Generalplus



2024 Sustainability Report


Generalplus

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About this Report

Generalplus Technology, Inc. (hereinafter referred to as "Generalplus") publishes a sustainability report annually to communicate with stakeholders about its ongoing efforts and achievements under the goal of sustainable operation. These efforts include promoting environmental sustainability, providing a safe and fulfilling workplace for employees, and fostering honest and transparent corporate governance practices. The company hopes that stakeholders will continue to follow Generalplus' development and provide valuable feedback, enabling it to steadily advance along the path of corporate sustainability.

◆ Report Scope

The reporting period covered in this report is from January 1, 2024 to December 31, 2024. To ensure the completeness of the disclosed information, certain content may include operational activities from other years, which will be explained separately within the report. Unless otherwise specified, the scope of this report is limited to information related to the Hsinchu headquarters.

◆ Reporting Framework

This report is prepared in accordance with the 2021 Standards of the Global Reporting Initiative (GRI), and incorporates sustainability metrics from the Sustainability Accounting Standards Board (SASB) as well as disclosures aligned with the framework of the Task Force on Climate-related Financial Disclosures (TCFD). It also complies with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies," with a corresponding index provided in the appendix of this report.

◆ Verification Method

The financial data disclosed in this report are based on the consolidated financial statements audited by Deloitte Taiwan in accordance with International Financial Reporting Standards (IFRS), and are presented in thousands of New Taiwan dollars. Data related to environmental sustainability, employee care, and occupational safety were collected and compiled by the respective responsible departments using internationally recognized calculation methods. These data were reviewed by department heads, verified by the head of the Administration Center under the authorization of the Sustainability Promotion Committee, and further confirmed by the Chairperson of the Committee before being reported to the Chairman.

To ensure that Generalplus' product quality meets customers' requirements, the company has obtained ISO 9001:2015 Quality Management System certification, with related data verified by SGS Taiwan Ltd., and the validity of the certificate is continuously maintained.

◆ Third-Party Assurance

This report was independently verified by Lloyd's Register Quality Assurance (LRQA) Taiwan in accordance with the ISAE 3000 standard, providing a limited level of assurance. The verification confirmed compliance with GRI Standards requirements, and the assurance statement is available in the appendix.

◆ Report Publication

Generalplus Technology Inc. publishes a sustainability report annually, which is made available on the company's official website for public access and download.

Date of Publication : August 2025

Next Scheduled Publication : August 2026

◆ Feedback

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

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Message from the Chairman

Since its establishment, Generalplus has consistently delivered stable profits while upholding our commitment to environmental, social, and corporate governance (ESG). We have formulated sustainability policies, commitments, goals, and management actions across the economic, environmental, and social dimensions.

◆ Economic – Strengthening a Culture of Sustainable Governance

Generalplus places strong emphasis on corporate governance and ethical business conduct. We have successively adopted various regulations and continue to enhance our governance structure, strengthen board oversight, and improve transparency to protect shareholders' rights and respect stakeholders. Upholding our Code of Integrity and through sound corporate governance practices, we strive toward sustainable operation as our long-term goal.

Despite a modest global economic recovery, market volatility continues due to geopolitical tensions, the slowdown in China's economy, and ongoing U.S.-China tech disputes, which must be managed prudently. In 2024, Generalplus reported consolidated revenue of NT$2.46 billion and net income after tax of NT$247 million, a 47% increase from NT$168 million in 2023. Earnings per share (EPS) after tax stood at NT$2.27.

In response to ongoing changes, Generalplus will continue investing in R&D for automotive and AI applications, while accelerating organizational transformation. We aim to drive innovation through new products and technologies to remain competitive and generate long-term value.



Chairman of Generalplus Technology Inc.

Chou-Chye Huang

◆ Environmental – Committing Resources to Environmental Sustainability

Generalplus has established strong and close relationships with suppliers, requiring all products to meet high standards for green production and quality. We apply strict criteria to both internal processes and external partners to ensure compliance with environmental regulations. Additionally, our chip designs prioritize low power consumption and energy efficiency to contribute to environmental protection.

Since 2014, we have actively implemented energy-saving initiatives across electricity, air conditioning, lighting, thermal systems, power, and more. These efforts have yielded a cumulative energy saving of approximately 47%, equivalent to a reduction of about 560 metric tons of CO_2e emissions. We have also set an annual carbon reduction target of 2% and will continue our practical actions toward environmental sustainability.

◆ Social – Fostering a Happy Workplace and Engaging in Philanthropy

Our employees are our most valuable asset. Generalplus is committed to creating a healthy and fulfilling workplace, offering competitive compensation, comprehensive benefits, and opportunities for continuous growth. We aim to build a strong sense of belonging and grow together with our employees for mutual success. In 2024, Generalplus ranked 19th among listed semiconductor companies in Taiwan for the median salary of full-time non-managerial employees—a reflection of our team's collective effort.

To celebrate Generalplus' 20th anniversary, we hosted a grand Charity Family Day at Lihpao Land in Taichung. Employees and their families were invited to participate in the celebration, which included a video retrospective of Generalplus' 20-year journey. This event not only celebrated our growth but also strengthened the emotional connection between employees, their families, and the company culture.

Following the devastating earthquake in Hualien on April 3rd, Generalplus joined Sunplus Group in donating NT$2.5 million to the Hualien County Government to support relief and reconstruction efforts. We hope this contribution helps alleviate the burden on those affected and reflects our sincere concern for the community as we stand together in difficult times.

Looking ahead to 2025, uncertainties such as the new U.S. administration's trade policies and the stabilization of China's economy will be closely monitored. Global economic dynamics remain challenging. Guided by our core values - Integrity & Respect, Creative Thinking, Commitment to Quality, and Customer Focus - Generalplus will continue to integrate resources, overcome adversity, and invest in core-competitive product lines.

We remain committed to advancing our ESG efforts, responding to stakeholders' concerns, and balancing business growth with environmental and social responsibility. Our goal is to create shared value for our shareholders, employees, and society at large.

2024 Sustainability Performance Highlights

E Economic Aspect

2.27

- Earnings per share (EPS) after tax was NT$2.27

18.4%

- Research and development (R&D) expenses amounted to NT$454 million, accounting for 18.4% of total revenue

21%~35%

- In the 2024 Corporate Governance Evaluation, the company ranked in the top 21% to 35% among all listed companies.

100%

- The attendance rate of the Board of Directors and functional committee members was 100%.

G Environmental Aspect

80%

- Local procurement accounted for 80% of total spending on wafer sourcing, memory procurement, and packaging and testing.

100%

- Key suppliers have obtained ISO 9001, ISO 45001, and ISO 14001 certifications and are in compliance with RoHS and REACH standards.

1.9%

- An electricity saving rate of approximately 1.9% was achieved in 2024.

5.5%

- The water-saving rate in 2024 was approximately 5.5%. Water conservation measures have been continuously implemented in recent years, with an annual saving rate exceeding 5% over the past three years, resulting in a cumulative water-saving rate of over 17%.

S Social Aspect

Ranked 19th

- The average annual salary of full-time employees not in managerial positions was NT$1.807 million, with a median of NT$1.709 million, ranking 19th among listed companies in the semiconductor industry.

11.8%

- Employees promoted accounted for 11.8% of the total year-end headcount, with all five managerial positions filled through internal promotions.

20th Anniversary

- The 20th Anniversary Charity Family Day was grandly held, incorporating the company's product design concepts and visual elements to create a strong connection between the company, employees, and their families.

2.5 Million

- A donation of NT$2.5 million was made to the Hualien County Government to support disaster relief and reconstruction efforts, contributing to the recovery of the affected areas.

Stakeholder Engagement and Material Topic Identification

◆ Stakeholder Engagement

Identification of Key Stakeholders

Engaging with various stakeholders through routine business interactions

Through internal discussions and by referencing industry peers

Identified **four** categories of key stakeholders

Generalplus initially screened the types of stakeholders it interacts with through routine business operations across various departments. Based on the frequency of interactions, the degree of mutual influence, and the significance of the relationship to both parties, key stakeholders were further identified through internal discussions and by referencing industry peers. Ultimately, four main categories of key stakeholders were recognized as significant to Generalplus : shareholders/investors, customers, employees, and government agencies.





◆ Communication Channels and Issues of Concern

Due to the differing identities and roles of its key stakeholders, the sustainability issues they are concerned about vary accordingly. Generalplus proactively maintains positive interactions with stakeholders through multiple communication channels across its departments, ensuring that stakeholders remain informed about the company's operational status in a timely manner. Additionally, Generalplus has established a dedicated stakeholder section on its corporate website to understand stakeholders' expectations and demands, and to respond promptly to the issues they care about.

Key Stakeholders	Significance to Generalplus	Issues of Concern	Communication Channels / Frequency
 **Shareholders / Investors**	As capital providers, shareholders' rights must be protected. The company treats all shareholders fairly and ensures their rights to be fully informed, to participate, and to make decisions on major corporate matters.	• Operational status and outlook • Financial performance and dividend policy • Risk management • New product development	• Annual General Shareholders' Meeting / Once a year • Annual Report / Once a year • Financial Reports / Quarterly • Investor Conferences / Once a year • Corporate website - Sustainability and Stakeholder section / Real-time • Designated Investor Relations contact person / Real-time
 **Customers**	Product quality, safety, and after-sales service are top commitments to customers. Maintaining customers' high satisfaction helps to get continuous recognition and business from clients.	• Product quality and delivery schedule • Advanced technologies and system integration capability • Supply chain management • Sales service and privacy • Innovative product development	• Customer satisfaction surveys / Twice a year • Agent meetings / Twice a year • Defective product complaint analysis / Real-time • Customer visits / Real-time • Feedback / Real-time
 **Employees**	Employees are valuable assets. Providing a physically and mentally healthy workplace with sustainable development opportunities is a top priority.	• Compensation and benefits • Career planning and development • Labor rights and workplace equality • Workplace safety and well-being	• Internal communications (email, announcements, digital bulletin board) / Irregular • Employee Welfare Committee / Irregular • On-site medical staff / Real-time • Health seminars / Irregular • Health checkup programs / Every 2 years (under age 40); annually (age 40 and over) • Employees' communication meetings / Irregular • Satisfaction surveys and improvement reports before/after events & benefits / 5+ times per year • New employees' support and feedback discussions / Within 3 months of onboarding • Performance reviews / Twice a year
 **Government Agencies**	Compliance with government supervision and company regulations	• Legal compliance • Transparency of information disclosure and timely updates • Corporate governance • Labor relations and gender equality	• Official correspondence / Irregular • Surveys / Irregular • Regulatory briefing sessions / Irregular • Public Information Observatory announcements / Irregular • Corporate governance evaluation / Once a year • Labor inspections / Irregular

◆ Material Topic Identification

Materiality Assessment Process



After various departments at Generalplus collect issues of concern raised by key stakeholders, the ESG Committee consolidates and refines the topics. By referring to the GRI Sustainability Reporting Standards (2021 edition) and industry peer reports, Generalplus identified 15 sustainability topics encompassing the three core aspects of Environment (E), Social (S), and Governance (G). This approach ensures that the disclosed sustainability topics meet the GRI Standards' requirements for completeness and diversity.



Aspects	Sustainability Topics
Environmental	• Water Resources and Wastewater Management • Energy Use and Greenhouse Gas Emissions • Waste Management • Sustainable Supply Chain Management • Regulatory Compliance (note 1)
Social	• Compensation and Benefits • Labor-Management Communication • Occupational Safety • Talent Development • Talent Attraction and Retention • Community Engagement • Regulatory Compliance (note 1)
Economic	• Customer Service • Operational Performance • Innovative R&D • Information Security

Note 1 : Regulatory Compliance can be further categorized into Environmental Regulatory Compliance and Socioeconomic Regulatory Compliance.

Note 2 : Corporate Governance, Risk Management, and Business Ethics are mandatory disclosure topics under the GRI Sustainability Reporting Standards 2021. Although not listed as material topics for the current year, related information will still be disclosed in this report.

Material Topics Identification in 2024



Sustainability Topics

- A total of 15 sustainability topics were compiled, covering the three main aspects : Environmental (E), Social (S), and Governance (G).

Stakeholder Concern Survey

- Key stakeholders completed an online questionnaire to assess their level of concern regarding each sustainability topic.

Impact Assessment Survey

- Members of the ESG Committee assessed the impact of each topic on the company. These impact scores, combined with the stakeholder concern ratings, were used to generate a sustainability topic matrix.

Material Topic Prioritization

- Based on stakeholders' high concern for governance and social aspects, and the ESG Committee's prioritization of top-ranked environmental, social, and governance topics, 8 material topics were ultimately selected.

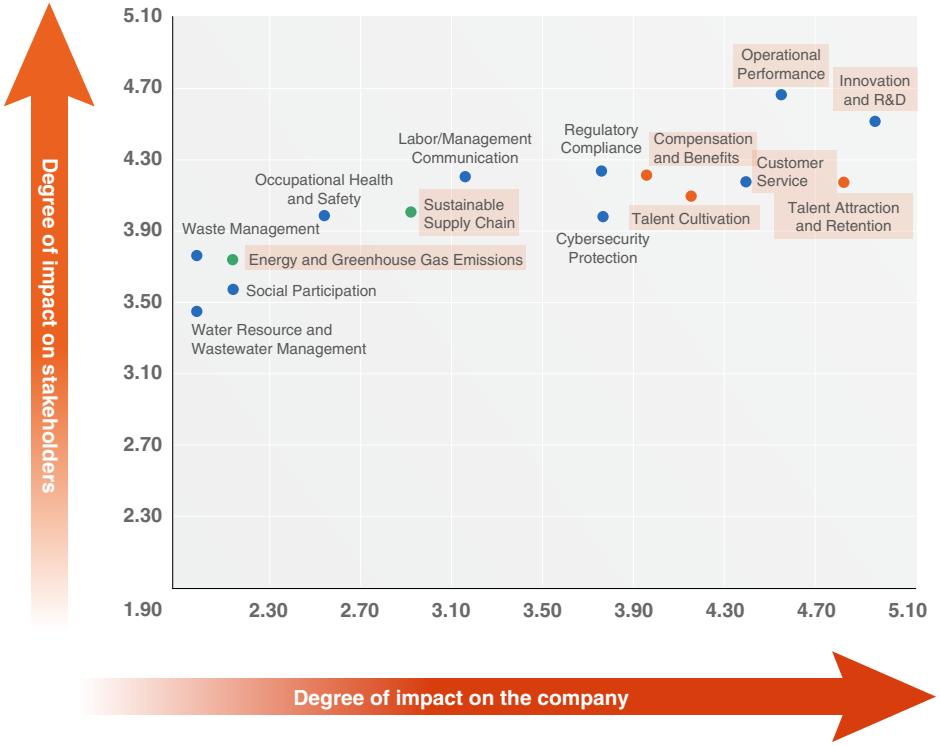
Material Topic Identification

- The ESG Committee identified 8 material topics that have either a positive or negative impact on the company. The report explains management approaches and disclosure practices for each topic. Additional disclosures are included to reflect balanced ESG information, including the company's proactive social engagement and public welfare efforts.

Material Topics – Positive or Negative Impact

Aspects	Material Topics
Environmental	• Sustainable Supply Chain Management (Positive), Energy and Greenhouse Gas Emissions (Positive)
Social	• Talent Attraction and Retention (Positive), Talent Cultivation (Positive), Compensation and Benefits (Positive)
Economic	• Innovation and R&D (Positive), Operational Performance (Positive), Customer Service (Positive)

Materiality matrix

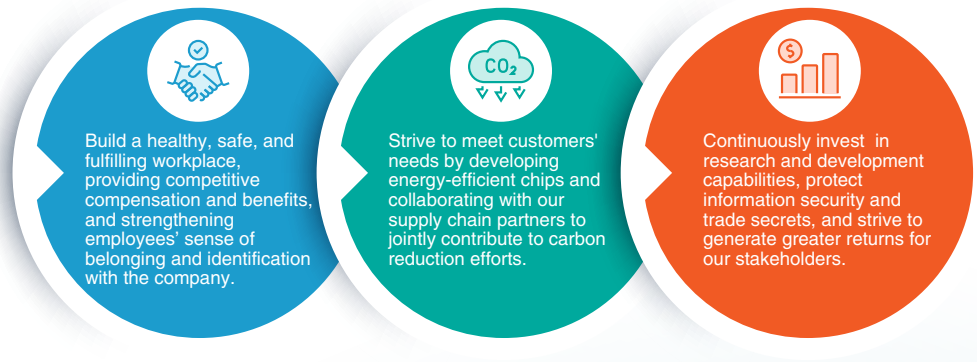


Changes in the List of Material Topics

Aspects	Sustainability Topics	Rank	
		2024	2023
Environmental (E)	Sustainable Supply Chain	1	1
	Energy and Greenhouse Gas Emissions	2	2
Social (S)	Talent Attraction and Retention	1	1
	Talent Cultivation	2	3
	Compensation and Benefits	3	2
Economic (G)	Innovation and R&D	1	1
	Operational Performance	2	2
	Customer Service	3	4
	Cybersecurity Protection (note 1)	4	3

Note 1 : Cybersecurity Protection was identified as a material topic in 2023, but is no longer considered a material topic in 2024.

Generalplus' three pillars of ESG





Identifying Material Topics and Boundaries

Aspects	Material Topics	Materiality to Generalplus	Internal Boundary	External Boundary			Corresponding to GRI Standards	Disclosure in the Report
			The Company	Shareholder/ Investor	Supplier	Customer		
Environmental	Sustainable Supply Chain	In response to customer demand for Generalplus' products, the company and its supply chain partners are committed to designing and developing new-generation chips, and working with supply chain partners to improve ESG synergy.	●		●	●	• 204 Procurement Practices：2016 (204-1) • 308 Supplier Environmental Assessment：2016（308-1、308-2） • 414 Supplier Social Assessment：2016（414-1、414-2）	• 3.2
	Energy and Greenhouse Gas Emissions	As governments and customers around the world place increasing emphasis on reducing carbon emissions, Generalplus' R&D team strives for high efficiency and energy conservation during the design and development phases, and also implements relevant energy-saving and carbon-reduction measures internally to fulfill its corporate social citizenship responsibilities.	●	●	●	●	• 302 Energy：2016（302-1～302-5） • 305 Emissions：2016（305-1～305-7）	• 3.3
Social	Talent Attraction and Retention	Talent is the core of Generalplus' operations. We identify suitable professionals through diverse internal and external recruitment channels and strive to increase the likelihood of outstanding talent joining and retaining them.	●				• 401 Employment：2016（401-1）	• 4.3
	Talent Cultivation	We offer diverse learning channels and growth plans to cultivate the professional skills required for specific positions and support career development, ensuring employees enjoy the company and achieve their full potential.	●				• 404 Training and Education：2016（404-1～404-3）	• 4.4
	Compensation and Benefits	Employees are an indispensable driving force for Generalplus' continued growth. The company is committed to creating a harmonious and friendly environment for labor and management, providing working conditions that exceed legal standards and generous compensation and benefits, enhancing employees' loyalty to the company and enabling them to achieve self-improvement in the workplace.	●				• 401 Labor – Employment Relations：2016（401-2～401-3） • 405 Diversity and Equal Opportunity：2016 (405-2)	• 4.2
Economic	Innovation and R&D	Generalplus' R&D team is committed to product innovation and development. In addition to continuously improving the cost-effectiveness of existing products, it continues to expand product application areas, develop new technologies, widen the gap with competitors, accelerate the timeliness of terminal products to market, and win market opportunities for customers.	●	●	●	●	• Generalplus' customized material topic	• 1.5
	Operational Performance	Sustained and stable revenue and profit growth are the foundation of a company's sustainable operations. Generalplus hopes to create a mutually beneficial and prosperous future with its employees, supply chain partners, customers and investors through good operating performance.	●	●	●	●	• 201 Economic performance：2016（201-1～201-4）	• 1.3
	Customer Service	The premise of Generalplus' sustainable operation lies in the long-term stable growth of operating performance. Revenue growth depends on the company's ability to value customer opinions, meet customer needs, gain customer recognition and establish long-term trusting relationships with each other.	●	●		●	• Generalplus' customized material topic • 418 Customer Privacy 2016	• 1.4 • 2.4

1 About Generalplus Technology Inc.

1.1 Company Profile

1.2 Product Applications

1.3 Operational Performance

1.4 Customer Service

1.5 Innovative R&D



1. About Generalplus Technology Inc.

1.1 Company Profile

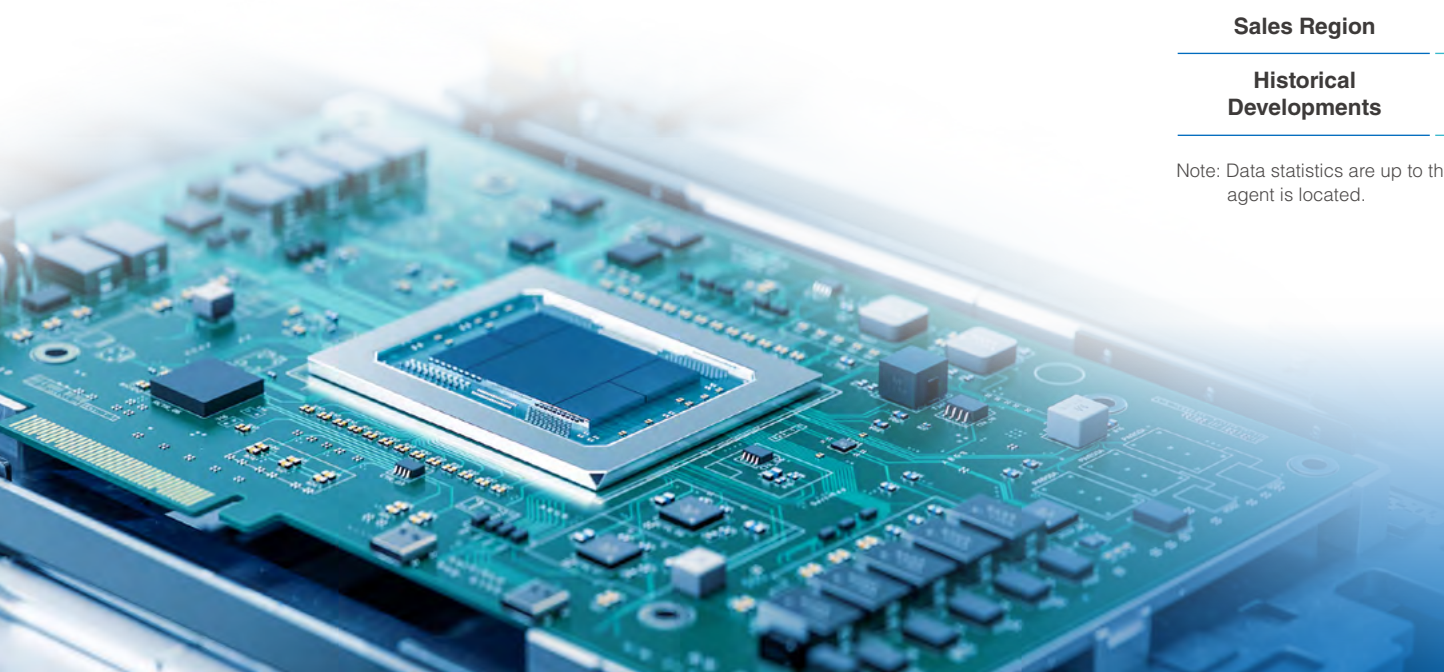
Generalplus Technology Inc. has become one of the major integrated circuit providers worldwide, specializing in voice IC and multi-media product solutions. In addition to our headquarters in Taiwan, we've also established many branches and offices around the world, where include Shenzhen-China, Hong Kong, the United States, and Japan, to provide comprehensive support, engineering, and business, to our partners and customers.

◆ Our Vision

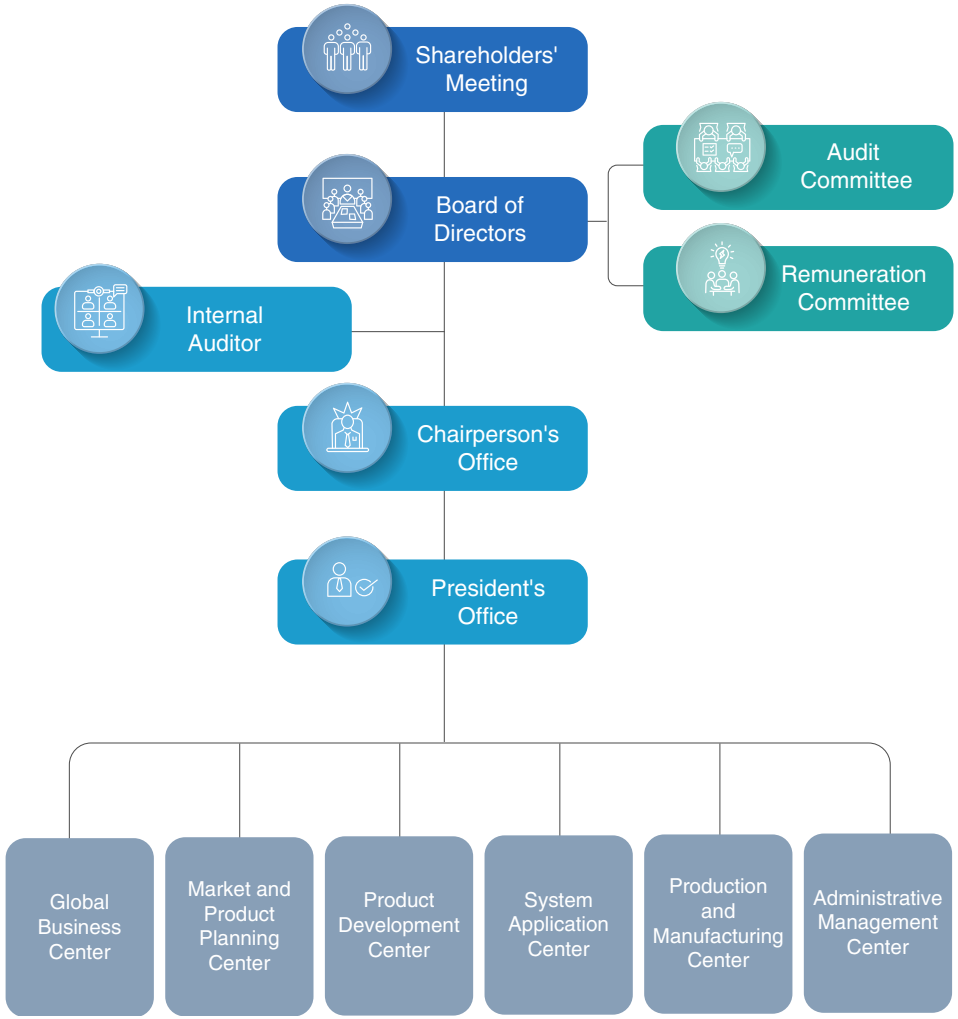
Integrity, **Creativity**, **Quality,** and **Service** are the four essentials to our business philosophy. Our unique company culture, human resource management, and high-profit shares are the keys to attract the most talented and adaptable employees to join us. We will continue to improve our core value and to provide outstanding products and services to our customers in order to achieve our vision, "easy living with technology".

Founded	March 30, 2004
Headquarters	No. 19, Industry E. Rd. IV, Hsinchu Science Park, Hsinchu City
Chairman	Mr. Chou-Chye Huang
President	Mr. Kevin Chia
Capital	NT$1.09 billion
Stock Code	TSE:4952
Employees	220
Main Products	Design, development, application services, and sales of consumer voice chips, multimedia chips, and microcontroller chips
Revenue	Consolidated operating revenue for 2024 : NT$2.46 billion
Chips Sale Quantity	397,772,000 units
Sales Region	Taiwan: 49% ; Asia: 51% (Note)
Historical Developments	please refer to the official website

Note: Data statistics are up to the end of 2024, and the identification standard is based on the region where the agent is located.



◆ Organizatonal Structure

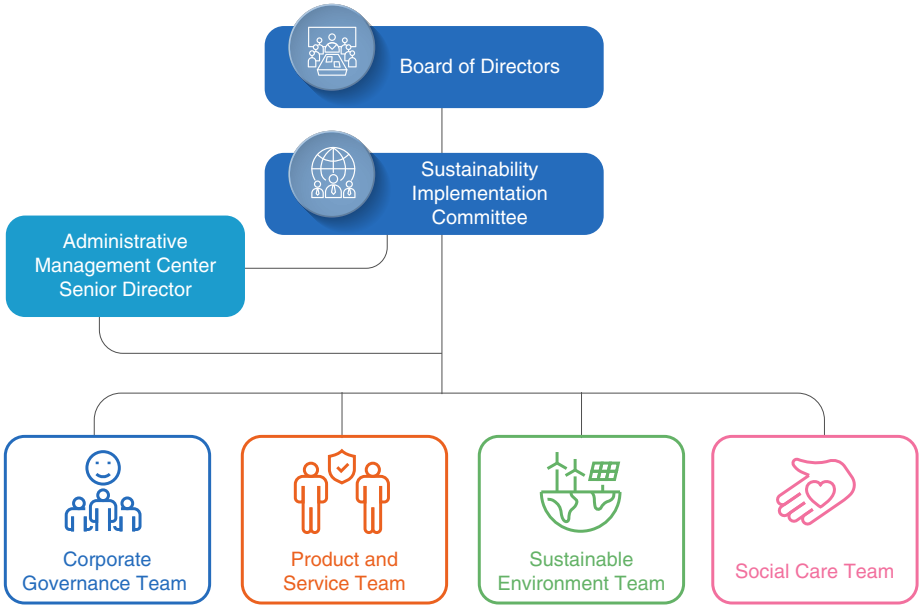


Note: Please refer to the official website for details on the responsibilities of each major department.

◆ Sustainability Implementation Committee

Generalplus promotes the concept of corporate sustainability within the company. The Board of Directors approved the "Sustainable Development Code of Practice" and established the Sustainability Implementation Committee (hereinafter referred to as the ESG Committee) and the Interdepartmental Sustainability Implementation Working Group (hereinafter referred to as the ESG Working Group) under the Board. The ESG Committee members include the President and heads of various centers, while the ESG Working Group is led by the heads of relevant departments. Each group communicates with stakeholders through regular channels, collects sustainability issues of concern, and carries out its own work through division of labor. The group also regularly reviews its performance.

During the preparation of the sustainability report, the President confirms that all major topics have been covered. The ESG Committee reports on the results of sustainability implementation to the Board of Directors at least once a year, strengthening the Board's involvement in promoting sustainable development. It reviews policies, strategies, goal setting, and management measures, urging the company to practice sustainable development, and regularly reviews its implementation effectiveness and continuous improvement to ensure that the sustainable development strategy is fully implemented in the company's daily operations.



1.2 Product Applications

The upstream of the IC industry chain consists of chip design, while the midstream includes photomasks, wafer fabrication, testing, dicing, and packaging. The downstream includes distributors, application product manufacturers, and brand customers. Generalplus is a chip design company at the upstream end of the supply chain. We outsource the designed chips to specialized manufacturers for wafer fabrication, wafer probing, wafer dicing, IC packaging, and final testing. We then sell the finished chips to end-product manufacturers for various applications.

Our product lines are as follows:

Product Lines	Product Categories	Product Applications	
Consumer ICs	• Digital audio decoding and playback controller ICs • Speech recognition and synthesis controller ICs • LCD display controller ICs	Applications include voice-activated interactive toys, speech recognition applications, storytelling machines, electronic keyboards, electronic doorbells, electronic pets, interactive toys, calculators, handheld electronic game consoles, clocks, timers, thermometers, and fitness equipment meters.	
Multimedia ICs	• High-quality multimedia SoCs for image capture, noise reduction, compression, playback, and storage. • Smart multimedia SoCs with deep learning-based image recognition, image processing, and motion tracking.	Applications include dashcams, drones, sports DVs, AI robots, esports peripherals, HMI, Edge AI, beauty monitors, smart door locks, hunting cameras, educational computers, game consoles, children's smart watches, and children's cameras.	
Microcontroller ICs	• Brushless DC motor drive control related chips • Wireless charging, touch control, remote control, and medical measurement applications.	These chips are used in products such as electric bicycles, electric scooters, household stand fans, ceiling fans, scrubbers and mops, vacuum cleaners, hair dryers, range hoods, industrial motors, handheld machine tools, air fryers, humidifiers, touch-screen home appliances, air conditioner remote controls, thermometers, gas detectors, Qi wireless charging, and battery management systems.	



1.3 Operational Performance

◆ Impact

The economic value generated by Generalplus' operations will impact shareholders' equity, create job opportunities, and contribute to sustainable economic development.

Management Policy			
Policies and Commitments	• Uphold the corporate spirit of "Integrity, Creativity, Quality, and Service", continuously develop products, provide customers with the best solutions, and achieve revenue and profit growth goals.	**Goals**	**Short-Term** • Expand innovative R&D results and actively enhance product market share and competitiveness. • Strengthen customer service, respond quickly to market needs, and provide the best solutions while growing with customers. **Mid-to-Long Term** • According to industry trends, integrate technologies across product lines to maximize synergy and expand the product range. • Enhance development of quality brand clients to improve revenue and profit stability. • Sustain growth in revenue and profits.
Responsibility	• Executive Management	**Actions Taken**	• Operational Management Budget
Stakeholders' Engagement	Conduct communication regularly or irregularly according to the stakeholder engagement mechanism, and disclose the information in the sustainability report, Market Observation Post System, and company's website. • The emails of spokesperson, acting spokesperson, and investor relations on the official website. • Hold regular investors' conference to disclose financial reports and operational results.		
Evaluation Mechanism	• Monthly Executive Meetings • Board of Directors, Annual Shareholders' Meeting.		
Annual Goals and Performance	Hold monthly executive meetings to track budget performance and report on market and customers' status. Adjust strategies in real time, enabling management to oversee operations and meet annual goals. • In 2024, consolidated operating revenue was NT$2.46 billion; net profit after tax was NT$247 million, up 47% from NT$168 million in 2023.		

Unit: NT$1,000

Item	Basic Elements	2020	2021	2022	2023	2024
Direct Economic Value Generated	Revenue	2,899,677	3,580,908	3,169,374	2,167,031	2,461,895
Economic Value Distributed	Operating Costs	1,910,243	1,953,675	1,724,457	1,344,777	1,560,091
	Employee Salaries and Benefits	433,309	603,244	568,373	411,309	446,840
	Payment to Shareholders	195,868	261,158	587,605	544,079	141,461
	Taxes to the Government	26,620	57,140	176,681	23,350	40,621
	Community Investment	22	165	163	167	2,563
	Total	2,566,062	2,875,382	3,057,279	2,323,682	2,191,576
Economic Value Retained (Generated- Distributed)		333,615	705,526	112,095	(156,651)	270,319
Net Profit		282,037	658,713	579,378	167,985	246,887
Earnings Per Share (NTD)		2.59	6.05	5.32	1.54	2.27

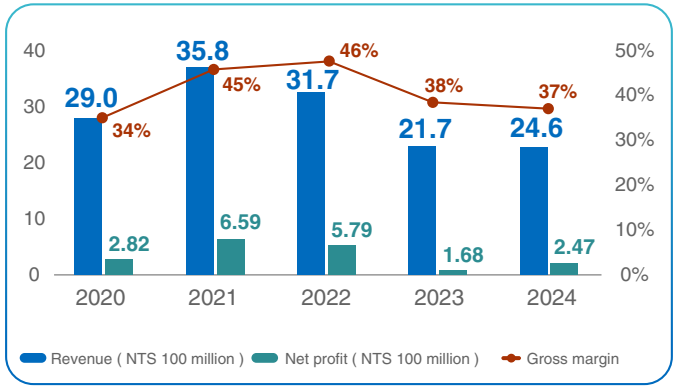
Note 1 : Operating revenue and operating costs refer to consolidated operating revenue and consolidated operating costs. Employee salaries and benefits include wages, labor and health insurance premiums, pension expenses, and other employee welfare expenses.

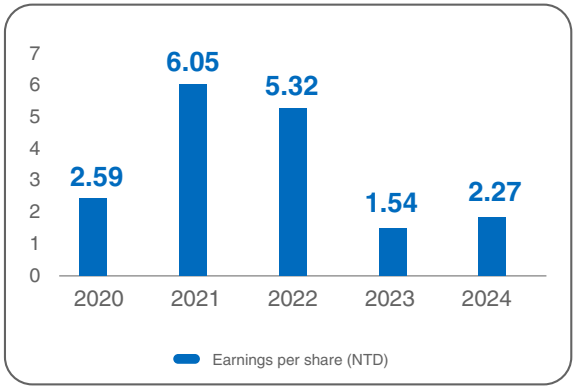
Note 2 : Payments to investors refer to cash dividends.

Note 3 : Payments to the government refer to the business income tax, house tax, and stamp duty paid during the year.

Note 4 : Community investment refers to the actual donations made during the year to the Hualien County Government for earthquake relief, to social welfare organizations, and for the purchase of charity mooncakes, etc.

Note 5 : Retained economic value is defined as economic value generated minus economic value distributed.





1.4 Customer Service

◆ Impact

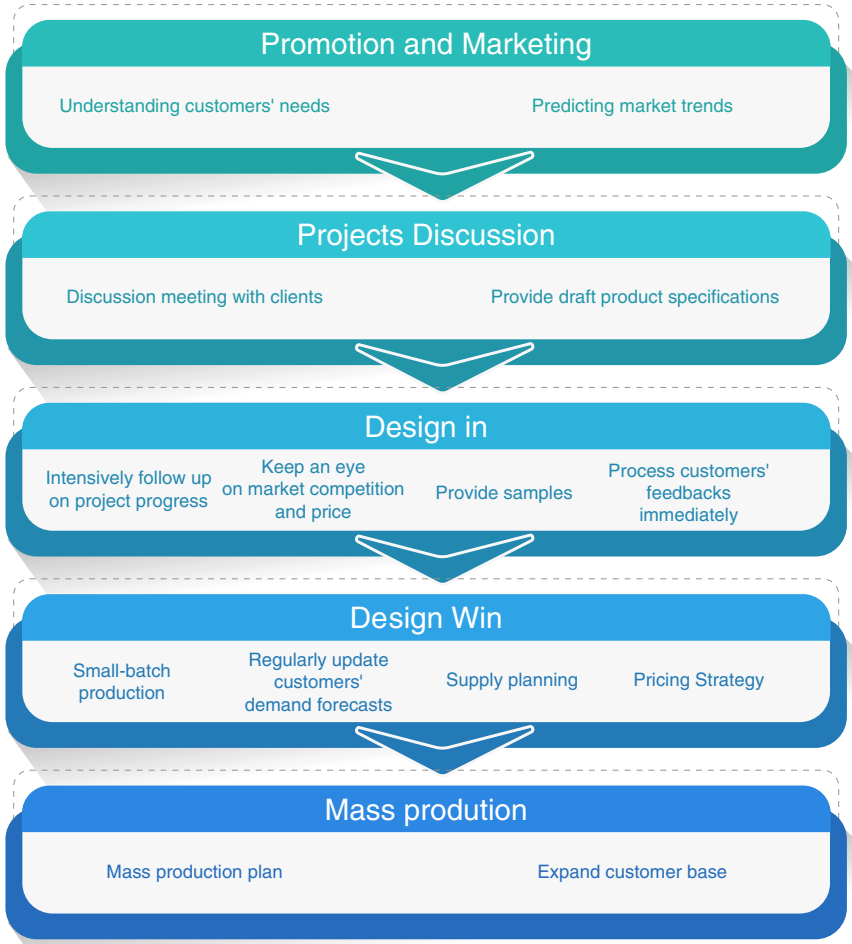
The foundation of Generalplus' sustainable operations lies in the long-term, steady growth of its business performance. Revenue growth depends on the company's ability to value customers' feedback, meet customers' needs, earn customers' recognition, and build long-term mutual trust.

Management Policy				
Policy and Commitment	• Provide customers with the best service quality, adhering to the principle of customer service, actively promoting the application and breakthrough of innovative technologies, continuously leading industry development, constantly exceeding customer expectations, listening to and responding to customer needs, and providing the fastest and most professional solutions. Continuously enhance the customer experience to ensure that every collaboration creates maximum value.	**Goals**	**Short- Term**	• Continue to develop competitive new products, strengthen close connections with end customers and partners, focus on customers, help solve customers' problems and meet their needs to create win-win outcomes. • Increase revenue growth rate, product gross margin, and accuracy of performance forecasts.
			Mid-to- Long Term	• Continue to cultivate potential markets (such as AI, medical, automotive fields, etc.). • Product design and development will integrate customers' needs in software and system aspects to create comprehensive and innovative one-stop solutions. • Continue to develop new technologies, new IPs, and new processes, and continuously hold engineering operational process and technical training courses.
Responsibility	• Sales, Market and Product Planning, Product Quality, R&D Unit, System Application Unit	**Actions Taken**		• The company has established a code of conduct for integrity and signed confidentiality agreements to protect customer information. • The company website provides an online mailbox section for customer communication and complaints.
Stakeholder Engagement	• Maintain good interactions with customers through irregular on-site interviews or online meetings to understand the latest market trends and provide timely assistance. • Hold semi-annual meetings to conduct customers' opinion surveys for key representative customers and use the survey results as the basis for future improvements.			
Evaluation Mechanism	• Customer satisfaction survey • Agent meetings			
Annual Goals and Performance	• All customer complaints received in 2024 have been addressed and closed. • The 2024 customer satisfaction survey did not show the negative feedback as of 2023, and customers continued to give positive feedbacks and support improvement measures. • As of 2024, there have been no records of customer privacy violations.			

◆ Project Management Process

Exceeding customer expectations is a core objective of Generalplus' customer service. Proactively understanding customers' needs and anticipating market trends is the key starting point for creating a competitive advantage. To respond to customers' needs with precision and efficiency, we consolidate customers' feedback and ideas in a unified manner and hold regular internal brainstorming sessions to propose innovative drafts. At the same time, we review and update progress with customers on a regular basis. By repeating this process, we aim not only to ensure that new products meet both customers' and market expectations, but also to let customers experience Generalplus' rigorous attitude throughout the product development process.

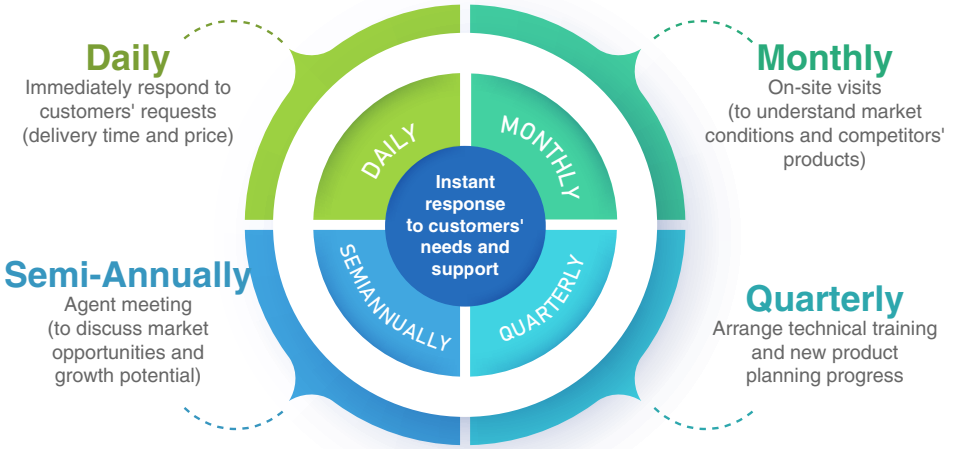
◆ Product Development Process



◆ Instant Response to Customers' Needs and Support

Generalplus is committed to developing innovative products and delivering exceptional quality, while building close relationships with customers. The company has established a "Customer Service Management Procedure" and a "Customer Complaint Handling Policy" to actively maintain customer relationships. Through regular visits and the provision of real-time on-site support, we respond promptly to customers' needs. When launching new products, we conduct technical training to help customers quickly grasp the latest technologies, and our engineering team provides timely professional support to ensure that customers' needs and complaints are resolved quickly. The company's customer service contact information is as follows :

- Customer Service Hotline：+886-3-6662118 ext. 2070
- Customer Service Mailbox：gpsales@generalplus.com
- Customer Complaint Mailbox：gpqa@generalplus.com



◆ Customers' Satisfaction Survey

Generalplus' customer satisfaction survey targets both agents and direct customers. In 2024, the customer satisfaction survey achieved a 100% response rate. Survey items covered areas such as sales, marketing services, product quality services, R&D services, and suggestions for new products. The 2024 survey results showed that the proportion of respondents rating their overall satisfaction as "satisfied" or above reached 96%, indicating that customers recognize and appreciate Generalplus' services in sales, marketing, product quality, and R&D. Generalplus will continue to listen and constantly improve related services and products to meet customer needs.

Positive feedback received from the survey included remarks such as: "Understands market changes and customers' needs, good inventory control, stable delivery time," "Proactive and efficient in coordinating engineering issue resolution," "Stable IC quality," "Quality is one of Generalplus' major strengths," and "Excellent technical support." These comments highlight customers' strong recognition of the company's products and services, serving as a driving force for Generalplus to keep moving forward.

Customers' Satisfaction Survey Results

Year	2023	2024
Overall satisfaction percentage ("Satisfied" or above)	100%	96%

Generalplus' products and service levels have been highly recognized by customers, and it has won awards for excellent suppliers from major customers over the years.

◆ Excellent Supplier Award







1.5 Innovative R&D

◆ Impact

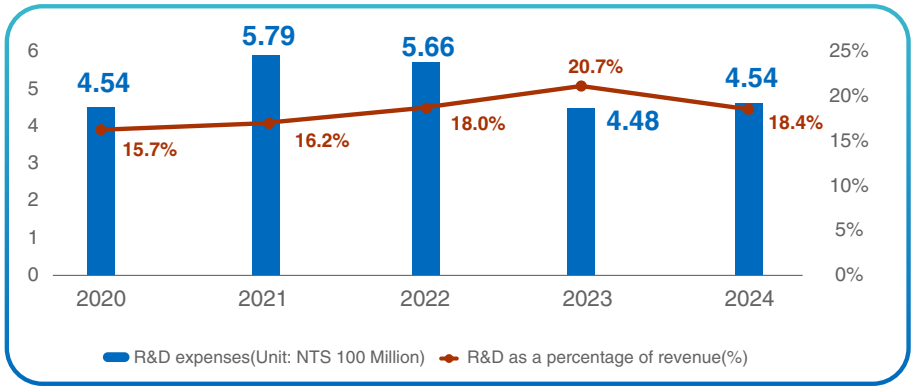
The Generalplus' R&D team is dedicated to realizing the company's vision. In addition to integrating internal R&D capabilities and continuously enhancing the cost-performance ratio of existing products, the team also expands product application fields and accelerates the time-to-market of end products, enabling customers to gain a first-mover advantage in the market.

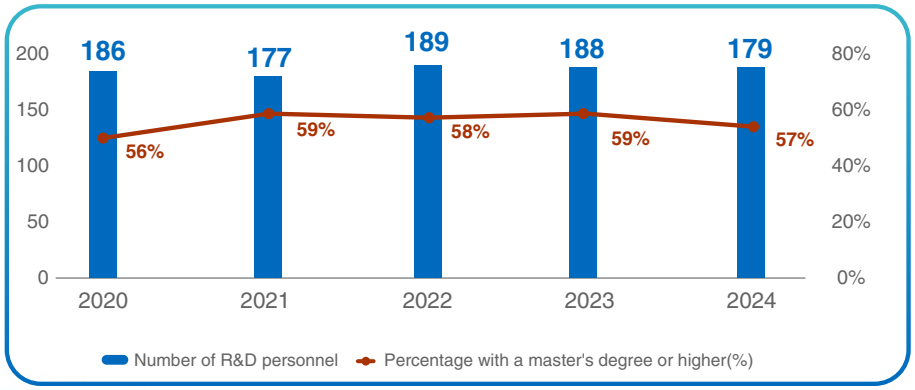
Management Policy				
Policy and Commitment	• Establish a comprehensive R&D process, collaborate with brand customers, and actively partner with academic institutions to gain a leading position in technology. • Continuously enhance innovative R&D capabilities, work with key customers to define new product specifications, and develop diversified high-performance and low-power products to create win-win outcomes.	**Goals**	**Short-Term**	• Complete the OTP/Flash consumer electronics product line. • Introduce the IATF16949 quality management process into internal design flow control systems. In addition to automotive products complying with AEC-Q100 specifications, industrial and commercial product design processes are more rigorous to enhance overall product design quality. • Apply artificial intelligence (AI) technology to the multimedia product line.
			Mid-to- Long Term	• Focus on the development of consumer products, continuously optimize key digital and analog IPs, and enhance IP performance in speed, area, and power consumption to improve competitiveness. • Launch automotive electronic products that comply with AEC-Q100 standards and follow IATF16949 quality management processes. • Deepen expertise in AI and image processing technologies to improve overall computing bandwidth and provide competitive products to customers.
Responsibility	• R&D Unit	**Actions Taken**		• NT$454 million invested in R&D • 185 members in the R&D team
Stakeholder Engagement	• Project Complaint Channels	**Evaluation Mechanism**		• Product development meetings • Number of patents granted in the year • Total effective patents
Annual Goals and Performance	• In 2024, 5 patents were granted, bringing the total number of effective patents to 117. • Developed a new generation 4-bit RISC voice synthesis control IC with built-in OTP, offering a low-cost OTP solution. • Developed a new generation 16-bit voice synthesis control IC compatible with various SPI Flash sizes, providing a high-performance Flash solution. • Developed a new generation 32-bit advanced motor control MCU featuring high-bandwidth (BW=10MHz) OPA and high-speed (1Msps) ADC IPs. • Developed a new generation 40nm 32-bit multimedia test chip with built-in AI accelerator. • Successfully developed deep learning algorithms such as Face Aging, dual-person pose estimation, driver's status detection, blind-spot detection, and rear collision detection.			

◆ Historical investment in R&D Manpower and Expenses

Item	2020	2021	2022	2023	2024
R&D Expenses (Unit: NT$ 100 Million)	4.54	5.79	5.66	4.48	4.54
R&D as a Percentage of Revenue (%)	15.7	16.2	18.0	20.7	18.4
Number of R&D Personnel	186	177	189	188	179
Percentage with a Master's Degree or Higher (%)	56	59	58	59	57

Note: The scope of R&D personnel includes subsidiaries. Generalplus' R&D workforce comprises 141 employees.





◆ Intellectual Property Management

Generalplus has established an intellectual property management policy to safeguard and utilize relevant IP rights, while continuously monitoring potential risks and implementing countermeasures. The company also strives to continuously improve and refine its management mechanisms to protect intangible assets, strengthen core competitiveness, and maintain its leading position in the market.

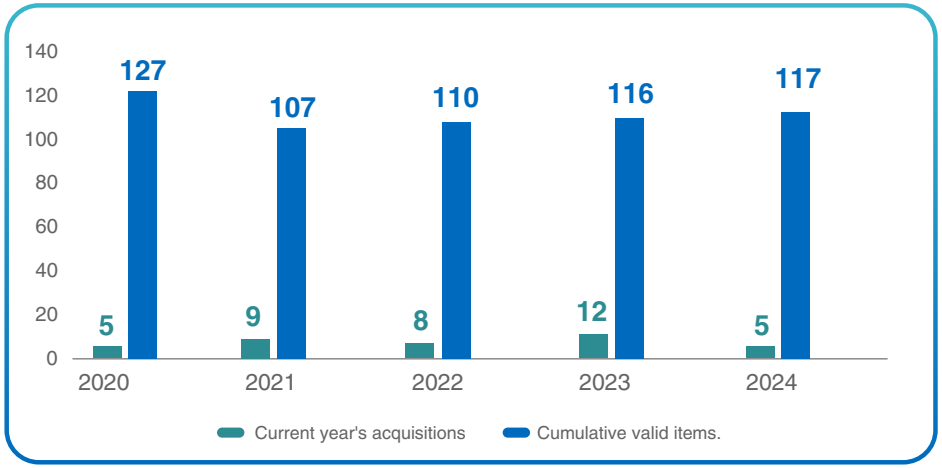
◆ Patent Management

The company offers patent bonuses to encourage employees to submit patent applications. Patent proposals undergo an internal technical review process and are approved by the Patent Review Committee. They are then given the most appropriate protection, either through patent applications or by being treated as company trade secrets, in order to maintain both the quantity and quality of R&D technologies.

◆ Trade Secret Protection

New employees are required to sign a confidentiality agreement, and business secret courses are included in the onboarding training. In addition, awareness is promoted through monthly legal and intellectual property e-newsletters and occasional training sessions. For departing employees, the HR department conducts an exit interview to remind them of their confidentiality obligations.

◆ Number of Patents Acquired over the Years



2 Integrity Governance

2.1 Governance Structure

2.2 Integrity Management and Regulatory Compliance

2.3 Risk Management

2.4 Cybersecurity Protection



2. Integrity Governance

2.1. Governance Structure

In accordance with the Securities and Exchange Act and related regulations, Generalplus Technology Inc. has progressively approved various corporate governance rules, established an effective corporate governance framework, strengthened the supervisory functions of the board of directors, and enhanced information transparency to protect shareholder rights and respect stakeholders. The company adheres to a corporate integrity code and practices sustainable operations through effective corporate governance.

Key Corporate Governance Regulations

- Articles of Incorporation
- Corporate Governance Best Practice Principles
- Sustainable Development Best Practice Principles
- Code of Business Conduct and Ethics
- Code of Conduct for Directors and Executive Managers
- Code of Conduct for Employees
- Shareholders' Meeting Rules
- Directors' Nomination Procedures
- Board of Directors Meeting Rules
- Board Performance Evaluation Guidelines
- Procedures for Handling Whistleblowing of Illegal, Unethical, or Dishonest Conduct
- Procedures for Handling the Disclosure of Material Information and Preventing Insider Trading
- Audit Committee Organizational Rules
- Remuneration Committee Organizational Rules

◆ Board Member Diversity

Generalplus' Articles of Incorporation specify that the election of directors follows a candidate nomination system. In compliance with the "Corporate Governance Best Practice Principles for Listed Companies", the company's "Director Election Procedures" and "Corporate Governance Best Practice Principles" outline that the composition of the board of directors should be diverse. Board members are required to possess the knowledge, skills, and qualifications necessary for performing their duties. The board as a whole must have capabilities in operational judgment, accounting and financial analysis, business management, industry knowledge, crisis management, international market perspectives, leadership, and decision-making to ensure the effective operation of the Board.

The term of the 7th Board of Directors is from May 27, 2022, to May 26, 2025. The Board consists of 7 members, including 6 male and 1 female directors. The average age of the directors is 59 years (71% are aged 51-60, and 29% are aged 61-70). Four directors have operational experience in the industry, while three independent directors possess expertise in finance, accounting, and law. For details on the directors' academic and professional backgrounds, concurrent positions in other companies, and the implementation of the diversity policy, please refer to the year 2024 Annual Shareholders' Meeting Report.

◆ Board of Directors

Members

- The Board consists of 7 directors, including 3 independent directors, with independent directors making up approximately 43% of the total seats.

Powers and Responsibilities

- Determination of business policies
- Approval of the budget
- Preparation of financial statements for shareholders' meeting
- Proposal for amendments to the Articles of Incorporation
- Implementation of shareholders' meeting resolutions
- Approval of major contracts
- Proposal for profit distribution or loss offsetting
- Proposal for capital increase or reduction
- Appointment or dismissal of key personnel
- Formulation of organizational regulations and business rules
- Other powers as prescribed by law or shareholders' meeting resolutions

Meeting Frequency

- At least one meeting is held each quarter.

Annual Execution Status

- The Board of Directors held 5 meetings, with a 100% attendance rate by all directors.
- All directors participated in continuing education courses in accordance with the "Key Points for Continuing Education of Directors and Supervisors of Listed and OTC Companies," covering topics such as finance, risk management, business, law, and ESG, totaling 51 hours.

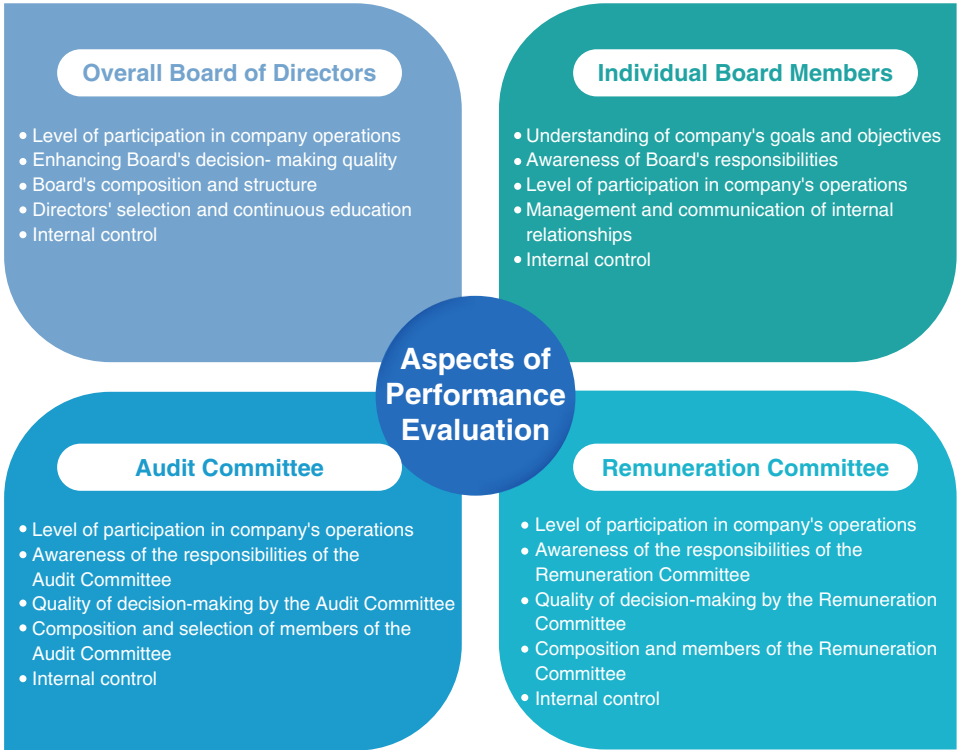
Explanation: For details regarding the directors' continuing education courses, please refer to the Public Information Observation Station / Corporate Governance / Directors' Continuing Education Status.

◆ The Conflict-of-Interest Avoidance System for Directors

Generalplus' "Board of Directors Meeting Rules" stipulate that directors must adhere to high standards of self-discipline and implement conflict-of-interest avoidance. If a director or their represented entity has a vested interest in a matter discussed at a board meeting, the director must disclose the important details of the conflict at the meeting. If there is a risk of harm to the company's interests, the director is prohibited from participating in the discussion or voting on the matter. Furthermore, during discussions and voting, the director must recuse themselves and cannot delegate their voting rights to another director.

◆ Board Performance Evaluation

To implement corporate governance and enhance the functionality and efficiency of the board of directors, Generalplus' Board of Directors passed the "Board Performance Evaluation Guidelines" on August 6, 2020. An annual performance evaluation is conducted at the end of each year, covering the overall Board, individual directors, and functional committees. The evaluation results are submitted in the report of the most recent Board meeting.



The 2024 Board of Director's performance evaluation report was presented at the Board meeting on February 19, 2025. The evaluation results are as follows:

Overall Board of Directors	• The evaluation results were excellent, and the overall operation of the Board of Directors aligns with the principles of corporate governance.
Individual Board Members	• The evaluation results were excellent, with Board members providing positive feedback on the efficiency and effectiveness of the operation of each assessment indicator.
Audit Committee	• The overall operation is well-established, meeting the requirements of corporate governance, and effectively enhancing the functionality of the Board of Directors.
Remuneration Committee	• The overall operation is thorough, in compliance with corporate governance requirements, and effectively enhances the functionality of the Board of Directors.

◆ Board and Executive Compensation Policy

Board of Directors' Compensation

- In addition to receiving attendance fees for Board meetings and a fixed monthly remuneration for independent directors, Generalplus' directors are entitled to receive annual compensation as stipulated in the company's Articles of Incorporation, which is within 1.5% of the company's annual profit.
- The allocatipn of director's compensation is based on performance evaluation criteria,including the level of participation in company's operations,understanding of company's goals and objectives, and directors' professional expertise and continuous education.The results of these evaluations are weighted and used to determine the compensation distribution.

Executive Managers' Compensation

- Generalplus' "Executive Compensation Management Guidelines" specify the items included in executives' remuneration. Additionally, according to the company's Articles of Incorporation, if the company is profitable in a given year, at least 1% of the profits should be allocated for employees' compensation.
- Executives' compensation is determined based on industry standards and is also influenced by individual performance and job performance. Key performance evaluation factors include operational management capabilities and the achievement of financial and business goals, which serve as the basis for determining executives' remuneration.

◆ Audit Committee

Members

- The Audit Committee is composed of 3 independent directors.

Powers and Responsibilities

- Oversight of the proper presentation of financial statements
- Selection (dismissal) of the accountant and their independence and performance
- Effective implementation of internal controls
- Compliance with relevant laws and regulations
- Management of existing or potential risks to the company

Meeting Frequency

- The Audit Committee meets at least once every quarter.

Annual Execution Status

- The Audit Committee held 5 meetings, with a 100% attendance rate by all members.
- The internal audit supervisor reported to the Audit Committee 5 times.
- Independent directors held 1 communication meeting with the internal audit supervisor and the accountant.

◆ Remuneration Committee

Members

- The Remuneration Committee is composed of 3 independent directors.

Powers and Responsibilities

- Regularly review the company's compensation policies and propose revision suggestions.
- Establish and regularly review the system and standards for evaluating the performance and compensation of directors and executives.
- Regularly assess the compensation of directors and executives.

Meeting Frequency

- At least two meetings are held each year

Annual Execution Status

- The Remuneration Committee held 3 meetings, with a 100% attendance rate by all members.



◆ Corporate Governance Officer

Establish the Position

- To strengthen the alignment of corporate governance culture and development direction within the group, the Board of Directors of Generalplus Technology Inc., on February 20, 2023, approved the appointment of Ms. Mei-Chuan Chen, the Corporate Governance Officer of the parent company, Sunplus Technology Co., Ltd., to concurrently serve as the Corporate Governance Officer of the company, acting as the most senior executive responsible for corporate governance affairs.

Powers and Responsibilities

- Handle matters related to the Board of Directors and shareholders' meeting in accordance with the law.
- Prepare minutes for the Board of Directors and shareholders' meeting.
- Assist Directors in their appointment and ongoing education.
- Provide the necessary information and assist Directors in complying with relevant laws and regulations in executing their duties.
- Assist Directors in adhering to legal requirements.
- Report to the Board of Directors on the review of the qualifications of independent directors during the nomination, election, and tenure periods, ensuring compliance with relevant laws and regulations.
- Handle matters related to changes in the Board of Directors.
- Address other matters as stipulated in the Articles of Incorporation or contracts.

Annual Execution Satus

- The Corporate Governance Officer completed 15 hours of continuing education.
- For Board meetings, notices were issued at least seven days in advance along with relevant meeting materials. Matters involving directors' interests were flagged beforehand to ensure early awareness and avoidance of conflicts, and minutes were delivered to the Directors within 20 days after the meeting.

Explanation: For details regarding the continuing education courses of the Corporate Governance Officer, please refer to the 2024 Annual Report of Shareholders' Meeting.

◆ Corporate Governance Evaluation

Annual Execution Status

- In the 2024 (11th) Corporate Governance Evaluation,Generalplus Technology Inc. ranked in the top 21% to 35% among listed companies, indicating an upper-mid-tier performance and sound corporate governance practices.
- To promote sustainable development in the areas of Environment, Social, and Governance (ESG), the company invested an additional NT$50 million in green bonds issued by Taiwan Power Company in 2024.

Explanation: For details on Generalplus' recent efforts to strengthen corporate governance evaluation, please refer to the 2024 Annual Report of Shareholders' Meeting.



2.2 Integrity Management and Regulatory Compliance

Generalplus' official website discloses the company's integrity regulations for stakeholders to review. Additionally, an integrity policy promotion section is set up within the company to educate employees about the integrity business policy and integrate an integrity culture into daily business operations.

Regulations	Summary
Generalplus' Code of Business Conduct and Ethics	Article 20 (Integrity in Contract Formation) When entering contracts, Generalplus must ensure the counterparty's integrity status. The company's integrity policies must be included in contract clauses, including the following provisions: 1. If either party becomes aware of violations of the prohibition on commissions, kickbacks, or other improper benefits, they must immediately report the identity of the violator and provide evidence to assist with the investigation. The party suffering damages can seek compensation and deduct from the contractual payment. 2. If there is any dishonest behavior in business activities, the other party may terminate or cancel the contract unconditionally. 3. Clear and reasonable payment terms, including methods and relevant tax regulations, should be defined.
Generalplus' Code of Ethical Conduct for Directors and Executive Managers	Article 4 (Preventing Conflicts of Interest) Directors and executive managers should avoid conflicts of interest where personal interests may interfere or potentially interfere with the overall interests of the company, thereby creating a situation where personal interests conflict or may conflict with the company's interests. Directors and executive managers must handle their duties objectively and efficiently and must not use their position within the company to benefit themselves, their spouse, parents, children, or relatives within the second degree of kinship. In situations where the aforementioned individuals or their affiliated companies engage in transactions such as providing loans, guarantees, significant asset transactions, or purchasing and selling goods with the company, the involved personnel must proactively disclose to the company any potential conflicts of interest. Any conflicts, or reasonably foreseeable conflicts, between their interests and the company's interests must be immediately reported to the Board of Directors.
Generalplus' Code of Ethical Conduct for Employees	Article 4 (Preventing Conflicts of Interest) Employees must avoid situations where personal interests interfere with the company's interests and should act objectively and efficiently in their duties. They are responsible for safeguarding and enhancing the company's legitimate and lawful interests.
Generalplus' Whistleblowing Procedure for Illegal, Unethical, or Unfaithful Behavior	Article 4 (Whistleblowing Channels) The company has set up an online "Whistleblowing System" on its official website, managed by a dedicated unit responsible for receiving and processing related reports.

The Eight Major Ethical Guidelines for Employees

- Preventing conflicts of interest
- No pursuit of personal gain
- Confidentiality responsibilities
- Fair trading
- No insider trading
- Protect and properly use company's assets
- Protect and properly use company's information and systems
- Compliance with laws and regulations

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In 2024, no legal violations were recorded.

Company Integrity Regulations

Whistleblowing Mechanism

- Stakeholders can submit reports through the company's official website's online "Whistleblowing System" to report any illegal activities or violations of Generalplus' Code of Ethics or Code of Integrity-based Business Conduct.



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In 2024, no whistleblowing cases were received.

Official website's online "Whistleblowing System"

Annual Execution Highlights

- In customer sales contracts and supplier outsourcing contracts, "Integrity Business Terms" are included, clearly stating that no commission, kickbacks, or any other improper benefits are allowed.
- Specific employees are required to sign an integrity declaration, committing to comply with the integrity standards.

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In 2024, no penalties were imposed by the regulatory authorities for violations of the internal control system.

- Integrity and insider trading prohibitions are promoted in the education and training of new employees.
- On December 8, 2022, the Board of Directors approved the revision of the "Disclosure and Prevention of Insider Trading Management Procedures," which stipulates that Directors are prohibited from trading the company's stock during the blackout period, which begins 30 days before the annual financial report is announced and 15 days before each quarterly financial report is announced.
- The company will send email reminders to Directors 30 days before the annual financial report announcement and 15 days before each quarterly financial report announcement, informing them that they are prohibited from trading the company's stock during the blackout period.
- On December 5, 2024, a report on the implementation of integrity business practices was submitted to the Board of Directors.

Internal Audit

- Generalplus Technology Inc. has established an internal audit unit under the Board of Directors to assist the board and management in identifying and reviewing deficiencies in the internal control system, measuring operational effectiveness and efficiency, and providing timely improvement recommendations. This ensures the continuous and effective implementation of the internal control system and serves as a basis for reviewing and revising the system.
- On December 6, 2023, the Board of Directors approved the 2024 audit plan. The internal audit will carry out various audits according to the annual audit plan and will report the audit results to the Audit Committee and the Board of Directors on a quarterly basis.
- Before the Audit Committee meeting on February 22, 2024, the internal audit held a communication meeting with independent directors and accountants to facilitate separate discussions.

2.3 Risk Management

Generalplus Technology, Inc. conducts risk assessments related to environmental, social, and governance (ESG) issues in accordance with the principle of materiality, and establishes relevant risk management policies or strategies as the highest guiding principles for the company's overall risk management.

In response to the potential crisis of energy supply shortages caused by climate change, Generalplus actively develops opportunities and solutions that integrate environmental protection and sustainable business practices. The company promotes energy-saving, carbon-reduction, and water-conservation measures, evaluates the risks and opportunities related to climate change, and complies with government policies for greenhouse gas inventory. Generalplus strengthens its climate change response goals and fosters a sustainable culture that harmonizes with the environment.

Risk Category	Potential Risk Items	Risk Response Measures	
Environment	Greenhouse gas emissions continue to rise	Set an annual energy-saving goal of 1%, continue investing in energy-saving equipment, optimize operations, and improve equipment efficiency to reduce energy consumption.	
	Wastewater discharge continues to increase	Promote water-saving measures to reduce wastewater discharge.	
	Insufficient employee communication/ functional training	• Offer communication and mental well-being courses to support employees' emotional health and enhance their communication skills. • Develop an annual training plan to encourage employees to actively participate in professional development courses, enabling smoother career progression and personal fulfillment.	
	Increasing employee turnover rate	• Provide a comfortable working environment and establish smooth communication channels. • Foster team cohesion and a strong sense of belonging. • Develop effective performance evaluation systems and diverse training programs to enhance employees' self-worth.	• Regularly review the salary structure to ensure market-competitive compensation.
Governance and Economy	Regulatory Compliance	• When regulatory changes occur, the responsible departments promptly monitor laws that may impact the company's finances and operations to ensure compliance across all business activities. • Designated personnel are assigned to attend external legal training and subsequently serve as seed trainers to promote awareness within their departments.	• Regulatory compliance is ensured through the implementation of internal control systems.
	Cybersecurity incidents causing operational interruptions	• Implement cybersecurity incident reporting mechanisms and conduct regular drills. • Perform scheduled and unscheduled updates of system software and firmware, along with data backups and off-site data redundancy.	• Conduct quarterly cybersecurity awareness campaigns for employees and provide cybersecurity training for new hires.
	Schedule Risk: Delays in the design schedule may result in missed business opportunities. **Process Risk:** Continuous process evolution and increasing complexity in analog circuit and IC integration may lead to design failures. **Architecture Risk:** Advancements in design architecture may render older architectures non-competitive.	• Rigorously control the execution details of each process, assess potential issues in advance, and reduce unnecessary changes to ensure smoother implementation. • Invest in R&D to develop analog circuit and IC integration processes, produce test chips for validation, and identify and address potential concerns early.	• In addition to in-house technology development, collaborate with external academic research institutions to introduce external technologies and enhance overall competitiveness.
	Establishing a stable supply chain	• Monitor market trends and changes in supply and demand. • Collaborate strategically with major existing wafer foundries to secure stable production capacity, optimize processes, and foster technological innovation. • Strengthen the development of new domestic and international wafer foundry partners to diversify supply sources and enhance flexibility, while reducing supplier concentration risk.	• Establish digital connectivity with supply chain partners to increase production transparency and enable real-time tracking of progress and output. • Implement a green supply chain management system.

2.4 Cybersecurity Protection

◆ Impact and influence

Generalplus Technology, Inc. invests significant efforts in research and development design and customer privacy protection. If data leakage occurs due to carelessness, it could lead to a decline in the company's product competitiveness, the risk of breach of contract, and damage to the company's credit and reputation. To address these risks, the company has established a robust information security management system to safeguard its data.

In response to ongoing cybersecurity threats, Generalplus has built a solid information security fortress to protect business secrets. The Information Management Department is responsible for driving the company's information security efforts, with one information security officer and several staff members in charge of setting policies, planning, and executing cybersecurity operations. The information security officer reports weekly to the president on the company's information security protection status and implementation results. Additionally, annual internal audits regularly assess the company's information security performance. If any deficiencies are found during the audit, corrective actions are required from the audited department, and the results are followed up to ensure the reduction of cybersecurity risks.

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In 2024, no major cybersecurity incidents occurred that caused a disruption to the company's operations.

Management Policy		
Policies and Commitments		• **System Regulations** Formulate information operations procedures to regulate personnel information security practices; review relevant systems annually and make timely adjustments as needed. • **System Utilization** To mitigate external cybersecurity threats, a multi-layer network architecture is implemented along with various security protection systems to enhance overall information and communication security. • **Personnel Training** Conduct regular cybersecurity awareness programs to strengthen internal staff's information security awareness.
Objectives	**Short-Term**	• Routinely update system software and firmware; regularly perform data backups and off-site backups. • Require all new employees to complete online cybersecurity training, and conduct quarterly cybersecurity awareness programs for all staff. • Conduct semi-annual drills for cybersecurity incident response and information system recovery mechanisms. • Perform weekly virus scans on computers and servers. • Maintain the click rate for email attachments and links in phishing simulations below 2%. • Continually prevent unauthorized access or use of information systems or data to ensure their confidentiality, integrity, and availability.
	Mid-to-Long Term	• Conduct annual reviews of relevant systems and make timely adjustments as needed. • Maintain system availability above 99.9%; ensure prompt reporting, response, and recovery in the event of cybersecurity incidents.
Responsibility		• Information Management Department

Management Policy

Actions Taken

- Perform daily data backups.
- Conduct weekly virus scans on computers and servers.
- Carry out security updates and vulnerability patches for various IT equipment and firmware.
- In 2024, cybersecurity personnel participated in 12 online cybersecurity seminars and training courses.
- All new employees in 2024 completed online cybersecurity education.
- Four cybersecurity awareness sessions were conducted for employees in 2024.
- Two cybersecurity incident response drills were carried out in 2024.
- Two company-wide email phishing simulation exercises were conducted in 2024.

Stakeholder Engagement

- In accordance with the stakeholder engagement mechanism, communication is carried out periodically or as needed via email and the company intranet, with relevant information disclosed through the sustainability report, internal bulletin board, or the company website.

Evaluation Mechanism

- Internal audits and external information audits were conducted.
- The recovery rate for information security incidents was 100%.
- System availability exceeded 99.9% (excluding scheduled power maintenance by Taipower).

Annual Goals and Performance

Generalplus Technology, Inc. tracks the effectiveness of actions through internal and external audits, stakeholder's feedbacks, and other mechanisms established under its management systems or frameworks, and regularly reviews progress toward achieving set objectives.

- New employees are required to sign a Personal Computer and Software Usage Agreement and a Confidentiality Agreement.
- Ensure that disruptions to operations caused by information security incidents do not exceed two occurrences per year; maintain a 100% recovery rate for security incidents and system availability above 99.9% (excluding scheduled power maintenance by Taipower).
- No major deficiencies were identified in either internal or external audits.
- No major information security incidents occurred that caused service interruptions, confidential data breaches, or customer privacy complaints.
- According to the company's Information Security Incident Reporting and Response Procedures, incidents are categorized into Levels 3, 2, and 1 (from most to least severe). No Level 3, 2, or 1 incidents occurred this year that resulted in customer privacy complaints.





3 Green Sustainability

3.1 Climate-Related Financial Disclosures

3.2 Sustainable Supply Chain

3.3 Energy and Greenhouse Gas Emissions

3.4 Environmental Protection Measures

3. Green Sustainability

3.1 Climate-Related Financial Disclosures

Based on the framework of the Task Force on Climate-related Financial Disclosures (TCFD), which is divided into governance, strategy, risk management, and metrics and targets, Generalplus' management team identifies climate-related risks and opportunities, formulates corresponding response strategies, and regularly reports to the Board of Directors, which oversees the process

Strategy

Strategy

1. Develop products with a lower failure rate to reduce the failure rate of end products and extend their life cycle.
2. Develop products applied to energy-saving and high-efficiency solutions to reduce the energy consumption of end products.
3. Reduce cable usage for end customers.

Transformation Risks

The risks and opportunities identified by Generalplus are as follows :

1. IC is the heart of a product. If it fails, the product becomes defective, unusable, or prematurely scrapped, which also harms the climate and environment.
2. Older products have poor power conversion efficiency, resulting in energy waste and negative impacts on the climate and environment.
3. Failure to reduce the use of terminal cables will further increase the burden of electronic peripheral cable waste disposal and recycling.

Physical Risks

1. High temperature
2. Water shortages
3. Power rationing
4. Typhoon flooding

Opportunities :

1. Develop products with lower failure rates, reducing end-product failure rates and extending their lifecycles.
2. Develop energy-efficient and high-efficiency products to reduce energy consumption in end products.
3. Reduce end-customer wire usage.

Governance

Generalplus has established a Sustainability Promotion Committee chaired by the President, which holds regular meetings each year to discuss topics such as potential climate change risks to the company's operations, energy use efficiency, and various environmental impacts related to the product life cycle. The committee reports annually to the Board of Directors on climate change issues and the status of related initiatives.

Risk Management

Based on the identified risks, Generalplus proposes specific response measures :

- **Response to Transitional Risks:**

1. For ICs, ensure high test coverage and full life cycle verification from design and development through the validation stage.
2. Transition to higher-efficiency sine wave brushless DC motor ICs to greatly improve the energy conversion efficiency of end products.
3. Enter the international-standard wireless charging sector to reduce the use of cables in end products.

- **Response to Physical Risks:**

Analyze and assess each risk factor, formulate corresponding countermeasures and improvement plans, and collect the latest relevant risk information. Conduct regular reviews and management to prevent any impact on business operations.

Climate Risks	Potential Financial Impacts	Climate Opportunities	Potential Financial Opportunities	Response Measures
Typhoons/ Floods	Business operations are affected, leading to financial losses and revenue declines.	Enhance disaster resistance capability	Strengthen climate resilience and reduce the probability of operational disruptions and potential losses.	According to the Hsinchu City's 500-year rainfall and flood potential map: 1.Install flood gates to prevent water intrusion. 2.Raise the height of the entrance base by 1 meter to avoid water damage. 3.Conduct disaster prevention drills regularly to reduce damage to personnel and equipment.
Droughts	If the water supply is interrupted and the water tower cannot continue to supply, it will cause the ice water machine and IT data center to fail, causing a significant impact on the Company's operations.	Enhance disaster resistance capability	Strengthen climate resilience and reduce the probability of operational disruptions and potential losses.	• Establish mutual support pipelines for equipment water and domestic water, maximizing the storage capacity and support days for both. Equipment and domestic water can be continuously supplied for more than one month. (Far beyond the longest possible water restriction period) • Promote water conservation projects, strengthen water management, use water-saving equipment, and advocate water conservation among colleagues, improve water use efficiency, and reduce water demand at the source.
Rising temperature	Increased electricity usage, cost and carbon emissions.	Promote low-carbon and green production	Save electricity and reduce costs	• We are promoting energy-saving projects and continuously implementing energy-saving measures to reduce electricity demand at the source. We have fully replaced our offices and parking lot with energy-saving LED lighting. The parking lot lighting now uses infrared sensors, significantly reducing energy consumption. We are also promoting the "Shut Down Your PC After Work" energy-saving campaign, inviting colleagues to join us in taking concrete action to mitigate global warming. • We have purchased high-efficiency air conditioners to replace high-energy-consuming equipment, reducing carbon emissions and lowering operating costs.
Power cuts / power outages	If there is a power outage by Taiwan Power Company, the Company's equipment, including the IT data center, will fail and disrupt the Company's operations.	Enhance disaster resistance capability	Strengthen climate resilience and reduce the probability of operational disruptions and potential losses.	• Expand the uninterruptible power supply (UPS) capacity, which can support all power requirements of the IT data center, and the UPS battery can support more than 30 minutes. (Generator startup time only takes 30 seconds to ensure continuous operation of UPS) • Set up a generator system with a capacity that can support all power requirements of the IT data center and office air conditioning needs. The generator's fuel storage capacity can support more than 12 hours of continuous power supply, and arrange for contracted fuel trucks to deliver fuel to the generator immediately. Fuel trucks can continue to supply fuel for more than 2 weeks. (Already beyond the longest possible power outage period)

Indicators and Goals

1. By 2024, develop industrial control and multimedia MCUs with a test coverage requirement of 98% and complete the 1,000-hour HTOL (High Temperature Operating Life Time) requirement during verification.
2. Improve the performance of end-use products: Generalplus has entered the brushless DC motor market to help end customers convert their existing AC induction motors to more efficient sine-wave brushless DC motors, significantly improving power conversion efficiency from 40% to 80%.
3. Adopt wireless charging for end-use products: Utilizing the international WPC Qi wireless charging standard, end-use chargers can be shared, significantly reducing charging cable waste.

3.2 Sustainable Supply Chain

As a leading company in consumer IC design, and in line with our commitment to sustainable development, corporate policies, and social responsibility, Generalplus pledges: "We will give priority to suppliers who demonstrate environmental responsibility, as we believe this benefits the planet." Based on relevant environmental protection regulations from both governments and customers, we carry out continuous improvement and preventive measures to avoid persistent pollution, while promoting responsibility awareness among all employees.

◆ Environmental Policy

If products contain hazardous substances, they can pose threats to both the environment and human health — an issue of great concern to global consumers and governments alike. To provide customers with Hazardous Substance Free (HSF) products and comply with the EU Restriction of Hazardous Substances (RoHS) directive, Generalplus has established a Green Supply Chain Management (GPM) system, ensuring strict adherence to green production requirements.

We are committed to:

- Designing products with low power consumption and high efficiency to promote energy saving.
- Ensuring that all outsourced manufacturing meets environmental regulations and customer requirements.
- Selecting packaging materials that comply with EU environmental standards and are recyclable.
- Reducing carbon emissions from transportation by prioritizing production locations closer to customers.
- Sending scrap products to certified recyclers for material recovery and reuse.

Generalplus' core business is IC design and sales, with chip manufacturing entrusted to our supply chain partners. Choosing reliable production partners is a key factor in our success. We strive to build relationships of mutual trust and stability with suppliers, growing together to establish a sustainable supply chain.

Management Policy				
Policy and Commitment	• Establish stable and close partnerships with suppliers, promote green production, and achieve environmental sustainability.	**Goals**	**Short-Term**	• 100% of raw materials sourced from smelters recognized by global sustainability initiatives. • 100% of major suppliers obtain ISO 9001 certification. • 100% of major suppliers obtain ISO 14001 certification. • 100% of major suppliers comply with RoHS and REACH regulations.
			Mid-to-Long Term	• 100% of major suppliers sign the Supplier Code of Conduct. • 100% implementation of the conflict minerals policy, with continuous due diligence and management of conflict minerals.
Responsibility	• Material Management Department and Quality & Technology Division	**Actions Taken**	• Monthly evaluation of major suppliers • Annual audits of major suppliers	

Management Policy

Stakeholder Engagement

- Material Management Department and Quality & Technology Division

Evaluation Mechanism

- Monthly evaluation of major suppliers
- Annual audits of major suppliers

Annual Targets and Performance

Environmental Evaluation

- In 2024, 100% of major suppliers obtained ISO 14001 Environmental Management System certification.
- In 2024, 100% of major suppliers complied with RoHS and REACH regulations.

Local Procurement

- In 2024, local procurement rates reached 80% for wafers, memory, and packaging/testing.

Social Evaluation

- In 2024, 100% of major suppliers obtained ISO 45001 Occupational Safety and Health Management System certification.
- In 2024, 100% of major suppliers complied with the conflict minerals policy.

Supply chain management is a key indicator of a company's sustainable operations. Generalplus requires suppliers to adhere to standards that uphold sound social norms, and to jointly address environmental, labor, health, and safety issues. Specifically, suppliers must meet Generalplus' sustainability requirements in areas including corporate governance, occupational health and safety, sustainable innovation, green manufacturing, conflict minerals, and production management. We expect our suppliers to improve quality, encourage innovation, safeguard labor rights, and uphold integrity in business operations. Together, we work to protect the environment, create safe workplaces, and maintain efficient management systems.



◆ Sustainable Supply Chain Management

Generalplus develops an annual audit plan to assess key suppliers. Through ongoing communication, we assist suppliers in improving and enhancing their quality systems, green procurement practices, environmental protection measures, factory safety, and alignment with sustainable business management objectives. This year, there were no new suppliers for raw materials or outsourcing.

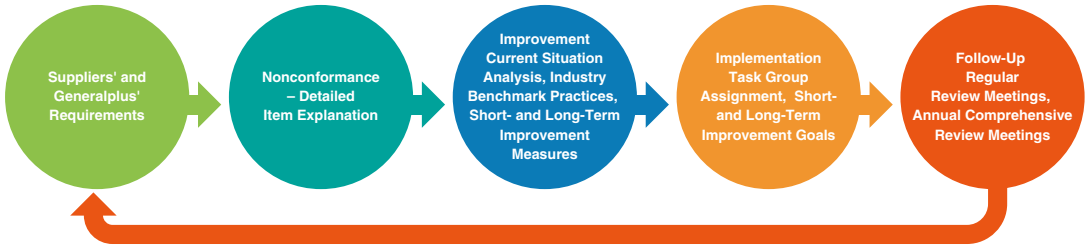
Generalplus evaluates the delivery performance and quality of key suppliers on a monthly basis. By holding regular meetings, we work closely with suppliers to address shortcomings, thereby improving delivery schedules and quality stability. If a supplier is unable to meet Generalplus' requirements, it will be removed from the list of approved suppliers following a review.

Supplier Review Process

Process	Purpose	Content
Step1	New supplier audit	New suppliers must submit the necessany initial review materials, including key items such as quality systems, green energy-efficient production, and hazardous substances management. They must also submit a self-assessment questionnaire, outlining their occupational health and safety management plan, supply chain management planning, and efforts and plans for fulfilling social responsibility. Contract and Data Review → Trial production and Parameter confirmation → On-site audit Meeting discussion → Qualifed supplier
Step2	Qualified supplier audit	**Audit frequency :** Annual supplier audits will be conducted. **Audit method :** A written or on-site audit method will be adopted, with the audit method and schedule determined based on the volume of cooperation and the frequency of work interactions between both parties. **Audit items :** In addition to production quality and average yield,evaluation will also be conducted on corporate governance, sustainable innovation, and green production management.
Step3	Supplier evaluation	A compre hensive collective evaluation method is used for supplier assessment, with weighted evaluation based on delivery quality, technical capabilities, environmental management, green production, and social responsibility. For suppliers with poor evaluation results, coaching and assistance will be provided to ensure compliance with sustainable management principles.
Step4	Regular review	Regular meetings will be held weekly or monthly for major suppliers, depending on the situation, while secondary suppliers will have their monthly reports reviewed. This is to monitor production quality and provide timely suggestions and necessany assistance, increasing the fre quency of interaction between both parties to maintain a long-term partnership.

Continuous Guidance and Improvement

When a supplier fails to meet requirements during an audit, Generalplus initiates a corrective guidance mechanism. We proactively hold meetings with the supplier and require the responsible department head to explain the nonconforming items, conduct a current-state analysis, and identify the root causes. The supplier must then propose concrete corrective actions and set improvement process goals. Both parties agree on the method and frequency of regular meetings. During the annual audit, a comprehensive review is conducted with the participation of senior management to discuss and evaluate the findings.



Suppliers' Certifications

Generalplus signs outsourcing agreements with subcontractors, requiring suppliers to comply with all applicable laws and regulations in their respective countries relating to labor and employment, occupational health and safety, environmental protection, and business ethics. Over the past three years, none of Generalplus' suppliers have had any negative impact on the environment or society.

All key upstream and downstream production suppliers are required to obtain third-party international certifications in quality, environmental protection, and social responsibility. This ensures that their quality and environmental management meet Generalplus' standards. Major suppliers undergo quality, environmental, and social risk assessments as part of the evaluation and selection process.

Statistics on Certifications Obtained by Major Suppliers

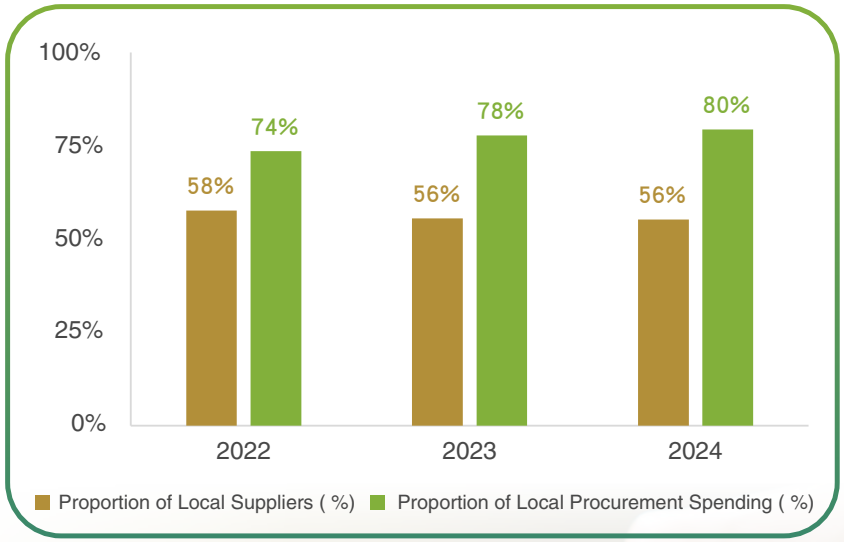
Aspect	Quality		Environment	Social
Management Standard	ISO 9001 Quality Management System	IATF 16949 Automotive Quality Management System (Note)	ISO 14001 Environmental Management System or QC 080000 – Hazardous Substance Process Management System	ISO 45001 Occupational Health and Safety Management System
Main Wafer Fabs	100%	100%	100%	100%
Main CP Test Houses	100%	N/A	100%	100%
Main Packaging Houses	100%	100%	100%	100%
Main FT Houses	100%	N/A	100%	100%
Overall Achievement Rate	100%	100%	100%	100%

Note: CP & FT testing factories do not engage in manufacturing and therefore cannot obtain IATF 16949 certification.

Local Procurement

Generalplus adheres to the principle of local procurement, continuously increasing the number and proportion of locally sourced raw materials and purchase amounts. This approach reduces carbon emissions during transportation, promotes local economic development, and creates employment opportunities.

Local Procurement Ratio (by Suppliers and Amount)



Note: Raw materials refer to wafer procurement, memory procurement, and packaging and testing.



3.3 Energy and Greenhouse Gas Emissions

Faced with the impact of climate change and the greenhouse effect in recent years, although Generalplus is not a major carbon emitter, it should also fulfill its corporate responsibility and implement carbon reduction actions to meet customer and regulatory requirements, while strengthening the company's resilience in the face of climate change and moving towards the goal of green sustainability.

Management Policy

Policy and Commitment	• Establish a low-carbon enterprise for environmental sustainability and continuously implement energy-saving and carbon-reduction measures.	**Goals**	**Short-Term**	• Set an annual energy-saving target of 1%.
			Mid- to Long-Term	• Continuously implement greenhouse gas reduction measures • External verification of greenhouse gas inventory • Evaluate the use of renewable energy • Continue to monitor climate change issues and respond accordingly
Responsibility	• Administrative Management Center – Administrative Resources Management Department	**Actions Taken**		• Changed humidity control in the IT room and test lab from chilled water systems to industrial dehumidifiers to reduce power used by air conditioning heaters. • Promoted the 'PC Shutdown After Work' energy-saving campaign, encouraging staff to actively participate in reducing global warming. • Lowered air-conditioning inverter output during non-summer periods, saving about 1% of electricity annually.
Stakeholder Engagement	• ESG Mailbox	**Evaluation Mechanism**		• Greenhouse gas inventory
Annual Targets and Performance	• In 2024, electricity savings reached 25.5 MWh, a 1.9% reduction. • In 2024, carbon emissions were reduced by 14.79 metric tons of CO_2e, a 2.11% reduction. • In 2024, energy use per employee was 21.10 GJ, an increase of 2.18% compared to 2023.			

◆ Energy Usage

Generalplus is an IC design company. Its primary energy consumption comes from purchased electricity and diesel fuel for emergency generators. No other renewable energy sources are used internally. In 2024, its total energy usage was 4,640.95 GJ (gigajoules), with an energy density of 21.10 GJ per person.

Item	2020	2021	2022	2023	2024
Externally purchased electricity (GJ)	5,200.2	5,048.28	4,850.28	4,723.92	4,632.12
Diesel (GJ)	5.03	5.01	6.04	5.57	8.83
Total (GJ)	5,205.23	5,053.29	4,856.32	4,729.49	4,640.95
Energy Intensity (GJ/person)	23.13	22.56	21.21	20.65	21.10

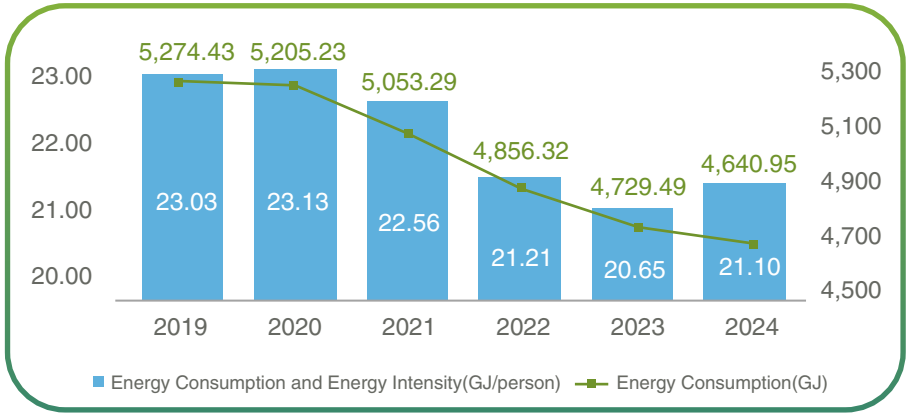
Note 1: The unit of conversion for purchased electricity is 1 kWh = 3.6 million joules.

Note 2: The calorific value of diesel fuel is converted based on the calorific value table of energy products from the Bureau of Energy, Ministry of Economic Affairs.

Note 3: Energy density conversion is based on the total number of employees at the end of the year. Please refer to the total number of employees in 4.1.2 Employee Statistics.



Recent Energy Consumption and Energy Intensity



◆ Continuous implementation of energy-saving measures

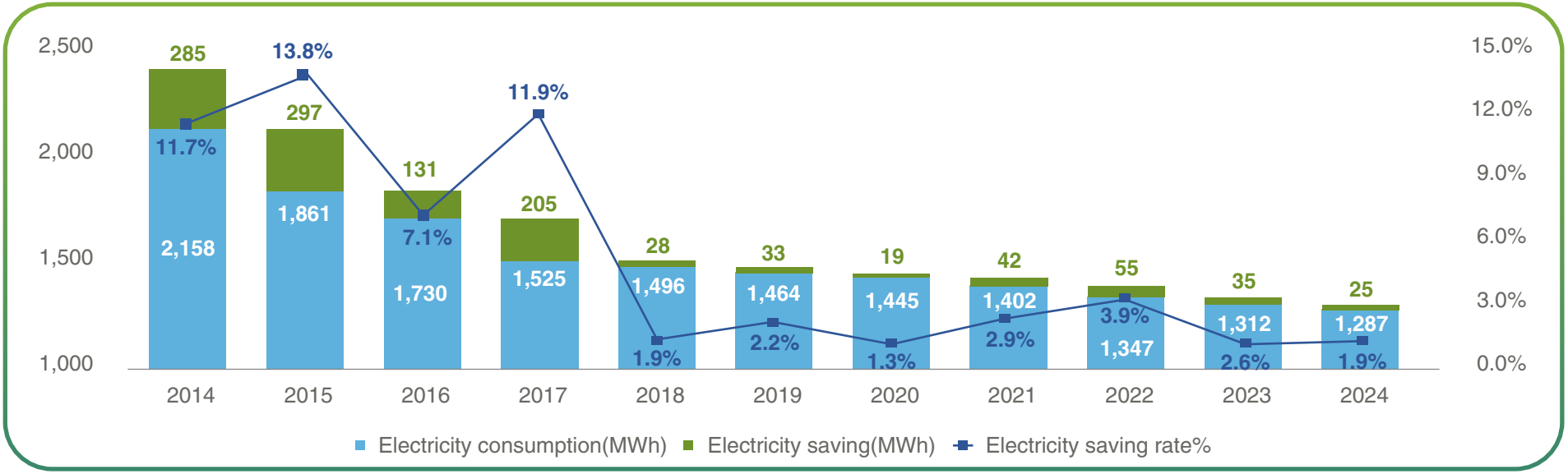


Regarding energy-saving measures, Generalplus prioritizes reducing purchased electricity. Since 2014, various energy-saving measures have been actively implemented, encompassing electricity, air conditioning, lighting, heat, power, and other areas. By 2024, compared to 2013, a total electricity saving of 1,156.3 MWh was achieved, representing a 47% reduction.

Starting in 2023, humidity control in the information room and test laboratory has been switched from a chilled water system to an industrial dehumidifier, reducing power consumption by air conditioner heaters. The company also launched the "Shut Down PCs After Work" energy-saving campaign, inviting colleagues to participate.

During the non-summer months of 2024 (excluding July to September), the output frequency of the air conditioner motors was halved from 60 Hz to 30 Hz. This represents our concrete action to mitigate global warming. The electricity savings in 2024 compared to 2023 were 25.5 MWh, equivalent to a reduction of 13.91 metric tons of CO_2e emissions. Generalplus' practical actions in energy conservation and carbon reduction have yielded fruitful results, having won the Excellence Award (second place) in the Manufacturing Industry Group of Taipower Corporation's National Electricity Contest. In the future, the company will continue to implement energy-saving measures to reduce electricity demand at the source.

Usage of Purchased Electricity over the Years



Main Energy-Saving Equipment Measures and Results in 2024

Type	Item	Electricity Saving (MWh)	Carbon Emissions Reduction (Metric Tons CO_2e)
Air Conditioning Equipment	Implementing Reduction of Air Conditioner Inverter Output During Non-Summer Periods in 2024	25.50	13.91



◆ Greenhouse Gas Inventory

In response to international carbon reduction initiatives and the national net-zero emission policy, Generalplus has conducted a greenhouse gas (GHG) inventory for its Taiwan facilities (the Company) in accordance with the "GHG Protocol" guidelines. Using operational control to define organizational boundaries, the Company discloses emissions of carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), nitrogen trifluoride (NF_3), sulfur hexafluoride (SF_6), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs).

The GHG inventory categorizes emission sources into Scope 1, Scope 2, and Scope 3. In 2024, total GHG emissions amounted to 686.29 metric tons of CO_2e. The primary source of emissions was purchased electricity, accounting for 92.62% of total emissions, with the remainder coming from diesel for emergency generators, refrigerants, septic tanks, and other indirect sources. Since the Company has no production processes, there are no process-related emissions.

Compared with 2023, the Company's 2024 GHG emissions decreased by 14.79 metric tons of CO_2e, representing a carbon reduction rate of approximately 2.11%.

Generalplus has established a schedule for GHG inventory and verification, with quarterly reports submitted to the Board of Directors for oversight. The 2024 GHG inventory has not yet undergone external verification, which is planned to be completed in Q2 of 2027.

2024 Greenhouse Gas Emissions

Greenhouse Gas Inventory Type		Greenhouse Gas	Metric Tons CO_2e	Percentage of Emissions %
Scope 1			48.55	7.07
Direct Emission Source	Stationary Emission Source - Diesel	CO_2	0.67	0.09
	Fugitive Emission Source - Refrigerant	HFCs	28.13	4.10
	Fugitive Emission Source - Septic Tank	CH_4	19.75	2.88
Scope 2			635.63	92.62
Indirect Emission Source	Externally Purchased Electricity	CO_2	635.63	92.62
Scope 3			2.11	0.31
Other Indirect Emission Source	Product Transportation	CO_2	0.66	0.10
	Business Trips	CO_2	1.45	0.21
Total			686.29	100.00

Notes:

1. According to the 2024 announcement by the Energy Administration, the latest electricity emission factor is 0.494 kg CO_2e per kWh; the Global Warming Potential (GWP) values are based on the IPCC Sixth Assessment Report (AR6).
2. The year 2021 marked the Company's first GHG inventory and is therefore designated as the base year.
3. The primary emission source of Generalplus is carbon dioxide (CO_2), accounting for 93.02% of total emissions in this inventory, followed by hydrofluorocarbons (HFCs) at 4.10% and methane (CH_4) at 2.88%.
4. Generalplus does not emit ozone-depleting substances (ODSs), nor does it emit nitrogen oxides (NOx), sulfur oxides (SOx), or other significant gases.
5. Considering the challenges of data collection for other Scope 3 indirect emissions, the current calculation scope only includes Category 6 (employee business travel by private car) and Category 9 downstream transportation (export shipment is calculated by the distance to the airport).

Type	Item	2022	2023	2024	Increase (Decrease)
Scope 1	Direct Greenhouse Gas Emissions	49.28	48.55	48.55	0
Scope 2	Indirect Greenhouse Gas Emissions	685.78	649.54	635.63	(13.91)
Scope 3	Other Indirect Greenhouse Gas Emissions	2.80	2.99	2.11	(0.88)
Total (Metric Tons CO_2e)		737.86	701.08	686.29	(14.79)

Item	2022	2023	2024
Greenhouse Gas Emission Intensity (Metric Tons CO_2e/Person)	3.22	3.06	3.12
Greenhouse Gas (GHG) Emission Intensity (Metric Tons CO_2e / Million NT$ revenue)	0.2328	0.3235	0.2788

Explanation: Scope of data coverage (Generalplus Technology Inc. Taiwan site, excluding subsidiaries)



3.4 Environmental Protection Measures

◆ Water Resource Management

Water is one of the Earth's most vital assets, and Generalplus places great importance on water conservation. Since 2015, the Company has implemented various water-saving measures. These include increasing the cooling water concentration ratio of chiller systems to reduce both cooling water discharge and municipal water replenishment, achieving an estimated 18% reduction in tap water consumption. In addition, the air-conditioning system has been optimized with smart control technology to adjust output according to on-site load, resulting in improved water-use efficiency and an additional 21.7% reduction in tap water consumption.

Since 2017, water-saving faucets have been installed in restrooms, and showers have been upgraded to automatic thermostatic systems that adjust water temperature as needed. In 2024, the Company further enhanced conservation efforts by replacing pantry faucets with 360-degree pressurized water-saving faucets to reduce water usage during cleaning, and by lowering pantry water supply pressure to minimize consumption.

In 2024, Generalplus' total water withdrawal was 4.656 thousand cubic meters (m^3), representing a reduction of 0.272 thousand m^3 (approximately 5.5%) compared with 4.928 thousand m^3 in 2023.

As an IC design company without in-house wafer fabrication, Generalplus does not generate process wastewater. The Company is located in the Hsinchu Science Park, where domestic sewage is collected via the park's sewer system and discharged to the centralized wastewater treatment plant, in full compliance with the Hsinchu Science Park's effluent standards.

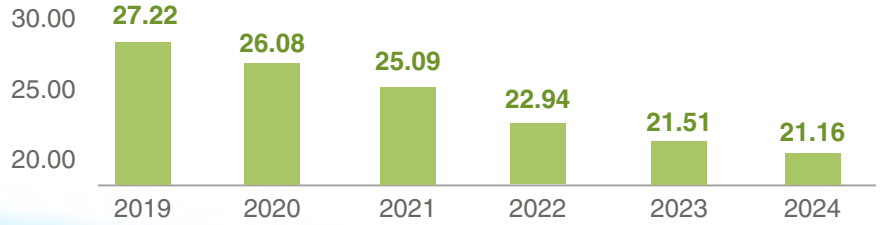
Unit: Cubic Meters (1,000m^3)

Item	2020	2021	2022	2023	2024
Total Water Intake	5.868	5.620	5.253	4.928	4.656
Total Water Discharge	4.694	4.496	4.202	3.942	3.725
Total Water Consumption	1.173	1.124	1.051	0.986	0.931

Notes :

1. The water source is third-party supplied tap water, classified as freshwater with a total dissolved solids (TDS) level of ≤ 1,000 mg/L.
2. The data coverage includes Generalplus Taiwan facility only, excluding subsidiaries.
3. Total water discharge is calculated as 80% of total water withdrawal, based on the Hsinchu Science Park Administration's sewage usage fee standards.

Water Usage Per Capita



◆ Waste Management

As Generalplus does not engage in actual manufacturing, its waste primarily consists of domestic waste generated by employees, which is collected by the Science Park Administration's waste trucks and sent to incineration plants for treatment. To ensure proper management of industrial waste, the Company carefully selects qualified waste disposal contractors, obtains final treatment documentation, and assigns dedicated personnel to accompany each disposal process. From collection, unloading, unpacking and sorting, weighing, shredding, to final treatment, every step is monitored on-site and documented with photos and video recordings, ensuring that all industrial waste is legally and properly treated or recycled.

To reduce the generation of general waste, Generalplus actively promotes various digital approval and e-document projects, including electronic processes for expense applications, seal applications, procurement systems, official document circulation, payroll slips, withholding certificates, and sales orders. These initiatives have effectively and significantly reduced paper printing.

Disposal Method	Waste Nature	Type	2022	2023	2024
Incineration	Non-Hazardous	Household Waste	9.62	9.28	9.36
Treatment or Recycling	Non-Hazardous	Recyclable Paper	4.00	0	1.83
	Hazardous	Waste IC	0	0.3	0
		Waste PCB Board	0	1.22	0
Total Weight			13.62	10.8	11.19

Explanation : Scope of data coverage (Generalplus Technology Inc. Taiwan site, excluding subsidiaries)

4 Happy Workplace

4.1 Employee Profile

4.2 Compensation and Benefits

4.3 Talent Attraction and Retention

4.4 Talent Cultivation

4.5 Labor/Management Communication

4.6 Occupational Health and Safety

4.7 Health Promotion



4. Happy Workplace

Generalplus values employees' labor rights and is committed to creating a happy and safe workplace environment. The company provides friendly and equal job opportunities, implements gender equality policies, and fosters a culture of mutual respect. By offering competitive compensation, Generalplus enhances employees' sense of belonging, reduces turnover, and ensures stable and sustainable business development.

Generalplus has established a comprehensive training system to strengthen employees' professional competencies through specialized training programs, thereby improving workplace competitiveness. With well-planned promotion pathways, employees can anticipate potential career development opportunities. In addition, employees can learn about the company's products and team stories through various activities, aligning themselves with the company's growth. The resulting low turnover rate fosters long-term sustainable relationships.

Through constructive labor–management interaction, employees are encouraged to openly express their opinions in communication meetings, while the company responds with goodwill to reach consensus. Furthermore, since 2023, in addition to regular quantitative communication channels, Generalplus has introduced a new initiative—"A Meeting with the President." This program arranges one-on-one in-depth interviews between employees and the President, ensuring that frontline feedback is directly conveyed to top management, and that the company's leadership philosophy and core values are clearly communicated back to frontline employees and supervisors. In 2024, the President dedicated more than 2,340 minutes (nearly 40 hours) to individual interviews with non-managerial employees.

Generalplus has also established a "Workplace Safety and Health Code of Practice" to strengthen occupational safety and health management, effectively safeguarding employees' physical and mental well-being.



4.1 Employee Profile

◆4.1.1 Human Rights Policy

Achievements in human rights implementation

- Establish a complaints mechanism.
- There was no record of human rights complaints in 2024.

Generalplus promotes equality through various measures to eliminate any labor conditions that could lead to workplace inequality, thereby safeguarding employees' labor rights. First and foremost, Generalplus provides a human-rights-friendly environment and, in accordance with international conventions such as the Universal Declaration of Human Rights, the United Nations Global Compact, the UN Guiding Principles on Business and Human Rights, and the conventions of the International Labor Organization (ILO), recognizes internationally accepted fundamental human rights. These include respecting employees' freedom of association, caring for disadvantaged groups, prohibiting child labor, eliminating all forms of forced labor, eradicating discrimination in hiring and employment, preventing any violations of human rights, ensuring gender equality, and treating all employees fairly.

In addition, Generalplus' compensation policy stipulates equal starting salaries for men and women, ensuring that employees' compensation is not influenced by differences in physiological or psychological conditions.

Human Rights Due Diligence

In adherence to the spirit of international human rights conventions, and based on their principles to formulate and implement various human rights protection policies, Generalplus aligns its practices with the International Covenant on Civil and Political Rights (ICCPR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR) in executing its human rights protection policies. The company places particular emphasis on key human rights issues. Since 2022, in accordance with the revised GRI Standards, Generalplus has planned and conducted human rights due diligence assessments, and performs annual reviews of human rights risks and corresponding action plans. These efforts aim to identify and mitigate potential risks. The results of the 2024 human rights risk assessment and measures are summarized as follows.

Stakeholder	Human Rights Concern	Potential Risk	Measures Taken	2024 Review Result
Job Applicants	Equal Employment Opportunities	Discriminatory Recruitment Practices	Ensure non-discriminatory hiring policies, with no bias based on gender, race, socioeconomic status, age, marital or family status, language, religion, political affiliation, nationality, appearance, physical features, pregnancy, or disability.	Compliant
	Prohibition of Child labor	Illegal Employment	Recruitment policies strictly prohibit the hiring of individuals under the age of 18.	
Employees	Equal Employment Opportunities	Unequal Treatment in Promotion	Ensure fairness in recruitment, compensation, training, evaluation, and promotion opportunities.	
	Freedom of Association	Restriction of Constitutional Rights	Provide diverse social groups and encourage active employee participation.	
	Physical and Mental Well-being & Work–Life Balance	Health Impairment	Provide sports programs, health consultations, and quality healthcare measures (e.g. medical room, massage service by visually impaired therapists, health checkups) to safeguard employees' health and balance work and personal life.	
	Safe and Healthy Workplace	Occupational Injury	Continuously monitor and improve the work environment to reduce workplace injury risks; replace office chairs and computer monitors with ergonomic equipment; upgrade lighting systems to support employees' health.	
	Compliance with Minimum Wage	Violation of Labor Conditions	Provide compensation levels above statutory minimum requirements.	

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No human rights complaints in 2024

Generalplus complies with local labor laws and regulations, and periodically promotes information on human rights protection and labor rights through the company's intranet. The company also organizes both online and in-person training sessions on relevant laws and regulations. By recording and carefully structuring the content of these courses, Generalplus enhances employees' understanding and awareness of the subject matter.

In addition, the company provides grievance mechanisms for employees. Once a grievance is filed, it is handled and investigated by designated personnel, with strict confidentiality maintained regarding the complainant's personal information. If the grievance is verified, the company will impose disciplinary actions on the respondent in accordance with internal regulations. In cases involving serious misconduct or potential legal violations, the matter will be referred to judicial authorities to safeguard the complainant's rights. Generalplus further commits that no adverse action will be taken against the complainant for exercising this right.

◆4.1.2 Employee Statistics

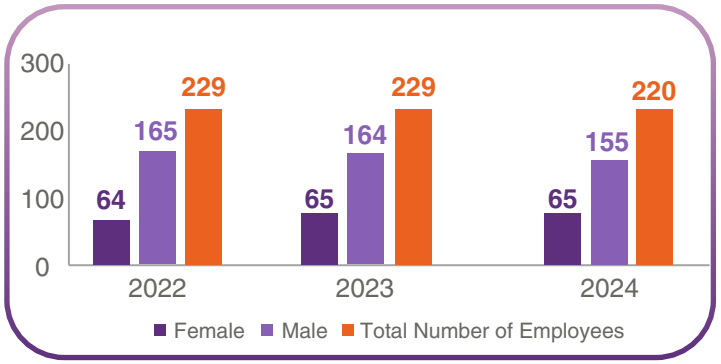
Employee Statistics Highlights

- Employees under the age of 50 account for approximately 71.4%, which means Generalplus' personnel composition has a young advantage.

As a leader in the consumer IC industry, Generalplus not only maintains the competitiveness of its products and technologies but also places great importance on the quality of its human resources. By offering compensation packages above the industry average, the company attracts outstanding talent to develop their careers at Generalplus. Overall, all company employees are full-time staff, ensuring stable and long-term employment that allows employees to fully dedicate themselves to their work without concerns, thereby supporting their economic well-being.

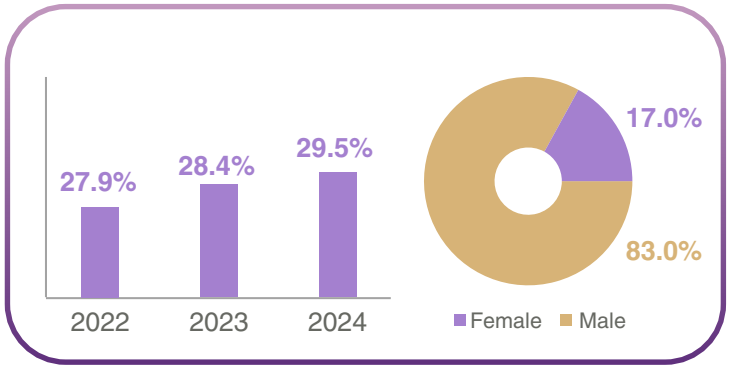
Furthermore, as the company's operations focus on IC research and development, design, and backend sales services, there are no direct production personnel. In recent years, female employees have accounted for approximately 29.5% of the workforce. Among the six managerial positions, all of which are held by domestic nationals, two are women, representing 33.3%. In addition, women hold 17% of section-manager level and above positions, while men account for 83%.

Employee Numbers



Percentage of Female Employees

Section-Manager Level and Above Positions



As for employee age distribution, in recent years approximately 71.4% of Generalplus' employees have been under the age of 50, indicating that the company's workforce is primarily composed of young and middle-aged employees. Senior managers with extensive practical experience lead energetic and dynamic teams, creating a stable workforce structure without the risk of manpower shortages.

Moreover, given the high competency requirements of IC design and R&D, nearly 60% of employees hold a master's degree, while close to 40% have a bachelor's degree. This demonstrates that Generalplus continues to maintain a high standard of human capital.

Note: Data is compiled as of year-end; managerial data is disclosed in accordance with the scope defined in the company's annual report.

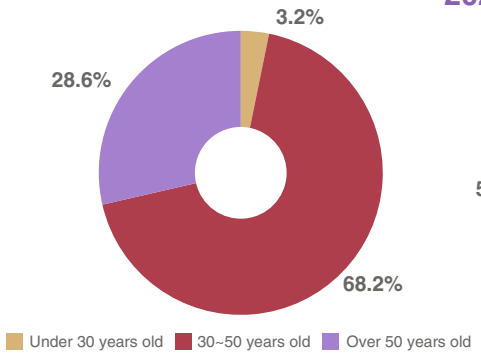
Workforce Diversity Statistics/Year			2022		2023		2024	
			Number	%	Number	%	Number	%
Employee	Employment Contract	Permanent	228	99.6	228	99.6	219	99.6
		Fixed-Term	1	0.4	1	0.4	1	0.4
		Non-Guaranteed Hours	0	0	0	0	0	0
	Employment Type	Full-Time	228	99.6	228	99.6	219	99.6
		Part-Time	1	0.4	1	0.4	1	0.4
	Gender	Male	165	72.1	164	71.6	155	70.5
		Female	64	27.9	65	28.4	65	29.5
	Age	Under 30	16	7.0	10	4.3	7	3.2
		30~50	170	74.2	168	73.4	150	68.2
		Over 50	43	18.8	51	22.3	63	28.6
	Educational Level	Master's Degree	137	59.8	136	59.4	127	57.7
		Bachelor's Degree	92	40.2	93	40.6	93	42.3
	Work Location	Taiwan	229	100	229	100	220	100
		Overseas	0	0	0	0	0	0
Total Employees			229	100	229	100	220	100

Note 1: Data is collected as of the end of the current year; Percentage of employees under 30 years old = (Total number of employees under 30 years old at the end of the current year / Total number of employees at the end of the current year) * 100%; Percentage of employees with a graduate degree = (Total number of employees with a graduate degree in the current year / Total number of employees at the end of the current year) * 100%.

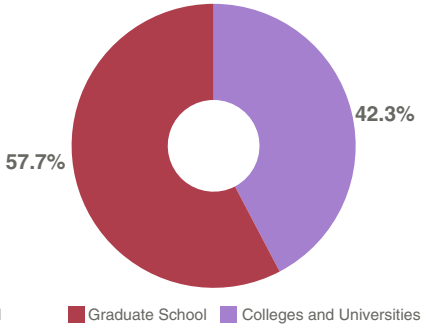
Note 2: Labor contracts are categorized as non-fixed-term contracts (permanent) and fixed-term contracts (temporary, short-term, seasonal, or for specific purposes).

Note 3: Generalplus' non-employee workers include two security guards and three cleaning staff.

Age Proportion in 2024



Educational Background Ratio in 2024



In terms of staff turnover, the majority of new employees are under 30 years old, male, and have graduate school degrees, which is consistent with the company's core operations based on R&D technology.

New Employee Statistics/Year		2022		2023		2024	
		Total	%	Total	%	Total	%
Gender	Male	10	6.1	3	1.8	4	2.6
	Female	2	3.1	1	1.5	2	3.1
Age	Under 30	6	37.5	1	10	3	42.9
	30 ~50	5	2.9	3	1.8	2	1.3
	Over 50	1	2.3	0	0	1	1.6
Education	Graduate	11	8.0	3	2.2	4	3.1
	College	1	1.1	1	1.1	2	2.2

Note: Data is collected as of the end of the current year. Hire rate = (total number of new hires in that specific category in that year / total number of employees in that specific category at the end of that year) * 100%. For example, the female new hire rate = (total number of female new hires in that year / total number of female employees at the end of that year) * 100%.

The majority of employees who resigned were between 30 and 50 years old, and the main reason for leaving was personal factors such as personal career planning considerations. Generalplus also interviewed resigned employees to understand their reasons for leaving and conducted statistical analysis to serve as the basis for talent retention planning, thereby creating a better workplace environment so that outstanding talents are willing to stay at Generalplus and grow with the company.

Employee Resignation Statistics/Year		2022		2023		2024	
		Total	%	Total	%	Total	%
Gender	Male	6	3.6	7	4.3	11	7.1
	Female	1	1.6	0	0	1	1.5
Age	Under 30	2	12.5	1	10	2	28.6
	30 ~50	4	2.4	3	1.8	9	6.0
	Over 50	1	2.3	3	5.9	1	1.6
Education	Graduate	6	4.4	6	4.4	12	9.4
	College	1	1.1	1	1.1	0	0

Note: Data is collected as of the end of the current year. Turnover rate = (total number of employees leaving in that specific category in that year / total number of employees in that specific category at the end of that year) * 100%. For example, the turnover rate for employees under 30 years old = (total number of employees leaving that specific category in that year / total number of employees under 30 years old at the end of that year) * 100%.

4.2 Compensation and Benefits

A sound human resource foundation is the key to Generalplus' sustainable operations. The company rewards employees who deliver performance and make long-term contributions. Upholding the principle of treating employees equally, Generalplus adopts a profit-sharing approach and establishes fair evaluation and reward-and-punishment systems. This fosters a positive atmosphere of reasonable growth among colleagues, encouraging them to devote more efforts to their work performance. In turn, this shapes a corporate culture that promotes positive growth, talent cultivation, and retention. Furthermore, in terms of career advancement, outstanding employees are given promotion opportunities, which also encourage a benchmarking spirit of learning among colleagues. This enables the company to continuously cultivate more exceptional talents in the field of IC design, who also contribute positively to society.

Management Policy

Policies and Commitments

- Generalplus regards employees as the company's most indispensable asset. Ensuring that they work securely and maximize their potential is a continuous goal. Through effective HR policy, we provide high-quality human resources aligned with sustainable development.
- We offer competitive salaries above industry averages, with a compensation system centered on ability and performance, benchmarked through market salary surveys.

Goals

- Maintain competitive salary levels.
- Adjust salary structure annually based on individual performance.
- Achieve 100% completion rate of biannual performance evaluations and interviews.
- Provide comprehensive employee benefits.

Responsibility

- Human Resources Management Department

Actions Taken

- When company performance is strong, profits are shared with employees.
- Salary disbursement is earlier than legally required (15th of each month).
- Leave policies exceed industry standards to support work-life balance.
- Biannual performance evaluation completion rate is 100% and all are logged in the system.
- Evaluation results and employee career aspirations are recorded as development reference.
- Promotions occur through both scheduled and unscheduled proposals.
- Group insurance : Employee's expense is fully covered by the company, and dependents may join at personal cost.
- In 2024, paid sick leave usage was 16.43%.
- Annual family-friendly events enhance connection and cohesion among employees, dependents, and the company.
- Various welfare subsidies via the Employee Welfare Committee.

Management Policy

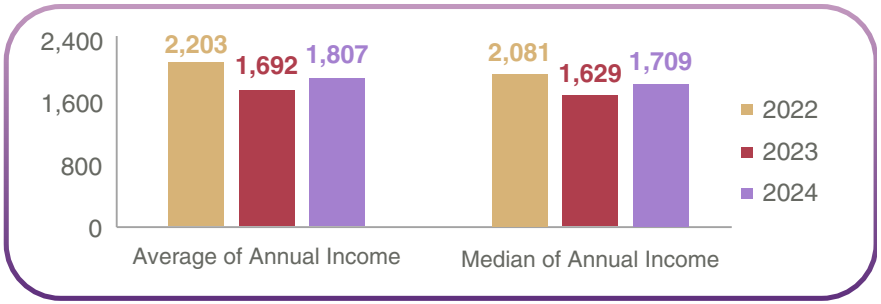
Stakeholder Engagement	• Employee suggestion boxes, emergency SMS platform, bulletin boards, labor-management meetings, and employee communication sessions.	**Evaluation Mechanism**	• The average and median salaries of full-time non-managerial staff are above industry averages. • Market salary surveys. • Public disclosure via Market Observation Post System. • Employee satisfaction feedbacks on benefits.
Annual Goals and Performance	• In 2024, the average salary of full-time employees not holding managerial positions was NT$1,807 thousand per person, and the median salary was NT$1,709 thousand per person. The average salary of NT$1,807 thousand per person represented a 6.8% increase compared to NT$1,692 thousand in 2023, while the median salary of NT$1,709 thousand per person represented a 4.9% increase compared to NT$1,629 thousand in 2023. • The number of employees promoted accounted for 11.8% of the total year-end headcount, representing an increase of about 4% compared to 7.9% in the previous year. • About 45.3% of employees opted for dependent insurance coverage at their own expense. (Ratio of employees with covered dependents to total number of employees over the year)		

◆ Ratio of Male to Female Compensation across Job Categories

Gender	Management	R&D	Engineering	Engineering Support	Operational Support
Male	1.32	1.25	1.35	1.29	0.87
Female	1	1	1	1	1

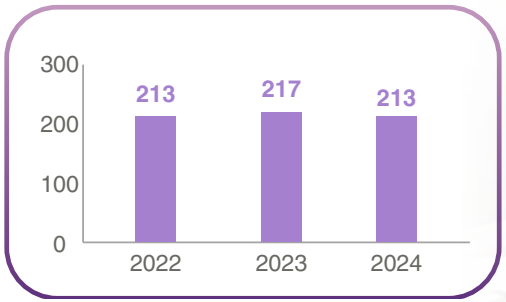
Non-Managerial Employee Salary

Unit : NTD Thousand



The compensation system at Generalplus is designed based on job category and work performance, without any difference in treatment due to gender. For all job categories, the standards for compensation, performance evaluation, and promotion are applied equally to both male and female employees, thereby ensuring gender equality.

Non-Managerial Employees





◆ Parental Leave System

Based on the 2024 group insurance and National Health Insurance dependent enrollment list, a total of 11 employees (8 male and 3 female) had children under the age of three and were therefore eligible to apply for parental leave. During the year, one female employee applied for parental leave. In accordance with the Gender Equality in Employment Act, the company assisted the employee in applying for parental leave without pay. The leave period did not affect her performance evaluation or result in any other adverse treatment, thereby safeguarding her rights and fostering a sound and friendly workplace environment.

Parental Leave Statistics / Year	Gender	Statistics		
		2022	2023	2024
Number of employees applying for parental leave	Male	0	0	0
	Female	0	0	1
Number of employees due to return after parental leave (A)	Male	0	0	0
	Female	0	0	0
Actual number of employees returned after parental leave (B) (including early return)	Male	0	0	0
	Female	0	0	0
Return rate (B/A)	Male	0	0	0
	Female	0	0	0
Number of employees still employed 12 months after returning from parental leave (C)	Male	0	0	0
	Female	0	0	0
Retention rate (C of the year / B of the previous year)	Male	0	0	0
	Female	0	0	0

Note :

Return Rate = (Total number of employees actually returned in the year (B) ÷ Total number of employees due to return in the year (A)) × 100%

Retention Rate = (Total number of employees still employed 12 months after returning (C) ÷ Total number of employees actually returned in the previous year (B)) × 100%

Statistics on Family Care-Related Leave for Employees in 2024

Gender	Family Care Leave / Occurrences	Paternity / Parental (Prenatal) Leave / Occurrences
Male	24	8
Female	23	0

◆ Pension System

To safeguard employees' financial planning after retirement, the Company contributes pension funds in accordance with both the Labor Standards Act (old system) and the Labor Pension Act (new system). Under the Labor Standards Act, 2% of the monthly salary of employees covered by the old system is contributed to a designated pension account with the Bank of Taiwan. Under the Labor Pension Act, 6% of employees' monthly wages is contributed to individual pension accounts established with the Bureau of Labor Insurance. Approximately 46% of employees also make voluntary monthly contributions to their pension accounts.

No employees applied for retirement during the year. For those eligible under the Labor Standards Act retirement provisions, employees may submit a retirement application to the Company once they meet the criteria.

Employee Retirement Program

Generalplus benchmarks its employee welfare measures against industry standards, offering leave policies that exceed legal requirements, diverse welfare programs, and a comfortable working environment. Various employee welfare activities are organized on an irregular basis, helping colleagues relieve work-related stress while also fostering positive interactions and strengthening cohesion within the company. Generalplus' achievements in employee care have been recognized by labor authorities, earning the honor of being awarded as a "National Friendly Workplace."



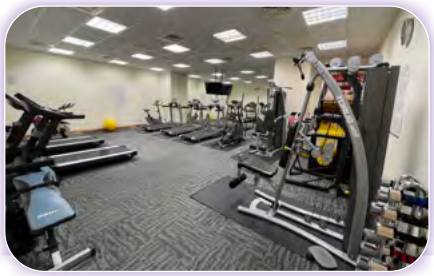




Comprehensive Employee Benefits

Fitness Center

The Company has set up a gym and an aerobics room equipped with treadmills, spinning bikes, basketball arcade machines, table tennis, and other facilities, along with shower rooms. Employees can conveniently use these facilities during their free time, enabling them to balance work and health while maintaining both physical and mental well-being.





In addition, Generalplus has established an Employee Welfare Committee, elected by all employees. The committee holds regular meetings and re-elections, and organizes annual recreational activities, including but not limited to company trips, club activities, Health Month programs, movie appreciation, subsidies for employees' weddings, funerals, and celebrations, Christmas appreciation banquets, and year-end parties.

Employee Recreation Lounge

The Company provides a variety of magazines, journals, and newspapers for employees to read, and is also equipped with blood pressure monitors and massage chair, creating a relaxing and comfortable working environment.



◆ Other Welfare Benefits

4.3 Talent Attraction and Retention

Talent Recruitment and Retention

- To foster employees' recognition and engagement, the Company introduced exclusive anniversary gifts, and the overall satisfaction survey for the 20th anniversary celebration showed a 100% rate of responses in the categories of "very satisfied" and "satisfied."
- In 2024, the Company's employee turnover rate was 5.33%.

◆ Talent Recruitment

Talent is at the core of Generalplus' operations. The Company seeks qualified professionals through diverse recruitment channels, including its official website, job banks, and various recruitment events. Generalplus also encourages employees to recommend outstanding talent to join the Company and has established an Employee Referral Bonus Program to attract capable individuals.

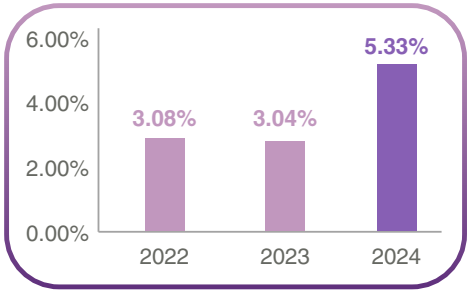
In addition, to promote diverse career development opportunities for employees, Generalplus has implemented an internal job transfer system, enabling employees to take on roles that best match their skills and potential, thereby stimulating growth and unlocking talent.

◆ Talent Retention

Generalplus implements employee care mechanisms, provides competitive compensation and benefits, continuously focuses on employee health and well-being, and actively plans initiatives to help employees realize their potential and enhance personal competitiveness. These efforts strengthen employees' willingness to remain with the Company, foster close partnerships between employees and Generalplus, and encourage joint commitment to the Company's goals.

In 2024, the employee turnover rate was 5.33%. Although slightly higher than in previous years, it remained relatively stable compared with peer companies in the same industry and is considered part of a healthy workforce cycle.

Turnover rate of Employees



◆ Onboarding and New Employee Engagement

To help new employees quickly adapt to the work environment, Generalplus assigns experienced colleagues as mentors for each new hire, providing timely support in both work and daily life. In addition, a new employee care process is implemented, including a follow-up interview 60 days after onboarding to understand the adaptation status and areas requiring assistance.

In 2024, the response rate for the new employee survey reached 100%.

Employee Engagement and Relations

Generalplus is committed to creating a people-centered and comfortable workplace. In addition to systematic training programs, the Company organizes a variety of employee activities each year to support work-life balance and foster a happy and vibrant workplace culture.

In 2024, Generalplus held its grand 20th Anniversary Family Day at Lihpao Resort in Taichung, inviting employees and their families to join the celebration, which also included a recognition ceremony for long-serving employees. The event featured stage performances, exclusive employee gifts such as the Bear House charity gift set, special 20th anniversary welcome packages, fun theme park challenges, and lucky draws with abundant prizes.







This Family Day also embraced the Company's environmental commitment by implementing a paperless policy. Event information and activity details were delivered exclusively through a dedicated LINE group, significantly reducing paper usage. According to the post-event satisfaction survey, employees' feedback reached a 100% satisfaction rate, with responses marked as "very satisfied" or "satisfied."



◆ Employee's Sense of Belonging

At the 2024 Generalplus Family Day, the Company showcased a "Generalplus 20th Anniversary Video Retrospective," inviting employees and their families to look back on the evolution of the Company's product designs over the past two decades. The video not only highlighted Generalplus' growth journey but also introduced employees to the year's best-selling products, enabling them to share the concepts and applications of product design with their families. This strengthened employees' connection to the Company's culture and enhanced their sense of belonging.

To celebrate the Company's 20th anniversary, each employee was also presented with an exclusive "Generalplus 20th Anniversary Limited-Edition Jacket", featuring a specially designed anniversary emblem. This meaningful gift symbolized the unique identity and spirit of being part of Generalplus, further deepening employees' recognition of and identification with the Company.



Management Policy

Policy and Commitment

- Talent is at the core of Generalplus' operations. The company utilizes diverse internal and external recruitment channels to identify suitable professionals and enhance the willingness of top talent to join and stay.
- Generalplus implements comprehensive employee care mechanisms, offers competitive compensation and benefits, continuously supports employee health and well-being, and actively fosters talent development and individual competitiveness to increase employee retention.

Goals

Short-Term

- Develop diverse recruitment channels to attract top talents
- Provide benefits that exceed legal requirements
- Design a competitive compensation structure
- Establish diverse and open communication channels

Mid- to- Long Term

- Offer employees a diverse workplace learning environment to maximize their potential.
- Continue focusing on employees' health and well-being, fostering a work environment that supports physical and mental balance.

Responsibility

- Human Resources Department

Actions Taken

- Irregularly review of salary structure
- Employee engagement activities
- 60-day follow-up interviews for new hires
- Profit-sharing bonus system
- Employee referral bonus program
- Retirement and contribution scheme exceeding legal requirements

Stakeholder Engagement

Communication Methods and Frequency :

- New hire survey and interviews (regular)
- Meetings with the President (irregular)
- Company and Employee Welfare Committee activities (irregular)
- Internal website or email announcements (real-time)
- Employee communication mailbox (real-time)
- Internal health seminars (irregular)

Evaluation Mechanism

- New hire survey response rate
- Company turnover rate
- Post-event satisfaction level
- Semi-annual performance evaluation review

Annual Goals and Performance

- 100% response rate from new hire surveys
- Company turnover rate in 2024 : 5.33%
- 100% completion and feedback rate for two performance evaluations in 2024

4.4 Talent Cultivation

Employees' Training and Development Achievements

- In 2024, Generalplus completed training programs on two quality management tools—8D and DFMEA. Qualitative mentoring sessions accounted for 50% of the total courses, with small-group consultations and guided sessions replacing large-scale, high-volume training. This approach enhanced the depth of learning and improved overall training effectiveness.

One of the keys to maintaining corporate competitiveness is the continuous learning and growth of employees, with education and training serving as the means to ensure that human capital continues to increase in value. Therefore, Generalplus has always placed great emphasis on employees' training.

The overall learning and development strategy is built upon on-the-job training, supported by new employee orientation, professional training, and managerial training. In alignment with annual goals and the needs of different business functions, the Company has established a comprehensive training system that enables employees to pursue long-term career development while allowing Generalplus to benefit from the progress and growth of its people.

Management Policy

Policy and Commitment

- Employees are the company's most valuable asset. The company is committed to creating an environment that fosters continuous employee growth and building a sense of team belonging, enabling employees to grow together with the company and achieve mutual success.
- The company has established dedicated departments to provide employees and supervisors across all functions with diversified learning channels and development plans. This enables employees to cultivate the professional skills required for their roles, supports their career development, and helps them find fulfillment and self-worth within the company.

Goals

Short-Term

- Achieve a 100% training rate for new employees.
- Strengthen managerial, innovation, communication, and adaptability skills of supervisors to meet company's challenges and growth in the future.
- Irregularly review and revise supervisors' career development plans to align with emerging trends and required competencies.
- Offer professional courses needed for employees' development to support technical needs across departments.
- Conduct transitional support programs for employees, including stress-relief and wellness awareness training to extend their career longevity.

Mid- to- Long Term

- Develop training programs aligned with organizational development to enhance the competencies required by supervisors at all levels.
- Continuously provide general education courses to foster independent thinking and innovation among employees, thereby improving work efficiency and effectiveness.
- Advance the professional and technical skills of employees and supervisors to maintain the company's capability in cutting-edge technology development.

Responsibility

- Human Resources Department

Actions Taken

- Develop an annual training plan based on the company's technological development and strategic direction.
- Provide functional and managerial competency training according to job roles.
- Use feedback and suggestions from post-training surveys to identify training needs and areas for improvement.
- New employee training and care: Onboarding training is arranged on the first day, and work interviews are conducted to understand the new employee's adaptation and learning progress.

Management Policy

Actions Taken

- Establish an online course video platform to enable flexible, time-independent learning for employees.
- Encourage continuous learning and growth; external training course fees are fully subsidized by the company.
- Offer five wellness and stress-relief courses to support employees' health and provide knowledge for career sustainability.

Stakeholders' Engagement

Communication Methods and Frequency:

- Training bulletin board (irregular)
- Post-training satisfaction surveys (irregular)
- New employee training course notifications (irregular)
- Internal meetings and departmental knowledge management (irregular)
- Internal website or email announcements (real-time)
- Employee communication mailbox (real-time)

Evaluation Mechanism

- Training hours and interview records for new employees
- Post-training satisfaction surveys

Annual Goals and Performance

- 100% training completion rate for new employees
- Average post-training satisfaction score of 4.4 out of 5 for internal training courses in 2024

Each year, Generalplus formulates training plans in line with the Company's development needs and implements them to achieve training objectives :

Target Group	Internal Training	External Training
Directors and Above, Dep. Managers	Management Courses, Professional Courses, Automotive Courses, Experiential Learning	Management Courses, Language Courses, Industry Seminars
General Employees	Management Courses, Professional Courses, Automotive Courses, General Knowledge Courses	General Knowledge Courses, Language Courses, Professional Courses
New Employees	Department OJT, Orientation Training, Occupational Safety Courses, General Knowledge Courses	Professional Courses, Language Courses

New Employee Training

To help new hires understand the Company's core values and development plans, the Human Resources Department introduces eight online onboarding courses during the newcomers' registration process. These courses cover Company Introduction, Product Overview, Quality Policy, Environmental Safety and Health, Information Security Policy, Integrity Policy, Trade Secrets and Insider Trading, and Sexual Harassment Prevention. In addition, employees are briefed on Company regulations before receiving professional training from their respective departments.

The Human Resources Department also conducts follow-up interviews with new employees from time to time to understand their work and learning status, providing necessary assistance and training to ensure that new hires gradually adapt to their roles.

◆ Professional Training

In line with the Company's technological development and strategic direction, Generalplus designs in-house professional training courses tailored to current needs, inviting professors from leading universities in Taiwan to conduct online lectures. At the same time, an online course video database platform has been established, enabling employees to learn without time constraints and enhancing learning flexibility.

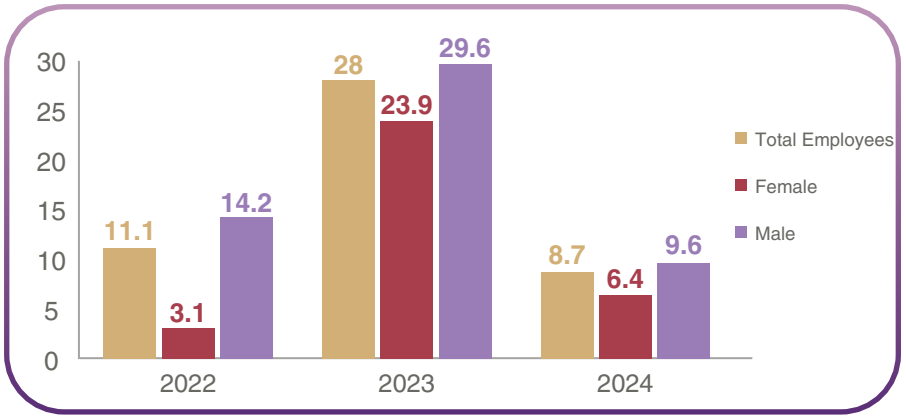
In 2024, the Company continued the IATF 16949 Quality System Coaching Program and offered four in-person automotive-related courses, including VDA-QMC 8D and AIAG & VDA DFMEA training, totaling 28 hours. These programs strengthened employees' expertise in quality management and effectively supported the integration and optimization of the Company's existing management systems, thereby enhancing Generalplus' competitiveness.

Furthermore, the Company encourages employees to participate in external training programs related to their professional fields. Centered on continuous employees' growth, Generalplus provides diverse learning channels to help employees apply their expertise and achieve personal development. Employees who attend external training are also encouraged to share their acquired knowledge with their departments, fostering the enhancement of the Company's organizational knowledge base.

◆ Management Training Programs for Supervisory Positions

To strengthen the managerial capabilities of supervisors, Generalplus provides tailored management development programs based on different positions and levels of responsibility. Newly appointed supervisors are also offered specific courses designed to enhance their leadership and management skills, ensuring continuous improvement in supervisory effectiveness.

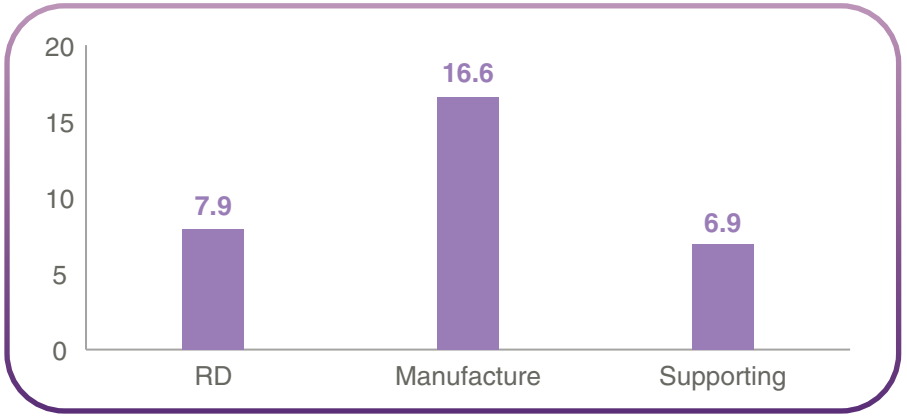
Average Training Hours



Note 1 : Average training hours per employee = Total training hours of all employees in the year ÷ Total number of employees at the end of the year.

Note 2 : Average training hours per female employee = Total training hours of all female employees in the year ÷ Total number of female employees at the end of the year.

Average Training Hours by Unit



Note 1 :Average training hours per employee category = Total training hours of employees in the category for the year ÷ Total number of employees in the category at the end of the year.

Note 2 :Administrative support staff include units such as human resources, finance and accounting, general administration, sales, and production planning & control.

◆ Sexual Harassment Prevention Awareness Training

In response to new regulatory requirements in 2024, Generalplus held an internal "Sexual Harassment Prevention Awareness" training course in September. The training duration was 0.5 hours per person for general employees and 1 hour per person for supervisory staff. All employees completed and passed the training. For new hires, the Company requires completion of the Sexual Harassment Prevention course within three months of onboarding.

In 2024, Generalplus conducted a total of 25 online and in-person training sessions, with employees averaging 8.7 training hours.



4.5 Labor/Management Communication

Labor-Management Communication Outcomes

- More than 150 employee communication messages were published on the company's intranet.
- **"Meet the President"** – In 2024, a total of 13 one-on-one in-depth interviews were held, with a total duration of over 2,340 minutes. On average, each interview with an employee lasted at least 3 hours.
- Four Labor-Management meetings were convened in 2024.
- No Labor-Management disputes have occurred in recent years.

Smooth labor-Management communication helps foster mutual understanding and cooperation. Through open dialogue, employees are able to express their opinions, enabling management to gain a better understanding of employees' working conditions and to build a "happy workplace" based on employees' needs. This not only enhances employees' sense of empowerment, but also allows them to gain deeper insight into the company's overall operations.

All of Generalplus' internal personnel and administrative management practices comply with local labor regulations. In addition to regular quarterly Labor-Management communication meetings, the company has established multiple channels for dialogue with employees, including weekly and monthly departmental meetings, executive meetings, employee communication sessions, and satisfaction surveys with feedback mechanisms. The company responds positively to employee feedback, maintaining a harmonious and trustworthy relationship between labor and management.



In 2024, the company continued to carry out two-way communication activities by inviting frontline employees and supervisors to participate in one-on-one in-depth conversations with the President. These sessions were held in a warm "garden setting" with afternoon tea and desserts, creating a relaxed and harmonious atmosphere that facilitated high-quality exchanges of opinions. Each interview exceeded the originally scheduled two-hour session, reflecting the depth and value of the communication. In total, 13 employees from 9 units participated, with each interview lasting over 180 minutes on average. The President's total interview time exceeded 2,340 minutes.

In order to help new employees integrate into the company as quickly as possible, Generalplus not only assigns mentors and assistants within each department, but also arranges for HR colleagues and direct supervisors to conduct regular meetings with new employees to understand their adaptation progress and provide proactive care. In recent years, Labor-Management relations at Generalplus have remained harmonious, with no labor disputes occurring.

With stable business operations in recent years, Generalplus is committed to protecting employees' rights. Should there be any major operational changes in the future that may significantly impact employees' rights, the company will strictly comply with the Labor Standards Act and the Act for Worker Protection of Mass Redundancy before making any personnel or job adjustments, thereby ensuring the protection of employees' interests.



4.6 Occupational Health and Safety

Generalplus complies with occupational safety and health regulations and continuously strives to ensure the safety and well-being of its employees. Going beyond legal requirements, the company provides annual health examinations for employees aged 40 and above, and once every two years for those under 40, thereby fostering a safe, healthy, and happy workplace environment.

Management Policy

Policy and Commitment	• Enhance risk management and prevent hazards.	**Goals**	**Short- Term**	• Maintain an employee health check-up rate above 95%. • Organize at least two health protection and promotion seminars annually. • Regularly arrange internal and external occupational safety training for employees; continue necessary training for employees, suppliers, and contractors to ensure safety awareness and proper behavior.
			Mid- to- Long Term	• Zero accidents and zero incidents. • Increase employees' participation in health management activities. • Increase the frequency of employee emergency evacuation drills. • Continuously improve the safety and health management system to create safe working conditions and enhance occupational safety and health performance.
Responsibility	• Administrative Management Center – Administrative Resources Management Department	**Actions Taken**		• Annual employee health check-ups and special work physical examination. • On-site health services provided by physicians. • Procurement of medical consumables and supplies. • Company operational environment testing.
Stakeholder Engagement	• ESG Mailbox	**Evaluation Mechanism**		• Monthly reporting of occupational hazards hours and personnel numbers to the competent authority.
Annual Targets and Performance	• Employee health check-ups : 179 persons **Health Protection Program Outcomes** • On-site health service participants: 48 persons • Maternity health protection cases: 1person • Abnormal workload cases: 0 person • Ergonomic improvement cases: 0 person			

In accordance with the Occupational Safety and Health Management Regulations, Generalplus has established an Occupational Safety and Health Committee. The committee consists of 10 members, including the President, the Head of the Administrative Management Center, the occupational safety and health supervisor, occupational safety and health management personnel, a company nurse, and labor representatives. Among them, five are labor representatives, accounting for 50% of the committee. Meetings are held quarterly in compliance with legal requirements to review and manage workplace safety, health management, disaster prevention drills, and training programs, thereby safeguarding the safety and health of employees.

As an IC design company, Generalplus does not have production lines or high-risk workplaces, nor do employees engage in work that is high risk or has a high incidence of specific diseases. Nevertheless, the company continues to promote various safety improvement measures with the goal of providing a safe, healthy, and comfortable working environment. In 2024, there were no occupational accidents, and employee health management reported no high-risk cases.

Employee Occupational Injury Statistics Table

Unit：Person

Year	2022	2023	2024	Hazards and Corrective Actions
Number of Employees	0	0	0	None



Environmental Safety and Health

- A professional security guard is employed to provide 24-hour on-site management. Regular patrols are conducted on each floor, and surveillance systems with access control are installed at main entrances. Employees use access cards for entry and exit.
- Security personnel in the lobby monitor visitor access to ensure employees' safety.
- Offices are regularly cleaned and disinfected, with professional cleaning services engaged to maintain a tidy and hygienic workplace.
- Drinking water is tested periodically in compliance with regulations, with suppliers required to provide water quality reports to ensure drinking water safety.
- Employees regularly participate in external disaster prevention and emergency response training programs to strengthen awareness and capabilities.
- Firefighting equipment is inspected regularly, and integrated monitoring systems are in place for round-the-clock supervision.
- Workplace environmental monitoring is conducted semi-annually, including regular inspections of carbon dioxide concentration and illumination levels according to occupational health and safety standards.
- All computer monitors were replaced with large-size ones to protect employees' eyesight.
- An occupational safety plan is implemented to prevent unlawful harassment : safety measures are established to protect employees from any physical or psychological harm caused by inappropriate conduct while performing their duties.

Certified Occupational Safety and Health Personnel	
Occupational Safety and Health Supervisors	2 persons
Occupational Safety and Health Management Personnel	1 person
Occupational Health Nursing Staff	1 person
Lead Operation Supervisors	2 persons
Forklift Operators	3 persons
First Aid Personnel	5 persons

4.7 Health Promotion

Enhanced Health Examination Programs (Beyond Legal Requirements)

- In 2024, a total of 179 employees received health examinations.





- **Special Operations Health :** For employees exposed to soldering operations, lead work environment monitoring and health examinations are conducted every six months.
- **Maternal Health Protection Program :** Female employees receive individual hazard assessments, graded management, and health protection evaluations by physicians both before and after childbirth. Job adjustments are made as necessary to ensure workplace safety. In 2024, one employee was covered under the Maternal Health Protection Program.
- **Abnormal Workload Management Program :** During annual employee health examinations, both health report data and overwork assessment scales are used to evaluate abnormal workload risks. Employees identified with high workload risk are interviewed by physicians and included in case management and follow-up. For low workload risk employees, if their Framingham Cardiac Risk Score (10-year risk of cardiovascular disease) is ≥10%, they receive health guidance.



- **Ergonomic Hazard Prevention Program :** As Generalplus employees mainly work in office settings requiring prolonged computer use, musculoskeletal discomfort may occur. To alleviate such issues, employees complete a "Musculoskeletal Symptoms Survey" during annual health examinations. Based on the assessment results, physicians provide appropriate health guidance.

◆ Employee Health Services

- A professional physician is arranged every two months to provide on-site health services and professional consultations. In 2024, a total of 48 consultations were provided.
- A full-time nurse is employed to provide employees with daily health consultations and immediate health care services.
- Group health insurance is offered to employees, covering life insurance, hospitalization, medical, and cancer insurance.



◆ First Aid Facilities

- To safeguard employees' lives, a professional Automated External Defibrillator (AED) has been installed in the company's first-floor lobby to respond to sudden cardiac emergencies. Regular training and awareness programs on cardiopulmonary resuscitation (CPR) and other first aid methods are also conducted.
- At least one employee on each office floor at Generalplus has obtained professional CPR+AED certification, helping to create a safe and secure workplace.



Maternal Health Protection Program



- A dedicated lactation room is provided, equipped with a bottle sterilizer and a breast milk storage refrigerator, offering employees a comfortable environment for milk collection as well as professional maternal care consultations.
- The company's medical office maintains a maternal health protection list. Physicians conduct individual hazard assessments, graded management, and health protection evaluations for employees both before and after childbirth, thereby ensuring comprehensive maternal health protection.

Visually Impaired Massage Services



- Since 2012, Generalplus has employed licensed visually impaired massage therapists. In addition to providing professional massage services to help employees relieve stress, this initiative also secures employment opportunities for visually impaired individuals, creating a win-win policy. Moreover, all additional income from massage service coin deposits is donated to disadvantaged groups.
- In 2024, a total of 578 massage sessions were provided. As of the end of 2024, the program has delivered 5,763 sessions in total, with a reservation rate close to 100%.

Healthy Workplace Certification

- To establish a healthy lifestyle and promote employees' physical and mental well-being, Generalplus applied for the Healthy Workplace Certification in 2022 and was awarded the "Health Start Mark", valid from January 1, 2023 to December 31, 2025.
- The company will continue to create a better workplace environment and organize health promotion activities, providing employees with comprehensive health resources, and conducting holistic assessments and improvements of both the physical and psychosocial work environment. These efforts also extend to employees' families and the broader community as part of corporate social responsibility. Through these initiatives, Generalplus strives to foster a supportive and healthy workplace, enabling employees to achieve physical and mental well-being as well as self-management.



Health Seminars and Club Activities

- Generalplus organizes health seminars and exercise workshops from time to time, teaching simple stretching exercises, and provides an online EHS (Environment, Health and Safety) column to enhance employees' health awareness. The company also holds wellness activities such as jogging and stair-climbing, and has established various employee clubs, including table tennis, yoga, softball, and basketball. These initiatives not only promote employees' bonding and team spirit but also help cultivate positive and healthy leisure habits.





Corporate Activities

- To support employees' holistic well-being and family happiness, Generalplus organizes Family Day events, inviting employees and their families to participate together. Activities include outdoor fairs, amusement park visits, or domestic trips, expressing the company's appreciation for employees and their families.

Comfortable Work Environment

- The office is fully equipped with ergonomic chairs (Herman Miller New Aeron 2.0) that provide excellent body support, breathability, and comfort, helping protect employees' spinal health and enhancing overall well-being.
- Professional ergonomic keyboard trays have been installed to prevent fatigue and discomfort in the shoulders, neck, and arms caused by prolonged computer use.



5 Social Welfare

5.1 Public Welfare Participation



5. Social Welfare

5.1 Public Welfare Participation

As a member of society, Generalplus is interdependent with its employees, local communities, and other stakeholders. In addition to leading by example through annual cash donations to charitable organizations aligned with its principles, the company also encourages its employees to actively participate in social welfare activities. By pooling everyone's resources, Generalplus gives back to society through concrete actions, fulfilling its corporate social responsibility. The company also collaborates with local charitable organizations to ensure that these charitable resources reach those truly in need, striving to create a society filled with love and hope.

◆ Assisting Visually Impaired Groups to Increase Employment Opportunities

Generalplus Technology is located in Hsinchu Science Park. To cater to more vulnerable groups in Hsinchu, it has hired a visually impaired person to provide stress relief massage services to employees at the company since 2012. This not only helps the disadvantaged find employment, but also takes care of the physical and mental health of employees. In 2024, Generalplus continued to employ more disabled employees than required by law. In addition, it donated NT$40,000 in revenue from visually impaired massage in 2024 to public welfare groups such as the "Hsinchu County Catholic Shiguang Rehabilitation Institute" and the "Hsinchu County Catholic Huaguang Social Welfare Foundation" to provide more support for vulnerable groups such as severely disabled people and slow- flying angels.


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Certificate of Appreciation
凌通科技股份有限公司
熱心公益關懷弱勢
愛心捐款支持華光
提供服務對象更完善的照顧服務
特贈此狀 以表謝忱
財團法人天主教華光社會福利基金會
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中華民國 113 年 12


感謝與祝福
茲感謝 凌通科技股份有限公司
您的關懷與支持
我們由衷感謝您
願天主的恩寵與您同在
特頒此狀 以表謝忱
院長 彭少星
中 華 民 國 113 年 12 月 19 日
財團法人新竹縣





◆ 20th Anniversary Charity Family Day

Year 2024 marks Generalplus' 20th anniversary. Our Family Day in Lihpao Land celebrations continue the company's commitment to public welfare, collaborating with charities in need. We purchased 145 boxes of "Bear Happiness Cookie Gift Boxes" from the Keelung-based "Bear Rice House Love Bakery" as a special Family Day gift for employees. The establishment of the Bear Rice House social enterprise focuses on fostering, educating, and training slow-flying children, enabling them to develop skills, earn a living, and live a normal life. The company's Family Day activities, combined with social care, are truly meaningful!





Donate to Support the Post-Disaster Reconstruction Work of the 0403 Hualien Earthquake

The shock of the 0403 Earthquake lingers. Hualien, at the epicenter, suffered severe damage, with many people losing their lives and homes suddenly. This is heartbreaking ! To help those affected by the disaster quickly rebuild their homes, Generalplus has donated NT$2.5 million to the Hualien County Government's "0403 Earthquake Disaster Relief Donation Account" to support rescue and reconstruction efforts. We hope this will help alleviate the burden on the victims and help them overcome these difficult time together. This substantial donation demonstrates Generalplus' care for the Hualien earthquake-stricken areas, contributing to the reconstruction efforts and demonstrating its corporate commitment to social responsibility.

Narrow the Digital Divide and Promote Environmental Protection and Energy Conservation

Generalplus continues to support the ASUS Educational Foundation's "Recycled Computer Hope Project" public welfare donation campaign, donating discarded electronic products to be rebuilt into recycled computers for donation to disadvantaged groups. This not only gives computers new life, promotes information learning and bridges the digital divide, but also reduces electronic waste pollution, while also benefiting the environment.


花蓮縣政府
感謝狀
茲感謝
凌通科技股份有限公司
捐贈新台幣 250 萬元整
予本縣重大災害民間賑災捐款專戶
襄助花蓮縣 0403 震災工作
特頒此狀 敬致謝忱
縣長 徐榛蔚
12 日


ASUS FOUNDATION 華碩文教基金會
感謝狀
凌通科技股份有限公司 惠存
茲承蒙 貴單位積極參與「再生電腦 希望工程」
之公益捐贈活動，謹致誠摯謝意。
ASUS Foundation
Wishes to Recognize
For the tremendous efforts and support which have made Charity Recycling Program a great success
財團法人華碩文教基金會 代表人
ASUS Foundation
董事長
AFC241230030
再生電腦捐贈，逆物流回收愛地球

Charity Gift Boxes Procurement

Generalplus purchases mooncake gift boxes for the Mid-Autumn Festival from social welfare organizations every year. In 2024, it purchased 54 boxes of Mid-Autumn cookie gift boxes from the " Smiling Angel Bakery of the Taichung City Disabled Welfare Care Association " to continue sharing the concept of love and care with customers.


感謝狀
凌通科技股份有限公司
訂購 2024 年度中秋禮盒，讓小作所的天使學員有持續練習工作技能的機會，扶助弱勢不遺餘力，熱心公益實為社會楷模，特頒此狀以資感謝。
財團法人臺中市身心障礙者福利關懷協會
理事長 林源隆
理事長 林源隆
暨全體理監事

Charity Blood Donation Activities

"Donate blood once, save a life!" Generalplus encourages its employees to actively participate in the blood donation activities held by the Hsinchu Blood Donation Center every year, and the response has been enthusiastic. In 2024, two blood donation activities were held, raising a total of 12,500 C.C. of blood.


感謝狀
(113) 竹衛字 0389 號
凌通科技股份有限公司
於113年 3 月26日募捐血液 111袋
濟助病患仰善行義舉敬致謝忱
主任 王雲獻
中華民國 113 年 3 月 8 日
新竹捐血中心


感謝狀
(113) 竹衛字 1387 號
凌通科技股份有限公司
於113年 9 月25日募捐血液 85 袋
濟助病患仰善行義舉敬致謝忱
主任 王雲獻
中華民國 113 年 9 月 15 日
新竹捐血中心

Appendix

GRI Content Index

Climate-Related Information

SASB Index

Sustainability Disclosure Indicators - Semiconductor Industry

Assurance Statement



Appendix 1

GRI Content Index

GRI Universal Standards

Statement of Use :

Generalplus Technology Inc. followed the GRI standards, data information covering the period from January 1, 2024 to December 31, 2024.

- GRI 1 Version
- GRI 1 : Foundation 2021
- Application of GRI Sector Standards :Not available

★ Marked as Material Topics

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
GRI 2 : General Disclosures 2021				
Organization and Reporting Practices				
2-1	Organizational details	1.1 Company Profile	14	
2-2	Entities included in the organizational sustainability reporting	About this Report	4	
2-3	Reporting period, frequency and contact point	About this Report	4	
2-4	Restatements of information	There has been no restatement.		
2-5	External assurance	About this Report and Appendix-Assurance Statement	4、79	
Activities and Workers				
2-6	Activities, value chain, and other business relationships	1.1 Company Profile	14	
2-7	Employees	4.4 Talent Cultivation	57	
2-8	Workers who are not employees	4.4 Talent Cultivation	57	
Governance				
2-9	Governance structure and composition	2.2 Integrity Management and Regulatory Compliance	29	
2-10	Nomination and selection of the highest governance body	2.1 Governance Structure	25	
2-11	Chair of the highest governance body	2.1 Governance Structure	25	

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
GRI 2 : General Disclosures 2021				
Organization and Reporting Practices				
2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Company Profile - Organizational Structure and Sustainability Implementation Committee	15	
2-13	Delegation of responsibility for managing impacts	1.1 Company Profile - Organizational Structure and Sustainability Implementation Committee	15	
2-14	Role of the highest governance body in sustainability reporting	1.1 Company Profile - Organizational Structure and Sustainability Implementation Committee	15	
2-15	Conflicts of interest	2.1 Governance Structure	26	
2-16	Communication of critical concerns	1.1 Company Profile - Organizational Structure and Sustainability Implementation Committee	15	
2-17	Collective knowledge of the highest governance body	2.1 Governance Structure - Board of Directors	25	
2-18	Evaluation of the performance of the highest governance body	2.1 Governance Structure - Board of Directors Performance Evaluation	26	
2-19	Remuneration policies	2.1 Governance Structure - Board's and Executives' Compensation Policy	26	
2-20	Process to determine remuneration	2.1 Governance Structure - Board's and Executives' Compensation Policy	26	
2-21	Annual total compensation ratio	-		Confidential information/ The highest total annual compensation for individuals within the organization is considered as organizational confidential information.
Strategy, Policies and Practice				
2-22	Statement on sustainable development strategy	Message from the Chairman	5	
2-23	Policy commitments	1.1 Company Profile - Business Philosophy 4.1 Employee Profile - Human Rights Policy	14、47	
2-24	Embedding policy commitments	1.1 Company Profile - Organizational Structure and Sustainability Implementation Committee	15	
2-25	Processes to remediate negative impacts	Stakeholders' Engagement	7	
2-26	Mechanisms for seeking advice and raising concerns	2.2 Integrity Management and Regulatory Compliance	29	
2-27	Compliance with laws and regulations	2.2 Integrity Management and Regulatory Compliance	29	
2-28	Membership associations	-		Confidential information/ Generalplus Technology Inc. has joined the Wireless Power Consortium as a member.

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
		Stakeholders' Engagement		
2-29	Approach to stakeholders' engagement	Stakeholders' Engagement	7	
2-30	Collective bargaining agreements	4.5 Labor/Management Communication	60	No union has been established, and no collective bargaining agreement has been signed.
		GRI 3 : Material Topics 2021		
3-1	Process to determine material topics	Identification of Material Topics	9	
3-2	List of material topics	Identification of Material Topics	11	
		Economic Aspect		
		★ GRI 201 : Economic Performance 2016		
3-3	Management of material topics	1.3 Operational Performance	17	
201-1	Direct economic value generated and distributed	1.3 Operational Performance	18	
201-2	Financial implications and other risks and opportunities due to climate change	3.1 Climate-Related Financial Disclosures	35	
201-3	Defined benefit plan obligations and other retirement plans	2024 Parent Company Only Financial Statements		
201-4	Financial assistance received from government	-		Confidential information/research and development expenditure investment deductions, this information is not disclosed externally.
		GRI 202 : Market Presence 2016		
202-2	Proportion of senior management hired from the local community	4.1 Employee Profile	47	
		★ GRI 204 : Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	3.2 Sustainable Supply Chain	37	
		GRI 205 : Anti-Corruption 2016		
205-3	Confirmed incidents of corruption and actions taken	2.2 Integrity Management and Regulatory Compliance	29	

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
		★ Customed Topics - Innovation and R&D		
3-3	Management of material topics	1.5 Innovation and R&D	22	
Innovation - 1	Investment in research and development resources	1.5 Innovation and R&D	23	
Innovation - 2	Cumulative number of valid patents	1.5 Innovation and R&D	23	
		Customed Topics - Cybersecurity Protection		
Cybersecurity - 1	Number of cybersecurity incidents that caused operational disruptions during the year	2.4 Cybersecurity Protection	32	
		★ Customed Topics - Talent Attraction and Retention		
3-3	Management of material topics	4.3 Talent Attraction and Retention	54	
Talent Attraction and Retention - 1	Recruitment and retention	4.3 Talent Attraction and Retention	54	
		Environmental Aspect		
		★ GRI 302 : Energy 2016		
3-3	Management of material topics	3.3 Energy and Greenhouse Gas Emissions	41	
302-1	Energy consumption within the organization	3.3 Energy and Greenhouse Gas Emissions	41	
302-2	Energy consumption outside of the organization	3.3 Energy and Greenhouse Gas Emissions	41	
302-3	Energy intensity	3.3 Energy and Greenhouse Gas Emissions	42	
302-4	Reduction of energy consumption	3.3 Energy and Greenhouse Gas Emissions	42	
302-5	Reductions in energy requirements of products and services	3.3 Energy and Greenhouse Gas Emissions	42	
		GRI 303 : Water and Effluents 2018		
303-3	Water withdrawal	3.4 Environmental Protection Measures	45	
303-4	Water discharge	3.4 Environmental Protection Measures	45	
303-5	Water consumption	3.4 Environmental Protection Measures	45	

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
		★ GRI 305 : Emissions 2016		
3-3	Management of material topics	3.3 Energy and Greenhouse Gas Emissions	41	
305-1	Direct (Scope 1) GHG emissions	3.3 Energy and Greenhouse Gas Emissions	44	
305-2	Energy indirect (Scope 2) GHG emissions	3.3 Energy and Greenhouse Gas Emissions	44	
305-3	Other indirect (Scope 3) GHG emissions	3.3 Energy and Greenhouse Gas Emissions	44	
305-4	GHG emissions intensity	3.3 Energy and Greenhouse Gas Emissions	44	
305-5	Reduction of GHG emissions	3.3 Energy and Greenhouse Gas Emissions	43	
305-6	Emissions of ozone-depleting substances (ODS)	3.3 Energy and Greenhouse Gas Emissions		Generalplus Technology Inc. uses R-134a and environmentally friendly refrigerant R-410a, with no emissions of ozone-depleting substances.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.3 Energy and Greenhouse Gas Emissions		Generalplus Technology Inc. is an IC design company without wafer production, and as such, there are no emissions of such gases from outsourced manufacturing.
		GRI 306: Waste 2020		
306-3	Waste generated	3.4 Environmental Protection Measures	45	
		★ GRI 308 : Supplier Environmental Assessment 2016		
3-3	Management of material topics	3.2 Sustainable Supply Chain	37	
308-1	New suppliers that were screened using environmental criteria	3.2 Sustainable Supply Chain	39	
308-2	Negative environmental impacts from the supply chain and actions taken	3.2 Sustainable Supply Chain	40	
		Social Aspect		
		★ GRI 401 : Employment 2016		
3-3	Management of material topics	4.2 Compensation and Benefits	51	
401-1	New employee hires and employee turnover	4.1 Employee Profile	50	

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
Social Aspect				
★ GRI 401 : Employment 2016				
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 Compensation and Benefits	54	
401-3	Parental leave	4.2 Compensation and Benefits	53	
Salary	The number of full-time employees who do not hold managerial positions, the average and median salary of full-time employees who do not hold managerial positions, and the difference between the above three and the previous year	4.2 Compensation and Benefits	52	
GRI 402 : Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	4.5 Labor/Management Communication	60	
GRI 403 : Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	4.6 Occupational Health and Safety	62	
403-2	Hazard identification, risk assessment, and incident investigation	4.1 Employee Profile - Human Rights Policy、4.6 Occupational Health and Safety	47、62	
403-3	Occupational health services	4.6 Occupational Health and Safety	63	
403-4	Worker's participation, consultation, and communication on occupational health and safety	4.6 Occupational Health and Safety	62	
403-5	Worker's training on occupational health and safety	4.6 Occupational Health and Safety	62	
403-6	Promotion of worker's health	4.7 Health Promotion	63	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.6 Occupational Health and Safety	62	
403-9	Work-related injuries	4.6 Occupational Health and Safety	62	

GRI Standard Numbers	Disclosure Items	Corresponding Sections in the Report	Page Number	Reason for Omissions or Remarks
	★ GRI 404 : Training and Education 2016			
3-3	Management of material topics	4.4 Talent Cultivation	57	
404-1	Average hours of training per year per employee	4.4 Talent Cultivation	59	
404-2	Programs for upgrading employee's skills and transition assistance programs	4.4 Talent Cultivation	57	
404-3	Percentage of employees receiving regular performance and career development reviews	4.2 Compensation and Benefits	51	
	GRI 405 : Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	2.1 Governance Structure、4.1 Employee Profile	25、47	
405-2	Ratio of basic salary and remuneration of women to men	4.2 Compensation and Benefits	52	
	GRI 413 : Local Communities 2016			
413-2	Operations with significant actual and potential negative impacts on local communities	5.1 Social Participation	66	
	★ GRI 414 : Supplier Social Assessment 2016			
3-3	Management of material topics	3.2 Sustainable Supply Chain	37	
414-1	New suppliers that were screened using social criteria	3.2 Sustainable Supply Chain	39	
414-2	Negative social impacts in the supply chain and actions taken	3.2 Sustainable Supply Chain	40	
	★ GRI 418 : Customer Privacy 2016			
3-3	Management of material topics	1.4 Customer Service	19	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.4 Customer Service、2.4 Cybersecurity Protection	19、32	

Appendix 2

Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies - Climate-Related Information

Risks and opportunities posed by climate change to the Company and the relevant measures taken by and relevant countermeasures taken by the Company

No.	Item	Implementation	Page Number	Remarks
I	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	3.1 Climate-related Financial Disclosures	35	
II	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short-term, mid-term, and long-term).	3.1 Climate-related Financial Disclosures		
III	Describe the financial impact of extreme weather events and transformative actions.	3.1 Climate-related Financial Disclosures		
IV	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	3.1 Climate-related Financial Disclosures		
V	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	No current plans		
VI	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	No current plans		
VII	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	No current plans		
VIII	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	No current plans		
IX	Greenhouse gas inventory and assurance status	3.3 Energy and Greenhouse Gas Emissions	43	

Appendix 3

SASB Index

Topic of Disclosure	Code	Accounting Metric	Description	Page Number	Remarks
Greenhouse Gas Emissions	TC-SC-110a.1	Scope 1 of Greenhouse Gas Emissions	3.3 Energy and Greenhouse Gas Emissions	44	
		Total emissions from perfluorinated compounds	3.3 Energy and Greenhouse Gas Emissions	44	
	TC-SC-110a.2	"Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets"	3.3 Energy and Greenhouse Gas Emissions	44	
Energy Management in Manufacturing	TC-SC-130a.1	Total energy consumed	3.3 Energy and Greenhouse Gas Emissions	42	
		Percentage of energy consumption from purchased electricity	3.3 Energy and Greenhouse Gas Emissions	43	
		Percentage of energy consumption from renewable sources	Renewable energy has not yet been adopted.		
Water Management	TC-SC-140a.1	Total water withdrawn; percentage of each in regions with high or extremely high baseline water stress	3.4 Environmental Protection Measures	45	
		Total water consumed; percentage of each in regions with high or extremely high baseline water stress	3.4 Environmental Protection Measures	45	
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, and recycled percentage	3.4 Environmental Protection Measures	45	
Employees' Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	4.6 Occupational Health and Safety	61	
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee safety and health violations	No legal incidents related to violations of employees' health and safety regulations have occurred.		
Recruiting & Managing Global Skilled Workforce	TC-SC-330a.1	Percentage of employees that are foreign nationals	The proportion of foreign employees in 2024 is 0.45%.		
		Percentage of employees that are located offshore	The proportion of expatriate employees in 2024 is 0%.		
Product Life Cycle Management	TC-SC-410a.1	"Percentage of products by revenue that contain IEC 62474-declarable substances"	No products are directly produced that require reporting substances listed in the IEC 62474 Material Declaration List.		
	TC-SC-410a.2	System-level processor energy efficiency, divided into (1) servers, (2) desktop computers, (3) laptops	Not applicable to manufacturers of products other than these three categories.		

Topic of Disclosure	Code	Accounting Metric	Description	Page Number	Remarks
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	No use of critical materials, not applicable.		
Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Total monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	No legal lawsuits related to anti-competition regulations have occurred.		

Appendix 4

Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies -Sustainability Disclosure Indicators - Semiconductor Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Page Number	Remarks
I	Total energy consumption, percentage of purchased electricity, and utilization rate (renewable energy)	Quantitative	3.3 Energy and Greenhouse Gas Emissions	Gigajoules (GJ) , percentage (%)	42	
II	Total water withdrawn and total water consumption	Quantitative	3.4 Environmental Protection Measures	Thousand cubic meters (1,000m^3)	45	
III	Total weight of hazardous waste generated and percentage recycled	Quantitative	3.4 Environmental Protection Measures	Metric tons (t), percentage (%)	45	
IV	Types of, number of employees in and rate of occupational accidents	Quantitative	4.6 Occupational Health and Safety	Quantity, Percentage (%)	62	
V	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1)	Quantitative	3.4 Environmental Protection Measures	Metric tons (t), percentage (%)	45	
VI	Description of the management of risks associated with the use of critical materials	Qualitative Description	No use of critical materials, not applicable.	Not applicable		
VII	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	No legal disputes related to anti-competition regulations have occurred	Reporting currency		
VIII	Production by product category	Quantitative	1.1 Company Profile	Varies by product category	14	

Note 1：Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

Assurance Statement

LRQA Independent Assurance Statement

Relating to *Generalplus Technology Inc. Sustainability Report 2024* for the calendar year ending 31st December 2024

This Assurance Statement has been prepared for *Generalplus Technology Inc. Corp. (Generalplus)* in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by *Generalplus Technology Inc. Corp. (Generalplus)* to provide independent assurance on its 'sustainability report 2024' ("the report") against the *assurance criteria below* to a limited level of assurance *and materiality* using *LRQA's verification procedure. LRQA*'s verification procedure is based on current best practice, is in accordance with ISAE 3000 and *ISAE 3410* and uses the following principles of - inclusivity, materiality, responsiveness and reliability of performance data.

Our assurance engagement covered *GENERALPLUS*'s operations and activities in Taiwan and specifically the following requirements:

- Confirming that the report is in accordance with:
  - GRI Sustainability Reporting Standards (2021)
- Verifying conformance with:
  - GENERALPLUS's reporting methodologies for the datasets and information in the report

Our assurance engagement excluded the data and information of *GENERALPLUS*'s suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to *GENERALPLUS*. LRQA disclaims any liability or responsibility to others as explained in the end footnote. *GENERALPLUS*'s responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of *GENERALPLUS*.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that *GENERALPLUS* has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable performance data and information as no errors or omissions were detected
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing *GENERALPLUS*'s approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through interviews with external stakeholders and reviewing documents and associated records.
- Reviewing *GENERALPLUS*'s process for identifying and determining material issues to confirm that the right issues were included in their Report. We did this by benchmarking reports written by *GENERALPLUS* and its peers to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether *GENERALPLUS* makes informed business decisions that may create opportunities that contribute towards sustainable development.
- Auditing *GENERALPLUS*'s data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Reviewing supporting evidence to confirm the accuracy and reliability of the data and information in the Report.
- Interviewing middle and senior management remotely and on site
- Checking that the GRI index allows stakeholders to access sustainability performance indicators.

Note 1: Economic performance data was taken direct from the audited financial report by 3rd party.
Note 2: No source data was sampled and verified for accuracy and completeness.

Observations

Further observations and findings, made during the assurance engagement, are:

- Stakeholder inclusivity:
  We are not aware of any key stakeholder groups that have been excluded from GENERALPLUS's stakeholder engagement process. GENERALPLUS is committed to being accountable to its stakeholders. In our opinion GENERALPLUS have identified their stakeholder groups, engaged with them and then used this information to develop their sustainability vision, strategy, targets and key action plans.
- Materiality
  We are not aware of any material issues concerning GENERALPLUS's sustainability performance that have been excluded from the Report. GENERALPLUS has identified and evaluated its material issues by questionnaire and self-study from the GENERALPLUS CSR website and public available information. Risk assessment criteria have been agreed before the reporting to determine which sustainability issues are material and these appear appropriate.
- Responsiveness
  Processes were taken to respond to shareholders, government authorities, customers, employees, supplier and communities either by inclusion in this Report or through other communication channels.
- Impact
  Effects arising from GENERALPLUS's activities or business relationships has or could have on the economy, environment and society have been identified, and the impacts have been indicated the GENERALPLUS's contribution, negative or positive to sustainable development.
- Reliability
  The processes for collecting, aggregating and managing sustainability performance data and information were established. Effective implementation of these processes will ensure that GENERALPLUS reports reliable sustainability performance data.

LRQA's Recommendations

GENERALPLUS should:

- Negative impact on the economy, environment, and people result should be clearly documented when conducting topics impact review.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in*

accreditation or other forms of recognition and ISO/IEC 17021 *Conformity assessment – Requirements for bodies providing audit and certification of management systems* that are at least as demanding as the requirements of the International Standard on Quality Control and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Dated: 12 June 2025

LRQA Lead Verifier
On behalf of LRQA Group, Taiwan Branch
CIT, Unit F, No. 1, Yumen St., Zhongshan Dist., Taipei City 104027, Taiwan
LRQA Reference: TWN00000393/2024

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Generalplus Technology Inc.

2024 Sustainability Report