toufen Plant: Three hours per session, one session a month.

05

5.1 Employee Structure

In line with the principles of fairness and employment diversity, we do not use race, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, marital status, appearance, disability, etc. as factors considered in employee recruitment, employment, evaluation, or promotion. We take “putting the right person in the right position” as the main consideration and provide local employment opportunities to promote economic growth.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

- The Company employs employees in accordance with the Labor Standards Act and other relevant laws and regulations, and has never hired employees under the age of 16 (child labor) to perform work.
- We hire employees based on their professionalism and experience, value harmonious labor relations and smooth communication channels, and have regulations and procedures for sexual harassment prevention and handling in place.
- None of our employees were subjected to discrimination, sexual harassment, or any incidents where labor rights and interests were harmed.

Female employees account for 55.75% of the total workforce, while male employees account for 44.25%.

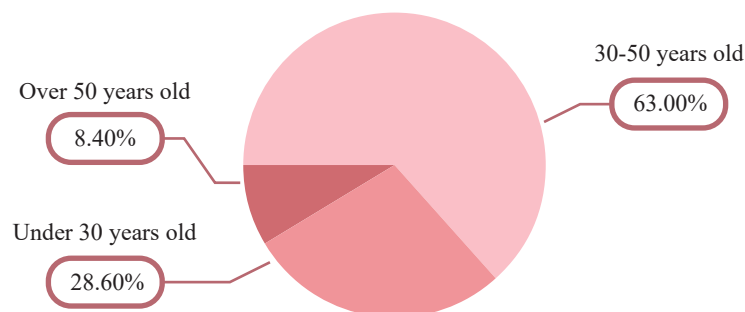
Domestic employees number 3,220, representing 75.02% of the total workforce, whereas foreign employees number 1,072, accounting for 24.98%

Note: Greatek’s “outsourced labor” included 8 security personnel, 54 cleaning personnel, and 13 catering personnel.

Greatek Electronics does not hire dispatched employees. As of December 31, 2024, the total number of employees is 4,292, all of whom are full-time employees.

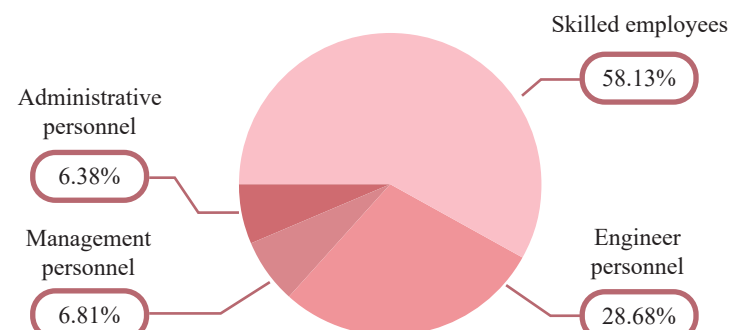
During the reporting period (2024) and between the reporting periods (2023 and 2024), there were no significant fluctuations in the number of employees.

● Age Distribution of Employees



- Below 30 Years Old, 28.6%, Greatek’s Training Targets and Source of Enthusiasm and Vitality
- 30-50 Years Old, 63.00%, Greatek’s Main Force with Extensive Experience
- Over 50 Years Old, 8.40%, Greatek’s Key Leaders

● Skill Distribution of Employees



- In order to continuously strive for Greatek’s capacity growth, the Company’s workforce is dominated by skilled employees, accounting for 58.13%, followed by engineering personnel (28.68%), management personnel (6.81%), and administrative personnel (6.38%).

05

Regular Employees in the Year

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Year	Regular												Total
	Local						Non-Local						
	Male			Female			Male			Female			
	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	
2022	563	993	75	293	1014	209	66	144	0	339	491	0	4187
2023	585	1032	87	255	983	232	44	134	0	293	489	0	4134
2024	558	1071	104	250	979	258	45	121	0	374	532	0	4292

by Job Grade (Regular Employees)

Year	Local						Non-Local						Total
	Male			Female			Male			Female			
	General Employees	Supervisors	Division Level and Above	General Employees	Supervisors	Division Level and Above	General Employees	Supervisors	Division Level and Above	General Employees	Supervisors	Division Level and Above	
2022	1383	230	18	1496	19	1	210	0	0	830	0	0	4187
2023	1439	247	18	1450	19	1	178	0	0	782	0	0	4134
2024	1460	253	20	1468	18	1	166	0	0	906	0	0	4292

05

5.2 Retention of Employees

● New Employees Including Non-regular Employees

We have established a comprehensive recruitment standard mechanism along with various recruitment channels to continuously recruit new employees for the Company to maintain development momentum and growth power, attracting more outstanding students, providing quality job opportunities, and fulfilling corporate responsibilities.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Plant	New Employees in 2024														
	Number of people												Percentage (%)		
	Local						Non-Local						Total number of new employees		Total Active Employees
	Male			Female			Male			Female			Male	Female	4292
	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old			
Plant I	113	27	1	51	41	0	13	3	0	85	29	0	317	378	7.39%
Plant II	48	13	0	19	3	0	15	2	0	41	17	0			
Plant III	52	19	0	28	17	0	6	5	0	40	7	0			
Plant V	0	0	0	0	0	0	0	0	0	0	0	0			
Total	213	59	1	98	61	0	34	10	0	166	53	0			

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

● Employee Turnover (Including Non-regular Employees)

For resignation management, after an employee submits a resignation application, the relevant managers will conduct face-to-face interviews with the person concerned in a timely manner, and the Human Resources Department will also perform a one-on-one interview to understand the reason for the employee's resignation to make work adjustments or provide care as necessary.

In the event of major operational changes, the Company notifies employees of the changes according to the notice period specified in labor laws and regulations. According to the "Labor Standards Act," a notice period of 10-30 days is given depending on the length of service.

Plant	Resigned Employees in 2024																
	Number of people													Percentage (%)			
	Local						Non-Local						Total number of resigned employees			Total Active Employees	
	Male			Female			Male			Female			Male	Female	4292	Male	Female
	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old	Below 30 Years Old	30-50 Years Old	Over 50 Years Old					
Plant I	95	33	5	42	38	9	5	15	0	21	35	0	311	275		7.25%	6.41%
Plant II	30	26	1	14	18	7	6	16	0	5	23	0					
Plant III	37	26	2	19	19	2	2	12	0	8	15	0					
Plant V	0	0	0	0	0	0	0	0	0	0	0	0					
Total	162	85	8	75	75	18	13	43	0	34	73	0					

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

5.3 Training of Employees

At Greatek, we deeply recognize that exceptional talent is the key to technological advancement and sustainable growth. Therefore, we are committed to nurturing talent and establishing a comprehensive training system. Through the Education and Training Committee, we implement the company's training direction across all levels, with department heads and employees actively participating in training planning, execution, and effectiveness evaluation. This ensures strong development of employees' technical and professional capabilities. The focus of our educational development plan is to strengthen professional knowledge and skills, enhance employee quality and expertise, and cultivate a pool of professional and managerial talent to support the company's future growth.

Continuing Education and Training System

Formulate an annual training plan according to the Company's business plan every year, including general education training, professional course training, management course training, and language skill training

When new employees start work at the Company, orientation training is provided to help them become familiar with the Company's environment and systems. After they are onboard, general education and required courses are set up according to different positions and job levels to enhance the career development of employees at all levels.

Control the implementation progress of training courses through the training management system to create specific training benefits, train talent required for organizational development, and ensure the sustainable growth of the Company.

Development of Professional Competencies

Orientation training: A total of 99 orientation training sessions were held in 2024, including for local and foreign workers. The courses covers the Company's history, organization, business philosophy, corporate culture, ethics, labor and human rights laws, regulations and systems, policies, green environment concepts, quality systems, labor safety and health, manufacturing process introduction, as well as the Company's environment and benefits.

On-the-job training: Every year, each unit proposes a plan based on their learning needs, and internal experts serve as the lecturers to implement professional competency training (1,874 trainees in 2024).

Internal training courses: We integrate professional competency courses, gather the needs of each unit, and assist in organizing courses related to industry knowledge, quality processes, production management, employee development, and laws and policies (36,887 trainees in 2024).

External training courses: Considering the particularity of professional competencies and the demand for new knowledge from professional seminars and training for professional licenses, we utilize external training to enhance relevant professional knowledge and obtain professional licenses (233 external training participants in 2024).

Skill assessment: The training for technicians, quality control staff, trainers, team leaders, and equipment engineers primarily focuses on operational certification. Through this certification training, we aim to achieve consistent product quality. (6,650 operation certification training participants in 2024).

Management training: In 2024, a total of 674 participants, including trainers, team leaders, engineer mentors, section chiefs, managers, and senior executives, took part in management training programs, accumulating 3,591 training hours. For English language training courses, there were 760 participants, totaling 1,520 training hours.

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Performance Management and Employee Development

● Purpose

For performance management, in addition to emphasizing reaching a consensus on work goals between employees and managers, we have also made good use of the system and adjusted its functions to “focus on employee development supplemented by performance reviews,” achieving both evaluative and developmental functions. We hope to train and develop the individual capabilities of employees so that they can be familiarized with their duties, become valuable assistants for managers and the pillars of the Company, and thereby enhance the Company’s competitiveness and overall organizational performance.

● Employee Career Development

Performance reviews help improve the Company’s human resource system and overall business system.

✓ [Formulation of review standards]

- Managers perform fair, reasonable and objective performance reviews according to the review standards and regulations, so that each member of the team can clearly understand the roles they should play and strive to achieve the performance requirements of various positions.
- Give employees clear work goals and future performance improvement guidelines to achieve overall business goals.

✓ [Annual performance review]

- Help managers and employees understand the expectations of the Company in terms of behavior, results, and personality traits through the formulation and evaluation of annual performance review items.
- Coordinate the mentality and behavior of all employees and move toward the common goal.
- In 2024, a total of 2,897 employees were scheduled to be reviewed, and all of them participated in the annual performance review, regardless of gender.

05

Promotion Channels

✓ In accordance with the “Performance Review Management Procedures”

The Company conducts objective performance reviews for each employee according to the “Performance Review Management Procedures” every year, and determines the employee’s annual promotion based on the review results according to the “Job Grade and Job Level Promotion Management Procedures,” in the hope to make the individual’s ability and performance match their position, job grade, and job level and encourage colleagues to develop themselves and improve their abilities at work to achieve the goal of growth.

✓ Establishment of the “Management Procedures for Management Position Referrals”

According to the “Management Procedures for Management Position Referrals,” we formulate the basic evaluation criteria for each management position. When there are management vacancies in the organization, internal referrals can be made to assign personnel to required management roles in a fair, impartial, and objective manner, putting the personnel recommended for promotion in the right positions.

The following is an analysis of the review status of regular employees from 2022 to 2024:

Greatek’s Regular Performance Review in the Most Recent Three Years												
Title	2022				2023				2024			
	Number of Persons Reviewed		Percentage (%)		Number of Persons Reviewed		Percentage (%)		Number of Persons Reviewed		Percentage (%)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Supervisors	228	19	5.4	0.4	244	19	5.9	0.5	248	18	5.8	0.4
General employees	1227	1592	28.9	37.5	1275	1356	30.8	32.7	1275	1356	29.7	31.6
Total	1455	1611	34.2	37.9	1519	1375	36.7	33.2	1523	1374	35.5	32

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

05

5.4 Valuing Employee Human Rights

Greatek Electronics values the implementation of human rights, practices the labor policy and its spirit with attitudes of fairness and respect, establishes an equal, inclusive, and diverse communication culture, and integrates the relevant values into employees' work and the corporate culture.

In alignment with the spirit of the Responsible Business Alliance (RBA) Code of Conduct, we value our employees and uphold human rights by fostering a workplace environment that is free of gender discrimination, open, and equitable.

The company places great importance on employees' feedback and rights, having established multiple channels for employee communication. These channels are overseen by the highest-level supervisors of relevant departments to ensure timely and confidential handling. We are committed to providing an open and transparent environment for communication.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

- Relevant normative documents have been formulated as the basis for implementation. We also specifically declare in our internal documents and regulations such as the "Work Rules," "Sexual Harassment Grievance and Punishment Regulations," and social responsibility management manual that we protect the human rights of our employees, by complying with laws and regulations, which is fundamental, as well as ensuring their freedom of work, providing humane treatment, and prohibiting discrimination and sexual harassment.
- We have established a diverse and effective communication mechanism, improved salaries and benefits, provided diversified training and development opportunities and a rich selection of training courses, and advocated for freedom of work. All work is voluntary; there is no slavery or human trafficking.
- The members of the Administration Division conduct identification, assessment, and discussion about employee relations. Each responsible unit identifies human rights risk issues, assess their impact, and classifies these issues according to laws and regulations and the Company's policies every year to ensure the implementation of human rights protections.
- To ensure that employees understand their rights and the company's policies and practices regarding corporate social responsibility (CSR), every new employee receives CSR training on their first day during the onboarding program. This training is repeated annually, and employees are required to pass a CSR assessment.

Based on the statistics of all audits conduct in 2024, no child labor or forced labor was found during internal or external audits.

05

The company strictly complies with relevant labor laws and international human rights conventions to ensure that every employee can fully realize their potential. We have established a "Corporate Social Responsibility Policy" and an "Ethics Policy," which include commitments to non-discrimination, prohibition of child labor, and the elimination of forced labor. Regular human rights training is conducted for all employees, and the RBA Code of Conduct is communicated to our suppliers and contractors to promote collaborative efforts in fostering harmonious labor relations.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Social Responsibility Policy

We commit to:

Comply with customer and legal requirements and protect employee human rights.

Adopt the highest standards of integrity and ethics as the code of conduct for business operations and employees.

Ensure the safety of the working environment and operations, aiming for zero accidents.

Implement green environmental protection policies to achieve sustainable operation.

Design and implement a management system that complies with laws and customer requirements to reduce business risks and make continuous improvements.

Ethical Policy

• Ethical corporate management:

Prohibit any and all forms of bribery, corruption, extortion and embezzlement.

• No improper benefits:

Prohibit acceptance of bribes, kickbacks or improper benefits.

• Information disclosure:

Disclose information on labor, health and safety, environmental protection activities, business activities, organizational structure, financial status, and performance in accordance with applicable regulations.

• Intellectual property rights:

Respect intellectual property rights; transfer technology and knowledge in ways that protect intellectual property rights; and protect customer data.

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

- **Fair trade, advertising, and competition:**

Adhere to the standards of fair trade, advertising, and competition, and develop appropriate measures to protect customer data.

- **Identity protection and retaliation prevention:**

Ensure the confidentiality and anonymity of whistleblower identities and prevent retaliation.

- **Personal data protection:**

Protect the personal data of employees, customers, suppliers, and relevant stakeholders, and collect, process, and use personal data for lawful purposes.

- **Confidential information:**

Protect the business, technology, and financial information of the Company and customers and do not disclose them to any third party in violation of regulations.

Implementation of Human Rights Indicators

Non-discrimination: Total number of discrimination disputes occurring.	No discrimination incidents occurred
Freedom of association: Operations identified as posing a significant risk of endangering the right to freedom of association and collective bargaining.	Not prohibited; freely associating is encouraged
Child labor: Operations identified as posing a significant risk of causing child labor disputes, and actions taken to help eliminate child labor.	No incidents of child labor
Forced labor: Operations identified as posing a significant risk of causing forced or compulsory labor disputes, and actions taken to help eliminate forced or compulsory labor.	No forced labor incidents occurred

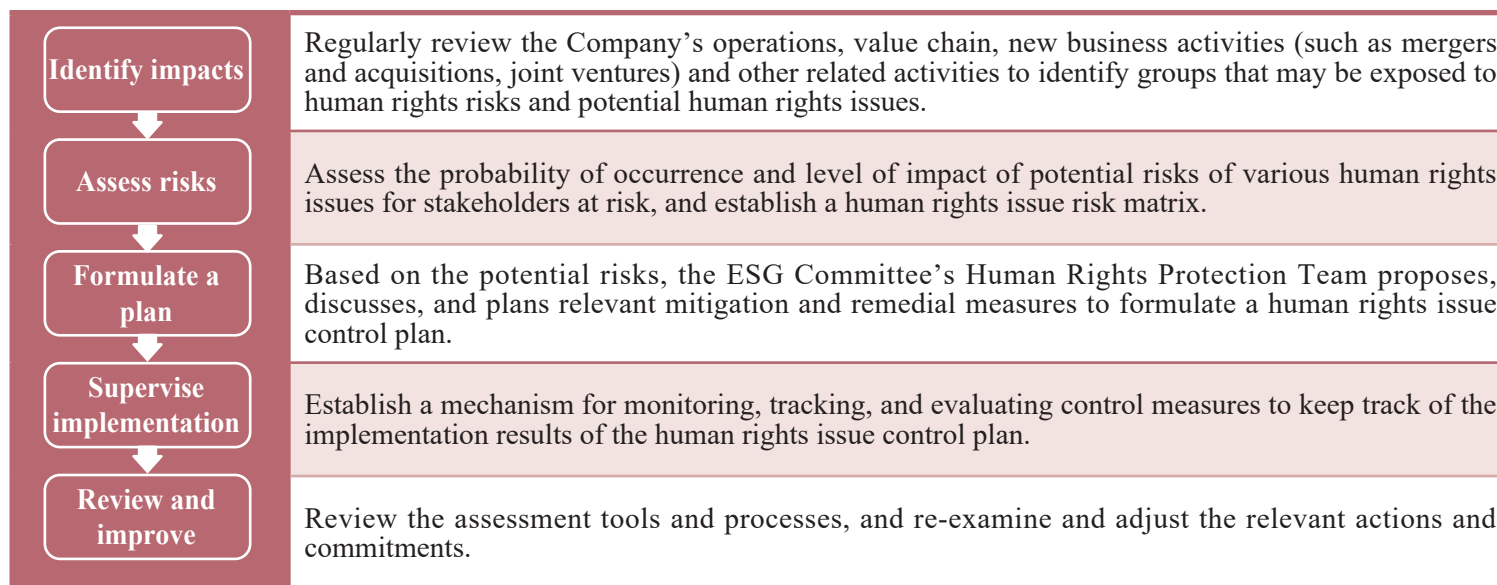
05

Human Rights Protection Mechanism

Our ESG Committee's Human Rights Protection Team holds regular meetings every year and refers to relevant laws and regulations and human rights development trends to formulate Greatek's human rights policy. We also implement the "human rights due diligence process" and continuously improve the management of human rights-related issues with all partners, in order to contribute to international human rights issues.

Human Rights Due Diligence Process

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety



Through stakeholder communication mechanisms, Greatek regularly or occasionally engage with stakeholders through various channels to conduct due diligence on issues related to environmental, social (including human rights), and corporate governance dimensions. Our goal is to effectively identify, prevent, mitigate, and disclose the actual or potential negative impacts, as well as positive effects, associated with these issues.

To continuously enhance human rights protection, we provide training for managerial staff on preventing workplace violence and addressing unlawful conduct in the workplace. Training topics include the company's human rights policy, human rights management, risk mitigation, and remedial measures, with references to both internal guidelines and external case studies.

If any adverse impact is identified, we assess appropriate responses based on the nature of the negative impact. Policies such as due diligence and early warning principles guide our approach—applying remedial measures for actual impacts and preventive or mitigating actions for potential risks.

In 2024, no significant human rights violations were identified.

We continue to implement remedial and mitigating measures focused on three key areas: enhancing employee benefits, improving rest areas and the working environment, and strengthening training programs, to eliminate workplace human rights violations and effectively safeguard human rights.

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Zero fees and Direct Hiring Policy for Foreign Migrant Workers

Foreign migrant workers in Taiwan are an important source of labor for major industries and the engine of Taiwan's economic development. At the same time, they are also a relatively disadvantaged group in terms of labor rights. We are aware the high fees that most foreign migrant workers must pay to get a job in Taiwan:

- Year by year, Greatek has improved the practices that have been implemented in the migrant job market for years to reduce discrimination and inequality and avoid modern slavery problems such as debt bondage, slavery, and human trafficking.
- Greatek has fully implemented a zero-fee measure for foreign migrant workers, whereby Greatek pays the agency fee for overseas employment, the fee for traveling to Taiwan, airfare, and the monthly domestic agency service fee for foreign migrant workers to effectively reduce their employment costs and prevent forced labor.
- ✓ In previous years, Greatek organized talent recruitment activities in the Philippines to negotiate employment with foreign migrant workers directly to avoid additional employment costs charged by domestic and foreign agencies.
- ✓ In response to the COVID-19 pandemic in 2020, we fully encouraged foreign workers to directly switch jobs in Taiwan to save the time and cost of applying for jobs abroad.
- ✓ In 2022, due to the stabilization of the COVID-19 pandemic and the policy for the lifting of partial border restrictions, Greatek switched to introducing workers from abroad and the foreign workers were directly transferred from employers in Taiwan through online interviews.
- ✓ In 2023, in view of the easing of the global pandemic and the reopening of the Taiwan-Philippines border, we resumed local recruitment in the countries of origin and maintained the introduction of workers from abroad and the foreign workers directly transferred from employers in Taiwan.

Through continuous annual improvements, Greatek ensures that foreign migrant workers can work in Taiwan with peace of mind. We are committed to creating an inclusive environment where individuals are treated equally and respectfully, without discrimination based on race, nationality, skin color, or identity.

Effectively avoid common risks:

- Deception
- False advertising
- Incomplete information: Prevent workers from being charged unreasonable fees
- Loans
- Seizure of workers' identification documents
- Compulsions derived from finance and other factors
- Bonded labor
- Avoid restrictions on resignation
- Access control implementation
- Forced overtime and other restrictions on personal freedom: Avoid substituted contracts
- Underground contracts: Avoid threatening with punishment
- Forced to perform labor or services

05

5.5 Employee Benefits and Rights

Greatek Electronics attaches great importance to the physical and mental balance of employees. In the workplace, we have planned diverse benefit systems. In addition to various insurance benefits and pension contributions according to local laws and regulations, we also provide group insurance that is better than that required by laws and regulations.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Dedicated Breastfeeding Rooms

To encourage postpartum employees to pump milk at work, each plant has set up a breastfeeding room equipped with a refrigerator and a private space for the safety and comfort of breastfeeding mothers.

Childcare Service

Greatek cares about the interaction between employees and their families. We not only provide many opportunities to work in different areas, but also bring vitality and happiness to employees' family lives. Through the kindergartens and childcare institutions contracted with the Welfare Committee in the areas in which our employees live, we provide education choices and preschool education for the children of our employees, bringing them a happy life both at work and at home.

Encouraging Childbirth

We appreciate the hard work of our employees in raising children and fully support parental leave. According to government regulations, as long as employees are eligible, they can apply for parental leave regardless of gender.

- In 2024, a total of 32 employees applied for parental leave without pay, of which 75% were female.
- A total of 139 employees applied for maternity leave, paternity leave, and parental leave. The reinstatement rate of female employees with parental leave was 81%; 100% of them have worked for one year after reinstatement.
 - 17 employees expected to be reinstated after unpaid parental leave in 2024
 - 12 employees were reinstated from unpaid parental leave in 2024
 - In 2024, the parental leave return rate was 71%



05

Remuneration

As a human-oriented company, Greatek regards employees as its most important business partner of the Company. We are committed to providing competitive remuneration and benefits to attract and retain outstanding talent from all walks of life and rewarding colleagues for their hard work and contributions to the Company so that each member can do their best at work and enjoy their life.

Every year, we conduct salary surveys, measure the market salary level, and refer to overall economic indicators and price indexes to make appropriate adjustments to the basic salary of our employees. We also comply with relevant labor laws and regulations and pay both local and foreign employees more than the local minimum wage.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

- Average remuneration in 2024 was NTD 69,096/month.
- We value employee treatment and benefits and provide employees with benefits in compliance with applicable laws. In addition, incentives, year-end bonuses, and employee bonuses are distributed according to the Company's operating status.

(Note: The average monthly salary of all employees in 2024 was calculated based on the number of "non-managerial" personnel who had been paid for more than six months in the year, and was annualized)

	2022	2023	2024	Difference
Average monthly remuneration	65,285	61,380	69,096	7716
Number of employees	4,123	3,965	4023	58

- The gender remuneration ratios in 2024 are calculated as follows:

Greatek designs and determines remuneration based on employees' educational backgrounds, experience, professional knowledge, professional skills, professional seniority, position category, and personal performance. The Company's determination criteria comply with labor laws and regulations and adhere to the principle of equal pay for equal work. Factors such as race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, disabilities, or previous union memberships do not affect an individual's remuneration package.

In 2024, Greatek calculated the average female-to-male remuneration ratio for direct personnel and indirect personnel according to the position type;

The female-to-male remuneration ratio for indirect personnel was 1:1.4

The female-to-male remuneration ratio for direct personnel was 1:0.99, close to equal pay for male and female personnel

Note: Remuneration includes base salary, perfect attendance bonus, meal allowance, holiday bonuses, year-end bonus, and special performance bonuses.

05

Greatek's Benefits

Annual regular salary adjustment

Year-end bonuses

Incentives are distributed based on profitability and the achievement of goals set by the Company

Employee bonuses are distributed based on profitability, individual job responsibilities, contribution, and performance review results

Good remuneration and allowances

Equal pay and opportunity for males and females

The determination of remuneration is irrespective of gender. Incentives are distributed based on the achievement of goals set according to education background, experience, job and ability performance, positions held, expertise and skills, and other criteria

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety



Thoughtful Benefits

- ✓ Wedding allowance, childbirth allowance, wedding and funeral allowances
- ✓ Distribute voucher gifts for the three major festivals and birthdays
- ✓ Company trip allowance
- ✓ Discounts from over 357 contracted stores
- ✓ Provide information on group buying platforms/secondhand commodity trading platforms and daily life.

Diverse Convenient Facilities

- ✓ Employee parking lot
- ✓ Set up staff canteens and provide meal allowance
- ✓ Convenience store services

Care for Your Health

- ✓ Regular employee health checkups
- ✓ Employee physiological and psychological counseling
- ✓ Provide infirmaries, on-site physician services, breastfeeding rooms

Various Leisure Activities

- ✓ A variety of club and leisure activities to enrich your leisure life
- ✓ Hold year-end parties to enrich and diversify life
- ✓ Contracted stores, adding benefits to your life

05

Comprehensive Insurance

All employees of Greatek participate in labor insurance, national health insurance, labor pension contribution, and free group comprehensive insurance [life insurance, accident insurance, medical insurance, cancer insurance, etc.]. From the perspective of taking care of employees and their family members, this benefits not only the employees themselves but also their parents, spouses and children. However, premiums are required for family members.

Retirement System

In accordance with the Labor Standards Act, the Company has established the Labor Retirement Regulations to make a monthly contribution to the “Retirement Reserve Fund,” while the “Labor Retirement Reserve Fund Supervision Committee” formed by the employer and the employees according to the law is responsible for managing, supervising, and reviewing the Retirement Reserve Fund. For employees who meet the retirement requirements:

- ✓ Two bases are given each year for those with fewer than 15 years of service in the Company;
- ✓ For those with more than 15 years of service in the Company, two bases are given each year for the first 15 years, and one base is given for every additional year;
- ✓ The total number of bases is limited to 45
- ✓ Seniority less than half a year is counted as half a year, and seniority more than half a year and less than one year is counted as one year. Currently, 100% of our employees in Taiwan have participated in the new labor pension system

In accordance with the “Labor Standards Act” and the “Labor Pension Act,” Greatek has formulated the Labor Retirement Regulations, and makes full contributions to labor pensions on a monthly basis so that employees can claim pensions when they meet the retirement requirements.

- ✓ In January 2023, we and most of our employees who chose to participate in the new pension system (Labor Pension Act) but still had years of service under the old system (Labor Standards Act) reached an agreement to settle their pension fund under the old system. Currently, only 7 employees still have years of service under the old system. In 2024, an additional pension contribution of approximately NTD 130,041,153 was made under the new system according to the “Labor Pension Act.”
- ✓ Since July 1, 2005, for employees who chose to apply the pension system under the Labor Pension Act, we contribute 6% of their monthly salary to their special pension account at the Bureau of Labor Insurance. In 2024, 176 employees chose to make voluntary pension contributions.

Statistics on Annual Benefit Expenditure

Categories	2022	2023	2024
Wedding/childbirth/funeral	631,000	653,000	576,000
Voucher gifts for the three major festivals and birthdays	36,244,929	35,096,760	35,391,310
Company trip allowance	20,825,000	12,288,000	12,717,000
Group comprehensive insurance	5,751,647	5,744,638	5,834,841
Meal allowance	11,863,555	16,637,317	20,297,831
Regular health checkups	337,850	1,173,500	1,480,700
Company culture (Labor Day on May 1 and year-end party)/- clubs/leisure activities	9,513,604	16,190,441	12,129,812

Unit: NTD

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

05

5.6 Employee Care and Communication

We provide a variety of communication channels to facilitate communication and coordination between employees and the management, gain an in-depth understanding of employees' satisfaction with the management and benefit systems, and maintain good labor relations.

Through labor-management meetings, employee representatives can provide colleagues' suggestions and opinions on specific issues, and consensus can be reached through discussions on the agenda to ensure smooth communication channels.

In addition to labor-management meetings, we conduct employee care questionnaire surveys every month to understand the needs and problems of new employees at work and make improvements, so that they can feel appreciated by the Company.

We have comprehensive communication channels and diverse, two-way, and open feedback mechanisms in place for the implementation of employee communication and feedback, so that the voices of colleagues can be effectively handled and responded to. Our fair, confidential, and prompt handling process resolves colleagues' doubts, building good labor relations.

Since the Company's establishment, labor relations have been harmonious, and there have been no losses due to labor disputes. The possibility of losses due to labor disputes in the future is expected to be extremely low.

Labor-management Meeting

A collective bargaining system that is formulated to coordinate labor relations, promote labor-management collaboration, and prevent various labor problems before they arise through labor-management meetings.

[Fundamental spirit]

Encourage voluntary labor-management negotiation and collaboration to enhance communication between labor and management, reduce adversarial conflicts, and build consensus between both parties, thereby pooling the wisdom and potential of everyone to work together for the implementation of resolutions.

[Labor-management meeting representatives]

- ✓ There are reserved seats for male, female, and foreign workers in order for them to express their opinions.
- ✓ Five management representatives and five labor representatives are appointed to attend labor management meetings.
- ✓ Labor representatives for labor-management meetings are directly elected by all workers. The seats go to the top five candidates with the most votes.

[Labor-management meeting agenda items]

- ✓ Incentives for achieving turnover goals
- ✓ Distribution of bonuses for the three major festivals
- ✓ The Company's shareholders' meetings
- ✓ Annual employee health checkups and employee health consultation services
- ✓ Distribution of employee bonuses
- ✓ Matters related to the annual year-end party and colleague cooperation
- ✓ Distribution of year-end bonuses
- ✓ Creation of an official account on social media as an additional two-way communication channel with employees

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

05

Employee Suggestion Box

The Company has set up employee suggestion boxes at both conspicuous places and inconspicuous places around the workplace or dormitory for employees to express their suggestions and opinions. We encourage employees to report problems through normal management systems and channels.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

For the following items, they can make a direct report.

- Matters that can no longer or cannot be responded to through normal channels.
- Illegal or unethical conduct discovered within the Company.
- Significant suggestions for the operation and management of the Company that cannot be put forward through normal management channels.
- Crediting outstanding colleagues for making significant contributions silently.
- Other matters that need to be reported directly to the department manager or above

Reports may include, but are not limited to, resolving the following issues:

- Anti-discrimination, anti-harassment, and anti-abuse.
- Prevention of involuntary labor
- Management of foreign worker hiring through recruitment agencies, and protection of foreign workers.
- Prevention of child labor, protection of underage workers, and protection of student workers
- Working hours, wages, benefits, and labor contracts
- Freedom of association and collective bargaining
- Occupational health and safety management, accident management, and emergency preparation and response
- Dormitory and canteen management
- Hazardous waste management, wastewater management, rainwater management, waste gas emissions management, and plant boundary noise management

[Employee protection]

Our employees or potential employees may raise any questions, suggestions, complaints, or grievances to their supervisors or managers in good faith, or participate in the investigation or handling of any of them in any way. No such employees will be subject to dismissal, blacklisting, discrimination, harassment, intimidation, retaliation, or other improper employment decisions.

[Employee Satisfaction Survey]

In 2024, two employee complaints were filed, and corrective and preventive actions have been completed for both cases.

Proposal System

In order to stimulate the creativity of all employees, reduce waste and costs, increase work efficiency and productivity, and thereby strengthen the Company's management structure, so that the Company can create higher profits and higher morale, the Company has established a proposal system to encourage employees to actively propose various improvement opinions, and gives rewards according to the management regulations.

05

5.7 Employee Health and Safety

Greatek is committed to providing a safe, healthy and high-quality workplace for employees and ensuring the safety of contractors and visitors. We have formulated an “Occupational Safety and Health Policy” and complied with the principles of the Occupational Safety and Health Act to effectively prevent work-related accidents and protect the health and safety of workers.

Occupational Health and Safety Management System

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Occupational Health and Safety Policy

Legal Compliance: The company’s operations must comply with all applicable laws and regulations.

People-Oriented: We are committed to providing employees with a safe, comfortable, and efficient working environment.

Hazard Prevention: We uphold the belief that workplace hazards can be prevented.

Continuous Improvement: We actively promote occupational safety and health through training, awareness campaigns, and strict adherence to safety and health operational guidelines.

In accordance with the “ISO 45001 Occupational Health and Safety Management Systems”, the “RBA Code of Conduct” and local laws and regulations, each plant of Greatek Electronics has set up a management organization and performs regular audits to ensure that they can effectively prevent various accidents. The management system covers all workers in each plant to achieve the management goal of “zero incidents.” Through an electronic management interface, the PDCA spirit of continuous improvement is implemented to enhance the effectiveness of the management system. This can effectively solve problems that cause long-term impacts on workers’ health or lead to accidents.



05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Occupational Health and Safety Management Mechanism

At Greatek, we are committed to creating a healthy workplace and achieving zero occupational accidents. In compliance with legal requirements, we have established a dedicated Occupational Health and Safety (OHS) unit and designated responsible personnel at all organizational levels. We also implement autonomous OHS inspections and incident reporting mechanisms to enhance employees' safety awareness.

In accordance with legal requirements, an Occupational Health and Safety Committee has been established to coordinate and advise on safety and health-related matters. A first-tier dedicated OHS unit is responsible for overseeing all OHS-related tasks, including improving the work environment, safeguarding employee health, and preventing accidents.

The OHS Committee convenes quarterly, with a total of four meetings held in 2024. Key topics discussed included: Promotion of OHS policies and legal compliance, OHS management plans, OHS education and training programs, Environmental and operational monitoring plans, Health management and promotion, Safety and health proposals, audits, and self-inspections, Procurement and change management, Occupational accident investigations, Management performance reviews and Contractor and outsourcing safety management.

Occupational Safety and Health Committee

Greatek's workers can exercise their rights of participation, consultation, and communication through multiple internal channels. In accordance with the Occupational Safety and Health Act, we have established the Occupational Safety and Health Committee with 15 members. The President serves as the chair, and the management representatives are appointed by the President. Labor representatives on the Committee must exceed 1/3 of the total members. In this regard, Greatek complies with the law. The Committee meets once a quarter to review, coordinate and give advice on matters related to safety and health.

Greatek's Internal Participation/Consultation and Communication Channels



05

Promotion of Occupational Safety and Health

Greatek complies with the Occupational Safety and Health Act and related laws and regulations, and has formulated the Occupational Safety and Health Best Practice Principles for all employees to comply with:

● Implementing Hazard Identification and Opportunity and Risk Assessment

Establishment of Environmental Safety and Hazard Identification Management Procedures. We have developed procedures for considering environmental safety and hazard identification management. These procedures include an annual evaluation that incorporates both internal and external issues as well as concerns from stakeholders. The evaluation takes into account factors such as regulatory compliance, stakeholder interest, technology, financial aspects (including annual operating costs), operational impact (including effects on quality, cost, and delivery of operations and business), and overall business continuity. Based on this evaluation, we determine appropriate risk and opportunity response strategies and propose management plans to continuously reduce potential risks. For both routine and non-routine processes, products, and services, employees actively participate in hazard identification, as well as opportunity and risk assessments, conducted regularly or on an as-needed basis each year.

● Occupational Safety and Health Self-Management

Greatek promotes relevant occupational safety and health self-management measures, including pre-service training, on-the-job training, and certification training for workers. We control potential hazards; provide employees with the necessary protection measures; implement chemical management, the use of personal protective equipment, and work environment measurement; establish emergency response procedures for emergency preparedness; and conduct annual fire safety and disaster relief training.

Occupational Safety and Health Education and Training

Safety Operation Standards

Chemical Management

Personal Protective Equipment (PPE)

Work Environment Measurement

Emergency Response and Drills

Automatic Machinery and Equipment Inspection

The Company provides new employees with necessary safety and health education when they report to work, and appoints sufficient first aid personnel and safety and health management personnel (12) in order to provide workers with a safe and healthy work environment and actively promote their safety and health self-protection awareness.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

● On-site Work Management

Chemical Management

- For the Company's existing list of hazardous chemicals, according to the requirements of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS), suppliers are required to provide safety data sheets (SDS) as a safety reference for internal personnel when using chemicals. We have established a chemical management system in our plants for SDS management for colleagues' convenience.
- General education and training on hazardous chemicals.

Use of Personal Protective Equipment

In order to maintain the safety and health of employees and reduce their exposure to harmful factors during operations, Greatek requires employees to wear appropriate personal protective equipment when carrying out hazardous operations.

Work Environment Measurement

Greatek performs work environment assessments once every six months to understand the actual exposure of the work environment to hazards. If the measurement results show abnormal measurement values, we will monitor the abnormal area and start to make improvements.

There were no abnormal incidents in 2024.

● Emergency Response and Drills

Forming and Training Plant Emergency Response Teams

- We assist the production unit in planning and conducting regular regional evacuation drills to increase the participation and engagement of employees in evacuation and response drills.
- We conduct regular fire, earthquake and chemical disaster relief drills.
- Greatek attaches great importance to the training and promotion of labor safety and organizes drills from time to time.

05

● Health Care and Medical Care

We provide employees with comprehensive medical and healthcare services and continue to promote improvement plans for workplace health promotion. We also organize regular health checkups and work-related disease prevention for employees, gather their health checkup results for statistical analysis, and list causative factors. By doing so, we can follow up on employees that may be in the high-health-risk group, make health improvement plans accordingly, and invite them to participate in health improvement activities.

Employee Health Checkups

Category	Checkup Item
General employee health checkup	In accordance with the Regulations of the Labor Health Protection
Health checkup for special workers (Workers in work environments with ionizing radiation, noise over 85 decibels, or chromic acid, nickel, mercury, inorganic compounds, and other special chemicals)	In accordance with the Regulations of the Labor Health Protection

Health Risk Management Levels 1-4

Level 1 Management:	Health checkup results are all normal and considered by the physician to be free of abnormalities.
Level 2 Management:	Health checkup results are abnormal, but is considered unrelated to occupation through assessment. Appropriate re-examination or treatment is arranged after health guidance.
Level 3 Management:	Health checkup results are abnormal, and is considered related to occupation through preliminary assessment. Outpatient occupational medicine services are arranged, and then the classification is redetermined.
Level 4 Management:	Health checkup results are abnormal, which is considered related to occupation through the physician's comprehensive assessment. Work related disease assessment and examination procedures and treatment are arranged.

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

Health Care and Treatment

Health education is provided by on-site physicians nine times a month in Gong-Yi Plant and once a month in Toufen Plant. For employees with health checkup results requiring Level 2 or higher management, a consultation with a professional physician is arranged to comprehensively assess the nature of work, daily habits, and family health history, offering improvement suggestions to the employees and the Company.

- ✓ For employees requiring Level 2 or higher management
- ✓ When a physician indicates operations for certain employees (operations in shifts, night operations, working long hours, lifting heavy objects, or precision operations) are inappropriate for them, the Administration Division evaluates and coordinates to adjust the working hours
- ✓ We regularly follow up on cases and record regularly.
- ✓ Employees are provided with special physical examinations when they are hired or when their work changes. Special health checkups and work environment inspections are also carried out every year
- ✓ Employees at high risk of overload are provided with health care. We also encourage employees to participate in health promotion activities. Any employees who meet the enrollment criteria for illness cases will be followed up on every three months for care.

05

- 5.1 Employee Structure
- 5.2 Retention of Employees
- 5.3 Training of Employees
- 5.4 Valuing Employee Human Rights
- 5.5 Employee Benefits and Rights
- 5.6 Employee Care and Communication
- 5.7 Employee Health and Safety

● Disabling Injury

The number of disabling injuries, excluding traffic injuries, for Greatek's employees in 2024

- For Plants I and II, a total of 3 cases involving male employees and 1 case involving a female employee
- For Plants III and V, a total of 3 cases involving male employees and 1 case involving a female employee
- There were no work-related fatalities.

Note 1: Absenteeism rate = Number of absent hours (sick leave + hours of leave due to work-related injury) ÷ Total working hours

Note 2: Disabling injury frequency rate (FR) = Number of disabling injuries x 1,000,000 ÷ Total working hours.

Note 3: Disabling injury severity rate (SR) = Number of days lost due to disabling injuries x 1,000,000 ÷ Total hours worked

Plants I and II

Item	Gender	
	Male	Female
Total working hours	2,987,424	3,858,800
Number of injuries	3	1
Lost days	65	9
Absenteeism rate	0.00549	0.006389
Sick leave	15309	23832.5
Work-related injury leave	1093	821.5
FR	1	0.25
SR	22	2

Plants III and V

Item	Gender	
	Male	Female
Total working hours	941,632	985,755
Number of injuries	0	1
Lost days	0	14
Absenteeism rate	0.006231	0.008094
Sick leave	5695	7666
Work-related injury leave	172	312.5
FR	0	0.94
SR	0	13

Statistics on Work-related Accidents in Greatek Electronics in 2024 (as of the end of December) (Unit: Accidents)

Accident Type/ Number of Accidents	Falls	Falling Objects	Pinched/ Entangled	Improper Action	Cut/ Lacerated	Others	Total
Plants I and II	1	0	0	1	0	2	4
Plants III and V	0	0	1	0	0	0	1
Total	1	0	1	1	0	2	5

Note: Excluding traffic accidents during commuting

Statistics on Work-related Accidents in Greatek's Contractors in 2024

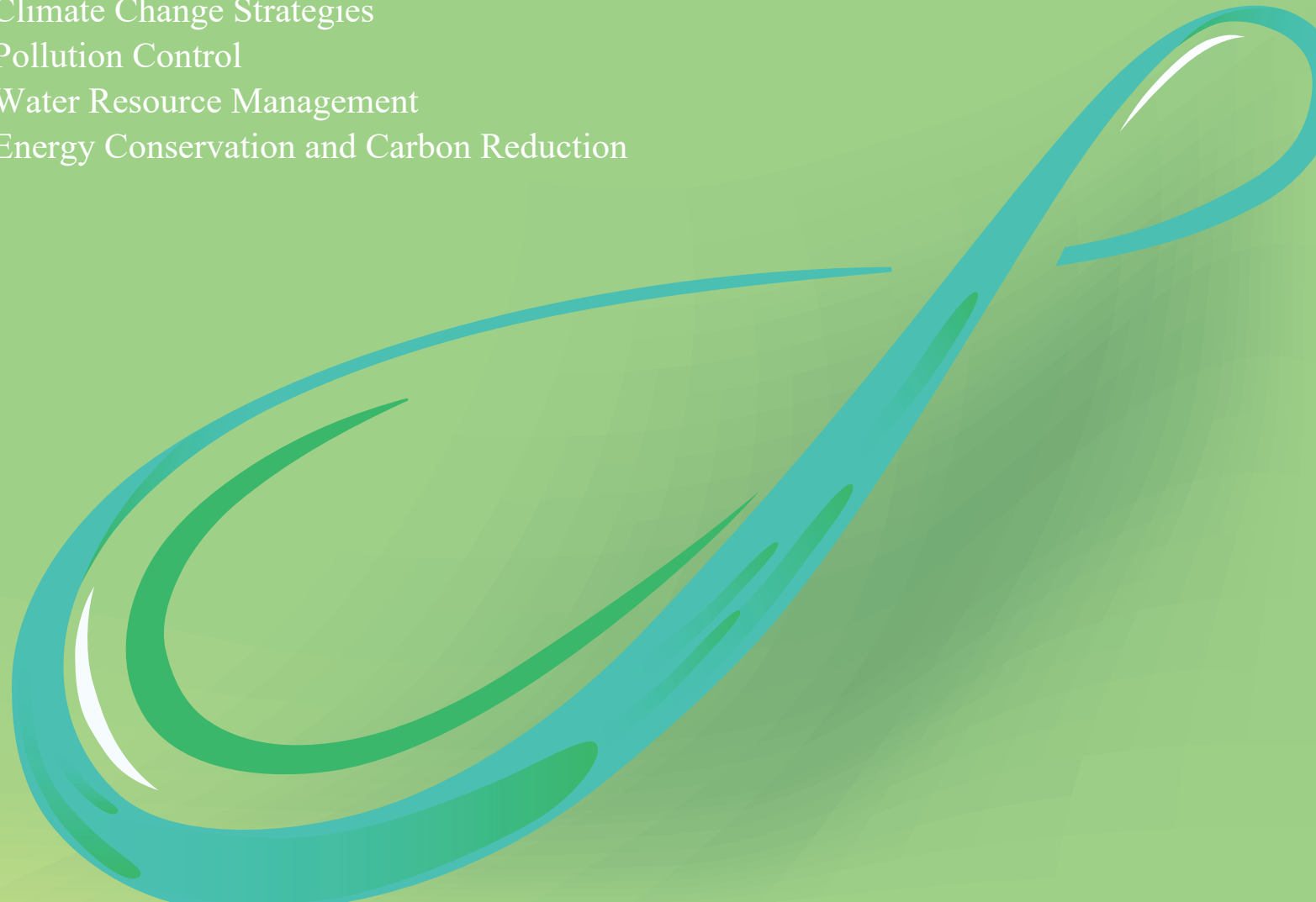
Item	Male	Female
Disabling injury severity rate (SR)	0	0
Total work-related fatalities	0	0

We will continue to strengthen employees' hazard awareness, hoping to create a safety culture through education, training, and promotion, so that each employee can come to work happily and go home safely.

06

Green Sustainability

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction



06

Summary of Material Topics in This Chapter

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Materiality topics (GRI Standards)	Environmental Management (GRI 303: Water and Effluents)
Strategic core	Increase the amount of recycled water, save energy and reduce carbon emissions, and spare no effort to control pollution and minimize the impact on the surrounding ecological environment, protecting the community and making a contribution to the earth's ecological environment.
Vision and Goals	Continue to recycle wastewater to increase the amount of recycled water for reuse.
Management Policy	<ul style="list-style-type: none"> The Manufacturing Division holds monthly meetings to monitor progress.
Evaluation Mechanism	<ul style="list-style-type: none"> Install a wastewater recycling system Monthly Manufacturing Division meeting Submit a report to the competent authority of the county government for review
Grievance/Remediation Mechanism	Administration Division: ned@greatek.com.tw Internal Audit Office: a001@greatek.com.tw
Specific Actions	<ul style="list-style-type: none"> In 2024, total tap water consumption was 1,127,116 tons. Water recycled from the packaging process accounted for approximately 46.71% of tap water consumption in 2024, with an increase of approximately 30.90% compared to the target for 2019. Wastewater discharged in 2024 was 794,700 tons. The wastewater recycling system was completed and put into test operation. In 2024, the Company recycled a total of 526,423 tons of process wastewater, with an increase of 124,270 tons from 402,153 tons in 2019. Despite a decline in revenue, Greatek has strived to save water.

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

6.1 Sustainable Development Management

Greatek obtained ISO 14001:2015 Environmental Management System certification in 2018. In accordance with environmental considerations and regulatory requirements, we conduct annual identification, audits, compliance checks, and continuous improvement of our environmental management. Following the principles and clauses of the ISO 14001 management system, we implement and manage related tasks diligently. Our commitment to environmental protection includes water resource management, pollution prevention, and climate change mitigation and adaptation. The investment in environmental costs and various management indicators reflect our ongoing efforts toward environmental stewardship.

In response to global climate change, our company is committed to sustainable operation and development. We actively seek technical resources to reduce pollutant emissions and control pollution, making the reduction of pollutant output a key priority. In 2024, Greatek received a CDP Climate Change score of B, representing the Management level.

Environmental Protection Policy

Commitment:

- Environmental protection is everyone's responsibility, and we continuously promote environmental awareness among employees.
- We efficiently utilize energy and resources by implementing energy-saving measures and waste sorting, as well as conducting waste reduction and resource recycling activities.
- In response to global green initiatives, we manage hazardous substances diligently, are committed to preventing environmental pollution, and continuously improve to comply with customer requirements and domestic environmental regulations.

Environmental Policy

Greatek is a professional semiconductor packaging and testing company. Since our establishment, driven by the spirit of "Pursuing Excellence, Surpassing the Peak," we continuously innovate and improve our management practices, shaping the excellent corporate image we have today. To protect the earth's environment and fulfill our corporate social responsibility, we have implemented and fully integrated the ISO 14001 Environmental Management System. By enhancing our environmental management performance, we aim to coexist and prosper with the environment, achieving sustainable business development.

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

6.2 Climate Change Strategies

Climate Change Adaptation refers to adjustments made in natural or human systems to respond to actual or anticipated climate impacts or their effects, aiming to reduce harm or exploit beneficial opportunities. Greatek pays close attention to global sustainability issues and industry development trends. Our climate change actions include conducting greenhouse gas inventories and verifications, and following the core framework of the TCFD (Task Force on Climate-related Financial Disclosures), which covers four key areas: Governance, Strategy, Risk Management, and Metrics & Targets. We publicly disclose climate-related information, including the financial impacts of climate change and our future response strategies.

1. Governance – Disclosure of the organization’s governance around climate-related risks and opportunities

Item	Description
(a) Board Oversight	1. Regular reporting to the Board: To keep the Board informed on climate-related issues, Greatek reports annually to the Board through the Sustainability (ESG) Committee
(b) Management’s Role	2. Management of key issues: The Board integrates climate-related considerations when reviewing and guiding strategies, major action plans, risk management policies, annual budgets, business plans, setting organizational performance targets, monitoring execution, and supervising major capital expenditures.

2. Strategy – Disclosure of the actual and potential impacts of climate-related risks and opportunities on the organization’s business, strategy, and financial planning

Item	Description
(a) Climate-related risks and opportunities	1. Develop short-, medium-, and long-term goals for climate risks and opportunities based on significant impacts on operations, strategy, and finances.
(b) Impact on business, strategy, and financial planning	2. The Sustainability (ESG) Committee is the highest internal management committee responsible for climate-related issues. Chaired by the Chairman, with the General Manager as advisor, department heads oversee committee operations. Committee members represent all business units and are responsible for managing sustainability policies, assessing climate-related issues, and reviewing key performance indicators.
(c) Climate scenario analysis	3. Climate change scenario analyses are conducted in accordance with the TCFD framework to assess associated risks and opportunities

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

3. Risk Management – Disclosure of how the organization identifies, assesses, and manages climate-related risks

Item	Description
(a) Assessment process	1. Risk assessment methods are established and conducted by a risk working group to monitor and manage risks.
(b) Management process	2. A risk working group, composed of managers and above from various departments, identifies risks and reports to the Board.
(c) Risk management system	3. Risks are scored based on the likelihood and severity of physical and transition risks related to climate change. High-frequency and high-severity risks require mitigation plans, which are reviewed and updated every six months to ensure effectiveness.
	4. Annual verification and inventory of Scope 1, 2, and 3 greenhouse gas emissions are conducted.

4. Metrics and Targets – Disclosure of the metrics and targets used to assess and manage climate-related risks and opportunities

Item	Description
(a) Metrics for assessing climate-related risks and opportunities	1. Short-, medium-, and long-term carbon reduction targets are set, and greenhouse gas emissions across all scopes are regularly monitored. For detailed information, please refer to the “6.5 Energy Conservation and Carbon Reduction” section.
(b) Greenhouse gas emissions	2. The organization conducts an annual ISO 14064-1 greenhouse gas inventory and verification to review progress towards emission reduction targets
(c) Review of Target Implementation	

06

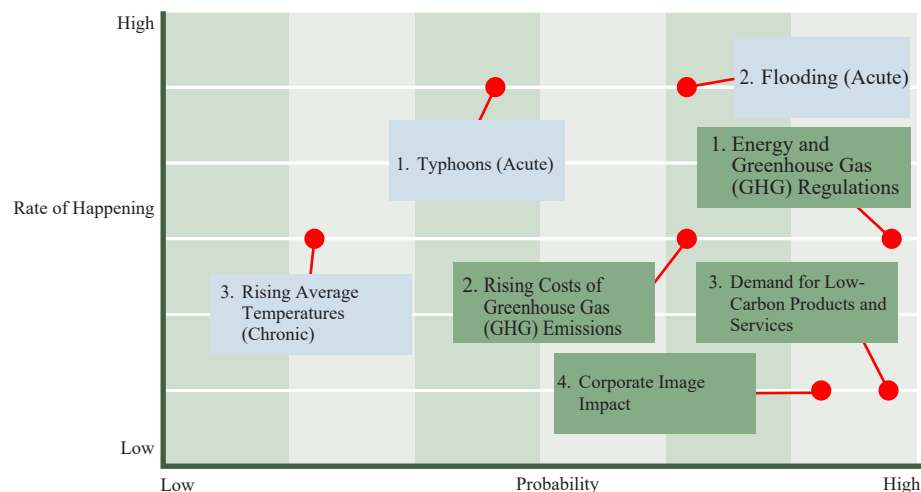
- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Identification of Risks and Opportunities

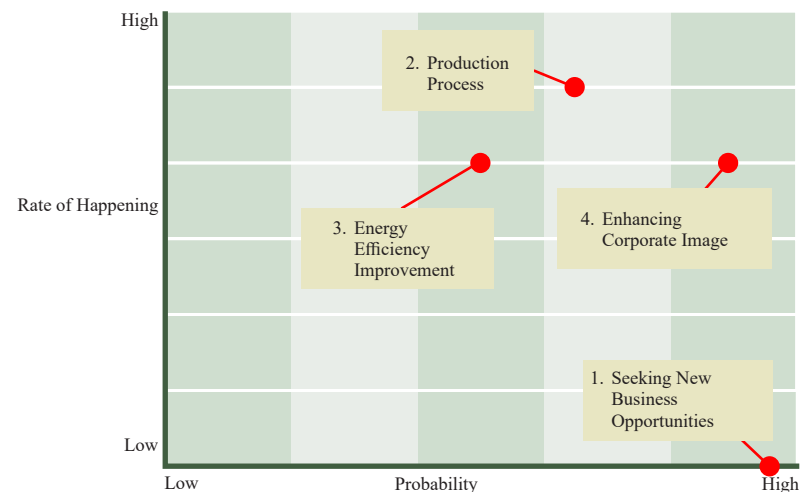
The Sustainability (ESG) Committee, under the Board of Directors of Greatek, serves as the highest-level governance body for managing climate change. Climate-related issues are incorporated into the company's target-setting and performance management framework. At the end of each year, the ESG Executive Team formulates the implementation plan for the following year and conducts biannual reviews of the progress of each initiative. Regular reports are submitted to both the ESG Committee and the Board of Directors. Under the ESG Executive Team, a Sustainability Task Force is responsible for identifying and managing climate-related risks and opportunities. This process is designed to enhance corporate resilience and seize market opportunities.

To assess potential climate risks and opportunities, the ESG Executive Team refers to the TCFD (Task Force on Climate-related Financial Disclosures) recommendations. Risks are categorized as transition and physical risks, and opportunities are also identified. These are evaluated based on two key factors: the likelihood of occurrence and the potential impact. Both short-, medium-, and long-term response strategies are developed accordingly.

Through the ESG Committee, relevant departments identify and analyze climate-related risks and opportunities specific to their operational scope. A risk-opportunity matrix is created by rating each item on a six-level scale for both probability and impact, enabling the company to prioritize material risks and opportunities. Appropriate risk management approaches are then formulated to mitigate, transfer, or avoid potential adverse impacts.



Greatek's Climate Change Risk Matrix



Greatek's Climate Change Opportunity Matrix

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Strategies and Management Measures for Major Climate-Related Risk Factors:

Type	Climate Change Risk	Financial Impact	Response Measures
Transition Risk	Energy and GHG regulations	<ul style="list-style-type: none"> Revenue decline Increased operating costs 	In 2024, the company's total process wastewater recycling volume reached 526,423 tons, an increase of 124,270 tons compared to 402,153 tons in 2019. Continued implementation of waste reduction and recycling programs to minimize environmental impact.
	Increased cost of GHG emissions	<ul style="list-style-type: none"> Increased cost of carbon reduction equipment installation and operation 	Conducted ISO14064-1:2018 indirect emissions (Scope 3) inventory.
	Increased demand for products and services	<ul style="list-style-type: none"> Increased investment costs in energy-saving equipment 	Invested in new product development.
	Uncertainty in investing in new technologies	<ul style="list-style-type: none"> Increased costs 	Closely monitor new technology developments and strengthen technical and R&D talent.
	Impact on corporate image	<ul style="list-style-type: none"> Damage to reputation 	Increase exposure of energy-saving and low-carbon products and services to build a positive ESG corporate image.
Physical Risk	Typhoon (acute)	<ul style="list-style-type: none"> Property damage Revenue decline 	Monitor regulations and alerts regarding employee attendance during typhoons and ensure timely communication.
	Flooding (acute)	<ul style="list-style-type: none"> Impact on production Disruption to operations 	Foundation elevation and drainage systems were incorporated during plant construction to mitigate disaster damage.
	Rise in average temperature (chronic)	<ul style="list-style-type: none"> Increased operating costs 	Continue implementing waste reduction and recycling programs to reduce environmental impact.

Strategies and Management Measures for Climate Change Opportunities:

Type	Opportunity Factor	Financial Impact	Response Measures
Climate Change Opportunities	Exploring new business opportunities	<ul style="list-style-type: none"> Increased revenue from energy-saving products 	Product development incorporates green design thinking to reduce energy consumption during both production and usage phases.
	Production processes	<ul style="list-style-type: none"> Reduced product defect rate lowers scrap costs Reduced consumption of other chemicals to lower chemical costs 	Process improvements and adjustments implemented.
	Improved energy efficiency	<ul style="list-style-type: none"> Reduced energy usage costs 	Regularly review energy management at facilities and implement energy-saving projects.
	Enhanced corporate image	<ul style="list-style-type: none"> Improved reputation and increased demand for low-carbon products/services 	Strengthen low-carbon and green energy production

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

6.3 Pollution Control

Greatek operates pollution control equipment and implements waste recycling in accordance with laws and regulations. To declare our willingness to contribute our efforts to environmental protection, the Company has formulated an “Environmental Policy” as the highest guiding principle for environmental management. In 2024, the Company’s total expenditure on environmental protection was NTD 44.76 million, mainly on industrial safety and environmental protection, pollution control equipment, and disposal of industrial waste.

Waste Gas Emissions Management

Air emissions from Greatek’s production process are mainly VOCs (volatile organic compounds). According to the VOCs, we adopt air pollution control equipment (RTO and wet treatment technology) to increase VOC waste gas treatment efficiency. In accordance with internal standard procedures, after being exhausted, gases are collected through pipelines and adsorbed by waste gas treatment equipment before being emitted. We conduct regular exhaust gas sampling and testing to ensure compliance with regulatory requirements.

The VOC emissions generated from wafer chemical coating are targeted to decrease to 0.00173 kg/layer in 2024, with actual performance achieving 0.00094 kg/layer.

Waste Management

Waste generated during the operation of the Company is stored and managed by designated personnel according to the waste type. We commission a qualified waste clearance and disposal company for legal disposal and online reporting to ensure the legal disposal of the waste generated.

We continue to implement waste reduction and recycling programs to reduce environmental impact. In 2024, a total of 1875.154324 tons of waste was generated, of which hazardous waste was 416.38243 tons. A total of 474.497 tons of waste was recycled, and the recycling rate reached 25.3044%.

Category of Environmental Protection Expenditure	2022	2023	2024
Industrial safety and environmental protection expenses	3,740	3,474	3,581
Pollution control equipment	443	499	881
Total	4,183	3,973	4,476

Unit: Ten thousand NTD

Waste Type	Disposal Method	2022 (ton)	2023 (ton)	2024 (ton)
General	Chemical treatment	1.59023	1.96006	2.384894
	Incineration	428.36	410.89	320.05
	Physical treatment	721.35	559.83	661.84
Hazardous	Chemical treatment	111.04	135.2	194.37
	Incineration	90.93	72.49	98.91
	Physical treatment	3.45351	7.50356	7.16243
	Solidification	90.51	68.04	89.81
	Stabilization	15.88	14.02	10.89
	Cleaning/washing	11	13.08	15.24

Income from Recycling (NTD)

	2022	2023	2024
Scraps	73,075,752	57,485,115	57,083,153
Plastics	2,482,507	2,157,700	2,569,315
Paper	1,413,759	582,560	653,819
Miscellaneous	543,184	3,631,110	91,351

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

6.4 Water Resource Management

Wastewater Discharge

Greatek has installed independent sewage treatment facilities in the plants. The quality of discharged water meets the national effluent standards and needs to be reported to the competent authority of the county government for review within the deadlines specified in water pollution control laws and regulations. We also have wastewater recycling equipment in place to treat and recycle wastewater so as to reduce wastewater discharge

Wastewater discharged in 2024 was 794,700 tons.

Water Resource Management

The Company uses tap water and process wastewater recycled for reuse in the production process. We also implement water-saving measures to conserve water and protect water resources, reducing water consumption and the impact on the natural environment.

Greatek's water-saving measures

- Wastewater generated in the process of making DI water from tap water is concentrated and used for chiller cooling towers.
- Through the wastewater recycling equipment, water recycled from the packaging process is used to replace partial tap water use.

Water-saving performance in 2024

- Tap water consumption in 2024 was 1,127,116 tons.
- In 2024, the volume of recycled water from the packaging process accounted for 46.71% of total tap water usage, representing an increase of 124,270 tons compared to 402,153 tons in 2019, which is approximately a 30.90% increase over the 2019 baseline target.



06

6.5 Energy Conservation and Carbon Reduction

Greenhouse Gase

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Greatek GHG Policy Statement

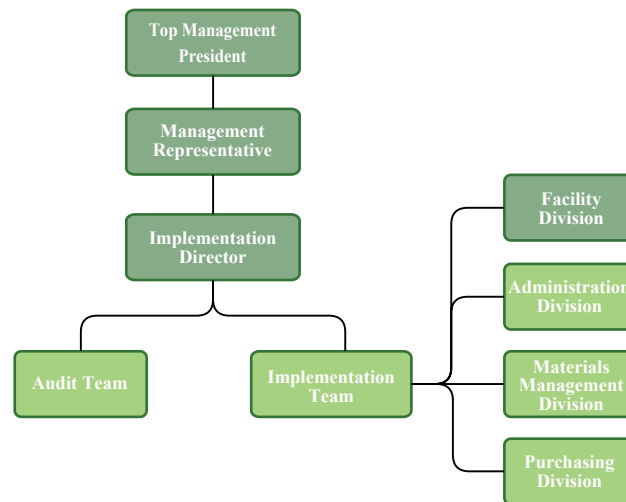
Increasing GHG emissions will not only cause the rapid deterioration of the global climate and environment, but also affect the economic development of various regions. As a global citizen, we support government policies and fulfill our corporate responsibilities.

Greatek Electronics Inc. is committed to the inventory of GHG emissions and further implements voluntary GHG reduction-related plans based on inventory results.

In response to the global trend of environmental protection and the development of Taiwan's overall GHG reduction strategy to achieve the sustainable development goals of energy conservation and carbon reduction, we include GHG emissions in our annual inventory to monitor the Company's GHG emissions. By improving energy efficiency, we can also reduce our operating costs.

In line with the new-version ISO 14064-1:2018, we included direct emissions (Scope 1), indirect emissions from energy (Scope 2), and indirect emissions from raw materials and services (Scope 3) in our GHG inventory in 2020.

Organizational Structure of the Greenhouse Gas Inventory Promotion Committee



Organizational Structure of the Greenhouse Gas Inventory Promotion Committee

We determine the reporting boundary of significant indirect emissions by scoring based on the significance assessment criteria for indirect emissions, including the frequency of occurrence, the GHG emissions disclosure requirements of intended users, the difficulty in obtaining activity data sources, and the reliability of the sources of emission factors.

Significance assessment criteria (total score = frequency of occurrence + requirements of intended users+activity data sources + emission factors). For Category 2-5 emissions, according to the significance assessment criteria, the Greenhouse Gas Inventory Promotion Committee resolved that if the final assessment score is 11 or higher, the emissions are considered significant and included in the inventory.

The following are identified as significant indirect emissions:

- ✓ Indirect emissions from energy
- ✓ Indirect emissions from transportation
- ✓ Indirect emissions from raw materials and services

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Greatek's 2024 GHG Emissions Reporting Boundary

Category	Sub-category	Facilities
Direct GHG emissions and removals	Direct emissions from stationary combustion	Emergency generators
		Heating furnaces
	Direct emissions from mobile combustion	Forklifts
		Company cars
	Direct process emissions and removals from industrial processes	Acetylene
		CO ₂ cylinders
	Direct fugitive emissions from the release of GHGs in anthropogenic systems	Septic tanks
		CO ₂ fire extinguishers
		Chillers
		Mobile air purifiers
		Freezing and refrigeration equipment

Category	Sub-category	Facilities
Indirect GHG emissions from imported energy	Indirect emissions from imported electricity	Purchased electricity
Indirect GHG emissions from transportation	Emissions from upstream transportation and goods distribution	Raw material transportation
	Emissions from employee commutes	Employee commute transportation
	Emissions from business travel	Employee business trip transportation
Indirect GHG emissions from products used by the organization	Emissions from purchased products	Purchased energy (upstream): Natural gas
		Purchased energy (upstream): Diesel
		Purchased energy (upstream): Gasoline
		Purchased energy (upstream): Electricity
		Tap water
	Emissions from solid and liquid waste disposal	Wastewater treatment (chemicals)
		Waste disposal
		Waste transportation for disposal

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Greatek's GHG Emissions in 2024

Plant	Unit	Direct Emissions (Scope 1)	Indirect Emissions from Energy (Scope 2)	Indirect Emissions from Raw Materials and Services (Scope 3)		Total
				Indirect Emissions from Transportation	Indirect GHG Emissions from Products Used by the Organization	
Gong-Yi Plant Plant I, Plant II, Plant WT1, Plant WT2, Dormitory	tCO ₂ e	618.8252	77540.6428	1295.7829	18059.4212	97514.672
	Percentage	0.63%	79.52%	1.33%	18.52%	100.00%
Toufen Plant Plants III and V	tCO ₂ e	593.8436	30010.1048	420.4221	7521.2693	38545.640
	Percentage	1.54%	77.86%	1.09%	19.51%	100.00%

2024 Greenhouse Gas Emission Intensity

Item	Unit	
Scope 1: Direct greenhouse gas emissions	1212.6688	tCO ₂ e
Scope 2: Energy indirect greenhouse gas emissions	107550.7476	tCO ₂ e
Scope 3: Indirect emissions from raw materials and services	27296.8955	tCO ₂ e
Total Emissions = Scope 1 + Scope 2	108763.416	tCO ₂ e
Entity Revenue	15213.24	Million NTD
GHG Emission Intensity (Total Emissions / Entity Revenue)	7.149	tCO ₂ e/Million NTD

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Carbon Management

In response to greenhouse gas emissions reduction management, the company continued to promote energy-saving measures and raise employee awareness in 2024, successfully achieving its goals of energy conservation and reduced electricity consumption.

The company's energy consumption consists solely of electricity. There is no purchase of external energy sources such as heat, cooling, or steam, nor does the company sell electricity, heat, cooling, or steam.

In 2024, alongside conducting the organizational greenhouse gas inventory, the company also carried out an audit and assessment of Greatek's energy usage. The total electricity consumption amounted to 219,037,080 kWh, with a total energy consumption of 788,533.488 GJ.

Greatek continues to promote energy conservation with the spirit and mentality of sustainable management and caring for the earth. For company-wide activities and operations, we implement the following:

Energy conservation project implemented in 2024

- ✓ Equipment efficiency: The installation of inverters in motors reduced electricity consumption by 1,702,166kw/hr.
- ✓ By improving the heat exchange efficiency of the cooling tower and installing variable frequency drives (VFDs) on motors, a total of 3,598,011 kWh of electricity was saved.

In 2024, the amount of electricity saved throughout the Company was 1,895,845 kWh, all of which 0.86% was from plant facilities.

Addressing climate change is key to corporate sustainability. Greatek has adopted 2022 as the base year for its net-zero roadmap, setting short-, medium-, and long-term carbon reduction targets to advance toward net-zero emissions.

Base Year (Scope1+2)	2022		
Emissions during base year CO ₂ e	108,654		
Phase	Year	Target	Emissions should be lower than CO ₂ e
Short-term	2025	3% carbon reduction	104,580
Mid-term	2030	10% carbon reduction	97,789
Long-term	2050	Progress toward net-zero emissions	Net. Zero

Energy Activity Data and Intensity		Energy Conversion (GJ)
Electricity Consumption (kWh)	219,037,080	788,533.488
Entity Revenue (Million TWD)		15213.24
Energy Intensity (GJ / Million TWD) (Total Energy Consumption / Entity Revenue)		51.843

- Data Sources: Electricity consumption data is compiled from the monthly electricity bills of each site. Gasoline and diesel consumption figures are aggregated from CPC Corporation's Jialika e-statements.
- According to the Energy Product Calorific Value Table published by the Bureau of Energy, Ministry of Economic Affairs: Gasoline: 1 liter = 7,800 kcal; Diesel: 1 liter = 8,400 kcal; Electricity: 1 kWh = 0.0036 GJ; 1 kcal = 0.0000041868 GJ.

Renewable Energy Usage and Proportion	
Total Electricity Consumption (kWh)	219,037,080
Renewable Energy Usage (kWh)	1,895,845
Proportion of Renewable Energy Usage (%)	0.86

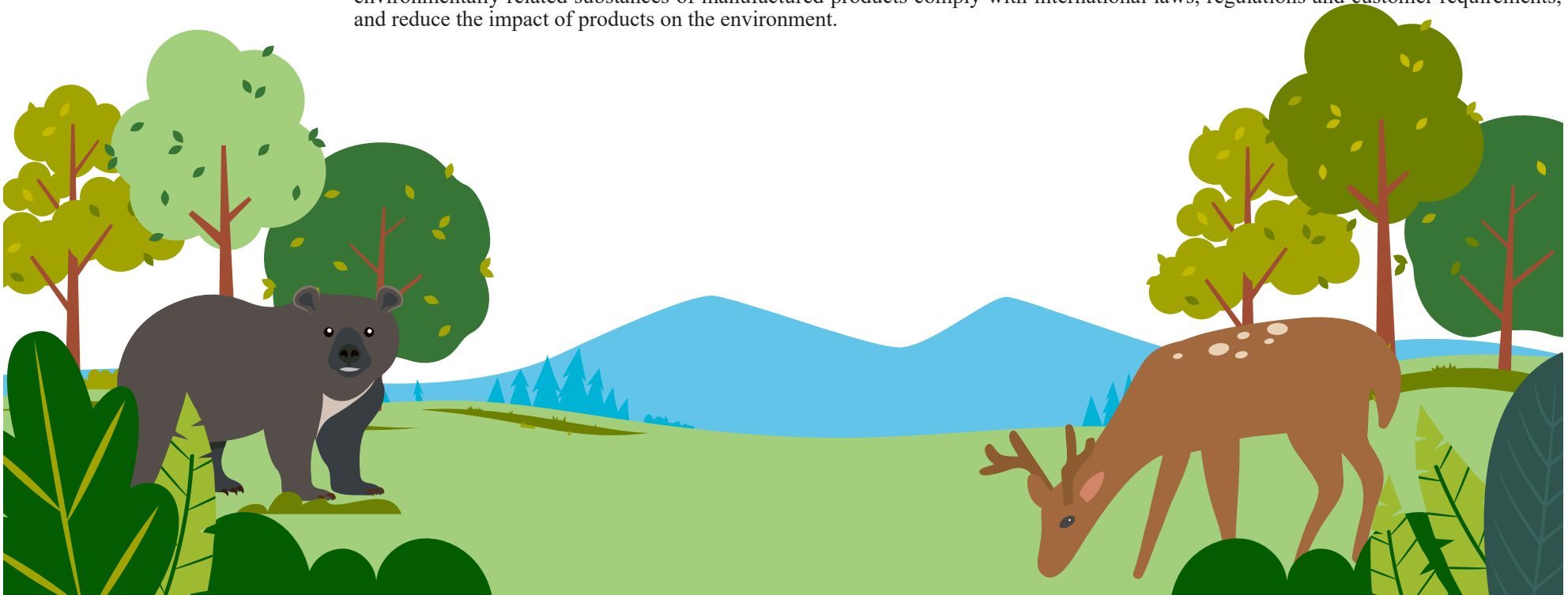
Scope3	2022		
Emissions during base year (CO ₂ e)	32,247		
Phase	Year	Target	Emissions should be lower than (Co ₂ e)
	2030	2.5%carbon reduction	31,441

06

- 6.1 Sustainable Development Management
- 6.2 Climate Change Strategies
- 6.3 Pollution Control
- 6.4 Water Resource Management
- 6.5 Energy Conservation and Carbon Reduction

Biodiversity Policy

1. Greatek upholds the principle of protecting biodiversity and avoids setting up factories or engaging operations adjacent to globally or nationally key biodiversity areas.
2. Greatek is committed to recycling and reusing wastewater with the goal of protecting biodiversity. This not only helps decrease the consumption of natural water resources, but also effectively reduces the impact on the ecosystem, and ensures water quality and the health of aquatic life.
3. Greatek conducts biodiversity due diligence prior to purchasing or establishing self-generated renewable electricity to mitigate the impact of climate change on biodiversity and ensure that the ecological impact due to the use of renewable power is minimized.
4. Greatek echoes global green environmental protection, hazardous substances management, and devotes itself to environmental pollution prevention and continual improvement to meet the customer requirements as well as national laws and regulations.
5. Greatek actuates waste classification to classify waste into recyclable, hazardous and general waste, and implements waste reduction and resource recycling and reuse policies to reduce the impact on the environment.
6. Greatek promotes green product management and sets the quality target of hazardous substance-free (HSF). The use of environmentally hazardous substances on products is strictly prohibited, and green materials are considered in the process design stage to ensure that the environmentally related substances of manufactured products comply with international laws, regulations and customer requirements, and reduce the impact of products on the environment.



Greatek Electronics Inc. Ethical Corporate Management Best Practice Principles

Article 1. Purpose of Adoption and Scope of Application

The Company engages in business activities based on the principles of fairness, honesty, trustworthiness, and transparency. In order to implement the ethical corporate management policy and actively prevent unethical conduct, the Company has established the Principles in accordance with the “Ethical Corporate Management Best Practice Principles for TWSE/TPEx Listed Companies” to specify the matters that the Company’s personnel shall pay attention to in the conduct of business. The Principles shall also apply to the Company’s subsidiaries, juristic persons to which the Company has directly or indirectly donated more than 50% of their funds in aggregate, and group enterprises and organizations such as the institutions or juristic persons over which the Company has substantial control.

Article 2. Applicable Personnel

The term “the Company’s Personnel” referred to in the Principles means the directors, managers, employees, and persons with substantial control of the Company and group enterprises and organizations.

Article 3. Unethical Conduct

The term “unethical conduct” as stated in the Principles refers to the direct or indirect offering, acceptance, commitment or request of any improper benefits for the purpose of obtaining or maintaining benefits, or their engagement in any other conduct that is unethical, illegal, or which breaches fiduciary duties in the conduct of business. The counterparties of the above conduct include government officials, political candidates, political parties or party members, and any public or private enterprises or institutions, and their directors, managers, employees, persons with substantial control, or other stakeholders.

Article 4. Forms of Interest

The term “benefits” referred to in the Principles means any form of money, presents, gifts, commissions, positions, services, preferential treatment, kickbacks, facilitating payments, hospitality, entertainment, and other things of value for any purpose.

Article 5. Responsible Unit and Its Duties

The Company has designated administrative departments as responsible units (hereinafter referred to as the “Responsible Units”) with sufficient resources and competent personnel. The Responsible Units are in charge of applying, implementing, and interpreting the Principles and any amendments thereto, providing consultation, documenting reported information, and supervising the execution of related activities. The Responsible Units’ main duties are as follows and shall make a report to the Board of Directors at least once a year:

1. Assisting in the integration of integrity and ethical values into the Company’s business strategy, and formulating relevant fraud prevention measures in compliance with laws and regulations to ensure ethical corporate management.
2. Regularly analyzing and assessing the risk of unethical conduct within the business scope to formulate plans for preventing unethical conduct, and establishing related standard operating procedures and behavioral guidelines for each plan.
3. Planning internal organizations, staffing, and duties, and establishing a mutual supervision and balancing mechanism for business activities with a higher risk of unethical conduct.
4. Promoting and coordinating integrity policy awareness training.
5. Formulating a whistleblowing system to ensure its effectiveness.
6. Assisting the Board of Directors and the management in auditing and assessing whether the preventive measures established to implement ethical corporate management operate effectively, regularly evaluating the compliance of related business processes, and issuing reports.

7. Preparing and properly retaining documented information on the ethical corporate management policy, the statement of compliance, and the implementation and fulfillment of commitments.

Article 6. Prohibition of Offering or Accepting Improper Benefits

The Company's personnel shall not directly or indirectly offer, accept, promise or request money, presents, services, preferential treatment, hospitality, entertainment, or other benefits in the conduct of business. However, the same shall not apply under the following circumstances, provided that the "Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies," the Principles, and other related laws and regulations are complied with:

1. Complying with the laws and regulations of the place of operation
2. Needed for business purposes during domestic (overseas) visits, reception of foreign guests, promotion of business, and communication and coordination according to local etiquette or customs.
3. Participation in or inviting others to normal social events based on normal social etiquette, for business purposes, or to promote relationships.
4. Inviting customers to or being invited to specific business activities, plant tours, etc. for business needs, provided that the expenses born, number of participants, accommodation level and duration, and so on for the said activities have been specified.
5. Participation in public festival events that involve the general public.
6. Incentives, relief measures, solatia, or rewards to managers.
7. Giving or receiving presents to or from relatives or frequent friends for engagement, marriage, childbirth, relocation, new jobs, promotion, retirement, resignation, departure, or the injury, illness, or death of the person or his/her spouse or immediate family member.
8. Others that comply with the Company's regulations.

Article 7. Handling Procedures for Acceptance of Improper Benefits

Except for the circumstances specified in the preceding Article, the Company's personnel shall follow the following procedures when encountering someone directly or indirectly offering or promising to offer money, presents, services, preferential treatment, hospitality, entertainment, or other benefits:

1. If the Company's Personnel and the person offering or promising the above benefits are not interested parties at work, they shall make a report to their line manager within three days after acceptance, and notify the Responsible Units if necessary.
2. If the Company's Personnel and the person offering or promising the above benefits are interested parties at work, they shall return or refuse the benefits, make a report to their line manager and notify the Responsible Units; if the benefits cannot be returned, they shall be handed over to the Responsible Units within three days after acceptance.

Being interested parties at work," as referred to in the preceding paragraph, means any of the following:

1. Having business relationships or command and supervisory relationships, or providing/receiving subsidies(incentives).
2. Seeking, conducting, or having entered into a contract, a transaction, and other contractual relationships.
3. Being affected favorably or unfavorably by the Company's decisions, execution or decision not to execute. Depending on the nature and value of the things of value mentioned in Paragraph 1, the Responsible Units shall suggest returning, paying for, confiscating or donating the things of value to charitable organizations or make other appropriate suggestions, and proceed with the suggestions after approval.

Article 8. Prohibition and Handling of Facilitating Payments

The Company shall not offer or promise any facilitating payments. If the Company's Personnel offer or promise facilitating payments due to threats or intimidation, they shall record the process, make a report to their line manager, and notify the Responsible Units. The Responsible Units shall take action immediately upon receipt of the above notice and review the relevant circumstances in order to reduce the risk of recurrence. An immediate report shall be made to the judiciary if any illegal activity is discovered.

Article 9. Procedures for Charitable Donations or Sponsorships

Charitable donations or sponsorships provided by the Company shall comply with applicable laws and regulations and shall be reported to the responsible manager for approval in accordance with the Company's Regulations for the Division of Responsibilities before being made:

1. Charitable donations shall be made to charitable organizations and shall not be a disguised form of bribery.
2. As what the Company can obtain in return for sponsorships is specific and reasonable, recipients of the sponsorships shall not be the Company's business counterparties or persons having interests with the Company's personnel.
3. After making charitable donations or sponsorships, the Company shall verify that the money donated was used consistently with the purpose of the donation.

Article 10. Recusal for Conflicts of Interest

The Company's directors, managers, and other interested parties attending or sitting in on board meetings shall exercise a high degree of self-discipline. If they or the juristic persons they represent have a stake in an agenda item at the board meeting, they shall explain the important details of the stake at the current board meeting. If the stake is likely to harm the interests of the Company, they shall not participate in the discussions and voting, shall recuse themselves from the discussions and voting, and shall not exercise voting rights as a proxy of another director. Directors shall also exercise self-discipline and shall not support one another in improper dealings. If a director's spouse or second-degree relative by blood or a company with which the director has a relationship of control or subordination has a stake in an agenda item at the meeting mentioned in the preceding paragraph, the director is deemed to have a stake in the item.

If any of the Company's personnel, in the conduct of business, become aware of a conflict of interest with themselves or with the juristic persons they represent or there is a possibility that themselves or their spouses, parents, children, and other interested parties obtain improper benefits, they shall simultaneously report the same to their line manager and the Responsible Units, and their line manager shall provide appropriate instructions. The Company's personnel shall not use Company resources for business activities outside those of the Company, and shall not engage in such activities to an extent that compromises their job performance.

Article 11. Unit Dedicated to Handling Confidential Information

The R&D Division, the unit responsible for handling trade secrets in the Company, is in charge of formulating and implementing procedures for the management, retention, and non-disclosure of the Company's trade secrets. It shall also regularly review the implementation results to ensure the continuous effectiveness of the operating procedures.

Article 12. Prohibited Transactions

- Prohibition against disclosure of confidential information

The Company's Personnel shall comply with the regulations related to the Company's trade secrets, shall not disclose the Company's trade secrets to others, and shall not inquire about or gather the Company's trade secrets that are not related to their duties.

- Prohibition against insider trading

The Company's Personnel shall comply with the Securities and Exchange Act and shall not engage in insider trading with non-public information or disclose such non-public information to others to prevent them from engaging in insider trading with such non-public information.

- Prohibition against unfair competition

The Company shall comply with the Fair Trade Act and competition-related laws and regulations when engaging in business activities, and shall refrain from price fixing, bid rigging, limiting production and quotas, or market sharing or segmentation by allocating customers, suppliers, territories, or businesses.

- Prohibition against infringement of intellectual property rights

The Company's personnel shall comply with the laws and regulations governing intellectual property, the Company's internal operating procedures, and contracts, and shall not use, disclose, dispose of, damage, or otherwise infringe intellectual property rights without the consent of the intellectual property rights owner.

Article 13. Preventing Products or Services from Causing Damage to Stakeholders

The Company's personnel shall comply with related laws and regulations and international standards during the research and development, procurement, manufacturing, offering, or sale of products and services, ensure the transparency and safety of the products and services, formulate and disclose policies to protect the rights and interests of consumers or other stakeholders, and implement them in business activities to prevent the products or services from causing direct or indirect damage to the rights and interests, health, and safety of consumers or other stakeholders.

When there are sufficient facts to determine that a product or service poses a threat to the safety and health of consumers or other stakeholders, the Company shall, in principle, immediately recall the whole batch or suspend the service and make a review and improvement plan.

The Responsible Units shall report the said incident in the preceding paragraph, how it is handled, and subsequent review and improvement measures to the Board of Directors.

Article 14. Non-Disclosure Agreement

All organizations and personnel involved in mergers, spin-offs, acquisitions, share transfers, important memorandums of understanding, strategic alliances, other business collaboration projects, or important contracts with the Company shall sign a non-disclosure agreement with the Company and undertake not to disclose the Company's trade secrets or other material information to others, nor use such information without the consent of the Company.

Article 15. Compliance with and Announcement of the Company's Ethical Corporate Management Policy

The Company shall require directors and the senior management to issue a statement of compliance with the ethical corporate management policy, and state in the conditions of employment that all employees are required to comply with the ethical corporate management policy.

The Company shall disclose the ethical corporate management policy within its internal regulations, annual reports, the Company's website, or other promotional documents, and announce the policy at appropriate external events such as product launch events and investor conferences, in order for suppliers, customers, and other business-related organizations and personnel to clearly understand the Company's ethical corporate management philosophy and regulations. The Company shall also specify in labor contracts that all employees are required to abide by the Company's management regulations (Ethical Corporate Management Best Practice Principles).

Article 16. Ethical Corporate Management Policy for the Development of Business Relationships

Before building a business relationship with agents, suppliers, customers, or other business counterparties, the Company is advised to evaluate their legitimacy and ethical corporate management policy and check whether they have any record of unethical conduct to ensure that they conduct business in a fair and transparent way and do not ask for, offer, or accept bribes. When conducting the above evaluation, the Company may adopt appropriate audit procedures to examine the following matters in order to understand the ethical corporate management status of the business counterparties:

1. The nationality, place of operation, organizational structure, management policy, and payment location of the counterparty.
2. Whether the counterparty has established an ethical corporate management policy and the implementation of such policy.
3. Whether the counterparty operates in a country with a high risk of corruption.
4. Whether the counterparty conducts business in an industry with a high risk of bribery.
5. The Company's long-term management performance and reputation.
6. Opinions on the counterparty from its business partners.
7. Whether the counterparty has a history of unethical conduct such as bribery or making illegal political donations.

Article 17. Explanation of the Company's Ethical Corporate Management Policy and Regulations to Counterparties

When engaging in business activities, the Company's Personnel are advised to explain to counterparties the Company's ethical corporate management policy and relevant regulations, and explicitly refuse direct or indirect offering, promising, requesting or acceptance of any form of improper benefits for any purpose, including kickbacks, commissions, and facilitating payments, or offering or acceptance of improper benefits through other channels

Article 18. Avoiding Business Transactions with Counterparties Engaging in Unethical Corporate Management

The Company's personnel shall avoid engaging in business transactions with agents, suppliers, customers or other business counterparties that have engaged in unethical corporate management. Once discovering that a counterparty or partner has committed unethical conduct, the Company shall immediately cease business dealings with them and blacklist them in order to implement the Company's ethical corporate management policy.

Article 19. Agreement on Ethical Business Conduct in Procurement Contracts

When the Company enters into a procurement contract with a party, the Company shall fully understand its ethical corporate management status. If the annual transaction amount reaches a certain amount, a Letter of Commitment to Ethical Business Conduct shall be included as an important attachment to the transaction contract. The Letter of Commitment to Ethical Business Conduct shall specify that:

1. Directly or indirectly offering any form of money, commissions, services, kickbacks, and facilitating payments for any purpose, or any other form of improper benefits to the Company's personnel to build business relationships or engage in business transactions is prohibited.
2. If any personnel of the Company directly or indirectly asks for any money, commissions, services, kickbacks, and facilitating payments or any other form of improper benefits from the undertaking party or request the undertaking party to engage in unethical or illegal conduct, the undertaking party agrees and promises to immediately notify the Company's Responsible Units, the Internal Audit Office, of the identity of the personnel, the amount requested or accepted, and how the benefits were accepted, provide relevant evidence, and cooperate with the investigation.

3. The undertaking party promises that its employees and agents will abide by the obligations specified in the Letter of Commitment. If the undertaking party breaches any of the above undertakings, the Company shall have the right to unconditionally terminate the contract or terminate the transaction between both parties at any time without taking any liability for breach of contract. In addition, regardless of whether any loss is caused to the Company, the Company shall have the right to claim liquidated damages against the undertaking party, and the undertaking party shall not refuse to pay the damages, and shall be separately liable for the actual losses incurred by the Company. The Company reserves the right to directly offset the liquidated damages and compensation payable by the undertaking party against the accounts payable to the undertaking party, and may file criminal complaints or civil claims or take other remedies.

Article 20. Whistleblowing Systems and Procedures and Actions Against Unethical Conduct by the Company's Personnel

• Whistleblowing Systems and Procedures

1. The Company has created independent whistleblowing email addresses (ned@greatek.com.tw and a001@greatek.com.tw) for internal and external personnel to make reports. Employees who report violations of professional ethics or any fraudulent conduct will be protected to prevent unfair retaliation or treatment. Protection against unfair retaliation or treatment.
2. The whistleblower shall at least provide his/her name (he/she may also report anonymously) and correct contact information, the contact information and name of the person being reported or other information sufficient to identify the person, and specific evidence for investigation. Characteristics and specific evidence for investigation.
3. If an anonymous report is made and documentary or physical evidence is presented, and the violation, the name of the person concerned, location, and related parties are clearly explained, the responsible personnel may also initiate an internal preliminary investigation. However, if the anonymous whistleblower cannot be contacted or did not reply to the request to provide further explanation or information due to a broken chain of evidence or a lack of legal constituent elements, the responsible personnel may directly close the report.
4. Levels of whistleblowing reports: A whistleblowing report involving general employees shall be submitted to the head of the department; a whistleblowing report involving directors or the senior management shall be submitted to independent directors or the Audit Committee.
5. After the Responsible Units receive a whistleblowing report, they shall, together with the manager or unit being reported to, cooperate with the investigation by the Company's Internal Audit Office, and other relevant departments may provide assistance if necessary. For the receipt of the report, investigation process, and investigation results, all written documents shall be kept and retained for five years. Such retention may be in electronic format. If a lawsuit related to the content of the whistleblowing report occurs before the retention period expires, the relevant information shall be retained until the conclusion of the lawsuit.

• Actions Against Unethical Conduct by the Company's Personnel

1. Upon discovering or receiving a report of unethical conduct by the Company's Personnel, the Company shall establish the facts immediately and, if a violation of applicable laws and regulations or the Company's ethical corporate management policy and regulations is verified, request the perpetrator to cease such conduct and take appropriate actions. If necessary, the Company may make a report to the competent authority, refer the case to the judiciary for investigation, or claim damages through legal procedures to protect the reputation, rights, and interests of the Company.
2. For unethical conduct that has already occurred, the Company shall instruct relevant units to review the internal control system and operating procedures and propose corrective measures to prevent recurrence. The Responsible Units shall report unethical conduct, how it is handled, and subsequent review and improvement measures to the Board of Directors.

Article 21. Actions Against Unethical Conduct by Others towards the Company

In the event that any personnel of the Company discovers unethical conduct by others towards the Company, the Company shall notify the judicial and prosecuting authorities of the relevant facts if the conduct involves illegal acts, and also inform the anti-corruption authority if a government agency or an official is involved.

Article 22. Internal Awareness Training and Reward, Punishment and Grievance Systems

The Responsible Units shall organize annual internal awareness training to convey the importance of integrity to directors, the management, and employees. The Responsible Units shall also incorporate ethical corporate management into employee performance reviews and human resource policies, and establish clear and effective reward, punishment, and grievance systems.

The Company shall dismiss any employee who commits serious ethical conduct violations according to the relevant laws and regulations or the Company's personnel policy. The Company shall disclose the title and name of personnel committing ethical conduct violations, violation date, violation description, and actions taken on the internal website.

Article 23. Implementation

Matters not covered by the Principles shall be governed by applicable laws and regulations. The Principles shall be implemented upon resolution of the Board of Directors, and the same shall apply to any amendments there to.

Greatek Electronics Inc. Guidelines for the Codes of Ethical Conduct

I. Purpose:

The Guidelines have been established to ensure that the Company's directors and managers (including the President, Vice Presidents, finance department head, accounting department head, department heads, and persons authorized to manage affairs and sign for the Company) act in compliance with ethical standards and give the Company's stakeholders a better understanding of the Company's ethical standards.

II. Content of the Guidelines:

1. Prevention of conflicts of interest:

The Company's directors or managers shall refrain from taking advantage of their position in the Company to allow themselves or their spouses, parents, children, or relatives within the second degree of kinship to obtain improper benefits. The Company shall pay special attention to the loaning of funds to the affiliated companies that of the said personnel or the provision of guarantees to, major asset transactions with, and the purchase (or sale) of goods from (to) the affiliated companies. The Company shall provide appropriate channels for directors and managers to voluntarily explain their potential conflicts of interest with the Company.

2. Minimizing opportunities for personal gain:

The directors or managers shall refrain from: (1) seeking opportunities for personal gain by using the Company's property or information or taking advantage of their position; (2) seeking personal gain by using the Company's property or information or taking advantage of their position, and (3) competing with the Company. When the Company has an opportunity to make profit, it is the responsibility of the directors and managers to increase the proper and legitimate benefits that the Company can obtain.

3. Confidentiality:

The directors or managers are obligated to maintain the confidentiality of the information of the Company or the suppliers (customers) thereof, unless otherwise authorized or required by law to do so. Confidential information includes all undisclosed information that may be exploited by competitors or cause harm to the Company or customers after disclosure.

4. Fair trade:

The directors or managers shall treat the Company's suppliers (customers), competitors, and employees fairly, and shall not manipulate, conceal, or misuse the information they have obtained through their position, make misstatements about important matters, or engage in other unfair trading practices to obtain improper benefits.

5. Protection and proper use of the Company's assets:

All directors and managers have the responsibility to protect the Company's assets and ensuring that they can be effectively and legally used for business purposes. If assets are stolen, neglected, or wasted, it will directly affect the Company's profitability.

6. Compliance with laws and regulations

Compliance with the Securities and Exchange Act and other laws and regulations shall be enhanced.

7. Encouraging reporting of any illegal or unethical conduct:

The Company shall enhance the internal promotion of ethics and encourage employees to report suspected or discovered violations of laws, regulations, or the Guidelines for the Codes of Ethical Conduct to directors, managers, the chief internal auditor, or other appropriate personnel.

To encourage employees to report violations of law, the Company shall establish a concrete whistleblowing system and make employees aware that the Company will make every effort to ensure the safety of whistleblowers and protect them from retaliation.

8. Disciplinary measures:

The Company shall take disciplinary actions against directors or managers violating the Guidelines for the Codes of Ethical Conduct. The Company shall establish a grievance system for persons violating the Guidelines for the Codes of Ethical Conduct to seek remedies.

III Method of disclosure:

The Company shall disclose the Guidelines for the Codes of Ethical Conduct on the Company's website, annual reports, prospectuses, and the Market Observation Post System. The same shall apply to any amendments to the Guidelines.

IV Implementation:

The Company's Guidelines for the Codes of Ethical Conduct shall be implemented upon approval of the Board of Directors, and the same shall apply to any amendments there to.

Appendix

Statement	This report (2024 Greatek ESG report) followed the GRI Standards (2021). The scope of data and information is sourced from the period of January 1, 2024 to December 31, 2024.
GRI 1 version used	GRI 1: Foundation 2021.
Applicable GRI Sector Standard(s)	No applicable Sector Standards.

GRI 2: General Disclosures 2021

GRI Index No.	Disclosure Item	Corresponding Chapters	Page No.	Note
2-1	Organizational details	Greatek Electronics 2024 ESG Report	4	
2-2	Entities included in the organization's sustainability reporting	Greatek Electronics 2024 ESG Report	4	
2-3	Reporting period, frequency, and contact person	Greatek Electronics 2024 ESG Report	4	
2-4	Restatements of information	Greatek Electronics 2024 ESG Report	4	
2-5	External assurance	Greatek Electronics 2024 ESG Report	4	
2-6	Activities, value chain and other business relationships	2. Sustainable Governance	22	
2-7	Employees	5.1 Employee Structure	74	
2-8	Workers who are not employees	5.1 Employee Structure	74	

GRI 2: General Disclosures 2021

GRI Index No.	Disclosure Item	Corresponding Chapters	Page No.	Note
2-9	Governance structure and composition	2.3 Corporate Governance	30	
2-10	Nominating and selecting the highest governance body	2.3 Corporate Governance	30	
2-11	Chair of the highest governance body	2.3 Corporate Governance	30	
2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Corporate Governance	41	
2-13	Delegation of responsibility for managing impacts	2.3 Corporate Governance	41	
2-14	Role of the highest governance body in sustainability reporting	2.3 Corporate Governance	30	
2-15	Conflicts of interest	2.3 Corporate Governance	41	
2-16	Communication of critical concerns	2.3 Corporate Governance	30	
2-17	Collective knowledge of the highest governance body	2.3 Corporate Governance	30	
2-18	Evaluation of the performance of the highest governance body	2.3 Corporate Governance	35	
2-19	Remuneration policies	2.3 Corporate Governance	35	
2-20	Process to determine remuneration	2.3 Corporate Governance	35	
2-21	Annual total compensation ratio	2.3 Corporate Governance	35	
2-22	Statement on sustainable development strategy	Chairman's Message	6	

GRI 2: General Disclosures 2021

GRI Index No.	Disclosure Item	Corresponding Chapters	Page No.	Note
2-23	Policy commitments	2.2 Business Philosophy	26	
2-24	Embedding policy commitments	2.2 Business Philosophy	26	
2-25	Processes to remediate negative impacts	2.3 Corporate Governance	30	
2-26	Mechanisms for seeking advice and raising concerns	2.3 Corporate Governance	30	
2-27	Compliance with laws and regulations	2.4 Ethics and Legal Compliance	42	
2-28	Membership of associations	2.3 Corporate Governance	35	
2-29	Approach to stakeholder engagement	1.2 Stakeholder Identification and Communication	11	
2-30	Collective bargaining agreements	5.6 Employee Care and Communication	90	

GRI 3: Material Topics 2021

GRI Index No	Disclosure Item	Corresponding Chapters	Page No.	Note
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.3 Identification and Analysis of Material Issues	16	
	3-2 List of material topics		16	

GRI Topic Standards: Material Topics Disclosure(200 Series)

GRI Index No	Disclosure Item	Corresponding Chapters	Page No.	Note
Material Topic: Risk Management				
GRI 3: Material Topics (2021)	3-3 Management of material topics	2.5 Risk Management	47	
GRI 201 Economic Performance (2016)	201-2 Financial implications and other risks and opportunities due to climate change	2.5 Risk Management	47	
Material Topic: Ethical Corporate Management				
GRI 3: Material Topics (2021)	3-3 Management of material topics	2.4 Ethics and Legal Compliance	42	
GRI 205 Anti-corruption (2016)	205-2 Communication and training about anti-corruption policies and procedures	2.4 Ethics and Legal Compliance	42	
Material TopicL: Product R&D and Innovation				
GRI 3: Material Topics (2021)	3-3 Management of material topics	3. Innovation and Development	53	
GRI 201 Economic Performance (2016)	201-1 Financial implications and other risks and opportunities due to climate change	3.2 Product R&D and Innovation	57	
Material Topic: Customer Relationship Management				
GRI 3: Material Topics (2021)	3-3 Management of material topics	4. Partnership Maintenance	61	
408: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.1 Customer Relationship Management	63	

GRI Topic Standards: Material Topics Disclosure(300 Series)

GRI Index No	Disclosure Item	Corresponding Chapters	Page No.	Note
Material Topic: Environmental Management				
GRI 3: Material Topics (2021)	3-3 Management of material topics	6. Green Sustainability	97	
303 Water (2018)	303-4 Water discharge	6.3 Prevent of Pollution	99	
305 Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	6.4 Water Resource Management	100	
306 Waste (2020)	305-2 Energy indirect (Scope 2) GHG emissions	6.5 Energy Conservation and Carbon Reduction	104	
	305-3 Other indirect (Scope 3) GHG emissions			
	306-2 Waste by type and disposal method			

GRI Topic Standards: Material Topics Disclosure(400 Series)

GRI Index No	Disclosure Item	Corresponding Chapters	Page No.	Note
Material Topic: Talent Acquisition and Retention				
GRI 3: Material Topics (2021)	3-3 Management of material topics	5. Harmonious Workplace	70	
401 Employment (2016)	401-1 New employee hires and employee turnover	5.1 Employee Structure	73	
404 Training and Education (2016)	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Training of Employees	77	
	401-3 Parental leave	5.5 Employee Benefits and Rights	85	
	404-1 Average hours of training per year per employee			
	404-3 Percentage of employees receiving regular performance and career development reviews			

GRI Topic Standards: Material Topics Disclosure(400 Series)

GRI Index No	Disclosure Item	Corresponding Chapters	Page No.	Note
Material Topic: Talent Acquisition and Retention				
GRI 3: Material Topics (2021)	3-3 Management of material topics	5. Harmonious Workplace	70	
401 Employment (2016)	406-1 Non-discrimination	5. Harmonious Workplace	70	
Material Topic: Occupational Health and Safety				
GRI 3: Material Topics (2021)	3-3 Management of material topics	3. Innovation and Development	53	
403 Occupational Health and Safety (2018)	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.7 Employee Health and Safety	91	

Appendix 2 SASB Standards Comparison Table

Based on Sustainable Industry Classification System® (SICS®): Semiconductor

Disclosure Topic/ Metric Code	Metric	Category	Summary	Corresponding Chapter
GHG Emissions TC-SC-110a.1	(1) Gross Scope 1 emissions (2) Total emissions from perfluorinated compounds	Quantitative	(1) Scope 1 direct GHG emissions were 1,687,4488 tons CO2e (2) Fluorinated GHG emissions were 0 tons CO2e	6.5 Energy Conservation and Carbon Reduction
Greenhouse Gas Emissions TC-SC-110a.2	Discussion of long-term and short-term strategies or plans to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	<p>Greatek's Scope 1 GHG emissions mainly come from the machines and equipment used in processes and carbon reduction planning</p> <ul style="list-style-type: none"> • Formulate energy conservation and propose improvement activities, reducing the Company's energy consumption by 3% every year • Increase the proportion of equipment using inverters, reducing electricity consumption by 3%. • Source reduction measures over the years: <ul style="list-style-type: none"> √ Equipment efficiency: The installation of frequency converters in motors reduced electricity consumption by 1,702,166 kw/hr. √ Improved heat exchange efficiency of cooling towers: Reduced electricity consumption by 3,598,011 kw/hr 	6.5 Energy Conservation and Carbon Reduction
Energy Management in Manufacturing TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	(1) 788,533.488GJ (2) 99.14% (3) 0.86%	6.5 Energy Conservation and Carbon Reduction
Water Management TC-SC-140a.1	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	(1) In 2024, Greatek's total water withdrawal was 1,127,116 million tons. (2) None of our plants are located in high-risk areas for water resources.	6.4 Water Resource Management
Waste Management TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Quantitative	In 2024, Greatek generated a total of 1,875.154324 tons of waste, of which hazardous waste was 416.38243 tons. A total of 474.497 tons of waste was recycled, and the recycling rate reached 25.3044%.	6.3 Prevent of Pollution
Workforce Health & Safety TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	Discussion and Analysis	Greatek conducts hazard identification and risk assessment for routine and non-routine operations, including 1. hazardous workplace assessment 2. safety and health risk assessment for processes and activities.	5.7 Employee Health and Safety

Disclosure Topic/ Metric Code	Metric	Category	Summary	Corresponding Chapter
Workforce Health & Safety TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee safety and health violations	Quantitative	In 2024, there were no violations, and the total amount of related monetary losses was zero.	5.7 Employee Health and Safety
Recruiting & Managing a Global & Skilled Workforce TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	The company operates exclusively in Taiwan and does not have any overseas branches. As of the reporting period, there are 3,220 local (Taiwanese) employees, accounting for 75.02% of the total workforce, and 1,072 foreign employees, making up 24.98%.	5.1 Employee Structure
Product Lifecycle Management TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474-declarable substances	Quantitative	According to the results of calculation based on the total amount of sales of products, the proportion of products not compliant with IEC 62474 is 0%. Greatek fully complies with the requirements of relevant international laws and regulations listed in the IEC 62474 material declaration.	3.3 Green Product Management
Product Lifecycle Management TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers, (2) desktops, and (3) laptops	Quantitative	Not applicable. (Greatek does not sell end products)	Not applicable
Materials Sourcing TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	We do not use conflict minerals in the manufacturing of products, and we also implement due diligence on conflict minerals throughout the supply chain to ensure that 100% of our products do not contain minerals from conflict zones.	4.2 Sustainable Supply Chain Management
Intellectual Property Protection & Competitive Behavior TC-SC-520a.1	Total monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	In 2024, there were no violations, and the total amount of related monetary losses was zero.	2.4 Ethics and Legal Compliance
Activity Metrics TC-SC-000.A	Total production	Quantitative	Greatek's overall manufacturing in 2024 8,476,303 thousand ICs were packaged 4,966,081 thousand ICs were tested (FT+WT)	2.2 Business Philosophy
Activity Metrics TC-SC-000.B	Percentage of production from owned facilities	Quantitative	In 2024, All Greatek's products were 100% produced by Greatek-owned plants.	2.1 Overview of Greatek

A decorative graphic featuring a circular arrow composed of four segments in two shades of green, arranged in a clockwise cycle. The arrow is set against a solid yellow background. At the top of the circle, there is a cluster of stylized leaves in various shades of green and dark blue.

超豐電子股份有限公司
GREATEK ELECTRONICS INC.