2024

Sustainability Report





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About This Report

This report is the Sustainability Report issued by Great China Metal Industry Co., Ltd.

(hereinafter referred to as "GCM," "the Company," or "we"). It is structured around

six major chapters—"Sustainability Promotion," "Integrity Governance," "Green

Manufacturing," "Quality Service," "Sound Workplace," and "Shared Prosperity with

Society"—to address the concerns of stakeholders, including employees, customers,

suppliers, and government agencies. The report presents GCM's actions across the

three key dimensions of sustainability: Environmental, Social, and Governance (ESG).

Scope and Boundary of the Report

In this report, GCM is committed to disclosing the performance results on various key

issues of sustainable development. The content is primarily based on the company's

operations in Taiwan, including its operating sites (headquarters, Fugang plant, and

Toufen plant).

Reporting Period

The data and content of this Report primarily cover the year 2024 (from January 1,

2024 to December 31, 2024).

Report Issuance

GCM publishes its Sustainability Report on an annual basis, which is made available

on the Company's official website and the Market Observation Post System (MOPS).

Current issue: August 2025.

Next issue: August 2026.

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Reporting Principles and Management Approach

The 2024 GCM Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021 version) and the Sustainability Accounting Standards Board (SASB) Standards. To enhance the quality and credibility of the disclosed information, this Report has undergone independent limited assurance conducted by Live Susthinkability CPA Firm, in accordance with the "Attestation Standard No. 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information," as issued by the Accounting Research and Development Foundation (ARDF), R.O.C.

	Engagement and Analysis	Collection and Compilation	Review and Finalization
	Department Managers	Report Working Group	Department Managers
•	Identify Key Stakeholders	Organize a Cross	• Department Heads Confirm
•	Analyze Sustainability	Departmental Report	Data Integrity and
	Issues with Significant	Working Group	Accuracy
	Impact on GCM and Its	• Establish the Core Themes	 Final Review and
	Key Stakeholders	of the Report	Finalization
		Edit and Revise	Present to the Top
			Governing Authority

Contact Information

If you have any comments on the 2024 GCM Sustainability Report, or if you have any suggestions regarding the sustainability-related topics of GCM, please feel free to contact us. The contact details are as follows:

Great China Metal Industrial Co., Ltd.

Contact Person: Jessie Chiang

Address: No. 533, Section 3, Mingzhi Road, Taishan District, New Taipei City,

Taiwan

Phone: +886-2-29015153

Email: jessie@greatchina.com.tw

Company Website: www.greatchina.com.tw

Notice to Readers

For the convenience of readers, this report has been translated into English from the original Chinese version. In the event of any conflict or discrepancy between the English and Chinese versions, the Chinese version of the ESG report shall prevail.

Message from the Chairman



Chairman of Great China Metal Industrial Co., Ltd., Chiang Ming-Li

Facing the pressing challenges of global climate change, the pursuit of sustainability has evolved from a matter of corporate social responsibility into a core source of competitive advantage. Looking back on 2024, it was a pivotal year filled with both challenges and opportunities. With Taiwan set to officially launch its carbon fee mechanism in 2025, GCM had already initiated carbon inventory exercises several years earlier, proactively aligning with policy directions and advancing a wide range of energy-saving and carbon-reduction measures. Guided by the core philosophy of sustainable management and leveraging the inherent advantage of aluminum cans being 100% recyclable, we continue to deepen our green transition and circular economy practices, taking concrete actions to meet the expectations of our stakeholders.

The year 2024 also marked a critical moment for the global packaging industry in accelerating its low-carbon transformation. In the face of the worldwide movement to reduce plastics, "green and low-carbon" has become a fundamental principle of production across many

sectors, with particular emphasis in the food packaging industry. Aluminum cans, as a packaging material that can be infinitely recycled, perfectly align with the trend toward sustainable packaging through their low-carbon footprint and single-material composition, offering consumers a more environmentally friendly choice. In line with this trend, the Company has actively introduced advanced water- and energy-saving production technologies, striving to lead supply chain partners in advancing sustainability together and building a more comprehensive and resilient sustainable value chain system.

We firmly recognize that long-term corporate success must be grounded in a sound governance framework. With global carbon emissions on the rise and extreme weather events causing disasters worldwide, carbon reduction is no longer just an environmental demand but also a key driver of international competitiveness. Accordingly, in 2024 the Company continued to strengthen corporate governance and risk management mechanisms, disclosing ESG performance and challenges proactively and transparently. We actively responded to the Taiwan Stock Exchange' s requirements on sustainability information disclosure and aligned with the Financial Supervisory Commission' s "Sustainability Roadmap for TWSE- and TPEx-listed Companies," ensuring that our business strategies are closely integrated with sustainability objectives and moving forward with all stakeholders toward a more sustainable future.

Looking ahead, GCM will continue to harness innovation to drive greener upgrades of our products and services, create greater value for customers, and fulfill our responsibilities as a corporate citizen by contributing to society and the environment.

We sincerely thank all our partners, colleagues, and stakeholders for their support and trust. Let us join hands to create a brighter and more sustainable tomorrow.

ESG Sustainability Highlights



CH1 Sustainable Promotion

1.1 Company Overview

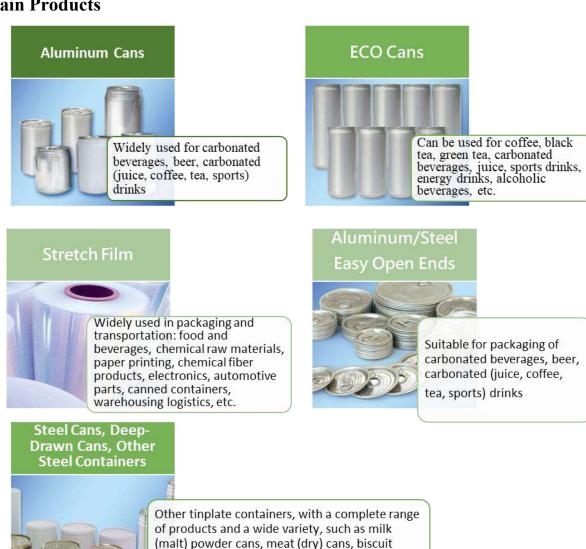
Since its establishment in 1973, GCM has become a leading manufacturer of food and beverage packaging containers in Taiwan, renowned for its excellent reputation and advanced technology. All employees adhere to the quality management policy of "Full Participation, Quality First, Sustainable Pursuit, Quality Above All," and the business philosophy of "Continuous Innovation, Pursuit of Excellence, and Giving Back to Society." The company has introduced specialized production equipment from countries such as the United States, the United Kingdom, Germany, France, Canada, Italy, and Japan. GCM produces and sells various types of metal can packaging, including aluminum cans, coated aluminum cans, three-piece steel cans, Drawn and Redrawn (DRD) cans, and decorative cans, as well as various full-open aluminum and steel ends, easy-open beverage ends, and plastic stretch films. With a daily production capacity of millions of units, the company integrates expertise in machinery, electronics, precision molds, chemicals, printing, and artistic creativity and design into its automated manufacturing processes.

GCM has invested in and established eight factories in Taiwan, Shanghai, Nantong, Chongqing, Jinan, Foshan, and Vietnam, providing high-quality products and services to well-known clients in the food, beverage, electronics, and packaging industries both domestically and internationally.

Business Philosophy



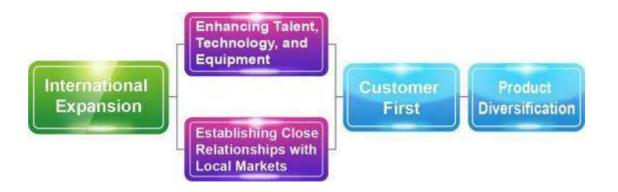
Main Products



cans, nut (dried fruit) cans, candy cans, tea cans, jam cans, oil cans, butter cans, gift box cans, etc.

Business Strategy

GCM has always been customer-centric, keenly observing market trends to ensure that customer needs are met. The company is committed to product diversification, offering a wide range of aluminum and steel cans, Drawn and Redrawn (DRD) cans, Linear Low-Density Polyethylene (LLDPE) stretch films, as well as various types of easy-open and full-open ends for aluminum and steel cans, to meet the diverse needs of food and beverage customers. To achieve international business expansion, GCM continuously enhances its talent, technology, and equipment assets, and has established regional business strategies in major cities in mainland China and Vietnam, fostering close partnerships with local markets. Through proactive business development, the company aims to provide high-quality products and exceptional services to more potential customers, creating greater value for them.



Affiliated Companies Structure



Operating Locations



*Address: Block 9, Zone B, Shuangfu Industrial

Park, Jiangjin District, Chongqing •Established: 2006-09-18

•Main Products: Aluminum Cans



 Address: No. 7399, East 2nd Ring Road, Licheng District, Jinan, Shandong Province

Established: 2009-12-29

•Main Products: Aluminum Cans



 Address: No. 895, Xinghai Road, Jiangxi Haimen Economic Development Zone, Jiangsu Province

*Established: 2005-12-08

. Main Products: Plastic Packaging





 Address: No. 29 Doc lap Boulevard, Vietnam Singapore Industrial Park, Binh Hoa Ward, Thuan An Town, Binh Duong Province, Vietnam

*Established: 2013-12-08

Main Products: Aluminum Ends, Easy-open Ends



 Address: No. 126, 2nd District, Fengxiang Industrial Zone, Shuitou, Sanshui District, Foshan City, Guangdong Province

•Established: 1999-05-19

·Main Products: Plastic Packaging



 Address; No. 2989, Caoyang Road, Putuo District, Shanghai

Established: 1994-10-07

. Main Products: Aluminum Cans, Aluminum Ends

Key Milestones

1973	Great China Metal Industrial Co., Ltd. was established with a			
	capital of NT\$10 million.			
1074	Completed the construction of the first phase of the Toufen plant and			
1974	installed Taiwan's first British Crabtree two-color printing and coating			
	line for tinplate, which began production. Introduced Taiwan's first Minster combination press, producing 202 and			
1976				
1077	211 diameter aluminum easy-open ends.			
1977	Introduced Taiwan's first Swiss Soudronic welding can production line.			
1979	Added the 2nd, 3rd, and 4th aluminum easy-open end production line			
	and successfully developed the 209 diameter easy-open end mold.			
	Invested US\$15 million to commission the American PAC company to			
1980	design and install a two-piece aluminum can production line with a			
	speed of 800 cans per minute, which officially began production in			
	1981.			
1981	Taiwan's first high-speed two-piece aluminum can production line			
	officially began production.			
1982	Signed a technical cooperation agreement with American Continental			
	Can Company.			
1985	Introduced two-piece Drawn and Redrawn (DRD) can equipment from			
1007	Germany's Alfonshaar, marking a new era in Taiwan's metal printing.			
1986	Added multiple high-speed welding can production lines.			
1987	Added a second two-piece aluminum can production line and a 206			
	diameter easy-open end production line.			
1989	Added 307 and 301 diameter full-open end production lines, which			
	began official production.			
1990	The company was officially listed on the stock market as a first-category stock on August 8th.			
	Completed installation and test run of large 946cc and 500cc two-piece			
1990	aluminum can production lines.			
	Successfully developed the 209 diameter full-open aluminum end and			
1991	began official production.			
_	Expanded the capacity of the second aluminum can production line to			
1992	1,600 cans per minute.			
1002	Successfully added a 250ml aluminum can production line and began			
1993	mass production.			
	In response to government environmental protection policies,			
1002	introduced a high-speed (5 million pieces per day) environmental end			
1993	(SOT) production line, completed the test run, and began official			
	production.			
1004	The Toufen plant passed the ISO 9002 quality certification by the			
1994	Bureau of Commodity Inspection and Quarantine.			
1005	The Fugang plant passed the ISO 9002 quality certification by the			
1995	Bureau of Commodity Inspection and Quarantine.			
1005	Invested in Shanghai to establish "Shanghai United Can Co., Ltd.",			
1995	which was completed in June and began trial production.			
1997	Invested in Haimen City, Jiangsu Province, to establish "Huachung			
177/	United Plastic Industrial Co., Ltd." for the production of LLDPE Stretch			

	Film plastic wrap, simultaneously establishing the first production line.			
1998	Capital increased to NT\$3.05 billion through the capitalization of surplus.			
2001	The subsidiary "Huachung United Plastic Industrial Co., Ltd." added a second LLDPE Stretch Film production line.			
2004	Invested in Vietnam to establish "GCM Packaging Co., Ltd." specializing in the production of SOT environmental ends.			
2006	The subsidiary "Huachung United Plastic Industrial Co., Ltd." added a third LLDPE Stretch Film production line.			
2007	The subsidiary "Shanghai United Can Co., Ltd." and "Japan Toyo Seikan Co., Ltd." jointly established "Chongqing United Can Co., Ltd." which successfully commenced production in August.			
2009	Established "Jinan United Can Co., Ltd." in Jinan, Shandong, and installed two aluminum can production lines, with production expected to start in the fourth quarter of 2010. The subsidiary "Huachung United Plastic Industrial Co., Ltd." added a fourth LLDPE Stretch Film production line.			
2012				
2015	Purchased and installed a three-color printing line from Japan Fuji Company, completing the installation and replacing old printing equipment.			
2016	Established an aluminum coating can plant and introduced the aTULC aluminum can patented technology from Japan Toyo Seikan.			
2016	The subsidiary "Huachung United Plastic Industrial Co., Ltd." added a fifth LLDPE Stretch Film production line.			
2018	The subsidiary "Huachung United Plastic Industrial Co., Ltd." invested			
2018	Purchased and installed a second two-color printing line from Japan Fuji Company, completing the installation and commencing production.			
2022	The subsidiary "Huachung United Plastic Industrial Co., Ltd." added a sixth LLDPE Stretch Film production line.			

1.2 Financial Performance

Material Issue - Economic Performance				
Positive Impact on GCM (Opportunities) 1. Strengthen digital capabilities in line with the trend of corporation digital transformation. 2. Promote the company's governance evaluation to a higher level enhancing the company's sustainable governance performance.				
Negative Impact on GCM (Risks)	If GCM's tax practices do not comply with tax laws and regulations, and the company fails to pay taxes or underpays taxes, it may face risks such as tax adjustments, fines, accelerated penalties, criminal sanctions, and reputational damage.			
Mitigation Measures	Conduct tax governance responsibly and legally; engage reputable local accounting firms for tax certification. The company's annual financial data is provided to the tax-certified accounting firm for tax reporting to ensure transparency in financial information, enhance shareholder value, strengthen corporate sustainable development, and fulfill corporate social responsibility.			
Policies and Commitments	A sound business strategy is essential to maintain a healthy capital base, sustain investor, creditor, and market confidence, and support			
Short-Term Goals 1. Formulate action strategies for various items base indicators set by the competent authority, gradually improving company's governance evaluation rating. 2. Expand knowledge and perspective by learning from transmission of internal and external information.				
Mid to Long- Term Goals	 Strengthen the accumulation, organization, and usability of digital assets, and establish a long-term and real-time financial early warning mechanism. Align with the regulatory authority's Sustainable Development Blueprint 3.0 to establish a corporate culture of sustainability and fulfill corporate responsibility. 			

Financial Performance Report

Regarding the Company's primary raw material, aluminum, prices rose in 2024 compared with the previous year. In this environment, the Company's consolidated net sales (after elimination of intercompany transactions) decreased by 0.44% year-on-year to NT\$8.368 billion, while net income after tax amounted to NT\$492 million. A summary of the Company's 2024 operating performance and 2025 outlook is presented below:

(1) Aluminum and tin cans, aluminum and iron ends-related business

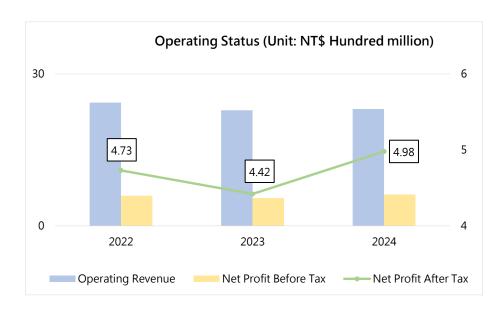
In 2024, the net operating revenue of aluminum and tin cans, aluminum and iron ends of the Company came to NT\$8.011 billion, basically the same as in 2023. Analyzing by region, the net operating revenue already wrote off the merger of intra group transactions was NT\$2.292 billion in Taiwan and NT\$5.649 billion in Mainland China.

The operating revenue was flat in Taiwan. In mainland China, production and sales volume increased, but selling prices fell, resulting in a decrease in revenue. In terms of profitability, the sales volume in mainland China has increased but selling prices fell, resulting in reduced profits; in Taiwan it has benefited from good cost control and relatively stable prices, resulting in a growth in profits this year. Overall, the profits of aluminum and tin cans, aluminum and iron ends related business increased by NT\$54.01 million compared with 2023.

Looking ahead to the 2025, here are still have many uncertain factors of global political and economic, and there is no sign of significant improvement in the mainland's overall economy. Under this environment, the company will adopt prudent policies this year and hopes to maintain stable revenue and profits.

(2) Stretch films-related business

The Company reinvested in Huatong United (Nantong) Plastic Industry Co., Ltd. and Sunshui Changlee United Container Co., Ltd. which have been engaged in the production and marketing of stretch films. The net operating revenue in the stretch films undertakings in 2024 came to NT\$357 million, decreased by 8.04% compared to the previous year. This is mainly due to the decline in mainland exports and intensified market competition, resulting in a decline in sales. In terms of profitability, due to the reduction in production and sales volume and the failure to grasp the fluctuation trend of raw materials, the gross profit margin dropped and the net profit after tax decreased significantly compared to the previous year. Looking ahead to 2025, Huatong and Sanshui Company will work hard to expand sales, hoping to maintain and win high-quality and large customers in domestic sales, and the results of expanding customers in external sales will be gradually revealed to accelerate the improvement of production capacity utilization.



ITEM	UNIT	2022	2023	2024
Operating Revenue		24.34	22.84	23.08
Non-operating Income and Expenses		1.55	2.16	2.12
Operating Expenses	NT\$ Hundred million	1.23	1.13	1.25
Operating Cost		18.72	18.36	17.75
Employee Salaries and Benefits Expenses		2.38	2.23	2.38
Dividends and Dividend Payments (Cash Dividends)		3.66	3.36	3.66
Tax Payments / Income Tax Expenses		1.21	1.09	1.22
Net Profit After Tax		4.73	4.42	4.98

Retirement Plans and Pension System

GCM Retirement	2023 Pension	2024 Pension
Plan Practices	Provision Status	Provision Status
Employee retirement is fully handled in accordance with the relevant laws and regulations of the Labor Standards Act. The company has established a "Labor Retirement Reserve Supervisory Committee," responsible for managing and supervising the retirement fund. The monthly employee retirement reserve is contributed in accordance with government regulations. Additionally, as per the "Labor Pension Act," 6% of the employee's monthly wage, as determined by the Bureau of Labor Insurance's "Monthly Contribution Wage Classification Table," is contributed to the employee's individual pension account at the Bureau of Labor Insurance. Employees may also voluntarily contribute up to an additional 6% of their monthly wage to increase their labor retirement pension.	Provision of NT\$3,480 thousand for pension expenses	Provision of NT\$8,243 thousand for pension expenses

GCM Business Revenue Share (Operating Revenue Proportion of Main Products) (Individual)

Main Business Items	Amount	Percentage
Wall Business Items	(Thousands of NT\$)	(%)
Aluminum Cans	1,351,088	59%
Aluminum/Steel lid and bottom	620,298	27%
Tin Cans	102,945	4%
Others	233,728	10%

R&D Expenses (Individual)

Year	R&D Expenses (Thousands of NT\$)	Operating Revenue	Percentage of Revenue
	,	(Thousands of NT\$)	(%)
2020	1,074	2,557,779	0.04%
2021	878	2,700,977	0.03%
2022	661	2,433,757	0.03%
2023	695	2,284,398	0.03%
2024	840	2,308,059	0.04%

Production Volume and Percentage by Material

Material Category	Production Volume	Percentage of Total
(Note)	(Metric Tons)	Production (%)
Metal	12,679.46	100%
Total	12,679.46	100%

(Unit: Metric Tons; %)

Note: The Toufen Plant and Fugang Plant produce aluminum cans, Eco cans (laminated cans), tin cans, DRD cans, EOE, and SOT, all of which are classified under the metal category. Among these, aluminum cans accounted for 5,965,733 kg, aluminum lids 2,368,960 kg, steel cans and lids 3,140,926 kg, TFS 338,550 kg, PLT 489,537 kg, and aluminum tabs 375,753.5 kg, for a total of 12,679.46 metric tons.

Tax Policy

GCM places a high priority on regulatory compliance, adhering to local tax laws and relevant government regulations in its tax management. The General Manager assumes ultimate responsibility for tax matters. All activities related to tax policy, tax information acquisition, tax planning, and tax operations execution are conducted in strict accordance with applicable laws and policies.

GCM's Tax Policy

GCM complies with the tax laws and regulations of the respective countries/regions in which it operates.

GCM exercises its legal rights regarding tax incentives and exemptions in the respective countries/regions where it operates.

Based on mutual trust and transparency, it maintains a respectful relationship with tax authorities.

All major decisions and transactions consider their tax impact

GCM adheres to the transfer pricing guidelines published by the OECD and the BEPS (Base Erosion and Profit Shifting) measures to prevent tax avoidance.

It does not engage in transactions intended for tax avoidance, such as the use of tax havens.

It does not engage in transactions aimed at tax evasion.

Income Tax Information

Unit: NT\$ Million

		20	22	20	23	20		
Item		Taiwan Region	China Region	Taiwan Region	China Region	Taiwan Region	China Region	Average
Net Profit Before Tax		594	140	551	198	620	164	756
Income Tax	Current Income Tax	91	36	68	44	95	42	125
Expense	Deferred Income Tax	30	0	41	0	27	0	33
Effective Tax Rate (%)		15%	26%	12%	22%	15%	26%	17%
Income Tax Paid		130	16	90	52	102	32	141
Cash Tax Rate (%)		22%	11%	16%	26%	16%	20%	19%

1.3 Identification of Key Issues and Stakeholder Communication

Key Issue Identification Process

STEP 1: Stakeholder Identification and Engagement

Use "Dependence, Responsibility, Tension, Influence, and Communication Frequency" as the five criteria for evaluation.

Collect **20** stakeholder opinions for analysis.

STEP 2: Collect Sustainability Issues

Based on international sustainability trends, domestic and foreign industry peers, and i ssues of concern to stakeholders.

a total of 20 sustainability issues were identified for impact assessment.

STEP 3: Assess the Impact of Sustainability Issues

Evaluate the impact on "Economic, Environmental, and Social (including Human Rights)" aspects and the frequency and severity of impacts on stakeholders and the company.

Collected **76** impact assessment questionnaires from stakeholders and the company.

STEP 4: Confirm Key Sustainability Issues

Based on the analysis, identify Great China Metal's key issues, establish response strategies, and review your own sustainability practices.

Identified 7 key sustainability issues for GCM.

STEP 1

Stakeholder Identification and Engagement

GCM introduced a stakeholder engagement mechanism in 2024 aimed at gaining a deeper understanding of the impact various stakeholders have on the company and identifying their key concerns. This engagement strictly followed the AA1000 Stakeholder Engagement Standard, using five indicators—"Dependence," "Responsibility," "Closeness," "Influence," and "Communication Frequency"—as the basis for evaluation, combined with the results of the 2023 stakeholder survey, to quantify the weight of each stakeholder.

After a comprehensive assessment, the primary stakeholders of GCM were identified as customers, employees, suppliers, government agencies, shareholders/investors, society/community, and the media. Through this engagement, we have gained a more accurate understanding of the expectations and needs of each group, enabling us to develop more targeted corporate social responsibility strategies, thereby strengthening interactions with stakeholders and promoting the company's sustainable development.

Five Key Aspects of Stakeholder Engagement Standards

- Responsibility: Refers to stakeholders who have legal, operational, managerial, or oversight responsibilities in relation to GCM, both currently and in the future.
- Influence: Stakeholders who have the power to influence GCM's decision-making and the company's overall impact.
- Tension: Stakeholders with potential conflicts or opposing views in areas such as defense, economy, or society, who may cause tension or pressure for GCM.
- Dependency: Stakeholders who directly depend on GCM's activities, products, or services
- Frequency: Stakeholders with whom GCM frequently communicates and interacts closely.



Stakeholder Engagement

In addition to maintaining close interaction with stakeholders through daily business operations, GCM has also established diversified communication platforms to ensure smooth information exchange. We regularly hold forums and opinion-gathering activities, and widely collect feedback through surveys, dedicated websites, and other channels.

To enhance communication transparency, we have consolidated various communication channels, their frequency, effectiveness, and shared sustainability concerns into a reference guide for stakeholders. Through these diversified channels, we have built strong partnerships with our stakeholders. Looking ahead, GCM will continue to optimize communication mechanisms and respond to stakeholder expectations with greater openness and transparency, working hand in hand to achieve sustainable development goals.

Stakeholders	Importance of Stakeholders	Sustainability Issues of Concern	Communicatio n Channels and Methods	Communication Frequency	Key Communication Achievements in 2024
	GCM values high-quality manufacturing, employee quality, regular reviews, and enhancements in occupational safety and Talent attraction artention, talent development and training,	Phone, email, and other communicati on software	Immediate /As needed	2024 performance: Achieved 0 complaints related to recruitment discrimination and labor disputes.	
ses		and training,	External seminars	As needed	0
Employees	health. Therefore, prioritizing and caring for	diverse society and human	New employee labor	As needed	2024 performance: Conducted 187 hours of new employee labor

employees is the foundation for improving the company's operations.	rights, occupational safety and health.	motivation and environmenta 1 safety training		motivation and environmental safety training.
		Internal environmenta l education and training	As needed	In 2024, a total of 907.5 hours of internal environmental education and training were conducted.
		Factory meetings	Weekly	In 2024, a total of 244 hours of quality and safety awareness training courses were conducted.
		Quarterly review meetings	Quarterly	In 2024, a total of 4 sessions of hazard communication program training were conducted.
		Semi-annual review meetings	Semi- annually	1 session
		Annual review meetings	Annually	1 session
		Human rights protection and related training	As needed	In 2024, a total of 230 hours of human rights protection–related training was conducted.
		Human Rights Issue Discussions	As needed	In 2024, a total of 90 hours of labor law seminars were conducted for HR personnel.
		Internal Firefighting Team Training and Disaster Response Drills	Twice a year	201 participants, totaling 752 hours
		Occupational Safety and Health Education and Training	As needed	In 2024, a total of 952 hours of occupational safety–related training was conducted.
		Safety and Health Self-	Monthly	In 2024, the two plants conducted a total of 24

			Inspection Plan		self-inspections.
			External Seminars	As needed	Formulation of an Occupational Accident Prevention Plan
			Management Regulations, and Policy Guidance	As needed	Establishment of Workplace Safety and Health Guidelines
	Shareholders	Corporate governance,	Investor conference, shareholders' meetings.	As needed	2 investor conferences and 1 shareholders' meeting were held.
Shareholders	and investors are key to corporate governance and driving social welfare.	business performance, legal compliance, financial risk management.	MOPS, major announcemen ts on the company website, and financial and operational information.	As needed	As needed
siety	Participating in public and industry feedback, seeking to	Air pollution management, water resource	Supporting community and school activities and expenses.	As needed	a total of NT\$189,000 was donated in scholarships and grants to elementary and junior high schools.
Community/Society	promote social welfare.	management.	Telephone and written corresponden ce.	As needed	As needed
			Phone, email, and other communicati on software	Immediate , as needed	Implementation of the ISO 9001 Quality Management System
	GCM values customer communication, providing high-	Product quality and safety,	Video conferences, on-site discussions	Immediate , as needed	Implementation of the FSSC 22000 Food Safety Management System
	quality products and services promptly, and fostering long-	management, research and development,	External satisfaction mailboxes	As needed	Establishment of a dedicated service mailbox
Customers	term partnerships with customers.	and customer service.	Customer satisfaction surveys	As needed	Customer satisfaction survey scores: 90 points for domestic sales and 83 points for export sales, out of a maximum of 100 points.

			Complaint system	Weekly follow-up.	Customer complaints are tracked, with responses provided within one week.
	The quality of raw materials and supply chain management are crucial to GCM's operations. Maintaining close communication with suppliers	Supplier management, supply chain management	Phone, email, video conferences, etc.	Immediate, as needed	A total of 54 raw material suppliers were evaluated as Grade A.
Suppliers	and ensuring the quality of supplied goods is essential.	nd ensuring he quality of upplied goods		Twice a year	
Media	The media reports on GCM's internal affairs, influences public perception, and enhances the company's reputation. Maintaining good relations with the media is essential to ensuring positive coverage and minimizing negative impact.	Corporate governance, innovation management, human rights, participation in social welfare, legal compliance, and air pollution management.	Phone, email, and other communicati on methods	Immediate, as needed	All media releases are issued centrally by the Company.
Government Agencies	Government agencies are concerned with legislative amendments, regulations, and environmental policies. They encourage companies to align with the latest legal frameworks and requirements.	Corporate governance, human rights, legal compliance, and air pollution management.	Company announcemen ts	Regularly	All of the Company's operations are carried out in compliance with legal and regulatory requirements.

Table – Stakeholder Communication Overview

Stakeholder	Stakeholder Importance	Key Sustainability Topics	Communication Channels and Methods	Communication Frequency	2024 Key Communication Achievements	Communication Contact
			Phone, email, and other communication software	Realtime/Irregular	In 2024, there were zero complaints related to recruitment and employment violations.	
			New employee orientation training	Irregular	In 2024, pro-employment training on labor regulations and occupational safety and health far new employees included 49 sessions, involving 65 participants, totaling 260 hours.	
			Hurran rights issue monitoring	Irregular	In 2024, six seminars on human resources and labor laws were conducted, with 67 participants, totaling 85.5 hours.	
			Hurran rights protection training	Irregular	In 2024, human nights protection-related training covered topics such as human resources, occupational safety and health, self-defense fire safety training, disaster prevention firlis, information security, workplace hazard prevention, and food safety awareness. A total of 79 sessions were held, with 833 participants, totaling 2,297.5 hours.	
Employees		Therefore, prioritizing employee well- and Human Rights, Occupational Health and		Irregular	In 2024, internal on-fis-job training included workplace environment, quality and safety awareness, production processes and equipment operation, hazard communication programs, and audit deficiency improvements. A total of 67 sessions were conducted, with 574 participants, totaling 676,5 hours.	James Chen, Manager 02-29015153 #270
			External on-the-job training	Irregular	In 2024, external on-the-job training covered machinery operation and related tasks, corporate governance and management, professional technical skills, and specialized husiness functions. A total of 30 sessions were conducted, with 45 participants, totaling 274 hours.	
			Occupational safety and health self-inspection plan	Once per month	Monthly reports are submitted on a regular basis.	1
			External seminars	Irregular	A workplace accident prevention plan has been developed.	
			Management regulations and policy promotion	Irregular	The occupational safety and health work regulations have been revised.	
			Holding investor conferences and shareholder	Irregular	Two investor conferences were held on May 17 and October 8, 2024.	
	Shareholders and investors are the driving force behind a company's	Corporate Governance, Business Performance,	meetings	Annually	One shareholder meeting was held in 2024.	Jessie Chiang, Manager 02-
Shareholders	sustainable operations and the creation of social well-being.	Regulatory Compliance, Bisk Management	Announcing major information, financial, and	Irregular	A total of 18 major announcements were published in both Chinese and English.	29015153 #290
			operational updates through the Market Observation Post System and the company's website	aregua	Hosted visits from three domestic and international institutional analysts.	
Community /Society	By participating in industry associations to facilitate information exchange, collaborating with academia to cultivate industry talent, and regularly engaging in public welfare activities, we commisse to society.	Air Pollution Management, Water Resource Management, Diversity, Society, and Human Rights, Social Participation	Sponsoring community and school activities	Teregular	1. The scholarship application process began in October 2024, and disbusements were completed in December. A total of 52 underprivileged students from six elementary and junior high schools benefitted, with total scholarships amounting to NTS 180,000. 2. For the Mid-Auturn Festival, the company collaborated with the Taichung City Association for the Deaf and the Tairean Down Syndrome Fe toundation to purchase 288 gift boxes from each organization, totaling 57th boxes, in support Annual Comment rice, cooking oil, salt, and other dayls peccosities to local leaders during there major festivals each year to support disadvartaged families in the community. Additionally, prizes are provided for community event raffles during regio bolidises. The total donation associates in 2024 was NTS-47, 231. 4. Sponsored graduation ceremonies at Wenying Junior High School and provided stationery and gifts for Fugang Junior High and Elementary School's anniversary and graduation ceremonies, with a total sponsorship amount of NTS-25, 105.	Ting Yi Lin, Deputy Flam Director (3- 4721517 #312
			Communication via phone calls and letters	Irregular		
			Frequent communication via phone, email, and other messaging platforms	Realtime/Irregular	Implemented the ISO-9001 Quality Management System.	16 031433
	GCM maintains efficient communication with customers, provides high-	Product Quality and Safety, Innovation	Video conferences and in-person discussions	Realtime/Irregular	Implemented the FSSC 22000 Food Safety Management System.	Domestic Sales: Tiger Liu, Manager
Customers	quality products, ensures timely delivery, and actively establishes long-	Management and R&D, Business Continuity	External communication mailbox	Irregular		02-29015153 #250 Export Sales:
	term cooperative relationships with clients.	Managoment, Customer Service	Customer satisfaction surveys	Irregular	Customer satisfaction survey results for 2024: Domestic sales scored 90, export sales scored 83, with a maximum score of 100.	Carol Zheng, Manager 02-29015153 #280
			Customer complaint system	Response within one week		450.00000000000000000000000000000000000
Suppliers	Material quality and supply are closely linked to GCM's operations. Through communication and evaluation, we ensure that suppliers meet quality and supply requirements without issue.	Supplier Management, Business Continuity Management	Frequent communication via phone and entail	Realtime/Irregular	50 raw material suppliers were evaluated as A-grade in 2024.	rhur Liao, Manager 02-29015153 #260
Media	Media coverage of GCM influences the company's reputation and viability. Maintaining positive relationships with the media brings favorable impacts on corporate image.	Corporate Governance, Innovation Management and R&D, Hurrau Rights, Social Participation, Economic Performance, Regulatory Compliance, Air Pollution Management	Communication via phone and omail	Realtime/Irregular	Company-wide media announcements are released centrally.	Jessie Chiang, Manager 02- 29015153 #290
			Company sevenue	Regular	Public disclosures are carried out on the 10th of each month according to regulations.	
Government Agencies	By closely monitoring regulatory trends and government environmental laws, we ensure compliance with the latest legal requirements.	Corporate Governance, Human Rights, Economic Performance, Régulatory Compliance, Air Pollution Management	Company financial reports	Rogular	2.Financial report submission achedula: February 27: 2023 annual financial report May 8: Q1 financial seport Augus 2: Q2 financial report November 12: Q3 financial report	ly Sun, Section Chief 02-29015153 #216
		New york was an all the Property of the Proper	Tax filing	Annually	3.Tax filing was completed on May 24, 1024.	
			Air pollution management	Regular	4.Air pollution reporting and payment are completed by the end of January, April, July, and October each year.	James Chen, Manager
			1880			02-29015153 #270

Note: The stakeholder communication details mentioned above were reported to the Board of Directors on November 5, 2024.

STEP 2

Collection of Sustainability Issues

GCM firmly believes that the opinions of stakeholders are a fundamental driver of the Company's sustainable development. Guided by the GRI Sustainability Reporting Standards, and with reference to best practices of domestic and international peers as well as issues related to our core business, we conducted a comprehensive assessment of potential material sustainability topics.

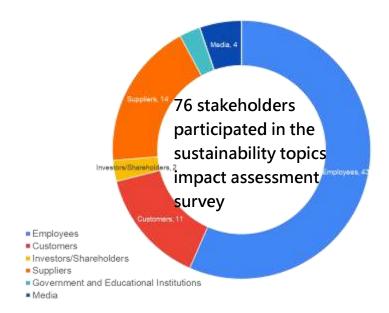
Through in-depth analysis, we have initially identified 20 material topics covering the three dimensions of economy, environment, and society. To ensure that these topics accurately reflect stakeholder concerns, we proactively engage with key stakeholders, gathering their feedback and suggestions extensively, and incorporating them into the formulation and implementation of the Company's sustainability strategies. By working closely with stakeholders, we aim to gain a more holistic understanding of their expectations, make forward-looking decisions, and achieve the Company's sustainability goals.

STEP 3

Assessment of the Impact of Sustainability Issues Impact Assessment across Economic, Environmental, and Social (including Human Rights) Dimensions

This Report adopts the definition of materiality from the Global Reporting Initiative (GRI Standards) to demonstrate GCM's proactive approach in gathering stakeholder feedback. Through an online questionnaire, we surveyed key stakeholders regarding the impact level of 20 sustainability topics covering economic, environmental, and social (including human rights) dimensions.

A total of 76 valid responses were collected, including: employees (43), customers (11), media (4), suppliers (14), government agencies (2), and shareholders/investors (2). Through this survey, we gained deeper insights into the perspectives of various stakeholders, enabling us to more comprehensively and effectively advance strategies and initiatives on the Company's sustainability journey.



Impact of Sustainability Topics on Operations

In addition to conducting a survey with key stakeholders on the economic, environmental, and social (including human rights) impacts of sustainability topics, we also invited each department of GCM to assess the positive and negative operational impacts of each topic on the Company. Through this approach, we further integrated both stakeholder and Company perspectives to more comprehensively identify the impact level of each sustainability topic. This practice enables us to gain a holistic understanding of how sustainability topics affect both the Company's operations and stakeholders, thereby ensuring that all relevant factors are thoroughly considered when formulating corresponding strategies and measures, with the ultimate goal of achieving the Company's sustainability objectives.

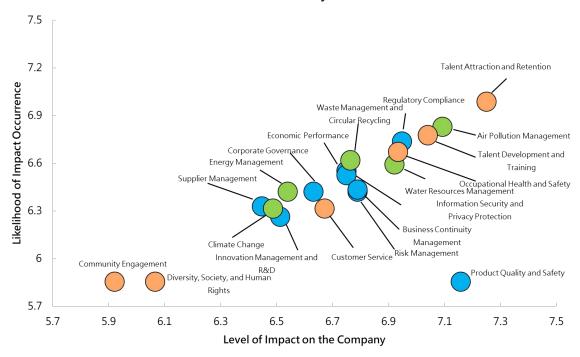


Identification of Material Sustainability Topics

To better assess the impacts of sustainability topics on stakeholders and Company operations, we developed a Materiality Matrix. Combining stakeholder feedback, internal evaluations, and external expert insights, we identified seven priority material topics.

In line with the GRI Sustainability Reporting Standards, we have established and disclosed management approaches for each topic. Through ongoing monitoring and improvement, we aim to enhance performance across the economic, environmental, and social dimensions, while addressing stakeholder expectations.

2024 GCM Materiality Matrix



	Governance	Environment	Social
snes	Regulatory Compliance	Air Pollution Management	Talent Attraction and Retention
Material Issues	Economic Performance	Water Resources Management	Talent Development and Training
Matc		Waste Management and Circular Recycling	Occupational Health and Safety
	Information Security and Privacy Protection	Energy Management	Customer Service
	Business Continuity Management	Climate Change	Diversity, Society, and Human Rights
	Risk Management		Community Engagement
Sustainability Issues	Corporate Governance		
issues	Product Quality and Safety		
	Supplier Management		
	Innovation Management and R&D		

Ranking of Sustainability Topics

Ranking	Торіс	Dimension
1	Talent Attraction and Retention	Social (S)
2	Air Pollution Management	Environment (E)
3	Talent Development and Training	Social (S)
4	Regulatory Compliance	Governance (G)
5	Occupational Health and Safety	Social (S)
6	Water Resources Management	Environment (E)
7	Waste Management and Circular Recycling	Environment (E)
8	Economic Performance	Governance (G)
9	Information Security and Privacy Protection	Governance (G)
10	Business Continuity Management	Governance (G)
11	Risk Management	Governance (G)
12	Corporate Governance	Governance (G)
13	Customer Service	Social (S)
14	Energy Management	Environment (E)
15	Product Quality and Safety	Governance (G)
16	Climate Change	Environment (E)
17	Supplier Management	Governance (G)
18	Innovation Management and R&D	Governance (G)
19	Diversity, Society, and Human Rights	Social (S)
20	Community Engagement	Social (S)

Social (S)
 Governance (G)
 Environment (E)
 Material topics are shown in bold.

Boundary of Material Issues

● Direct Impact ○ Indirect Impact

						pact \bigcirc	Indirec		<u>. l</u>
		0	Value Chain Impact Boundary						
Materiality	GRI	Operational Importance	Inside the Organization			Outside the	Organization		
issues	Stand ards	and Management	Operational Phase	Procurem ent Phase	Operatio	nal Phase	Sales External Opera Phase Activities		Operational vities
Materiality issues Talent Attraction and Retention		Purpose	Employees	Suppliers	Shareholde rs/Investors	Government Agencies	Customers	Media	Society /Communit y
Attraction and	GRI 401 GRI 402 GRI 403	A strong cycle of talent attraction and retention is a crucial factor for corporate stability. GCM continuously improves the working environment and supports the implementation and enhancement of employee welfare measures, striving to increase employee stability.	•						
Air Pollution Management	GRI 305 GRI 307	GCM is attentive to the emissions generated by its manufacturing operations and has introduced equipment for control and management. This is done in response to stakeholder expectations, with the aim of advancing the company towards sustainability.	•			•			•
Talent Developmen t and Training	GRI 404 GRI 405	GCM provides comprehensive training for its employees. Externally, the company continues to engage in industry-academia collaboration, aiming to bring new vitality to its field and nurture talent.	•						

Regulatory Compliance	GRI 307 GRI 419	Regulatory Compliance is closely tied to the lawful operations of affiliates, brand reputation, and risk control. Non- compliance may result in production suspension or loss of trust. GCM is committed to adhering to all relevant regulations, and through compliance systems and internal control mechanisms, works to mitigate risks and strengthen sustainable governance.	•		•		
Occupationa 1 Health and Safety	GRI 403	Occupational Health and Safety is critical to business operations and labor relations stability. Workplace accidents may result in workforce loss, production interruptions, and reputational damage. GCM is committed to preventing occupational accidents, fostering a safe and healthy work environment, and enhancing both employee satisfaction and corporate responsibility.	•		•		
Water Resource Management	GRI 305 GRI 307 GRI 403	GCM is concerned about the emissions generated by its manufacturing operations and has introduced equipment for control and management. This is done to meet stakeholder expectations and to advance the company towards sustainability.	•		•		•
Waste Management and Recycling	GRI 306	GCM is focused on the waste management generated by its manufacturing operations. To reduce the negative impact of waste on the environment and society, the company	\circ	\circ	•		•

	has appointed professional waste management contractors and designated dedicated personnel. This proactive approach addresses stakeholder expectations and mitigates impact.					
Economic G Performance 20	Economic Performance reflects business results and influences resource allocation and risk- taking. The Company is committed to providing transparent	•	•	•		

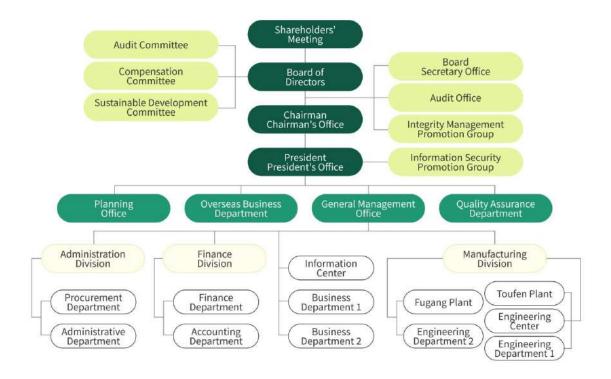
A comparison of the 2024 and 2023 sustainability topic rankings highlights a shift in focus. The Governance (G) dimension rose notably, with regulatory compliance, information security, and risk management moving up, reflecting stronger attention to internal control and resilience under increasing regulatory pressure and a changing risk environment. The Social (S) dimension stayed strong, as talent attraction, talent development, and occupational health and safety continued to rank high, confirming human resources as a core ESG pillar. On the Environmental (E) side, air pollution, water resources, and waste recycling also held leading positions, showing the Company's ongoing commitment to environmental responsibility. In contrast, customer-facing topics such as product quality, safety, and service fell in ranking, suggesting that with limited resources the Company prioritized compliance and risk over external service concerns. Overall, this analysis signals a transition from an output-oriented model focused on operational deliverables to an internal-oriented strategy emphasizing governance, control, and employee well-being. This shift reflects the Company's growing maturity in sustainability governance, positioning it to meet stakeholder expectations with greater resilience.

CH2 Integrity Governance

2.1 Corporate Governance

Corporate Governance Structure

GCM firmly believes that sound corporate governance is the cornerstone of sustainable business development. Through a comprehensive corporate governance mechanism, the company not only enhances operational efficiency and protects shareholders' rights but also builds trust with all stakeholders, creating shared value together. The Board of Directors, as the core of corporate governance, upholds principles of integrity and transparency, striving to protect the rights of all including shareholders, employees, customers, suppliers, government, and the general public. We encourage shareholders to actively participate in corporate governance and use diverse communication channels to listen to their voices, thereby fostering closer shareholder relationships. GCM will continue to optimize its corporate governance structure to ensure that the company's operations comply with regulatory requirements and work alongside managers and independent directors to understand shareholders' opinions and concerns, ultimately enhancing the company's overall competitiveness.



Operation of the Highest Governance Structure

The company requires that any business matters that may result in a conflict of interest be reported in advance to the relevant supervisors and directors, in order to avoid and prevent conflicts of interest. In the Board of Directors' meetings, if a conflict of interest is involved, the relevant issues will not be discussed or voted on, in accordance with the principle of recusal.

The company has established guidelines such as the "Corporate Governance Best Practice Principles" and the "Board Director Election Procedures" to regulate the composition, qualifications, and election of board members. All board candidates must be nominated and undergo a qualification review through the "Nomination System." After approval by the Board of Directors, candidates are then submitted for election by the shareholders' meeting. To achieve the ideal goals of corporate governance, the Board of Directors as a whole should possess the following abilities:



There are no spouses or relatives within the second degree of kinship among the directors. There are three independent directors, which complies with the requirement under Article 14-2 of the Securities and Exchange Act that the number of independent directors must not be less than two and must not exceed one-fifth of the total number of directors.

Furthermore, GCM places great importance on the professionalism of its Board members. Each director possesses expertise in areas such as accounting, business judgment, decision-making and corporate management, industry knowledge, crisis management, and international market experience. The implementation of GCM's board diversity policy by each director is set out as follows:

Implementation of the Board Diversity Policy

Diversity Items			Indepen Director		In	dustr		erienc Comp		l Prof	ession	nal
Director Name	Gender	Age	3 years or less	7-9 years	Business Judgment	Accounting and Finance	Corporate Management	Crisis Management	Industry Knowledge	International Market Perspective	Leadership Ability	Decision-Making Ability
ZHENG DA INVESTMENT CO., LTD. Representative: Chiang,Ming-Li	Male	41 - 50			V	V	V	V	V	V	V	V
KANG NING INVESTMENT CO., LTD. Representative: Chiang,Chia-Chun	Female	51 - 60			V	V	V	V	V		V	V
YONG ZEN INVESTMENT CO., LTD. Representative: Chiang, Kang- Ming	Male	41 - 50			V		V	V	V		V	V
GLORY TASK ENTERPRISE CO., LTD. Representative: Chao,Chun-Man	Female	31 - 40			V	V	V	V		V	V	V
Pinnacle Ventures Ltd. Representative: Chiang,Shou-Cheng	Male	61 - 70			V	V	V	V	V	V	V	V
Jazwin Ventures Ltd. Representative: Chang,I-Ling	Female	41 - 50				V	V	V		V	V	V
Liu,Fei-Hu	Male	61 - 70			V		V		V	V	V	
Chang,Jung-Fei	Male	61 - 70					V	V	V		V	V
Huang,Win-Jung	Male	61 - 70		V		V			V	V	V	V
Hsieh,Ming-Jen	Male	61 -		V	V	V			V	V		V

		70						
		71						
Lin,Teng-Rong	Male	-	V	V	V	V	V	V
		80						

Board of Directors Training Program

Position	Director Name	Date Attended	Organizer	Course Name	Hours
	ZHENG DA INVEST	2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
Chairman	MENT CO., LTD. Representative: Chiang,Ming-Li	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
Director	KANG NING INVEST MENT CO., LTD.	2024.07.03	TWSE	Cathay sustainable finance and climate change summit	6
Birector	Representative : Chiang,Chia-Chun	2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
		2024.09.06	SECURITIES & FUTURES INST.	Prevention of insider trading publicity meeting	3
Director YONG ZEN INVEST MENT CO., LTD. Representative: Chiang, Kang-Ming	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3	
	GLORY TASK ENTE	2024.07.30	Taiwan Institute of Directors		3
Director	RPRISE CO., LTD. Representative: Chiang,Shao-May	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
		2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
Director	Pinnacle Ventures Ltd. Representative: Chiang,Shou-Cheng	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
Director	Jazwin Ventures Ltd. Representative:	2024.07.30	Taiwan Institute of Directors	and risks of family businesses	3
	Chang,I-Ling	2024.11.05	SECURITIES &	How does the board of	3

			FUTURES INST.	directors ensure the sustainable operation of the enterprise - starting	
		2024.27.27		from the discovery and cultivation of talents.	
		2024.07.30	Taiwan Institute of Directors	and risks of family businesses	3
Director	Liu,Fei-Hu	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
		2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
Director	Chang,Jung-Fei	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
		2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
Independent Director	Huang,Win-Jung	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
		2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
Independent Director	Hsieh,Ming-Jen	2024.11.05	SECURITIES & FUTURES INST.	How does the board of directors ensure the sustainable operation of the enterprise - starting from the discovery and cultivation of talents.	3
Independent	Lin,Teng-Rong	2024.07.30	Taiwan Institute of Directors	Sustainable management and risks of family businesses	3
Director		2024.10.04	SECURITIES & FUTURES INST.	Prevention of insider trading publicity meeting	3

Board of Directors Performance Evaluation Methods and Results

The measurement items for the "Board Member Performance Evaluation" include six major evaluation indicators: understanding of company goals and tasks, awareness of directors' responsibilities, level of participation in company operations, management and communication of internal relationships, directors' professional expertise and continuous education, and internal control.

Evaluation	During	Evaluation	Englandian mathad	Evaluation content
cycle	evaluation	scope	Evaluation method	Evaluation content
Once a year	January 1, 2024, to December 31, 2024	1.Board of Directors 2.Board Members 3.Audit Committee 4.Remuneration Committee	The evaluation is carried out by the Board Secretary's Office using an internal questionnaire. It is based on the operation of the board and the level of director participation, with directors evaluating the operation of the board and directors evaluating their own participation. After all questionnaires are collected in January each year, the company's board secretary's office will analyze them according to the above method, submit the results to the board of directors and the compensation committee, and propose measures to strengthen and improve based on the directors' suggestions. The company completed the performance evaluation of the Board of Directors, board members and remuneration committee in January 2025. The meeting of the board of directors, remuneration committee and audit committee held on February 25, 2025 will report the evaluation results and the direction of continuous improvement next year. This year's evaluation scores ranged from 4.79 to 4.87, which is still considered good. The recommendations and improvement actions for the Board of Directors and functional committees are as follows: 1.Board of Directors: [4.79 points] Directors have no recommendations 2. Self-evaluation of board members: [4.87 points] Directors have no recommendations	The company's board of directors revised and approved the "Board of Directors Performance Evaluation Method" on July 1, 2020, stipulating that performance evaluation should be carried out at least once a year. Internal evaluation should be conducted at the end of each year in accordance with this method. The measurement items of the company's board of directors' performance evaluation include the following items: (1) Degree of participation in company operations. (2) Improve the quality of board decision-making. (3) Board composition and structure. (4) Selection and continuing education of directors. (5) Internal Control. The measurement items for the performance evaluation of board members include the following matters: (1) Mastery of company goals and tasks. (2) Awareness of directors' responsibilities. (3) Degree of participation in company operations. (4) Internal relationship management and communication. (5) Professional and continuing education for directors. (6) Internal Control.

Corporate Governance Evaluation

In line with indicators set by the authorities, the Company has formulated action strategies to steadily improve its Corporate Governance Evaluation performance, which in recent years has remained within the 36–50% range. We continue striving for higher results.

To enhance the governance framework, on November 3, 2020, the Board appointed Finance Manager Chiang Chia-Chun as Corporate Governance Officer. Further, on October 31, 2023, the Board resolved to establish a Board Secretariat as a dedicated governance unit and formally reappointed Manager Chiang, who brings over three years of experience in finance and corporate governance at public companies.

The Corporate Governance Officer's core responsibilities include handling Board and shareholders' meetings in accordance with law, preparing minutes, assisting directors with onboarding and training, providing necessary business information, and supporting compliance with relevant regulations.

Looking ahead, GCM will continue to align with the Sustainable Development Roadmap 3.0, aiming to raise its governance evaluation to higher levels. By fostering a sustainability-driven corporate culture, fulfilling corporate social responsibility, and continuously refining governance quality, the Company seeks to achieve more outstanding results in future evaluations.

Term	Ranking among Listed Companies
The 5th Term	36 % - 50 %
The 6th Term	51 % - 65 %
The 7th Term	51 % - 65 %
The 8th Term	51 % - 65 %
The 9th Term	66 % - 80 %
The 10th Term	36 % - 50 %
The 11th Term	36 % - 50 %

Table: corporate governance evaluation ranking by TWSE

Remuneration Committee

On December 27, 2011, the company established the "Remuneration Committee" with the aim of assisting the Board of Directors in developing fair and transparent management procedures, setting performance evaluation standards and compensation levels for managers, as well as determining the compensation structure and system for directors. The Remuneration Committee is composed of three independent directors, one of whom serves as the convener, and it holds at least two meetings per year.

The Company's director remuneration is determined by the Board based on the performance of directors' duties, their level of participation, and contribution, with reference to prevailing industry standards. In accordance with Article 31 of the Articles of Incorporation, if the Company records a profit in a given year, up to 5% of earnings may be allocated as director compensation, which is reviewed periodically. The Compensation Committee and the Board evaluate related performance assessments and the reasonableness of remuneration.

The Company's compensation policy is reviewed with overall business performance as the primary consideration. Payment standards are determined by performance achievement and contribution, aiming to enhance the overall effectiveness of the Board and management. Industry benchmarks are referenced to ensure competitiveness in managerial pay, supporting the retention of top management talent. By aligning with peer and market compensation levels, the Company ensures its remuneration remains attractive, facilitating talent attraction and retention—consistent with the Company's designation of "Talent Attraction and Retention" as a top material sustainability topic. Strengthening this link between compensation policy and sustainability objectives reflects our commitment to using remuneration as a strategic tool for advancing corporate sustainability.

Remuneration Committee Members						
Huang,Win-Jung	Hsieh, Ming-Jen	Lin,Teng-Rong				
Independent Director	Independent Director	Independent Director				

Audit Committee

On July 5, 2017, the company established the "Audit Committee" to replace the original supervisor system. This committee is composed of independent directors, and all members jointly elect one independent director to serve as the convener. The main responsibilities of the Audit Committee include establishing or revising internal control systems in accordance with the law, assessing the effectiveness of internal control systems, reviewing financial reports, and handling matters related to the appointment and supervision of auditors.

Audit Committee Members						
Huang,Win-Jung	Hsieh, Ming-Jen	Lin,Teng-Rong				
Independent Director	Independent Director	Independent Director				

Sustainable Development Committee

To establish a sound corporate governance system and actively promote the implementation of corporate sustainability goals, the Company established a Sustainability Committee under the Board of Directors on April 30, 2024. In accordance with the Company's "Sustainability Committee Organizational Charter," the Committee will hold at least one meeting annually and report implementation results and plans to the Board of Directors. The committee is composed of two independent directors and one director. The committee's responsibilities and operations are as follows:

Committee Responsibilities

- 1. Promotion and development of matters related to sustainable development.
- 2. Promote and strengthen corporate governance and integrity management systems.
- 3. Supervise other sustainable development related work matters approved by the board of directors.

Sustainable Development Committee Members						
Huang,Win-Jung	Lin,Teng-Rong	Chiang,Ming-Li				
Independent Director	Independent Director	Chairman				

Committee operations

The term of office of this committee is from April 30, 2024 to June 18, 2026. The Sustainability Committee will meet One in 2024. The professional qualifications, experience and operation of the committee are as follows:

Title	Name	Meetings Attended Personally (B)	Meetings Attended By Proxy	Personal Attendance Rate (B/A)	Remark
Convener	Huang, Win-Jung	1	0	100%	
Member	Lin,Teng-Rong	1	0	100%	
Member	Chiang, Ming-Li	1	0	100%	

Term	Contents	The opinions of All members	The Company's response to the Sustainability Company's opinions
1th Meeting in 1st Session 2024.07.30	 Report to the responsible units of each promotion group of the company's sustainable development committee and Job responsibilities. Report on the implementation progress and plans of the company's 2023 sustainability report. Report on the company's greenhouse gas inventory implementation status. 	None	Execute according to report

Internal Audit

GCM's Internal Audit Department is positioned as an independent professional unit operating under a direct reporting line to the Board of Directors. In addition to submitting monthly updates to independent directors on audit execution, the department also provides comprehensive reports at regular board meetings. This structure ensures the independence and objectivity of internal auditing, effectively enhancing corporate governance and operational transparency.

The Internal Audit Department is committed to promoting audit practices that ensure the Company's operations comply with applicable laws, while strictly adhering to corporate ethics and industry standards. Through systematic and periodic audits, the department provides an effective risk management and control mechanism, supporting departments in continuously refining processes and improving operational efficiency.

When any deviation or violation is identified, the department immediately activates a reporting mechanism to the Board and works closely with the relevant responsible units to formulate corrective actions. At the same time, we continue to strengthen the department's professional capabilities and audit capacity through ongoing system optimization and staff development, thereby ensuring continuous improvement in corporate governance quality and creating greater value protection for all shareholders.



Duties of	Assist the Board of Directors and management in inspecting and
Internal	reviewing deficiencies in the internal control system and in assessing
Audit	the effectiveness and efficiency of operations, so as to ensure the
	continuous and effective implementation of internal controls and to
	serve as a basis for reviewing and improving the system.
Internal	Review the internal controls of various operations and report on the

Audit Operations	adequacy of their design, practices, effectiveness, and efficiency. The department also reviews self-assessments conducted by each unit on their internal control systems, covering areas such as operational effectiveness and efficiency, reliability, timeliness and transparency of reporting, and compliance with applicable regulations.					
Internal	Conduct an effective evaluation of the design and implementation of					
Control Self-	internal controls for the previous year, together with the status of					
Assessment	improvements on identified deficiencies and irregularities. The results					
	serve as the basis for the Board of Directors to assess the effectiveness					
	of internal controls and to issue the Internal Control System Statement.					
Internal	The Internal Audit unit consolidates the "Evaluation Forms of Internal					
Audit	Control Components," reviews the improvement status of internal					
Execution	control deficiencies and irregularities, and examines the actual					
	implementation of CSA (Control Self-Assessment) by each					
	department and subsidiary. Based on these, it prepares the "Overall					
	Internal Control Evaluation Form" and assesses the effectiveness of					
	internal controls. If the self-assessment reveals significant					
	deficiencies, an additional "Internal Control Deficiencies and					
	Improvement Plan Form" must be completed and submitted to the					
	President for approval.					
Appointment	The appointment, evaluation, and remuneration of the Company's					
and Dismissal of	internal audit personnel are handled in accordance with the "Personnel					
Internal	Management Regulations" and the "Employee Recruitment and					
Audit	Employment Guidelines." Performance evaluations are conducted twice a year. Matters relating to appointment, evaluation, and					
Personnel	remuneration are submitted through the approval process to the					
1 CISOIIICI	Chairman for final approval. The relevant regulations have been					
	disclosed in the Company's internal policies section.					
Internal	In addition to internal rules and procedures, new audit personnel are					
Audit	required to familiarize themselves with key regulations, such as the					
Training	"Regulations Governing the Establishment of Internal Control					
	Systems by Public Companies" and the "Regulations Governing					
	Loaning of Funds and Making of Endorsements/Guarantees by Public					
	Companies." They must also complete 18 hours of external training					
	for newly appointed auditors within six months of employment.					
	Currently, the Audit Office has two staff members. In accordance with					
	Article 17 of the "Regulations Governing the Establishment of Internal					
	Control Systems by Public Companies," each auditor is required to					
	complete 12 hours of on-the-job training annually.					

Audit Deficiencies

The Internal Audit Unit conducts regular risk assessments and formulates audit plans that specify the scope, timing, procedures, and methods of audits, carrying out related reviews in accordance with the plan. In addition, auditors supervise each unit within GCM to conduct annual self-assessments of the effectiveness of internal control systems. Audit results are compiled into reports for review, ensuring that the Company's internal control system operates effectively on a continual basis, with deficiencies documented, tracked, and improved.

Event Type	Relevant Policies and Regulations	Event Description	Solution	Future Improvement
Procurement	Supplier Evaluation Guidelines	Two suppliers had delivery records but were not listed in the Approved Supplier List.	Procurement Dept. to promptly update the Approved Supplier List.	Procurement Dept. should strictly follow standard procedures.
Procurement	Supplier Evaluation Guidelines	Procurement claim cases overdue and not yet closed.	Procurement Dept. to regularly review claim closure progress.	Procurement Dept. has completed claim closures.
Financing	Seal Management Guidelines	Incorrect forms used, not in compliance with regulations.	Audited unit to check and update form inventory.	Improvement has been communicated.
Electronic Data	Petroleum Administration Act	Failure to submit declarations for petroleum-based solvents and lubricants in time.	Administration Dept. to promptly correct.	Responsible staff to develop improvement measures.
Fixed Asset	Fixed Asset Management Guidelines	Some fixed assets not assigned property numbers for tracking.	Relevant unit to correct.	Administration Dept. to strengthen awareness of fixed asset management.
Production	Finished Goods (Printed Materials) Management Guidelines	Input error caused mismatch between reconciliation data and actual shipments.	Correct through customer reconciliation and internal stocktaking.	Audited unit to comply with operating procedures.
Production	Spare Parts Management Guidelines	Inbound/outbound procedures not followed, resulting in inventory discrepancies.	Verify cause of discrepancies and correct.	Relevant unit to propose process improvements.
Production	Workplace Environment Management Guidelines	Inadequate implementation of safety and hygiene promotion and inspections.	Two plants' Administration Sections to address deficiencies.	Relevant units to follow standard procedures.
Production	Raw Material Sample Trial Guidelines	Trial procedures not executed in accordance with regulations.	Prompt corrective action requested.	Relevant units to follow standard procedures.
Sales	Domestic and Overseas Business Guidelines	Customer credit and rating updates not completed in a timely manner.	Sales Dept. to review reasonableness of current credit checkpoints.	Relevant units to follow standard procedures.

Internal Control

1. GCM has established an internal control system to ensure the achievement of objectives related to operational effectiveness and efficiency (including asset protection and performance efficiency), reliable reporting, and compliance with relevant regulatory requirements and legal standards. This provides reasonable assurance for the achievement of these objectives.

2. The internal control system has inherent limitations. No matter how well-designed, an effective internal control system can only provide reasonable assurance. GCM's internal control system has an oversight mechanism; when deficiencies are found, GCM will take corrective actions.

3. GCM follows the "Regulations Governing the Establishment of Internal Control Systems by Public Companies," which stipulate the evaluation and reporting criteria for the effectiveness of the internal control system. The internal control system must be adequately designed and effectively implemented. Evaluation results will be used as a management tool, and the internal control system will be reviewed in accordance with these criteria, taking into account five elements.

Risk Management

Risks and opportunities often go hand in hand. With a comprehensive risk prevention mechanism and effective impact control, a company can transform crises into opportunities. In the face of an increasingly complex and volatile external business environment, GCM recognizes the strategic importance of strengthening risk identification and response capabilities, positioning them as core elements of corporate management to precisely seize opportunities for growth and advance toward long-term sustainability.

Based on this philosophy, GCM has established a comprehensive "Risk Identification and Response Measures Management Policy." This institutional framework not only provides clear guidance for planning and implementing the Company's risk management system but also ensures that control measures deliver expected results. In doing so, it lays a solid foundation for the Company's steady growth and long-term competitive advantage.

Identify and evaluate internal and external environmental factors related to the company's mission, vision, and strategic direction.

Identify and evaluate the expectations or requirements of stakeholders related to the company's food safety management system.

Based on internal and external factors, and stakeholders' expectations or requirements, and combined with the company's existing advantages and trends, identify risks and opportunities.

Formulate response measures for the identified risks and opportunities.

All departments of GCM actively participate in and take responsibility for process management within their respective areas, systematically identifying risks and opportunities. Each department integrates internal and external environmental factors, while fully considering the expectations and needs of stakeholders, to comprehensively review the Company's existing strengths and areas for improvement, thereby accurately identifying potential risk factors and development opportunities within each process.

At the evaluation stage, we established a classification system for risks and opportunities, which serves as the basis for developing appropriate response strategies. For the planning of response measures, we adopt the following process:

Risks and opportunities are classified by level based on a comprehensive evaluation of various factors.

	Severity of the impact of the issue
Risk Assessment	Likelihood of the issue occurring
RISK ASSESSITER	Difficulty of resolving the issue once it
	occurs
	Severity of missing the opportunity
	Potential benefits of seizing the
Opportunity Assessment	opportunity
	Ease or difficulty of responding to the
	opportunity

GCM adopts different strategies for risks of varying levels.



Risk

- *Risk Avoidance
- *Taking risks to seek opportunities
- *Eliminate risk sources
- *Change the likelihood or consequence of risks
- *Risk sharing
- *Accepting risks based on reasonable decision-making

Opportunity

- * Adopting new methods
- *Developing new products
- * Opening new markets
- * Gaining new customers
- *Building partner relationships
- *Using new technology
- *Other appropriate or feasible possibilities

Based on the identification and evaluation results, along with the corresponding response measures, GCM implements control and effective assessment through the following risk management process:

Each department record s the "Internal/External Recognized (Risk Asses sment and Identification) Table" and "Stakehold er Needs and Expectati ons Management Table " and submits them to t he Food Safety Commit tee and the Risk Manag ement Team for compre hensive review.

When internal or extern al environmental factors or stakeholder expectati ons and requirements change, departments should revise the "Internal/External Recognized (Risk Assessment and Identification) Table" and "Stakeholder Needs and Expectations Management Table" accordingly.

The effectiveness of the countermeasures is eval uated: Before each man agement evaluation, res ponsible persons from e ach department assess t he effectiveness of the i mplemented counterme asures and submit them for management review

In terms of risk management, the Company continues to conduct regular risk identification procedures as a preventive measure, ensuring that the most appropriate responses are in place when risks arise.

Identified Risk	Category	Specific Description	Response Measures
Market Environment – Low- price Competition in China	Governance	1.Selling prices cannot reflect costs 2.Market contraction	1.Improve price competitiveness 2.Enhance product quality
Raw Material Price Fluctuations Affecting Procurement Costs	Governance	Selling prices cannot reflect costs	Improve production technology, review the use of new materials, and develop alternative suppliers
Increased Air Pollution Treatment Costs	Environment	Air pollution	Ensure effective operation of pollution control equipment
Difficulty in Recruiting Personnel, Unable to Meet Required Staffing of Technical Professionals	Social	Inability to transfer and sustain technical expertise	1.Recruit through professional associations and vocational training institutes 2.Arrange professional skill training programs 3.Adjust salary structure for technical staff

2.2 Integrity and Transparency

Business Ethics and Integrity Management

GCM has established an Integrity Management Promotion Task Force as a dedicated unit directly under the Board of Directors. Adequate resources and qualified personnel are assigned to this unit to oversee the revision, implementation, interpretation, advisory services, and recordkeeping of operating procedures and codes of conduct, as well as to monitor their execution. The task force is required to report to the Board of Directors at least once a year. Its main responsibilities are as follows:

- 1.Assist in integrating honesty and ethical values into the company's business strategies, and cooperate with legal systems to ensure the implementation of integrity management and related prevention measures.
- 2.Establish preventive measures agains t unethical behavior and formulate stan dard operating procedures and guidelin es for tasks that may be prone to unethi cal conduct.
- 3.Plan the internal organization, syste m, and structure, and organize related t raining and risk control mechanisms to prevent unethical behavior within the c ompany.
- 4.Promote and coordinate training on the integrity policy to ensure all employees understand and comply with it.

5.Regularly review the effectiveness of the system to ensure its proper implem entation.

Before establishing business relationships, the Company evaluates the legitimacy, integrity management policies, and any past records of dishonest conduct of agents, suppliers, customers, or other business partners. This ensures that their business practices are fair and transparent, and that they do not solicit, offer, or accept bribes.

The relevant outcomes are as follows:

- 1. The Company has established the "Insider Trading Prevention Guidelines" and conducts periodic awareness programs for directors, managers, and employees, emphasizing that they must not disclose material internal information to others.
- 2. The Company's "Board of Directors Meeting Rules" clearly stipulate that directors who have a conflict of interest with respect to meeting agenda items, either personally or on behalf of a legal entity, shall abstain from discussion and voting.
- 3. The Company complies with the Company Act, Securities and Exchange Act, relevant regulations governing listed public companies, as well as tax and accounting laws, in order to uphold integrity in operations.
- 4. Integrity management awareness programs for employees in service:

Number of Training Sessions on Integrity Management for New Employees

YEAR	Number of Sessions Conducted
2022	63
2023	63
2024	51

Integrity and Ethical Conduct Training for Employees

YEAR	Number of Participants in Promotion
2022	41
2023	76
2024	47

1. Commitment to International Standards

Great China Metal Industry Co., Ltd. (GCM) and its subsidiaries strictly comply with the laws and regulations of each operating location. To fulfill corporate social responsibility and protect the fundamental human rights of all employees, the Company recognizes and adheres to internationally accepted human rights standards, including the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and conventions of the International Labor Organization (ILO). GCM prohibits any form of human rights violations and treats all employees with dignity and respect. The Company complies with labor laws, does not employ child labor, regularly monitors attendance, and strictly prohibits forced labor. Open communication channels are provided, and labor-management meetings are held regularly to safeguard mutual rights and interests, fostering a

harmonious workplace environment.

2. Human Rights Training and Awareness

GCM emphasizes the protection of human rights and implements relevant training programs to raise awareness and reduce potential risks. In 2024, the Company organized training courses to promote human rights protection, with a total of 181 participants and 230 training hours.

3. Diversity, Equity, and Inclusion

GCM is committed to building a diverse and equitable workplace. The Company ensures that no employee is subject to unfair or discriminatory treatment based on gender, ethnicity, socioeconomic status, nationality, age, marital or family status, language, religion, political affiliation, appearance, height, or disability. We strive to create a work environment that is inclusive, dignified, safe, equal, and free from discrimination and harassment.

Whistleblowing System

GCM conducts business with integrity and has established a whistleblowing mailbox on its official website for reporting unethical or inappropriate behavior. Unless otherwise required by law, the Company is committed to protecting whistleblowers from unfair treatment or retaliation.

Whistleblowing Mailbox: inform@greatchina.com.tw

In 2024, no whistleblowing cases were reported.

To ensure effective implementation, the Company has formulated a concrete whistleblowing system, covering the following aspects:



Establish an internal or external whistleblowing mailbox within the company, designated or commissioned by other independent agencies, providing whistleblowing channels for use by both internal and external personnel.

B

Assign a responsible person or department to receive the whistleblowing cases, assess the involvement of personnel or organizational levels, report the severity to the top management, and establish standardized operating procedures for different types of whistleblowing matters.

C

Formulate investigation and handling procedures for whistleblowing cases, determining the appropriate follow-up actions and measures to be taken based on the circumstances, and, if necessary, report the case to the competent authorities.

D

Upon receiving a whistleblowing case, the investigation should be initiated immediately, with relevant documents and records securely stored.

F

Protect the confidentiality of the whistleblower's identity and the content of the report, allowing anonymous whistleblowing.

F

Ensure that whistleblowers are not subjected to improper treatment due to their reporting.

G

Take appropriate disciplinary measures if the whistleblowing case is substantiated.

If a designated whistleblowing officer or responsible unit discovers, through investigation, any major violation or an incident that may cause significant damage to the Company, a report shall be prepared immediately and provided in writing to the independent directors.

Regulatory Compliance and Implementation

Great China Metal Industry Co., Ltd. (GCM) continuously monitors regulatory and policy developments relevant to the industry and thoroughly assesses the potential risks and impacts such changes may have on business operations. The Company also reviews its internal policies and procedures to ensure alignment with the latest legal requirements, adhering to the highest standards of compliance.

In response to regulatory changes, GCM revises relevant documents, strengthens training and education, and issues compliance announcements to ensure that all employees are fully aware of and consciously comply with applicable laws and regulations governing the Company's operations.

For major domestic and international regulatory or policy changes, GCM

proactively seeks advice from external professionals such as consultants, lawyers, and accountants. When necessary, the Company commissions evaluations and obtains expert opinions to develop appropriate response measures. With the support of external expertise, GCM minimizes the potential adverse impact of regulatory changes on its financial performance and business operations while remaining fully compliant with all legal obligations.

Looking ahead, GCM remains committed to this principle and strives to achieve the long-term goal of maintaining zero major violations of socioeconomic laws and regulations.

Compliance with Socio-Economic Regulations

To effectively establish a corporate culture of integrity, strict oversight is applied to daily operations, and various occasions are used to actively promote and educate employees on the principles and attitudes of integrity in business operations—emphasizing honestv. fairness, transparency, self-discipline, and responsibility. In 2024, there were no incidents of corruption, violations of economic and laws regulations, nor any anti-competitive, antitrust, or monopolistic behaviors.

Prohibition of Insider Trading Regulations

Our company arranges educational sessions on the "Insider Trading Prevention Management Guidelines" and related laws for new directors and managers within six months of their appointment. New employees receive this education during pre-employment training by the HR department.

The course content includes procedures for maintaining the confidentiality of significant information, explanations of the causes, identification process, and examples of insider trading, as well as the scope of internal critical information, confidentiality and disclosure procedures, and the handling of violations.

Compliance with Environmental Protection Regulations

strives align GCM to with environmental protection policies and commitments by strictly adhering to government regulations and other agreed-upon requirements. The company focuses on controlling and reducing environmental impacts, preventing accidents from affecting the environment, and ensuring regulatory compliance. Various management procedures have been established to ensure that the entire plant complies with legal requirements.

GCM has implemented a regulatory identification system to regularly assess and update domestic and international environmental protection laws and regulations. The Environment, Safety, and Health (ESH) department for identifying responsible applicability, compliance, and impact of new or revised regulations on the various plants and disseminating this information to the relevant departments. Additionally. thev track implementation and progress of corresponding required actions.

Industry Association

Industry Association	Participating Company
Taiwan Metal Industry Association	Great China Metal Industry Co., Ltd.

2.3 Information Security

Promotion of Information Security

In 1998, GCM established an Information Security Management Policy and designated the Computer Center as the unit responsible for overseeing the company's information security management. This unit is tasked with coordinating the formulation, execution, and risk management of information security and protection policies to reduce the likelihood of information security incidents and mitigate associated risks to an acceptable level, ensuring the smooth and normal operation of company business. In accordance with regulations, by 2023, we established the organizational structure for corporate information security and the Information Protection Committee framework. In the same year, we also set up the "Information Security Promotion Task Force" to drive continuous improvements in information security. This initiative leads the company in enhancing its information security systems and defense capabilities, thereby addressing the increasingly complex and evolving cybersecurity threats and providing strong support for the company's digital transformation and sustainable development.

GCM Information Security Organizational Structure



All information and communication operations must comply with domestic information security regulations and are responsible for promoting the following actions:

- 1. Formulating information security policies
- 2. Coordinating cross-departmental information security tasks
- 3. Discussing and determining the technical methods and procedures for information security
- 4. Supervising the protection of information assets
- 5. Reviewing and overseeing information security incidents
- 6. Establishing emergency response and recovery mechanisms for information security incidents

Information Security Policy

GCM's information security policy aims to establish a comprehensive and robust information security management system that mitigates potential threats to the company's information security risks across three levels: systems, technology, and processes. The formulation of this policy adheres to relevant regulatory requirements and thoroughly considers customer needs to ensure effective protection of information security.

To achieve this goal, we strengthen employees' awareness of information security through education and training, ensuring they fully recognize that information security is everyone's shared responsibility. At the same time, we are committed to maintaining the confidentiality and integrity of customer and company information. On the technical level, we adopt various measures to enhance the company's defense capabilities against external attacks. This includes implementing firewall intrusion detection systems, installing antivirus software, and adhering to principles such as preventing viruses, hacking, and information leakage to ensure that critical company information is not disclosed.

GCM's information security policy places significant emphasis on the assessment and planning of information security governance and regulatory compliance. The specific content includes the following:

Item	Key Points	Description
Information Security Governance	Information security- related management policies Risk management and continuous improvement	Establish a compliant information security management system, including the formation of an information security organization, enhancing education and training, conducting information security system audits and adjustments, to build and deepen protective technologies.
Legal Compliance	Regular review and timely revision of information security- related regulations Establish a compliance cycle mechanism	Create a compliance cycle mechanism, regularly review and revise internal operating procedures to comply with international regulations and the laws of various overseas regions.

Information Security Implementation

To address information security and cyber risks, GCM has proactively established a comprehensive set of security measures. First, a robust information security firewall

has been set up within the network architecture. Additionally, all computer equipment and servers are equipped with antivirus systems. Recognizing that no security measure is completely impervious, GCM has implemented a backup mechanism for critical information to ensure secure data storage and protect against potential hacker attacks. Furthermore, a disaster recovery plan has been developed to enable a swift return to normal operations after any disaster. GCM has also joined the Taiwan Computer Emergency Response Team (Twcert) to establish a reporting system for sharing information security updates. To protect the company's managed information assets and prevent various internal and external, intentional, or accidental threats that could lead to the alteration, leakage, damage, or loss of business information, GCM has established an Information Security Promotion Task Force responsible for driving the following initiatives:

- ◆ Formulate information security policies.
- ◆ Coordinate the division of responsibilities for cross-departmental information security matters.
- ◆ Research and develop the technical methods and procedures necessary for information security.
- ◆ Supervise the protection of information assets.
- Review and oversee information security incidents.
- ◆ Establish emergency response and recovery mechanisms for information security incidents.
- ◆ Coordinate and study other information security matters.
- Conduct irregular audits of various security control implementations.

Establish procedures for handling information security incidents and assign the necessary responsibilities to relevant personnel to ensure that incidents are addressed swiftly and effectively. Set up system backup facilities, and regularly perform essential data, software backups, and backup operations to ensure a rapid return to normal operations in the event of a disaster or storage media failure.

- ◆ Classification and Management of Information Assets
- Personnel Security and Training
- ◆ Physical and Environmental Security
- ◆ Communication and Operations Management
- ◆ Access Control
- ◆ System Development and Maintenance
- Enterprise Sustainability Management

2.4Information Security Risk Management

Risk Management

The Company adopts the Information and Communication Security Policy as the guiding principle for information security risk management, protecting the security of the Company's information assets from internal or external, intentional or accidental threats and damages that may result in the alteration, disclosure, destruction, or loss of business information. This ensures the security of information operations related to investors, customers, and suppliers. Information security practices focus on three major areas: the protection and management of personal data files, the management of trade secret files, and the security of information systems. The Company continues to implement information security management to strengthen the protection of information assets including personnel, equipment, systems, data, and networks.

Specific Management Measures

- 1. Firewall Protection Deployed firewalls to prevent illegal intrusion, destruction, or data theft. No major cyberattacks or incidents occurred in 2024 (CY113).
- 2. Spam Filtering Implemented spam filtering systems to reduce security risks caused by junk emails.
- 3. Antivirus Protection Installed antivirus software on all computers, with regular virus scans and automatic updates, ensuring a safe working environment.
- 4. System Patch Management Automatic downloads and installation of security patches to prevent hacker or virus attacks.
- 5. Data Backup Daily, weekly, and monthly backups are performed, with two copies retained: one in the data center and one stored offsite.
- 6. UPS Drill (January 2024) Conducted an uninterruptible power supply (UPS) drill in the computer room to ensure continuous power supply.
- 7. ERP Restoration Drill (September 2024) Conducted an offsite ERP system restoration exercise to verify data backup accuracy and effectiveness.
- 8. Access Control Data access rights are granted only after approval by the responsible supervisor and set by the IT Department.
- 9. Account Management In 2024, access rights were updated according to employee onboarding, transfers, or resignations.
- 10. Application System Change Control Any system changes require a "Computer Operations Change Request Form" approved by the responsible supervisor, following the program development and design procedures.
- 11. Membership in TWCERT/CC (2022) Joined the Taiwan Computer Emergency Response Team/Coordination Center to obtain early security alerts, threat intelligence, and vulnerability information.
- 12. Risk Assessment Methodology Established an "Information Asset Risk Assessment Methodology," created an information asset inventory categorized by risk level, and formulated corresponding maintenance operations and management measures.

Future Information Systems Development Plans

1. Short-Term (0–1 year): Data Transparency and Process Standardization Objective: Enhance information transparency and operational efficiency to establish a foundation for digital management.

Key Actions:

- 1.Digitalization of shop-floor information
- Use barcodes/QR codes to track workflows and employee performance.
- 2.Basic equipment data collection
- Begin implementing machine connectivity to record utilization rates and downtime.
- Set up logs for production parameters (e.g., speed, temperature, pressure).
- 3. Data consolidation and automated reporting
- Establish mechanisms for yield, capacity, and incident statistics.
- 4. Digital education for frontline workers and managerial training
- Provide basic digital tool training for operators.
- Train managers in data-driven thinking and process improvement methods.
- 2. Mid-Term (1–3 years): System Integration and Intelligent Analytics Objective: Integrate data flows and equipment flows to establish preliminary smart management capabilities.

Key Actions:

- 1.System integration
- Integrate ERP, MES (Manufacturing Execution System), and WMS (Warehouse Management System) to streamline material, order, work order, and shipment flows.
- Link process, quality, and cost information across systems.
- 2. Enhanced machine connectivity and monitoring
 - Implement SCADA (Supervisory Control and Data Acquisition) or IoT platforms for real-time monitoring and equipment diagnostics.
 - Develop dashboards to monitor utilization rates and Overall Equipment Effectiveness (OEE).
- 3.Introduction of BI and data analytics platforms
 - Deploy KPI dashboards to track yield, downtime, consumable costs, and ontime delivery rates.
 - Establish data-driven meetings and decision-making cycles (daily/weekly KPI reviews).
- 4. Preventive maintenance
 - Use equipment data to detect potential anomalies and plan maintenance downtime.
 - Minimize losses from unexpected equipment failures.

3. Long-Term (3–5 years): Smart Factory and Digital Value Creation Goal: Fully implement smart manufacturing to build competitive advantages and drive value upgrading.

Core Actions:

- 1.Smart Scheduling and Production Simulation
 - Introduce AI scheduling engines to automatically generate optimal schedules based on capacity, delivery deadlines, and raw material conditions.
 - Integrate Digital Twin models to simulate different scheduling and process routes.
- 2. Automation Equipment and Flexible Manufacturing
 - Implement smart mobile platforms (AGVs), robotic arms, and automated loading/unloading systems.
- 3. Green Manufacturing and ESG Digitalization
 - Monitor data on carbon emissions, energy consumption, and water usage.
 - Establish ESG reporting and regulatory compliance mechanisms (e.g., carbon inventory platforms).
- 4.Development of New Business Models
 - Transform process data into "Data-as-a-Service," providing customers with quality reports and data traceability.
 - Promote "Smart Manufacturing as a Service (SMaaS)."

CH3 Green Manufacturing

Key Issue - Air Pollution Management		
Positive Impact on GCM (Opportunities)	Continuously maintaining and improving pollution control equipment to reduce emissions, thereby lowering operational risks and fostering a positive relationship with surrounding communities.	
Negative Impact on GCM (Risks)	Inadequate air pollution management could lead to environmental degradation and penalties from regulatory authorities.	
Mitigation Measures	 Install air pollution control equipment such as thermal oxidizers, adsorption-desorption, and condensation systems. Annually analyze and compile statistics on the emission volumes of volatile organic compounds (VOCs) from production. Continuously procure low-pollution raw materials. 	
Policy and Commitment	GCM is committed to adhering to the Air Pollution Control Act and the Climate Change Response Act, striving to reduce air pollutant emissions year by year.	
Short-Term Goal	Continuously reduce air pollutant emissions.	
Mid to Long-Term Goal Improve the collection rate of exhaust gase production processes and reduce the disperpollution sources to enhance the efficiency of equipment operations.		

Key Issue - Waste Management			
Positive Impact on GCM (Opportunities)	Effective waste recycling and reuse allow GCM to reduce the costs associated with waste disposal and the procurement of new materials.		
Negative Impact on GCM (Risks)	Improper waste management could expose GCM to penalties and potentially harm the company's reputation by negatively impacting surrounding community organizations.		
Mitigation Measures	 Commission professional and qualified contractors to handle and transport different categories of waste. Assign a dedicated waste disposal officer. 		
Policy and Commitment	 Strengthen resource recycling and waste sorting to reduce the generation of general business waste. Increase digitization and promote a fully paperless operation. 		
Short-Term Goals	Periodically review whether the commissioned waste disposal contractors are competent and		

	•	compliant in handling waste. Gradually reduce waste emissions each year.
Mid to Long-Term Goals		Periodically review whether the commissioned waste disposal contractors are competent and compliant in handling waste. Gradually reduce waste emissions each year.

3.1 Climate Change Management

According to the "Global Risks Report" published by the World Economic Forum (WEF) in 2022, climate action failure has risen to the top of perceived global risks, followed closely by extreme weather. This highlights climate change as a severe challenge that must be collectively addressed worldwide. To implement climate risk management, reduce potential risks that GCM may face in the future, and comply with regulatory requirements, the Company has actively adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework.

By structuring disclosures around the four core elements of TCFD—Governance, Strategy, Risk Management, and Metrics & Targets—the Company systematically discloses information on its climate change response. This enables GCM to address transition risks, physical risks, and emerging opportunities associated with climate change.

Core Framework	GCM's Implementation Actions		
Governance	GCM will present the results of its analysis of climate change risks and opportunities to the Board of Directors for discussion and review, thereby raising company-wide awareness of climate change issues.		
Strategy	In 2023, based on the TCFD framework, GCM identified seven short-, medium-, and long-term opportunity issues and six types of risk items, which will undergo subsequent management.		
Risk Management	Given the wide scope and severity of climate change impacts, GCM will assess and make decisions on each climate change issue, categorizing them into different quadrants based on their scores. For issues that significantly impact the company, cross-departmental discussions will be held to develop relevant management measures, aligning with the government's Climate Change Response Act to propose corresponding improvement strategies. GCM will adhere to the national long-term greenhouse gas reduction target of "net zero emissions by 2050" and associated policies outlined in the Climate Change Response Act, gradually implementing necessary risk mitigation measures, such as upgrading outdated equipment, installing renewable energy systems, optimizing production schedules, planning factory air conditioning, and managing energy (e.g., water for can washing, fuel for processes).		

•	Assess climate change risks and opportunities based on the
	dimensions of impact severity and occurrence frequency.
	Annually reduce volatile organic compounds (VOCs)

Annually reduce volatile organic compounds (VOCs) emissions.

Metrics and Targets

- Evaluate the future installation of solar panels in GCM's own facilities to use green energy.
- Comply with regulations and the requirements of supervisory authorities, with the goal of completing a greenhouse gas inventory by 2026. Work is currently underway to understand relevant information.

Identification of Climate Change Opportunities and Risks

In the risk identification process for climate change, through internal discussions, industry analysis, and trend observations, GCM identified five categories of climate risks, further subdivided into 21 specific scenarios, as well as five categories of climate opportunities comprising nine scenarios. These items were adopted as the basis for climate risk and opportunity identification to ensure a comprehensive focus on potential impacts of climate change on the Company.

Subsequently, department heads participated in a survey to assess the likelihood and impact of each risk and opportunity, resulting in the development of GCM's 2024 Climate Change Risk and Opportunity Matrix. The Company also carried out scenario analyses to evaluate business impacts and formulate response strategies, while actively monitoring climate-related risks affecting the organization, including extreme weather events, climate variability, carbon pricing, and regulatory changes.

In 2024, GCM independently conducted a greenhouse gas inventory, quantifying Scope 1 and Scope 2 emissions from the Toufen Plant, identifying improvement strategies, and initiating Scope 3 assessments for selected categories. At the same time, GCM continues to build long-term partnerships with reliable suppliers and maintain adequate raw material reserves to mitigate potential shortages or price volatility.

To strengthen organizational resilience against severe climate impacts, GCM will continue to invest in climate adaptation measures and establish emergency response plans, including infrastructure improvements, flood protection, water resource management, and energy technologies. These actions enhance the disaster resistance of production facilities and mitigate potential climate-related business impacts, ensuring both sustainability and environmental responsibility.

Identification of Climate Change Risks and Opportunities

Interviews & Topic Research

- Compile internal and external climate-related issues and trends (policies and markets).
- Understand potential impacts on the company and develop a topic list aligned to our context.
- Conduct a comprehensive assessment of risks and opportunities that may affect business operations, synthesizing them into five climate-related risk categories and five climate-related opportunity categories.
- Identify high-risk and high-opportunity topics and their subtopics.

Materiality Assessment & Questionnaire Design

- Design quantitative questionnaires that reflect material topics, impact boundaries, and weightings as approved by the relevant departments/committee(s).
- In 2024, consolidate 21 risk topics and 9 opportunity topics, align them to five climate-related risk and five climate-related opportunity themes, and build a scoring and weighting framework for screening and prioritization.

Survey Distribution & Completion

- Distribute the questionnaires on climate topics to relevant internal units and external stakeholders and collect data for evaluation.
- A total of 67 valid questionnaires were returned in 2024.

Survey Analysis & Topic Identification

- From each business unit perspective, weight and analyze impact and likelihood across short-, medium-, and long-term time horizons and stakeholder groups, considering global trends and the low-carbon transition context.
- Identify material topics and subtopics as the basis for subsequent management and disclosure.

Climate Change Risk and Opportunity Assessment

Risk and Opportunity Categories		Detailed Explanation of Risk and Opportunity Assessment	
	Increased Extreme Weather Events	Evaluate the impact of extreme weather on production, transportation, equipment usage, and energy supply.	
	Long-term Climate Change Impacts	Assess the hazards posed by long-term climate changes such as rising average temperatures and sea levels to the company.	
RISK	Policy and Regulatory Risks	Consider the potential increase in operational costs and impacts on the company due to future environmental regulations, carbon taxes, carbon fees, and renewable energy-related regulations.	
	Market Demand Shift Risks	Evaluate the transitional risks associated with outdated processes and technologies, changing market demands, and heightened customer expectations that create operational pressures for GCM.	
	Reputation Risk	Evaluate the risks of insufficient sustainable development efforts that may reduce stakeholder attention and investment willingness.	
	Low-carbon Product Development	Develop new products to align with future market trends.	
nity	Energy Efficiency Improvement	Implement measures to use and recycle water resources, energy, and raw materials efficiently to save operational costs and enhance production efficiency.	
Opportunity	Investor Relations	Continue promoting sustainable practices to increase stakeholder investment willingness.	
Opp	Use of Renewable Energy	Early adoption of renewable energy to receive government incentives and reduce carbon emissions.	
	Supplier Sustainability and Stability	Audit and guide suppliers, and establish standards for them to stabilize the supply chain.	

Climate Change Risk Impacts and Management

GCM Climate Change Risk Matrix

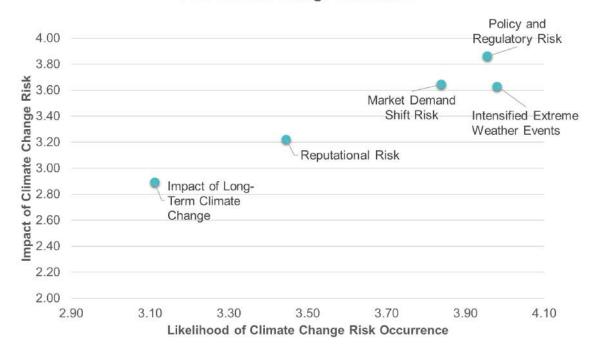


Diagram: GCM climate change risk matrix

Risk Ranking	Type	Occurrence	Impact	Management Measures
Policy and Regulatory Risk	Transformation	Mid-Term	Environmental Regulations: To comply with stricter environmental standards, factories may need to install additional pollution control facilities, leading to increased production costs. Future requirements may include conducting greenhouse gas inventories. Legal Penalties: Failing to meet the requirements of government authorities may result in fines or even production halts.	Facility Upgrades: Enhance pollution control facilities to meet high er environmental standards, turning compliance into a competitive a dvantage for the factory. Regulatory Compliance: Conduct emissions audits and verifications according to the timelines set by regulatory authorities, and comply with environmental laws to avoid potential penalties.
Market De mand Chan ge Risk	Transformation	Mid-Term	Costs: Reduced production by upstre am aluminum manufacturers and risin g international steel prices may lead t o reduced inventory levels among sup pliers, increasing manufacturing cost s. Customer Requirements: Increasing environmental awareness among cust omers leads to higher demands on ma nufacturers, such as requiring the use of recycled aluminum, which increase s material costs and necessitates quality checks on recycled aluminum products.	Inventory Management: Optimiz e inventory management and centr alized order management, track ch anges in raw material prices, and p urchase raw materials in advance during relatively low periods. Refl ect cost increases to customers wh en appropriate. Meeting Customer Demands: Ac tively engage with customers on e nvironmental participation, imple ment energy-saving and environm entally friendly equipment, and re gularly inspect product quality. Recycled Aluminum Applicatio n: Complete testing related to recy cled aluminum applications as earl

				y as possible.
Intensified Extreme W eather Eve nts	Physical	Short-Term	Operational Disruption: Insufficient raw material and energy supplies may lead to production difficulties or even halts, increasing operating costs and reducing profits and revenues. Equipment Damage: Potential damage to hardware equipment and facilities, reducing operational efficiency and increasing repair costs. Personnel Injuries: Natural disasters may cause workplace injuries to employees. Product Delivery: Delays in delivery times, increased personnel, and trans portation costs.	Disaster Preparedness: Conduct disaster prevention drills and take out natural disaster insurance to re duce financial losses. Raw Material Inventory: Increas e adequate inventory to mitigate the impact of raw material price increases on profit margins. Equipment Maintenance: Install emergency power outage protection devices, promptly repair any damage to facilities, and increase the frequency of clearing surrounding factory drainage systems. Personnel Arrangements: In the event of extreme weather events such as typhoons or floods, adjust personnel attendance according to local government notifications. Vendor Cooperation: Seek dome stic suppliers to reduce the instability of ocean shipping and strength en communication for better logist ics management.
Reputation Risk	Transformation	Long-Term	Insufficient Sustainable Practices: Failing to implement sustainable practices may lead to customers switching suppliers due to sustainability require ments. Media Reporting: Violations of environmental laws may result in fines and negative media coverage, affecting public perception and investor willing ness.	ally implement sustainability-relat ed practices such as sustainability reports, climate change financial ri sk disclosures, and greenhouse gas inventories. Regulatory Compliance: Ensure full compliance with regulatory an d environmental laws to avoid neg ative publicity.
Long-Ter m Climate Change Im pact	Physical	Long-Term	Increased Operating Costs: Higher t emperatures and droughts may increa se air conditioning and water costs, as well as energy consumption for air c ompressors and cooling systems. Employee Health: Rising average te mperatures may affect employee healt h, reducing work efficiency and incre asing personnel costs.	Equipment Replacement: Gradu ally replace inefficient energy-con suming equipment with energy-sa ving alternatives. Water Resource Management: I ncrease water supply sources, plan water conservation projects, and maintain full water storage in reser voirs to reduce water purchasing c osts. Employee Care: Improve ventilat ion and cooling equipment to reduce the physical and mental burden on employees caused by high tem peratures.

Scenario Analysis Event	Impact on GCM Operations	GCM Response Strategy	
Considering that domestic carbon fees are not yet clearly defined, GCM has assessed the impact by referencing international cases of carbon taxes and carbon trading.	Since GCM primarily focuses on domestic sales, the direct impact of carbon taxes is relatively low.	In 2023, GCM plans to conduct a carbon inventory at the Toufen plant to calculate the total internal greenhouse gas emissions and identify corresponding improvement strategies.	
In a low-carbon emission scenario, scrap aluminum might become a significant raw material source, leading to price volatility.	Changes in supply and demand, market instability, and international political events may cause fluctuations in scrap aluminum prices, potentially affecting the company's production costs and profit margins.	Given that aluminum is almost 100% recyclable, GCM will establish long-term partnerships with reliable suppliers and consider stockpiling an appropriate amount of raw material inventory within the supply chain to mitigate sudden supply shortages or price fluctuations.	
The IPCC AR6 points out that the frequency and intensity of extreme weather and climate events in some raw material production areas are likely to increase. The "Taiwan Climate Change Assessment Report" also mentions an increasing trend in the number of consecutive days without rainfall across Taiwan, with a 5.5% increase by 2050 in the worst-case climate scenario (SSP5-8.5).	Extreme weather events such as floods, typhoons, and droughts may damage GCM's production facilities, necessitating additional capital investment for repairs and upgrades, and potentially causing production disruptions.	The company will continue investing in climate adaptation measures, including infrastructure improvements, flood control measures, water resource management, and energy-saving technologies. GCM will also establish emergency response plans to enhance the disaster resilience of production facilities.	
GCM Climate Management Goals and Planned Execution Strategies			
Greenhouse Gas Emission Inventory	Strengthening infrastructure and facilities, such as installing new water pumps, improving drainage		
Enhancing Climate Adaptability			
Improving Regulatory Compliance	Improving Regulatory Compliance Continuously monitoring international climate-related regulations, participating in regulatory update briefings, and complying with relevant carbon emission regulations and reporting requirements.		
Supply Chain Climate Risk Management	Enhancing supplier management by integrating relevant guidelines within the company, ensuring that supply chain partners actively participate in climate risk assessments and improvement plans. Reducing environmental impact by investing in various environmental protection facilities, continuously supporting local communities, and promoting the achievement of the company's sustainability goals.		
Sustainable Development			

Climate Change Opportunity Impacts and Management

In terms of climate change opportunities, GCM has identified five major categories of opportunities and nine specific scenarios. This enables us to swiftly develop competitive advantages in an era of rapidly changing market demands. By advancing research, development, and improvements in response to customer needs, we further ensure a stable and sustainable business model, aiming to position GCM as a leader in the global industry.

GCM Climate Change Opportunity Matrix

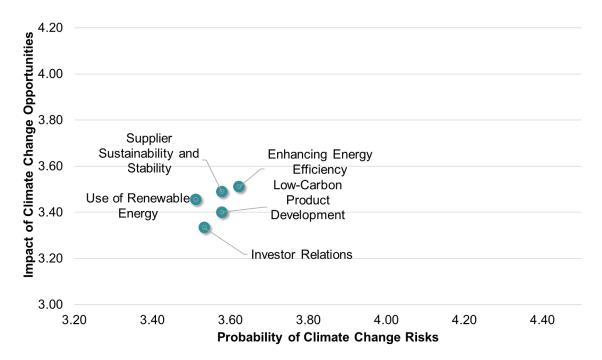


Diagram: GCM Climate Change Opportunity Matrix

Opportunity Ranking	Occurrence	Impact	Management Actions
Low-Carbon Product Development	Short Term	Enhancing Competitiveness: With the increasing demand for sustainable development, the demand for low-carbon products is expanding, and developing low-carbon products can enhance the company's competitiveness.	Introduction of New Products: Introduce metal packaging containers with low environmental impact advantages—such as aTULC cans—which can significantly save energy, reduce carbon emissions, and save water.
Improving Energy Efficiency	Mid Term	Saving Operating Costs: Improving energy efficiency and recycling water can reduce the cost of purchasing energy resources.	Equipment Upgrade and Replacement: Installed a recycling system for pallet washing, recovering a total of 1,221 cubic meters of water in 2024. This volume is not included in water withdrawal as defined by GRI 303 and is not counted as water consumption. Energy-Saving Policy: Regularly review energy consumption at each plant and establish corresponding

			energy-saving policies.
Use of Renewable Energy	Short Term	Enhancing Competitiveness: Using renewable energy can significantly reduce greenhouse gas emissions and attract customers who prioritize sustainable development.	Introducing Renewable Energy: Planning for the installation of solar panels has already begun.
Supplier Sustainability and Stability	Mid Term	Supplier Collaboration: Assist suppliers in sustainable development, raising their sustainability awareness, reducing carbon emissions, and maintaining high product quality, effectively reducing the carbon footprint of the company's products. Setting Guidelines: Establish green guidelines for suppliers to effectively monitor compliance with company standards and build strong, stable partnerships.	Supplier Selection: Conduct rigorous reviews and selection before partnering with suppliers to ensure their professionalism. Annual Supplier Audits: Conduct annual delivery evaluations to ensure suppliers meet company requirements. Alignment with Company Operations: Consider incorporating environmental requirements into supplier guidelines in the future.
Investor Relations	Long Term	Increasing Investment Willingness: Commitment to green development and effective stakeholder communication can make the company more attractive to investors, increasing their investment willingness.	Promoting Green Development: Gradually introduce sustainability- related practices, such as sustainability reports, climate change financial risk disclosures, and greenhouse gas inventories, and comply with environmental regulations.

3.2 Greenhouse Gas and Energy Management

Greenhouse Gas Inventory

In recent years, greenhouse gas (GHG) issues have become a global priority for both governments and corporations, as climate and environmental challenges intensify. GCM recognizes that only by coexisting harmoniously with society and the environment can enterprises achieve long-term development. In an era of increasingly stringent carbon regulations, we view environmental sustainability as a core corporate value, proactively creating new opportunities for sustainable operations.

Beyond enhancing our core business, GCM is dedicated to meeting environmental regulations and customer requirements, implementing the 3R principles—Reduce, Reuse, and Recycle—to foster a better living environment for future generations. We regard sustainability as a long-term mission, continuously supporting environmental initiatives, and establishing medium- and long-term strategies and frameworks to fulfill corporate social responsibility and contribute to the UN Sustainable Development Goals.

The Company commits to conducting GHG inventories in line with international standards, engaging third-party professionals for verification, and using validated results as a solid foundation for future improvement measures. We will continue to implement energy-saving, carbon-reduction, and eco-friendly policies, honoring our responsibility as a global corporate citizen.

I. Reduction Targets

- 1. Continue promoting energy-saving initiatives to achieve annual electricity savings of 1%.
- 2. By 2030: Based on 2022 as the baseline year (including the Management Office, Toufen Plant, and Fugang Plant; covering Scope 1 and Scope 2), reduce carbon intensity or total emissions by 10%.

II. Implementation Measures

- 1. Energy Efficiency Enhancement
 - o Introduce high-efficiency energy-saving equipment, implement energy management systems, and conduct regular monitoring and optimization.

2. Renewable Energy Deployment

- Assess and plan the installation of additional solar photovoltaic and energy storage systems.
- 3. Circular Economy and Resource Efficiency
 - Strengthen waste reduction and resource recycling to lower GHG emissions during production.
 - o Improve raw material utilization efficiency and reduce process waste.

- 4. Technological Innovation and Process Improvement
 - o Continue R&D and adoption of low-carbon and energy-saving technologies.
 - o Optimize process management to reduce energy and material consumption.
- 5. Employee Engagement and Training
 - Conduct regular sustainability training to enhance employee awareness and practices in energy conservation and carbon reduction.

III. Achievement Monitoring

- 1. Conduct annual GHG inventories and disclose results publicly.
- 2. Establish an internal carbon management information system to track progress against reduction targets.
- 3. Review reduction targets and effectiveness annually, adjusting strategies as needed to ensure goal achievement.
- 4. 2024 Energy-Saving Projects:
 - o Installation of one 100HP variable frequency air compressor: annual savings of 58,570 kWh.
 - o Installation of one 100HP low-voltage high-efficiency induction motor: annual savings of 3,148 kWh.
 - Full replacement of LED lighting in the Management Office building: annual savings of 35,486 kWh.

GCM's Greenhouse Gas Reduction Pillars

Greenhouse Gas Reduction Pillars	Description
Establish GHG	Develop a GHG activity database for data collection,
Inventory Mechanism	verification, and reporting.
Process Improvement & Energy Efficiency	Optimize production processes to reduce waste and emissions; prioritize cleaner fuels and energy; adopt high-efficiency equipment such as motors, air compressors, and heat recovery systems.
Investment in Clean Energy & Technology	Assess the potential of renewable energy and develop emerging low-carbon manufacturing technologies.
Employee Training & Incentives	Enhance environmental awareness among employees and encourage energy-saving and carbon-reduction practices.
Green Procurement	Prioritize the procurement of environmentally friendly raw materials. Localize supply chains to reduce carbon emissions from transportation.

Greenhouse Gas Inventory

In accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies," GCM established a Greenhouse Gas Inventory Task Force. Authorized by the Board of Directors, the President serves as the management representative, while relevant departments form a project team to oversee internal and external information management for sustainability-related GHG inventories, ensuring completion of the Company's GHG inventory and certification. The Task Force reports its inventory plans and results to the Board of Directors at least once a year. In addition, the Board receives quarterly updates from the Task Force regarding project timelines, training programs, and task execution, providing timely advice and guidance to strengthen board oversight through robust organizational mechanisms.

For the GHG inventory, direct emissions (Scope 1) refer to emissions from sources owned or controlled within the Company's organizational boundary, such as emergency generators, company vehicles, septic tanks, fire extinguishers, and refrigerant leakage. Energy indirect emissions (Scope 2) refer to emissions associated with purchased electricity generated outside the Company's organizational boundary. Each unit conducts inventories of Scope 1 and Scope 2 emissions in line with national policies. Scope 1 GHG emissions are calculated using the 100-year Global Warming Potential (GWP) factors published in the IPCC Sixth Assessment Report.

In 2024, GCM's total Scope 1 emissions amounted to 3,625.6164 metric tons of CO₂ equivalent (tCO₂e), of which nearly 100% occurred at operating sites subject to applicable regulatory requirements. The remainder, though not directly regulated, is managed and reduced through internal energy efficiency initiatives.

Scope 1 Emission Management Strategies and Reduction Targets

To address climate change risks and align with global and domestic carbon governance trends, GCM has established specific Scope 1 reduction strategies, divided into short-term and long-term actions to progressively reduce direct emissions from operations.

Short-Term Strategies and Actions (1–3 years):

- 1. Energy Efficiency Enhancement
 - o Introduce high-efficiency equipment and upgrade existing systems.
 - Implement an Energy Management System (EMS) for regular monitoring and optimization.
- 2. Circular Economy and Resource Efficiency
 - o Strengthen waste classification and reduction, increase recycling rates.
 - o Improve material utilization to minimize scrap and by-products.
- 3. Employee Engagement and Training

 Conduct regular sustainability and energy conservation training to enhance awareness and action.

Long-Term Strategies and Actions (3–10 years):

- 1. Renewable Energy Adoption
 - Assess and plan for solar photovoltaic and energy storage system installation to increase the share of renewable power.
 - Explore Power Purchase Agreements (PPAs) and renewable energy certificate mechanisms.
- 2. Technological Innovation and Process Optimization
 - Continue R&D and adoption of low-carbon processes and energysaving technologies.
 - Improve process management and design to reduce energy and raw material consumption while enhancing production efficiency.

The GHG inventory data for the Management Office, Toufen Plant, and Fugang Plant for 2023–2024 are presented as follows:

GHG Protocol	ISO14064-1 : 2018	Emission Type	Inventory Year	Managem ent Office	Toufen Plant	Fugang Plant	Total
Scope 1	Category 1	Direct	2023	44.8791	2,539.2418	1,085.9279	3,670.0488
Scope 2	Category 2	Indirect	2023	(note 5)	6,148.2960	2,817.6772	8,965.9732
	Total (metric t	ons CO2e)		44.8791	8,687.5378	3,903.6051	12,636.022
Scope 1	Category 1	Direct	2024	46.8520	2,479.7664	1,098.9980	3,625.6164
Scope 2	Category 2	Indirect	2024	(note 5)	6,295.5760	2,818.2144	9,113.7904
	Total (metric t	ons CO ₂ e)			8,775.3424	3,917.2124	12,739.407

Notes:

- 1. Global Warming Potential (GWP) values are referenced from the IPCC Sixth Assessment Report (2021).
- 2. Sources of emission factors:
 - (1) Direct GHG emissions: Environmental Protection Administration (EPA) GHG Emission Factor Management Table v6.0.4.
 - (2) Indirect GHG emissions: Electricity emission factors published by the Bureau of Energy, Ministry of Economic Affairs: 0.494 kg CO₂e/kWh for 2023 and 0.474 kg CO₂e/kWh for 2024.
- 3. The organizational boundary for the inventory covers the Management Office, Toufen Plant, and Fugang Plant.
- 4. The organizational boundary is set using the operational control approach, consolidating emissions from seven greenhouse gases as defined by ISO 14064: Carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), nitrogen trifluoride (NF₃), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF₆).

5. As the Management Office site is leased from China Can Printing & Metal MFG. Co., Ltd. and utility costs are included in the rental fee, its carbon emissions are accounted for under China Can Printing & Metal MFG. Co., Ltd. rather than GCM's inventory boundary.

Scope 3 Greenhouse Gas Inventory

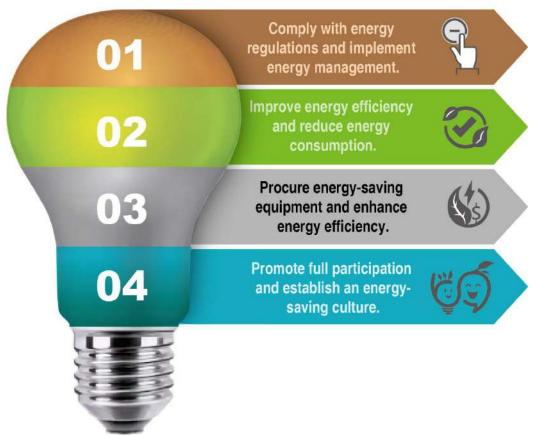
To advance the implementation of Scope 3 GHG inventory operations, the Company has completed the inventory of Category 3, indirect GHG emissions from transportation (3.3 employee commuting), and Category 4, indirect GHG emissions from the use of products by the organization (4.1 life cycle emissions of purchased energy, including electricity and fuels, not covered under Category 1 or 2). The organizational boundary encompasses the Management Office, Toufen Plant, and Fugang Plant. The total Scope 3 GHG emissions for 2024 amounted to 2,927.063 metric tons of CO₂ equivalent (tCO₂e).

GHG Protocol	ISO14064-1: 2018	Emission Type	Inventory Year	Management Office	Toufen Plant	Fugang Plant	Total
Scope 3	Category 3.3	Indirect	2024	18.1464	35.0092	25.8411	78.9967
Scope 3	Category 4.1	Indirect	2024	8.3063	1,990.5248	849.2352	2848.0663
	Total (metric ton	s CO ₂ e)		26.4527	2025.534	875.0763	2927.063

Energy Management

GCM is committed to advancing toward low-carbon, environmentally friendly manufacturing processes, aspiring to become a profitable enterprise that also prioritizes environmental stewardship. In the face of challenges brought by sustainable development and the low-carbon era, GCM regards energy management as one of its top priorities and a core focus for future operations. In recent years, the Company has effectively reduced energy consumption and enhanced production efficiency through diversified strategies, such as introducing advanced technologies to develop low-carbon products, installing energy-saving equipment such as regenerative thermal oxidizers (RTOs) at production sites, and managing energy use across offices and plants. By implementing multiple energy-saving strategies in parallel, GCM aims to achieve comprehensive energy management. To meet Taiwan's regulatory timeline for GHG inventories and verification for listed companies, GCM launched voluntary carbon inventories in 2023. The Company plans to complete GHG inventories for consolidated subsidiaries by 2026, achieve standalone GHG assurance by 2028, and obtain consolidated subsidiary GHG assurance by 2029. To comply with regulatory requirements on schedule, the Company has begun familiarizing itself with relevant procedures and standards while promptly arranging training programs for employees, ensuring compliance with government mandates and advancing toward future carbon reduction strategies.

GCM Energy Management Policy



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Types of Energy	2022	2023	2024
Electricity (Non-renewable)	69,440	65,937	69,785
Gasoline	(Not Included)	(Not Included)	528.44
Diesel	(Not Included)	(Not Included)	628.79
Heat Supply	-	-	-
Natural Gas	45,161	44,102	48,303.97
Liquefied Petroleum Gas (LPG)	19,112	16,216	15,801.93
Total Energy Consumption	133,714	126,255	135,047.70

Table: GCM Energy Consumption (Unit: Gigajoules, GJ)

Notes:

- 1. The data in this report cover GCM's Management Office, Toufen Plant, and Fugang Plant. This year, gasoline and diesel have been newly added to the energy consumption inventory.
- 2. The calorific value of natural gas is based on the monthly average calorific values provided by CPC Corporation, Taiwan, for January–December 2024 at the Toufen Plant, with an annual average of **8,966.5 kcal/L**. The calorific value of liquefied petroleum gas (LPG) is based on the Ministry of Environment's announcement for 2024 at **5,959 kcal/L**. The calorific values of gasoline and diesel are based on the Ministry of Environment's 2024 announcement at **7,609 kcal/L** and **8,642 kcal/L**, respectively.

Energy Items (Unit: GJ)	2024	Energy Use Ratio
Gasoline	528.44	0.39%
Diesel	628.79	0.47%
Natural Gas	48,303.97	35.77%
Liquefied Petroleum Gas (LPG)	15,801.93	11.70%
Electricity: Renewable (kWh)	-	0.00%
Electricity: Non-renewable (kWh)	69,784.56	51.67%
Total Energy Consumption	135,047.70	100.00%

Table: GCM 2024 Energy Consumption Ratio (Unit: Gigajoules, GJ)

The Company's total annual energy consumption in 2024 was 135,047.70 GJ. The energy items include gasoline, diesel, natural gas, liquefied petroleum gas (LPG), and electricity (non-renewable). The proportions of energy consumption are shown in the table above. All electricity consumed was supplied by Taiwan Power Company and sourced from the regional grid mix. As of the reporting year, the Company has not established any self-owned energy generation facilities, and the amount of self-produced energy for operations was 0 GJ.

Energy-Saving Measures

To achieve energy conservation goals, GCM has implemented the following measures:

- 1. Production Optimization: Improve production processes and efficiency to reduce energy consumption and lower production costs.
- 2. Energy-Efficient Lighting: Replace lighting equipment and adopt energy-saving devices such as LED fixtures and timer controls to achieve energy conservation.
- 3. Energy Management: Utilize intelligent energy monitoring and management systems to analyze consumption data, detect inefficiencies in real time, and ensure effective energy use.
- 4. Air Compressor Upgrades: Accelerate the replacement of outdated compressors with variable frequency air compressors.
- 5. Demand Response Bidding: Participate in Taipower's demand response platform to release electricity consumption during non-production schedules and gain savings benefits.
- 6. Heat Recovery System Evaluation: Assess the feasibility of converting heat from environmental protection equipment into electricity for internal use.
- 7. Energy Awareness: Conduct energy-saving education to raise employee awareness and encourage proactive participation in energy conservation.
- 8. Energy Audits: Regularly carry out energy audits to evaluate energy usage, identify potential waste, and develop corresponding improvement measures.

	GCM Energy-Saving Measu	uras			
Scope	Actio				
Company-wide	 Implement air-conditioning temperature control during summer to reduce energy consumption. Promote and adopt concrete measures to reduce water consumption in production and daily operations, achieving energy conservation and carbon reduction goals. 				
Individual Plants	 carbon reduction goals. Responsible units review each plant's energy use annually to develop energy-saving plans. Energy efficiency, electricity savings, and environmental safety are key evaluation criteria for machinery and equipment procurement and selection. Install or replace energy-saving lighting fixtures during plant construction or renovation. 				
GCM 20	024 Energy-Saving Project	Outcomes			
Project Energy Saved Expenditure		Expenditure (NTD)			
Replacement of 200HP air	140,520	2,650,000			

compressor with 200HP variable-frequency compressor		
Replacement of six 500W floodlights with 100W LED lights, and twelve 500W pendant lights with 75W LED lights	46,800	24,360
Replacement of forty 4-foot fluorescent tubes with 19W LED tubes and eighty 2-foot tubes with 10W LED tubes	32,800	11,600
Replacement of Sullair 100HP compressor	18,765	950,000
Replacement of aluminum coil storage area lighting with LED high bay lights	3,120	45,000
Replacement of office T8 lighting fixtures	1,595	17,000
Maintenance of Fusheng 200HP (SAV-150) compressor	1,925	93,000
Major overhaul of Sullair 200HP (LS20S) compressor	9,533	99,000
Major overhaul of Fusheng 75HP (SA-475WII) compressor	1,190	45,000
Planned power reduction measures at Fugang Plant	38,219	-
Major overhaul of Sullair 150HP compressor on laminated can line	10,701	95,000
Planned power reduction measures on laminated can line	187,283	-
Total	492,451	4,029,960

3.3 Water Resource Management

Water Use Information

Water resource management plays a crucial role in GCM's operational strategy. We are committed to optimizing water efficiency in production processes while continuously enhancing wastewater treatment technologies and performance. To accurately evaluate and monitor water usage across all production sites, GCM has established a comprehensive water usage classification and statistical system. Through detailed data recording and analysis, we are able to closely track performance in water resource management, identify opportunities for improvement, and ensure the effective and sustainable use of water resources.

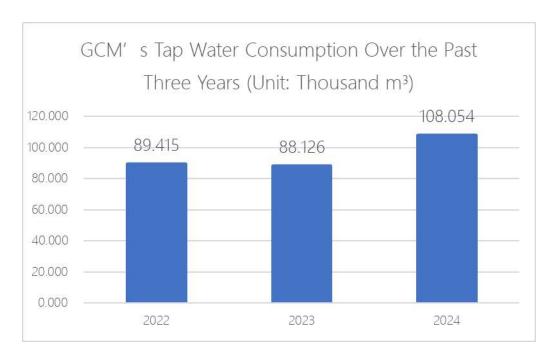


Diagram: GCM water resource management policy

Water Source	Usage/Ratio	2022	2023	2024
Surface	Usage (thousand m³)	0	0	0
Water	Ratio	0%	0%	0%
Tap	Usage (thousand m³)	89.415	88.126	108.054
Water	Ratio	100%	100%	100%
Total Water Consumption (thousand m ³)		89.415	88.126	108.054
Number of Employees		293	272	276
Per Capita Water Consumption (thousand m³)		0.30517	0.32399	0.3915

Table. GCM Water Consumption Data for the Past Three Years

(Note: The data scope covers Management Office, Toufen Plant, and Fugang Plant.)



Dogion	Plant	Effluent COD Concentration (mg/L)			Treatment	Receiving
Region	Location	2022	2023	2024	Unit	Water Body
Miaoli County	Toufen City	47	53.5	39.3	Aluminum Can Division	Nangang Creek

Note: The Fugang Plant has no effluent discharge.

Table. GCM Effluent Water Quality (COD Concentration)

Plant	Item	2023	2024
Management Office	Water Withdrawal	88.126	108.054
Toufen Plant	Water Discharge	88.126	108.054
Fugang Plant	Water Consumption	0	0

According to the standards of the World Resources Institute's Aqueduct Water Risk Atlas, no areas in Taiwan are classified as high or extremely high in baseline water stress. In 2024, GCM's total water withdrawal amounted to 108.054 thousand cubic meters, while total water consumption (total water withdrawal minus total water discharge) was 0 thousand cubic meters.

Water Resource Management Risks and Response Strategies

Water resources play an irreplaceable role in GCM's production operations, being widely applied in critical processes such as product cleaning, equipment cooling, and various manufacturing procedures. With the intensification of global climate change, increasing instability in water supply, and the tightening of water use regulations across regions, the Company's operations are exposed to the following potential risks:

Water Resource Management-Related Risks

Tracer resolutes intamage	III III III III III III III III III II
Risk Type	Description
Water Source	If surface water is depleted or supply is interrupted, it may lead to
Acquisition Risk	production delays or increased costs.
Discharge Compliance	If wastewater treatment fails to meet government discharge standards, the
Risk	company may face penalties, operational interruptions, or reputational
	damage.
Regional Water	If the plant shares limited water sources with local communities or other
Competition Pressure	industries, it may create social acceptance challenges.
Extreme Climate Risk	Events such as droughts or heavy rainfall will intensify challenges in
	water supply and wastewater discharge.

Water Management Goals

GCM has set 2020 as the baseline year for its water resource management goals, with a mid-term target of reducing total water consumption by 15% by 2030 compared to the baseline. As of 2024, the company's total water consumption has decreased by approximately 7.42% relative to 2020, indicating that water-saving strategies are gradually proving effective. Moving forward, GCM will continue to promote the replacement of high-efficiency equipment, water recycling and reuse, and process water conservation measures to ensure the timely achievement of its reduction target while strengthening resilience in water resource management.

As of the reporting period, GCM has not experienced any incidents of non-compliance with water quality permits, discharge standards, or related water resource regulations, nor has it been subject to penalties or fines by authorities. All company sites conduct regular water quality testing and reporting in accordance with applicable environmental laws, ensuring that discharge practices remain lawful and compliant while maintaining a strong environmental management record.

Water Recycling Management

To enhance water resource efficiency, GCM actively promotes water consumption control and recycling strategies. Since 2013, the company has implemented a wastewater recycling system that redirects treated discharge water meeting regulatory standards into pallet washing operations. The resulting wastewater is then returned to the treatment facility for secondary processing, creating a closed-loop water recycling system. This approach not only conserves water resources but also demonstrates GCM's commitment to sustainable operations.

In terms of wastewater management, the company adopts a dual treatment approach that separates domestic sewage from process wastewater. All process wastewater is collected and directed to dedicated treatment facilities at each plant. Before discharge, every batch of wastewater must undergo comprehensive treatment to ensure compliance with statutory effluent standards. Through these measures, GCM minimizes the environmental impact of its operations and fulfills its corporate responsibility for environmental protection.

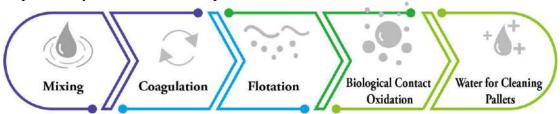


Diagram: GCM wastewater treatment process flowchart

W	Re	ecycling Volume / Percentage	2022	2023	2024
Water Recycling Touf	Toufen	Recycled Volume (thousand cubic meters)	2.508	1.717	1.221
	Plant	Recycling Percentage	3.40%	2.81%	1.51%

Note: The Fugang Plant has no wastewater discharge, hence no water recycling.

GCM 2024 Annual Water Conservation Results		
Item	Description	Water Saved (thousand m³)
Reclaimed Effluent Reuse	Reclaimed effluent after proper treatment is reused for cleaning filter cloths and pallets, thereby reducing the use of additional tap water.	1.221
Reduced Domestic Water Use	Automatic sensor faucets are installed, and water conservation awareness is promoted among employees.	Not Recorded

3.4 Waste Management

Waste Management

GCM conducts annual statistical analyses of its waste output and sets goals to progressively reduce the proportion of waste generated, aiming to achieve environmentally friendly production. For example, in terms of wooden pallets used within the plants, the Toufen Plant recycles approximately 800 pallets per year, while the Fugang Plant achieves about 495 pallets annually.

In addition, the company has appointed two dedicated waste management personnel responsible for the proper classification of waste. All categorized waste is then transferred to licensed and qualified contractors for collection, transportation, and treatment according to its specific type.



Table: GCM waste management policy

Waste Generation and Reduction

For all categories of waste generated, GCM engages qualified waste treatment contractors to handle disposal. Depending on the type of waste—such as industrial waste or general domestic waste—the company's Central Procurement Department or the administrative sections of each plant are responsible for selecting contractors and reviewing contracts. This ensures that the waste collection and disposal processes fully comply with relevant regulations.

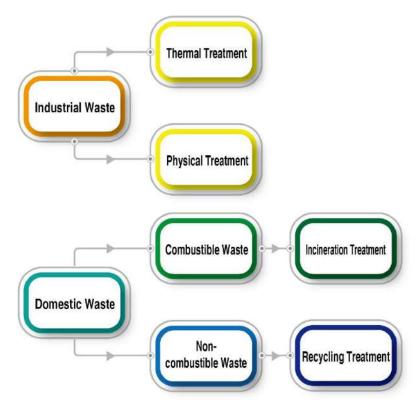


Diagram: GCM waste disposal process

In 2024, GCM generated a total of 148.03 metric tons of waste, representing a 0.21% decrease compared to 2023. Of this amount, employee domestic waste accounted for 39.62 metric tons, down approximately 4.37% from the previous year, while industrial waste amounted to 108.41 metric tons, an increase of about 1.4% year-on-year.

According to applicable environmental regulations at the company's operating locations, the total volume of hazardous waste was 2.51 metric tons, representing 1.7% of total annual waste. In 2024, no hazardous waste was reused, recycled, or repurposed; thus, the recycling percentage of hazardous waste was 0%. All hazardous waste was disposed of in compliance with legal requirements, with no incineration or energy recovery applied.

The table below presents GCM's total waste generation for the past two years.

Waste Category	2023 Waste Volume (metric tons)	2024 Waste Volume (metric tons)	Reduction vs. Previous Year (%)
Domestic Waste	41.43	39.62	-4.37
Sludge	66.25	65.88	-0.56
Waste Oil	18.76	22.9	22.07
Category C Waste Solvents	2.1	2.51	19.52
Category D Wastewater	19.8	17.12	-13.54
Total	148.34	148.03	-0.21

Table – GCM 2024 Waste Emissions Summary

(Note: Category C refers to hazardous waste as defined by regulatory standards, while Category D refers to general industrial waste.)

In 2024, both GCM's Fugang Plant and Toufen Plant established their respective waste reduction targets and successfully achieved them. The reduction targets and performance of each plant are shown in the following table.

Plant	Reduction Category	Reduction Target (metric tons)	Actual Reduction (metric tons)
Eugana Dlant	Domestic Waste	25	21.26
Fugang Plant	Industrial Waste	20	18.73
Domestic Waste		20	18.36
Toufen Plant	Industrial Waste	100	89.68

3.5 Air Pollution Management

Air Pollution Prevention

GCM has always regarded air pollution control as one of its top priorities, and this issue has also become a matter of significant concern to both internal and external stakeholders. To mitigate the impact of air pollution, we conduct annual statistical analyses of volatile organic compound (VOC) emissions, and pursue emission reduction goals through annual tracking and equipment upgrades. To achieve pollution control and regulatory compliance, the Fugang Plant is equipped with thermal oxidizers that incinerate exhaust gases at high temperatures, effectively reducing VOC emissions. Part of the exhaust gas is redirected for secondary combustion, serving as an alternative fuel to reduce fuel consumption. The Toufen Plant is equipped with regenerative thermal oxidizers (RTOs) and manifold systems. The RTO design reduces energy consumption and lowers CO₂ emissions, while exhaust gases collected through the manifold are incinerated at high temperatures, achieving a VOC reduction efficiency of up to 98%.

According to 2024 statistics, the total volume of air pollutant emissions increased by 37.35 metric tons compared to 2023, representing a 34.78% rise. GCM will continue to strengthen efforts to improve air quality and environmental protection performance. The data for suspended particulates and nitrogen oxides for the year are presented below.

	Toufen Plant (Unit: metric tons)	Fugang Plant (Unit: metric tons)	Total (Unit: metric tons)
PM, Particulate Matter	0.147	0.053	0.200
(NOx, excluding N ₂ O	2.974	1.453	4.427

The air pollutant emissions of the Toufen Plant and Fugang Plant over the past three years are as follows:

GCM Air Pollutant Emissions from Both Plants over the Past Three Years



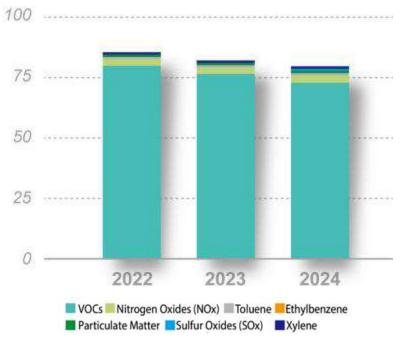
Source: Historical air pollution fee declaration details

Air Pollutant Emissions of the Tofen Plant in the Past Three Years				
	Emiss	Emission Volume (Unit: tons)		
Emission Category	2022	2023	2024	
VOCs	83.4	76.33	73.546	
Nitrogen Oxides (NOx)	2.00	1.56	2.974	
Toluene	0.213	0.195	0.080	
Ethylbenzene	0	0.023	0.008	
Particulate Matter	0.060	0.047	0.147	
Sulfur Oxides (SOx)	0	0	0.791	
Xylene	0.017	0.037	0.008	
Total	85.690	78.189	77.554	

Air Pollutant Emissions of the Fugang Plant in the Past Three Years			
Emission Cotonomy	Emission Volume (Unit: tons)		
Emission Category	2022	2023	2024
VOCs	28.71	26.740	63.328
Nitrogen Oxides (NOx)	1.863	1.485	1.453
Toluene	0.001	0.001	0.003
Ethylbenzene	0.069	0.082	0.672
Particulate Matter	0.179	0.053	0.053
Sulfur Oxides (SOx)	0.365	0.202	0.200
Xylene	0.713	0.634	1.471
Total	31.9	29.197	67.180

Air Pollutant Emissions of the Tofen Plant in the Past Three Years

Air Pollutant Emissions of the Tofen Plant in the Past Three Years



Air Pollutant Emissions of the Fugang Plant in the Past Three Years

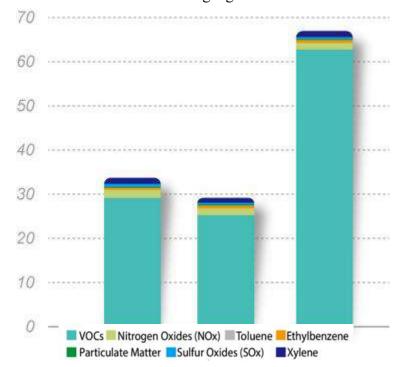


Table Air Pollutant Emissions from Both Plants over the Past Three Years

CH4 Quality Service

	Key Issue - Product Quality and Safety
Positive Impact on GCM (Opportunities)	Promoting the ISO-9001 Quality Management System, supplemented by 6S, standardization, educational training, and continuous proposal improvement activities to strengthen company operations, improve product quality, and enhance competitiveness. Additionally, to enhance product safety and meet global trends and customer demands, GCM implemented FSSC 22000 in 2014 and established a "Food Safety Management Manual" for all employees to follow.
Negative Impact on GCM (Risks)	Failure to manage product quality and safety could lead to the loss of future customer orders.
Adaptation Measures	Strictly implement quality control processes to continuously ensure product quality and safety, thereby enhancing overall quality and safety.
Policies and Commitments	Promoting the ISO 9001:2015 Quality Management System, supplemented by 6S, standardization, educational training, and other activities to strengthen company operations, improve product quality, and enhance competitiveness.
Short-term Goals	 Minimize abnormal losses, and in the event of customer complaints, conduct internal discussions/analysis to propose effective countermeasures to prevent recurrence. Increase customer satisfaction by gathering feedback on the company's products and services to understand customer needs and implement necessary improvements.
Mid-to-Long-term Goals	 All employees will embrace the business philosophy of "Continuous Innovation, Excellence, and Social Responsibility" to actively improve canning technology, develop new products, and research and use new raw materials. Overcome challenges and maintain growth. By adhering to the principle of "Quality meets customer functional requirements and follows good food hygiene practices," GCM will choose qualified coating suppliers, fully implement the food safety management system, complete food safety policies, produce the packaging containers customers need, and deliver them safely, thereby continuously expanding business performance.

Key Issue - Customer Service		
Positive Impact on GCM (Opportunities)	 The issue of customer service presents the following positive impacts (opportunities): Good customer service can better ensure the retention of customers. Quality is the cornerstone of sustainable business; quality speaks for itself. Providing uninterrupted high-quality service reinforces customer loyalty. Regularly checking in with customers, handling complaints, and mutually sharing information. Through interaction, it increases the potential for business referrals. 	
Negative Impact on GCM (Risks)	 The issue of customer service presents the following negative impacts (risks): Loss of existing customers. Impact on future potential customers. Damage to the company's reputation within the industry. 	
Adaptation Measures	Ensure effective interaction with customers, optimize production capacity, and maintain high product quality. GCM also offers the most competitive market prices and will promptly address any losses caused by customer complaints.	
Policies and Commitments	GCM strives to meet customer demands, improve on areas of complaints, provide timely feedback, and focus on on-time delivery, avoiding delays in customer schedules, and offering high-quality products.	
Short-term Goals	Visit existing customers to recover lost orders as much as possible, and develop at least three new customers within a year.	
Mid-to-Long-term Goals	Enhance product quality and service quality, maintain interaction, and manage customer relationships well to establish long-term partnerships as much as possible. Additionally, promote the superior and environmentally friendly packaging of aluminum cans through seminars, increasing the company's external exposure and visibility.	

Since its establishment in 1973, GCM has upheld the core quality philosophy of "Total Participation, Quality First, and Sustainable Pursuit," together with the management philosophy of "Relentless Innovation, Continuous Improvement, and Giving Back to Society," striving to be a leader in the metal packaging industry. The company actively introduces state-of-the-art production equipment from advanced countries including the United States, the United Kingdom, Germany, France, Canada, Italy, and Japan. We specialize in the manufacturing and sales of a wide range of metal packaging containers, including aluminum cans, laminated aluminum cans, three-piece steel cans, drawn and redrawn (DRD) cans, and decorative cans, as well as various complementary products such as aluminum and steel easy-open ends, beverage ends, and plastic stretch film. Leveraging an integrated expertise across mechanical engineering, electrical engineering, precision tooling, chemical processing, printing technology, and creative design, GCM has established a highly automated modern production system with a daily capacity of up to ten million units, showcasing exceptional manufacturing capability. In terms of business compliance, the company did not engage in any legal disputes related to anti-competitive behavior, antitrust, or monopolistic practices in 2024, thereby continuing to uphold a fair and competitive market environment. Looking ahead, GCM will remain committed to pursuing excellence by formulating comprehensive short- and long-term business development plans to ensure that product innovation and business operations consistently maintain strong market competitiveness.



Expanding overseas locations, staying close to customers, and reducing transportation costs

Improving management and production efficiency, reducing costs Enhancing logistics support capabilities and establishing a highly

efficient service system

Effective inventory management

Proactive and stable financial management

Short-term Business Development Plan

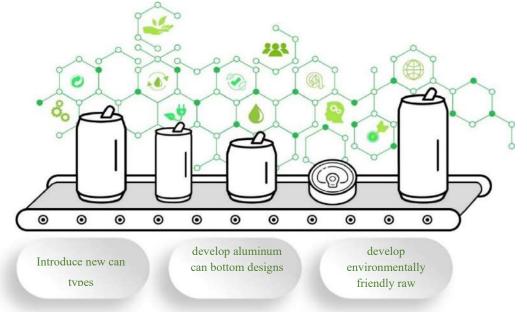
Implementing quality control

Enhancing process technology capabilities

Providing comprehensive products to pursue continuous business growth

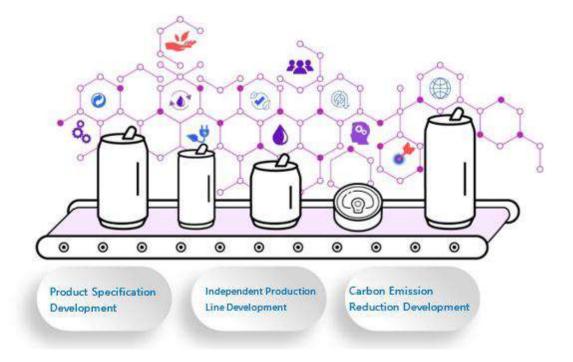
4.1 Innovation Management and R&D

GCM continues to infuse innovation into its products and services. In addition to consistently improving the quality of its core products, the company has also invested significantly in developing diverse new business opportunities to carry forward its fifty-year brand legacy. In recent years, GCM has successfully developed several types of products to meet market and customer demands.



In the future, GCM will continue to strengthen product quality, technical capabilities, and system integration to enhance sustainable competitiveness, deepen its presence in domestic markets, and expand internationally. The company remains committed to investing in R&D—averaging NT\$1.134 million annually over the past three years—to improve product performance, reduce costs, and deliver customized solutions.

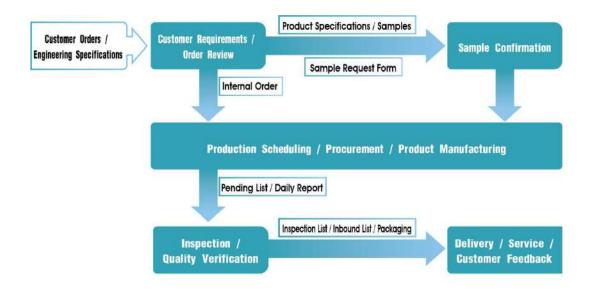
At the same time, GCM is embracing smart and green manufacturing by introducing automation, data visualization, and advanced energy management, while prioritizing environmental responsibility. Through energy efficiency, renewable energy adoption, and circular economy practices, GCM is dedicated to reducing carbon emissions and ensuring sustainable operations.



4.2 Product Quality

GCM recognizes that customer trust and satisfaction are rooted in superior product quality. To this end, the company continuously strengthens its quality management practices through a comprehensive assurance system that covers R&D processes, raw material procurement, production monitoring, and product testing. Strict supplier evaluation mechanisms and operational guidelines ensure stability and compliance across the entire production chain. These measures not only enhance efficiency and reduce defect rates but also reinforce market competitiveness and customer confidence.

To further improve its operations, GCM has adopted the ISO 9001:2015 Quality Management System, supported by 6S, standardization, and employee training. A culture of continuous improvement is fostered through regular audits and the PDCA cycle to optimize processes. By combining rigorous inspection with strong risk prevention mechanisms, the company ensures that all products meet quality and safety requirements. As of the end of 2024, GCM recorded no product recalls, underscoring the effectiveness of its quality management framework and its commitment to delivering excellence.



GCM Quality Assurance Process Flow

Diagram: GCM quality assurance process flow

To ensure that all employees adhere to GCM's strict product quality requirements, the company provides a range of relevant training programs for staff development. Upon completion of these courses, employees are expected to apply their knowledge to daily operations, thereby ensuring that product quality consistently meets the highest standards.

Course Category	Sessions	Hours	Participants
Food Safety Awareness	2	2	165
Training			
Visual Inspection Machine	2	2	12
Operation, Adjustment &			
Troubleshooting			
Testing Equipment	2	2	10
Functions & Calibration			
Seaming Technology &	2	4	10
Quality Assessment			
SPC System Training	2	2	10
Incoming Material	2	2	10
Inspection Methods &			
Defect Review			

International Certification

GCM faithfully adheres to its management philosophy and is committed to building an outstanding "Quality Assurance" system. The company has successfully implemented the ISO 9001 Quality Management System and the FSSC 22000 Food Safety Management System to ensure that product quality consistently meets customer expectations. GCM strictly follows food hygiene standards, carefully selects qualified coating suppliers, and fully enforces comprehensive food safety management. While safeguarding food safety, the company also continues to expand its business footprint and is dedicated to achieving the dual goals of environmental sustainability and workplace health and well-being.

International Certification	Certified Factories/Products	Significance of Quality Management for the Company
ISO-9001:2015 Certified	Fugang Plant: Easy- open aluminum ends, press-stay easy-open alu- minum ends, full-open aluminum ends, full- open steel ends, alumi- num/steel material print-	In promoting the ISO 9001:2015 Quality Management System, the company has also integrated ac- tivities such as 6S, standardiza- tion, and training programs to achieve a sound operational structure, strengthen corporate health, improve product quality, and enhance competitiveness.
FSSC 22000 (Version 6) Certified (Including ISO 22000:2018 and ISO/TS 22002-4:2013 and FSSC 22000 Additional Requirements)	bottoms, two-piece ex- truded cans, two-piece	To enhance product safety and meet global trends and customer requirements, the company introduced FSSC 22000 in 2014 and established a "Food Safety Management Manual" to serve as a reference for all employees.



Diagram: photos of GCM's certification certificates

GCM has implemented the PDCA (Plan-Do-Check-Act) cyclical quality management system to continuously improve product quality and production efficiency. In the Plan stage, objectives are set and tasks assigned; in the Do stage, plans are executed and data collected; in the Check stage, results are reviewed and improvements proposed; and in the Act stage, corrective measures are carried out and re-evaluated. Through this cycle, GCM steadily narrows the gap between goals and outcomes, ensuring stable quality enhancement, meeting customer needs, and strengthening competitiveness.

Material Management

In the manufacturing process, GCM carefully selects materials that comply with international certification standards, while also implementing detailed adjustments to further enhance product quality and improve user experience. For example, one of the company's products, the 209 aluminum full-open end, was upgraded by adjusting the material and hardness (changing from aluminum alloy 5052 H39 to 5182 H48) to increase pressure resistance. Regarding the procurement and inspection of chemical substances, GCM routinely inspects whether coating materials for different products comply with regulatory standards. By engaging in discussions with suppliers and establishing unified standards, the company ensures that product quality consistently remains at the top of the industry. In addition, if raw materials are replaced during production, GCM conducts comprehensive testing on the new materials, covering pressure resistance, can body strength, and burst rate, to ensure product safety and reliability.

The company's primary raw materials—aluminum and steel—are 100% recyclable, and in 2024, the recycling rate of these key materials reached 95%. In terms of auxiliary materials, such as paper packaging (e.g., cartons and partitions), approximately 95% were sourced from renewable resources certified under sustainable forest management. Overall, across aluminum, steel, and paper, about 95% of raw materials used had both recyclable and renewable attributes. GCM continues to strengthen supply chain management to further increase the adoption of low-carbon materials. The company's core products, including aluminum cans, steel cans, and metal ends, all comply with the recyclability standards defined in the Waste Recycling and Reuse Act and the "recyclable items" announced by the Ministry of Environment. Based on internal sales data, in 2024, revenue derived from recyclable products accounted for 99.86% at the standalone company level and 95.54% at the consolidated subsidiary level. From the design stage, GCM considers the reusability of materials and recycling pathways, ensuring that no composite materials that are difficult to separate are used. As of the reporting date, GCM has not yet developed reusable or compostable metal packaging products but will continue to monitor market trends and technological developments to expand its portfolio of green products.

Identification and Management Mechanism for Emerging Materials and Chemicals of Concern

GCM has established a cross-departmental evaluation and management procedure for emerging materials and chemicals of concern, covering material research and development, procurement, production, and regulatory compliance. The specific practices are as follows:

Item	Description
New Material	Before adopting new materials, tests such as pressure
Introduction	resistance, can body strength, and burst rate are conducted.
	Production is allowed only after internal review.
Substance Testing	Suppliers must provide composition data and test reports before chemical coatings are purchased. Routine testing ensures compliance with food-contact safety standards (e.g., FSSC 22000).
Standard Setting &	Standards are jointly developed with suppliers to enhance
Communication	traceability and transparency in material use.

Strategies for Reducing the Environmental Impact of Packaging with Emerging Material

The company is committed to reducing the environmental footprint of packaging materials throughout their entire life cycle, with strategies that include:

Item	Measure
1	Adopt single-material packaging structures to enhance recyclability.
2	Simplify packaging volume and structure to reduce the carbon footprint per product.
3	Prioritize procurement of eco-friendly paper materials with environmental certifications.
4	Implement bare-shipment models for specific products to minimize packaging materials.

The company adheres to the principles of packaging optimization as advocated in the Waste Disposal Act (Recycling and Reuse), the Standards for Restricting Excessive Packaging of Products, and the Ministry of Environment's Packaging Reduction Guidelines. These principles aim to achieve the minimum use of packaging materials while ensuring product safety, hygiene, and consumer acceptance.

4.3 Supplier Management

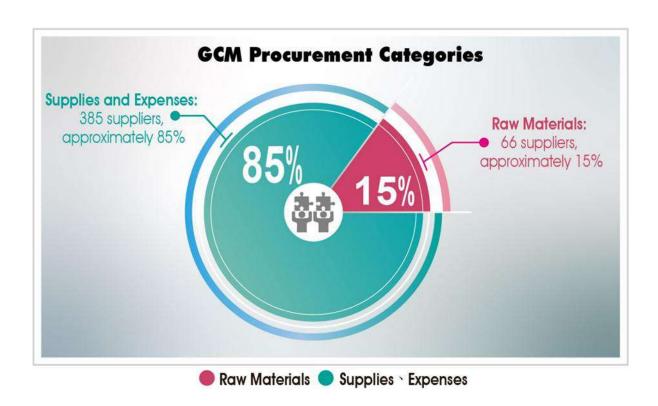
To strengthen its innovation and R&D capabilities, GCM continuously enhances product line development through technological improvements, equipment capacity expansion, and efficiency breakthroughs. At the same time, the company actively advances in local procurement and green procurement to demonstrate its commitment and actions in sustainable practices. In the short term, GCM is committed to maintaining supplier performance in terms of delivery quality, lead time, and quantity to meet production needs and ensure product cost competitiveness. In the medium term, the company aims to develop new suppliers to secure stable second-source options. In the long term, GCM will align with the company's policies on energy conservation, carbon reduction, and sustainable operations, by developing equipment with circular benefits and promoting cooperative strategies with suppliers. To implement responsible raw material supply chain management and promote sustainable resource use, GCM conducts regular audits of aluminum sources and prioritizes procurement from suppliers that comply with environmental or responsibility standards. In 2024, the total weight of aluminum purchased as a primary raw material reached 9,847 metric tons, all of which were declared to contain 15%–50% recycled aluminum ingots.

By prioritizing the procurement of aluminum that meets responsibility standards, GCM is dedicated to driving supply chain sustainability and resource circularity, while continuously increasing the proportion of responsible sourcing.

Phase One	Action: Document Evaluation Evaluation Evaluation Criteria: Equipment meets product production requirements
Phase Two	Action: Sample Testing Evaluation Criteria: Material specifications and properties meet production requirements
Phase Three	Action: Sample Evaluation Criteria: Batch trial Production trial production passes
Phase Four	Action: Raw Material and Supplier Confirmation: Evaluation Criteria: Delivery passes acceptance
Phase Five	Action: Regular Evaluation and Feedback Evaluation Criteria: Respond based on evaluation results

Supplier Management Analysis





2024 Supplier Statistics				
	Category	Quantity	Percentage	Amount
Domestic	Raw Materials	53	90.39%	224 241 202
Domestic	Spare Parts Expenses	361	90.39%	324,341,202
Foreign	Raw Materials	14	9.61%	1,123,901,119
	Spare Parts Expenses	30		
TOTAL	45	458		1,448,242,321

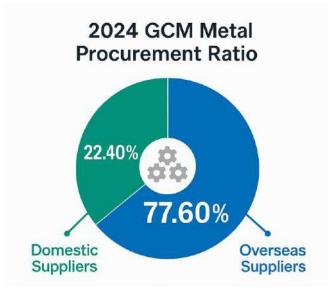
Category		Quantity	Total	Percentage
Raw	Domestic	53	67	15%
Materials	Foreign	14		
Spare Parts	Domestic	361	391	85%
Expenses	Foreign	30		
			458	

The company operates a wide range of production lines, resulting in extensive collaboration with both domestic and international suppliers, totaling several hundred. In 2024, as much as 50% of the suppliers were local Taiwanese vendors, with procurement spending reaching NT\$324,341,202 (accounting for 90.39% of total purchases), clearly demonstrating the company's strong emphasis on local sourcing. While can-making machinery and equipment had historically relied heavily on imports, the continuous advancement of domestic production technologies has made localized maintenance and procurement increasingly important in recent years.

Currently, the procurement ratio of raw materials and spare parts stands at 9.61% from overseas suppliers and 90.39% from domestic suppliers, reflecting a significant rise in local sourcing. Looking ahead, the company will continue to promote localization and environmentally friendly policies throughout its supply chain. This not only helps reduce costs but also supports the development and advancement of domestic industries, ultimately achieving a mutually beneficial and sustainable business model.

GCM Domestic and Foreign Supplier Procurement Amounts Over the Last Three Years				
Year	Category	Amount	Percentage	

2022	Domestic Suppliers	830,750,566	50%
_ = ===	Foreign Suppliers	837,729,472	50%
2023	Domestic Suppliers	285,329,305	21.06%
2023	Foreign Suppliers	1,069,747,959	78.94%
2024	Domestic Suppliers	324,341,202	22.40%
2021	Foreign Suppliers	1,123,901,119	77.60%



In 2024, GCM had a total of 458 suppliers. In terms of supplier categories, more than 80% were spare parts and component suppliers, while 15% were raw material suppliers. Regarding supplier audits, the company implements a rigorous management process, conducting evaluations for 54 raw material Tier-A suppliers. Additionally, each year the company carries out random inspections of Tier-A suppliers, averaging 1–3 spot checks annually. Over the past three years, all raw material suppliers procured by the company achieved Tier-A ratings.

GCM is actively establishing a comprehensive supplier management policy to ensure that supply chain partners comply with regulations in key areas such as environmental protection, occupational safety and health, and labor rights. This policy was officially announced in 2024. At the same time, the company requires suppliers to sign a *Supplier Corporate Social Responsibility (CSR) Commitment Letter*, which is incorporated into contracts. Suppliers are required to adhere to the principles of the commitment in the materials, products, or services they provide. For newly developed suppliers, the CSR commitment is included as part of the evaluation process, and signing the commitment is mandatory. Through these measures, GCM further strengthens supplier engagement and ensures the effective implementation of corporate social responsibility.

GCM Supplier Annual Audit Status Over the Past Three Years			e Years	
Audit	Detailed Items		2023 Supplier Achievement Rate	
Annual Audit	EValuation		48 raw material suppliers evaluated as A-grade	54 raw material suppliers evaluated as A-grade

In terms of supplier risk management, GCM implements a planned production model to ensure that the number of bottles and cans produced, personnel arrangements, material plans, and safety stock levels are all properly planned. This approach reduces the risks of delayed delivery, unexpected natural disasters, and other events that could prevent us from meeting customer expectations. However, to address various risk issues and ensure that the company can continue operations in the event of unforeseen circumstances, we continuously identify potential risks to achieve effective risk management.

Identified Risks	Risk Description	Countermeasures
	chain uchvery uchays	Supply from a secondary source or local suppliers producing and supplying raw materials
External Factors Causing Cost Increases	Exchange rate fluctuations, raw material price volatility, shortages all leading to price changes	Maintain safety stock levels and actively seek multiple suppliers

Green Supply Chain

In supplier management, GCM is committed to working closely with supply chain partners to jointly fulfill corporate social responsibility, ensuring long-term stability with minimal disruptions. To align with global sustainability trends, the company actively seeks environmentally and socially friendly alternatives. For instance, GCM has adopted laminated steel ("film-coated steel") to replace conventional tinplate, optimizing processes to reduce environmental impact while enhancing product protection. The company also introduced GOODPACK containers to replace traditional lacquer raw material drums and collaborates with domestic partners to recycle and reuse metal drums. These initiatives not only lower raw material packaging costs and reduce transportation-related carbon footprints but also reinforce GCM's commitment to green practices. Furthermore, GCM actively complies with the Environmental Protection Administration's green procurement requirements. In 2024, its green procurement reached approximately NT\$1.3 million, reflecting a firm dedication to sustainable sourcing. Looking ahead, the company will continue to strengthen localized and eco-friendly procurement strategies, promoting environmental responsibility while enhancing competitiveness and resilience across its supply chain.

4.4 Customer Service

Customers have always been the driving force behind GCM's continuous pursuit of progress and remain the ultimate goal of our efforts. We understand that only through perseverance and mutual support can we maintain the strong bonds between GCM and our customers. For this reason, over the past fifty years, GCM has consistently devoted itself to preserving these valuable partnerships and working hand in hand with customers toward mutual growth and shared prosperity.

Customer Service Principles

GCM is committed to providing customers with the highest quality aluminum can products. To ensure strong and lasting customer relationships, we have established and consistently upheld seven service standards. In 2024, the company recorded no incidents related to breaches of customer privacy or loss of customer data. Looking ahead, GCM plans to develop and disclose a Consumer Rights Protection Policy in 2025, covering key topics such as product and service health and safety, marketing, and labeling. This policy will explicitly define requirements for product labeling, information transparency, marketing integrity, and customer safety, reinforcing customer trust, fulfilling corporate responsibility, and addressing stakeholder expectations regarding product responsibility and information accuracy.



Diagram: GCM's seven key customer service principles

Complaint Handling

Our company is committed to continuously improving our products to meet customer needs and expectations. However, not every product among our offerings can fully meet all customer requirements. Therefore, GCM has established and implemented a comprehensive customer complaint handling process to ensure that our products remain competitive and maintain a leading position in the market.

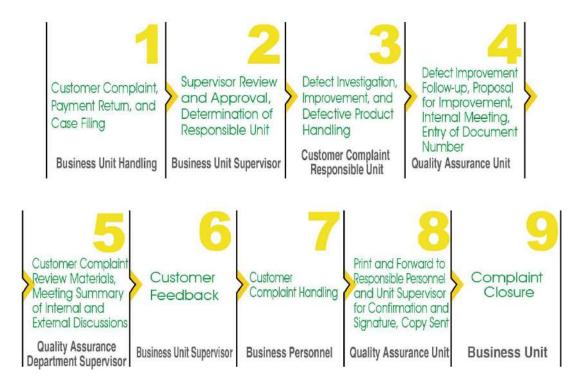


Diagram: customer complaint handling process

To ensure continuous improvement in product quality, GCM sets annual targets for customer complaints and regularly reviews and manages related cases. Addressing customer feedback is regarded as one of the company's key priorities for ongoing enhancement.

In 2024, the majority of customer complaints originated from the domestic market. One notable case involved surface contamination on printed cans. Analysis indicated that the issue was caused by excessive varnish carried over by the varnish roller during production. To resolve this, GCM implemented several corrective measures, including checking the clearance of the canning shaft, strengthening inspection frequency, and establishing a sample retention mechanism at the end of each printing batch.

These actions not only ensured the stabilization and improvement of product quality but also demonstrated GCM's strong commitment to customer satisfaction and continuous quality advancement.

Target	20234Achievement		Short-term Goals	Mi	id-to-Long-term Goals	
Aluminum Can Complaints: 20 cases/year	Aluminum Can Complaints: 22cases/year	1.	Minimize abnormal	1.	Actively engage in improving and enhancing canmaking technology;	
Complaints: 4 cases/year End Manufacturing	Complaints: 1 cases/year		losses; when customer complaints occur, con- duct internal		develop new products, introduce new manufacturing	
Complaints: 12 cases/year	End Manufacturing Complaints: 18cases/year		discussions and analysis to propose	2	processes; research and utilize new raw materials.	
Can Manufacturing Complaints: 4 cases/year	Can Manufacturing Complaints: 1 cases/year		effective countermeasures to prevent recurrence.	2.	Strive to perfect prod- uct quality, meet cus- tomer functional re-	
ECO Can Manufacturing Complaints: 0 cases/year	ECO Can Manufacturing Complaints: 5 cases/year	2.	2. Enhance customer satisfaction by gathering feedback on the company's products and after-sales services, in order to understand customer needs and make necessary improvements.	satisfaction by		quirements, adhere t good food hygiene practices, select qualified coating
Coating and Printing Complaints: 24 cases/year	Coating and Printing Complaints: 24 cases/year			the company's products and after-sales services, in order to understand customer needs and make neces-		suppliers, and fully implement the food safety management system. This, in turn, fosters the company's robust growth, enabling us to contribute to social welfare and give back to society.

2024 G	CM Customer Comp	plaints and Subsequent Improvements
Customer Complaint	Detailed Description	Were Internal Mechanisms or Processes Modified to Ensure Similar Complaints Do Not Recur?
Printing Surface Linear Contamination	frontline operators identified that the issue was caused by the varnish roller	1.Set and check the clearance between the roller and the canning shaft. When not printing, verify that the inner ring lightly touches the canning shaft, ensuring a gap of 3–5 mm between the varnish roller and the shaft. 2.During production, inspect sprayed cans every 10 minutes to check varnish coverage. If incomplete or excessive coating is detected, immediately stop the machine to examine the inner ring. Replace the inner ring if wear is found, and recheck the clearance (3–5 mm). 3.Establish a sample retention mechanism at the end of each printing batch. Retain 24 samples (one per shaft) to monitor and control the quality of the final prints.

Customer Satisfaction

Every December, GCM distributes customer satisfaction surveys to evaluate feedback on our products and services. After collecting the responses, we conduct a thorough analysis and incorporate customer opinions and suggestions into our improvement plans for future services. In 2024, the company achieved an outstanding customer satisfaction score; however, we remain far from complacent. Instead, we continue to uphold our dedication to excellence, striving for ongoing improvements. By integrating customer feedback into internal process optimization, GCM is committed to consistently delivering superior products and services to meet customer expectations.

GCM's Approach to Enhancing Customer Satisfaction and Scoring Improvements								
Methods to Improve Customer Satisfaction Satisfaction		2023 Customer Satisfaction			2024 Customer Satisfaction			
1.Deliver high-quality	1.Average customer	1.	Average	1.	Average			
products	satisfaction score: 83		customer		customer			
2.Offer competitive	2.Feedback from		satisfaction score:		satisfaction score:			
pricing	customers was		92		87.9			
3.Ensure timely delivery	acknowledged, and	2.	Customer	2.	Improvement			
4. Share industry and	improvements were		feedback was		measures were			
global market insights	made based on their		handled and		proposed in			
5.Assist customers in	suggestions		responded to in a		response to issues			
problem-solving	3.Internal meetings		timely manner		raised by			
6.Maintain strong	were held to	3.	A balance was		individual			
customer relations	continuously		achieved between		customers			
	optimize customer		meeting	3.	Continued			
	satisfaction services		reasonable		engagement with			
			customer needs		customers to			
			and safeguarding		optimize			
			company		satisfaction and			
			interests		service			

CH5 Sound Workplace

Key	V Issue - Talent Attraction and Retention					
Positive Impact on GCM (Opportunities)	Establishing a good and comprehensive talent management system not only increases retention rates but also helps reduce workforce gaps in the face of industry-wide labor shortages. This allows GCM's deeply rooted industry technology and experience to be passed on.					
Negative Impact on GCM (Risks)	If the company experiences a high turnover rate, it can hinder overall development, making it difficult to maintain company culture and experience. This also leads to increased costs for training new employees and creates workforce gaps.					
Mitigation Measures	GCM continuously reviews and enhances employee welfare systems, aiming to reduce the loss of senior employees, foster a sense of belonging and unity within the company, and externally increase attractiveness to consistently draw talented individuals from various fields, thereby strengthening the company's competitiveness.					
Policies and Commitments	Talent management policies, compensation policies.					
Short-term Goals	Employee turnover rate below 20%, retention rate at 50%, with no labor shortages.					
Mid-to-Long-term Goals	Employee turnover rate below 15%, retention rate at 60%, while providing compensation and incentives superior to industry standards and creating a work environment that stimulates employee potential.					

Key	Issue - Talent Development and Training
Positive Impact on GCM (Opportunities)	A robust talent development and training system not only enhances employee competitiveness but also fosters a corporate culture of healthy competition and growth.
Negative Impact on GCM (Risks)	If the talent development and training system is inadequate, it can hinder the development and growth of both employees and the company as a whole, leading to a loss of employee confidence and expectations regarding their career development.
Mitigation Measures	GCM places increased emphasis on talent development and training systems to enhance overall company competitiveness. Additionally, we are promoting a mid-level technical talent retention plan to continually strengthen GCM's deep technical expertise as an industry leader.
Policies and Commitments	Talent management policies, employee education and training policies.
Short-term Goals	 GCM plans to regularly collect feedback from various departments to replan the company's overall training programs, increasing the depth and breadth of the courses. Average training hours per employee: 15 hours.
Mid-to-Long-term Goals	 Continuously improve the talent development and training system, and hold professional skills or management courses both internally and externally on an irregular basis to attract more talented individuals to join. Hold professional skills/management courses both internally and externally on an irregular basis, with an average training time of 20 hours per person.

5.1 Employee Rights

Talent Management and Development

GCM is committed to fostering a diverse, inclusive, and equitable corporate culture and working environment. Guided by the principle of "the right person in the right position," we value employees' diverse professional skills and potential, ensuring that every colleague can excel in their most suitable role.

The company strictly adheres to the principle of equal employment, safeguarding employees against any form of unfair treatment or discrimination based on gender, ethnicity, socioeconomic background, nationality, age, marital or family status, language, religion, political beliefs, appearance, or physical and mental condition. Notably, in 2024, GCM recorded zero incidents of workplace discrimination, demonstrating our firm commitment to equality and inclusiveness.

In terms of workforce structure, the gender ratio across GCM's Taiwan operations is relatively balanced, and the overall education level of employees is strong. Over 97% of our staff are full-time employees; we do not adopt a dispatch system, and only a small number of employees are on contract, ensuring stability in labor relations. In addition to providing a comprehensive benefits system and competitive compensation, GCM also emphasizes employee cohesion by cultivating a supportive and collaborative workplace environment, enabling employees to feel a strong sense of belonging while working together toward sustainable corporate growth.

Talent Recruitment and Retention

Upholding our quality management policy of "total participation, quality first, and sustainable pursuit" along with our corporate philosophy of "continuous innovation, striving for excellence, and giving back to society," GCM regards employees as its most valuable asset. We firmly believe that outstanding and innovative talent is central to sustaining competitiveness and ensuring product and service excellence.

As such, GCM prioritizes the recruitment and retention of talent, continually enhancing internal human resources policies, benefits, practices, and professional development programs. Our goal is not only to attract exceptional talent but also to retain them as long-term contributors to the company's growth and success.

Each year in November, all departments submit manpower requests, staffing plans, and personnel requirements to the HR section of the Administration Department. Based on current staffing capacity and organizational needs, HR coordinates recruitment through major talent platforms such as 104 and 1111 Job Banks. In the first round, HR conducts an initial interview to assess candidates' basic qualifications. Successful applicants then proceed to a second-round interview with the hiring

department manager, focusing on job responsibilities, personal expertise, and career planning. The final hiring decision is made by the department manager to ensure the candidate's suitability in terms of both professional skills and teamwork.

If, during the first-round interview, HR identifies that a candidate's profile may better align with another department or plant, the application will be referred internally for a second-round interview. This practice ensures that no outstanding talent is overlooked, while strengthening GCM's competitiveness by bringing in professionals from diverse fields.

Total Number of New Hires and Departures by Age Group

A ma/C and an		New Hires	-	Departures			
Age/Gender	Male	Female	Total	Male	Female	Total	
60 years and above	0	0	0	0	0	0	
50-59 years	2	1	3	0	0	0	
40-49 years	20	3	23	18	4	22	
30-39 years	10	8	18	11	5	16	
Below 29 years	6	2	8	1	2	3	
Total	38	14	52	30	11	41	

In 2024, most of GCM's newly hired employees were concentrated in the 30–49 age group. This demographic brings both valuable experience and vitality, making them an indispensable workforce for the company. In addition to continuously recruiting new talent to enhance competitiveness and creativity, GCM places great emphasis on the welfare and benefits of both new and existing employees. To improve retention rates, when an employee submits a resignation, the HR Division and the relevant department head conduct in-depth discussions to understand the reasons and make appropriate adjustments in areas such as compensation and benefits, transportation convenience, shift arrangements, or management practices. Furthermore, GCM's annual internal management report includes a detailed analysis of all resignation cases for the year.

Management requires the HR Division and related departments to propose reform measures addressing both actual and potential causes of turnover. Progress on these improvement plans is then reviewed on a quarterly basis to ensure the company continues to move toward better organizational development.

Workforce Structure

GCM has invested in and established eight factories across Taiwan, Shanghai, Nantong, Chongqing, Jinan, Foshan, and Vietnam, serving numerous well-known clients in the food, beverage, electronics, and packaging industries both domestically and internationally. As of 2024, the company employed a total of 276 staff members in Taiwan.

The company places great importance on employees' fundamental welfare and long-term development. Accordingly, the vast majority—over 97%—are full-time employees, with only a small number of contract staff, and no dispatched workers in 2024. Through a comprehensive talent management system, GCM aims to provide every employee with a secure and well-structured career development plan, ensuring stability, fulfillment, and confidence in their professional growth within the company.

Employee Statistics Table

Category	Male		Fen	nale	Total		
Category	Number	Percentage	Number	Percentage	Number	Percentage	
Full-time Employees	30	15.2%	8	10.1%	38	13.8%	
(Managerial Positions)	30	13.270	O	10.170	30	15.070	
Full-time Employees	166	84.3%	66	83.5%	232	84.1%	
(Non-managerial Positions)	100	04.370	00	03.370	232	04.170	
Contract Employees	1	0.5%	5	6.3%	6	2.2%	
Dispatched Employees	0	0.0%	0	0.0%	0	0.0%	
Total	197	100%	79	100.0%	276	100.0%	

Total Number of Employees by Education Level

Education Level / Gender	Male		Fer	nale	Total	
Education Level / Gender	Number	Percentage	Number	Percentage	Number	Percentage
Doctorate	0	0.0%	0	0.0%	0	0.0%
Master's	8	4.1%	3	3.8%	11	4.0%
University	60	30.5%	28	35.4%	88	31.9%
Junior College	27	13.7%	17	21.5%	44	15.9%
High School/Vocational School	102	51.8%	31	39.2%	133	48.2%
Total	197	100.0%	79	100.0%	276	100.0%

Total Number of Employees by Age Group

A ma/C and an	Male		Fen	nale	Total	
Age/Gender	Number	Percentage	Number	Percentage	Number	Percentage
60 years and above	12	6.1%	10	12.7%	22	8.0%
50-59 years	36	18.3%	26	32.9%	62	22.5%
40-49 years	82	41.6%	22	27.8%	104	37.7%
30-39 years	51	25.9%	16	20.3%	67	24.3%

Below 29 years	16	8.1%	5	6.3%	21	7.6%
Total	197	100.0%	79	100.0%	276	100.0%

Technical Talent and Senior Employee Retention Programs

GCM places great emphasis on the development and cultivation of international talent. Our care for foreign migrant workers goes beyond providing job opportunities; internally, we actively promote a *retention program for mid-level technical talent*. This initiative offers skilled and experienced foreign workers the chance to participate in mid-level technical training programs, with the goal of retaining them within the company upon completion.

In addition to international talent, GCM also values the contributions of senior employees. Since 2017, in collaboration with Taiwan's Workforce Development Agency, we have implemented programs for the continued employment of middle-aged and senior workers, as well as job redesign initiatives. By leveraging government subsidies such as employment incentives and workplace re-adaptation programs, the company strives to improve work equipment and tools, provide employment aids, adjust work methods and workplace environments, and even rehire retired employees as consultants. These measures aim to help older workers overcome challenges in returning to the workplace, enabling them to continue contributing their expertise and passion.

Beyond supporting international and senior employees, GCM also invests in comprehensive training and education for all staff to foster continuous growth and advancement. We regularly organize professional skill training sessions, management courses, and both internal and external seminars, ensuring employees remain aligned with evolving industry knowledge and practices.

To further encourage self-improvement, employees are supported in pursuing professional certifications, with rewards and recognition provided upon successful completion. At the same time, GCM partners with universities to offer internship opportunities, allowing students to gain hands-on experience in real workplace settings and nurturing the next generation of skilled professionals.

Total Number of Employees by Nationality/Management Positions

				•	,	
N T (* N * (Male		Fen	ıale	Total	
Nationality/ Gender	Managerial Position	Non- Managerial Position	Managerial Position	Non- Managerial Position	Managerial Position	Non- Managerial Position
Republic of China	30	116	8	71	38	187
Vietnam	0	51	0	0	0	51
Total	30	167	8	71	38	238

Total Number of Employees by Age/Management Positions

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NT 4. T. /	M	ale	Fen	nale	Total			
Nationality/ Gender	Managerial Position	Non- Managerial Position	Managerial Position	Non- Managerial Position	Managerial Position	Non- Managerial Position		
60 years and above	6	6	2	8	8	14		
50-59 years	9	27	4	22	13	49		
40-49 years	13	69	2	21	15	90		
30-39 years	2	49	0	15	2	64		
Below 29 years	0	16	0	5	0	21		
Total	30	167	8	71	38	238		

GCM has evolved from its early practice of hiring foreign workers primarily to address labor shortages into a strategy focused on retaining mid-level technical talent, thereby ensuring the continuity of professional skills and experience. In terms of recruitment, the company complies with national legal requirements by hiring Indigenous peoples and persons with disabilities, while actively seeking to attract and nurture talent in these groups under the premise of ensuring their physical capability and job suitability. Through these efforts, GCM demonstrates its commitment to diversity and inclusiveness.

Ye	2022	2023	2024	
Total Number	293	272	276	
	Headcount	46	48	51
Foreign National	Percentage	16%	18%	18%
	Manager headcount	0	0	0
	Headcount	2	2	3
Indigenous	Percentage	1%	1%	1%
	Manager headcount	0	0	0
	Headcount	3	3	3
Differently-Abled	Percentage	1%	1%	1%
	Manager headcount	0	0	0

Compensation and Benefits System

GCM not only focuses on employee recruitment and retention but also strives to enhance each employee's sense of achievement and recognition at work, while fully supporting their career development. Within GCM, the internal job structure is divided into 14 job grades, with 21 levels within each grade. Employee salaries are strictly confidential. During recruitment, compensation is determined by evaluating the applicant's capabilities within the scope of the role, as well as their professional skills and job requirements. After employment, employees who obtain additional

professional certifications may apply for salary adjustments based on external market salary benchmarks.

GCM has established a Compensation Committee, which formulates personnel management regulations, performance evaluations, and workplace rules. Employees undergo performance reviews twice a year (mid-year and year-end), with results serving as the basis for bonus distribution. Outstanding employees may be nominated for promotion by their supervisors, subject to approval. In addition, GCM arranges training across different positions or departments to meet organizational and employee development needs. Department heads may also implement job rotations based on team training requirements. Employees who wish to pursue long-term transfers may apply as well. The company encourages employees to actively enhance their competitiveness and explore their potential. In Taiwan, starting salaries are aligned with the statutory minimum wage, and there is no gender pay gap within the company.

Number of Full-Time Employees Not Holding Supervisory Positions, Average Salary, and Median Salary

Item	2022	2023	2024
Number of Full-Time Employees Not Holding Supervisory Positions	276	265	259
Total Salary of Full-Time Employees Not Holding Supervisory Positions (in thousand NT dollars)	170,155	162,921	169,038
Average Salary of Full-Time Employees Not Holding Supervisory Positions (in thousand NT dollars)	617	615	653
Median Salary of Full-Time Employees Not Holding Supervisory Positions (in thousand NT dollars)	570	564	609

GCM ensures that all employee benefits fully comply with legal requirements, strictly adhering to the Labor Standards Act, Employment Service Act, Gender Equality in Employment Act, and other relevant regulations to safeguard labor rights and protect employees' legal interests. On this basis, the company has established comprehensive welfare policies, allowing employees to apply for measures such as parental leave according to their personal needs. Regarding retirement benefits, GCM strictly follows the provisions of the Labor Standards Act and provides a complete pension system. The company has established a "Labor Pension Fund Supervisory Committee" to regularly oversee and manage pension contributions. In accordance with the Labor Pension Act, the company makes mandatory monthly contributions of 6% of each employee's wages to their individual pension accounts with the Bureau of Labor Insurance. Employees may also voluntarily contribute up to an additional 6% of their monthly salary.

To recognize the long-term dedication of senior employees and enhance their sense of security and belonging, GCM launched a special settlement plan for the old pension system in February 2023. Under this plan, employees could choose to receive

early settlement of their accrued pension under the old system. A total of 48 employees opted for settlement—10 with full old-system seniority and 38 with partial transfers. The total pension settlement amounted to NT\$50,999,755, paid jointly from the company and the designated pension account with the Bank of Taiwan, and the process was completed on June 15, 2023. Currently, only three employees still retain seniority under the old system. Beyond statutory pensions, GCM is committed to fostering a supportive and secure workplace environment. The company has established a Workers' Welfare Committee, composed of both employer-appointed representatives and employee-elected members, operating as an independent body. The committee holds quarterly meetings to plan welfare initiatives. In addition to labor insurance and national health insurance, GCM provides all employees with employer liability group insurance and business travel insurance for those on assignments. The committee also implements a wide range of welfare programs, including annual company trips, lunch subsidies, allowances for weddings, funerals, and special occasions, scholarships for employees' children, as well as gifts or vouchers for traditional holidays and birthdays.

Other Employee Benefits

Category	Measures						
Various Bonuses and Allowances	To strengthen cohesion, motivate morale during the pandemic, and recognize employee contributions, the company provides bonuses based on business performance, individual achievements, and external certifications. These include year-end bonuses, certification bonuses, and occasional cost-of-living subsidies.						
Recreational	Regular employee trips, quarterly social gatherings, family days, and subsidies						
Activities	for the "supaucup" marathon.						
Maternity Protection	Parental leave and childcare leave policies.						
Welfare Subsidies	Wedding allowances, childbirth subsidies, gifts for traditional holidays, birthday vouchers, and condolence payments for family bereavements.						
Others	Free lunch provision and regular health check-ups.						

Company Event Photos 2024 Year-End Banquet



Employee Quarterly Gathering







Employee Trips



2024/11/19 ~ 11/23: 5-Day Trip to Jeju Island, Korea



2024/11/19 ~ 11/22: 4-Day Trip to Okinawa, Japan



 $2024/11/07 \sim 11/08$: 2-Day Trip to Tainan, Taiwan

Parental Leave

Category	Male	Female	Total
Number of Employees on Parental Leave Without Pay in 2024	4	1	5
Number of Employees Who Applied for Parental Leave	1	1	
Without Pay in 2024 (B)	1	I	2
Application Rate in 2024 (B/A)	0.25	1	0.4
Number of Employees Due to Return from Parental Leave Without Pay in 2024 (C)	0	0	0
Number of Employees Who Returned to Work in 2024 (D)	0	0	0
Return Rate in 2024 (D/C):	0	0	0
Number of Employees Who Took Parental Leave in 2023 and Were Still Employed After One Year in 2024 (E)	0	1	1
Number of Employees Who Returned to Work After Parental Leave in 2024 (F)	0	0	0
Retention Rate in 2024 (E/F)	0	0	0

Talent Training Achievements

GCM places great emphasis on cultivating employees' professional skills and competencies, and has established an Employee Education and Training guideline. The company is committed to providing employees with comprehensive career development plans and roadmaps, which not only help maintain strong labor relations but also strengthen the talent development system and enhance overall competitiveness. For new employees, GCM implements a Mentorship System and Apprenticeship Program in accordance with legal requirements and departmental needs. Experienced senior staff or supervisors assist new employees in quickly adapting to the work environment while familiarizing them with corporate culture and internal regulations. To further enhance employees' soft skills and competitiveness, GCM designs specific courses for both management and general staff each year, based on job functions and training needs. Education and training programs are reviewed and consolidated by the Administration Department every November and December, then reported to the General Manager. Training includes both internal and external programs: internal sessions are delivered by senior employees who share their practical experience, while external training and certification exams are fully sponsored by the company. Finance, accounting, and audit staff are also required to participate in annual continuing education courses mandated by regulators. Given GCM's business presence in Taiwan, Shanghai, Nantong, Chongqing, Jinan, Foshan, and Vietnam, overseas training is also arranged according to project requirements. Employees returning from overseas training are required to remain with the company under a retention agreement and serve as seed instructors to transfer their acquired knowledge and skills to colleagues in Taiwan. Education and training outcomes are incorporated into employees' annual performance evaluations and promotion assessments. Through various training programs, GCM continuously reinforces fundamental skills and quality management awareness, while also encouraging employees to acquire new knowledge and strengthen their innovation and R&D

capabilities. Employees are encouraged to apply what they have learned in their daily work, leveraging professional skills to challenge traditional practices while maintaining quality management standards, in line with GCM's quality philosophy: "Total Participation, Quality First, Pursuit of Sustainability, and Excellence in quality. "GCM is committed to nurturing and inspiring employee potential through diversified training opportunities, ensuring continuous improvement in both skills and knowledge. The company believes that a comprehensive education and training system can cultivate innovative and competitive talent, driving sustainable growth and long-term competitiveness. GCM will continue to allocate resources to strengthen employee training and development, ensuring that every colleague can grow within their role and contribute to the company's future success.

Education and Training Content

Laucation as	Education and Training Content							
Course Title	Course Content		Total Duration	Target Audience	Total Participants			
New Employees Education and Training	Company Introduction, Company Policies, Environmental Safety and Health Advocacy, Food Safety Advocacy, and other related topics		187HR	New Employees	51 Participants			
Human Resources	Training on Laws/Compe s/Talent Asso		90HR	HR Department	36 Participants			
Legal/Patents/ Management	Intellectual Property Compliance Training		179HR	Business-Related Departments	144 Participants			
Occupational Safety	Occupational Safety and Health Education and Related Courses		1,863HR	Business-Related Departments	566 Participants			
Finance/ Procurement	Financial Laws/Regulations, Supplier Evaluation, Procurement Techniques		51HR	Business-Related Departments	37 Participants			
On-the-Job Training	Production Process, Equipment Operation, Abnormality Handling, and Improvement		907.5HR	Business-Related Departments	752 Participants			
Average Train	ing Hours	Managerial Positions		General Pos	sitions			
Femal	e	30H	HR 12HR					
Male		22H	R	10HR				

Through a comprehensive employee welfare system and enhanced training programs, GCM is committed to improving employee retention. In today's challenging environment of labor shortages, the company aims to prevent workforce gaps or succession difficulties, thereby enhancing operational efficiency and maintaining the highest standards of product quality. With these efforts, GCM aspires to achieve a sustainable labor—management win-win outcome.

5.2 Human Rights

Human Rights and Legal Compliance

GCM upholds the core values of corporate social responsibility by safeguarding the fundamental human rights and dignity of employees and all stakeholders. The company strictly complies with labor laws and regulations in all operating locations, including the Labor Standards Act, Employment Service Act, and Act of Gender Equality in Employment, and has established a comprehensive Human Rights Declaration as a guiding principle. GCM fully endorses and practices international human rights standards, such as the Universal Declaration of Human Rights and the United Nations Global Compact, and maintains a zero-tolerance stance toward any form of human rights violations, ensuring a workplace built on respect and dignity. From a governance perspective, the company incorporates all relevant labor laws into its internal management systems as a foundation for departmental operations. A sound internal control mechanism is in place, with annual audits conducted by external professional institutions, such as accounting firms and audit units, to safeguard employee rights and demonstrate the effectiveness of its human rights protection efforts. As of 2024, GCM has not received any reports or complaints related to the violation of indigenous peoples' rights, the use of child labor, or forced labor within its operations or supply chain. This solid track record reflects the company's commitment and determination to advancing human rights protection.

Aspect	Measures and Outcomes
Diverse and Equitable Workplace	There is no unfair or discriminatory treatment based on gender, race, socioeconomic status, nationality, age, marital status, family circumstances, language, religion, political affiliation, appearance, height, or physical and mental disabilities. We are committed to creating a workplace that offers equal opportunities, dignity, safety, equality, and freedom from discrimination and harassment.
Healthy and Safe Work Environment	We prioritize a safe and healthy working environment for employees by establishing an occupational safety and health management organization. We continuously improve working conditions and hygiene, striving to reduce the risk of occupational hazards and protect employees' physical and mental well-being.
Respect for Workplace Human Rights	We comply with government labor regulations, do not employ child labor, regularly monitor and manage employee attendance, and do not engage in forced labor. We provide open communication channels for employees, regularly hold labor- management meetings to ensure mutual rights, and foster a harmonious workplace environment.
Freedom of Association	We respect employees' rights, allowing them to freely form associations according to the law, establish diverse clubs, and actively encourage colleagues to join these groups.
Privacy Protection	We fully protect the privacy of customers and all stakeholders by establishing a comprehensive information security management mechanism and adhering to strict control standards and protective measures. We expect all business partners, including suppliers and contractors, to also increase their focus on human rights issues and prioritize the management of related risks.

Human Rights Policy Promotion	Our company emphasizes human rights protection and implements related education and training to raise awareness and reduce the occurrence of related risks. In 2024, we conducted education and training sessions to promote human rights protection, which included labor rights advocacy. We launched workplace safety training courses that covered labor laws and preemployment training on environmental safety for new employees, annual self-defense fire safety team training and disaster prevention drills, annual process safety on-the-job training, occupational safety and health on-the-job education, labor law seminars for HR personnel, and quality and safety awareness training. A total of 1,582 participants attended these courses, with
	a total training duration of 3,428.5 hours.

Employee Communication

GCM values open communication and harmonious labor relations, ensuring employees have opportunities to participate in company management. To this end, the company has introduced a "Proposal Improvement System," enabling employees to provide feedback on policies, processes, safety, environmental protection, and cost reduction. A "Personnel Review Committee" and formal grievance mechanism further ensure fairness and transparency in areas such as recruitment, promotions, and disciplinary actions, safeguarding employee rights and reducing the risk of disputes. Over the past three years, GCM has reported no losses or incidents arising from labor disputes, reflecting its strong commitment to labor-management harmony. The company continues to uphold transparent and fair processes, maintaining mutual trust and cooperative relations with employees. In 2024, GCM launched a new human resources and administration system to enhance efficiency and employee experience. The system includes electronic approval workflows, digital pays lips, performance evaluation, leave applications, and employee satisfaction surveys, representing a shift from traditional paper-based operations to streamlined, paperless processes. This advancement not only improves administrative transparency but also enhances efficiency and strengthens overall employee engagement, reinforcing GCM's commitment to sustainable and harmonious labor relations.

Risk Item	Risk Management Direction	2024 Risk Management Results	2025 Risk Management Goals
Integrity Management Guidelines	Establish a corporate culture of integrity and sound development	Achieved	Continuous implementation
Ethical Standards	Clearly define ethical behavior guidelines	Violations: 0 cases	Violations: 0 cases
Sexual Harassment Prevention	Conduct educational and promotional training on an irregular basis	Complaints: 0 cases	Complaints: 0 cases
Labor Relations	Proposal Improvement Suggestions Method	Complaints: 0 cases	Complaints: 0 cases

Employee Satisfaction Survey

GCM encourages employees to actively participate in corporate management and places great importance on maintaining open communication and harmony between labor and management. Regular employee satisfaction surveys are conducted to gather valuable feedback on workplace improvement, occupational safety and health, and employee welfare systems, serving as key references for operational enhancement. In November 2024, the Administration Department conducted a survey focusing on the company's dining environment, meal box quality, price fairness, and meal subsidy adjustments. A total of 80 questionnaires were distributed, with 49 responses received—a response rate of 61.25%. The results showed that 66.7% of employees agreed with the current measures, while 33.3% disagreed. Employees provided many valuable suggestions, which led the company to increase the meal allowance and introduce a weekly special meal program. Through employee satisfaction surveys and active participation, GCM is able to better understand employees' opinions and continuously improve workplace conditions and welfare measures, fostering mutual growth and sustainable development.

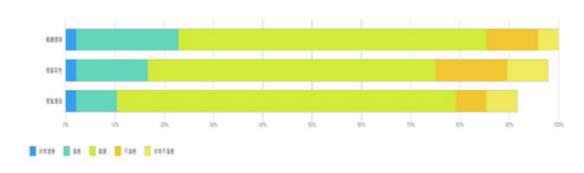


Figure Satisfaction with Meal Quality

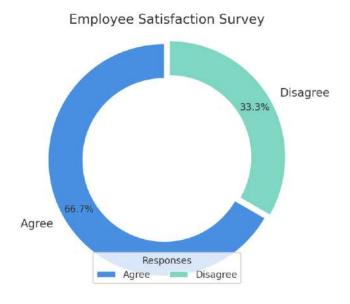


Figure Survey Results on Willingness to Increase Meal Allowance

5.3Workplace Health Management and Occupational Safety

Epidemic Response — COVID-19

Since the global outbreak of COVID-19 in late 2019, GCM has faced significant challenges due to its reliance on manual, on-site production. To ensure uninterrupted domestic and international operations while minimizing infection risks, the company implemented a series of strict epidemic prevention measures. Employees were divided into A/B teams with staggered shifts and meal times to reduce contact. Temperature checks, hand sanitizing stations, and routine disinfection were carried out across all facilities. GCM conducted a company-wide screening, distributed two rounds of rapid test kits, and provided paid leave for vaccination.

Each plant established a pandemic prevention task force to oversee case reporting and isolation procedures. Confirmed cases were handled through home quarantine for local staff and designated dormitory isolation for foreign employees, with regular meal and water delivery. Cafeteria operations were converted from buffet-style dining to boxed meals with checkerboard seating, strict sanitization, and full protective measures for catering staff. For business travel, insurance coverage was expanded to include epidemic-related illnesses.

As Taiwan's largest manufacturer of food and beverage packaging containers, GCM ensured continuous supply of essential canned goods during the pandemic. Through these efforts, GCM not only safeguarded employee health and workplace safety but also demonstrated its commitment to social responsibility and national epidemic prevention.

Health Care and Promotion

GCM has always regarded employee health as its top priority. In recent years, in response to Taiwan's declining birth rate and aging workforce, the company has actively promoted a reemployment program for middle-aged and retired employees, making workplace health an increasingly important focus. All new employees are required to undergo a medical examination at a government-approved medical institution before reporting to work, ensuring they are physically fit for their duties. In addition, GCM provides annual health checkups for all employees, including foreign workers, covering both general and specialized examinations. The company is committed to creating a female-friendly workplace and has established a maternity protection program, which includes workplace environmental and operational hazard assessments, control measures, and risk-level management. Health assessments are conducted for female employees of reproductive age, as well as for those who are pregnant, postpartum (within one year of childbirth), or breastfeeding. When needed, the company provides relevant medical data—such as the most recent health

examination reports, workplace environment monitoring records, and exposure assessments—for on-site medical personnel to review during consultations. Occupational health professionals then inform employees of their risk levels and recommend appropriate safety and health management measures, either in writing or verbally.

Furthermore, GCM provides a dedicated lactation room and a variety of family-friendly benefits, including menstrual leave, prenatal examination leave, maternity leave, paternity and companion leave, parental leave without pay, and family care leave, fostering a supportive and inclusive working environment for all employees.

Health Examination Results

Health Examination Item	2022	2023	2024
General Health Examination (persons)	170	155	189
Special Operation Health Examination	71	69	65
(persons)			
Catering Operation Health	64	55	56
Examination (persons)			
Total Employee Health Examination	34,000	10,600	11,200
Cost (NTD)			

EHS Management System and Policy

To ensure that all employees work in a safe and comfortable environment, GCM has established an internal Occupational Safety and Health Program. In compliance with legal requirements and actual operational conditions, the company has formulated and implemented plans and regulations concerning environmental safety, health management, and occupational safety and health practices. Regarding work environment monitoring strategies, the company conducts surveys on the types, frequency, and quantities of chemical substances used in each production unit, and provides employees with appropriate safety protection equipment. In addition, the Administration Department conducts quarterly safety inspections at all plants and arranges semi-annual work environment monitoring. The most recent monitoring was carried out on September 11 and December 5, 2024, covering dust, ethylene glycol butyl ether, acetone, hydrofluoric acid, sulfuric acid, and noise. The results indicated that all items — except noise — were within normal ranges. For the portions of the noise measurements exceeding statutory limits, corrective actions have been implemented by the relevant departments. The Administration Department also performs regular inspections of fire safety, safety measures, and hazardous materials at both plants and presents findings in management meetings or annual reviews — the 2024 reviews were held in June and December. To mitigate the effects of extreme weather and reduce high summer temperatures in factory areas, ice water chillers and air-conditioning units have been installed in the aluminum can production area at the Toufen Plant. These installations effectively lowered workplace temperatures by approximately 6–8°C, significantly improving employee comfort. Furthermore, GCM has established self-inspection and hazard identification programs, performing monthly safety checks and employee training sessions to ensure that occupational safety and health issues are strictly managed and controlled.

GCM remains committed to continuously improving employee safety and health by strengthening internal safety and health management. To ensure the effectiveness of these measures, the company conducts regular evaluations and reviews of its safety and health policies to ensure compliance with the latest regulations and standards. At the same time, GCM encourages employees to actively participate in occupational safety and health management by submitting suggestions and feedback for improvement. Through open communication and cooperation, the company continues to enhance its policies and ensure their effective implementation. In summary, GCM is dedicated to creating a safe and comfortable working environment and prioritizes employee occupational safety and health. Through strict management, regular inspections and monitoring, effective education and training, and active engagement with employees, the company ensures that every employee can work safely — contributing to sustainable corporate development.

Occupational Injury and Disease Statistics

Under GCM's rigorous safety and health management, no occupational diseases have been reported to date. In 2024, two incidents occurred at the Toufen Plant, both indirectly caused by unsafe conditions and behaviors, resulting in minor leg and finger injuries. GCM requires all departments to immediately report workplace incidents to the Administration Department for timely response and corrective action.

For safety equipment, the Administration Department seeks government subsidies to procure protective gear for middle-aged and senior employees based on departmental needs. GCM values these employees' experience and expertise, adjusting roles and redesigning duties to reduce physical strain while leveraging their skills. For physically demanding tasks, the company also applies for subsidies to improve working conditions.

Through these measures, GCM remains committed to providing a safe, comfortable, and health-protective work environment for all employees.

ler	Occ	upational l	[njuries	S	Absence Ra (A.R.)		Freque	ng Injury ncy Rate R.)*1	Injury	abling Severity (S.R.)*2
Gender	Number of Occupational Accidents	Number of Occupational Diseases	Number of Injuries	of	Total Days of Absence	Total Working Days	Number of Disabling Injuries	Total Working Hours	Total Days Lost Due to Injuries	Total Working Hours
				To	fen Pla	ant				
M	2	0	2	0	9	28,635	0	229,080	0	229,080
F	0	0	0	0	0	28,033	0	229,000	0	0
Total	2	0	2	0	9	28,635	0	229,080	0	229,080
				Fug	gang P	lant				
M	0	0	0	0	0	27,888	0	223,104	0	223,104
F	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	27,888	0	223,104	0	223,104

Note 1: F.R. = (Number of Disabling Injuries / Total Hours Worked) * 1,000,000.

Note 2: S.R. = (Total Days Lost Due to Injuries / Total Hours Worked) * 1,000,000.

EHS Education and Promotion

GCM is committed to ensuring the safety and health of its employees in the workplace. Therefore, all new employees are required to complete a series of occupational safety and health, food safety, and fire safety training programs before officially starting work. In addition, we have produced instructional videos to support learning, and new employees must take a post-training safety and health assessment upon completion. The training courses mainly cover the following topics:

No.	Course Content
1	Overview of Occupational Safety and Health Regulations
2	Concepts of Occupational Safety and Health and Workplace Safety Rules
3	Self-Inspection Procedures Before, During, and After Operations
4	Standard Operating Procedures (SOPs)
5	Emergency Response Procedures
6	Fire Safety and First Aid Knowledge and Drills
7	Safety and Health Knowledge Related to Work Operations

In addition to new employee orientation training, GCM arranges various internal and external occupational safety and health education programs every six months according to its annual training plan. The main focus in 2024 (Year 113) was on preventing occupational safety and health hazards and meeting food safety operation

requirements.

On November 12 and 15, 2024, the company participated in the "2024 National Occupational Safety and Health Hazard Prevention Roadshow" organized by the Institute of Labor, Occupational Safety and Health (ILOSH) and the China Productivity Center, as part of the Ministry of Labor's National Workplace Safety and Health Week. Through thematic exhibits and guided interactive experiences, the event helped employees deepen their understanding of workplace safety, health practices, and workers' protection rights. The key topics and exhibits included: (1) Noise protection knowledge: hands-on experience in noise hazard prevention, learning about different types of noise, and understanding the differences between using and not using noise-reducing equipment. (2) Chemical hazard prevention: explanation of fire and explosion causes and precautions, introduction to the GHS (Globally Harmonized System) for chemical classification, and the use of Material Safety Data Sheets (MSDS). (3) Mechanical hazards – entanglement or cutting simulation: experiencebased learning and reminders on machine entanglement and cutting safety precautions. (4) Ergonomic hazard prevention: addressing back pain caused by long periods of sitting or fixed posture, with stretching exercises and muscle endurance testing to relieve discomfort. (5) High-altitude work safety harness simulation: learning about the safety requirements and importance of high-altitude operations, with demonstrations on proper use of harnesses, helmets, and lifelines. (6) Confined space hazards and respiratory protection: interactive demonstrations on confined space risks, the use of respiratory protective equipment, and awareness of emerging workplace safety and health issues. By promoting workplace safety and health awareness and enhancing employees' ability to recognize hazards, GCM aims to create a safe and healthy working environment and safeguard the physical and mental well-being of all workers.

Course Title	Total Training Hours	Target Participants	Total Attendance
Occupational Safety and Health Training	1,148HR	New employees / General staff	231 participants
Firefighting Team Training and Disaster Prevention Drill	757HR	General staff	201 participants
Food Safety Protection Promotion	215HR	General staff	181 participants





Contractor Management

GCM implements strict supervision over all contractors and suppliers to ensure they comply with the safety and health measures listed in the Hazard Notification Form, thereby preventing potential risks such as electric shock, falling objects, and dust exposure. In addition, during recycling operations, the Toufen Plant and Fugang Plant respectively recycled 650 and 300 fifty-gallon plastic barrels. Through these efforts, GCM is committed to maintaining safety and environmental responsibility across its supply chain, contributing to a greener and more sustainable future.

Contractor Training Program

Course Title	Course Content	Date Held Numl	ber of Participants
	1. Explanation of basic		
Workplace Hazard Factors	safety regulations 2. Potential hazards	113.6.12	5
	3. Hazard prevention		
	measures		

CH6 Social Harmony

6.1 Social Welfare

Foundation

GCM invested NT\$20 million in 1994 to establish the "Chiang Tichen Cultural and Educational Foundation." The foundation aims to organize or sponsor educational public welfare initiatives, further promoting a variety of social welfare activities and projects. Through these efforts, GCM demonstrates its commitment to corporate social responsibility while also dedicating resources to cultivating relevant talents.

Educational Public Welfare Projects Related To The Foundation

Providing grants to schools at all levels and sponsoring the purchase of teaching and research equipment, as well as cultivating teachers and professional talents.

Providing grants for academic education and research on canning technology development, talent cultivation, and other exchange activities between both sides of the Strait, as well as establishing scholarships.

Publishing or sponsoring high-quality books and magazines that benefit society.

Organizing and sponsoring scientific research, purchasing research equipment, and cultivating related technological talents.

Organizing or donating to other related educational public welfare activities.

Other public welfare educational activities that align with the foundation's mission.

Scholarship Program

Upholding the philosophy of "giving back to society," GCM has long been dedicated to nurturing local talent by continuously providing scholarships to nearby schools, encouraging students to pursue academic excellence and self-improvement. In the scholarship selection process, special care is given to underprivileged students, granting priority to those from low-income families or those who have experienced the loss of immediate family members or suffered major illnesses or injuries, reflecting the company's deep compassion for disadvantaged groups in society.

GCM firmly believes that education is the key force for shaping the future, and through this long-term commitment, the company aims to foster a positive social cycle. In 2024, a total of NT\$189,000 was allocated to support 52 junior high and elementary school students, providing tangible assistance for local educational development and lighting a beacon of hope on these children's learning journey.

School	2022		2023		2024	
School	Donation Amount	Number of Beneficiaries	Donation Amount	Number of Beneficiaries	Donation Amount	Number of Beneficiaries
Fugang Elementary School	30,000	10	30,000	10	30,000	10
Jianshan Elementary School	30,000	10	30,000	10	30,000	10
Mingzhi Elementary School	30,000	10	30,000	10	30,000	10
Wenying Junior High School	45,000	10	45,000	10	45,000	10
Fugang Junior High School	4,500	1	22,500	5	9,000	2
Yixue Junior High School	45,000	10	45,000	10	45,000	10
TOTAL	184,500	51	202,500	55	189,000	52



Other Public Welfare Initiatives

Integrating Corporate Responsibility into Daily Practice

The Employee Welfare Committee of GCM is dedicated to transforming corporate social responsibility into concrete actions. Each year during the Mid-Autumn Festival, the company insists on purchasing gift boxes from charitable organizations and social welfare institutions to support social causes through responsible consumption. In 2024, GCM collaborated with the Grace Hearing-Impaired Bakery and the Down Syndrome Foundation, ordering 288 gift boxes from each organization, for a total of 576 boxes. By combining festive gift-giving with public welfare, the company not only conveys warm greetings but also creates tangible income for disadvantaged groups, embodying the spirit of giving back to society.

6.2 Industry-Academia Collaboration

Strengthening Talent Development through Academic Partnerships

In the field of talent cultivation, GCM actively builds close partnerships with universities and colleges through joint projects and co-teaching initiatives to promote practical learning. Acting as an industry mentor, the company contributes to teaching activities aligned with academic needs, sharing professional knowledge and extensive hands-on experience to bridge the gap between theory and practice, thereby enhancing students' employability. To help students gain a deeper understanding of industry development and future trends, GCM collaborates with schools to organize plant tours covering the aluminum can manufacturing process, mold technology, and mold management operations. The company also offers internship opportunities for university juniors and seniors, encouraging a learning-by-doing approach that connects academic knowledge with real-world operations, creating a win-win situation for students, schools, and the enterprise.

6.3 Community Engagement and Local Employment Deeply Rooted in Local Community Development

Through decades of steady growth, GCM's Toufen Plant and Fugang Plant have become integral partners of their local communities. Upholding the spirit of mutual support and shared prosperity, the company actively participates in community events, assists in promoting local development, and provides residents with convenient and well-compensated employment opportunities. With continuous effort and engagement, GCM regularly participates in recruitment activities organized by nearby schools, communities, and employment service centers. By understanding local needs, the company has successfully recruited a significant number of outstanding talents from surrounding areas. At present, among the Toufen Plant's workforce, 67 employees come from neighboring districts such as Toufen City, Zhunan Township, Sanwan Township, and Zaoqiao Township, accounting for 74% of the total 90 local Taiwanese employees. At the Fugang Plant, 70 employees reside in nearby areas

including Yangmei, Xinwu, Guanyin, Zhongli, Pingzhen, and Longtan, representing 81% of the total 86 local Taiwanese employees. These results demonstrate GCM's firm commitment to local talent development and deep engagement with the community. Looking ahead, GCM will continue to invest in and empower local neighborhoods through concrete actions, working hand in hand with the community to build a brighter and more sustainable future.



Image: (Left) Toufen plant (Toufen city), (Right) Fugang plant (Yangmei district) and surrounding townships

The company is not only committed to investing resources to promote mutual prosperity with local communities but also places great importance on managing environmental hygiene and air quality within its plants. GCM strives continuously to become a high-quality and sustainable enterprise. In 2024, our contributions in support of neighboring communities included:

Date	Recipient Organization	Item
February	Jianxia, Fugang, and Fengye Villages	Daily necessities for the Lunar New Year
April	Fugang Elementary School (Anniversary Celebration)	Cash donation of NT\$5,000 and sports drinks
May	Wenying Junior High School (Graduation Ceremony Sponsorship)	Cash donation of NT\$2,000
May	Fugang Elementary School, Fugang Junior High School	Stationery supplies
June	Fugang and Fengye Villages	Daily necessities for the Dragon Boat Festival
September	Jianxia Community (Mid-Autumn Festival Event Sponsorship)	Gift sponsorship worth NT\$1,700
September	Fugang and Fengye Villages	Daily necessities and home appliances for the Mid-Autumn Festival
October	Wenying Junior High School (School Anniversary Sports Event)	Cash donation of NT\$2,000
October	Fugang Junior High School	Sports drinks for the school anniversary celebration



Photo: Donation of daily necessities to Fengye Village and participation in community mutual-aid and goodwill activities.



Photo: Award presentation at the 85th Anniversary Sports Day of Fugang Elementary School in Taoyuan, sponsored by GCM.

6.4 Promoting the Concept of Sustainability

As plastic pollution has become an increasingly urgent global concern, a worldwide movement to reduce plastic use is gaining momentum. The European Union plans to completely ban single-use plastic packaging by 2030 and is revising the Packaging and Packaging Waste Regulation (PPWR) to establish specific reduction targets aiming for a 10% reduction by 2030, 15% by 2035, and 20% by 2040. This powerful environmental trend is driving transformation across the packaging industry. Aluminum, one of the most abundant recyclable metals on Earth, has become the ideal substitute for plastic due to its infinite recyclability, lightweight nature, and corrosion resistance. Many developed countries, including those in Europe and the United States, already consider aluminum containers the preferred form of sustainable packaging, with recycling rates reaching record highs—76% in the EU and over 90% in Japan. In Taiwan, based on data from the Ministry of Environment, the aluminum can recycling rate is approximately 84%, reflecting both strong public environmental awareness and the great potential of recycled aluminum packaging. Having cultivated expertise in the aluminum can industry for many years, GCM will continue to uphold its commitment to sustainable development and actively promote the circular economy of aluminum.

Advantages of Aluminum Containers

- Safety and reliability: Aluminum containers are free from harmful substances such as bisphenol A (BPA). Food-grade aluminum ensures product safety while reducing plastic contamination risks.
- Environmentally sustainable: Recycling aluminum cans saves 95% of the energy required for primary production and significantly reduces the carbon footprint, making them a truly eco-friendly packaging choice.
- Infinitely recyclable: Aluminum cans can be recycled indefinitely without loss of quality, achieving true circular resource utilization.

GCM's Sustainability Commitment In response to global sustainability trends, GCM plans to launch a new corporate website in 2025, featuring a more in-depth introduction to the advantages of aluminum packaging and showcasing the company's sustainability achievements. Through diversified communication channels, GCM aims to enhance public understanding of aluminum's value and work together toward a more sustainable and environmentally responsible future.



There is a growing trend abroad to replace plastic containers with aluminum containers.

Appendix GRI Standards Index

	Referencing the GRI Standards, we published our first Sustainability Report for 2022, covering data and information from January 1 to December 31, 2022.	
GRI 1 Use version	GRI 1: Foundation 2021	
GRI Industry Code Application	None	

GRI 2					
Indicator	Disclosure Requirement	Report Section or Description	Notes	Page	
	Org	ganization and reporti	ng		
GRI 2-1	Organizational Information	About this Report		1-2	
GRI 2-2	Entities Included in the Organization's Sustainability Reporting	About this Report	This Sustainability Report is focused on the Taiwan region (individual entity).	1-2	
GRI 2-3	Reporting Period, Frequency, and Contact Person	About this Report		1-2	
GRI 2-4	Restatements of Information	Not applicable	This Sustainability Report has no changes in mergers, acquisitions, reporting period, nature of business, or measurement methods.		
GRI2-5	External Assurance / Verification	About this Report	This report has been independently assured with limited assurance by Live Sustainability CPA Firm in accordance with Attestation Standard No. 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information, as issued by the Accounting Research and Development Foundation of the Republic of China (Taiwan).	1-2	
Activities and workers					

GRI 2-6	Activities, Value Chain, and Other Business Relationships	1.3 Identification of Key Issues and Stakeholder Communication		17-30
GRI 2-7	Employees	5.1 Employee Rights		108-120
GRI 2-8	Non-Employee Workers	5.1 Employee Rights		108-120
		Governance		
GRI 2-9	Governance Structure and Composition	2.1 Corporate Governance		31-46
GRI 2-10	Nomination and Selection of the Highest Governance Body	2.1 Corporate Governance		31-46
GRI 2-11	Chair of the Highest Governance Body	About this Report		1-2
GRI 2-12	Role of the Highest Governance Body in Overseeing Impact Management	About this Report, Management's Message, 1.3 Identification of Key Issues and Stakeholder Communication		1-2 3-4 17-30
GRI 2-13	Delegation of Responsibility for Managing Impacts	No delegation of responsibility for managing economic, environmental, and social impacts within the organization.		
GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	About this Report		1-2
GRI 2-15	Conflicts of Interest	2.1 Corporate Governance		31-46
GRI 2-16	Communication of Critical Concerns	2.1 Corporate Governance		31-46
GRI 2-17	Collective Knowledge of the Highest Governance Body	2.1 Corporate Governance		31-46
GRI 2-18	Evaluation of the Performance of the Highest Governance Body	2.1 Corporate Governance	ESG-related management performance has not yet been included in the performance evaluation of the Board of Directors	31-46

GRI 2-19	Remuneration Policies	2.1 Corporate Governance		31-46
GRI 2-20	Process for Determining Remuneration	2.1 Corporate Governance		31-46
GRI 2-21	Annual Total Compensation Ratio	Disclosure omitted	as the highest annual total compensation is confidential organizational information	-
	Strate	egy · policies and prac	tice	
GRI 2-22	Statement on Sustainable Development Strategy	2.2 Integrity and Transparency		47-51
GRI 2-23	Policy Commitments	2.2 Integrity and Transparency 5.2 Human Rights		47-51 121-123
GRI 2-24	Embedding Policy Commitments	2.2 Integrity and Transparency		47-51
GRI 2-25	Process for Remediating Negative Impacts	2.2 Integrity and Transparency		47-51
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	2.2 Integrity and Transparency		47-51
GRI 2-27	Compliance with Laws and Regulations	2.2 Integrity and Transparency		47-51
GRI 2-28	Membership of Associations	2.2 Integrity and Transparency		47-51
	St	takeholder engagement		
GRI 2-29	Stakeholder Engagement Methods	1.3 Identification of Key Issues and Stakeholder Communication		17-30
GRI 2-30	Collective Agreements	The company complies with national collective bargaining agreements, but no collective agreements have been signed.		

GRI 3				
Indicator	Disclosure Requirement	Report Section or Description	Notes	Page
GRI 3-1	Process for Determining Material Topics	1.3 Identification of Key Issues and Stakeholder Communication		17-30
GRI 3-2	List of Material Topics	1.3 Identification of Key Issues and Stakeholder Communication		17-30
GRI 3-3	Management of Material Topics	1.3 Identification of Key Issues and Stakeholder Communication		17-30

	Major themes						
Indicator	Disclosure Requirement	Report Section or Description	Notes	Page			
Product Quality and Safety							
GRI 3-3	Management of Material Topics	CH4 Quality Service.		88-106			
	Eco	onomic Performance					
GRI 3-3	Management of Material Topics	1.2 Financial Performance		12-16			
GRI 201-1	Direct Economic Value Generated and Distributed by the Organization.	1.2 Financial Performance		12-16			
GRI 201-2	Financial Impacts and Other Risks and Opportunities Arising from Climate Change.	3.1 Climate Change Management		59-67			
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	1.2 Financial Performance		12-16			
	Air I	Pollution Management					
GRI 3-3	Management of Material Topics	CH3 Green Manufacturing		58-87			
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	3.5 Air Pollution Management		84-87			
	W	aste and Recycling					
GRI 3-3	Management of Material Topics	CH3 Green Manufacturing		58-87			
GRI 306-1	Waste Generation and Significant Impacts Related to Waste	3.4 Waste Management		81-83			
GRI 306-2	Management of Significant Impacts Related to Waste	3.4 Waste Management		81-83			

GRI 306-3	Waste Generation	3.4 Waste Management		81-83
		Customer Service		
GRI 3-3	Management of Material Topics	CH4 Quality Service		88-106
GRI 418-1	Confirmed Complaints Regarding Breaches of Customer Privacy or Loss of Customer Data	4.4 Customer Service		103-106
	Talent .	Attraction and Retent	ion	
GRI 3-3	Management of Material Topics	CH5 Sound Workplace		107-130
GRI 401-1	New Hires and Employee Turnover	5.1 Employee Rights	The scope of disclosure in this report is primarily focused on the Taiwan region	108-120
GRI 401-2	Benefits Provided to Full-Time Employees (Excluding Temporary or Part- Time Employees)	5.1 Employee Rights		108-120
GRI 401-3	Parental Leave	5.1 Employee Rights		108-120
GRI 403-3	Occupational Health Services	5.3 Workplace Health Management and Safety		124-130
GRI 403-5	Worker Training on Occupational Health and Safety	5.3 Workplace Health Management and Safety		124-130
GRI 403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	5.3 Workplace Health Management and Safety		124-130
GRI 403-9	Occupational Injuries	5.3 Workplace Health Management and Safety		124-130
GRI 403-10	Occupational Diseases	5.3 Workplace Health Management and Safety		124-130
GRI 404-2	Employee Skill Development and Transition Assistance Programs	5.3 Workplace Health Management and Safety		124-130
	Talent De	evelopment and Cultiv	ation	
GRI 3-3	Management of Material Topics	CH5 Sound Workplace		107-130
GRI 404-1	Average Training Hours Per Employee Per Year	5.1 Employee Rights		108-120
GRI 405-1	Diversity of Governance Bodies and Employees	5.1 Employee Rights		108-120

GRI 406-1	Incidents of Discrimination and Corrective Actions Taken by the Organization	5.1 Employee Rights	108-120
GRI 408-1	Significant Risk of Child Labor in Operating Locations and Suppliers	5.2 Human Rights	121-123
GRI 411-1	Incidents Involving Violations of Indigenous Rights	5.2 Human Rights	121-123

Other Disclosures					
Indicator	Disclosure Requirement	Report Section or Description	Notes	Page	
GRI 204-1	Proportion of Spending on Procurement from Local Suppliers	4.3 Supplier Management		97-102	
GRI 206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	2.2 Integrity and Transparency		47-51	
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	2.2 Integrity and Transparency		47-51	

Climate-Related Information of Listed and OTC Companies

Risks and Opportunities Posed by Climate Change to the Company and Related Response Measures Taken by the Company

Response Measures Taken by the Company					
Item	Implementation Status and Report Section	Page			
1.Description of the Board of Directors' and Management's Oversight and Governance of Climate-Related Risks and Opportunities	For details, please refer to Section 3.1 Climate Change Management.	59-67			
2.Explanation of How Identified Climate Risks and Opportunities Affect the Company's Business, Strategy, and Financial Planning (Short-, Medium-, and Long-Term)	For details, please refer to Section 3.1 Identification of Climate Change Opportunities and Risks.	59-67			
3.Description of the Financial Impacts of Extreme Climate Events and Transition Actions	For details, please refer to Section 3.1 Climate Change Risk Impact and Management, and Climate Change Opportunity Impact and Management.	59-67			
4.Explanation of How the Processes for Identifying, Assessing, and Managing Climate Risks Are Integrated into the Overall Risk Management Framework	For details, please refer to Section 3.1 Climate Change Management.	59-67			
5.If Scenario Analysis Is Used to Assess Resilience Against Climate Change Risks, Describe the Scenarios, Parameters, Assumptions, Analytical Factors, and Major Financial Impacts	For details, please refer to Section 3.1 Climate Change Management.	59-67			
6.If a Transition Plan Has Been Developed to Address Climate-Related Risks, Describe the Plan and the Indicators and Targets Used to Identify and Manage Physical and Transition Risks	For details, please refer to Section 3.1 Climate Change Management.	59-67			
7.If an Internal Carbon Pricing Mechanism Is Used as a Planning Tool, Describe the Basis for Price Setting	GCM plans to implement an internal carbon pricing mechanism starting in 2025; currently, it has not yet been adopted as a planning tool.	1			
8.If Climate-Related Targets Have Been Set, Describe the Covered Activities, Greenhouse Gas Emission Scopes, Planning Period, and Annual Progress; If Carbon Offsets or Renewable Energy Certificates (RECs) Are Used to Achieve Such Targets, Explain the Source and Quantity of Offsets or RECs Used	GCM plans to implement a greenhouse gas reduction management policy starting in 2025; currently, no climate-related targets have been set.	-			
9.Greenhouse Gas Inventory and Assurance Status	Company profile: Capital amount below NT\$5 billion. According to the FSC Sustainability Development Roadmap for Listed Companies, GCM is required to complete its standalone GHG inventory by 2026 and is currently planning to do so to comply with regulatory requirements.				

SASB Standards Indicator Index

Торіс	Indicator Code	Indicator Description	Category	Unit of Measurement	Section	Page Number
	RT-CP- 110a.1	Gross global Scope 1 emissions, percentage covered under emissions- limiting regulations	Quantitative	Metric tons CO ₂ e, percentage (%)	3.2 Greenhouse Gas and Energy Management	68-76
Greenhouse Gas Emissions	RT-CP- 110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and analysis of performance against those targets	Discussion and Analysis	Not applicable	3.2 Greenhouse Gas and Energy Management	68-76
Air Quality	RT-CP- 120a.1	Air emissions of the following pollutants: (1) Nitrogen oxides (NO _x , excluding nitrous oxide N ₂ O) (2) Sulfur oxides (SO _x) (3) Volatile organic compounds (VOCs) (4) Particulate matter (PM)	Quantitative	Metric tons (t)	3.5 Air Pollution Management	84–87
Energy Management	RT-CP- 130a.1	(1) Total energy consumption, (2) Percentage grid electricity, (3) Percentage renewable, and (4) Total self-generated energy	Quantitative	Gigajoules (GJ), percentage (%)	3.2 Greenhouse Gas and Energy Management	68–76

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Water Resource	RT-CP- 140a.1	(1) Total water withdrawal and percentage in regions of high or extremely high baseline water stress; (2) Total water consumption and percentage in regions of high or extremely high baseline water stress	Quantitative	Thousand cubic meters (m³), percentage (%)	3.3 Water Resource Management	77–80
Management	RT-CP- 140a.2	Description of water management risks and discussion of strategies and practices to mitigate such risks	Discussion and Analysis	Not applicable	3.3 Water Resource Management	77–80
	RT-CP- 140a.3	Number of incidents of non-compliance with water quality permits, standards, and regulations	Quantitative	Count	3.3 Water Resource Management	77–80
Waste Management	RT-CP- 150a.1	Total weight of waste generated, percentage hazardous, and percentage recycled	Quantitative	Metric tons (t), percentage (%)	3.4 Waste Management	81–83
Product Safety	RT-CP- 250a.1	(1) Number of recalls issued; (2) Total units recalled	Quantitative	Count	4.2 Product Quality	92–97

	RT-CP- 250a.2	Discussion of processes to identify and manage emerging materials and substances of concern	Discussion and Analysis	Not applicable	4.2 Product Quality	92–97
	RT-CP- 410a.1	Percentage of raw material sourced: (1) Recycled content, (2) Renewable resources, (3) Renewable and recycled content combined	Quantitative	Percentage by weight (%)	4.2 Product Quality	92–97
Product Life Cycle Management	RT-CP- 410a.2	Revenue from products that are reusable, recyclable, or compostable	Quantitative	Reporting currency	4.2 Product Quality	92–97
	RT-CP- 410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	Not applicable	4.2 Product Quality	92–97
Supply	RT-CP- 430a.1	Total weight of wood fiber purchased; percentage from certified sources	Quantitative	Metric tons (t), percentage (%)	-	-
Chain Management	RT-CP- 430a.2	Total weight of aluminum purchased; percentage from certified sources	Quantitative	Metric tons (t), percentage (%)	4.3 Supplier Management	97–102
	RT-CP- 000.A	Production volume by substrate type	Quantitative	Metric tons (t)	1.2 Financial Performance	15
	RT-CP- 000.B	Percentage of production by revenue: (1) Paper/Wood (2) Glass (3) Metal (4) Plastic	Quantitative	Percentage by revenue (%)	1.2 Financial Performance	15
	RT-CP- 000.C	Number of employees	Quantitative	Headcount	5.1 Employee Rights	110

Independent Limited Assurance Report by Certified Public Accountants

思享永續會計師事務所 Live Susthinkability CPA Firm

12F., No. 221, Sec. 4, Zhongxiao E. Rd., Da'an Dist., Taipei City 106448, Taiwan (R.O.C.)

Independent Limited Assurance Report

Great China Metal Ind. Co., Ltd

We have completed limited assurance procedures for selected performance indicators included in Great China Metal Ind. Co., Ltd's 2024 Sustainability Report. Based on these procedures, we issue this Limited Assurance Report.

Assured Information and Applicable Criteria

The selected performance indicators (referred to as the "Assured Information") and their applicable criteria are detailed in Appendix 1: Summary of Assurance Items.

Management's Responsibility

Management is responsible for preparing the Assured Information in accordance with:

- The "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," issued by the Taiwan Stock Exchange;
- The Global Reporting Initiative (GRI) Standards (Universal, Sector, and Topic Standards);
- The Sustainability Accounting Standards Board (SASB) Standards; and
- The company's internally designed criteria.

Management is also responsible for maintaining internal controls relevant to the preparation of the Assured Information to ensure it is free from material misstatements, whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to perform limited assurance procedures in accordance with **Assurance Engagements 3000** ("Assurance Engagements Other than Audits or Reviews of Historical Financial Information"). Based on the procedures performed and evidence obtained, we aim to provide limited assurance as to whether the Assured Information (detailed in **Appendix 1**) contains material misstatements.

Compared to reasonable assurance engagements, the scope, timing, and nature of procedures for limited assurance are more limited, resulting in a lower level of assurance.

Using professional judgment, we planned and performed the following procedures to obtain sufficient evidence:

- Conducting inquiries with management and personnel involved in preparing the Assured Information to understand policies, processes, internal controls, and information systems, and to identify areas where material misstatements might exist.
- Performing tests on selected samples, including inspection, recalculation, re-performance, observation, and analytical procedures, to gather evidence supporting the limited assurance conclusion.

Inherent Limitations

Non-financial information, such as the Assured Information, has more inherent limitations compared to financial information. These limitations include greater reliance on management's judgments, assumptions, and interpretations. Additionally, stakeholders may interpret non-financial information differently.

Independence and Quality Management

We and our firm have complied with the independence and other ethical requirements outlined in the Code of Ethics for Professional Accountants, which emphasize integrity, objectivity, professional competence, confidentiality, and professional behavior.

Our firm also adheres to **Quality Management Standard No. 1** ("Quality Management for Accounting Firms"), which requires the establishment, implementation, and maintenance of quality management systems, including policies and procedures to ensure compliance with professional standards and applicable regulations.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that

causes us to believe the Assured Information contains material misstatements in any significant respect as prepared in accordance with the applicable criteria.

Other Matters

Following the issuance of this report, any changes made by Great China Metal Ind. Co., Ltd to the Assured Information or applicable criteria are the sole responsibility of the company. We do not undertake any further assurance procedures for such changes.

Live Susthinkability CPA, Live Susthinkability CPA Firm

Taipei, Taiwan Republic of China

August 25, 2025

APPENDIX I

SUMMARY OF SELECTED SUBJECT MATTER INFORMATION

No.	Assured Information	Corresponding Section	Applicable Criteria	Key Performance Indicators
1	Number of employees who completed training programs.	5.1 Employee Rights	GRI 404	In 2024, Great China Metal Ind. Co., Ltd. conducted a total of 1,586 training sessions attended by employees. Participation details are as follows: 1. New employee training: 51 participants. 2. Human resources: 36 participants. 3. Legal, patents, and management: 144 participants. 4. Industrial safety: 566 participants. 5. Finance and procurement: 37 participants. 6. On-the-job training: 752 participants
2	Air Pollutant Emissions.	3.5 Air Pollution Management	SASB	Air pollutant emissions of Great China Metal Ind. Co., Ltd. in 2024 were as follows (Unit: metric tons): Toufen Plant (2024) VOCs: 73.546 NOx: 2.974 Toluene: 0.080 Ethylbenzene: 0.008 Particulate matter: 0.147 SOx: 0.791 Xylene: 0.008

APPENDIX 1

No.	Assured Information	Corresponding Section	Applicable Criteria	Key Performance Indicators
				Total: 77.554 Fugang Plant (2024) VOCs: 63.328 NOx: 1.453 Toluene: 0.003 Ethylbenzene: 0.672 Particulate matter; 0.053 SOx: 0.200 Xylene: 1.471 Total: 67.180
3	Number of employees on parental leave and health checkups.	5.1 Employee Rights	GRI 401, GRI 403	In 2024, a total of 2 employees at Great China Metal Ind. Co., Ltd. applied for parental leave. In 2024, health checkups at Great China Metal Ind. Co., Ltd. are as follows: 1. General health checks: 189 employees. 2. Special occupational health checks: 65 employees. 3. Food service health checks: 56 employees.
4	Number of Customer Complaints.	4.4 Customer Service	GRI 417	Great China Metal Ind. Co., Ltd. had a total of 71 customer complaints from January 1 to December 31, 2024.
5	Total Water Withdrawal and Consumption	3.3 Water Resource Management	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	From January 1 to December 31, 2023, the total water withdrawal was 88.126 m³, and total water consumption was 0 m³.

APPENDIX 1

No.	Assured Information	Corresponding Section	Applicable Criteria	Key Performance Indicators
				From January 1 to December 31, 2024, total water withdrawal was 108.054 m³, and total water consumption was 0 m³.
6	Weight of hazardous industrial waste.	3.4 Waste Management	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	From January 1 to December 31, 2024, total Category C waste solvents generated: 2.51 metric tons.
7	Financial losses from legal cases related to anti- competition laws.	2.2 Integrity and Transparency	Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	No violations or lawsuits related to economic, environmental, or anti- competition laws in 2024.