

Gemtek

正文科技股份有限公司

Gemtek Technology Co., Ltd.

2022

永續報告書
ESG Report



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★ About the ESG Report

Gemtek Technology Co., Ltd. (hereinafter referred to as Gemtek Technology, Gemtek, or the Company) has regularly published sustainability reports in accordance with the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies". This sustainability report is the 7th edition published by the Company, documenting salient facts and achievements surrounding topics such as "Corporate Governance", "Products and Services", "Sustainable Environment", and "Workplace Well-being" throughout the entire report. In other words, the ESG report serves as a summary of Gemtek's general principles and values while navigating business paths that are tied to corporate governance, economy, environment, and social issues. It aims to allow all stakeholders to witness Gemtek's efforts in implementing the sustainable development goals.

● Scope and Basis of the ESG Report

The scope of the content and performance data covered by this ESG Report mainly derives from Gemtek Technology Co., Ltd. Taiwan Headquarters (hereinafter referred to as Gemtek Technology). The consolidated financial statements aggregate financial data collected from the Gemtek Group entities, including Taiwan Headquarters, Gemtek Electronics (Changshu) Co., Ltd., Gemtek Electronics (Kunshan) Co., Ltd., and Gemtek Vietnam Corporation Limited, as well as other affiliated companies. Environmental information depends on the locations where the affiliated companies of the Gemtek Group operate, which includes Taiwan Headquarters, Gemtek Electronics (Changshu) Co., Ltd., Gemtek Electronics (Kunshan) Co., Ltd., and Gemtek Vietnam Corporation Limited. This excludes sales offices and service centers located in the Americas, Europe, Japan, and other business entities that Gemtek Technology does not have direct control over. The disclosed information covers a date range from January 1, 2022, to December 31, 2022. However, the content may address topics and issues that occurred before and after 2022 in order to better describe the Company's future policies, goals, and plans. The statistical data disclosed in this report are the results of data gathered and researched by Gemtek Technology. Financial reports are publicly disclosed information confirmed by Certified Public Accountants of Deloitte Touche Tohmatsu Limited and presented according to international standards. Any assumptions or hypotheses will be described in the relevant chapters.

The framework of this report adheres to the standards for sustainability reporting set by the Global Reporting Initiative (GRI). The report is compiled and disclosed in accordance with the core option (Core) of GRI Standards (detailed in Appendix 1). No modifications have been made to past events and data that were previously disclosed in the "Gemtek Technology 2021 Corporate Social Responsibility Report".

On March 13, 2023, the ESG Sustainability Committee was formally established, consisting of four functional units: "Environmental Sustainability," "Supply Chain Sustainability," "Corporate Governance," and "Workplace Well-being." Each unit is tasked with promoting and addressing sustainable development goals. The information presented in this report has been collected, compiled, and reviewed by the respective functional units. After final review and approval by the General Manager, it was submitted to the Board of Directors for final approval by the Chairman of the ESG Sustainability Committee before publication. A third-party verification agency, SGS Taiwan

Ltd., has been commissioned to ensure the Inclusivity, Materiality, Responsiveness, and Impact of the disclosed information by using the AA1000 Assurance Standard (AA1000AS v3) Type 1 methodology. The SGS Verification Statement can be found in detail in Appendix IV.

- **Publication Date**

Annual sustainability reports can be found on Gemtek's company website.

Previous Publication Date: June of 2022

Latest Publication Date: June of 2023

Next Publication Date: Approximately in June of 2024

- **Contact Information**

If you have any questions about the ESG Report, please feel free to contact us any time.

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★ Letter from the Chairman

Since its establishment in 1988, Gemtek Technology has adhered to the corporate mission of "Creating a Wireless Lifestyle & Infinite New Ideas" together with the corporate vision of 4A (Wireless broadband Anytime, Anywhere, Any Content, Affordable), and is faithfully committed to the research and development of network communication technology. As technology continues to evolve and change, Gemtek persistently stands by its core values of business professionalism, integrity, and service commitment, helping to realize the era of communication in which heterogeneous networks integrate with advanced technologies. Gemtek Technology strives to accumulate more technological capabilities to provide customers with best of the best service quality. At the same time, thanks to visionary strategies and the supporting efforts of all colleagues, since 2017, Gemtek Technology was again able to increase its operating income, passing numerous challenges with flying colors throughout the years that follow, most notable in 2022.

Over the recent years, the world has been upturned by many global predicaments. The outbreak of the COVID-19 pandemic and the Sino-US trade war has given rise to supply chain disruptions, causing an unprecedented structural impact on the industry. In response to changes amid the global crisis, Gemtek Technology has created plans to build an antifragile business by expanding its global layout and strengthening its supply chain management, which customers have acknowledged with full support. Despite the challenges brought about by the COVID-19 pandemic, Gemtek Technology insists on providing high-quality services and unarguably became a winner for the Supplier Achievement Award (SAA) by Intel in November of 2022. As the demand for wireless communication products continues to increase across the globe, all aspects of Gemtek Technology's efforts are based on the aspiration to satisfy the ardent expectations of customers. Gemtek not only continues to upgrade its research and development capabilities while keeping tabs on global technology trends and actively developing advanced products, but the Company also pays a great deal of attention to whether its manufacturing processes conform to international standards. Gemtek Technology has obtained many internationally recognized certifications, such as ISO14001 and ISO 45001 for Environmental Management System and Occupational Health and Safety Management System. One of Gemtek's important aims for doing business is to carry out plans that are environmentally conscious by eliminating or reducing foreseeable factors that may lead to detrimental environmental pollution and safety hazards.

The importance of wireless communication products and services in the post-epidemic era has become more prominent. Infrastructure deployment not only contributes to better network connectivity and communication among people, but network technology is also the vital essence of the Internet of Things, smart factories, and the Metaverse. As 5G infrastructure deployment continues to move forward, the development of 6G technology has also begun to gain momentum in the industry. The significant demand for more advanced wireless communication Smart products and services has drawn global attention to wireless communication-related suppliers and manufacturers. In response to the widespread changes in the geopolitical and economic environment, Gemtek Technology has actively reorganized its global layout plan by integrating its overall production capacity and by building a new manufacturing plant in Vietnam, preparing itself for the next wave of high product demands.

Technology is ever-evolving while the world is standing on the brink of a capricious political and economic state of affairs. Despite all odds, Gemtek's fellow management team has the professional insight to overcome and adapt our business to the dynamic changes that are happening to us. Gemtek is consistently driven by our business philosophy, striving to sustain our leading position in the industry while we carry on to bring out our best performances through our day-to-day business operations. Besides professional undertakings, we also encourage our colleagues to join the ranks of volunteers by actively participating in the many public welfare activities, reaching out to underprivileged school children, and taking part in improving employee welfare. The goal is to allow employees to realize the importance of corporate social responsibility by taking small steps to care for the people, things, the environment, and communities around us, finding ways to extend our love and care to support social and cultural activities. The imminent threat of climate change has prompted companies to fall in line with the implementation of sustainable development. Over the years, Gemtek Technology has taken up its responsibilities as a green citizen under the principles and guidelines of three major ESG implementation strategies --- "Strive Towards Sustainability, Build Stronger Business Partnership, and Implement Corporate Governance". The concept of sustainability has become an essential part of the corporate culture. In addition to contributing to a prosperous new era in the field of network communications, Gemtek Technology is also highly committed to helping sustain the global environment and providing care for our social communities, thus, linking the hearts of every Gemtek employee as one big family.



A handwritten signature in black ink, appearing to be 'Howard Chen' in a stylized cursive script.

Chairman **Howard Chen**

★ Awards & Recognitions

2022 - RBA VAP Silver Recognition

(Gemtek Headquarters)



2022 - RBA VAP Gold Recognition

(Gemtek Electronics Kunshan Co., Ltd.)



2022- Intel Supplier Achievement Award (SAA)



2022- Taiwan iSports Enterprise (certified by the Sports Administration of the Ministry of Education)



★ Communication with Stakeholders

● Stakeholder Engagement

In 2021, based on the framework of business experience and operational development, the ESG Team and relevant departments have discussed and concluded that the stakeholders of Gemtek Technology are evaluated, ranked, and categorized in accordance with the five principles of AA1000 Stakeholder Engagement Standards (SES). In 2022, we took further steps to comply with the 2021 GRI Standards. External ESG experts were engaged to assess and identify the significance of both the existing and potential negative impacts and positive influences on our stakeholders. This assessment considered our company's evaluation of such impacts and influences, ensuring a comprehensive understanding. After reviewing the assessment results provided by external experts along with stakeholder evaluation findings from the previous year, department managers have concluded and identified 8 types of stakeholders: shareholders/investors, government agencies, employees, customers/distributors, banks, media, suppliers/contractors, and external rating agencies.

Stakeholder Engagement and Communication Channels

Stakeholder	Material Topics	Communication Channel	Frequency	Results
Shareholder/ Investor	Economic Performance	Annual General Shareholders' Meeting	Annually	
	Occupational Health and Safety	Market Observation Post System	Immediately	•Held 1 Earnings Conference
	Business Integrity	Monthly Revenue Announcement	Monthly	•Held 1 AGM
	Risk Management	Quarterly Report	Quarterly	•Published 16 Press Releases
	Customer Satisfaction	Company Website	Immediately	
Government Agencies	Greenhouse Gas Emission			
	Compliance with laws and regulations	Official Document, E-mail, and Meetings	Immediately	•Attended 3 government meetings
	Energy	Health and Safety Training	Occasionally	•Responded to 22 TWSE questionnaires
	Customer Health and Safety			•Received 1 visit from the Labor Bureau
Employee		Labor-Management Meeting	Quarterly	
	Occupational Health and Safety	Employee Benefits Committee	Quarterly	
	Economic Performance	Occupational Health and Safety Committee	Quarterly	•Held 7 casual staff meetings with the General Manager
	Employment Relationship			•Held 4 Employee Benefits Meeting
	Product Information Security	Training and Development Platform	Immediately	•Held 4 Employer/Employee Meeting
	Compliance with laws and regulations	Performance Evaluation	Semi-annually	•Received 3 letters in the Suggestion Box
		E-platform/Company Announcement	Immediately	
		Employee Grievance Mechanism	Immediately	

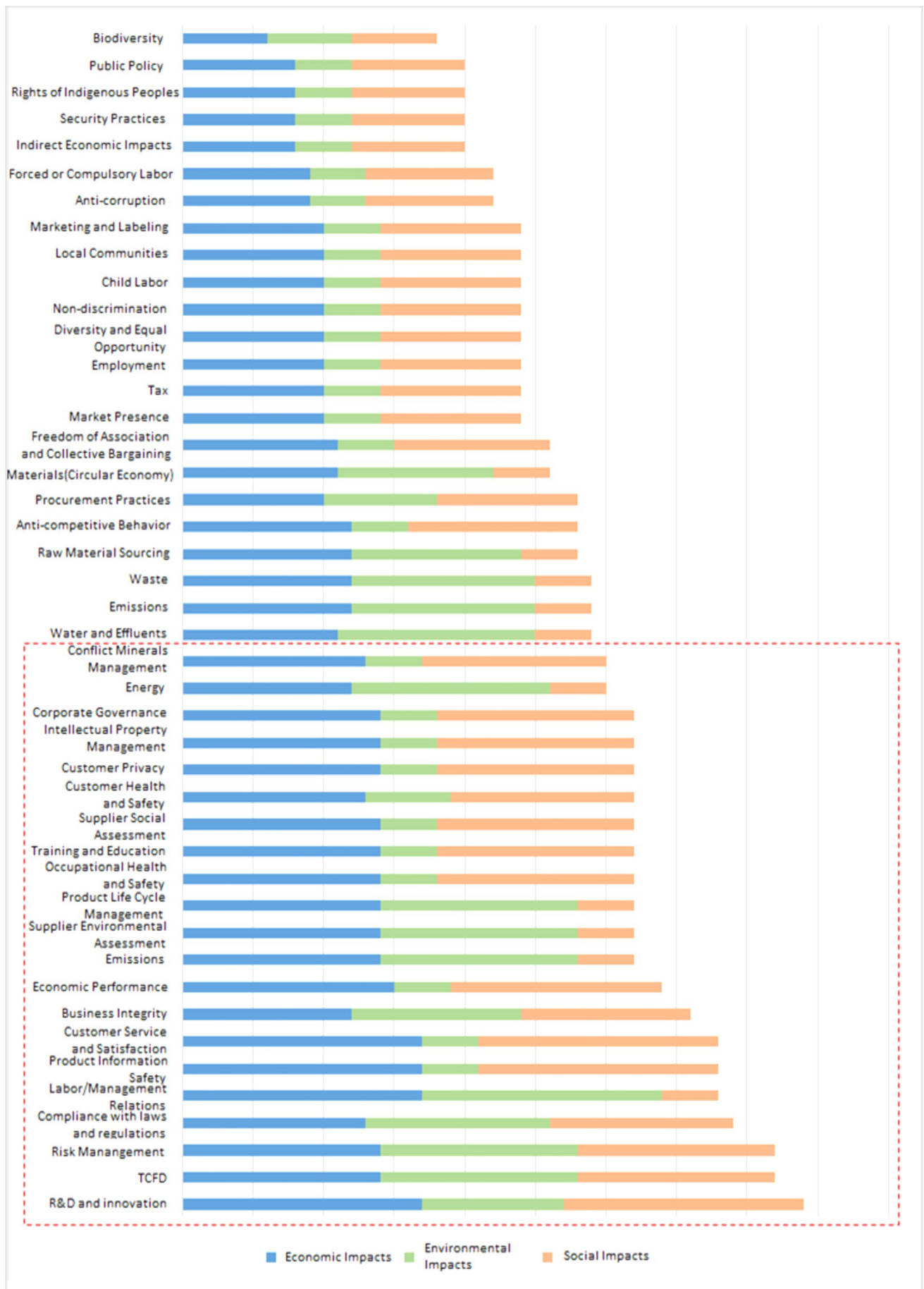
Stakeholder	Material Topics	Communication Channel	Frequency	Results
Customer/ Distributor	Customer Satisfaction	Sales Meeting	Occasionally	<ul style="list-style-type: none"> •Conducted 1 Customer Satisfaction Survey •Received 24 customer complaints, handled appropriately
	Product Information Security		Annually	
	Risk Management	Customer Satisfaction Survey	Annually	
	Customer Privacy	Complaint Mechanism	Immediately	
	Business Integrity	Customer Survey or Audit	Occasionally	
Bank	Economic Performance	Market Observation Post System	Immediately	<ul style="list-style-type: none"> •Held 1 Earnings Conference
	Corporate Governance	Monthly Revenue Announcement	Monthly	
	Business Integrity	Quarterly Report	Quarterly	
	Risk Management	Company Website	Immediately	
	Task Force on Climate-Related	Earnings Conference	Annually	
	Financial Disclosures	Special Visit	Annually	
Media	Economic Performance	Company Website	Immediately Annually	<ul style="list-style-type: none"> •Held 1 Earnings Conference •Published 16 Press Releases
	Corporate Governance			
	Product Information Security			
	Risk Management			
	Compliance with laws and regulations			
Supplier/ Contractor	Economic Performance	Supplier Platform	Immediately Quarterly Occasionally	<ul style="list-style-type: none"> •Evaluated 313 Suppliers •Received CSR Declaration Statements from 270 suppliers •Performed on-site/online audit of 101 suppliers
	Business Integrity			
	Risk Management			
	Customer Satisfaction			
	Customer Health and Safety			
External Rating Agencies	Occupational Health and Safety	Company Website	Immediately	<ul style="list-style-type: none"> •Completed CDP questionnaire for climate change and water safety, received a B- •Gemtek Headquarters and Gemtek Electronics (Kunshan) completed RBA validation. Gemtek Vietnam and Gemtek Electronics (Changshu) completed RBA SAQ evaluation
	Greenhouse Gas Emission			
	Compliance with laws and regulations			
	Customer Health and Safety			
	Energy			

★ Material Topics and Management

● Materiality Analysis

Gemtek Technology conducts the materiality analysis in accordance with relevant reporting principles. Through systematic analysis, we identify the sustainability issues that have significant impacts on our company in terms of the economy, environment, and social aspects (including human rights), which serves as the basis of the foundation for information disclosure in our ESG reports and facilitate effective communication with information users. The 2022 Identification Process and Results of Material Topics are as follows:

Materiality Analysis and Process for Sustainability		
1. Understanding Organizational Context and Categorizing Sustainability Topics	<p>Our collection of topics fundamentally considers the context of sustainability and is primarily guided by the Global Reporting Initiative (GRI) for Sustainability Reporting Standards (GRI Standards, as well as citing the United Nations Sustainable Development Goals (SDGs), the reporting standards of the Sustainability Accounting Standards Board (SASB), and Performance Disclosure Items, etc. This comprehensive approach has yielded the identification of 44 sustainability topics, encompassing fields such as corporate governance, economics, environment, and social-related issues.</p>	44 Sustainability Topics
2. Identifying Actual and Potential Impacts	<p>External ESG experts evaluate the actual and potential impacts toward economic, environmental, and social aspects (including human rights) of the material topics identified by our company.</p>	
3. Assessing the Significance of Impacts	<p>The overall priority rankings of the material topics are determined by analyzing and calculating the levels of impact and influences----actual negative impacts, potential negative impacts, actual positive influences, and potential positive influences toward economic, environmental, and social (including human rights) aspects. Material topics with a total score greater than 30 are considered to have significant impacts.</p>	21 Material Topics 7 Management Approaches
4. Examining and Determining Material Topics	<p>Gemtek examines the significance of the identified material topics based on GRI Sector Standards. After thorough discussions, our ESG managers have concluded that 21 material topics shall be prioritized in the report. The material topics are then consolidated into 7 management approaches to facilitate information disclosure.</p>	
5. Defining the Boundaries of Material Topics	<p>Based on the materiality analysis of the material topic's priority, responsiveness, and boundaries, in the future, we will continue to strengthen our management and disclose relevant information in the sustainability report.</p>	Use Value Chain to define boundaries



Material Topics		Sub-Material Topics	
1 Innovation and R&D	13 Customer Health and Safety	22 Raw Material Sourcing	34 Diversity & Equal Opportunity
2 Risk Management	14 Product Life Cycle Management	23 Anti-competitive Behavior	35 Non-discrimination
3 TCFD	15 Customer Privacy	24 Water and Effluent	36 Child Labor
4 Compliance with laws and regulations	16 Intellectual Property Management	25 Air Pollution	37 Local Communities
5 Customer Service and Satisfaction	17 Training and Education	26 Waste	38 Anti-corruption
6 Product Information Security	18 Emission	27 Procurement Practices	39 Forced or Compulsory Labor
7 Labor/Management Relationship	19 Occupational Health and Safety	28 Materials(Circular Economy)	40 Indirect Economic Impact
8 Business Integrity	20 Conflict Minerals Management	29 Freedom of Association & Collective Bargaining	41 Rights of Indigenous people
9 Business Performance	21 Energy	30 Tax	42 Security Practices
10 Corporate Governance		31 Market Presence	43 Public Policy
11 Supplier Social Assessment		32 Marketing & Labeling	44 Biodiversity
12 Supplier Environmental Assessment		33 Employment	

Note: Compared to the material topics identified in 2021, six new topics have been added for 2022: "Climate-Related Financial Disclosures," "Product Life Cycle Management," "Training and Education," and "Conflict Mineral Management." Additionally, the topic of "Human Rights Assessment" has been removed. These changes aim to provide comprehensive disclosure of management measures, goal setting, and performance presentation related to significant material topics.

● Scope and Boundaries of Material Topics

Policy	Sustainability - Material Topics	Impact of Boundaries On the Value Chain	Corresponding Chapter	Pages
Sustainable Development	Business Integrity Compliance with laws and regulations Risk Management Corporate Governance Economic Performance	●Gemtek Technology ▲Subsidiaries	1. Business Operations and Corporate Governance	21
R&D and Intellectual Property	Innovation and R&D Intellectual Property Management Product Life Cycle Management	●Gemtek Technology ▲Subsidiaries ★Supplier ★Customer	2. Products and Services	44
Customer Relationship Management	Product Information Security Customer Privacy Customer Health and Safety Customer Satisfaction	●Gemtek Technology ▲Subsidiaries ★Supplier ★Contractor ★Customer	2. Products and Services	44
Supply Chain Management	Supplier Social Assessment Supplier Environmental Assessment Conflict Minerals Management	●Gemtek Technology ▲Subsidiaries ★Supplier ★Contractor	3. Supply Chain Management	59
Climate Change Measures	Energy Emission TCFD	●Gemtek Technology ★Supplier ★Contractor	4. Sustainable Environment	68
Human Resources Development	Labor/Management Relationship Training and Education	●Gemtek Technology ★Supplier ★Contractor	5. Workplace Well-being	80
Occupational Health and Safety	Occupational Health and Safety	●Gemtek Technology ★Supplier ★Contractor	5. Workplace Well-being	80

Note: Level of Impact: ● Induced Impact; ▲ Facilitated Impact; ★ Direct Impact

Gemtek 2022 Material Topic Performance Outcomes and Goals

Policy	Material Topics	Performance Outcomes and Goals		
		2022 Performance Outcomes	2023 Goals	Medium & Long Term Goals
Sustainable Development	<ul style="list-style-type: none"> Business Integrity Compliance with laws and regulations Risk Management Corporate Governance Economic Performance 	<ul style="list-style-type: none"> ★ In 2022, the average attendance rate of the board of directors was 97.5%. ★ 2022 Performance Evaluation of the Board of Directors: The rating for the overall performance of the board of directors and functional committees was good. ★ In 2022, there were no instances of violations in business integrity, anti-competitive practices, or anti-corruption laws that led to penalties imposed by regulatory authorities. No anti-corruption cases were reported either. ★ In 2022, Gemtek Taiwan Headquarters and Gemtek (Kunshan) Plant successfully completed VAP verification, while the Gemtek (Vietnam) Plant and Gemtek (Changshu) Plant completed SAQ assessments. 	<ul style="list-style-type: none"> Complete RBA verification on main production sites. Strictly follow regulations to ensure no significant violations or penalties. Conduct risk identification procedures in accordance with management systems. 	<ul style="list-style-type: none"> Develop niche products that offer high profitability and substantial growth. Continuously invest in research and development to advance in key wireless communication technologies and maximize profitability. Build a culture of integrity in the workplace and implement ethical business policies. Emphasize business integrity principles when engaging in commercial activities. Conduct employee training on workplace ethics on a regular basis. Scale business operations in accordance with the short-term plans for marketing, production, and product development to meet the company's growth requirements. Adopt corporate sustainability standards and foster a strong corporate culture; follow the company's short-term development plans to effectively accommodate operational growth.
R&D and Intellectual Property	<ul style="list-style-type: none"> Innovation and R&D Intellectual Property Management Product Life Cycle Management 	<ul style="list-style-type: none"> ★ As of the end of December 2022, Gemtek Technology had applied for a total of 476 patents, including 206 “utility” patents and a combined total of 104 for “plant” and “design” patents were approved. ★ As of the end of December 2022, Gemtek Technology had a total of 32 registered trademarks worldwide. 	<ul style="list-style-type: none"> Create products based on customer preferred chipset. Respect intellectual property rights. 	<ul style="list-style-type: none"> Enhance innovation and research capabilities to develop product designs independently. Encourage inventions and patent application filings to increase the company's competitiveness. Develop low-emission products to spearhead the transition to a low-carbon economy.
Customer Relationship Management	<ul style="list-style-type: none"> Product Information Security Customer Privacy Customer Satisfaction Customer Health and Safety 	<ul style="list-style-type: none"> ★ In 2022, no incidents of invasion of customer privacy were confirmed or loss of customer information were reported. ★ Scored 96.6 points for customer satisfaction in 2022. ★ In 2022, the rate of customer complaints resolved was 100%. ★ In 2022, no customer complaints linked to customer 	<ul style="list-style-type: none"> Resolve 100% customer complaints; achieve 92% and above customer satisfaction. Meet all 13 KPI targets. No complaints on RoHS compliance (0 cases per month). 	<ul style="list-style-type: none"> Enhance overall quality; expand technological capabilities; uphold corporate sustainability principles; and build a strong corporate culture. Ensure the effectiveness of the information security management system and maintain the absence of significant deficiencies during internal and external audits regarding the protection of customer product information.

		<p>health and safety, and no incidents of violation against relevant laws and regulations were reported.</p> <p>★ In 2022, the information security audit conducted by an external audit revealed no major or minor non-conformities.</p> <p>★ All 13 Information Security KPI targets were met in 2022.</p> <p>★ A total of 19 system disaster recovery drills were conducted in 2022.</p> <p>★ No complaints on RoHS in products were reported in 2022.</p>		<ul style="list-style-type: none"> • Reduce manufacturing pollution; comply with environmental directives per customer requirement; build a healthy work environment; create opportunities for business development; and establish sustainable growth for the company.
Supply Chain Management	<ul style="list-style-type: none"> • Supplier Social Assessment • Supplier Environmental Assessment • Conflict Minerals Management 	<ul style="list-style-type: none"> ◆ In the 2022 Suppliers Conflict Minerals Questionnaire, an 84% response rate was achieved, and no use of conflict minerals was found. ◆ The completion rate for the signing of Supplier CSR Declaration was 86%. ◆ The completion rate for the signing of RBA Commitment Statement in 2022 was 81%. ◆ In 2022, no suppliers received a D rating for the supplier evaluation. ◆ In 2022, 30 suppliers underwent on-site CSR audits. 	<ul style="list-style-type: none"> • Achieve 84% response rate for the Suppliers Conflict Minerals Questionnaire. • Achieve 86% completion rate for the signing of Supplier CSR Declaration. • Achieve 81% completion rate for the signing of RBA Commitment Statement. • Achieve 100% conflict-free mineral sourcing. 	<ul style="list-style-type: none"> • Continuous investigation and management of conflict minerals compliance. • Achieve 90% completion rate for the signing of Supplier CSR Declaration. • Achieve 86% completion rate for the signing of RBA Commitment Statement.
Response to Climate Change	<ul style="list-style-type: none"> • Energy • Emission • TCFD 	<p>★ In 2022, the average energy consumption was reduced by 2.94%.</p> <p>★ In 2022, air pollution emissions complied with regulatory standards, and no major air pollution leakage incidents occurred.</p> <p>★ To complete third-party verification of greenhouse gas inventory report according to ISO 14064-1:2018 by June 2023.</p>	<ul style="list-style-type: none"> • Reduce average energy consumption by 1% • Compile greenhouse gas inventory report and complete third-party assessment. • Complete TCFD support form. 	<ul style="list-style-type: none"> • Continue to enhance the quality of information disclosure based on TCFD recommendations. • Adopt ISO 50001 energy management system. • Sign the SBTi (Science Based Targets initiative) and establish carbon reduction goals. • By 2028, reduce greenhouse gas emissions by 5% compared to the baseline year. • Increase the use of renewable energy by 5% before 2030.



Human Resources Development	<ul style="list-style-type: none"> Labor/Management Relationship Training and Education 	<ul style="list-style-type: none"> ★ In 2022, no incidents of labor disputes or violations of labor laws at any of our locations were reported. ★ In 2022, all employees underwent performance evaluations conducted by the company. ★ In 2022, the execution rate of the annual education and training program was 100%. 	<ul style="list-style-type: none"> Achieve the annual target set by the Human Resources Department Conduct RBA Code of Conduct retraining courses Implement RBA management system, conduct regular internal audits, and complete VAP validation 	<ul style="list-style-type: none"> Maintain a good labor-management relationship, create a positive work environment, increase new hire retention and reinstatement rate, and reduce employee turnover. Implement the RBA management system to ensure compliance with domestic and international laws and regulations associated with human rights; and protect the rights and interests of employees and customers.
Occupational Health and Safety	<ul style="list-style-type: none"> Occupational Health and Safety 	<ul style="list-style-type: none"> ★ In 2022, 100% new employees have undergone occupational health, safety, and environmental protection training. ★ In 2022, no incidents of occupational diseases were reported. ★ In 2022, special health inspections and assigned medical examinations for food handling personnel was 100% carried out. ★ In 2022, environmental inspections and results were in compliance with regulatory standards. 	<p>Achieve Occupational Health and Safety targets for the year:</p> <ul style="list-style-type: none"> ★ Conduct environmental health and safety promotion programs at least 6 times per year. ★ All new employees should take part in environmental health and safety training courses. ★ Conduct EHS retraining courses once every two years. ★ EHS Committee must convene at least once each quarter. ★ Conduct contractor audit at least once each quarter. ★ Offer monthly on-site healthcare and medical counseling services. 	<ul style="list-style-type: none"> Promote workplace health; reduce occupational health and safety disasters; manage workplace health and safety and disaster prevention.

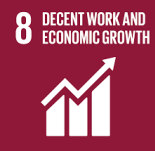



★ : Achieved ; ● : Not yet achieved ; ◆ : New goals for the year mentioned

★ Implementation of UN Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) is a collection of 17 Goals and 169 Targets that serves as the fundamental cornerstone to help guide government systems, private enterprises, and non-profit organizations in their future operations and developments. When planning in a rapidly changing business environment, a company may combine SDGs strategies into its medium and long-term organizational objectives to strengthen its competitive advantages and display its corporate values. In 2022, Gemtek Technology is capable of carrying out 6 goals and 12 targets of the SDGs and will continue to take corresponding actions in the future.



	<p>SDG 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>Target 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to a relevant and effective learning outcome.</p> <p>Target 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p> <p>Target 4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.</p> <p>Gemtek's SDGs Implementation Efforts</p> <ul style="list-style-type: none"> ● Support the Second Life for Computers Program. ● Donated 4 tablet devices and provide campus network optimization services to Taoyuan Yisheng Elementary School.
	<p>SDG 7. Ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p>Target 7.3 By 2030, double the global rate of improvement in energy efficiency.</p> <p>Gemtek's SDGs Implementation Efforts</p> <ul style="list-style-type: none"> ● Replaced all of its linear regulated power supplies with high conversion efficiency switch-mode power supplies on all products. The average energy conversion efficiency of switch-mode power supplies can go beyond 80% in contrast to traditional transformers.

	<p>SDG 8. Foster sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p> <p>Target 8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <p>Target 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.</p> <p>Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p> <p>Gemtek's SDGs Implementation Efforts</p> <ul style="list-style-type: none"> ● Establish a "Dual Career Development System" to encourage employees to motivate themselves and improve their work ability and performance. ● Introduce the Responsible Business Alliance (RBA) code of conduct, reinforce RBA education and training; and establish rules to prohibit child labor and relevant remedial measures. ● Complete the implementation of the ISO 45001 management system.
	<p>SDG 12. Ensure sustainable consumption and production patterns</p> <p>Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>Gemtek's SDGs Implementation Efforts</p> <ul style="list-style-type: none"> ● Develop eco-friendly product specifications and guidelines for prohibited and restricted substances used in manufacturing. Products should comply with WEEE, RoHS, REACH, Packaging Directive, Battery Directive, and Halogen Free (HF) standards as well as attain IECQ QC080000 certification.
	<p>SDG 13. Take urgent action to combat climate change and its impacts</p> <p>Target 13.2 Integrate climate change measures into national policies, strategies and planning.</p> <p>Target 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p> <p>Gemtek's SDGs Implementation Efforts</p> <ul style="list-style-type: none"> ● Followed recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) to assess and disclose the company's governance, strategy, risk management, metrics, and targets around climate-related risks. ● Has established a greenhouse gas inventory management plan, taken part in the CDP (Carbon Disclosure Project), and set annual emissions reduction targets.
	<p>SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p> <p>Target 16.5 Substantially reduce corruption and bribery in all their forms.</p> <p>Target 16.6 Develop effective, accountable and transparent institutions at all levels.</p> <p>Gemtek's SDGs Implementation Efforts</p> <ul style="list-style-type: none"> ● Formulated the "Code of Ethical Conduct", "Business Integrity Policy", "Responsible Business Alliance (RBA) Code of Conduct". ● Gemtek Headquarters and Gemtek Electronics Kunshan Co., Ltd. completed RBA VAP for 2022.



1

Business Operations and Corporate Governance



1. Business Operations and Corporate Governance

Sustainable Business	
GRI Material Topics	Economic Performance, Compliance with Laws and Regulations, Business Integrity, Corporate Governance, Risk Management
Material Reason and Impact	<p>Gemtek Technology strives to create company value by delivering the best interests for all shareholders and employees, strengthening corporate competitiveness, and realizing its "sustainable development" goals. Gemtek operates by the principles of business integrity and abides by the laws and ethical standards of the country where the business is located. The company does not allow any form of corruption or fraud to exist within the organization. Economic indicators use quantitative measures to evaluate the company's operating performance. The company also sets annual business goals to achieve sales targets.</p>
Management Objectives	<p>Execute good financial planning and manage business risks and opportunities to increase profitability and protect the rights and interests of investors. Mitigate operational risks by adhering to the principles of business integrity and anti-corruption policies. Strengthen risk management capabilities.</p>
Policies and Commitments	<ul style="list-style-type: none"> • Business Integrity: Any form of bribery, embezzlement, extortion, or corruption are prohibited. • No Improper Advantages: Offering or accepting any form of bribery or improper advantages is prohibited. • Anti-corruption: Value strong workplace ethics such as honesty, transparency, integrity, responsibility, and opposition against fraud. • Corporate Governance: Establish an effective corporate governance structure, protect shareholders' equity, strengthen the effectiveness of the board of directors, respect the rights and interests of stakeholders, and enhance information transparency in accordance with the laws and regulations, the articles of incorporation, and the relevant contracts signed with the Taiwan Stock Exchange. • Compliance with Laws and Regulations: In compliance with the local regulatory framework at each site, we will engage local legal experts to conduct professional assessments and ensure the proper implementation of all relevant laws pertaining to our operations.
Responsibility	<ul style="list-style-type: none"> • A dedicated RBA Implementation Team is established to oversee the company's implementation of business integrity management and anti-corruption management. The RBA Implementation Team is led by the company's chief human resources officer. • A designated corporate governance supervisor is appointed to direct and implement corporate governance affairs. • A designated team of staff is appointed to handle shareholder proposals, disputes, and other affairs; and to manage the list of major shareholders who have direct control over the company. • The company has appointed competent management teams to collect and disclose important information about the company, and implemented a spokesperson system in accordance with regulations to protect the rights and interests of investors. • The board of directors regularly checks the appropriateness of the company's remuneration system. • The company aims to ensure compliance with applicable laws and regulations by establishing robust internal controls and audit mechanisms. • In accordance with relevant regulatory requirements, the company regularly assesses its conformity with applicable laws and regulations.

Resources	<ul style="list-style-type: none"> • In 2022, the total amount invested in research and development was NTD916,227,000. • In 2022, the total cost of education and training spent was NTD1,271,000.
Grievance/ Handling Mechanism	<ul style="list-style-type: none"> • We have established an open channel to allow stakeholders to provide immediate feedback or file complaints. Employees can also express their opinions or submit complaints through suggestion boxes or other internal communication channels. We have internal procedures in place to address and manage instances of unethical behaviors and participation in inappropriate activities.
Course of Action	<ul style="list-style-type: none"> • Formulated "Corporate Governance Best Practice Principles"; and held regular board meetings. • Set up a Remuneration Committee and Audit Committee, and appointed a director to oversee the implementation of corporate governance in 2021. • Formulated the "Guidelines for the Adoption of Codes of Ethical Conduct", "Ethical Corporate Management Best Practice Principles", "Responsible Business Alliance (RBA) Code of Conduct", "Management Procedures for Humane Treatment and Disciplinary Measures", "Employees' Freedom of Assembly and Association Best Practices", "Religious Accommodation in the Workplace", "Sexual Harassment Grievance Procedure", "Employee Feedback Policies and Procedures", "Anti-retaliation Policy (Whistleblower Protection Policy)" and other policies related to human rights. • Provide continuous education and training for directors and anti-corruption education and training for employees. • Employees, suppliers, and customers are required to sign the "Integrity Commitment Statement". • Established ESG Sustainability Committee in 2023.
Evaluation Mechanism	<ul style="list-style-type: none"> • Directors and functional committees shall conduct self-evaluation annually in accordance with the "Board Performance Evaluation Methods", and shall be reviewed by an external independent review organization every three years. • The internal audit division delivers the audit report and audit remediation follow-ups to the independent directors for review every month. An audit committee meeting shall be convened at least once a quarter by the chief auditor to report on the audit affairs and the effectiveness of its remediation approach. • Implementation of RBA sustainability management system, conducting regular internal audits, and completing VAP validation. • Conduct PDCA effectiveness evaluation by carrying out risk identification and management in accordance with ISO, IECQ QC080000, and other management systems every year. • The audit department adheres to the Regulations Governing Establishment of Internal Control Systems by Public Companies by conducting annual audits to ensure that the company operates in accordance with legal requirements.

1.1 About Gemtek



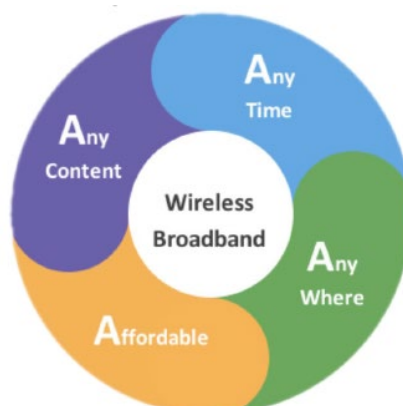
Gemtek Technology Co., Ltd. (Stock code 4906) is a leading manufacturer of wireless networking products in Taiwan. Established in 1988, Gemtek specializes in the advancement of Wireless Communications Technologies and is a world-class total solutions provider in the industry. Gemtek employs an outstanding team of experienced research and development professionals and stands out as one of the few manufacturers in Taiwan that provide essential technologies for Wireless Area Network and Broadband Network products.

Gemtek Headquarters is located in Hsinchu, Taiwan. Over the years, Gemtek has further expanded its global presence with production and marketing offices in Greater China (Kunshan, Changshu), Vietnam, the U.S., Japan, and many European countries. As of today, Gemtek is responsible for the well-being of more than 4,900 employees worldwide. In the future, Gemtek aims to continue its globalization efforts and expand its international market presence by embracing the concept of "Cultivating deep roots in Taiwan while maintaining a global vision." We are determined to become the world's number one wireless communications system manufacturing company.

Our Vision : Become the world-leading wireless communications solutions provider

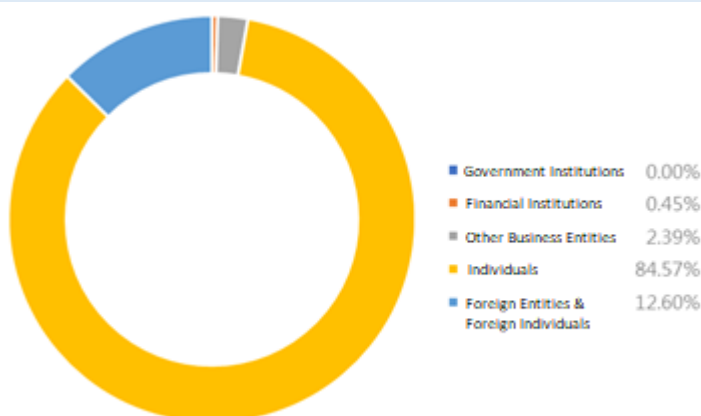
Anytime, Anywhere, Any Content, Affordable

Our Mission : Create a wireless life with unlimited new ideas. Empower every individual the equal amount of freedom to access information, and to realize the prospects of 4A.



Company Profile		Base Date : December 31, 2022
Establishment Date	June 29, 1988	
Stock Listing Date	June 30, 2003	
Paid-up Capital	NT\$3,944,745,000 (March 22, 2023 completed change of registration with MOEA)	
No. of Employees	Approximately 4,900 employees worldwide	
Main Products	Wireless Broadband, Fixed Line Broadband, Cloud, IoT Application, System Integration and Development	
Chairman of the Board	Hong-Wen Chen (Howard Chen)	
General Manager	Rong-Chang Li	
HQ Location	No. 15-1 Zhonghua Road, Hsinchu Industrial Park, Hukou, Hsinchu, Taiwan R.O.C	

Shareholder Structure



Base Date : March 31, 2023

Worldwide Manufacturing Centers

Gemtek Technology's five manufacturing centers are located in the following regions around the world: Gemtek Headquarters, Hsinchu, Taiwan; Gemtek Electronics (Kunshan), Kunshan City, Jiangsu Province, China; Gemtek Electronics (Changshu), Changshu City, Jiangsu Province, China; Gemtek Czech, Czech Republic; and Gemtek Vietnam, Vietnam. In September 2018, a new subsidiary was established in Vietnam to serve as the company's third manufacturing facility in an effort to streamline global capacity planning and increase supply chain flexibility. The plant was officially put into production in February 2019. Moreover, in order to provide better technical support and customer services, the company has set up regional offices in the United States, Hungary, India, Malaysia, and other countries to facilitate business growth and acquire new clients.

Gemtek's Worldwide Manufacturing Centers

Location	Address	Main Products
Taiwan HQ	No. 15-1 Zhonghua Road, Hsinchu Industrial Park, Hukou, Hsinchu, Taiwan R.O.C	New Product Polit Run Wi-Fi Product, LTE, Gateway, GPON, Module, SIP Module
Gemtek Vietnam	Dong Van II Industrial Zone, Duy Minh Ward, Duy Tien Town, Ha Nam Province, Vietnam	Wi-Fi Product, LTE, Gateway, GPON, Module, SIP Module

Gemtek Electronics (Changshu)	NO.1, Zheng Wen Road. New & High Tech Industrial Park, Changshu Economic Development Zone, Jiangsu Province, 215500, P.R.C	Wi-Fi Product, LTE, Gateway, GPON, Module, SIP Module
Gemtek Electronics (Kunshan)	No.88, Xin Zhu Road, Comprehensive Bonded Zone, Kunshan 215300, Jiangsu, China	Wi-Fi Product, LTE, Gateway, GPON, Module, SIP Module
Gemtek Czech	Chebska 555/7, 322 00, Plzen-Krımice- Czech Republic.	Field Returns Refurbishing and Repairing Center

● Membership in Business Associations and Certifications

Gemtek Technology strives to stay abreast of industry trends and developments by actively participating in domestic and international business associations. As a member of these associations, the company has the opportunity to exchange and acquire information on the latest standards updates, technologies, and knowledge, as well as expand its business through strategic partnerships. As of 2022, Gemtek actively participated as an ordinary member in a total of 35 business associations.

Membership in Business Associations

Global Certification Forum (GCF) Ltd.	Tsing Hua Entrepreneur Network	Taiwan Association of Information and Communication Standards
HDMI Licensing Administrator, Inc.	Independent Director Association Taiwan	High-tech Industry Payroll Management Association
PCI Special Interest Group	Taiwan Glora Alliance	Bluetooth SIG
Zigbee Alliance	Hsinchu City Human Resource Management Association	Broadband Forum
Z-Wave Alliance	Taipei Computer Association	USBIF
CBRS Alliance	Taiwan Electrical and Electronic Manufacturers' Association	Dolby
The International Wireless Industry Consortium (IWPC)	Taiwan Association of Information and Communication Standards	UL
Wi-Fi Alliance	LoRa Alliance	RBA
Digitimes	prpl Foundation	RDk
ONGO ALLIANCE	Photonics Industry & Technology Development Association	Kunshan Municipal Human Resources Association
Taiwan Compatriot Investment Enterprises Association of Kunshan	Kunshan Economic and Technological Development Zone Association of Work Safety and Environmental Protection	Hsinchu County Nurses Association
Business Council for Sustainable Development	Hsinchu County Industrial Zone Entrepreneurs Association	

Gemtek Technology has successfully implemented various quality management systems, including ISO 9001, TL 9000, QC 080000, ISO 13485, and IATF 16949, to enhance its quality management practices. The company has obtained third-party certifications for these systems, reflecting its commitment to delivering high-quality, versatile, and customer-centric solutions as its primary objective. Furthermore, Gemtek Technology has been actively pursuing environmental protection measures. The company obtained ISO 14001 certification in 1999, demonstrating its adherence to environmental management standards. Since 2009, the company has been conducting annual third-party assessments and preparing a greenhouse gas inventory in accordance with ISO 14064-1. These efforts have consistently met the required standards and received satisfactory results. In terms of occupational health and safety, Gemtek Technology obtained OHSAS 18001 certification in 1999. By 2020, the company successfully transitioned to ISO 45001, the latest international standard for occupational health and safety management.

Gemtek is actively engaged in various global initiatives, such as the Carbon Disclosure Project (CDP), Responsible Business Alliance (RBA), Waste Electrical and Electronic Equipment Directive (WEEE), Restriction of Hazardous Substances Directive (RoHS), and Eco-design of Energy-using Products Directive (EuP), and so forth. The company's ultimate goal is to enhance its core competitiveness and align with global development trends. In 2022, Gemtek Headquarters and Gemtek Electronics (Kunshan) successfully underwent RBA VAP validation. Additionally, Gemtek Vietnam and Gemtek Electronics (Changshu) completed the SAQ assessment.

Gemtek's Quality Management Systems Worldwide

Management System	Taiwan HQ	Gemtek (Changshu)	Gemtek (Kunshan)	Gemtek Vietnam
ISO 9001	★	★	★	★
TL 9000	★	★	★	★
QC 080000	★	★	★	★
IATF 16949	★	-	★	-
ISO 13485	★	-	-	-
OHSAS 18001 / ISO 45001	★	★	★	★
ISO 14001	★	★	★	★
ISO 14064-1	★	★	★	★
Global Security Verification	★	★	★	●
Responsible Business Alliance	★	★	★	★
ISO 27001	★	●	●	●
BCM	●	●	●	●
CDP Registration	●	●	●	●

Note: "★" refers to third-party certification; "●" refers to system implementation without third-party certification.

● Economic Performance

Gemtek Technology's consolidated revenue in 2022 is NT\$27,899,990 thousand, an increase of 21.77% compared to 2021. Reflecting on 2022, the gradual end of the Covid-19 pandemic resulted in the reopening of borders, allowing for the resumption of business and daily activities, marking the beginning of the first stage of global recovery. In the post-pandemic era, we adapted to a new way of life and worked to maintain the steady operation of our daily routines. However, the continuously evolving virus and the ongoing political turmoil resulting from the Russo-Ukrainian War have continued to present major challenges worldwide, testing the resilience of businesses and governments alike. In spite of these setbacks, Gemtek Technology remained steadfast in adapting and solidifying our operational strategies while expanding our business capabilities. Our establishment of an efficient SMT line in our Vietnam factory was a testament to our success in staying ahead of the game. 2022 was a challenging year for Gemtek, but despite the severity of the overall environment, we continued to strive for progress in technology and operations, achieving a peak in revenue. For more information on Gemtek's financial performances, please refer to the "2022 Annual Report of Gemtek Technology Co., Ltd."

Looking ahead to 2023, it is widely recognized that "digital technology" will continue to drive technological advancements. Moreover, in the post-pandemic era, contemporary challenges such as population aging and climate change have become significant factors contributing to the decline in economic productivity and environmental degradation worldwide. It is crucial for us to acknowledge these challenges. Additionally, geopolitical turbulence and the competition between the United States and China have intensified the trend of deglobalization and fostered a rise in calls for regional protectionism and industry localization. All these factors indicate an inevitable need for substantial changes in the current supply chain structure. In this context, digital technology will play a key role in driving industry transformation.

In 2023, Gemtek Technology will continue to provide hardware manufacturing and design services to our customers, while also investing more resources in integrating software and hardware on SOC, User Platforms, and Application services. Our objective is to offer a broader spectrum of services, such as IoT and cybersecurity, to assist our end customers manage their business models more flexibly, which will ultimately lead to increased profitability. Gemtek will continue to optimize its research and development strategy to provide customers with the best possible products and services. In addition to keeping pace with technological advancements, "Net Zero" is another critical issue that demands global attention. As a world-class telecommunications company, we recognize our responsibility to prioritize environmental protection. At Gemtek, our research and management teams are actively engaged in environmental sustainability. In recent years, we have made

deliberate adjustments to our production management to ensure environmental friendliness, including the selection of components, manufacturing processes, and packaging. Our commitment to sustainability has become a key strength of our company, integrated into every detail of our operations.

Gemtek Group's Consolidated Financial Performance of the Last 3 Years

Unit: Thousand NT\$

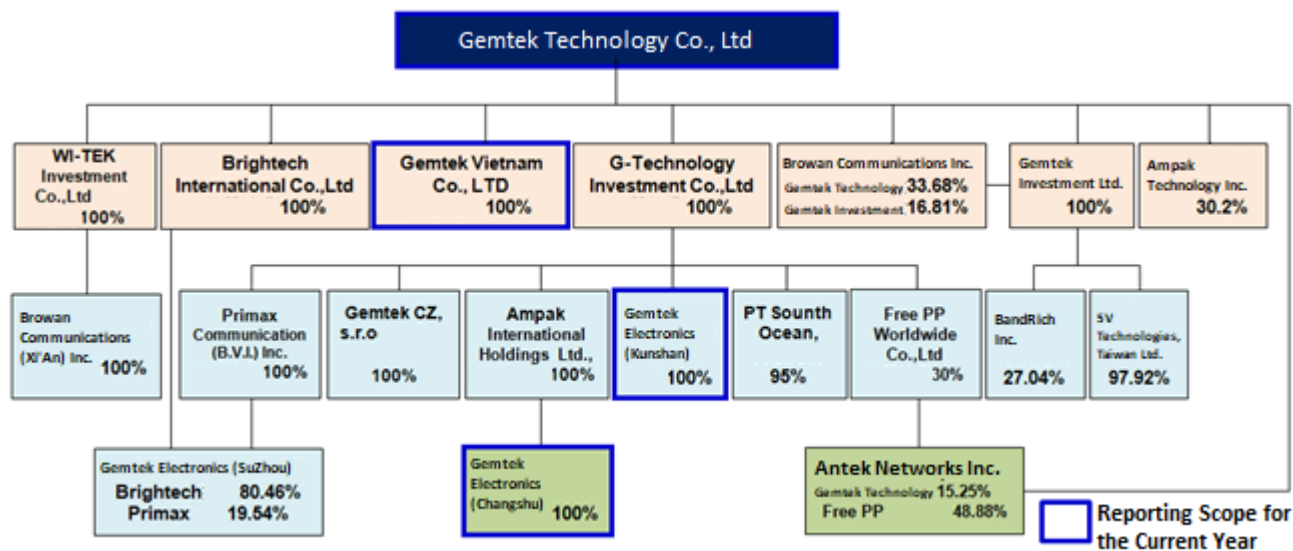
Item / Year	2020	2021	2022
Operating Income	19,929,372	22,912,691	27,899,990
Gross Profit	2,265,576	2,060,592	2,865,274
Operating Profit	467,913	356,093	728,357
Non-operating income and expense	1,105,259	367,360	190,976
Profit before tax	1,573,172	723,453	919,333
Current period net profit	1,407,574	681,584	746,050
Other current comprehensive income (loss) profit (net after tax)	(184,190)	1,968,169	610,824
Total comprehensive income of current period	1,223,384	2,649,753	1,356,874
Earnings per share	3.86	1.89	1.70
Employee compensation and benefits	2,192,896	2,506,563	2,910,364
Dividend payments to shareholders*	357,667	607,738	591,712
Payments to the government*	4,384	64,018	13,058
Subsidies provided by the government*	56,667	60,272	47,691

Note:

1. Employee compensation and benefits include: employee salaries and bonuses, old and new labor pension funds, meal expenses, labor/health insurance, group insurance, personnel expenses, and remuneration of directors and supervisors.
2. Payments to the government include: profit-seeking enterprise income tax, land value tax, house tax, stamp tax, vehicle license tax, and fuel tax etc.
3. Subsidies provided by the government s include: research and development investment tax credit.
4. * Only shows the individual financial statements for Gemtek Technology, excluding subsidiaries.

● Subsidiaries and Affiliated Companies

The consolidated financial statements include all subsidiaries and affiliates of Gemtek Technology. The corporate structure of Gemtek Group's consolidated financial statements is illustrated as follows:



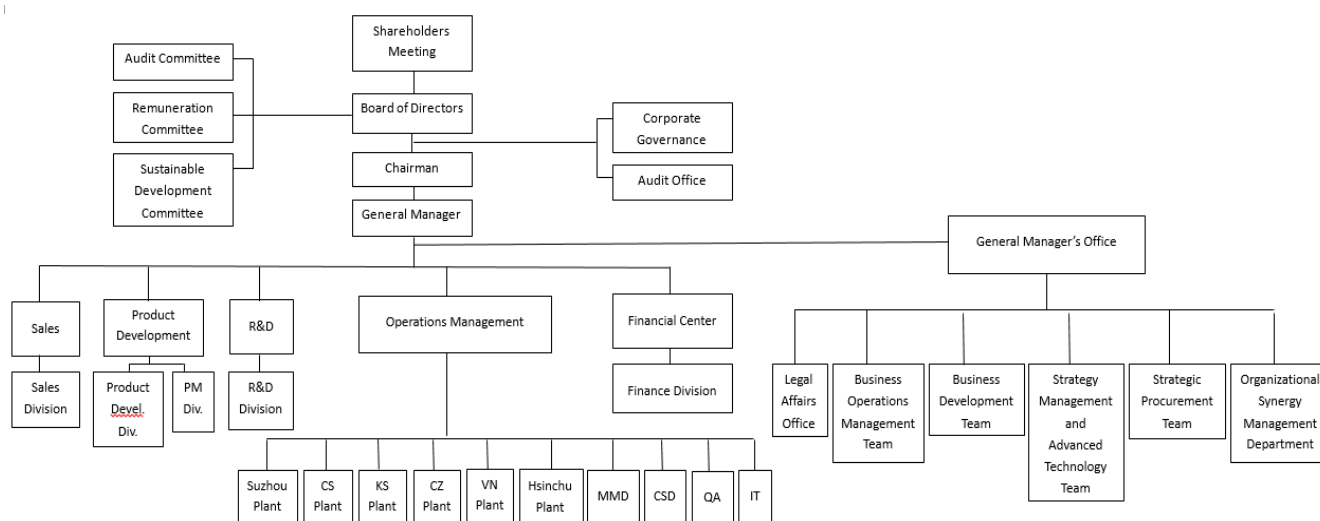
Note: The consolidated financial statements do not include AMPAK Technology Inc., BandRich Inc., PT. South Ocean, Free PP Worldwide Co., Ltd., & subsidiaries, and WI-TEK Investment Co.,Ltd. & subsidiaries.

1.2 Corporate Governance

Gemtek Technology firmly believes that achieving good corporate governance can secure the most benefits for the company's stakeholders. The company has strived to maintain an effective board of directors to ensure the stability of operational performances, appointed competent management teams to collect and disclose important information about the company, and implemented a spokesperson system following regulations to protect the rights and interests of investors. The board of directors regularly checks the appropriateness of the company's remuneration system. And to strengthen corporate governance, an audit committee and a remuneration committee were established under the board of directors to supervise the policies and general affairs of the company in accordance with the articles of incorporation.

With regard to ensuring good corporate governance, in 2021, Mr. Zhi-hong Lin, the chief financial officer of the company, was appointed the corporate governance supervisor by the company's board of directors. The corporate governance supervisor will be responsible for overseeing corporate governance-related affairs such as the handling of administrative matters for the board of directors, audit committee, remuneration committee, and shareholders meetings, directors' orientation and continuing education, collection of data, and providing legal guidance for the board of directors.

Organizational Chart



● The Board of Directors

The Board of Directors is the highest governing unit and the ultimate decision-making center of Gemtek Technology. It plays a crucial role in overseeing and managing the overall operations of the organization. According to the company's articles of incorporation, the composition of the board of directors consists of 9 directors. The term of office for a director is three years. The company adopts the candidate nomination system for the election of directors. The inauguration ceremony of the board of directors was on June 09, 2022. The company's board of directors consists of 3 independent directors. All of the directors are Taiwanese citizens over 50 years of age. 1 among the 9 directors, in particular, is female. The Board of Directors held 8 meetings during the year 2022.

The average rate of meeting attendance for directors was 97.53%. The company has made the avoidance of conflict of interest a part of its Business Integrity Policies. There were no conflicts of interest to declare in 2022.

Members of the Board of Directors

Title	Name	Gender	Education and Experience	Concurrent Positions in Gemtek and Other Companies	Rate of Attendance
Chairman	Chen, Hong Wen	Male	TSMC Syntek Semiconductor Co., Ltd. Master of Electrical Engineering, National Tsing Hua University	Chairman of Gemtek Investment Co.,Ltd Chairman of Browan Communications Inc. Chairman of Antek Networks Inc. Chairman of Polaris Group Director of G-Technology Investment Co., Ltd Director of Witek Investment Co.,Ltd Director of Ampak International Holdings Ltd Director of Primax Communication (B.V.I.)Inc. Director of Free PP Worldwide Co.,Ltd Director of Yield Microelectronics Corp. Legal director representative of LIONIC CORP.	100%
Director	Tsai, Fu Tsan	Male	Associate Researcher of National Chung-Shan Institute of Science and Technology Chairman of Ampak Technology Inc. Master of Electro-Optical Engineering, National Chiao Tung University	Senior Deputy General Manager of Gemtek Technology Co., Ltd. Chairman of Gemtek Electronics Kunshan Co., Ltd. Chairman of Gemtek Electronics Suzhou Co. Ltd. Director of Brightech International Co., Ltd	100%
Director	Yang, Jheng Ren	Male	General Manager of Browan Communications Inc. Ph.D. of Electrical Engineering, National Tsing Hua University	Executive Director of Gemtek Technology Co., Ltd. Professor of Yuan-Ze University Legal director representative of Gemtek Investment Co.,Ltd Legal director representative of Antek Networks Inc. Director of Browan Communications Inc.	100%
Director	Hsu, Jung Hui	Male	Engineer at National Chung-Shan Institute of Science and Technology Bachelor of Electrical Engineering, Tatung Institute of Technology	Chairman of BandRich Inc. Senior Deputy General Manager of Gemtek Technology Co., Ltd. Legal director representative of Gemtek Investment Co.,Ltd Legal director representative of of Gemtek Vietnam Legal director representative of Browan Communications Inc.	100%
Director	Chang, Yueh Chi	Female	Master of Business and Management, National University of Kaohsiung General Manager of BRILLIANT FOOTWEAR CORPORATION	Chairman of Joy Trade International Ltd.	78%
Director	APEX ACTION INVESTMENT LIMITED Representative : Luo, Wen Yi	Male	Master of Business Administration, National ChengChi University	Chairman of CSX MATERIAL CO., LTD. Independent Director of Taiflex Scientific Co., Ltd. Supervisor of REC TECHNOLOGY CORPORATION	100%
Independent Director	Zhao, Yao Geng	Male	PhD of Electrical Engineering, University of Maryland, College Park Director of ASANLITE CO., LTD. Independent Director of Favite Inc. Executive Director and Deputy Director of (Taipei) China Radio Association Dean of the College of Electrical and Communications Engineering, Yuan-Ze University	Legal director representative of Harbinger VII Venture Capital Corp. Professor of the College of Electrical and Communications Engineering, Yuan-Ze University	100%

Members of the Board of Directors

Title	Name	Gender	Education and Experience	Concurrent Positions in Gemtek and Other Companies	Rate of Attendance
Independent Director	Wang, Zhu San	Male	PhD of Science in Finance, University of Tennessee Convener of Undergraduate Programs for Bachelor of Finance, National Taipei University Consultant at Small and Medium Enterprise Administration, MOEA CEO of IEMBA Program, National Taipei University	Professor of Business Administration, National Taipei University Director of The Association of Global Crowdfunding and Financial Technology Service Council member of School of Business Administration, National Taipei University Member of the Ministry of Economic Affairs Audit Committee	100%
Independent Director	Chang, Zhi Yang	Male	PhD of Electrical Engineering, University of Texas at Austin Associate Researcher of National Chung-Shan Institute of Science and Technology Professor of Electrical Engineering, National Chiao Tung University Independent Director of Ampak Technology Inc.	Independent Director/Member of the Remuneration Committee of Alpha Microelectronics Corp.	100%

● Remuneration Committee

On December 27, 2011, Gemtek Technology established a remuneration committee composed of three independent directors to improve corporate governance and remuneration policies for directors and managers. The company formulated guidelines for remuneration that are overseen by the remuneration committee. At least two meetings are held by the committee each year. Their job is to evaluate the following: directors' remuneration and managers' performance, salary, and rewards. A total of 3 meetings were held in 2022, which the average attendance rate is 100%.

Title	Name	Actual Number of Attendance	Rate of Attendance(%)
Convener	Zhao, Yao Geng	3	100%
Member	Wang, Zhu San	3	100%
Member	Chang, Zhi Yang	3	100%

Remuneration Policy and Decision-Making Process

Pursuant to Article 20 of the Articles of Incorporation, the Company shall, after deducting employee bonuses and remuneration benefits of directors from the current year's pre-tax benefits, allocate 13.5% for employee profit sharing bonuses and no more than 1.8% for the remuneration benefits of directors and supervisors. Employee profit sharing bonuses are to be granted in the form of securities or cash to eligible company employees, and such occurrences will be mentioned and reported during the shareholders' meeting.

However, in the event of accumulated losses, the Company shall not distribute bonuses.

Upon the closing of the Company's annual financial accounts, if surplus profit is determined, the Company shall first pay taxes and make up for all past losses; then, set aside a 10% legal capital reserve and a special capital reserve in accordance with applicable laws, rules and regulations. The remainder of the profits after deducting the foregoing shall be allocated as shareholders' dividends, subject to proposal by the board of directors and approval by shareholders at a shareholders' meeting.

Considering the current development status of the Company and the overall conditions of the industrial environment, other factors such as the Company's financial measures that might influence the financial structure and profit earnings are the key elements for determining the amount and type of surplus distributed. Bearing in mind the Company's capital requirements, long-term financial goals, and shareholders' demands for liquidity, the distribution of surplus profit shall be made preferably by way of cash and stock dividends. The distribution of cash dividends per year shall not be lower than 10% of the aggregate amount of the stock dividends and cash dividends distributed for that particular year.

● **Audit Committee**

On June 18, 2019, Gemtek Technology established an audit committee composed of three independent directors. Their job is to handle the following affairs: the company's financial statements; the effectiveness of the internal control system; financial business processes; matters that involve directors conflict of interest; major transactions and derivatives transactions; loaning of funds; making endorsements or guarantees; fundraising and issuance or private placement of securities; appointment, dismissal, and remuneration of certified public accountants; appointment and dismissal of supervisors in finance, accounting, or internal audit; and other important matters as prescribed by the competent authority. In 2022, the Audit Committee was convened 6 times, and the average attendance rate is 100%.

Title	Name	Actual Number of Attendance	Rate of Attendance(%)
Convener	Zhao, Yao Geng	6	100%
Member	Wang, Zhu San	6	100%
Member	Chang, Zhi Yang	6	100%

● **Director's Continuing Education**

In order to enhance the effectiveness of its board of directors, Gemtek Technology schedules continuing courses for board members from time to time to help strengthen their professional knowledge. In 2022, 9 members participated in the company's advanced training for directors, which is equivalent to a cumulative total of 54 hours of training. All directors of the board have completed the required hours for continuing education prescribed by law. Continuing education of the board of directors in 2022 is described in the following chart:

Gemtek Technology 2022 Continuing Education of the Board of Directors

Title	Name	Date	Organizer	Course Name	Hours
Director	Chen, Hong Wen				
Director	Tsai, Fu Tsan				
Director	Yang, Jheng Ren			Breaking the Barriers of Organizational	
Director	Chang, Yueh Chi			Frameworks - Key Considerations for	
Director	Hsu, Jung Hui			Corporate Transformation Strategies	
	APEX ACTION	2022/11/10	Taiwan Institute		3 Hours
Legal Entity as	INVESTMENT LIMITED	2022/12/16	of Directors	Breaking the Barriers of Organizational	3 Hours
Director	Representative: Luo, Wen Yi			Frameworks –Corporate Transformation	
Independent Director	Wang, Zhu San			Case Studies	
Independent Director	Chang, Chih Yang				
Independent Director	Zhao, Yao Geng				

● Evaluation of the Board of Directors

On March 10, 2020, in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies", the Board of Directors passed the "Board Performance Evaluation Methods", which regulates the frequency, period, scope, implementer, and procedures for board performance evaluation. The 2022 evaluation of the effectiveness of the board of directors was carried out in the form of a "Self-evaluation" conducted by individual board members and functional committees. The items that are evaluated include the following aspects: degree of participation in the company's operations; improvement of board decision quality; the composition and structure of the board of directors; the selection and continuing education of directors; and internal control. According to the 2022 evaluation, the overall average score indicates that the effectiveness of the board of directors and functional committees is good.

1.3 ESG Sustainability Committee

● ESG Sustainable Development Policy

ESG Vision

As we strive toward our goal to become a world-leading provider of wireless broadband solutions, part of our mission is to actively collaborate with our partners to foster economic, social, and environmental sustainability, working together to shape a sustainable future.

ESG Strategy

- Safeguard employee welfare; cultivate a healthy and safe work environment; protect the rights of employees, supply chains, and stakeholders; and achieve win-win outcomes for all.
- Observe international laws and ethical standards associated with social responsibility; respect differences and embrace diversity; uphold human rights and promote client interests; and fulfill corporate responsibilities.
- Comply with environmental regulations by implementing energy conservation, gas emission reduction, and resource recycling measures; integrate environmental aspects into product development during the initial phase of product design, selection of raw materials, and production management.
- Fulfill corporate responsibilities by engaging in social welfare, aiming to give back to society and benefit both our company and the local community.
- Aspire to become a leading company in the industry by upholding high standards and demonstrating an unwavering commitment to fulfill social responsibilities in all aspects.

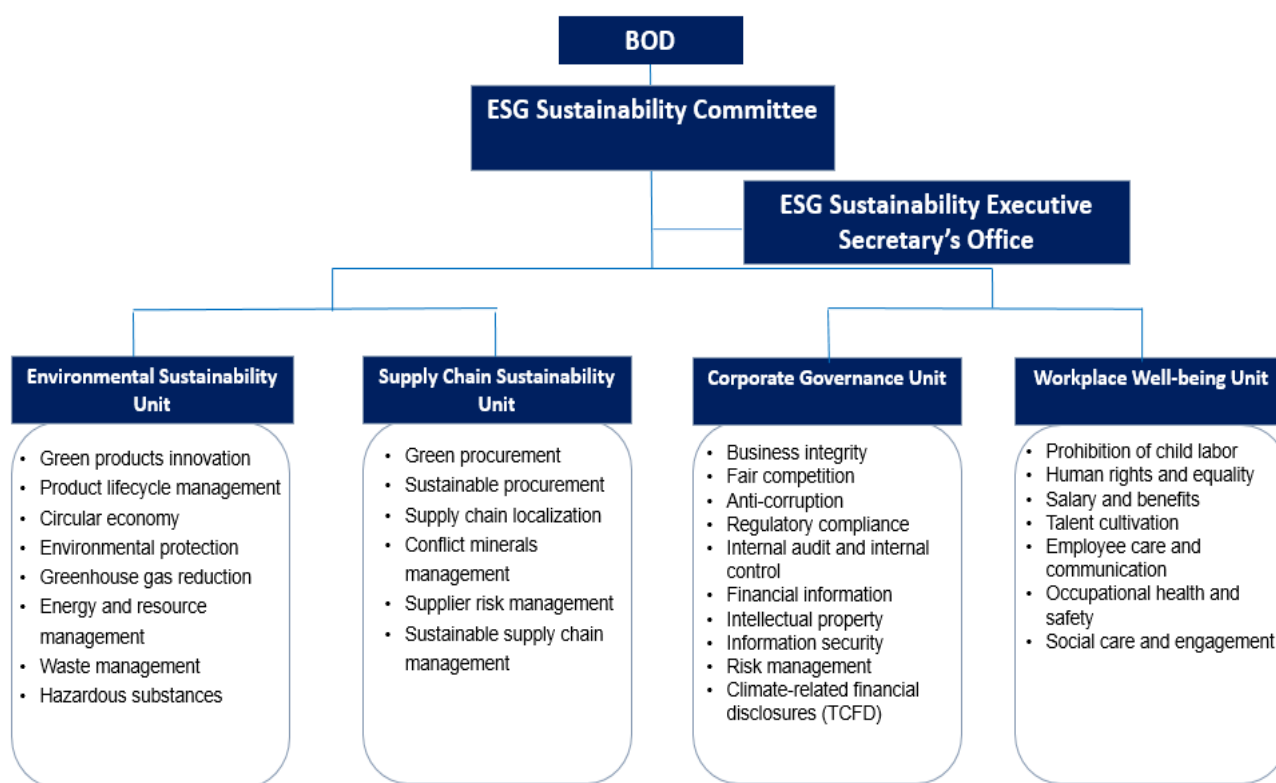
On March 13th, 2023, the ESG Sustainability Committee was formally established as part of the functional committees of the Board of Directors to promote the development of sustainability aspects such as environmental protection, social responsibility, and corporate governance within the company. The committee consists of four functional units: "Environmental Sustainability," "Supply Chain Sustainability," "Corporate Governance," and "Workplace Well-being." The committee is responsible for formulating sustainable policies, developing annual plans and strategies, tracking and reviewing the progress of sustainable development, and making decisions on related matters. The Sustainability Development Committee consists of five members, including the CEO, CFO, and three independent directors. The Sustainable Development Committee, chaired by the General Manager, meets at least once a year and regularly reports its performance and future plans to the Board of Directors. Annual ESG issues and sustainability reports are to be submitted to the board for approval. In 2022, a total of one meeting was held, which covered the reporting of stakeholder communication outcomes, annual plans for sustainability development, and progress updates on their implementation.

Main Role of ESG Sustainability Committee

1. Establish ESG sustainability development policies
2. Formulate annual plans and strategies for ESG sustainability development
3. Track and review the progress and effectiveness of sustainability development efforts; report to the Board of Directors
4. Make decisions on matters related to ESG sustainability development

Main Role of ESG Sustainability Executive Secretary's Office

1. Develop action plans for sustainable development
2. Monitor the progress and effectiveness of sustainability development
3. Provide professional expertise and knowledge
4. Share information on sustainability development efforts



1.4 Risk Management

Gemtek Technology has adhered to the principles of professionalism, business integrity, and service quality throughout the course of its operations. Our management team is highly aware of new trends in technology within the industry and can promptly identify and manage risks to mitigate operational impacts. Risk identification, management, and response measures are carried out by various functional units accordingly to analyze underlying risks and opportunities. Based on the results of the analysis, contingency plans are proposed to protect the rights and interests of employees, shareholders, partners, and customers to increase company value and optimize the allocation of business resources.

● Risk Management Framework

Gemtek Technology's risk control mechanism is divided into two levels: the organizer/undertaker is the "First Level Control", and must be responsible for the initial risk identification, assessment, management, and prevention. Gemtek Technology's risk control mechanism is divided into two levels: the organizer/undertaker is the "First Level Control", and must be responsible for the initial risk identification, assessment, management, and prevention procedures. The "Second Level Control" is the final review and decision rendered by the chairman of the board subsequent to the evaluation meeting held by senior management (deputy general manager and above). The meeting is to assess the feasibility of business plans and related risks. The company has established business continuity plans to minimize the impact of operational risks. If an abnormal or emergency shall occur, the company will put the plan into effect based on the company's current policies (Business Continuity Management). The risk management framework is organized as follows:

Risk Management Framework – Identifying Key Risk Factors	First Level Control Direct Risk Management - Responsible Units (Sales Division)	Second Level Control Risk Evaluation and Control
<ul style="list-style-type: none"> • Climate change risks • Impacts of natural disasters on industrial production risks • Fire hazards & power outage risks • Terrorism risks • Raw material supply risks • Interest rate, foreign exchange & financial risks • High-risk and leveraged investment, loaning of funds, and derivatives trading • Investment in mainland China & Reinvestment in subsidiaries • Expansion of factory or production • Disruption to information and communication technology risks • Environmental and health & safety risks 	<ul style="list-style-type: none"> ▶ Organizational Effectiveness Division (Facility Management, HR, General Affairs, Environmental Health and Safety) ▶ Organizational Effectiveness Division (Facility Management, HR, General Affairs, Environmental Health and Safety) ▶ Manufacturing, IT ▶ Materials, HR ▶ Materials ▶ Finance ▶ Finance ▶ Finance ▶ Facility Management ▶ IT, Facility Management ▶ Organizational Effectiveness Division (Facility Management, HR, General Affairs, Environmental Health and Safety) Manufacturing 	<p>Implementation members of Business Continuity Management: (General Manager, Chief of Operations, Manufacturing, Sales, Materials, IT, HR, General Affairs, Facilities, Environmental Health and Safety etc.)</p> <p>Report to the Board of Directors meeting after final decision is made by the Chairman</p>

● Risk Evaluation and Management

A total of 41 risk factors were identified, among which 10 risk factors were selected for 2022 target risk analysis and management.

Gemtek 2022 Risk Categorization Table

Topics in Risk Management	Internal/External Causes		Risk Control Measures
Technology and Economics (Non-human causes)	Internal Causes	1. Digital security risk	In light of digital transformation initiatives, Gemtek Technology recognizes that digital information security is an important aspect in terms of business risk and opportunity, and therefore has established a cross-departmental and cross-functional project team in addition to its ISO 27001 : 2013 certified "Information Security Policy" to fortify information security in daily operations and management. At the same time, Gemtek continues to introduce new technology tools and streamline business operations. The company shall conduct internal audits and education training on information security regularly to ensure the successful implementation of information security and privacy protection.
		2. Disruption to information and communication technology risk	To implement business continuity management, Gemtek Technology has established an "Information Technology Service Continuity Plan" and "Business Continuity Management Plan" by ensuring that the company's UPS (uninterruptible power system) is well-maintained and operating and the information system and data are securely backed up and stored without fail.
	External Causes	3. Natural disasters (earthquake, typhoon, fire, flood, extreme weather and climate change)	Gemtek Technology has established "Standard Procedures for Emergency Preparedness and Response" and "Business Continuity Management Plan" to respond to business emergencies. Through advanced emergency management planning and disaster simulation, business operations can be sustained throughout a crisis, or resumed according to plan.
		4. Power and water outages	Based on its business continuity strategies to mitigate and control operational risks such as water and electric outages, Gemtek Technology has established the following guidelines to ensure continuity of operations: "Standard Procedures for Emergency Preparedness and Response", "Business Continuity Management Plan", "Electrical Room Operation Manual", and "Information Technology Service Continuity Plan". Such guidelines may also help strengthen internal control and sharpen reactions to business disruptions.
Personal, Social & Organizational (Human causes)	Internal Causes	5. Human capital risk	The workforce ecosystems have evolved due to drastic changes in the global environment and the rise of social entrepreneurship, which signifies new challenges for human capital management. For instance, the company would be obliged to incorporate more diversity into its recruitment strategies, more comprehensive employee training and development programs, and more flexibility and competitive edge to its salary and welfare system. Gemtek is highly aware of the significance of this trend and is therefore committed to strengthening and sustaining human capital and upholding the fundamental principles of humanity and caring for employees to maintain a balance between labor and management in addition to business development.

	External Causes	6. Infectious diseases (COVID-19, influenza, African swine fever, Ebola)	<ol style="list-style-type: none"> 1. "Coronavirus Emergency Operations Center ": Gemtek Technology has set up a "Coronavirus Emergency Operations Center" to direct the development of disease prevention and control mechanisms throughout its global operation sites to comply with local regulatory requirements. This not only helps to prevent the epidemic from spreading, but also helps to ensure business continuity. In addition, a disease surveillance system has also been installed so that supervisors and employees can stay informed of the company's latest infectious disease prevention policies in response to the most recent outbreak. 2. The company has established "Standard Procedures for Emergency Preparedness and Response" and "Business Continuity Management Plan" to prevent and reduce risks caused by the spread of diseases.
		7. Key Supply Chain Shortage	<ol style="list-style-type: none"> 1. Strengthening "Global Operations Management": The US-China trade war and COVID-19 have imposed unprecedented challenges to the global supply chain. Under the circumstances, Gemtek's global expansion strategy continues to strengthen its capabilities in "Resilient Manufacturing" and "Global Operations Management" to help the company effectively manage and integrate upstream and downstream supply chains. 2. Gemtek has established "Supplier Management Procedures" and "Supply Chain Disruption Management Procedures" to mitigate and manage supply chain risks.
Environmental	Internal Causes	8. Green Product	<p>Green energy concepts are integrated into the product design process, ensuring that materials used undergo inspection and meet energy-efficiency standards. Intelligent software designs are also fitted to minimize energy consumption over a product's lifecycle. Throughout the entire lifecycle of our products, we place a strong emphasis on meeting environmental sustainability requirements to minimize potentials impact on the environment. Our company is dedicated to making progress in three key areas:</p> <ol style="list-style-type: none"> (1)Sustainable Materials: Minimize the use of hazardous substances in our current products. Use materials that have recyclable or reusable value. (2)Recyclable/Reusable: Design products that can be easily reused, recycled, and disassembled. (3)Energy Efficient: Reduce the energy consumption of products
	External Causes	9. Climate Change	<ol style="list-style-type: none"> 1. Keep abreast of global climate change trends, conduct greenhouse gas inventory and obtain third-party verification. 2. Based on the TCFD framework, identify climate change risks and opportunities that may lead to significant financial impacts; and develop corresponding measures to address the impacts of climate change.
		10. Environmental Compliance	Continuously monitor pertinent environmental regulations and conduct regular assessments of regulatory compliance to ensure timely and responsive actions.

1.5 Business Integrity

Anti-Corruption Policy

Gemtek operates by the principles of business integrity and abides by the laws and ethical standards of the country where it operates. The company does not allow any form of corruption or fraud, nor any unfair and anti-competitive behavior to exist within the organization. Gemtek has established ethical codes of conduct, integrity guidelines, and other norms as the bedrock of its corporate behavior. Directors, supervisors, executives, employees, and suppliers are expected to strictly refrain from participating in any form of corruption or bribery.

1. All new employees and key suppliers are obliged to adhere to the regulations outlined in the "Integrity Commitment Statement" to eliminate any form of unlawful corruption or unethical business practices.
2. In order to foster a strong sense of compliance, mandatory training and evaluations on the "Responsible Business Alliance (RBA) Code of Conduct" are required for all employees. The training encompasses principles of ethical business conduct, avoidance of inappropriate benefits, fair trade practices, respect for intellectual property rights, obligations regarding confidentiality of business secrets and customer information, identity protection, and prevention of retaliation.

● Business Integrity Policies

The company has formulated the "Code of Ethical Conduct," "Business Integrity Policies," "Anti-retaliation Policy (Whistleblower Protection Policy)," and other guidelines to govern workplace behavior. Gemtek mandates that directors, supervisors, managers, employees, and suppliers to exercise due diligence as in self-discipline, actively avoid conflicts of interest, corruption, and bribery, and refrain from abusing their positions of authority to gain improper advantages or engage in retaliation against whistleblowers.

To enhance workplace integrity and ensure regulatory compliance, the company announces its code of conduct on its corporate intranet and office bulletin boards. Additionally, regular lectures and public announcements are conducted to reinforce employees' ethics awareness. In 2022, there were no instances of penalties imposed by competent authorities for violations of business ethics, anti-competitive practices, monopoly, or anti-corruption laws and regulations. Furthermore, no cases of corruption were reported during that period.

Communication Target	Method of Communication	Ratio
Members of the BOD	<ul style="list-style-type: none"> ● Reiterate the importance of Anti-Corruption Awareness annually 	100%
Employees	<ul style="list-style-type: none"> ● All Gemtek employees are required to sign the "Integrity Commitment Statement(For Employees)" ● Policies are announced on the corporate intranet and office bulletin boards ● Employees undergo annual RBA training (includes anti-corruption, business integrity) 	100%
Suppliers/ Customers	<ul style="list-style-type: none"> ● Customers, suppliers, service providers, and contractors who engage in business transactions with Gemtek are required to sign a "Procurement Contract" or an "Integrity Commitment Statement (Supplier)" 	88%

- **Grievance / Handling Mechanism**

The company's website offers a reporting channel for all stakeholders to submit their opinions that are related to corporate social responsibility matters or report complaints. Employees can express their opinions or report complaints through the suggestion box or other channels announced by the company. Reports submitted to the reporting office will be assigned to the appropriate units for review in accordance with the report handling procedures. If a complaint regarding a violation of the code of conduct is found to be valid, an ad hoc committee will be established to address and resolve the complaint. Depending on the severity of the violation, the accused party will be subject to administrative discipline, and efforts will be made to recover any improper benefits and pursue legal responsibilities. The identity of the whistleblower and the relevant information will be kept confidential at all times. Gemtek aims to enhance the company's management and internal control procedures by leveraging these real-world experiences to raise employees' awareness of the consequences associated with unethical behavior and prevent future incidents.

Reporting Channel

1. Report via Email
 Gemtek Headquarters : Gemtek_suggestion@gemteks.com
 Gemtek Changsu : cs_suggestion@cs.gemteks.com
 Gemtek Kunshan : China_hr1@ks.gemteks.com
 Gemtek Vietnam : VN_suggestion@vn.gemteks.com
2. Report via Telephone
 Gemtek Headquarters : 03-5985535#1119
 Gemtek Changsu : 52922818-35018
 Gemtek Kunshan : 57390366-32120
 Gemtek Vietnam : +8422 6358 3758
3. Write a direct letter to Human Resources Department
4. Employees can deliver written letters or the "Feedback Form" via the Employee Suggestion Box.

- **Level of Legal and Regulatory Compliance**

Gemtek is committed to operating in full compliance with national and international laws, rules, and regulations. The company closely monitors and complies with the directives of competent authorities that may significantly impact its operations. Gemtek identifies business regulations pertaining to labor, health and safety, environmental protection, finance, information security, and intellectual property rights to keep internal control and operating procedures in check with relevant regulatory requirements. The company maintains a legal office, which bears the primary responsibility of overseeing all legal matters. The office also collaborates with external consultants

to seek professional advice and communicate broadly with employees regarding the company's business compliance plans, aiming to avoid potential legal violations. Gemtek Technology has reviewed and revised relevant documents to stay current with the latest standards of the Responsible Business Alliance (RBA) Code of Conduct 7.0. In 2022, no instances of non-compliance with socioeconomic standards were reported.

Note: A significant violation refers to a single offense with a penalty of NT\$1 million or more.

The Company complies with customer requirements, laws, and international standards concerning marketing and labeling for all products and services it offers. In 2022, no violations were reported in relation to product health and safety regulations, advertising law, consumer protection law, product labeling regulations, marketing law, or antitrust regulations.



2

Products and Services



2. Products and Services

Customer Relationship Management	
GRI Material Topics	Product Information Security, Customer Privacy, Customer Health and Safety, Customer Service and Satisfaction
Material Reason and Impact	<p>Customer relationship management is a top priority for companies, particularly network communication manufacturers. Safeguarding business secrets and customer privacy are fundamental ethical practices. Building customer trust is accomplished through effective product security management, customer service management, customer satisfaction surveys, and procedures for handling customer complaints. These practices enable the company to operate and grow in a sustainable manner. Failure to implement effective customer relationship management could potentially expose our company to risks such as customer attrition and decreased profitability. On the other hand, by reinforcing our customer relationship management practices, we can enhance our company's competitiveness and ensure the mutual benefits and rights of both the company and our valued customers.</p>
Management Objectives	<ul style="list-style-type: none"> • Ensure product security and reliability. Provide the best customer service. • Effectively protect business secrets, customer privacy, and intellectual property rights • Effectively manage customer satisfaction
Policies and Commitments	<ul style="list-style-type: none"> • Reduce the impact caused by cybersecurity risks while continuing to operate and improve the Information Security management system to protect business interests. • Client-centric; regulatory compliance; continuous improvement; sustainable business operations; develop low-pollution, cost-effective green products. • Improve product quality and meet customer needs.
Responsibility	<ul style="list-style-type: none"> • The company has set up a customer service unit responsible for handling customer complaints. • Gemtek's chief technology officer management is responsible for the establishment, implementation, and maintenance of the company's Information Security management system, and also serves as the spokesperson and liaison for relevant affairs. • Set up a QC080000 implementation team. The convener will be one of the QC080000 management representative from each manufacturing facility.
Resources	<ul style="list-style-type: none"> • Created an Information Security Committee to implement and coordinate various information security-related affairs. • Set up an RBA Team to help establish norms and promote employee education and training. • Established QC080000 implementation team; and obtained TUV certification
Grievance/ Handling Mechanism	<ul style="list-style-type: none"> • Our company has a designated customer service department that handles customer complaints based on the company's "Defective Product Return and Repair Procedure" and the "Customer Complaint Handling Procedure". • In the event of a cybersecurity breach, relevant reporting and corrective measures will be implemented according to the company's "Information Security Control Procedure" • Complaints can be submitted via the feedback/whistleblower mailbox located at each manufacturing facility.

Course of Action

- Adopt ISO/IEC 27001, an international standard for Information Security Management System.
- Adopt a comprehensive email filtering solution to prevent malicious attacks such as computer viruses, internet spamming, and phishing emails.
- Strengthen account security by applying a two-factor authentication mechanism----the first factor is the use of passwords, and the second factor is a set of codes or biometrics sent to the users' mobile phone to validate identity.
- Formulate the "Code of Ethical Conduct", "Responsible Business Alliance (RBA) Code of Conduct", "Business Ethics Management Procedures" and other norms to protect customer privacy
- Members of the Information Security Committee assess reports and measures once every 6 months.
- Post the code of conduct on the company's internal website and office bulletin boards as well as hold lectures and make public announcements to reiterate the importance of ethical awareness.
- Establish customer project management procedures.
- In 2022, a total of 13 education training programs on cybersecurity were held.
- In 2022, a total of 19 disaster recovery drills were conducted for each system.

Evaluation Mechanism

- Based on the ISO/IEC 27001 international standard for information security management, perform regular internal audits once every six months, external audits once a year, and renew certificates every three years.
- Conduct regular customer satisfaction surveys.
- Manage customer complaints according to the "Customer Complaint Handling Procedure". Calculate the rate of resolved cases for every month and conduct a PDCA assessment.

Research & Development and Intellectual Properties

GRI Material Topics

Intellectual Property Management, Innovation and R&D, Product Life Cycle Management

Material Reason and Impact

New product research and development is the fundamental drive for business sustainability. To secure the company's inventions, establishing a well-rounded patent strategy and intellectual property policy is essential to the filing of patent applications and patent protection. The company systematically manages innovations and patents by performing patent counts and checking on the filing status of patent applications on a regular basis.

Management Objective

Ensure that innovative research developments and intellectual properties are properly protected.

Policies and Commitments

Intellectual Property Management Policy: Respect intellectual property rights. Protect intellectual property rights when transferring technology and production knowledge to customers. Shall not disclose confidential copyright information to a third party.

Innovative R&D Management Policy: Social responsibility, sustainable development, global alignment

Product Life Cycle Management Policy: Client-centric; regulatory compliance; continuous improvement; sustainable business operations; develop low-pollution, cost-effective green products.

Responsibility

- The legal office oversees the management of patents and intellectual property.
- The New Product Development Division (obtains development information) and the Research and Development Division (conducts product research and development) are responsible for the development and advancement of new products and technology.

Resources	<ul style="list-style-type: none"> • In 2022, the total amount invested in R&D is NTD916,227,000, which takes up 3.28 % of the company's business revenue. • In 2022, the total amount invested in R&D equipment is NTD56,320,000. • In 2022, the total amount invested in patent application and protection is NTD3,965,000.
Grievance/ Handling Mechanism	<ul style="list-style-type: none"> • Complaints can be submitted via the feedback/whistleblower mailbox located at each manufacturing facility. • In the case of receiving a patent infringement warning letter, a patent infringement investigation will be duly initiated. • The product management remedial mechanism is carried out according to the " Emergency Response Plan for Manufacturing ".
Course of Action	<ul style="list-style-type: none"> • Formulated the "Code of Ethical Conduct", "Business Integrity Policy", "Responsible Business Alliance (RBA) Code of Conduct", "Intellectual Property Management Policy", "Intellectual Property Management Procedures" and other norms. • Adopt ISO 9001, ISO 14001, ISO 27001, and other management systems, and follow RBA-related norms and initiatives • The company requires all new hires to sign the "Intellectual Property and Confidentiality Agreement" and " Information Security and Internet Acceptable Use Agreement". The internal business ethics management procedures serves as the basis for operational practices and guidelines for intellectual property rights protection. The company shall also hold corporate training courses for the Responsible Business Alliance (RBA) code of conduct annually. • Hold intellectual property- related training courses to ensure that Gemtek is capable of protecting and safeguarding its intellectual property rights.
Evaluation Mechanism	<ul style="list-style-type: none"> • Conduct internal audits regularly according to ISO/IEC 27001 standards and the RBA code of conduct. • According to the "Intellectual Property Management and Incentives Guidelines," employees are encouraged to invent, create, and obtain patent protection.

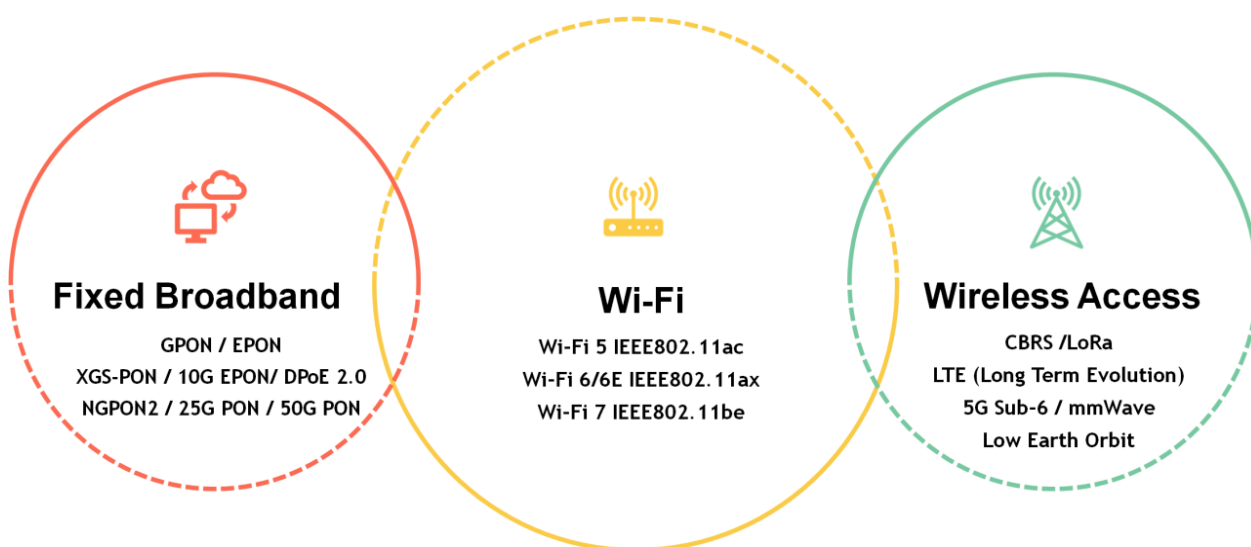
2.1 Products and Services

In response to the strong demand for digital content, long-distance broadband, and telecommunications network-related applications, the deployment of high-speed network infrastructure, 5G NR / LTE wireless broadbands, IoT terminals, and high-speed WiFi 6 / 6e / 7 continue to grow exponentially. Gemtek Technology actively develops networking products and solutions to combine with its various business models ----- OEM / ODM / JDM / Independent Development, striving to encompass more diversity, vision, and integration within niche products by following market trends to achieve profitability and rapid growth.

The main products and solutions offered by Gemtek include high- performance fixed network terminals and their applications (GPON / XGSPON / DPoE / NGPON2 / g.fast / IPSTB), WiFi modules, indoor and outdoor WiFi-related products, and whole home solutions (WiF AP Repeater / Router / Smart Plug / Whole Home Mesh). Additionally, the company provides advanced broadband WiFi 6 / 6e / 7 platforms, 5G NR / LTE Fixed Wireless Access (FWA), IoT terminal (Cellular IoT / LPWAN LoRa), millimeter wave (mmWave), phased array antenna for LEO satellite, and compact 5GNR / LTE Small Cell E2E system, etc. Gemtek also offers outstanding solutions such as Smart antenna designs, automated image recognition systems for factories, cost-effective security gateway platforms, cloud platforms, and services.

With strong integration capabilities and keen business acumen, Gemtek continues to expand its presence in the wired and wireless broadband telecommunications market. The company aspires to acquire cutting edge systems integration and development capabilities to transcend to new heights. Gemtek is widely recognized by international and domestic business partners for its superior technology and performance, solidifying its market leadership position in the broadband telecommunications industry.

Gemtek Products



Sales Proportion of All Product Categories

Product	Purpose and Function	Sales Proportion
WLAN CARD	Office computers and wireless transmission equipment	6.81%
WIRELESS GATEWAY	Wired and wireless network transmission equipment	82.66 %
WIRELESS TELECOMMUNICATION MODULE	Wireless transmission module for IoT equipment	0.75 %
OTHERS	Buying and selling of wires, packaging materials, pallets and raw materials	9.78 %
TOTAL		100.00%

- Global Sales Regions and Statistics

	2020		2021		2022	
	Amount	%	Amount	%	Amount	%
Domestic	976,463	4.90%	997,342	4.35%	682,028	2.44%
Overseas						
Asia	6,215,478	31.19%	6,389,047	27.89%	6,038,146	21.64%
Europe	3,922,576	19.68%	5,506,879	24.03%	6,047,532	21.68%
Americas	8,807,938	44.20%	10,007,502	43.68%	14,931,672	53.52%
Pacific	6,917	0.03%	0	0.00%	156,825	0.56%
Africa	0	0.00%	11,921	0.05%	43,787	0.16%
Total	19,929,372	100.00%	22,912,691	100.00%	27,899,990	100.00%

- Product Liability

Gemtek Technology is a renowned manufacturer of wireless communication systems. We offer OEM/ODM products and services tailored to meet the specific demands and requirements of our customers. Our product labeling adheres to relevant international and domestic laws and regulations. We prioritize customer satisfaction and ensure that all our mass-produced products undergo safety certifications for export to respective destination countries. These certifications include Brazil-ANATEL, CE, China-SRRC, FCC, IC, Korea-KCC, BSMI, GCF Member Apply, IEC 60825-1, Taiwan-NCC, TELEC, and USA/Canada Safety-UL, WIFI, among others.



2.2 Research & Development and Patents

Gemtek Technology is dedicated to research, development, and design of innovative products. In 2022, our total investment in research and development reached NT\$916,227 thousand. We are committed to enhancing the quality of our existing products while also focusing on developing new products that follow the latest technical standards and address the increasing demand for cutting-edge wireless technologies. Currently, Gemtek has several ongoing product development initiatives, including:

- (1) 5G NR R16 Standardized CPE
- (2) 5G Small Cell End To End System Development
- (3) Computer vision-based Wireless SIP Module Multi-Scan Solution
- (4) Enterprise-grade WiFi platform development
- (5) GPON/XGSPON 2-in-1 Passive Optical Network access to Ultra-wideband Network Integration System development plan
- (6) High performance enterprise xPON/g.fast integration universal platform development based on open software architecture
- (7) Easy deployment and cost effective 5G NR FR1+ FR2 ODU CPE development
- (8) Cost effective 5G NR smallcell development for sharedband CBRS
- (9) Scalable Phased Array Antenna Development for LEO application ka ku band
- (10) High performance WiFi 7 AP platform development
- (11) Tiny compact WiFi 7 extender development
- (12) Cost-effective WiFi 6/6e AP platform development
- (13) Universal smart element management system software platform development
- (14) Cost-effective switch platform development

R&D Expenses by recent years

Item	2020	2021	2022
Investments	NT\$874,998,000	NT\$753,460,000	NT\$916,227,000
% of total revenue	4.39%	3.29%	3.28%

• Patents, as the most significant form of intellectual property rights, hold great value as tradable assets in the hands of savvy businesses and market players. National laws govern inventions, technical products, or processes, providing protection and exclusivity to the patent holder, prohibiting others from making, using, importing, selling, or profiting from the patented innovation. Gemtek Technology utilizes IP knowledge management systems to handle patents, trademarks, and trade secrets, while employing the Patent Early Warning Mechanism to stay informed about patent applications, ownerships, and incentive programs. This proactive approach helps mitigate technology transfer risks. The Patent Early Warning Mechanism is conducive to preventing competitors from getting ahead of the game, allowing Gemtek to gain insights into various aspects of their competitors' activities, including research and development, patent numbers, patent strategies, patent quality, and technical capabilities. Gemtek solicits monthly reports from its patent and trademark office to keep an eye on the latest number of patent applications and granted patents by country. This information helps the company reflect on its patent strategies and enhance its core competitiveness. In addition, through the Patent Early Warning Mechanism, Gemtek can monitor the technology readiness level, applied technologies, and development trends within the industry to facilitate the implementation of a robust patent protection plan and enables the effective allocation of resources.

I. Analysis and Arrangement of Existing Intellectual Properties

Gemtek's intellectual property management team conducts quarterly reviews of new patent applications and the maintenance of existing patents. They invite senior executives from technical and market backgrounds to evaluate and analyze the strength and value of the company's patents. During these assessments, senior executives consider various factors such as the company's current financial capacity, business goals, R&D plans, investor expectations, contracts, patent portfolios, and trade secrets. They discuss whether the patents are worth maintaining based on these considerations.

II. Patent Strategies

At present, Gemtek's primary patent strategy relies on patent defense. Once the intellectual property management team acquires a comprehensive understanding of the company's technology and products, they will then determine the most suitable patent filing process, considering factors such as the type of patent protection required, the timeline, and the overall strategy. For urgent application filings, the company may choose to file a provisional patent application or utilize the Patent Cooperation Treaty (PCT) to expedite the process. However, in most cases, the filing follows formal application procedures.

III. Competitor Analysis

To effectively manage the patent portfolio, Gemtek conducts competitor analysis to assess the strengths, weaknesses, opportunities, and threats posed by competitor patent portfolios. Gemtek solicits monthly reports from its patent and trademark office to collect updates on the number of patent applications and granted patents by country. This information allows

Gemtek to evaluate its current patent portfolio and refine strategies to enhance business competitiveness. Additionally, the analysis helps identify potential risks posed by current practices that may infringe on existing patents.

As of the end of December 2022, Gemtek Technology has filed a total of 476 patent applications, out of which 206 are for "invention" patents, and 104 are for "utility model" and "design" patents. By the end of December 2022, Gemtek Technology has obtained a cumulative total of 32 registered trademarks worldwide.

2.3 Green Products

With regard to regulated substances, Gemtek Technology has formulated sustainable product specifications and product control measures to comply with international environmental laws, protect the health and safety of customers, and meet customer requirements. To achieve these goals, Gemtek has taken appropriate steps to handle regulated and banned materials in addition to establishing environmental management protocols supervised by respective corporate divisions. This ensures that the company's suppliers and employees are aware of the necessary sustainability requirements, consequently reducing environmental impact and strengthening environmental protection measures.

● Material Usage

The materials used in our company's assembly process mainly include plastic casings, aluminum metal casings, antennas, cables, labels, and packaging materials. Among these, recyclable materials such as labels and packaging materials (cardboard boxes, pallets), account for 33% of the total material usage. Non-recyclable materials consist of plastic casings and aluminum metal casings, make up 67% of the total material usage. Approximately 20% of the plastic components purchased are made from recycled materials. To ensure the quality of our products, we practice meticulous material segregation and recycling after disassembly. Tin bars and solder paste undergo recycling, but they are not reintroduced into the production process for tin bars and solder paste. Instead, our vendors utilize these recycled materials in the creation of secondary products, such as glass items.

Gemtek 2022 Material Usage

Item	Gemtek HQ		Changshu		Kunshan		Vietnam	
	Weight (kg)	%	Weight (kg)	%	Weight (kg)	%	Weight (kg)	%
Recyclable Material	101,390	34.18%	731,527	33.70%	1,026,675	33%	1,754,327	31.97%
Non-Recyclable Material	195,206	65.82%	1,439,272	66.30%	2,103,999	67%	3,732,761	68.03%
Total	296,596	100%	2,170,799	100%	3,130,674	100%	5,487,088	100%

To ensure the safe transportation of our products, we use shock-proof packaging materials inside cardboard boxes and plastic courier bags. As part of our commitment to environmental protection, we prioritize the reuse and recycling of cardboard boxes. We have established a strong recycling channel, collaborating with recycling companies that can perform secondary recycling and reuse. By continuously enhancing our efforts in the recycling and reuse of packaging materials, we strive to make a positive impact to the environment.

● **Hazardous Substance Free (HSF)**

Gemtek ensures that the content of its products and manufacturing process comply with international standards such as RoHS, REACH, Packaging Directive, Battery Directive, and Halogen Free (HF). The company received the IECQ QC 080000 certification in March 2007 and has successfully passed the annual audits since then. Moreover, all auxiliary materials used during the manufacturing process must comply with customer demands and the aforementioned standards. In 2021, all products of Gemtek fully complied with the relevant HSF regulations and customer specifications. Notably, the company received no customer complaints or negative feedback concerning hazardous substances during this period.

In addition, to effectively manage hazardous substances, the company has introduced a systematic review process to ensure that all purchased materials adhere to relevant laws and regulations. The company continuously monitors and keeps track of any changes in laws and regulations to ensure that all applicable requirements are duly observed.

● **Green Design**

To achieve the green energy conservation concept, in 2009, Gemtek Technology replaced all of its linear regulated power supplies in all products with high conversion efficiency switch-mode power supplies. These switch-mode power supplies have an average energy conversion efficiency of over 80%, surpassing traditional coil-type transformers. In addition, the company has established a dedicated spare parts management team, comprising designated engineers responsible for testing transformers. All transformer specifications must comply with international energy conservation codes--- the California Energy Code (CEC) of the United States and the European Code of Conduct.

Gemtek approaches the green energy-saving concept from the baseline of a product design. Primarily, production materials are examined and tested to verify their energy efficiency and compliance with relevant standards. Then, intelligent software engineering is incorporated to effectively reduce the power consumption of the finished product. Throughout the entire product life cycle, the company remains dedicated to the principles of environmental conservation, seeking to mitigate any undesirable environmental impacts that may arise from the product's use. The company aspires to accomplish the following goals:



According to experimental calculations, products that are equipped with energy efficiency level VI power supply units can achieve energy savings of 0.72 watts compared to energy efficiency level V power supply units. Based on the number of Level VI Efficiency Standard Power Supplies purchased in 2022, the estimated amount of reduced energy consumption per day is approximately 56,550,614kWh, a total of 203,582GJ energy saved, which can be translated into approximately 28,784 TCO₂e of reduced greenhouse gas emissions.

Note: Grid Emission Factor announced by the Taiwan Bureau of Energy for the year 2021: 0.509 kg CO₂e/ kWh.

2.4 Customer Relationship & Information Security Management

● Customer Privacy

The company requires all new hires to sign the "Intellectual Property and Confidentiality Agreement" and "Information Security and Internet Acceptable Use Agreement". The internal business ethics management procedures serve as the basis for operational practices and guidelines for customer privacy and intellectual property rights protection. The company shall also hold corporate training courses for the Responsible Business Alliance (RBA) Code of Conduct annually.



Cybersecurity
Policy

The company has also formulated the "Code of Ethical Conduct" to establish and cultivate a workplace culture based on honesty and integrity among employees, emphasize the importance of personal data protection by keeping business partner information confidential (e.g. suppliers, customers, employees, and relevant stakeholders), and carry out the collection, storage, processing, and usage of personal data for legitimate purposes. In 2022, there were no complaints of privacy infringement or customer data loss.

● Information Security Management

In 2010, Gemtek established a Information Security Committee to oversee and coordinate information security-related matters. This includes the development of information security policies, as well as the promotion, audit, and enhancement of cybersecurity. The company has also adopted the ISO/IEC 27001 international standard for information security management. The purpose is to prevent any form of damage, theft, leakage, tampering, abuse, infringement, or other incidents when storing or transmitting confidential information. Gemtek strictly abides by customer contracts and confidentiality commitments. Based on the ISO/IEC 27001, the company has devised an "Information Security Policy" and "Information Security Handbook" to facilitate the management of relevant affairs and protect personally identifiable information.

Organizational Framework of Information Security Committee



Furthermore, the company continuously reinforces its Information Security measures by adopting a comprehensive email filtering solution to prevent malicious attacks such as computer viruses, internet spamming, and phishing emails. Information Security measures also include the augmentation of account security by employing a two-factor authentication mechanism that combines passwords with mobile phone verification.

In an effort to raise information security awareness in the workplace, the company periodically issues public announcements about the latest cybersecurity breaches. These announcements serve as reminders to colleagues to remain vigilant and take all necessary precautions to prevent such incidents. The company also holds information security education and training programs that include an introduction to Information Security policies and network security. In 2022, a total of 13 Information Security events were organized, with 782 participants in attendance, and a cumulative total of 902 hours spent on these activities.

To assess the effectiveness of the existing cybersecurity measures and to allow the Information Security Committee to monitor the operational status of the Information Security System, the company has established a total of 13 Information Security Key Performance Indicators (KPIs), which include monthly, quarterly, semi-annual, and annual cybersecurity performance indicators. The company also conducts two internal audits and one external audit annually to ensure the applicability, suitability, and effectiveness of its Information Security Management System (ISMS). In 2022, all information security indicators were achieved at various factories, and there were no major or minor deficiencies were identified during the external audits conducted at the Taiwan headquarters.

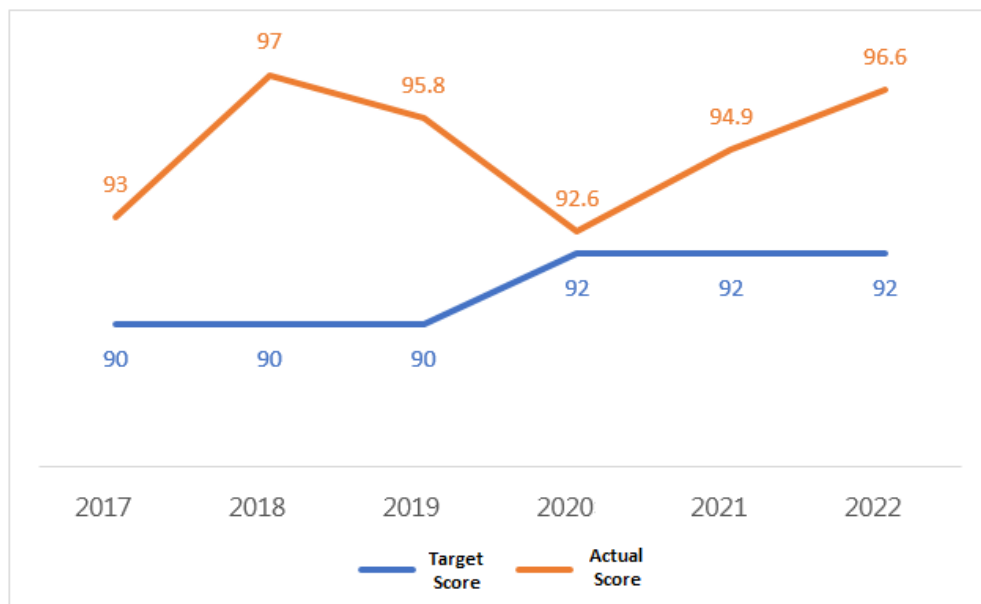
● **Customer Satisfaction**

Gemtek Technology is committed to the development of high-quality products and services based on the Company's holistic approach to delivering satisfactory quality. The company has established customer service management procedures, customer satisfaction surveys, and customer complaint handling procedures to effectively identify and address issues arising from customer feedback. To ensure that customers receive the best services possible, Gemtek conducts annual customer satisfaction surveys, covering six key aspects: "Manufacturing capability and quality", "Team cooperation", "Development progress and technical capability", "Customer service and management", "Quality of HSF products" and "Overall performance". As a testament to its commitment to excellence, Gemtek has consistently been recognized with Intel's Supplier Achievement Award (SAA).

To successfully maintain and improve customer satisfaction, the Company has adopted several international quality management standards, including ISO9001, TL9000, ISO13485, IATF16949, in conjunction with it “Customer Complaint Handling Procedures”. Based on the nature of customer complaints, the Company has defined individual goals for the average time to resolution. The percentage of resolved customer complaints is reviewed monthly alongside the effectiveness of the PDCA (Plan-Do-Check-Act) cycle. In 2022, the Company achieved a 100% resolution rate for customer complaints. Moving forward, the Company remains committed to meeting its customer satisfaction management goals.

- ◆ Critical: Respond within 24 hours. Case resolved within 7 days.
- ◆ Major: Respond within 24 hours. Case resolved within 2 weeks.
- ◆ Minor: Respond within 7 days. Case resolved within 4 weeks.

Customer Satisfaction Scores in Recent Years



Customer Project Management

Gemtek's project management follows a five-phase approach: initiation, planning, execution, monitoring and controlling, and closure. Project initiation takes place once the project board grants authorization. However, from a practical point of view, project sponsors and product managers often engage in project requirement analysis even before official authorization, where they assess and manage all of the identified requirements needed for the project. Simultaneously, a project proposal should be prepared in advance to serve as the foundation for authorizing project initiation. Most of the time, project management supervisors typically participate in project-related activities to allocate human resources in advance.

Gemtek's project management consists of five phases: initiation, planning, execution, monitoring and controlling, and closure. Each of these phases represents a group of interrelated processes that are necessary to establish a structured project management framework. Project management is implemented to ensure the achievement of goals and requirements, resulting in improved efficiency and reaping benefits upon completion.





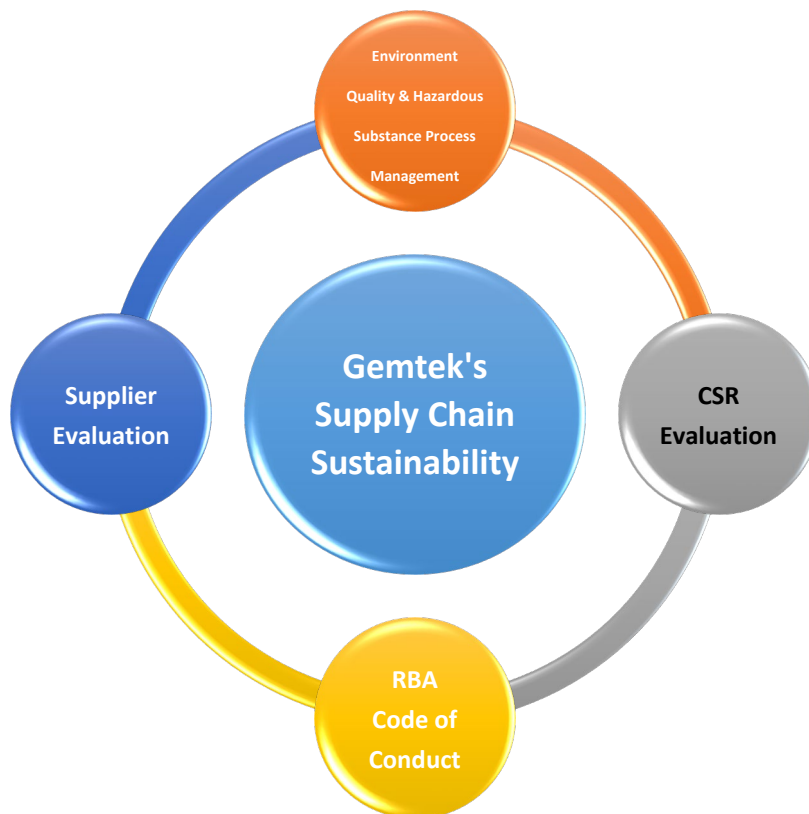
3

Supply Chain Management

3. Supply Chain Management

Supply Chain Management	
GRI Material Topics	Supplier Social Assessment, Supplier Environmental Assessment, Conflict Minerals Management
Material Reason and Impact	<p>Actively implement supply chain management and cultivate long-term and efficient partnerships with our suppliers. Through risk assessment and audit verification in the areas of environment, society, and governance, we ensure that our suppliers fulfill their corporate social responsibility obligations. We strive to practice environmental protection, energy conservation, and carbon reduction to fulfill our corporate social responsibilities. Our goal is to create a sustainable supply chain and generate greater value for stakeholders.</p>
Management Objectives	<p>Establish a evaluation system to screen vendors, aiming to ensure that the quality of procured materials meets the standards for environmental protection. The system also provides guidelines and standards for vendors to enhance their quality and environmental performance.</p>
Policies and Commitments	<ul style="list-style-type: none"> • Improve green procurement standards and management systems based on three aspects: Quality Control, Environmental Protection, and Corporate Social Responsibility. Collaborate with our suppliers to practice environmental protection, energy conservation, and carbon reduction, aiming to build a sustainable supply chain. • Commitment to support conflict-free mineral policy. Request suppliers to follow RBA standards.
Responsibility	<ul style="list-style-type: none"> • The Strategic Procurement Department is responsible for organizing a cross-functional team to conduct supplier selection. The team includes members from research and development, quality assurance, environmental and safety units, and other relevant departments. • Establish an RBA Implementation Team, with the Human Resources Director of Gemtek headquarters serving as its management representative.
Resources	<ul style="list-style-type: none"> • Gemtek Green Supply Chain EHS Recognition Platform
Grievance/ Handling Mechanism	<ul style="list-style-type: none"> • Complaints can be submitted via the feedback/whistleblower mailbox located at each manufacturing facility. • Supervise and manage suppliers with audit deficiencies or non-compliance based on "Supplier Management Procedures".
Course of Action	<ul style="list-style-type: none"> • New suppliers are required to sign an Environmental Protection Declaration, Supplier Code of Conduct, and Acknowledgment of RBA Code of Conduct. • Regular due diligence is conducted each year to strengthen Conflict Minerals Management Systems. Suppliers are required to provide evidence that the minerals used in their products are not sourced from conflict zones. • Sustainability performance is taken into account as one of the considerations for order allocation and long-term collaborations when periodic supplier assessments are carried out.
Evaluation Mechanism	<ul style="list-style-type: none"> • Conduct annual supplier risk assessments and develop audit plans according to the "Supplier Evaluation and Audit Guidelines".

3.1 Supply Chain Overview



Gemtek Technology continues to optimize supplier management strategies to achieve supply chain sustainability through the collaboration of business partners. The ultimate goal is to strike the right balance between business profit, environmental sustainability, and social responsibility, while generating greater value for all stakeholders.

Gemtek has also established a evaluation system to recognize subcontractors that are committed to supporting sustainable practices. The goal of the system is to ensure that the quality of incoming materials meets environmental standards. Furthermore, it provides guidelines for our subcontractors to follow, enabling them to improve their overall quality and performance in the long run.

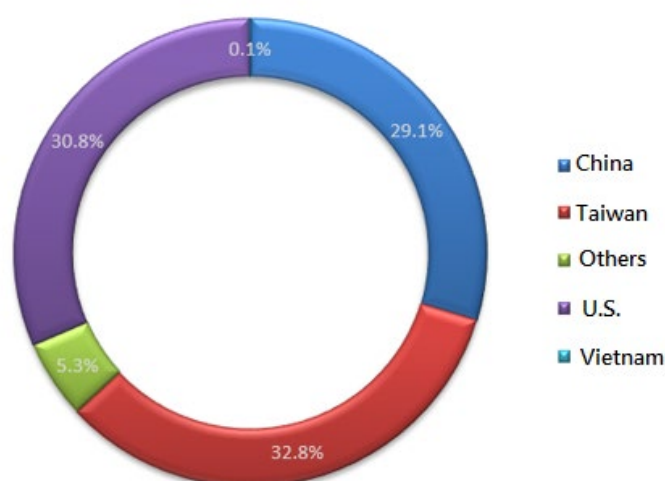
Gemtek's manufacturing plants are mainly located in Taiwan and China. In 2019, the company took a significant step towards meeting customer demands and global production capacity planning by expanding its manufacturing base in Vietnam, allowing the company to augment its ability to meet market requirements effectively. Gemtek's strategic procurement division also collaborates closely with strategic suppliers to build a more resilient global supply chain.

The main raw materials used in the company's products include integrated circuits, circuit

boards, wires, diodes, and capacitors, among which the raw materials that are used to assemble communication chipsets are made by designated manufacturers overseas. Due to the fact that these special components rely heavily on import, delays in supply delivery can potentially affect the overall production lead time. As a result, effective inventory control is crucial to get the company adequately prepared for any unexpected supply disruptions. Procurement of raw materials from certified domestic suppliers may have less of an issue in terms of supply shortage. While there might be occasional tight supply of certain passive components, the company has established contingency plans to mitigate the risks arising from insufficient supplies. Fortunately, there have been no instances where the lack of raw materials hindered or suspended the company's production plans thus far.

In 2022, local suppliers accounted for 32% of the overall procurement amount at Gemtek's various manufacturing plants.

Gemtek's 2022 Percentage of Overall Procurement Amount



3.2 Supplier Responsibility Management

● **Supplier Selection**

Gemtek Technology should take the following criteria into consideration when selecting new suppliers. The evaluation process should be conducted by relevant company divisions, and they should use the supplier risk assessment checklist to assess potential suppliers. If a supplier's score falls below the threshold of 60, they will not be considered. If the score falls within the range of 61 to 70, an on-site supplier audit must be conducted. For scores above 71, a supplier audit report is required.

- (1) Supplier risk assessment. The risks include whether the supplier has the ability to fulfill product compliance expectations and ensure a consistent and uninterrupted delivery of products to its customers.
- (2) Quality and delivery performance.
- (3) The evaluation of a supplier's quality management system includes the verification and inspection of quality management system certifications, which are based on international standards.
- (4) Cross-functional team decision-making (Hosted by the strategic purchasing division, and executed in conjunction with the R&D division, the QA division, the EHS division, etc.)
- (5) When the supplier offers software-embedded products, an evaluation of its software development capability should be conducted by the company.
- (6) Other supplier selection factors to be considered.

Supplier Management Process:



As part of the supplier management process, new suppliers are obligated to sign a procurement contract with Gemtek in which Article 15 clearly states the integrity standard. The procurement contract should be signed and returned by the supplier. The procurement contract signing rate is 88%. In case of any damages resulting from a violation of the company's anti-bribery and anti-corruption policies, the company reserves the right to seek indemnity and terminate all contracts with the supplier, as per the "Integrity Commitment Statement" that was signed.

● **Supplier Risk Assessment**

Gemtek conducts risk assessments for new suppliers by using a preliminary risk assessment form (The content of the form assesses various aspects, including basic operations, performance in the last two years, upstream and downstream relationships, customer segmentation, engineering capability, factory locations, and facilities). Once a supplier contract is established, Gemtek maintains regular monitoring of the supplier's performance and financial health. Particular attention is given to high-risk suppliers to prevent any potential disruptions that could affect the timely delivery of supplies. This ongoing task ensures proactive risk management and smooth supply chain operations. In addition, suppliers are subject to close scrutiny for signs of significant supply chain risks such as material shortages spurred by the COVID-19 pandemic, labor disputes, and changes in the political and economic landscape. Suppliers will be measured for supply chain resilience as part of the supply chain contingency plan, and an appropriate response method will be communicated to prevent potential business disruptions and safeguard the rights and interests of stakeholders.

(1) Supplier Due Diligence

To approve a supplier, a supplier questionnaire has to be conducted to verify the supplier company's basic information, quality, inspections, and environmental, safety & health certifications. The gathered information will then be passed on to relevant divisions for assessment and approval.

(2) Supplier Evaluation on a Quarterly Basis

To maintain supply chain competitiveness and eliminate incompetent suppliers, critical suppliers are measured in three aspects of performance on a regular basis: finance/purchasing, engineering/R&D, and overall quality.

(3) Risk Management

To mitigate the risk of material shortage resulting from supply chain disruptions, the company closely monitors its incoming raw materials. Additionally, for each key component, the company collaborates with at least two suppliers to provide flexible backup options.

(4) Local Procurement

By incorporating a localized supply chain into the product life cycle, the company can achieve several benefits, including creating local employment opportunities, boosting national competitiveness, enhancing supply elasticity, reducing unnecessary costs, ensuring product quality, and lowering greenhouse gas emissions. This localization approach also reinforces the company's commitment to green procurement practices.

● Supplier Responsibility Management

In response to the RoHS Directive, Gemtek Technology has adhered to the fundamental principles of green sourcing. All raw material suppliers must present the test results of a third-party testing laboratory and the Supplier Non-use of Hazardous Substances Declaration before starting the supplier component registration process through Gemtek's Green Supply Chain EHS Registration Platform. Since 2019, Gemtek has added a CSR section to its Green Supply Chain EHS Registration Platform, allowing suppliers to upload the signed Corporate Social Responsibility Agreement and Responsible Business Alliance (RBA) Commitment Letter. The purpose is to facilitate management and statistical analysis through information sharing and to monitor market trends and supplier performances with an aim of developing sustainable relationships and strategies with suppliers.

Based on ISO 9001 QP0602 "Supplier Control Procedure", Gemtek Technology's procurement division will follow the standard requirements for supplier quality and environmental promotion to regulate manufacturers and agencies with the following approaches:

(1) Declaration of Environmental Protection

Before entering a supplier contract, the company should request the supplier to sign environmental protection-related agreements to certify that all materials provided meet international safety and environmental standards as a means to demonstrate Gemtek's firm belief in achieving environmental sustainability. The supplier guarantees and attests on a signed contract that the raw materials provided to Gemtek at the time of the transaction meet the following requirements: the latest RoHS directive announced by the EU, REACH regulations, Gemtek's control policies for prohibited and restricted substances that are used in electronic and electrical equipment (EEE), and relevant environmental protection regulations. All (100%) of our company's raw material suppliers have signed the agreements.

環境保護宣告保證書
Declaration of Environmental Protection

本公司(包含子公司)特此保證:
Our company (including its subsidiary, associated and holding companies) herein guarantees:

於原生產商所給予之保證、聲明範圍內並依據國際公信方測試機構報告,所有提供給正玄科技股份有限公司(包含但不限於子公司)(以下簡稱正玄科技)之所有產品、材料、零件,均符合雙方交易當時歐盟正式公告之最新版-RoHS指令、正玄科技QP2301電子電機設備(EEE)禁用物質管制作業程序及相關環保法規之所有要求。"材料、零件"之定義係指本公司直接提供或本公司經由第三人間接提供予正玄科技之材料、零件。
To the extent so warranted and represented by the original manufacturer and in accordance with the test report performed by International accredited agency/lab, all products, materials and parts deliverable to Gemtek Technology Co., Ltd (including Gemtek's subsidiary, associated and holding companies) (hereby referred to as "Gemtek") are totally in compliance with the EU's official announcement of the latest version of the RoHS Directive when the deal is made - the requirement of Gemtek's Restricted Substances of EEE Control procedure together with other mandatory environmental protection statute or orders. "Material and parts deliverable" herein is defined as

Declaration of Environmental Protection

無鹵素宣告保證書
Declaration and Representation

本公司(包含子公司)特此保證:
Our company (including its subsidiary, associated and holding companies) herein guarantees:

於原生產商所給予之保證、聲明範圍內並依據國際公信方測試機構報告,所有提供給正玄科技股份有限公司(包含但不限於子公司)(以下簡稱正玄科技)之所有產品、材料、零件之均質材料中之鹵素含量,均符合國際規範無鹵素要求,亦即:
總溴 Br < 900ppm, 總氯 Cl < 900ppm, Br+Cl < 1500ppm

To the extent so warranted and represented by the original manufacturer and in accordance with the test report performed by International accredited agency/lab, the concentration value of Halogen substances of all products, materials and parts deliverable to Gemtek Technology Co., Ltd (including Gemtek's subsidiary, associated and holding companies) (hereby referred to as "Gemtek") are totally in compliance with international specification set forth herein (i.e. IEC 61249-2-21).

Halogen Free Compliance Declaration

(2) Supplier CSR Declaration

To show its dedication to corporate social responsibility, the company requires suppliers to sign a CSR declaration, implement corporate social responsibility, and complete the supplier's social responsibility self-assessment. The applied evaluation criteria for supplier selection include working hours, wages, employee benefits, education and training, forced labor, discrimination, freedom of association, occupational health and safety, environmental management, working environment, business integrity, information security, responsible minerals, and risk management. As of 2022, 86% of approved suppliers have signed and agreed to the Supplier CSR Declaration.

(3) Conflict Minerals Policy and Guidelines

● Conflict Minerals Policy

Gemtek Technology promises to support the requirements of conflict-free minerals policies and ensure that its suppliers comply with the RBA Code of Conduct to validate the fulfillment of corporate social responsibilities upon the establishment of the following rules:

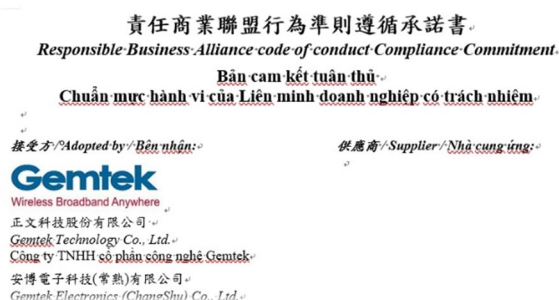
- (1) Fulfill social and environmental responsibilities.
- (2) Will not accept "conflict minerals" collected from the Democratic Republic of Congo (DRC) and its adjoining countries and regions.
- (3) Trace the origin of the minerals used in products, i.e., gold (Au), tantalum (Ta), tin (Sn), tungsten (W), and cobalt (Co).
- (4) Upstream suppliers are required to exercise due diligence, and smelters are advised to complete the Responsible Minerals Assurance Process (RMAP) audit.
- (5) Cobalt raw material suppliers must disclose the smelters from which their cobalt raw materials are sourced, and ensure that there are no mining activities involved in severe human rights abuses such as child labor and hazardous working conditions.

● Conflict Minerals Guidelines

Use the Conflict Minerals Reporting Template (CMRT) to identify whether the origin of the sourced minerals ----- Tin, Tantalum, Tungsten, and Gold --- is from the Democratic Republic of Congo (DRC) and adjoining countries, i.e. Republic of the Congo, Uganda, Sudan, Tanzania, Rwanda, Angola, Zambia, Burundi, and the Central Africa Republic. The Conflict Minerals Guidelines must adhere to the OECD Due Diligence Guidance, or any due diligence framework recognized by the OECD. In 2022, 84% of suppliers agreed to and signed the Conflict Minerals Guidelines.

(4) Responsible Business Alliance Code of Conduct Compliance Commitment

All suppliers are required to sign the "Responsible Business Alliance Code of Conduct Compliance Commitment" to support the prohibition of child labor, protecting the rights and interests of young people at work, and anti-forced labor. In 2022, 81% of the Responsible Business Alliance Code of Conduct Compliance Commitment were signed.



Responsible Business Alliance Code of Conduct Compliance Commitment

In order to maintain supply chain competitiveness and eliminate incompetent suppliers, critical suppliers are measured in three aspects of performance regularly: finance/purchasing, engineering/R&D, and overall quality. Suppliers are categorized by evaluation scorecard into four grades: Grade A (at least 90), Grade B (at least 70), Grade C (at least 60), and Grade D (below 60).

If a supplier is classified as Grade C due to quality issues, the supplier will be asked to propose a quality improvement plan within a limited period of time in addition to an on-site audit conducted by the company's Quality Assurance Department. Suppliers rated as Grade C for three consecutive quarters will be treated as Grade D suppliers. Grade D suppliers will be reviewed and discussed by relevant divisions during meetings. If the suppliers are still considered unqualified, they will be removed from the qualified suppliers' shortlist, and will not be able to apply for a new part number in the EHS management system. In 2022, Gemtek Technology evaluated suppliers that had made over five purchase deliveries. Among them, Grade A suppliers accounted for 33% of the total number of suppliers, and there were no Grade D unqualified suppliers.

Gemtek 2022 Supplier Evaluation Results

Grade	A	B	C	D	Total
Number of Suppliers	106	206	2	1	313

● Risk of Critical Materials

Gemtek Technology follows the "Supplier Management Procedures" for risk management of critical materials, requiring suppliers to comply with RBA (Responsible Business Alliance) related specifications and sign the commitment letter. At the same time, for materials with potential risks, we take proactive measures by establishing second-tier suppliers and forming new partnerships with trustworthy suppliers to reduce the risk of material shortages.



4

Sustainable Environment

4. Sustainable Environment

Environmental Protection

GRI Material Topics	Energy, Greenhouse Gas Emission, Task Force on Climate-Related Financial Disclosures
Material Reason and Impact	<p>Due to rising environmental concern and awareness, Gemtek Technology has not only actively participated in eco-friendly activities but has also made efforts in controlling greenhouse gas emissions and energy consumption. While assuring environmental compliance, the company is also committed to energy conservation and carbon reduction and implements environmental protection practices throughout its operations. By identifying and assessing climate-related risks and opportunities, we develop strategies and objectives to meet regulatory requirements, respond to market changes, and fulfill customer demands. This approach aims to mitigate the impact of climate change on the company's risks.</p>
Management Objectives	<p>Compliance and enforcement of environmental regulations, energy efficiency practices, emissions reduction, and recycling are prioritized, along with the development of green products. Environmental protection is taken into consideration in product design, use of raw materials, and production management.</p>
Policies and Commitments	<ul style="list-style-type: none"> • Continuous research and development guided by green design concepts, efficient use of energy resources, and monitoring of greenhouse gas emissions. • Promote strong employee engagement in environmental health and safety management, and raise environmental health and safety awareness in the workplace.
Responsibility	<p>Established the Environmental Health and Safety Committee.</p> <p>Established a Greenhouse Gas Inventory Team to oversee GHG inventory affairs. Gemtek's chief operating officer is appointed as the head of the team; the EHS manager is appointed as the team's executive secretary.</p>
Resources	<ul style="list-style-type: none"> • In 2022, the total environmental protection expenditure is about NT\$296,000,000. • In 2022, a total of NT\$690,000 was invested in energy conservation measures.
Grievance/ Handling Mechanism	<ul style="list-style-type: none"> • Environmental-related issues can be reported and filed via the feedback/whistleblower mailbox located at each manufacturing facility. • Remedial measures will be carried out in accordance with the Business Continuity Management plan of the company.
Course of Action	<ul style="list-style-type: none"> • Incorporate ISO 9001, ISO 14001, ISO 45001, and other international management systems into the company's operational standards, and follow CDP initiatives. • EHS Committee must meet at least once each quarter. • In 2021, the company underwent the transition to ISO 14064-1:2018 for GHG emissions and inventories verification. A GHG verification statement was obtained after the completion of the GHG inventory report. • The lighting equipment is being replaced in stages. Office lights are set to be automatically switched off at night. • Tray pallets are collected and delivered to recycling companies for recycling and reuse after production and use.

Evaluation Mechanism

- The PDCA cycle for the environmental management system (EMS) is evaluated annually, following the ISO 14001 management review procedures. Internal and external audits are performed regularly to ensure the effectiveness of the environmental management system.
- The Occupational Health and Safety Committee meets quarterly to discuss matters related to environmental, health, and safety. Labor representatives are asked to attend the meetings to review implementation outcomes of EHS affairs and communicate measures to continuously maintain and improve EHS management.
- Climate risk identification results and response strategies are reported to the ESG Committee regularly.

4.1 Response to Climate Change

● Corporate Governance and Risk Management

Gemtek Technology discloses climate-related financial information based on the four core recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB). Through discussion meetings, the ESG Team is tasked to address climate-related risks such as Transition Risks (policy and regulation, technology, market, reputation) and Physical Risks (acute, chronic), and opportunities (resource efficiency, energy sources, products/services, markets, resilience) defined by the TCFD. The evaluation uses a matrix based on the "likelihood" and "impact severity" of the risks/opportunities, which takes into consideration the "short-term," "medium-term," and "long-term" timeframe of their occurrences in addition to their corresponding countermeasures. In 2022, three potential climate change risks and one potential opportunity were identified for Gemtek Technology. The schedule plan to conduct greenhouse gas inventory and verification for Gemtek and its subsidiaries was presented to the Board of Directors on June 17, 2022. As of the end of June 2023, Gemtek and its subsidiaries have completed the greenhouse gas inventory for 2022 according to ISO 14064-1:2018 and have obtained the verification statement.

● Strategy

Climate-Related Risks and Opportunities

Type	Risk Sources	Potential Impact	Countermeasures
Transition Risk	Market Risk- Changes in customer preferences	Gemtek Technology is a global network product supplier that uses large quantities of raw materials in its manufacturing process, and among them, plastics account for at least one-third of all raw materials used. The use of post-consumer recycled plastics may be present in specific product models as requested by customers, and yet, most of the plastics employed are mainly single-use petroleum-based. As environmental awareness continues to grow, changes in consumer preferences have led to shifts in the demand	<ol style="list-style-type: none"> 1. Committed to waste minimization and 3R concept (Reduce-Reuse-Recycle). 2. Ensuring products comply with RoHS, REACH, Packaging Directive, Battery Directive and Halogen Free (HF) standards in addition to the adoption of IECQ QC 080000 standards, thus allowing the company to systematically manage hazardous substances while

for goods and services. Hence, Gemtek should learn how to cope with challenges that may arise from new sustainability trends and the growing cost of post-consumer recycled plastics to replace single-use plastics while ensuring timely product transition to meet customer standards and demands in terms of manufacturing and packaging.

In addition, Gemtek must cater to customer demands for eco-friendly products that agree with the standard requirements of carbon management and carbon footprint. Failure to meet these requirements may lead to a decrease in orders or even the loss of customers.

► **Risk Occurrence Timeframe**

- Short

► **Potential Financial Impact**

- Decrease in customer orders → Decrease in operating income

Gemtek will need to address the EU Carbon Border Tax imposed on products entering Europe in the future. Gemtek's sales in Europe currently represent about 21.68% of its revenue, making it susceptible to the impact of this tax. If the costs are transferred to the selling price, it could potentially affect the competitiveness of the company's products.

► **Risk Occurrence Timeframe**

- Medium

► **Potential Financial Impact**

- Pay EU Carbon Border Tax → Increase in operating costs
- Decrease in customer orders → Decrease in operating income

making sure that purchased materials comply with relevant laws and regulations.

3. Monitor manufacturing regulatory compliance, follow latest information on laws and regulations, or seek guidance from compliance consultant to tackle legal and compliance matters.

4. Implement green management to fulfill our commitments.

► **Potential Financial Impact**

- Increase in operating costs

Transition Risk	Regulatory Risk- EU Carbon Border Tax	<p>Gemtek will need to address the EU Carbon Border Tax imposed on products entering Europe in the future. Gemtek's sales in Europe currently represent about 21.68% of its revenue, making it susceptible to the impact of this tax. If the costs are transferred to the selling price, it could potentially affect the competitiveness of the company's products.</p> <p>► Risk Occurrence Timeframe</p> <ul style="list-style-type: none"> • Medium <p>► Potential Financial Impact</p> <ul style="list-style-type: none"> • Pay EU Carbon Border Tax → Increase in operating costs • Decrease in customer orders → Decrease in operating income 	<p>Short term plans include introducing environmentally sustainable measures to decrease product carbon footprint and maintain competitiveness.</p> <p>► Potential Financial Impact</p> <ul style="list-style-type: none"> • Increase in operating costs
Physical Risk	Acute- Water restrictions /outage	<p>The Hsinchu Industrial Park Administration has mandated that all businesses within its jurisdiction adopt water conservation measures and set annual targets for water savings. In 2021, the Water Resources Agency announced the implementation of a weekly two-day suspension water rationing measure in the Hsinchu Area, which had a noticeable impact on company operations.</p> <p>The company has a water reservoir capacity of approximately 150 tons, with an average daily water usage of about 163 tons. If water supply is paused for a single day, the company may respond by adjusting work shifts to cope with the shortages. However, if the water restriction lasts for more than 15 days, the event will have</p>	<p>1. Adjust work shifts to cope with water restriction that are imposed for a maximum of one day.</p> <p>2. In order to effectively manage water resources, the company has implemented various measures. These include dividing the company premises into four zones and installing individual water meters to monitor water usage in the different areas.</p> <p>3. The company has entered into a contract with a water trucking company to ensure the supply and delivery of water in case water</p>

a significant impact on our operations.

► **Risk Occurrence Timeframe**

- Short

► **Potential Financial Impact**

- Affect manufacturing output → Decrease in operating income
- Delayed delivery incur additional penalty payments → Increase in operating expenses

restrictions last for more than one day.

► **Potential Financial Impact**

- Increase in operating costs

Opportunity	Product & Service- Develop Low-Carbon Products	<p>In recognition of the urgency to achieve net-zero carbon emissions across the globe and rising customer demands, the development of low-energy consumption technologies and products has become a future development trend.</p> <p>► Risk Occurrence Timeframe</p> <ul style="list-style-type: none"> • Short <p>► Potential Financial Impact</p> <ul style="list-style-type: none"> • Develop energy-efficient technologies and products → Increase in operating costs • Increase in customer orders → Increase in operating income 	<p>Green energy concepts are integrated into the product design process, ensuring that materials used undergo inspection and meet energy-efficiency standards. Intelligent software designs are also fitted to minimize energy consumption throughout a product's lifecycle</p> <p>► Potential Financial Impact</p> <ul style="list-style-type: none"> • Increase in research and development costs • Increase in operating income
	Market – Invest in new market trends	<p>With global awareness towards carbon reduction on the rise, customers are now required to comply with the latest government regulations on energy conservation and green energy adoption. Consequently, we are compelled to invest in research and development of wind-generated energy products to stay abreast of market trends and enhance product competitiveness.</p> <p>► Risk Occurrence Timeframe</p> <ul style="list-style-type: none"> • Medium <p>► Potential Financial Impact</p> <ul style="list-style-type: none"> • Develop green energy products → Increase in operating costs • Increase in customer orders → Increase in operating income 	<p>Investing in the research and development of wind energy technology may open up new avenues for green energy products. The plan is to enhance the competitiveness of our products in the market and make a significant contribution to reducing carbon emissions.</p> <p>► Potential Financial Impact</p> <ul style="list-style-type: none"> • Increase in research and development costs • Increase in operating income

● **Indicators and Goals**

To effectively manage climate change adaptation strategies, Gemtek has established relevant evaluation indicators and gauges the outcome on a regular basis. The General Manager reports the progress and achievements to the Board of Directors and ensures continuous monitoring and follow-up on the implementation of improvement measures. Indicators and Short-, Medium- and Long-term Goals are described in the following chart:

Indicator	Short-Term	Medium-Term	Long-Term
Greenhouse Gas Emission Reduction	Conduct greenhouse gas inventory and third-party verification.	Track product carbon footprint, develop low-carbon products, and strive to achieve net-zero emissions.	By 2028, reduce greenhouse gas emissions by 5% relative to the baseline year.
Energy Conservation	Follow government orders to reduce average electricity consumption by 1%.		
Renewable Energy	Evaluate the feasibility of renewable energy projects.	Install renewable energy facilities.	Increase the use of renewable energy by 5% before 2030.

4.2 Energy and Emission

● Energy Consumption

Gemtek Group (Taiwan Headquarters, Gemtek (Changshu), Gemtek (Kunshan), and Gemtek Vietnam) primarily relies on purchased electricity, which accounts for more than 95% of the total energy consumption; LPG (Liquefied Petroleum Gas) fuel gas is mainly used by Gemtek Headquarters' office cafeteria for cooking; gasoline and diesel are used by company-owned vehicles and industrial generators; Gemtek (Changshu) uses natural gas for heating due to the cold weather in winter. The table below is an energy consumption analysis showing Gemtek's individual manufacturing sectors. The purpose is to reduce environmental impact by monitoring the changes and implementing energy conservation management.

Gemtek Group's Energy Consumption Chart of 2022

Unit: GJ

Item	Gemtek Headquarters	Gemtek(Kunshan)	Gemtek(Changshu)	Gemtek Vietnam	Total
Electricity	30,048.84	33,314.99	46,929.73	54,745.47	165,039.03
Liquefied petroleum gas(LPG)	810.64	0.00	0.00	0.00	810.64
Gasoline	82.88	178.94	227.71	0.00	489.53
Diesel	31.98	0.00	1453.02	299.12	1,784.12
Liquefied natural gas(LNG)	0.00	1,068.95	0.00	0.00	1,068.95
Total Energy Consumption	30,974.34	34,562.89	48,610.46	55,044.59	169,192.28
Group Revenue (NT\$ in thousands)					27,899,990
Energy Intensity (GJ / NT\$ in thousands)					0.0060

Note:

- 1 GJ=10⁹ J.
- Reference: Electricity consumption data is as stated in each plant's monthly electricity bill; LPG, diesel, and gasoline usage are based on actual consumption; diesel generator fuel consumption is based on the amount per purchase requisition.
- Energy Conversion Values: Electricity-1kwh=3,600KJ ; LPG-Taiwan=6,635 kcal/L, China=10,200 kcal/kg ; Gasoline-Taiwan=7,800 kcal/L, China=10,300 kcal/kg(Gas density in China =0.7475 kg/L), Vietnam= 7,800 kcal/L; Diesel-Taiwan=8,400kcal/L, China=10,200 kcal/kg, Vietnam= 8,400kcal/L' Natural gas-China=8,500kcal/M³.

● Greenhouse Gas Management

Per ISO 14064-1:2006, since 2009, Gemtek Group (Taiwan Headquarters, Gemtek (Changshu), Gemtek (Kunshan), and Gemtek Vietnam) has conducted in-house GHG inspections through annual self-examination and external verification to monitor GHG emission status and strengthen GHG management. In 2021, the Group transitioned to the ISO 14064-1:2018 standard for GHG inventories. Gemtek Vietnam was incorporated into the Group in the same year. Inventory reports were compiled following the ISO 14064-1:2018 protocol, which includes the following scope: direct emissions (Category 1), indirect emissions from the generation of purchased energy (Category 2), and all indirect emissions (not included in Category 2) that occur in the value chain of the reporting company (Category 3-6). When assessing Categories 2~6 indirect greenhouse gas emissions, five core indicators are factored in, which include company demands, regulatory requirements or specific requests of a business function, emissions, management capabilities, and employee engagement. Indirect GHG emissions with an evaluated score above 100 shall be disclosed in the report. The quantification of GHG emissions uses the 3-year average total of GHG emissions from a base year i.e. 2021 to 2023. The quantified GHG emissions recorded in this report use 2022 as the base year to benchmark GHG emissions for the following years and set annual reduction goals. The GHG emissions inventory report of each manufacturing plant is shown below. To further reveal the management results of GHG inventory management and align with global initiatives, the company also participated in the 2022 CDP climate change and water security questionnaire and received a B- rating on both. The company will use CDP feedback to re-inspect and modify implementation goals and plans.

Gemtek Group's Greenhouse Gas Emission Chart of 2022

Unit: TCO₂e

Item		Gemtek Headquarters	Gemtek(Kunshan)	Gemtek(Changshu)	Gemtek Vietnam	Total
Scope 1	Category 1	529.8655	564.8437	468.9314	867.4330	2,431.0736
Scope 2	Category 2	4,248.5715	5,277.6503	7,434.4509	10981.0281	27,941.7008
Category 1+ Category2		4778.437	5842.494	7903.382	11898.461	30372.774
Group Revenue (NT\$ in thousands)						27,899,990
Emission Intensity (TCO ₂ e/ NT\$ in thousands)						0.0011
Scope3	Category3	111.6549	-	-	-	111.6549
	Category 4	788.1633	877.0630	1,251.5822	1434.8348	4,351.6433

Note:

1. The greenhouse gas emission data presented in this report has been verified.
2. Types of GHG: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃.
3. Greenhouse Gas Emissions Quantification Methods: Control Approach(Operational or Financial).
4. Methodology: IPCC AR6, emission factors, and mass balance methods are applied during the calculation of Global Warming Potential (GWP).
5. Calculation method abides by the following standards: ISO/CNS 14064-1, ISO/CNS 14064-3, GHG Inventory Spreadsheet 3.0.0(Revised).

6. Category 1 direct emissions consist of petroleum gas, diesel, gasoline, natural gas, refrigerant, BOD in septic tank etc.
7. Category 2 indirect emissions consist of purchased electricity. Emission factor-Taiwan=0.502kg CO₂e/kWh (Taiwan's electricity emissions factor in 2020); East China =0.7921 kg CO₂e/kWh; Vietnam=0.8041 kg CO₂e/kWh.
8. Category 3 is indirect GHG emissions resulting from an organisations operations, e.g. business travel.
9. Category 4 is indirect GHG emissions from products an organisation uses, e.g. emissions from upstream energy procurement (electricity/gasoline/diesel/natural gas/LPG) and waste disposal.

● Energy Conservation Measures

With environmental awareness on the rise, Gemtek Technology has proactively embraced environmental initiatives to reduce carbon footprint and promote a sustainable future by ensuring manufacturing regulatory compliance in various scopes, e.g. water, electricity, waste. In addition, Gemtek strives to strengthen its employees' tangible connection to the global community.

In 2022, Gemtek's Taiwan headquarters invested over NT\$470,000 to carry out its energy conservation plan. As part of its efforts, the original 16 sodium lamps (500W) lighting equipment on the basketball court was replaced with LED floodlights (50W). Consequently, 3,024 kWh/year was saved, which is equivalent to approximately 10,886 kilojoules, and carbon reduction of 1,539 kgCO₂e. From 2015 to 2022, the average reduced energy consumption ratio at Gemtek Taiwan headquarters is 2.96%. In 2022, the reduced energy consumption ratio is 0.03%. Going forward, Gemtek will continue to implement energy conservation measures and fulfill its environmental responsibilities.

Note: Reduced Energy Consumption Ratio= Reduced Energy Consumption / (Reduced Energy Consumption + Energy Consumed)

To save energy and cut carbon, the company has installed central air conditioning systems in its offices and factories to control and regulate temperature settings at a suitable level while striving to maintain a comfortable work environment and environmental compliance at the same time. The company has also replaced its office lighting in various phases. Office lights are scheduled to automatically switch off at night, and guards will inspect the lighting during patrols. In addition, the company cafeteria serves meals to employees with eco-friendly tableware and invests in commercial dishwashers to reduce excessive use of water.

2022 Gemtek's Energy Conservation Results

Measures	Reduced Electricity Cost (NT\$/Year)	Estimated Reduced Energy Consumption (kWh/Year)	Estimated Reduced Energy Consumption expressed in a different unit (GJ/Year)	Reduced Carbon (KgCO ₂ e /Year)
Replace sodium lamps with LED floodlights on the basketball court	9,072	3,024	10,886	1,539

Note:

1. NT\$3/kWh is used in the calculation of reduced electricity cost.
2. Conversion value of reduced GHG emission(KgCO₂e/year)= Energy Saved (kWh/Year) *0.502kgCO₂e/kWh.
3. Electrical energy conversion factor =3,600KJ/kWh.

4.3 Water Resources

● Water Resource Management

Gemtek primarily relies on tap water from the Taiwan Water Company for all its daily water supply, and the company does not use shared water resources. The company's water usage and consumption has had no significant impact on the local water sources. The Company observes the rules and regulations for water usage established by the park management authority. To assess the water stress level in our area, we have referenced the Aqueduct Water Risk Atlas of the World Resources Institute and have developed appropriate strategies for high-risk areas within our various factories. At our Vietnam plant, we have installed a water reservoir with a generous capacity of 360 cubic meters. This reservoir is projected to meet our water requirements for a span of five days without interruption. To date, we have successfully averted any water shortages or disruptions that could potentially impact our operations.

The Company commenced its water management plan in 2021. In the initial phase, the Company premises were divided into four areas, each facilitated by the installation of water meters to observe water usage. Through data monitoring, the areas that demonstrate a higher level of water consumption can be quickly identified. Subsequently, based on the results, water-efficiency measures can be implemented under the supervision of designated personnel. A year-on-year report indicates that a significant amount of water has been conserved through these efforts. The Company has also signed a contract with a water trucking company to ensure a continuous supply and delivery of water if water restrictions shall persist for more than a day in the event of water supply shortages. The chart below illustrates Gemtek's water consumption over the past three years.

Gemtek's Water Usage Overview

Item	Gemtek Headquarters	Gemtek(Kunshan)	Gemtek(Changshu)	Gemtek Vietnam
Water Sources	Touqian River	Yangtze River	Yangtze River	Red River
	Baoshan Reservoir	Shang Lake	Taihu Lake	(Sông Hồng)
Water Risk Assessment	Low-Medium(1-2)	Medium-High(2-3)	High(3-4)	High(3-4)
Wastewater discharge	Jiadong River	Zhangjagang River	Soochow Creek	Jiang River

Note: Water Stress Level Data Source - Aqueduct Water Risk Atlas.

Gemtek's Water Consumption

Unit: Megalitre

Item	Gemtek Headquarters	Gemtek(Kunshan)	Gemtek(Changshu)	Gemtek Vietnam
Total Withdrawal	59.36	70.48	41.67	33.72
Total Discharge	47.49	56.38	33.34	26.98
Total Water Consumption	11.87	14.10	8.33	6.74

Note:

1. Water Consumption = Withdrawal – Discharge.

2. The Total Discharge figures provided for Mainland plants are only estimates (80% of the water withdrawal).

● Wastewater Treatment

Gemtek Technology's wastewater discharge is mainly domestic. All wastewater generated by various plants undergoes proper treatment at authorized sewage treatment plants. The treated wastewater is discharged after meeting the required emission standards, thereby posing no significant impact on the local water sources. There have been no major sewage pollution incidents related to the company incidents to date.

Sewage treatment plants regularly send personnel to our company to collect water samples, which serve as the basis for water quality discharge assessments and fee calculations. If the water quality does not meet the standards of the sewage treatment plant, the company shall be obliged to make necessary improvements within a limited time upon receiving notice. The water quality test results for 2022 are as follows, all of which meet the required standards.

Gemtek's Wastewater Quality Analysis of 2022

Effluent Discharge Testing Items	Gemtek Headquarters		Gemtek(Kunshan)		Gemtek(Changshu)		Gemtek Vietnam	
	Reference Range	Test Results	Reference Range	Test Results	Reference Range	Test Results	Reference Range	Test Results
pH	5~9	7.4	6-9	7.1	6-9	7.6	5.5-9	6.7
COD (mg/L)	480	262.2	500	4	500	55	150	133
SS (mg/L)	400	51.5	400	7	400	23	100	28

Note: Water quality test results = Hsinchu Industrial Park Sewage Treatment Plant annual average measured values.

4.4 Pollution Prevention

● Air Pollution Prevention

Gemtek Technology makes substantial efforts to mitigate environmental impacts caused by air pollutants through constant monitoring. The primary source of the Company's gas emissions is the small amount of exhaust gas generated by soldering operations. To ensure compliance with regulations, the Company regularly commissions an accredited environmental inspection agency to conduct tests and files declarations with the Environmental Protection Agency on a quarterly basis. All employees in relevant positions are provided with personal protective equipment (PPE), and corresponding exhaust systems are simultaneously in place to ensure their health and safety. This not only safeguards their well-being but also helps minimize any potential adverse effects of VOCs on the environment. In the future, we plan to increase the frequency of replacing activated carbon in our exhaust treatment devices to further reduce VOC emissions. Moreover, we are actively exploring eco-friendly solvents as alternatives to lessen our environmental impact. Over the years, the number of gas emissions has consistently met regulatory standards, and there have been no instances of air pollution.

The Company's air conditioning system that is currently in service uses R22 refrigerant, and its fugitive emissions contain ozone-depleting substances. In 2021, the Company did not take actions to refill its air conditioning units with R22 refrigerant. In the future, eco-friendly and non-ozone-depleting qualities will be the primary factors to consider when purchasing cooling equipment. The Company plans to phase out old equipment that may emit harmful gases and potentially damage the ozone layer.

Gemtek's Air Pollutant Emissions

Type of Pollutant/Emissions(kg)	Gemtek Headquarters	Gemtek(Kunshan)	Gemtek(Changshu)	Gemtek Vietnam
VOCs	3,399.9	6,937.35	7,656.4	Not discovered
TSP	1,024.0	0.7	2.0	42.9mg/M ³

Note:

1. The emergency generators used by our company may generate nitrogen oxides (NO_x) and sulfur oxides (SO_x). However, since this emission is not part of our regular operations, it is not categorized as a primary emission source.
2. The test data for Gemtek Vietnam is based on the inspection number 13/2022/GEMTEK/KQPT-DN conducted by Dai Nam Environmental Corporation.

● Waste Management

Designated storage points for industrial waste are set up across the factory premises. Waste segregation is the separation of waste types according to where the material is produced, and is a relatively more effective approach for reuse and recycling. Better waste management leads to reduced waste generation and, consequently, less pollution. In terms of waste management, the Company entrusts qualified waste management companies approved by the competent authority to handle the waste. Online declarations are made in accordance with regulations to guarantee that no environmental pollution issues arise. Each year, the Company conducts on-site audits of each waste management company to evaluate their handling of hazardous industrial waste based on transportation, storage, and disposal in compliance with relevant guidelines and standards. The audit outcome is a critical factor in selecting contractors for waste management.

Throughout the normal course of business activities, the waste generated consists mostly of everyday waste and industrial waste. In 2022, the total amount of waste generated was 1,341.09 tons, of which 776.16 tons (58% of the total waste) were recycled waste, and 564.93 tons (42% of the total waste) were non-recyclable waste. The company manages waste in accordance with the "Waste Segregation Management Guidelines" and the "Waste Disposal Act." During the reporting period, no waste was delivered overseas, and there were no significant spill incidents.

Gemtek's Waste Disposal Management in 2022

Unit: Ton

Type of Waste	Waste Disposal Method		Gemtek Headquarters	Gemtek (Kunshan)	Gemtek (Changshu)	Gemtek Vietnam	Total
Non-Hazardous Waste	Direct	Incineration (include recyclables)	69.46	73.00	127.75	213.63	483.84
		Burial	-	-	-	69.25	69.25
	Transfer	Recycled and reused	45.34	128.53	535.50	-	709.37
		Other methods	-	-	-	3.37	3.37
Hazardous Waste	Direct	Incineration (does not include recyclables)	1.17	-	6.80	0.43	8.40
		Burial	-	-	-	0.07	0.07
	Transfer	Recycled and reused	4.39	21.20	39.00	2.20	66.79
Total			120.36	222.73	709.05	288.95	1,341.09



5

Workplace Well-being



5. Workplace Well-being

Human Resources Development	
GRI Material Topics	Employer/Employee Relationship, Training and Education
Material Reason and Impact	<p>Employees are Gemtek's most valuable asset. The future development and success of the Company depend on the talents it hires and how well employment relationships are maintained in the long run. Gemtek Technology is fully committed to creating a diverse and friendly work environment, and it has implemented human rights-based policies and measures as part of its business practices. With a well-rounded set of company rules and regulations, effective communication channels, and satisfactory working conditions and benefits, Gemtek employees will undoubtedly be motivated to work toward the Company's goals, thereby achieving long-term corporate sustainability.</p>
Management Objective	<ul style="list-style-type: none"> • Safeguard the rights and interests of employees. Ensure a fair recruitment and selection process to hire suitable candidates. • Keep human resource management in line with global trends and national laws. Foster and sustain harmonious employment relationships.
Policies and Commitment	<p>High-quality employees are the key to business success; ensure equality, diversity, and inclusion in the workplace; respect and protect human rights; strengthen labor-management communication; safeguard employees' mental health and well-being; protect privacy.</p>
Responsibility	<ul style="list-style-type: none"> • The Human Resources Department, led by the department head, is responsible for overseeing Employer/Employee Relationship affairs. • Employee Benefit Committee is responsible for holding all sorts of corporate events, managing workplace clubs, and handling employee welfare matters, including subsidies. • RBA team management is led by the company COO. • Established a Sexual Harassment Prevention Committee. The committee includes labor representatives. Members of the committee are selected or nominated from among coworkers.
Resources	<ul style="list-style-type: none"> • In 2022, a total of NT\$2,910,364,000 was spent on employee compensation and benefits. • In 2022, a total of NT\$1,271,000 was invested in education and training.
Grievance/ Handling Mechanism	<ul style="list-style-type: none"> • Complaints can be submitted via the feedback/whistleblower mailbox located at each manufacturing facility. • Employee grievances are handled by a dedicated team and forwarded to the relevant departments for investigation based on the "Employee Feedback Policies and Procedures". If allegations of certain incidents are verified, a special committee is formed to review and adjudicate the complaint. Violations are used as case studies for dissemination and education to all employees, aiming to prevent similar incidents from recurring and to help strengthen the company's management processes and internal control procedures.
Course of Action	<ul style="list-style-type: none"> • Provide training sessions for members of the recruiting unit to improve their interviewing techniques. • Establish comprehensive bonus and incentive programs and leave benefits. • Install office recreational facilities. • Hold employee engagement activities regularly and encourage employees to actively participate in workplace clubs. • Offer "Restricted Shares" to high-level executives. • Labor policies and documents are published on the company's internal website or bulletin board. Human rights-related courses are held occasionally. • Human rights-related education and training for employees are arranged annually. In 2022, a cumulative total of 58,906 individuals participated in 3,264 education and training sessions.
Evaluation Mechanism	<ul style="list-style-type: none"> • Conduct annual evaluations to improve the effectiveness of the internal control system. • Improve corporate governance through quarterly management reviews and communication among Labor-Management Meetings, Employee Welfare Committee Meetings, and Annual Management Review Meetings.

Occupational Health and Safety

GRI Material Topics	Occupational Health and Safety
Material Reason and Impact	Having a healthy workforce is a company's greatest asset. Maintaining a safe working environment is a crucial topic for businesses, considering the benefits of reducing the likelihood of law violations, protecting the safety and well-being of employees, and avoiding business losses.
Management Objective	Create a safe and positive work environment. Promote occupational health and safety programs and activities with discretion. Regard the maintenance of labor safety and health as an integral part of corporate responsibility.
Policies and Commitments	<ul style="list-style-type: none"> • Strictly abide by laws and requirements relevant to occupational health and safety and environmental protection. Fulfill environmental health and safety management responsibilities, and continue to improve management practices. • Promote workplace health and reduce occupational health and safety disasters. Manage workplace health and safety and pollution prevention.
Responsibility	Established an Environmental Health and Safety Committee to overlook EHS affairs. Gemtek's chief operating officer is appointed as the head of the committee; the EHS manager is appointed as the team's executive secretary.
Resources	<ul style="list-style-type: none"> • In 2022, the total expenditure for workplace health promotion is about NT\$805,679. • In 2022, the total expenditure for preventing COVID-19 exposure and infection in the workplace is about NT\$2,460,058.
Grievance / Handling Mechanism	<ul style="list-style-type: none"> • Complaints can be submitted via the feedback/whistleblower mailbox located at each manufacturing facility. • In the event that an employee or contractor should encounter a false alarm or a disaster incident, the company will follow the "Incident Investigation and Management Procedures" to conduct a systematic investigation and identify preventive measures to avoid recurrence. The Environmental and Safety Department will then track and supervise the implementation of these preventive measures.
Course of Action	<ul style="list-style-type: none"> • Adopt ISO 45001 and other global management systems, and follow RBA-related norms and initiatives • Set annual goals for occupational health and safety: Conduct environmental health and safety promotion programs at least 6 times per year; all new employees take part in environmental health and safety training courses; conduct EHS retraining courses once every two years; EHS Committee must meet at least once each quarter; conduct contractor audit at least once each quarter; offer monthly on-site healthcare and medical counseling services; carry out factory floor environmental monitoring and weight loss programs.
Evaluation Mechanism	<ul style="list-style-type: none"> • The PDCA cycle for the environmental management system (EMS) and RBA is evaluated annually following the ISO 14001 and RBA management review procedures. Regular internal and external audits are conducted to ensure the effectiveness of the environmental management system. • The Occupational Health and Safety Committee meets quarterly to discuss matters that are related to environmental, health, and safety. Labor representatives are invited to attend the meetings to review the outcomes of EHS affairs implementation and communicate measures to continuously maintain and improve EHS management.

5.1 Human Rights Protection

Prohibition of Child Labour

In 2022, Gemtek Technology had no record of hiring illegal child labor. Furthermore, all suppliers are required to sign the "Declaration to Responsible Business Alliance Code of Conduct," thereby upholding human rights principles and prohibiting child labor, thus protecting the rights of young workers and ensuring no forced labor is imposed. In the rare case that a minor under 15 years of age is accidentally employed, the Company shall initiate full and final settlement procedures and implement the following remedial measures:

1. Talk to the young worker about the situation and notify the police authorities. The company shall be responsible for making travel arrangements and paying related expenses for the young worker to journey home safely to his/her parents or guardians.
2. The company shall be responsible for providing the young worker with medical care and covering all medical bills and living expenses that have been incurred during the period he/she is waiting to be sent home.
3. It is strictly forbidden to recklessly dispatch workers. Departments or individuals who are liable for the injury, disability, or death of child labor shall be punished by the company and be subject to investigation by the judicial system for criminal offenses.
4. If the young worker has not yet completed his/her compulsory education, the company may, with the written consent of a parent/guardian, offer to pay for the education until the worker reaches the age of 18. If the applicant is above the age of 15 and intends to apply for a position in the company, their job application shall be received and handled accordingly.
5. The above procedures must be signed and acknowledged by the young worker and his/her guardian. The company shall be responsible for the safekeeping of the worker's personal data and documents.

Cases of misemployment shall be investigated immediately, followed by a review of the recruitment process and subsequent remedial measures.

As one of the world's largest wireless communication companies, Gemtek Technology has the primary responsibility to protect the rights of its employees and people working in global supply chains. Gemtek Technology is committed to implementing the "Responsible Business Alliance (RBA) Code of Conduct", promising to provide employees with a safe work environment, promote environmental protection, and observe business ethics. When selecting the right candidate for a job, personal quality, skills, and compatibility are the key determinants to consider, regardless of race, social status, nationality, religion, biological status, gender, sexual orientation, marital status, political opinion, age, or any other causes of discrimination. Gemtek makes efforts to ensure the effective implementation of human rights to prohibit all forms of forced labor, including practices such as withholding identification documents, deposits, or wages to force employees to stay on the

job. If an employee is subjected to discrimination, intimidation, abuse, exploitation, or other inappropriate treatments in the workplace, an employee grievance mechanism is set up in place for them to address their problems proactively through a communication channel of their choice, e.g. a suggestion box, email, or hotline. The complaints will be handled directly by a dedicated team to protect the rights of employees.

Gemtek Technology has established RBA Implementation Committees across all of its manufacturing sites. These committees regularly undergo RBA internal auditor training, hold management review meetings, assess RBA management system risks, set key performance indicators, and conduct internal audits. Additionally, RBA audits or customer audits are conducted every two years as required. In 2022, Gemtek Technology underwent human rights audits a total of 7 times, which included RBA external verification and customer on-site audits. During the same year, the Taiwan headquarters and Gemtek (Kunshan) plant completed RBA external verification. Moreover, Gemtek Vietnam, Gemtek (Kunshan), and Gemtek (Changshu) plants underwent customer on-site audits 5 times. Furthermore, Gemtek Vietnam and Gemtek (Changshu) plants successfully completed RBA SAQ evaluations.

To protect the safety and rights of employees, the company has established a Sexual Harassment Prevention Committee. Members of the committee are elected through a transparent election process. To address internal employee complaints, we have constructed the "Employee Feedback Policies and Procedures," which provides a mechanism for dealing with any instances of sexual harassment or inappropriate treatment. In the event of such incidents, employees can directly report them to the Human Resources Department, following the guidelines outlined in the "Sexual Harassment Grievance Procedure" and the "Employee Feedback Policies and Procedures." We prioritize maintaining the confidentiality of the whistleblower's identity. External stakeholders with concerns regarding this issue can use the Corporate Social Responsibility mailbox, which is announced on the company's official website, to submit complaints. The ESG contact person in the company is responsible for responding to such matters. As of the 2022 fiscal year, the company has not received any related complaints or grievances concerning labor rights and human rights issues.

In addition, contracts and agreements between the company and its suppliers, contractors, and other business partners adhere to the human rights laws and regulations in the countries where the entities operate, and no additional human rights clauses are appended. During the reporting period, no child labor was employed or used, and no penalties were imposed by the Labor Bureau. There were no reported violations of the rights of indigenous peoples, no audits on human rights impact assessment were conducted by external experts, and no complaints of gender/racial discrimination were found across the company.

We understand the importance of raising awareness and understanding of the company's

human rights policies across departments. Therefore, new hires are required to complete RBA training as part of their staff orientation, ensuring that each employee fully understands their rights and responsibilities from the beginning. Other than that, refresher training courses are conducted for existing employees from time to time to help them refresh their knowledge on RBA. The company also publishes its labor policies and code of conduct on the company's internal website and office bulletin boards to reiterate the significance of business integrity, anti-corruption, and human rights principles in the workplace. In 2022, all employees in the various manufacturing locations achieved a 100% training participation rate. Alongside scheduling regular internal auditor training sessions for members of the RBA Implementation Committees, Gemtek Taiwan Headquarters also arranges RBA education and training sessions for security and cleaning personnel to further extend the reach of the training.

● **Collective Agreement**

Under the "Employee's Freedom of Assembly and Association Management Procedures", Gemtek employees have the freedom to associate, engage in collective bargaining and peace agreements, and the right to decline participation in such activities. There are no forced or compulsory labor risks in any of the company's operations, and all business activities and investment agreements comply with local regulations. In 2022, no incidents or complaints related to the freedom of association were reported. Both Gemtek (Kunshan) and Gemtek Vietnam Plants have established labor unions, successfully achieving a 100% implementation rate for collective agreements. While there are no labor unions at the Taiwan Headquarters and Changshu Factory, regular labor-management meetings are held quarterly. Representatives appointed by the company's management team and elected by the employees come together to discuss matters concerning employee concerns, fostering effective communication and placing strong emphasis on safeguarding employee rights and interests.

5.2 Workforce Composition

● Employee Categories

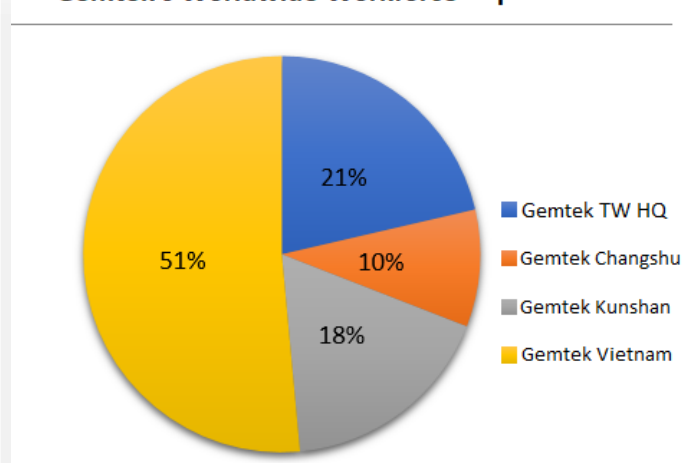
Employees are Gemtek's most valuable asset. Gemtek Technology abides by labor-related regulations and the Act of Gender Equality in Employment and regards personal skills and quality as the essential criteria for selecting candidates. The company must treat all candidates fairly and must not discriminate due to gender, age, race, nationality, religion, or political stance. In 2022, the company has a total of 4,749 employees (2,537 males and 2,212 females), of which all are full-time employees and none part-time employee.

2022 Gemtek's Workforce Composition

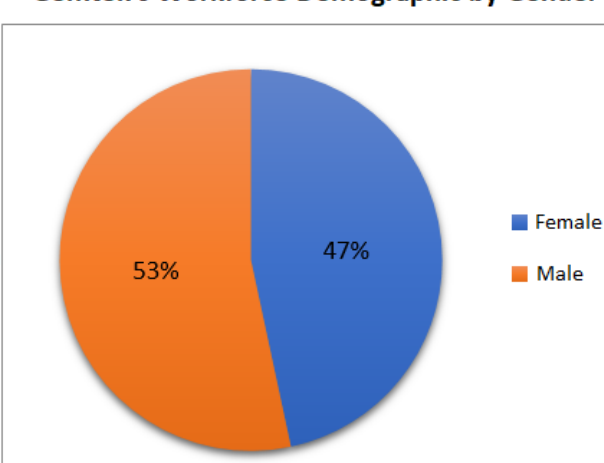
Region/Age/Gender	Female			Male			Total
	<Age 30	Age 30-50	>Age 50	<Age 30	Age 30-50	>Age 50	
Gemtek TW HQ	99	354	28	81	394	59	1,015
Gemtek(Changshu)	57	160	0	82	149	6	454
Gemtek(Kunshan)	81	282	2	169	296	6	836
Gemtek Vietnam	816	331	2	998	295	2	2,444
Total	1,053	1,127	32	1,330	1,134	73	4,749

Note: The above chart was compiled according to the exact number of employee headcount as of December 31, 2022.

Gemtek's Worldwide Workforce Population



Gemtek's Workforce Demographic by Gender



2022 Gemtek's Workforce Demographics

Category/Gender		Age	Gemtek TW HQ	Gemtek Changshu	Gemtek Kunshan	Gemtek Vietnam	Total
Managerial Employee	Male	< 30	0	0	0	6	6
		30-50	81	3	15	39	138
		> 50	26	1	2	2	31
	Female	< 30	0	0	0	1	1
		30-50	29	5	3	12	49
		> 50	5	0	2	2	9
Non-managerial Employee	Male	< 30	81	82	169	992	1,324
		30-50	313	146	281	256	996
		> 50	33	5	4	0	42
	Female	< 30	99	57	81	815	1,052
		30-50	325	155	279	319	1,078
		> 50	23	0	0	0	23
Total			1,015	454	836	2,444	4,749

Note:

1. Definition of Managerial Employee: For the Gemtek Taiwan Headquarters, this category encompasses employees who are part of the management bonus scheme and hold positions at the level of assistant managers or above in the management hierarchy. For Gemtek's Mainland Plants, it includes employees who hold positions at the level of department head or higher. For Gemtek Vietnam, it includes employees who hold positions at the level of team leader or higher.
2. The headcount figure for expatriate employees is calculated based on their respective locations, except for the highest-ranking managers (Plant Executives), whose headcount figure is determined by their employment location.

In 2022, the total number of non-employee workers at Gemtek Technology was 228, with 113 being female and 115 being male. The distribution of workers and their job types across various plants is shown in the following table.

2022 Gemtek's Non-Employee Workforce Demographics

Region/Gender	Female	Male	Job Type
Gemtek TW HQ	13	8	Security Guard, Cleaner, Cafeteria Worker, Administrator, Testing Technician
Gemtek(Changshu)	43	42	Security Guard, Cleaner, Cafeteria Worker, Labor Worker
Gemtek(Kunshan)	31	36	Security Guard, Cleaner, Cafeteria Worker
Gemtek Vietnam	26	29	Security Guard, Cleaner, Cafeteria Worker

Note: The above chart was compiled according to the exact number of employee headcount as of December 31, 2022.

In our commitment to providing equal employment opportunities for vulnerable groups, Gemtek Technology strictly follows local regulations that protect the rights and welfare of individuals with physical disabilities. In 2022, our Taiwan headquarters fully met the legal requirements for hiring individuals with disabilities. However, the number of employees with disabilities at our Mainland China and Vietnam factories did not meet the regulatory standards. Consequently, in accordance with the law, the company made the necessary financial contributions to rectify this shortfall.

Our company also strives to supply equal employment opportunities to individuals from all ethnic backgrounds. As of now, there have been no reported incidents or issues concerning the infringement of the rights of indigenous peoples or minority groups. In Taiwan, in accordance with the relevant regulations stated in the "Indigenous Peoples Employment Rights Protection Act," the company has fulfilled its legal obligations by making the required financial contributions for not meeting the mandated quota of indigenous employees.

2022 Gemtek's Workplace Diversity Statistics

Region	Gemtek TW HQ	Gemtek Changshu	Gemtek Kunshan	Gemtek Vietnam
Indigenous /Ethnic Minority Employees	6	1	13	282
Disabled Employees	10	0	0	0

Note:

1. In Mainland China, among the 56 ethnic groups, all except the Han ethnicity are considered minority groups.
2. The ethnic minority groups in Vietnam are defined according to Vietnam's Official Dispatch No. 121/TCTK-PPCĐ, using the Jing ethnicity as a reference for non-mainstream ethnic groups.

● Employee Turnover Rate

Gemtek Technology's total number of new employees and resignees for 2022 across various plants is presented in the tables below. To successfully acquire the right talents through fair procedures and to create a comfortable interview environment for candidates, members of the recruiting unit are to undergo comprehensive training courses to enhance their interviewing skills and teach them the proper use of assessment tools. The recruitment process is carried out with transparency and fairness to hire the best talent available for the job.

2022 Gemtek's Employee Turnover Rate

Region		Gemtek TW HQ		Gemtek Changshu		Gemtek Kunshan		Gemtek Vietnam	
Age/Gender		Male	Female	Male	Female	Male	Female	Male	Female
<30	Headcount	44	117	40	21	58	34	773	515
	Turnover%	54.32%	118.18%	48.78%	36.84%	34.32%	41.98%	77.45%	63.11%
30-50	Headcount	92	174	16	16	42	28	216	179
	Turnover %	23.35%	49.15%	10.74%	10.00%	14.19%	9.93%	73.22%	54.08%
>50	Headcount	14	3	0	0	0	0	0	0
	Turnover %	23.73%	10.71%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Headcount		444		93		163		1,683	
Turnover%		43.74%		20.48%		19.38%		68.86%	

2022 Gemtek's New Hiring Rate

Region		Gemtek TW HQ		Gemtek Changshu		Gemtek Kunshan		Gemtek Vietnam	
Age/Gender		Male	Female	Male	Female	Male	Female	Male	Female
<30	Headcount	49	124	38	20	50	29	1,319	763
	New Hiring%	60.49%	125.25%	46.34%	35.09%	29.59%	35.80%	132.16%	93.50%
30-50	Headcount	85	109	15	15	35	22	326	191
	New Hiring%	21.57%	30.79%	10.07%	9.38%	11.82%	7.80%	110.51%	57.70%
>50	Headcount	6	4	0	0	0	0	1	0
	New Hiring%	10.17%	14.29%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
Total Headcount		377		88		136		2,600	
New Hiring%		37.14%		19.38%		16.27%		106.38%	

Note:

1. The above chart was compiled according to the exact number of employee headcount as of December 31, 2022.
2. The number of departed employees has not yet been subtracted from the number of new hires in the calculation. The count of departed employees encompasses those who leave the company voluntarily, are dismissed, or are eligible for retirement.
3. Turnover Rate(%)=Number of employee departing within the year./ Total number of employees in the company whose job descriptions are grouped under the same category within the year.
4. In Vietnam, the employee turnover rate is relatively higher due to the rapid growth of the new plant.
5. The higher attrition rate among newly hired female employees at the Taiwan headquarters is attributed to capacity adjustments for foreign migrant workers.

● **Minimum Notice Period for Resignation**

In the event of major operational changes resulting in the termination of employment, Gemtek Technology shall proceed to notify employees in accordance with the Labor Standards Act.

Gemtek's Minimum Notice Period for Resignation

Region	Description
Gemtek Taiwan Headquarters	<ol style="list-style-type: none"> 1. Where a worker has worked continuously for more than three months but less than one year, the notice shall be given ten days in advance. 2. Where a worker has worked continuously for more than one year but less than three years, the notice shall be given twenty days in advance. 3. Where a worker has worked continuously for more than three years, the notice shall be given thirty days in advance.
Gemtek Mainland China	Minimum notice period for resignation is thirty days in advance.
Gemtek Vietnam	<ol style="list-style-type: none"> 1. For irregular labor contract workers, notify the laborers at least 45 days in advance. 2. For fixed-term labor contracts with a duration of 12 to 36 months, notify the laborers at least 30 days in advance. 3. For fixed-term labor contracts with a duration of less than 12 months, notify the laborers at least 3 working days in advance.

5.3 Employee Benefits and Training & Development

● Salaries

Gemtek is dedicated to upholding and enforcing equal pay principles. The company sets its starting salaries for 2022 above the national minimum wage, regardless of gender. Moreover, we conduct annual salary surveys to gauge our competitive stance in the compensation market. We make necessary adjustments to employee salaries and compensation based on business conditions and requirements. The following table outlines pay discrepancies across various job levels at Gemtek.

2022 Gemtek's Minimum Wage Differences

Job Category /Region /Gender	Gemtek TW HQ		Gemtek Changshu		Gemtek Kunshan		Gemtek Vietnam	
	Female	Male	Female	Male	Female	Male	Female	Male
Direct Personnel	1.1	1.1	1.2	1.2	1.2	1.2	1.1	1.1
Indirect Personnel	1.5	1.5	1.8	1.8	1.8	1.8	1.9	1.9

Note:

1. Basic wages are calculated based on the regulations of each region for the year 2022.
2. For direct personnel, the basic monthly salary indicated is for inexperienced product line operators.
3. For indirect personnel, the basic monthly salary indicated is for inexperienced university graduates in engineering.

2022 Gemtek's Gender Wage Gap by Job Level

Job Level /Region /Gender		Gemtek TW HQ		Gemtek Changshu		Gemtek Kunshan		Gemtek Vietnam	
		Female	Male	Female	Male	Female	Male	Female	Male
Managerial	Minimum Wage %	1	1.3	1	0.95	1	1.27	1	1.03
	Annual Compensation %	1	1.4	1	0.99	1	1.27	1	1.45
Non-managerial	Minimum Wage %	1	1.4	1	1.02	1	0.94	1	1.06
	Annual Compensation %	1	1.5	1	1.12	1	1.00	1	0.9

Note :

1. The gender wage gap between male and female managerial positions at the Taiwan Headquarters is primarily due to differences in job levels. As for non-managerial positions, the gender wage gap is mainly attributed to a higher proportion of female foreign employees.
2. The annual compensation ratio between male and female managerial positions at Gemtek Vietnam is primarily influenced by higher overtime hours for male managers positions compared to female managers.
3. The total compensation ratio for female non-managerial positions at Gemtek Vietnam is higher than that for males is mainly attributed to longer tenures and eligibility for year-end bonuses among female non-managerial employees.

2022 Highest-Paid and Annual Total Compensation Ratio at Gemtek HQ

	Ratio
Annual Total Compensation %	7.14
Compensation Growth %	19.66

Note :

1. Annual Total Compensation Ratio = Annual total compensation of the highest-paid individual / Median annual total compensation of other employees.
2. Compensation Growth Ratio = Ratio of annual increase in total compensation of the highest-paid individual / Ratio of annual increase in the median total compensation of other employees.
3. Calculation of ratios exclude employees who have been employed by the company for less than one year in the current year.

● Employee Benefits Programs

Gemtek Technology makes significant efforts to fulfill employee needs by creating a positive work environment, in addition to providing ample employee benefits and protection. Employee benefits include comprehensive bonus programs, leave benefits, a comprehensive benefits package, and access to recreational facilities. The company has also put together an Employee Benefits Committee responsible for coordinating and promoting all sorts of corporate activities. On top of that, the committee oversees the distribution of Special Gifts during holidays and birthdays.



In July 2020, Gemtek Technology initiated the issuance of "New Restricted Employee Shares" as a component of the Company's long-term incentive and reward program. The aim is not only to attract and retain professionals, fostering a sense of camaraderie among employees, but also to instill a sense of responsibility in senior executives and talents, driving them to create long-term shareholder value and achieve ESG excellence. The "New Restricted Employee Shares" is designed to effectively motivate employees who have demonstrated strong, commendable performances. To determine employee eligibility to receive bonuses, employees will be assessed by their seniority, job grade, position, work performance, overall contribution, special merits, and other measurable indicators. Individuals must achieve the performance goals set by the Company to qualify for the "New Restricted Employee Shares", subject to favorable business outcomes. This approach is to strengthen the mutually beneficial employment relationship between Gemtek and its employees.

Employee Insurance and Retirement Policies

Gemtek HQ	<p>In compliance with regulatory requirements, Gemtek employees are provided with labor insurance coverage, including benefits for injuries, sickness, disability, maternity, and survivorship, as well as national health insurance coverage, effective immediately upon onboarding. As per the Labor Standards Act, Article 55 Pension Payment Standard and Article 56 Labor Retirement Reserve, the Company either deposits 6% (under the new system) or 2% (under the old system) of the employee's monthly salary, depending on whichever is applicable, into the employee's labor pension reserve account at the Bank of Taiwan. And by the Labor Pension Act, after excluding student participants and foreign employees, the proportion of regular employees participating in the retirement plan is 100%, of which 3 employees are categorized under the old system. In addition, both regular employees and contract employees are entitled to group insurance plans (including life insurance, accident insurance, health insurance, and cancer insurance) from the first day of their employment, providing colleagues and their families with additional protection. The Company has established a comprehensive leave policy in accordance with the Labor Standards Law, enabling colleagues to arrange their work schedules flexibly whenever necessary, e.g. parental leave, family care leave, menstrual leave, paternity leave, and disease prevention leave.</p>
Gemtek Mainland China	<p>All employees are required to contribute to the five insurance programs, which include the endowment insurance. Male employees can retire at the age of 60, while female employees can retire at the age of 50. They are entitled to a retirement pension under the social security system, equivalent to the full amount of their contributions to the five insurance programs. The company contributes 16% of the endowment insurance, while employees contribute 8%. Full-time employees have a 100% participation rate in the retirement pension plan.</p>
Gemtek Vietnam	<p>In accordance with the Vietnam Social Insurance Law, Gemtek Vietnam is obligated to cover a portion of the social insurance for its employees. This includes 17.5% for social insurance, 3% for medical insurance, and 1% for unemployment insurance. Employees who have contributed to the social insurance for more than 20 years and are over 55 years and four months old can receive a lifelong retirement pension after retirement. For foreign executives, as per the Vietnam Social Insurance Law, a lump-sum retirement allowance can be claimed upon resignation. Full-time employees have a 100% participation rate in the retirement pension plan.</p>

Gemtek Employee Benefits

Item	Description
Employee Bonus	Special Holiday Bonus, Salary Adjustment Policy, Performance/Incentive Bonus, Patent Bonus
Special Benefits offered by the Employee Benefits Committee	Corporate Outings, Special bonus for marriage, bereavement, and other occasions, Special gifts during holidays and birthdays, Special store deals.
Workplace Club Activities	We organize various social club activities to encourage employees to engage in wholesome leisure and welfare events. Clubs activities include Badminton Club, Baking Club, Heqigong Club, Fishing Club, Wilderness Club, Dance Club, Basketball Club, Photography Club. Sports competitions are held regularly to enrich the lives of our employees.
Recreational Facilities	Basketball Court, Gym, Badminton Court, Table Tennis Room, Aerobics Classroom, etc.
Prenatal Care	<p>Gemtek TW: Parking spaces are designated for pregnant co-workers in the underground parking lot of the main office building, conveniently connected to the office floors by an easily accessible elevator. A private, secure, and comfortable lactation room equipped with essential amenities is accessible at all times for breastfeeding mothers.</p> <p>Gemtek Vietnam: Mothers with children under 6 years old are eligible to receive childcare allowances.</p>
Expat Benefits Package	The Company's International Assignment Policy provides substantial support to expatriate employees, enabling them to work abroad without any transition concerns. The expatriate compensation package encompasses provisions for home travel holiday entitlements and flight expenses, expat allowances, travel and accommodation allowances, meal allowances, family healthcare, living and children's education allowances, as well as airport pick-up services.
Other Benefits	Rent allowance, staff dormitory, indoor parking lot, quarterly office lunch party allowances, Chinese and Western-style workplace cafeteria, office café, etc.



● Parental Leave

Employees are entitled to statutory parental leave for up to 2 years before the youngest child in the household turns three years of age. Additionally, employees have the right to return to their previous job upon completion of their leave. Nevertheless, the company will conduct follow-up calls to confirm employees' intention to resume work and to facilitate their reinstatement in advance.

Number of Parental Leaves for the Past 3 Years at Gemtek HQ

Year Gender / Total	2020			2021			2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees eligible for parental leave A	50	33	83	36	26	62	25	33	58
Actual number of parental leave applications submitted for the current year B	2	3	5	1	9	10	2	6	8
Total number of employees to be reinstated after parental leave for the current year C	0	4	4	2	3	5	3	7	10
Actual number of employees reinstated after parental leave for the current year D	0	4	4	2	3	5	1	5	6
Actual number of employees reinstated after parental leave for the previous year E	1	3	4	0	4	4	2	3	5
Number of employees who stayed on the job for more than a year after reinstatement for the previous year F	0	2	2	0	2	2	2	1	3
% Reinstatement for the current year (D/C)	N/A	100%	100%	100%	100%	100%	33%	71%	60%
% Stay on job for the current year (F/E)	0%	67%	50%	N/A	50%	50%	100%	33%	60%

Note: In 2022, eligibility for parental leave pertains to individuals who have availed themselves of maternity or paternity leave within the stipulated three-year period ranging from January 1, 2020 to December 31, 2022.

Gemtek's Parental Leave Policy

Region	Parental Leave Policy
Gemtek HQ	<p>In accordance with the "Labor Standards Act" and the "Act of Gender Equality in Employment," paid maternity leave (eight weeks), miscarriage leave (provided according to the corresponding pregnancy termination time), and prenatal examination leave (7 days) are granted to female employees. Male employees are entitled to paid pregnancy checkup accompaniment and paternity leaves (7 days).</p> <p>For female employees who need to breastfeed their children under two years of age, a daily 60-minute breastmilk pumping break is provided, which is considered part of their working hours. Female employees who need to care for children under three years of age can apply for a one-hour reduction in working hours (unpaid) or adjust their working hours accordingly. In cases involving preventive vaccinations for children, severe illnesses, or other significant incidents requiring personal care, employees are eligible to apply for family care leave.</p> <p>Employees can also apply for parental leave before each child reaches the age of three if needed.</p>

Gemtek

Mainland

China

Maternity leave at Gemtek Mainland China plants is granted in accordance with the "Special Regulations on Labor Protection for Female Workers" and the "Jiangsu Province on Population and Family Planning Regulations," as follows: 98 days of regular maternity leave, plus 60 days of additional leave. An extra 15-day leave is provided for cases of difficult childbirth. For multiple births, an additional 15-day leave is granted for each additional child. Male employees are also offered a 15-day paternity leave.

Starting from March 2022, parental leave is being introduced to the public in accordance with the "Notice on the Implementation Plan on Optimizing Birth Policies to Promote Long-term Balanced Population Development in Jiangsu Province". Regardless of gender, both spouses are entitled to 10 days of parental leave each year before the child reaches 3 years of age.

Gemtek

Vietnam

According to the Vietnam Labor Law and Social Insurance Law, female employees at Gemtek Vietnam are entitled to a 6-month paid maternity leave, a total of 5 days of prenatal examination leave, 30 minutes of menstrual leave per day, and 10 days or more of miscarriage leave (depending on the months of pregnancy). Additionally, female employees who are beyond 7 months pregnant or those with children under 1 year of age are eligible for early departure by 1 hour. Male employees are entitled to a 5-day paternity leave in accordance with the regulations..

● Performance Management and Employee Development

Gemtek's performance management and employee development systems have interconnected functions that are critical in determining an employee's eligibility for career opportunities and rewards based on satisfactory job performance. The company conducts employee performance evaluations twice a year, offering rewards and promotion prospects based on the results of individual performance, skill development, and business growth. New employees with less than 24 weeks of employment and reinstated employees who have returned for less than 16 weeks are excluded from the assessment, with the exception of the chairman of the board. However, employees must collaborate with their supervisors to formulate work and career development plans for the upcoming six months. In 2022, all men and women employees underwent assessment.

● Employee Training and Education

Gemtek Technology recognizes the significance of employee training and development. To improve employee productivity and the quality of work, Gemtek designs annual training plans that meet employee needs and the organization's goals. These training courses encompass various topics such as new hire orientation, professional training, leadership development, environmental health, and safety audit, computer office tools.

In 2022, full-time regular employees received an aggregate number of 86,083.95 hours for education and training, which the average training duration was 18.13 hours. The course plan was executed at a rate of 100%.



Gemtek's 2022 Employee Training and Education Statistics

Year		Gemtek TW HQ			Gemtek Changshu			Gemtek Kunshan			Gemtek Vietnam		
Category/Gender		Total Number of Employees	Aggregate Number of Training Hours	Average Training Hours per Person	Total Number of Employees	Aggregate Number of Training Hours	Average Training Hours per Person	Total Number of Employees	Aggregate Number of Training Hours	Average Training Hours per Person	Total Number of Employees	Aggregate Number of Training Hours	Average Training Hours per Person
Managerial	Male	134	1,870.25	13.96	50	978.5	19.57	65	2,008.5	30.9	6	93.00	15.50
Employee	Female	53	998.45	18.84	39	891.25	22.85	55	1,742.5	31.68	6	102	17.00
Non-managerial	Male	400	4,468.75	11.17	187	2,915.5	15.59	406	8,444	20.8	1,288	23,210.50	18.02
Employee	Female	428	6,913.00	16.15	178	2,896.75	16.27	310	7,507	24.22	1,144	21,044.00	18.40

Note:

1. Definition of Managerial Employee – Assistant managers or above in the management hierarchy.
2. The aggregate number of training hours is the sum of individual training hours received by all employees in 2022.

Dual Career Development System

Gemtek has a comprehensive career development framework to proactively retain talents, boost employee motivation, and improve work abilities and performance. The company applies a "Dual Career Development System" based on employees' work performance and management aptitude. The innovative approach helps employees achieve career goals and fine-tune management practices in reference to personal qualities, professional skills, and training development. At the same time, internal job postings are also part of Gemtek's workplace transparency practices. We respect employees' willingness to change jobs and hope that a job change in the course of an employee's career path may be the key to uncovering potential and reducing job burnout. The company has set up internal policies to encourage employees to take an active role in external professional development programs, where employees may gain new perspectives and expand professional networks.

- ♦ **Promotion of Indirect Employees:** The "Dual Career Development System" adopts a dual-track system based on professional and management criteria. With reference to an employee's past work experience, project experience, and job performance, the department manager will nominate and submit the assessment results to the Personnel Evaluation Committee for review and evaluation.
- ♦ **Promotion of Direct Employees:** Judging by work performance and organizational requirements, the employee may be promoted to a production line manager (e.g. team leader or foreman), an assistant engineer, or an engineer.



In 2022, all male and female employees participated in career development plans, ensuring equal career opportunities for all colleagues.

Alongside regular courses, in August 2016, the company rolled out a new online training system to provide employees with a wider selection of professional development courses and learning resources. Through this platform, employees can provide valuable feedback on their learning experiences, allowing the company to track and enhance the effectiveness of the training courses. In addition, a designated area stocked with books and magazines is made available for employees to relax and appreciate some reading time.

- **Contractor Training Programs**

To safeguard the labor rights and ensure ethical compliance for individuals who undertake security and cleaning roles (employed via a labor outsourcing company) at Gemtek, the company expects the labor outsourcing company to operate in accordance with the Responsible Business Alliance Code of Conduct. Starting in 2022, all security and cleaning staff are required to partake training in the "Responsible Business Alliance Code of Conduct". The training completion rate stands at 100%.

On top of that, labor outsourcing companies are required to follow all applicable labor outsourcing regulations. They must also sign the documents for the 'Supplier's Declaration of Anti-corruption and Bribery' and the 'Responsible Business Alliance Code of Conduct Compliance Commitment,' as well as successfully pass the 'Human Resources Company Audit'.

5.4 Employee Health and Safety

● Occupational Health and Safety Management

Gemtek Technology has established an occupational health and safety management system based on ISO45001 and is committed to creating a good working environment for employees while ensuring their well-being. Besides formulating and enforcing occupational health and safety guidelines, the company conducts regular assessments of the system to mitigate arising health and safety risks in the workplace. To comprehend and prevent the occurrence of near misses, injuries, and major accidents, Gemtek conducts accident investigation and analysis as specified within the "Incident Investigation and Management Procedures". Subsequently, corrective and preventive measures are developed and communicated to colleagues via email, office bulletin boards, and in person during Occupational Health and Safety Committee meetings. The ISO 45001 standard is applicable all entities within the Gemtek Group, which its goal is to provide a pragmatic solution for enhancing the safety and health of both employees and other personnel, including contractors, residential engineers, cleaning staff, kitchen staff, and security guards.

The company has set up an Occupational Health and Safety Committee to strengthen communication between employers and employees, ensuring a safe and comfortable work environment. The Occupational Health and Safety Committee comprises members from various management levels, health and safety officers, medical staff, and labor representatives. Employees are encouraged to take part in the meeting discussions as well. Matters pertaining to occupational health and safety are deliberated and strategized during OHSC quarterly meetings. The outcomes of these meetings are documented in the form of meeting minutes, posted on bulletin boards,, or announced via email newsletters to promote health and safety in the workplace.

Gemtek encourages two-way communication and offers various types of employee feedback channels. Open elections for labor representatives are held regularly. Employee feedback and suggestions are reviewed and discussed during quarterly labor-management meetings to address issues, improve management, and ensure compliance with the latest laws and regulations. Employees may try to communicate through the company suggestion box or find other forms of communication channels and contact information posted on the office bulletin boards, such as Emails and Hotlines. Employees may provide feedback or make anonymous reports regarding unethical or illegal actions whatever the circumstances. The company distributes surveys concerning food quality at work, employee welfare activities, and job satisfaction and publishes the results on the company website.

● Identifying Hazards in the Workplace

Gemtek pays mindful attention to environmental health and safety, consistently upholding the standards of ISO 45001 Occupational Health and Safety Management System and ISO 14001 Environmental Management System. Hazard identification and risk assessment are conducted regularly or as needed by a designated team of trained members selected from each department annually. The EHS department is responsible for reviewing and determining the risk acceptance criteria, which serve as a foundation for enhancing relevant controls and measures.

The scope of hazard identification and risk assessment includes areas where health and safety hazards are present or likely to arise in the workplace: onsite and offsite business operations, routine and non-routine activities, all personnel granted access to the production area (including contractors and visitors), and onsite subcontractors. Under the inspection and supervision of management representatives, individual departments will then carry out designated tasks for hazard identification and risk assessment based on approved procedures. Management review meetings are held periodically to discuss, revise, and confirm newly identified risks, as well as to reevaluate previously identified risks. Risk acceptance criteria and control measures are updated annually according to business needs. The objective of undertaking risk assessments is to effectively identify and manage workplace hazards and risks, working toward the goal of achieving zero accidents in the workplace.

➤ Preventive Measures

Gemtek has established several risk control measures, such as the 'Contractor Management Procedures' and the 'Environmental Safety and Health Management of Change Process,' to ensure the health and safety of our employees, visitors, and contractors who enter the Company's premises. Gemtek also makes efforts to familiarize contractors with the Company's "Contractor Environmental, Health, and Safety Manual" to ensure that work arrangements are in line with the rules set forth by the advisory organization and to ensure that hazardous alerts are appropriately established in the workplace. The goal is to make contractors conform to pertinent safety requirements, and therefore strengthen the overall level of workplace safety. Any modifications, whether temporary or permanent, to applicable safety procedures, protective measures, or other risk controls must undergo a risk pre-assessment process before implementing the changes to avoid unacceptable risks resulting from deviations in operating conditions or the environment from its original safety control measures. According to Occupational Health and Safety regulations, in workplaces where immediate danger arises, employees have the right to evacuate. Without endangering the safety of other workers,

employees may stop work on their own and evacuate to designated assembly areas, reporting promptly to their supervisors. The company will not take disciplinary actions against employees in such cases.

➤ **Incident Investigation and Analysis**

The purpose of conducting accident investigations is to comprehend the causes of accidents and prevent their recurrence. Gemtek conducts accident investigations and analyses according to its "Incident Investigation and Management Procedures". In the event of near misses or disasters befalling employees or contractors, the company will systematically investigate and implement effective control measures to prevent the incidents from recurring. The environmental health and safety department will be responsible for keeping track of the incidents and overseeing the implementation of the control measures to ensure that similar disasters do not happen again.

Gemtek has adopted relevant safety standards for the safe handling of chemical substances, procurement, machinery and equipment, contractors, and emergency response drills to enforce health and safety management in the workplace.

■ **Hazard Communication Standard**

The safe handling of chemical substances in the factory is governed by labeling requirements and general rules for hazardous chemicals. This ensures that all employees understand the characteristics of hazardous chemical substances and that effective hazard communication is in place. Field operators use safety data sheets in addition to undergoing regular training and assessment. Protective facilities and personal protective equipment are also provided to protect the health and safety of employees.

■ **Safety Management for Machinery, Equipment and Tools**

Initial hazard identification process and inspections on safety protections (emergency stop button, safety interlock switch, etc.) are conducted during the primary stage of introduction, installation, and acceptance testing of all types of equipment. Equipment manufacturers are also required to comply with health and safety management standards during the installation process, repair, and maintenance by posting warning signs on the equipment and taking appropriate preventive measures. Machinery and equipment should have an automated inspection system in addition to regular key inspections and work inspections that are conducted in compliance with the law to ensure its overall safety.

■ Contractor Management

Before engaging in work activities, field operators and contractors are required to sign the 'Contractor Hazard Notification.' Inspections will be conducted by the contract project organizer and the Occupational Health and Safety Department to proactively prevent accidents.

■ Procurement Management

"Health and Safety Standards" ought to be incorporated as the standard guideline and basis throughout the stages of contract signing, execution, and inspection for engineering and labor services outsourcing and procurement.

■ Emergency Response Drills

Gemtek conducts at least one disaster simulation exercise annually to strengthen safety awareness and emergency response capability. Simulation of an emergency may help increase employees' level of preparedness and response in the event of an immediate crisis, e.g. fire, earthquake, typhoon, or chemical accident. Moreover, the company has set up an Emergency Response Team comprised of members trained in various emergency response activities, such as fire rescue, emergency evacuation procedures, and emergency medical care.

● Occupational Accident Statistics

In 2022, Gemtek Technology experienced a total of 3 occupational accidents. There were 2 cases of caught-in or - between injuries at Gemtek HQ and 1 case of impact injury at Gemtek Kunshan. Fortunately, all the injured individuals have since recovered. The company has conducted investigations into each incident and has made efforts to eliminate accidents by implementing measures, such as engineering control, improving operating procedures, promotion, training, and providing comprehensive personal protective equipment.

Gemtek's Occupational Health and Safety Performance

	Item	Gemtek TW HQ	Gemtek Changshu	Gemtek Kunshan	Gemtek Vietnam
Total Employee Work Hours	Total Hours Worked by Male Employees	1,177,616.00	777,883.00	1,481,658.50	2,889,615.50
	Total Hours Worked by Female Employees	947,558.00	660,243.00	1,193,226.25	2,761,076.00
	Total Hours Worked by All Employees	2,125,174.00	1,438,126.00	2,674,884.75	5,650,691.50
Rate of Fatal Accidents at Work	Rate of Fatal Accidents at Work by Male	0	0	0	0
	Rate of Fatal Accidents at Work by Female	0	0	0	0
	Workplace Fatality Rate	0	0	0	0
Rate of non-fatal accidents at work (excluding number of deaths)	Rate of non-fatal accidents at work by Male	0	0	0	0
	Rate of non-fatal accidents at work by Female	0	0	0	0
	Incidence rate of non-fatal accidents at work	0	0	0	0
Recordable Rate of Accidents (including the number of deaths plus common and serious injuries at work)	Rate of Accidents by Male	0	0	0	0
	Rate of Accidents by Female	2.11	0	0.79	0
	Total Recordable Rate of Accidents	0.94	0	0.35	0

Note:

1. The occupational accident statistics does not include commuting accidents.
2. Workplace Fatality Rate = Number of Workplace Deaths/Work Hours*1,000,000
3. Rate of non-fatal accidents at work = Number of Non-Fatal Accidents at Work (excluding number of deaths)/Work Hours *1,000,000.
Severe occupational injury means a work-related injury which results in continuous disability for more than six months.
4. Total Recordable Rate of Accidents = Number of Recordable Accidents (including the number of deaths and injuries at work) / Work Hours*1,000,000
5. Actual hours worked means the total working hours in which male and female employees actually performed work.
6. No occupational accidents involving non-standard workers have been reported. Furthermore, due to challenges in calculating the total working hours of non-standard workers, the data will not be disclosed.

● Occupational Health and Safety Education and Training

Gemtek follows relevant rules and guidelines for occupational health and safety education and training. Occupational health and safety education and training courses are offered as part of the new employee's onboarding process. On-the-job health and safety training sessions, e.g. guide to hazardous chemical management and emergency medical care are also conducted regularly. In terms of fire prevention, the company organizes workplace fire drills regularly to enhance fire safety awareness among employees.

Employees are entitled to participate in education and training courses during work time, and their salaries and leave benefits shall not be deducted or reduced as a means of punishment. New hires are required to complete occupational safety and environmental protection training during onboarding. The completion rate for these training courses is 100%.



● Healthcare

Gemtek assigns occupational health experts to provide on-site medical and health services in addition to regular health examinations and special checkups. Nurses are tasked with overseeing the operations of healthcare risk management, which includes monitoring high-risk conditions and treatments among employees, taking the initiative to ensure employee well-being, arranging physician consultations when needed, and tracking the overall health recovery progress of employees. In 2021, none of the employees at Gemtek required tertiary or quaternary care based on the outcomes of healthcare risk assessments.

Maternity Protection: Healthcare specialists collaborate with the Occupational Health and Safety Team to provide essential care and support to pregnant employees and working mothers of newborn children. This ensures that the workplace is accommodating to their needs and that comprehensive healthcare services and information are readily available.

Prevention of Occupational Diseases: Health lectures on vision care and prevention of musculoskeletal disorders in the workplace are held periodically. Healthcare specialists and the Occupational Health and Safety Team work together to arrange courses on occupational healthcare and disease prevention regularly. Workplace safety and work procedures are regularly inspected and reviewed by the Occupational Health and Safety Team, healthcare specialists, and department managers collectively to improve the overall work environment.

Healthcare Management:

- Arrange workplace health promotion activities and programs and make sure that employees enjoy the benefits of high-quality healthcare.
- Implement an on-site medical clinic to provide healthcare services and physician consultation.
- Gemtek organizes regular health checkups for employees. Alongside the standard legally required elements in routine examinations, the company offers an additional 12 items, such as abdominal ultrasound, liver function tests, , to provide more comprehensive health care. In addition, employees have the option to undergo out-of-pocket preventive screening to identify and avoid the development of potential health problems.
- Employees exposed to noise, ionizing radiation, and other workplace hazards that jeopardize their health are eligible for special health examinations, following the corporate health checkup policy. The company nurse is responsible for providing an initial

diagnosis of 10 common chronic conditions and maintaining employee health records. They also coordinate annual health promotion programs, such as weight management, walking programs, medical lectures from renowned doctors, and bone density testing. These initiatives aim to enhance employee health awareness and encourage healthy lifestyles.

- A dedicated disease prevention team compiles the latest information on epidemic prevention and reinforces disease prevention and control measures in the workplace. Epidemic prevention actions and strategies are carried out based on the guidelines issued by the Executive Yuan Department of Health Centers for Disease Control. Business travelers are provided with an "Epidemic Prevention Kit" for personal protection.
- Employ a full-time head chef to prepare meals for employees, without outsourcing to catering companies. The self-service buffet provides one main dish, four side dishes, soup, and fruit daily. For staples, there are options of white rice and brown rice, with vegetarian choices available to cater to those with dietary preferences. Besides rice-based meals, a variety of noodle options are also offered, allowing colleagues to choose from diverse daily meals. Our company places a strong emphasis on employee health and balanced nutrition. We carefully select fresh, healthy ingredients, minimize processed foods, and avoid reused cooking oil. The company cafeteria offers meals that have undergone evaluation and approval by nutrition specialists. Calorie information is clearly indicated for each dish on the menu, enabling employees to easily manage their food intake as part of their diet plan..
- We have set up an infirmary equipped with occupational health experts to provide on-site medical services.

2022 Employee Health Promotion Program and Participation

Item	Content	Number of Employees
General Health Examination	Annual Health Examination	2,418
Special Health Checkup	Workers exposed to ionizing radiation	53
	Workers exposed to high noise levels	
	Cafeteria workers	
Healthcare Consultation	Employee healthcare services	173
	On-site medical consulting	
Health Promotions	Health and Safety Lectures	158
	Lecture on Communicable Disease and Public Health	



Gemtek's Taiwan Headquarters acknowledges the significance of workplace wellness activities, therefore encourages employees to take up regular exercising routines, mitigate any health-threatening factors from the workplace, prevent injuries and illnesses arising from occupational work, thereby increasing employees' workplace stamina and endurance, as well as raising employee gratification toward the overall care they've received.

During the year 2022, Gemtek organized a walking event in which participants aimed to reach a specific monthly goal over a span of three months. A total of 479 individuals took part, collectively accumulating a grand total of 102,293,647 steps. Furthermore, 77 individuals underwent fitness assessments, 191 individuals engaged in blood donation activities, and we conducted 4 health seminars with an attendance of 80 participants.

Employees are Gemtek's most valuable asset and the cornerstone of our success. Gemtek takes proactive measures to ensure that each and every one of our colleagues feels valued for their time and contributions. To enhance and perpetuate this harmonious organizational atmosphere and culture, Gemtek is fully dedicated to providing employees with an exceptional workplace environment while helping them reach higher expectations and life standards. The company offers ample recreational spaces and equipment, promoting a variety of workplace activities and encouraging health and fitness. Regularly, the company hosts competitive sports events such as badminton, basketball, and table tennis, and employs professional trainers for group exercises including aerobics and yoga, allowing employees to embrace a higher quality of work-life balance. Gemtek has received the Taiwan i Sports Enterprise Certification Award for two consecutive years for its efforts. Through a range of welfare initiatives and leisure activities, we aim to offer employees the opportunity to maintain their mental and physical well-being, bridging the gap between work and personal life. These efforts also aim to strengthen team spirit and group cohesion, contributing to the achievement of long-term corporate sustainability.



Meeting with the General Manager Event

Since the beginning of 2020, the COVID-19 pandemic swiftly spread to multiple countries around the world. The severity of the situation had risen and fallen over time, and to this day, we still see no end to the havoc it has created. Not only has the pandemic taken away the lives of many loved ones in numerous families, but it has also left an emotional gap within society. It has brought about changes that have reshaped our previous work routines, altered our methods of learning, and shifted our lifestyles forever. These unprecedented transformations have left us feeling apprehensive and anxious about the future. Throughout 2022, the market was filled with discouraging news about inflation, rising interest rates, and economic recession, contributing to a pervasive sense of despondency and low spirits.

To boost colleagues' morale and help them better grasp the company's current and future development plans, the company arranged a "Meeting with the General Manager" event, offering colleagues the convenience and opportunity to speak with the General Manager in person. The General Manager charmingly introduced himself with a humorous approach while sharing insights into the company's future plans. At the beginning, colleagues were somewhat hesitant to speak up and ask questions, but with the General Manager's warm encouragement, they became more engaged and willing to express themselves during the event. The General Manager provided immediate responses and explanations, resulting in numerous positive reactions from colleagues. Several sessions even extended beyond the expected duration. In total, the "Meeting with the General Manager" event was held 7 times, with a total of 396 people taking part in the event.



5.5 Giving Back to Society

Gemtek actively participates in social welfare initiatives, fulfills its corporate social responsibility, and furthers the common good through collective actions. The main goal is to pay it forward and contribute back to society. Over the years, various charitable activities have been carried out, including beach cleanup, charity sales, material donations, blood donations, and supporting rural underprivileged communities.

Additionally, the company is committed to engaging in campus outreach activities. We accomplish this through initiatives like establishing wireless network systems, providing scholarships, hosting sponsorship events, and coordinating student visits to our premises. Our aim is to actively contribute to the cultivation of exceptional talents. The philanthropic activities held in 2022 are presented in the table below, with a total donation and group purchase amount of NT\$701,991.

Name of Common Good Event	Description
i (Love) Charity Ambassador Event	In 2022, we continued to implement the "i (Love) Charity Virtual Passport" stamp collection campaign. This initiative encourages colleagues to actively engage in health promotion and philanthropic activities, competing for the title of "i (Love) Charity Ambassador." This not only allows individuals to strive for personal honor but also fosters communication and emotions among colleagues, promotes sustained well-being and the expression of compassion through charity to give back to society. Through this, we aim to create a healthy and dynamic workplace environment, fulfill corporate social responsibilities, foster camaraderie, and build a strong corporate image. A total of 871 individuals responded and participated in this activity.
Blood Donation	Encourage employees to make voluntary contributions to blood banks, which essentially embodies the noble act of giving the gift of life to someone in need within your community, extending the spirit of care to the broader society. In 2022, the company hosted three blood drives on its premises. A total of 187 people volunteered for the event, resulting in a donation of 235 bags (117,500 mL) of blood.
Promoting the Common Good	Employees who attend health and personal development courses are encouraged to contribute either five purchase receipts or NT\$10 to the common good fund. In 2022, the company organized 10 online and physical lectures throughout the year. A total of 144 colleagues participated in these events, resulting in the collection of 166 purchase receipts for Blue Sky Home.
Ocean Guardian	With the help of the River Bureau, we had the opportunity to partner with the Hsinchu County PAPA Walk Association for a beach cleanup event at Crescent Beach. On that day, volunteers worked diligently under the strong sun collecting bags of litter and hauling away large fishing nets and abandoned fishing debris to the recycling area. A total of 72 participants, including both children and adults, came together to lend a hand in cleaning up our surroundings and preserving the beauty of the ocean.

**Healthy 'Eco Cleanup'
Walk ~ Go ~**

An outdoor cleanup event along the circular trail of Jiuxiong Lake in Xipu was organized, allowing our colleagues the chance to step outside, connect with nature, and enjoy the beautiful scenery. Originally deemed as waste, we repurposed recycled rice bags from our company's kitchen and transformed them into garbage collection bags. Together with colleagues, we took our part in environmental preservation efforts. Throughout the process, we emphasized the importance of not leaving litter behind during outdoor activities. A total of 66 individuals, both young and old, participated in this event.

**Moon Festival Charity
Event**

As part of our Mid-Autumn Moon Festival celebration, Bear House Bakery's annual gift boxes were offered as one of the choices for employees. They could take these boxes home, share them as gifts with friends and family, or even contribute them to charity. Purchasing from Bear House Bakery also serves as a way to support the juvenile pickpockets who work at the bakery. In total, Gemtek ordered 189 boxes and generously donated 100 boxes of mooncakes to both the Bee Hive Psychiatric Care Center and the Hsinchu County Government. This gesture was a way to support the charitable work of volunteers and social workers, ensuring that these mooncakes reached vulnerable households to celebrate the festive holiday season.

**Help Old Things Find a
New Home**

Gemtek's "Helping Old Things Find a New Home" activity began in 2019. Employees can demonstrate their care and support for vulnerable households by sharing goods and items from their homes. Repurposing these items is also an effective method of conserving natural resources and safeguarding the environment.

In 2022, a total of 110 pairs of shoes, 23 bags, and 10 boxes of clothes were collected and allocated to the Step30 International Ministries(shoes/clothing/ bags), 1 box to the Garden of Hope Foundation(clothing/ bags), 2 boxes to the Hualien Xiulin Little Sun School(clothing), and 2 boxes to the Taiwan Animal Shelter(unwearable clothing).

**Support "The Second
Life for Computers -
Empowering People in
Need" Program**

Gemtek has been a avid supporter of the "The Second Life for Computers - Empowering People in Need Program," organized by the ASUS Foundation, for many years. The company consistently donates decommissioned computers, which are then provided to individuals in vulnerable groups who require access to digital learning. The practice of refurbishing and reusing computers also aligns with environmental sustainability. From 2020 to 2022, a total of 110 computers have been donated.

**Secondhand Books
Donation**

We contributed 7 boxes of books to the SPBook Secondhand Bookstore. The total value of the secondhand books was NT\$857, and this amount was donated to the Homeless Taiwan Association through SPBook Secondhand Bookstore.

**Public Welfare Group
Purchase**

In 2022, a total of NT\$279,775 was allocated for purchasing charitable goods from organizations such as the Genesis Social Welfare Foundation, Syin-lu Social Welfare Foundation, Down Syndrome Foundation Taiwan, Simply ICR Organization, and Bear House Bakery. These items were part of the participation gifts for various events, completion rewards for walking activities, welcome gifts for guests at the opening of the new office building, Mid-Autumn Festival gift boxes, and even group purchases.

Christmas Charity

Gemtek's Christmas charity event invited employees to participate in a heartwarming activity of delivering Christmas gifts and handwritten cards to children residing in rural communities. The company also encouraged employees to prepare practical gifts that could be of assistance to the children. In total, 134 Christmas gifts were gathered and donated to the children of Boyo Social Welfare Foundation in Hengshen and Hualien.

Material Donations

The Boyo Social Welfare Foundation's Hualien/Hengshan Center and Hualien Xiulin Tribe Little Sun School have been providing continuous care for children in remote areas. They offer educational resources and support to ensure that distance or remote environments do not hinder the children's learning. We hope to contribute our efforts in any way we can by offering educational assistance, daily necessities, stationery, board games, or sports rewards.

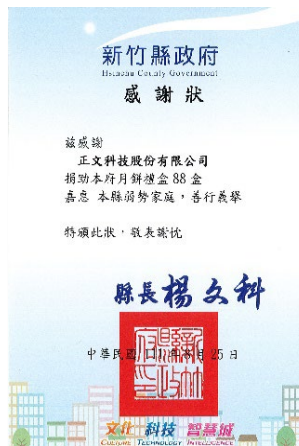
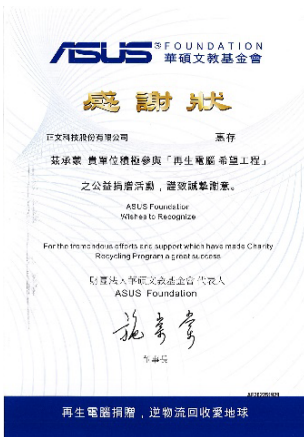
**One-Day Charity
Donation Event -**
**Rehabilitation for Special
Needs Children Welfare
Project**

A fundraising event was organized at Gemtek Changshu as part of the special children's rehabilitation initiative. A total donation of NT\$26,890 was contributed to support the rehabilitation of children with special needs.

**Other Donation
Activities**

- Donated 8 boxes of wet wipes, 4 boxes of diapers, and NT\$2,000 to the Hsinchu Renai Children's Home and The Garden of Mercy Foundation.
- Donated 16 bags of dog food to XCS Stray Dog Shelter.
- Gemtek Vietnam donated a total of NT\$253,020 to the Henan Disaster Prevention Fund.
- Gemtek Vietnam donated NT\$7,614 to sponsor activities at Hanoi University.





Enhancing Wireless Learning Environment

Transforming an Infinite Future

Educational resources are frequently limited in rural schools particularly for indigenous students in mountainous regions. These students not only find it challenging to keep pace with fundamental learning due to the scarcity of educational materials but also contend with the risks of poverty and vulnerability on top of various interruptions to their studies. Enhancing education is the pivotal step toward shaping a brighter future for these children, granting them the capacity to carve their life paths through a solid educational framework.

In early 2021, to address the resource gap in rural areas, we conducted an on-site visit to Taoyuan Yisheng Elementary School. As we walked through the campus, we noticed the evident scarcity of resources. However, the teachers' heartfelt commitment and overall warmth to educate and nurture the children radiated through every corner of the premises. In response to that, in 2021, we provided donations as a token of our support and appreciation. The donations include Christmas gifts, watches, stationery, and everyday essentials. In 2022, we extended our support by contributing four tablets to facilitate education and learning as well as enhancing the campus wireless network setup. This improved wireless network environment aims to ensure that children's education remains uninhibited by their rural setting. (This campus wireless network optimization project was a collaborative endeavor involving our company's network management, R&D colleagues, and our affiliate company, Browan Communications.)





Appendix



● Appendix

Appendix 1 : GRI Content Index

The Statement of Use	This report has been prepared using the GRI Standards (2021) - GRI Content as of January 01, 2022, through December 31, 2022
Title of GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

◆GRI 2: General Disclosure 2021

GRI Topic	Disclosure	Section References	Page Number	Omissions and Additional Commentary
The organization and its reporting practices				
2-1	Organizational details	About the ESG Report 1.1 About Gemtek	4 23	
2-2	Entities included in the organization's sustainability reporting	1.1 About Gemtek	23	
2-3	Reporting period, frequency and contact point	About the ESG Report	4	
2-4	Restatements of information	About the ESG Report	4	
2-5	External assurance	About the ESG Report	4	
Activities and workers				
2-6	Activities, value chain and other business relationships	2.1 Products and Services 3.1 Supply Chain Overview	47 60	
2-7	Employees	5.2 Workforce Composition	85	
2-8	Workers who are not employees	5.2 Workforce Composition	85	
Governance				
2-9	Governance structure and composition	1.2 Corporate Governance 1.3 ESG Sustainability Committee	30 35	
2-10	Nomination and selection of the highest governance body	1.2 Corporate Governance	30	
2-11	Chair of the highest governance body	1.2 Corporate Governance	30	
2-12	Role of the highest governance body in overseeing the management of impacts	1.3 ESG Sustainability Committee	35	
2-13	Delegation of responsibility for managing impacts	1.3 ESG Sustainability Committee	35	
2-14	Role of the highest governance body in sustainability reporting	About the ESG Report 1.3 ESG Sustainability Committee	4 35	
2-15	Conflicts of interest	1.2 Corporate Governance	30	

2-16	Communication of critical concerns	1.3 ESG Sustainability Committee 4.1 Response to Climate Change	35 69	
2-17	Collective knowledge of the highest governance body	1.2 Corporate Governance	30	
2-18	Evaluation of the performance of the highest governance body	1.2 Corporate Governance	30	
2-19	Remuneration policies	1.2 Corporate Governance	30	
2-20	Process to determine remuneration	1.2 Corporate Governance	30	
2-21	Annual total compensation ratio	5.3 Employee Benefits and Training & Development	90	
Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Letter from the Chairman	6	
2-23	Policy commitments	5.1 Human Rights Protection	82	
2-24	Embedding policy commitments	5.1 Human Rights Protection	82	
2-25	Processes to remediate negative impacts	1.5 Business Integrity	40	
2-26	Mechanisms for seeking advice and raising concerns	1.5 Business Integrity	40	
2-27	Compliance with laws and regulations	1.5 Business Integrity	40	
2-28	Membership associations	1.1 About Gemtek	23	
Stakeholder engagement				
2-29	Approach to stakeholder engagement	Communication with Stakeholders	9	
2-30	Collective bargaining agreements	5.1 Human Rights Protection	82	

◆GRI Topic-specific Disclosures : Material Topics 2021

GRI Topic		Disclosure	Section References	Page Number	Omissions and Additional Commentary
Business Integrity	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 1. Business Operations and Corporate Governance	11 21	
	205-2	Communication and training about anti-corruption policies and procedures	1.5 Business Integrity	40	
Compliance with laws and regulations	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 1. Business Operations and Corporate Governance	11 21	
Risk Management	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 1. Business Operations and Corporate Governance	11 21	
Corporate Governance	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 1. Business Operations and Corporate Governance	11 21	
GRI 201: Economic Performance 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 1. Business Operations and Corporate Governance	11 21	
	201-1	Direct economic value generated and distributed	1.1 About Gemtek	23	
	201-4	Financial assistance received from government	1.1 About Gemtek	23	
Innovation and R&D	3-1	Process to determine material topics	Material Topics and Management	11	

GRI Topic	Disclosure		Section References	Page Number	Omissions and Additional Commentary
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
Intellectual Property Management	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
Product Life Cycle Management	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
Product Information Security	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
GRI 418: Customer Privacy 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.4 Customer Relationship & Information Security Management	54	
GRI 416: Customer Health and Safety 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
	416-1	Assessment of the health and safety impacts of product and service categories	2.1 Products and Services 2.3 Green Products	47 5151	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	1.5 Business Integrity	40	
Customer Service and Satisfaction	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	

GRI Topic	Disclosure		Section References	Page Number	Omissions and Additional Commentary
	3-3	Management of material topics	Material Topics and Management 2. Products and Services	11 44	
GRI308: Supplier Environmental Assessment 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 3. Supply Chain Management	11 59	
	308-1	New suppliers that were screened using environmental criteria	3.2 Supplier Responsibility Management	61	
	308-2	Negative environmental impacts in the supply chain and actions taken	3.2 Supplier Responsibility Management	61	
GRI414: Supplier Social Assessment 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 3. Supply Chain Management	11 59	
	414-1	New suppliers that were screened using social criteria	3.2 Supplier Responsibility Management	61	
	414-2	Negative social impacts in the supply chain and actions taken	3.2 Supplier Responsibility Management	61	
Conflict Minerals Management	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 3. Supply Chain Management	11 59	
GRI 302: Energy 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 4. Sustainable Environment	11 68	
	302-1	Energy consumption within the organization	4.2 Energy and Emission	72	
	302-3	Energy intensity	4.2 Energy and Emission	72	
	302-4	Reduction of energy consumption	4.2 Energy and Emission	72	
	302-5	Reductions in energy requirements of products and services	2.3 Green Products	51	
GRI 305: Emissions 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and	11	

GRI Topic	Disclosure		Section References	Page Number	Omissions and Additional Commentary
			Management 4. Sustainable Environment	68	
	305-1	Direct (Scope 1) GHG emissions	4.2 Energy and Emission	72	
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Energy and Emission	72	
	305-4	GHG emissions intensity	4.2 Energy and Emission	72	
	305-5	Reduction of GHG emissions	4.2 Energy and Emission	72	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	4.4 Pollution Prevention	77	
TCFD	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 4. Sustainable Environment	11 68	
GRI 401: Employment 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 5. Workplace Well-being	11 80	
	401-1	New employee hires and employee turnover	5.2 Workforce Composition	85	
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	5.3 Employee Benefits and Training & Development	90	
	401-3	Parental leave	5.3 Employee Benefits and Training & Development	90	
GRI 404: Training and Education 2016	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management 5. Workplace Well-being	11 80	
	404-1	Average hours of training per year per employee	5.3 Employee Benefits and Training & Development	90	
	404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Employee Benefits and Training & Development	90	
	404-3	Percentage of employees receiving regular performance and career development reviews	5.3 Employee Benefits and Training & Development	90	
GRI 403: Occupational Health and Safety 2018	3-1	Process to determine material topics	Material Topics and Management	11	
	3-2	List of material topics	Material Topics and Management	11	
	3-3	Management of material topics	Material Topics and Management	11	

GRI Topic	Disclosure		Section References	Page Number	Omissions and Additional Commentary
			5. Workplace Well-being	80	
	403-1	Occupational health and safety management system	5.4 Employee Health and Safety	99	
	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Employee Health and Safety	99	
	403-3	Occupational health services	5.4 Employee Health and Safety	99	
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Employee Health and Safety	99	
	403-5	Worker training on occupational health and safety	5.4 Employee Health and Safety	99	
	403-6	Promotion of worker health	5.4 Employee Health and Safety	99	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Employee Health and Safety	99	
	403-8	Workers covered by an occupational health and safety management system	5.4 Employee Health and Safety	99	
	403-9	Work-related injuries	5.4 Employee Health and Safety	99	
	403-10	Work-related ill health	5.4 Employee Health and Safety	99	

◆GRI Topic-specific Disclosures : Voluntary Disclosures

GRI Topic		Disclosure	Section References	Page Number	Omissions and Additional Commentary
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Benefits and Training & Development	90	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Giving Back to Society	110	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.1 Supply Chain Overview	60	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.5 Business Integrity	40	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	2.3 Green Products	51	
	301-2	Recycled input materials used	2.3 Green Products	51	
	301-3	Reclaimed products and their packaging materials	2.3 Green Products	51	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	4.3 Water Resources	75	
	303-2	Management of water discharge-related impacts	4.3 Water Resources	75	
	303-3	Water withdrawal	4.3 Water Resources	75	
	303-4	Water discharge	4.3 Water Resources	75	
	303-5	Water Consumption	4.3 Water Resources	75	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	4.4 Pollution Prevention	77	
	306-2	Management of significant waste-related impacts	4.4 Pollution Prevention	77	
	306-3	Waste generated	4.4 Pollution Prevention	77	
	306-4	Transport of hazardous waste	4.4 Pollution Prevention	77	
	306-5	Waste directed to disposal	4.4 Pollution Prevention	77	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.2 Workforce Composition	85	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	5.2 Workforce Composition	85	
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Employee Benefits and Training & Development	90	

GRI Topic	Disclosure		Section References	Page Number	Omissions and Additional Commentary
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	5.3 Employee Benefits and Training & Development	90	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.1 Human Rights Protection	82	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	5.1 Human Rights Protection	82	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.1 Human Rights Protection	82	
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	5.3 Employee Benefits and Training & Development	90	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	5.1 Human Rights Protection	82	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	5.5 Giving Back to Society	110	
GRI 415: Public Policy 2016	415-1	Political contributions	1.5 Business Integrity	400	No political contributions in 2022
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2.1 Products and Services	477	
	417-2	Incidents of non-compliance concerning product and service information and labeling	1.5 Business Integrity	40	
	417-3	Incidents of non-compliance concerning marketing communications	1.5 Business Integrity	40	

Appendix 2 : SASB – Sustainability Disclosure Topics & Metrics – Telecommunication Network Industry

No.	Accounting Metric	Category	Unit of Measure	Response
I	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	Reference 4.2 Energy and Emission
II	(1) Total water withdrawn, (2) total water consumed	Quantitative	Thousand cubic metres (m ³)	Reference 4.3 Water Resource
III	Amount of hazardous waste generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	Reference 4.4 Pollution Prevention
IV	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate, Number	Reference 5.4 Employee Health and Safety
V	Product Lifecycle Management: Weight of end-of-life products and e-waste recovered; percentage recycled	Quantitative	Metric tons (t), Percentage (%)	(1)N/A (2)Percentage recycled: 55%
VI	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	Reference 3.2 Supplier Responsibility Management
VII	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behaviour regulations	Quantitative	Presentation currency (NT\$)	None
VIII	Number of units produced by product category	Quantitative	Number (Pcs)	Reference 2.1 Products and Services

Appendix 3 : TCFD Index

Item	Progress
1. Describe the board's management's role in assessing and managing risks and opportunities of climate-related risks and opportunities.	4.1 Response to Climate Change
2. Describe the impact of climate-related risks and opportunities the organization has identified over the short, medium and long term on the organization's business, strategy and financial planning.	4.1 Response to Climate Change
3. Describe climate-related transition plans and potential financial impacts.	4.1 Response to Climate Change
4. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	4.1 Response to Climate Change
5. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, parameters, assumptions, factors, and main financial impact.	N/A
6. Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities for climate-related transition plans.	N/A
7. Mechanism for carbon pricing and assessing climate-related risks and opportunities in the transition to a low-carbon economy.	N/A
8. Describe the adoption of metrics and targets for climate-related action plans, GHG scope, strategies, and annual progress; if available, please provide an explanation of the source and quantity of the carbon offset credits or the number of Renewable Energy Certificates (RECs) used.	N/A
9. Disclose GHG inventory report and verifications.	<ul style="list-style-type: none"> • By the end of 2023, Gemtek will complete the GHG inventory report and obtain external verification. • The audits and verification plans for consolidated reports of subsidiary companies will also be conducted in accordance with the Financial Supervisory Commission's requirements, with completion targeted by 2027 and 2029, respectively.

Company Profile	Recommended Disclosures according to Sustainable Development Guidemap for TWSE- and TPEX-Listed Companies
<input type="checkbox"/> Listed Companies, iron & steel, and cement industries with capital amount above NT\$10 billion.	<input type="checkbox"/> GHG Inventory Report – Individual <input type="checkbox"/> GHG Inventory Report – Consolidated
<input type="checkbox"/> Listed Companies with capital amount ranging from NT\$5 billion to NT\$10 billion	<input type="checkbox"/> Assurance - Individual <input type="checkbox"/> Assurance - Consolidated
<input checked="" type="checkbox"/> Listed Companies with capital amount below NT\$5 billion	

GHG Emission	Total GHG Emissions (mtCO ₂ e)	Density (mtCO ₂ e / NT\$1,000)	Third-party Assurance	Assurance Status
Scope I	2,431.0736	-	SGS	Valid
Scope II	27,941.7008	-		
Total	30372.774	0.0011		

Appendix 4 : Third Party Assurance Statement



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE Gemtek Technology Co., Ltd.'s ESG REPORT FOR 2022

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by Gemtek Technology Co., Ltd. (hereinafter referred to as Gemtek) to conduct an independent assurance of the ESG Report for 2022 (hereinafter referred to as the Report). The scope of the assurance, based on the SGS ESG and Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during verification (2023/03/31~2023/05/11). SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Gemtek's Stakeholders.

RESPONSIBILITIES

The information in the Report and its presentation are the responsibility of the directors or governing body (as applicable) and management of Gemtek. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all Gemtek's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3 2021 for organisation's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards and/or ISAE3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance	
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)	n/a
B	AA1000ASv3 Type 1 (AA1000AP Evaluation only)	Moderate

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

1	GRI Universal Standard (2021) (Reference)
2	AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny; and evaluation of the report against the requirements of Global Reporting Initiative Universal Standards (2021) listed in the GRI content index where the organization has referenced for the preparation of the reported information.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Gemtek, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 50001, EMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

Gemtek has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, governments, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, Gemtek may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

MATERIALITY

Gemtek has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

Gemtek has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, Gemtek's ESG Report of 2022, complies with the Requirements for reporting with reference to the GRI Standards set out in Section 3 of GRI 1. The significant impacts are assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021. The report has properly disclosed information related to Gemtek's contributions to sustainability development. For future reporting, Gemtek is encouraged to prepare for the transition to reporting in accordance with the GRI Standards, with more comprehensive details of its management processes on the identified impacts, and GRI 2 disclosure such as items related to governance and compensation ratio.

Signed:

For and on behalf of SGS Taiwan Ltd.



Stephen Pao
Knowledge Deputy General Manager
Taipei, Taiwan
29 May, 2023
WWW.SGS.COM



AA1000
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000-8/V3-NQ265



Gemtek

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