



General Plastic Industrial Co., Ltd.
2024 ESG Report

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Principles of Editing

This report is the eighth ESG report issued by General Plastic Industrial Co., Ltd. (hereinafter referred to as General Plastic or GPI). The chapter structure is organized into five major sections: “Sustainability Management and Social Responsibility,” “Integrity and Ethical Business Practices,” “Excellence in Quality and Global Recognition,” “Reducing Impacts and Protecting the Environment,” and “Dedicated Efforts in Integrating Human Resources,” disclosing the management and current status of corporate governance, economic, environmental, and social aspects of sustainable development.

GPI prepares this report with a rigorous attitude, continuously improving and reviewing the processes and scope of data collection, and enhancing the quality of data and information year by year. The report layout has also been continually refined to enable stakeholders to read clearly and efficiently. Through the publication of this report, GPI hopes stakeholders will gain a thorough understanding of the Company’s achievements in promoting corporate social responsibility and sustainable development, and that it will serve as the foundation for continuous communication and management in the future.

Scope of Report and Data Basis

This report mainly covers the economic, environmental, and social (people and human rights) performance and sustainability promotion efforts of General Plastic’s Taiwan operations (including the headquarters*, Plant 1, Plant 2, and Plant 3) from January 1, 2024 to December 31, 2024. Some content also includes examples before and after 2024. Among them, social welfare activities were planned and organized by the subsidiary JIOU FU CO., LTD. (Taichung Harbor Hotel), therefore the scope of social contribution information focuses on Taichung Harbor Hotel.

*Note: On June 16, 2024, the Company inaugurated and commenced operations at its newly constructed headquarters in the Minquan Section, Wuqi District.

Under the reporting principles of GRI, we emphasize further explanations of management approaches and provide in-depth responses to material topics to align more closely with stakeholder concerns. Meanwhile, information on non-material topics is described in the form of special topics to supplement areas where related issues are insufficient. Additionally, due to statistical errors in the 2023 water intake and water consumption data at Plants 2 and 3, the 2023 figures in the “4.3 Water Resource Management” section of this report have been restated.

The statistical data disclosed in this report are derived from the statistics and surveys conducted by General Plastic and presented using internationally recognized indicators. Where estimates are applied, they are noted in the relevant sections. Financial data are all based on consolidated financial statements audited and certified by Ernst & Young in accordance with International Financial Reporting Standards (IFRS) and expressed in New Taiwan dollars. All management systems are subject to periodic internal audits, and the ISO 9001 Quality Management System, ISO 14001:2015 Environmental Management System, ISO 14064-1:2018 Greenhouse Gas Inventory, and ISO 45001:2018 Occupational Health and Safety Management System have all been verified by third-party certification.

Principles and Guidelines for Report Preparation

This report has been prepared in accordance with the GRI Standards (2021 version) issued by the Global Sustainability Standards Board (GSSB), the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) Standards—Chemicals issued by the International Sustainability Standards Board (ISSB). Based on these guidelines and frameworks, this report discloses General Plastic’s relevant strategies, objectives, and concrete actions regarding material topics. Please refer to Appendix 1 for the GRI Content Index.

Editing, Review, and Assurance of the Report

The content of this report has been developed using a materiality analysis model to identify the degree of impact that each sustainability topic has on stakeholders across economic, environmental, and social (including people and human rights) dimensions. The analysis determines the material sustainability topics and their prioritization, which serve as the basis for disclosure. The editing, review, assurance, and issuance stages are as follows:

1 Editing	The initial draft is compiled and edited by members of each functional task force within the Sustainability Office and subsequently revised and reviewed by the corporate governance, social, and environmental task forces.
2 Review	The revised and reviewed ESG Report is submitted to the head of the Sustainability Office for approval and then presented to the Chairman of the Board.
3 Assurance	This report has been verified by Bureau Veritas Certification (Taiwan) Co., Ltd., using AA1000AS v3, Type I, Moderate Assurance Level. The assurance confirmed that the disclosed information aligns with the four principles of Inclusivity, Materiality, Responsiveness, and Impact. Please refer to Appendix 2 for the Independent Assurance Statement issued by Bureau Veritas Certification (Taiwan) Co., Ltd.
4 Publication	The verified report is submitted to the most recent Board of Directors meeting (August 2025) for discussion and, upon approval by resolution of the Board, officially released.

Publication Schedule and Contact Information

General Plastic compiles and publishes a ESG Report on a regular annual basis (current version: issued in August 2025) and simultaneously discloses related information in the “ESG Report” section of the Company’s official website.

If you have any questions or suggestions regarding this report, please feel free to contact us at:

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GPI ESG Report



GPI Website

Message from Management

Looking back at 2024, the global economy was filled with challenges, with multiple risks intertwined and trade dynamics remaining complex and fragile. Global economic slowdown, geopolitical conflicts, political unrest, trade protectionism, and uncertainties in a year of worldwide elections all undermined market confidence and posed severe tests to the resilience of global supply chains.

Nevertheless, in the face of such a challenging external environment, General Plastic remained committed to sustainable development. We continued to dedicate efforts and advance in multiple aspects of Environmental, Social, and Governance (ESG), striving to create long-term value for all stakeholders.

Environmental

Focusing on climate change and environmental sustainability issues, and incorporating them into the Company's development strategy.

Green Transformation: Actively promoting related products to reduce carbon emissions and environmental impact.

Eco-friendly Products: Continuously evaluating and introducing environmentally friendly products to respond to the growing trend of green consumption.

Circular Economy Model: Launching a circular economy sales model in Europe, moving toward the goal of carbon reduction and net zero.

Social

Emphasizing relationships with all stakeholders, including employees, customers, suppliers, and the community.

Supply Chain Management: Strengthening supply chain relationships with upstream suppliers and downstream customers to deliver products and services with higher added value.

Customer Satisfaction: Adhering to the quality policy of "Quality-Driven, Customer-Oriented" to pursue continuous improvement in product and service quality.

Employee Development: Fulfilling the management philosophy of "Doing everything possible to make our products the most favored in the market; dedicating ourselves fully to ensure that everyone's work receives absolute respect."

Governance

Committed to building a sound corporate governance framework to ensure steady operations and sustainable growth.

Stable Operations: Despite external challenges, General Plastic demonstrated resilience in 2024, with consolidated revenue increasing by 3.68% compared to the previous year.

Innovative Development: Continuously investing in research and development, with consolidated R&D expenses in 2024 increasing by 13.66% compared to the previous year.

Risk Management: Closely monitoring external challenges such as the localization of global supply chains, intensified market competition, and rapid industry transformation, while leveraging flexibility and innovative strategies to steadily expand market presence.

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Jack Wang



1 Sustainability Management and Social Responsibility

1.1 About GPI



General Plastic Industrial Co., Ltd.

Date of Establishment	July 12, 1978
Listing Date	June 16, 2003
Market/Stock Code	Publicly Listed Company / 6128
Industry Category	Computer and Peripheral Equipment Industry
Main Business Activities	OPC drum gears, toner cartridges, and other peripheral components and consumables for office equipment
Paid-in Capital	NT\$1.276 billion (end of 2024)
Chairman	Mr. Jack Wang
President	Mr. Jerry Wang
Number of Employees	506 (end of 2024)
Net Sales (Parent Company Only, 2024)	NT\$1,537,537 thousand
Total Production Volume (Parent Company Only, 2024, in thousand units):	Color copier cartridges: 9,301 Color printer cartridges: 950 Monochrome copier cartridges: 1,592 Monochrome printer cartridges: 1,494 Precision gears for OPC drums: 6,318 Others (components of toner cartridges): 12,592
Operating Locations	Headquarters: No. 2, Ziqiang Rd., Wuqi Dist., Taichung City Plant 1: No. 50, Ziqiang Rd., Wuqi Dist., Taichung City Plant 2: No. 517, Sec. 1, Gangbu Rd., Wuqi Dist., Taichung City (merged into Plant 1 in February 2024) Plant 3: No. 498, Sec. 1, Yongxing Rd., Wuqi Dist., Taichung City
Membership in Associations	General Plastic is a regular member of the Taichung Panshi Club, Guanlian Industrial Park Manufacturers Association, Greater Taichung Nurses

Association, Taiwan Association of Occupational Health Nurses (TAOHN), and the Institute of Internal Auditors.

Corporate Commitments

- | | |
|--|---|
| <ul style="list-style-type: none"> ● Comply with laws and business ethics to maintain sound corporate governance. ● Provide employees with a healthy, safe, and enjoyable working environment, along with fair compensation and benefits. ● Implement energy conservation and carbon reduction by promoting energy-saving and low-consumption processes to mitigate environmental impacts. ● Extend corporate social responsibility to the supply chain to foster a sustainable environment. | <ul style="list-style-type: none"> ● Encourage employees to participate in social welfare activities and care for the community. ● Continuously create corporate value and enhance shareholder equity. ● Strengthen corporate social responsibility disclosure and improve transparency. |
|--|---|

General Plastic Industrial Co., Ltd. was established in 1978, specializing in the research, development, and manufacturing of consumables for laser printers and copiers. It is the only company in Taiwan with the capability to design and develop both toner cartridges and precision gears for OPC (Organic Photo-Conductor) drums. With the English name GPI (General Plastic Industrial Co., Ltd.), the Company has gained worldwide recognition in the industry. Its diverse and stable product lines allow customers to make one-stop purchases, positioning GPI as one of the leading suppliers of empty toner cartridges, accessories, and precision gears for OPC drums used in copiers, laser printers, and multifunction digital printers.

The Company's core operations include the research and development, patent acquisition, production, assembly, and sales of cartridges and consumables for various office machine brands. Its primary products include cartridges and consumables for copiers, printers, and OPC drum gears. Customers mainly consist of global toner manufacturers, regional distributors, and channel partners.

GPI has earned customer trust through superior quality and continues to fulfill its corporate commitments and philosophy with passion, striving to create value for shareholders, employees, and society, and working diligently toward sustainable operations. For details on GPI's corporate philosophy, business vision, and milestones, please refer to the "[About GPI](#)" section of the Company's official website.



About GPI



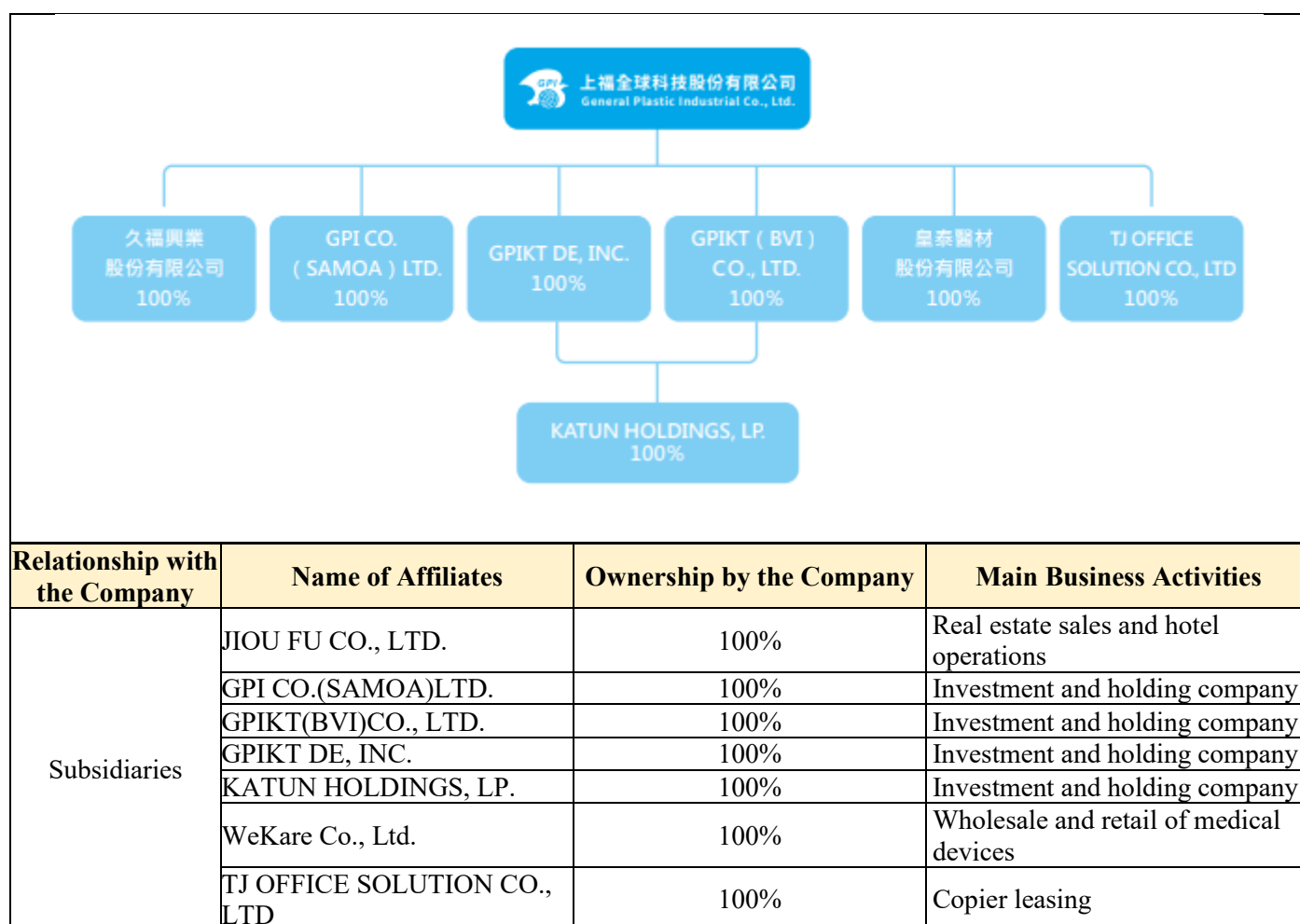
GPI was honored by the Ministry of Economic Affairs as one of the 7th Potential Mittelstand Enterprise.

Organization Chart of Affiliates

2-2 Entities Included in the ESG Report (Data provided by: Finance Department / Ms. Shu-You Hu)

The 2024 consolidated financial statements include the following subsidiaries. For detailed information, please refer to the “2024 Affiliation Reports” publicly disclosed on the Market Observation Post System (MOPS) of the Taiwan Stock Exchange.

The disclosure scope of this ESG Report primarily covers General Plastic’s Taiwan operations (including the headquarters, Plant 1, Plant 2, and Plant 3), and does not include subsidiaries in the consolidated financial statements. However, the financial data disclosed are consistent with the consolidated financial statements.

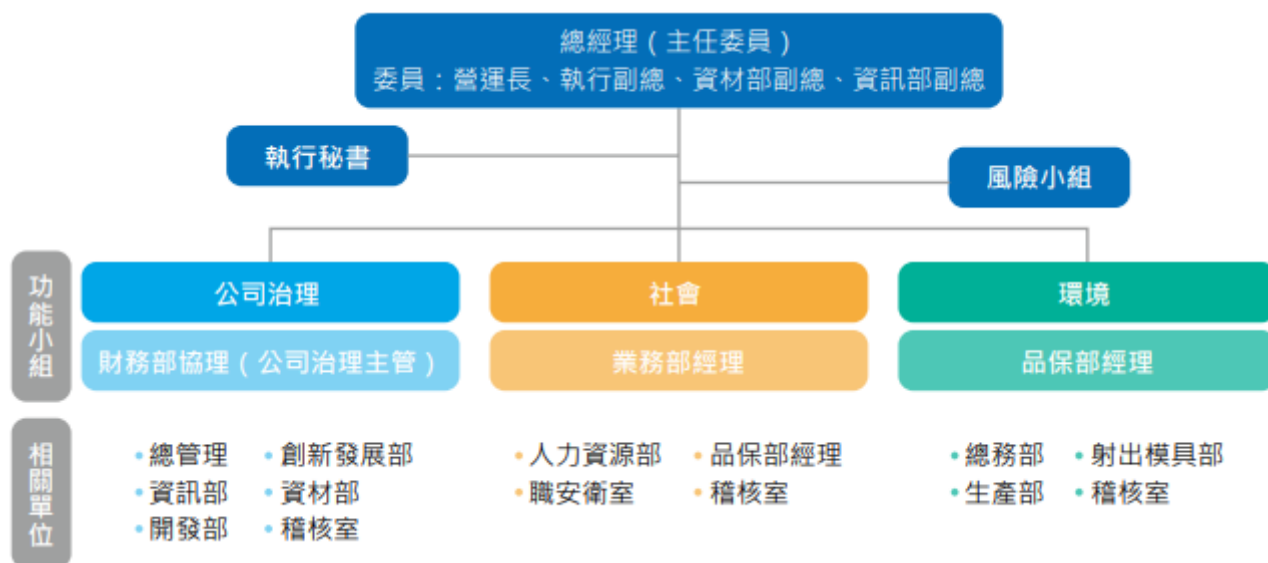


1.2 Sustainability Management and Promotion

To implement and practice “corporate sustainable development,” General Plastic established the Sustainability Office in January 2025 after approval by the Chairman. At the same time, the “Sustainability Office Organizational Regulations” were formulated and enacted upon the Chairman’s approval to serve as

the guideline for promoting sustainability affairs. The Sustainability Office functions as the primary decision-making and implementation unit for the Company's sustainability operations. It is composed of the President, senior executives of relevant departments, and other designated members. The organization of the Sustainability Office includes a Chairperson (Convener), committee members, an Executive Secretary, a Risk Task Force, and several functional task forces, including the Corporate Governance Task Force, Social Task Force, and Environmental Task Force.

Organizational Chart of the Sustainability Office



President (Chairperson)

Committee Members: Chief Operating Officer, Executive Vice President, Vice President of Materials, Vice President of Information Technology

Executive Secretary

Risk Task Force

Functional Task Forces

Corporate Governance: Associate Manager of Finance Department (Chief Corporate Governance Officer)

Social: Manager of Sales Department

Environmental: Manager of Quality Assurance Department

Relevant Departments

General Management Department

Information Technology Department

R&D Department

Innovation and Development Department

Materials Department

Audit Office

Human Resources Department

Occupational Safety and Health Office

Manager of Quality Assurance Department

Audit Office

General Affairs Department

Production Department

Injection Molding Department

Audit Office

<p style="text-align: center;">Main Tasks of the Sustainability Office</p> <ul style="list-style-type: none"> ■ Formulate goals and strategies for corporate sustainable development. ■ Promote and supervise corporate sustainable development initiatives. ■ Review outcomes of corporate sustainable development initiatives. ■ Handle other matters related to corporate sustainable development. ■ Review the content of the ESG Report. 	
<p style="text-align: center;">Responsibilities and Task Description</p>	
<p><u>Chairperson (Convener): Served by the President</u></p> <ul style="list-style-type: none"> ■ Responsible for ensuring the Company's policies on sustainable development. ■ Ensure that plans and practices are effectively managed and supervised. ■ Promote corporate sustainable development and social responsibility. 	
<p><u>Committee Members: Served by senior managers or executives at Vice President level and above</u></p> <ul style="list-style-type: none"> ■ Responsible for formulating corporate sustainable development policies. ■ Supervise the Sustainability Office in implementing various policies. ■ Oversee the preparation of the ESG Report and disclosure of relevant sustainability information. 	
<p><u>Executive Secretary: Appointed by the Convener</u></p> <ul style="list-style-type: none"> ■ Coordinate meeting arrangements, minutes, and other related tasks of the Sustainability Office. ■ Assist each functional task force in compiling and submitting the Company's annual sustainable development plan. ■ Support each functional task force in promoting and tracking the implementation of sustainability-related initiatives. 	<p><u>Risk Task Force: Comprised of executives at Vice President level and above</u></p> <ul style="list-style-type: none"> ■ Responsible for conducting the Company's risk assessments and promoting related activities. ■ Assist each functional task force in executing risk assessments and formulating annual risk improvement plans. ■ Consolidate risk assessment results, submit them to the Convener for approval, and maintain records. ■ Establish the Company's risk assessment system and operating procedures.
<p><u>Functional Task Forces: Chaired by executives at Director level and above, appointed by the Convener according to business relevance. Each task force chair may designate department heads as members to jointly execute policies.</u></p> <ul style="list-style-type: none"> ■ Task force chairs are responsible for supervising operations, assisting members in management, and driving implementation of plans; task force members shall support the chairs in executing policies and achieving objectives. ■ Set goals, execute, and report on sustainable development work plans, and submit regular reports to the committee members. ■ Conduct risk assessments and, based on the results, formulate annual plans and ensure implementation of various programs. ■ Collect, provide, and consolidate information submitted by departments for compiling the ESG Report or other sustainability disclosures. ■ Coordinate and handle sustainability-related business of the Company. 	

| Operation of the Sustainability Office

In principle, the Sustainability Office convenes one meeting each year to review the execution goals and outcomes of sustainability issues submitted by each functional task force. Resolutions are assigned by the Executive Secretary to the respective task forces for implementation. In 2025, one meeting was held to discuss the following topics: “Selection of Material Topics for the 2024 ESG Report” and “Selection of Major Climate Risks and Opportunities for the 2024 ESG Report.” Both resolutions were approved as proposed.

| Summary of Key Items Reported to the Board of Directors

In 2024, sustainability-related implementation matters were primarily reported to the Board of Directors by the Board Office. Starting in 2025, this responsibility has been adjusted such that the Executive Secretary of the Sustainability Office (Board Office) will report to the Board of Directors at least once a year. The main reporting items are as follows:

Meeting Date		Summary of Agenda Items
2024	January 16	<ul style="list-style-type: none"> According to the Sustainable Development Roadmap, reported on the planning schedule for greenhouse gas inventories and verification for the parent company and subsidiaries.
	May 10	<ul style="list-style-type: none"> According to the Sustainable Development Roadmap, reported on the planning schedule for greenhouse gas inventories and verification for the parent company and subsidiaries. ESG Report (2023): Report on identification and management of material topics, stakeholder identification and engagement, and climate risk identification.
	August 14	<ul style="list-style-type: none"> According to the Sustainable Development Roadmap, reported on the planning schedule for greenhouse gas inventories and verification for the parent company and subsidiaries. Following the Board resolution, the Company issued the 2023 ESG Report, which was completed and filed on August 29, 2024.
	November 11	<ul style="list-style-type: none"> According to the Sustainable Development Roadmap, reported on the planning schedule for greenhouse gas inventories and verification for the parent company and subsidiaries.
2025	January 16	<ul style="list-style-type: none"> Report on the Company’s corporate governance operations in 2024, practices in ethical corporate management, and the implementation of sustainable development.

		<ul style="list-style-type: none"> According to the Sustainable Development Roadmap, reported to the Board on the planning schedule for greenhouse gas inventories and verification for the parent company and subsidiaries, with quarterly monitoring.
	May 9	<ul style="list-style-type: none"> According to the Sustainable Development Roadmap, reported to the Board on the planning schedule for greenhouse gas inventories and verification for the parent company and subsidiaries, with quarterly monitoring. ESG Report (2024): Report on identification and management of material topics and climate risk identification.

Note: No critical or material incidents occurred in 2024.

1.3 Identification and Management of Material Topics

| Process for Identifying Material Topics

General Plastic referenced the disclosure principles of GRI 3: Material Topics 2021 and adopted the EU's principle of double materiality to conduct the material topics assessment process. The assessment considered both "the actual or potential negative impacts (or positive impacts) of GPI's business activities on the external economy, environment, and society (including people and human rights)" and "the degree of influence each sustainability topic may have on GPI." Members of the Sustainability Office's functional task forces and external sustainability consultants convened a "Material Topics and Stakeholder Identification Meeting" to analyze and identify the material topics and establish management approaches. The related management practices were disclosed in the ESG Report to ensure effective communication with stakeholders.

Process for Determining Material Topics

Step 1 Understand Organizational Context	<p>Collected 18 sustainability topics from the following sources: GRI Standards topic standards, Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies for the computer and peripheral equipment industry, Task Force on Climate-related Financial Disclosures (TCFD), SASB Standards for the chemicals industry, ESG rating agencies (MSCI, DJSI), sustainability topics from peer companies' reports, and recommendations from sustainability consultants.</p> <p>Note: As of May 2025, there are no GRI industry standards for the computer and peripheral equipment industry.</p>
Step 2 Identify Actual and Potential Impacts	<p>Members of the Sustainability Office's functional task forces and sustainability consultants convened a "Material Topics and Stakeholder Identification Meeting" to assess each of the 18 sustainability topics, evaluating both external (economic, environmental, and social) and internal (impact on GPI) actual or potential negative impacts (or positive impacts).</p>

	<ul style="list-style-type: none"> ● Actual negative impacts were assessed based on severity; potential negative impacts were assessed based on severity and likelihood. ● Actual positive impacts were assessed based on significance; potential positive impacts were assessed based on significance and likelihood. ● A scoring scale from 1 to 5 was adopted, ranging from very low impact (score 1) to very high impact (score 5). ● Affected stakeholders: each sustainability topic was assessed in terms of the individuals or groups potentially impacted. <p>Note: “Severity” considers scale, scope, and irremediable nature; “Likelihood” considers probability or frequency of occurrence; “Significance” considers the scale and scope of impact.</p>
Step 3 Assess Impact Significance	<ul style="list-style-type: none"> ● Negative impact score = external negative impact × internal negative impact. ● Positive impact score = external positive impact × internal positive impact. ● The 18 sustainability topics were ranked based on negative impact and positive impact scores, serving as a reference for determining material topics.
Step 4 Determine Material Topics	<ul style="list-style-type: none"> ● Based on the impact significance ranking results, after discussions between the Sustainability Office’s functional task force members and sustainability consultants, the top 50% of scores (7 sustainability topics) were selected as preliminary material topics. ● These 7 preliminary material topics were further discussed by the Sustainability Office’s Risk Task Force and, upon approval by resolution of the Sustainability Office, were designated as the material topics for the 2024 ESG Report.
Step 5 Management Approach and Response	For the 7 approved material topics, 7 corresponding management approaches were established. These were disclosed in the ESG Report and reported to the Board of Directors on May 9, 2025.

18 Sustainability Topics

Governance (G)	Social (People and Human Rights) (S)	Environmental (E)
Economic Performance	Talent Attraction and Retention	Climate Change Response
Ethical Corporate Management	Occupational Health and Safety and Emergency Response	Raw Material Reduction Management
Innovation and R&D	Training and Education	Water Resource Management
Intellectual Property Rights (IPR) Management	Human Rights Management	Waste Management
Privacy and Information Security	Product Health and Safety	
Sustainable Supply Chain Management	Customer Relationship Management	

	Community Relations	
	Brand Image	

Note: Differences in sustainability topics compared to the previous year:

1. “Taxation” was incorporated into “Economic Performance”; “Biodiversity” was incorporated into “Community Relations”; and “Labor Relations” was incorporated into “Human Rights Management.”
2. “Risk Management” has been designated as part of the Company’s routine operational management and was therefore excluded from the sustainability topics.

Ranking of Sustainability Topics by Impact Significance

Determination of Material Topics	Negative Impact Scores								Sustainability Topics	Positive Impact Scores															
Material Topics									Intellectual Property Rights (IPR) Management																
									Talent Attraction and Retention																
									Customer Relationship Management																
									Innovation and R&D																
									Occupational Health and Safety and Emergency Response																
									Economic Performance																
									Privacy and Information Security																
Secondary Topics									Brand Image																
									Ethical Corporate Management																
									Product Health and Safety																
									Climate Change Response																
									Raw Material Reduction Management																
									Sustainable Supply Chain Management																
									Training and Education																
									Human Rights Management																
									Waste Management																
									Water Resource Management																
									Community Relations																

Note: Differences in material topics compared to the previous year: “Ethical Corporate Management” and “Brand Image” have been adjusted to secondary topics.

Management of Material Topics

Management Approaches	Material Topic	Importance and Management Purpose	Corresponding Standards	Corresponding Chapter
Economic Performance	Economic Performance	Economic performance is one of the critical factors for corporate sustainability. By strengthening the core management team, integrating synergies, collaborating in operations, expanding revenue sources, and improving cost efficiency, the Company aims to increase revenue and net profit to reward shareholders, becoming the preferred choice of end consumers beyond OEMs.	【GRI】Economic Performance: 201-1	2.2 Stable Operations

Management Approaches	Material Topic	Importance and Management Purpose	Corresponding Standards	Corresponding Chapter
Innovation and R&D	Innovation and R&D	In response to the global emphasis on the circular economy, GPI leverages its core technologies and years of accumulated design experience and expertise to enhance product added value. The Company is committed to providing the market with high-quality products, ensuring effective resource circulation, and reducing the environmental footprint of its products.	【GRI】Materials:301-2	3.1 Diversified Products and Customized Services
Patent	Intellectual Property Rights (IPR) Management	In the office equipment consumables market, patents are largely dominated by major brands. Intellectual property rights are therefore an indispensable key to securing a position in the market and represent an essential component of sustainable operations. Through patent search, design-around strategies, applications, and protections, the Company enhances product competitiveness, creates value for itself and its customers, avoids infringement, and improves gross profit and market competitiveness.	Self-defined topic	3.2 R&D and Patents
Customer Relationship Management	Customer Relationship Management	By building an overall brand impression through product quality and marketing strategies, GPI differentiates itself, defines market segments, and raises brand awareness. Effective management of the Company's brand and sustainability image helps maintain a solid reputation and increases customer loyalty.	【DJSI – Computers, Peripherals, and Office Electronics】 Customer Relationship Management	3.3 Customer Relations and Supplier Management
Privacy and Information Security	Privacy and Information Security	General Plastic has established a top-down principle that “Information Security is Everyone's Responsibility” to promote privacy protection among all employees. The Company strives to minimize the potential impact of information security incidents, fulfilling its commitment to protecting customer privacy and personal data while creating a secure and service-oriented information security environment.	【GRI】Customer Privacy: 418-1	3.3 Customer Relations and Supplier Management
Talent Attraction and Retention	Talent Attraction and Retention	General Plastic regards employees as the Company's most valuable assets. To attract and retain talent while safeguarding employee rights and benefits, the Company upholds the principles of human rights and gender equality and emphasizes comprehensive employee welfare to foster harmonious labor relations. In compliance with the Labor Standards Act and Regulations for Implementing Labor-Management Meeting, regular labor-management meetings are held, and multiple communication channels are established to promote harmony and create a win-win relationship between the Company and its employees.	【GRI】Economic Performance: 201-3 【GRI】Market Presence: 202-1, 202-2 【GRI】Employment: 401-1~401-3 【GRI】Diversity and Equal Opportunity: 405-1、405-2 【MSCI – Computer Hardware, Storage, and Peripherals】Human Capital Development 【DJSI – Computers, Peripherals, and Office Electronics】Human Capital Development	5.1 Workforce Composition 5.2 Employee Rights and Benefits
Occupational Health and Safety	Occupational Health and Safety and Emergency Response	Since its establishment, the Company has deeply recognized that employees and partner suppliers are the most important assets in sustainable development. Therefore, throughout product R&D, manufacturing, testing, and sales processes,	【GRI】Occupational Health and Safety: 403-1~403-10 【SASB – Chemicals】	5.3 Safe Workplace

Management Approaches	Material Topic	Importance and Management Purpose	Corresponding Standards	Corresponding Chapter
		compliance with occupational health and safety regulations and other related requirements is essential. Continuous improvements in occupational health and safety are implemented to prevent unsafe behaviors, environments, and equipment, reduce occupational hazards, and fulfill the responsibility of safeguarding employees' health and safety.	Employee Health and Safety 【SASB – Chemicals】 Occupational Health and Emergency Response 【TWSE – Computers and Peripheral Equipment Industry】Sustainability Disclosure Indicators – No. 4	

1.4 Stakeholder Identification and Communication

| Key Stakeholders of General Plastic

The Company identifies stakeholders with significant influence on GPI by referencing the five principles of the AA1000 Stakeholder Engagement Standards (SES)—Dependence, Responsibility, Influence, Diverse Perspectives, and Tension. At the same time, the definition of stakeholders under the GRI Standards (2021 version) was adopted, while evaluating the individuals or groups potentially affected by each sustainability issue. In 2024, GPI's key stakeholders were identified as seven categories: employees, shareholders/investors, customers, suppliers/contractors, government/regulatory authorities, distributors/dealers, and financial institutions.



| Key Stakeholders' Concerns and Communication Channels

General Plastic is committed to establishing transparent and effective communication channels, listening to feedback from all stakeholders.

The following outlines the key stakeholders' concerns and methods of interaction:

Key Stakeholders, Concerns, and Communication Channels of General Plastic

Stakeholder	Significance to GPI	Key Concerns	Communication Channels/Frequency	2024 Communication Performance
Employees	Employees are the Company's most important asset. Promoting labor-management harmony is essential to achieving mutual growth and development.	Labor/Management Relations Economic Performance Intellectual Property Rights Employment Corporate Governance	1. Labor-management meetings / quarterly 2. Department meetings / ad hoc 3. Welfare committee meetings / ad hoc 4. Employee suggestion box / real-time 5. Internal communication channels / ad hoc	1. 4 labor-management meetings 2. 33 employee interviews 3. 6 welfare committee meetings 4. 243 department meetings 5. 12 management meetings

Key Stakeholders, Concerns, and Communication Channels of General Plastic

Stakeholder	Significance to GPI	Key Concerns	Communication Channels/Frequency	2024 Communication Performance
		Occupational Health and Safety and Emergency Response	6. Sustainability issue surveys / ad hoc 7. Contact: Occupational Safety and Health Office / Specialist Chen Email: andychen@gpi.com.tw	
Shareholders / Investors	Shareholders are the foundation of GPI's existence. The General Meeting of Shareholders is the highest statutory body for determining corporate development.	Business Performance Ethical Corporate Management Risk Management Compliance with Laws and Regulations	1. Annual General Shareholders' Meeting / annually 2. Market Observation Post System (MOPS) disclosures / real-time 3. Telephone and correspondence / ad hoc 4. Company website / ad hoc 5. Board of Directors meetings / quarterly 6. Investor conferences / annually 7. Monthly revenue announcements / monthly 8. Sustainability issue surveys / ad hoc 9. 【Shareholder】Contact: General Management Office / Executive Vice President Huang Email: gpinews@gpi.com.tw 10. 【Investor】Contact: Finance Department / Vice President Huang Email: ir@gpi.com.tw	1. 1 General Shareholders' Meeting 2. 35 material information disclosures 3. Shareholders raised significant issues via telephone; all were addressed, with 2 responses by letter 4. 6 Board meetings 5. 1 investor conference 6. 12 monthly consolidated revenue announcements 7. Publication of 2024 quarterly financial statements and the 2023 annual report
Customers	Understanding customer satisfaction with the Company's products and services enhances competitiveness and reflects the Company's core value.	Economic Performance Market Presence Indirect Economic Impacts Compliance with Laws and Regulations Customer Health and Safety	1. Email, telephone, instant messaging / real-time 2. Sales visits / ad hoc 3. Customer satisfaction surveys / annually 4. New product launches / real-time 5. Sustainability issue surveys / ad hoc 6. Contact: Sales Department / Vice President Chen Email: sales@gpi.com.tw	1. 17 customer visits 2. 1 customer satisfaction survey (score: 36.82 points) 3. 12 product catalog emails sent
Suppliers / Contractors	Suppliers and contractors provide quality raw materials and reliable services, making them key partners for GPI.	Anti-corruption Anti-competitive Behavior Supplier Environmental Assessment Forced or Compulsory Labor Corporate Governance	1. Email, telephone, face-to-face meetings / real-time 2. New supplier evaluations / once per new supplier 3. Declarations / semiannually 4. Supplier quality evaluations / monthly 5. Supplier conferences / ad hoc 6. Sustainability issue surveys / ad hoc 7. Contact: Materials Department / Manager Liu Email: gim@gpi.com.tw	1. 4 new supplier evaluations 2. 131 supplier declarations of restricted environmental substances submitted 3. 12 supplier quality evaluations conducted

Key Stakeholders, Concerns, and Communication Channels of General Plastic

Stakeholder	Significance to GPI	Key Concerns	Communication Channels/Frequency	2024 Communication Performance
Government / Regulatory Authorities	Government authorities are the enforcers of laws and regulations, and GPI operates in full compliance with the latest legal requirements.	Labor/Management Relations Climate Action and Net Zero Energy Management Waste Management Water Resource Management Compliance with Laws and Regulations	<ol style="list-style-type: none"> Official correspondence / ad hoc Market Observation Post System / real-time Interviews and visits / ad hoc Participation in seminars and workshops / ad hoc Telephone, email, electronic communication platforms / real-time Company website / real-time Sustainability issue surveys / ad hoc Contact: Board Office / Specialist Huang Email: esg@gpi.com.tw 	<ol style="list-style-type: none"> 269 official documents received and issued Participation in 6 regulatory briefings, including “2024 TWSE Listed Companies Business Briefing,” “2024 Insider Shareholding Trading Compliance Seminar,” and “2024 Insider Trading Prevention Briefing”
Distributors / Dealers	Distributors and dealers expand sales channels, scale up operations, and increase GPI’s market share.	Intellectual Property Rights Corporate Governance Labor/Management Relations Anti-competitive Behavior Customer Privacy	<ol style="list-style-type: none"> Email, telephone / real-time Sales visits / ad hoc Sustainability issue surveys / ad hoc Conference calls / ad hoc Contact: Sales Department / Vice President Chen Email: sales@gpi.com.tw 	<ol style="list-style-type: none"> 10 sales visits 22 conference calls
Financial Institutions	Financial institutions provide financial and capital support to GPI.	Financial Performance Product Innovation and R&D Ethical Corporate Management Sustainable Products and Services	<ol style="list-style-type: none"> Banking visits / ad hoc Contact: Finance Department / Treasury Section, Manager Huang Email: gpico@gpi.com.tw 	<ol style="list-style-type: none"> Maintained close relationships with banks and secured required loan facilities

2 Integrity and Ethical Business Practices

Economic Performance Management Approach

Material Topic	Economic Performance
Commitments and Policies	<p>Respect for intellectual property to drive value creation</p> <p>Sharing profits through vertical integration</p> <p>Anchored in Taiwan, reaching global markets</p> <p>Developing talent to achieve sustainable growth</p>
Description of Positive/Negative Impacts and Remedial Measures	<p>Positive Impact: In 2024, GPI achieved revenue growth and inaugurated its new headquarters in the second quarter. This not only optimized the working environment but also created additional opportunities for local talent recruitment and employment.</p> <p>Negative Impact: Increasingly stringent regulatory requirements, coupled with the inauguration of the new headquarters and external factors such as fluctuations in NT dollar interest rates, inflation, and international conflicts, have led to higher operating costs and expenses.</p> <p>Remedial Measures: In daily operations, GPI continuously monitors market interest rate trends and makes necessary financial adjustments. Given the NT dollar's high volatility, the Company also evaluates the use of appropriate hedging tools to mitigate the impact of exchange rate fluctuations. Furthermore, in response to changes in external conditions, the Company adopts flexible inventory adjustments and appropriately adjusts product pricing to reduce the effects of inflation on raw material costs and profitability.</p>
Management Evaluation Mechanisms	<ul style="list-style-type: none"> GPI and its subsidiaries prepare annual budgets, hold monthly management meetings, and compile quarterly and annual financial reports for disclosure and review of operating results. Beginning in 2025, quarterly budget review meetings will be held to analyze variances between actual expenditures and budget allocations.
Specific Actions in 2024	<ul style="list-style-type: none"> Promoted dual-brand operations of Katun and Cartridge Web. Strengthened cooperation with OEM brands. Continued expansion of eco-friendly product lines. Deepened collaboration with toner manufacturers and chip suppliers. Conducted evaluations of innovative business opportunities.
2024 Targets	
<ul style="list-style-type: none"> Achieve stable growth in revenue and gross profit. 	<ul style="list-style-type: none"> (Achieved) Consolidated revenue of NT\$5,510,033 thousand, an increase of NT\$195,506 thousand compared to the previous year. (Achieved) Operating gross profit of NT\$2,290,160 thousand, an increase of NT\$79,477 thousand compared to the previous year.

Short-term Goals	Medium- to Long-term Goals
<ul style="list-style-type: none"> ● Maintain stable cash flow to ensure sufficient operating capital. ● On the basis of existing product lines, continue expanding the green product portfolio in the European market to strengthen local market influence. In 2025, develop new products tailored to the needs of European and American markets, broaden product lines, and enhance market coverage and competitiveness. At the same time, actively expand in the Asia-Pacific region by developing new customers and reinforcing market penetration. 	<ul style="list-style-type: none"> ● Maintain stable cash flow to ensure sufficient operating capital. ● Increase the use of eco-friendly materials in product raw materials and plan cross-disciplinary applications such as carbon fiber by-products and medical materials. ● Continuously optimize the global market layout, consolidate leadership in Europe and the United States, and further expand in the Asia-Pacific region. Proactively develop emerging markets and new customers, enhance adaptability and brand influence by providing comprehensive product offerings, and deepen the green product portfolio to strengthen brand competitiveness in global markets. ● Focus on building strong partnerships and expanding the customer base to ensure the Company's long-term and stable growth.

2.1 Corporate Governance

| Corporate Governance Structure

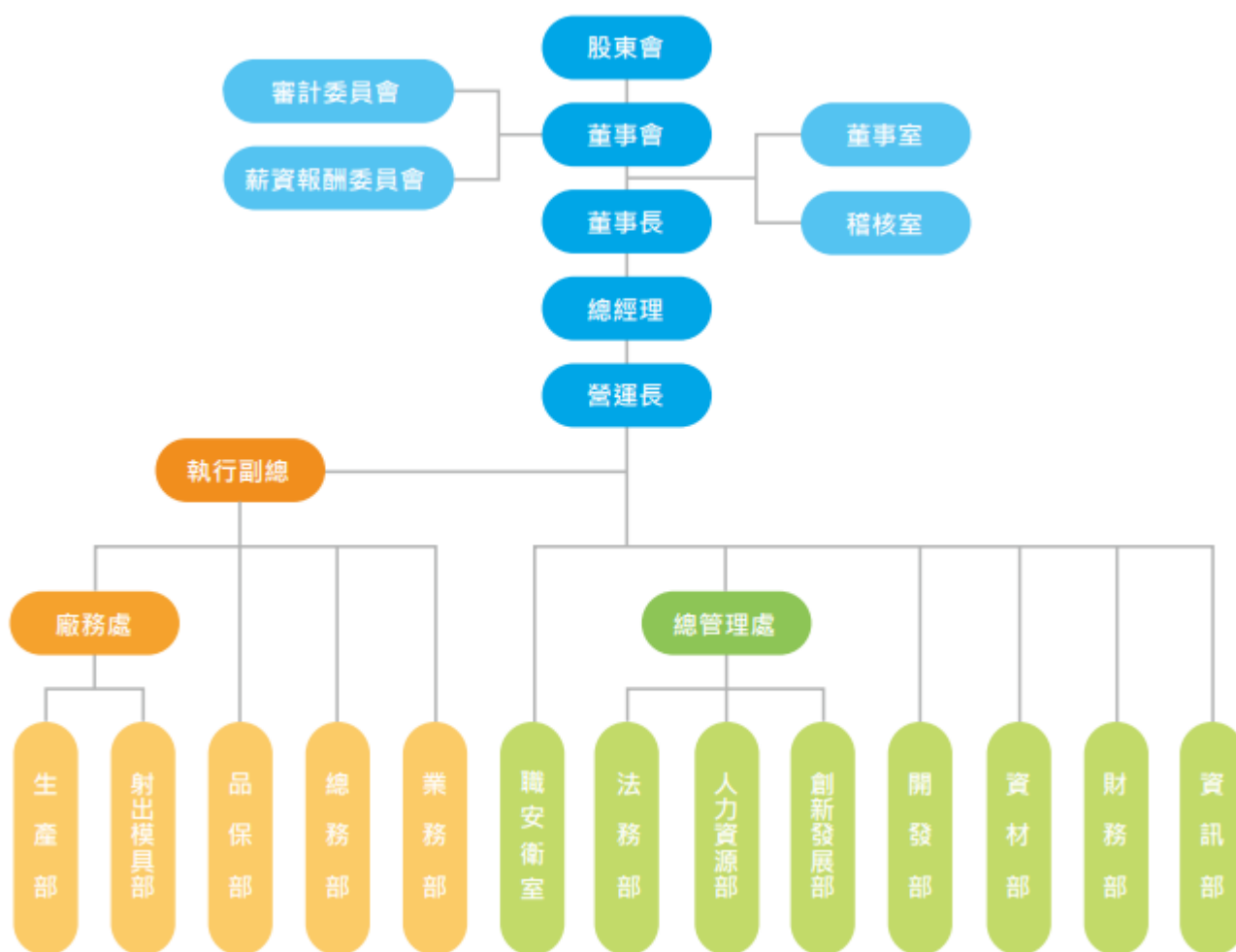
General Plastic establishes its corporate governance structure and practices in accordance with the Company Act, Securities and Exchange Act, and other relevant laws and regulations of the Republic of China. The Company's governance organization comprises the Board of Directors and functional committees (namely the Compensation Committee and the Audit Committee; please refer to this chapter for the composition and operations of the functional committees).

The Board of Directors is the highest governance body and decision-making center, responsible for overseeing the overall business performance of the Company, guiding corporate strategy, supervising management, and being accountable to the Company and its shareholders. It ensures compliance with corporate governance processes and arrangements, exercises authority in accordance with laws, the Articles of Incorporation, or resolutions of the Shareholders' Meeting, manages existing and potential risks, and is committed to maximizing shareholder value. For the important internal regulations of the Company adopted and implemented by the Board of Directors, please refer to the Company's official website: Corporate Governance – Important Internal Regulations (<https://www.gpi.com.tw/governance-6.html>)



Organizational Structure of GPI

上福全球公司組織圖



Shareholders' Meeting / Audit Committee / Compensation Committee / Board of Directors / Board Office / Audit Office
Chairman / President / Chief Operating Officer / Executive Vice President / Plant Affairs Division / Production
Department / Injection Molding Department / Quality Assurance Department / General Affairs Department / Sales
Department / Occupational Safety and Health Office / General Management Office / Legal Department / Human
Resources Department / Innovation and Development Department / R&D Department / Materials Department /
Finance Department / Information Technology Department

Composition and Operation of the Board of Directors

In accordance with GPI's "Rules for Election of Directors," the election of directors follows the candidate nomination system stipulated under Article 192-1 of the Company Act. Pursuant to Article 26-3 of the Securities and Exchange Act, more than half of the directors must not have a spousal or second-degree kinship relationship. All directors of the Company's Board (including independent directors) are elected by

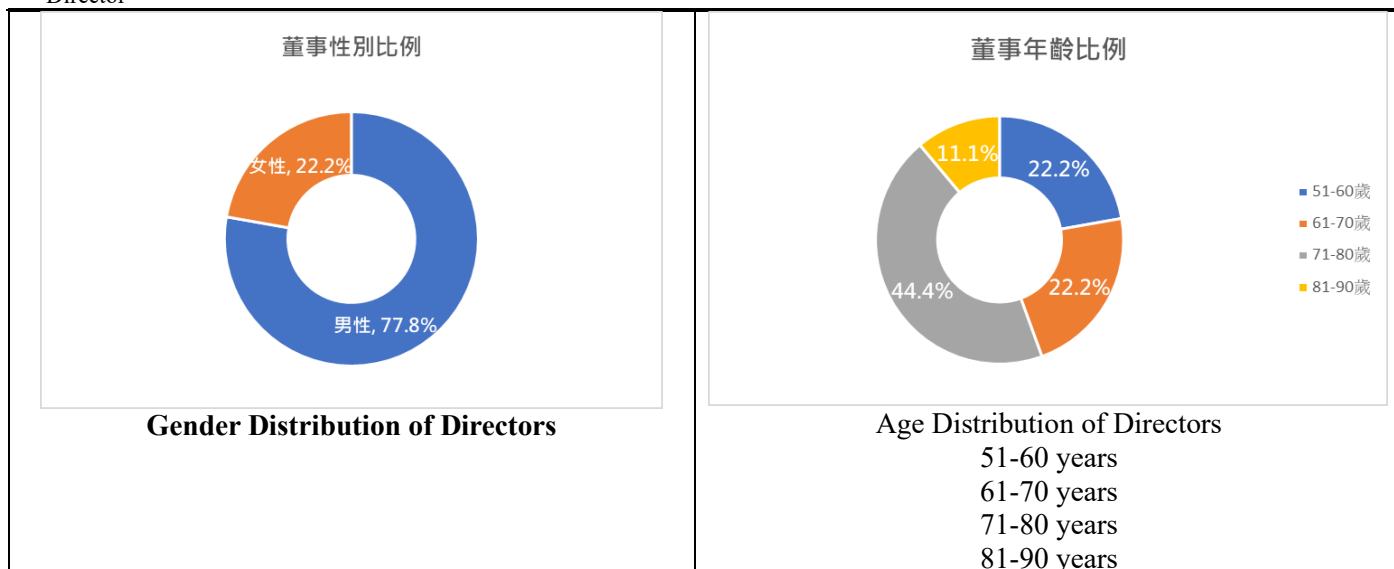
shareholder voting, each serving a three-year term. All directors possess the knowledge, skills, and expertise necessary to fulfill their duties, providing professional advice in business operations, technology, and finance. The independence of independent directors also complies with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. To achieve the goals of sound corporate governance, the Board as a whole is expected to demonstrate capabilities including business judgment, accounting and financial analysis, management, crisis response, industry knowledge, international perspective, leadership, and decision-making, reflecting a diverse professional background.

The current Board consists of 9 members, all nationals of the Republic of China, serving terms from June 16, 2022 to June 15, 2025. Chairman Mr. Jack Wang and Director Ms. Lai-Ming-Yueh Wang do not concurrently serve as Chief Executive Officer or Deputy Chief Executive Officer. The Board of Directors convenes at least once per quarter and may call extraordinary meetings when necessary. In 2024, a total of 6 Board meetings were held. For details on significant resolutions, please refer to the Company's website: Corporate Governance – Major Resolutions of the Board of Directors (<https://www.gpi.com.tw/investors-3-5.html>).

To enhance diversity and independence in corporate governance, the Board is composed of 6 directors (including 1 female director) and 3 independent directors (including 1 female independent director). Independent directors account for 33.3% of the Board, and female directors account for 22.2%. Age distribution is as follows: 1 director aged 81–90, 4 directors aged 71–80, 2 directors aged 61–70, and 2 directors aged 51–60. The Board members collectively possess expertise in business management, leadership and decision-making, industry knowledge, international insights, financial analysis, and legal background, along with extensive management experience. For details on directors' major academic and professional backgrounds, concurrent positions at the Company and other companies, professional qualifications, and independence of independent directors, please refer to the Company's website: [Corporate Governance – Board Members and Implementation of Board Diversity Policy](#)

Overview of the Board of Directors of GPI									
Title	Name	Gender	Professional Background and Management Expertise					Attendance Rate (%)	
			Business Management	Leadership & Decision-Making	Industry Knowledge	International Insights	Financial Analysis	Legal Knowledge	
Chairman	Representative of Kuan-Fu Co., Ltd. – Jack Wang	Male	•	•	•	•			100.00
Director	Representative of Kuan-Fu Co., Ltd. – Lai-Ming-Yueh Wang	Female	•	•	•	•	•		83.33
Director	Jerry Wang	Male	•	•	•	•			100.00
Director	Mao-Yao Wang	Male	•	•	•	•			66.67
Director	Sen-Yung Wang	Male	•	•	•	•			100.00
Director	Jui-Gong Wang	Male	•	•	•	•	•		100.00

Independent Director	Chia-Yin Wu	Male	•	•	•	•	•	100.00
Independent Director	Jui-Fen Huang	Female	•	•	•	•	•	100.00
Independent Director	Teng-Chi Wang	Male	•	•	•	•	•	100.00



Recusal of Board Members in Conflict of Interest Situations

The Company's "Rules of Procedure for Board Meetings" stipulate recusal requirements for directors. For matters in which a director or the legal entity represented by the director has a stake, the director must explain the significant aspects of such interest during the Board meeting. If the matter may be detrimental to the interests of the Company, the director shall not participate in the discussion and voting, must recuse him/herself, and may not exercise voting rights on behalf of other directors. Directors are also expected to self-regulate and refrain from supporting one another improperly. In addition, the Company has appointed independent directors, who provide objective and impartial advice based on their professional expertise and experience. During the discussion of any proposal, the Board fully considers the opinions of the independent directors, and their reasons for approval or dissent are recorded in the minutes. This practice reinforces the principle of conflict-of-interest recusal and effectively protects the interests of the Company.

Resolutions, outcomes, statements by directors, experts, and other participants, as well as names of directors with conflicts of interest in accordance with Article 15, Paragraph 1, explanations of the nature of the conflicts, reasons for recusal or non-recusal, and any dissenting or reserved opinions, are all recorded in the meeting minutes or provided in written statements. Independent directors also issue written opinions in accordance with Article 12, Paragraph 5 of the relevant regulations.

Implementation of Directors' recusal from conflict-of-interest proposals in 2024:

- **1st Board Meeting of 2024 (January 16, 2024): Proposal on Directors' and Managers' Compensation.**

For this agenda item involving personal interests, Director Jack Wang and Director Lai-Ming-Yueh Wang, both representatives of Kuan-Fu Co., Ltd., recused themselves from discussion and voting. Excluding the recused directors, seven attending directors unanimously approved the proposal.

Regarding the distribution of employee compensation to managers, Mr. Jack Wang and Ms. Lai-Ming-Yueh Wang likewise recused themselves and did not participate in the discussion or voting. Excluding the recused directors, seven attending directors unanimously approved the proposal.

Note: For information on directors' concurrent positions at the Company and other companies, please refer to the Company's website – Corporate Governance – Board Members and Implementation of Board Diversity Policy.

(https://www.gpi.com.tw/pdf/4_%E8%91%A3%E4%BA%8B%E6%88%90%E5%93%A1%E5%8F%8A%E5%A4%9A%E5%85%83%E5%8C%96%E6%94%BF%E7%AD%96%E8%90%BD%E5%AF%A6%E6%83%85%E5%BD%A2.pdf)

Continuing Education of Directors

Beyond their professional expertise, members of the Board of Directors pursue continuing education annually, covering topics such as corporate governance, finance, risk management, business, commerce, law, accounting, ethical business practices, sustainable development, internal control systems, and responsibilities related to financial reporting. This ongoing education enhances directors' knowledge of corporate governance and ensures effective implementation.

The Company proactively provides a variety of courses for directors' reference and actively encourages participation in corporate governance training programs. In addition, professional lecturers are periodically invited to deliver in-house training to strengthen the competencies of Board members. In 2024, the total training hours for directors reached 63 hours, with each director completing at least 6 hours. All directors achieved a 100% compliance rate with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies. For further details regarding directors' training, please refer to the Company's website – Corporate Governance – Operation of the Board of Directors (<https://www.gpi.com.tw/governance-11.html>).

Summary of Directors' Continuing Education Courses in 2024	
Organizers	Course Titles
Taiwan Academy of Banking and Finance	<ul style="list-style-type: none"> Corporate Governance Forum
Securities & Futures Institute	<ul style="list-style-type: none"> 2024 Insider Trading Prevention Briefing Seminar on Expanding Asian Asset Management through the Use of Derivatives by Listed Companies
Accounting Research and Development Foundation	<ul style="list-style-type: none"> Corporate Sustainability Development and Legal Compliance Practices Corporate Governance and Legal Compliance



Corporate Governance and Legal Compliance



Corporate Sustainability Development and Legal Compliance Practices

Composition and Operation of Functional Committees

Compensation Committee

The Board of Directors established the Compensation Committee in accordance with the “Compensation Committee Charter” and adopted the “Compensation Committee Operational Guidelines” to strengthen corporate governance and ensure a sound compensation system for directors and managerial officers.

The Compensation Committee is composed of two independent directors and one external expert. All members possess more than five years of experience in business, law, finance, accounting, or other business-related expertise required by the Company. The Committee convenes at least twice annually, but in case of emergencies, meetings may be held as needed.

Audit Committee

The Audit Committee is composed entirely of independent directors and aims to assist the Board of Directors in enhancing the effectiveness of corporate governance. The Committee convenes at least once quarterly and, within its scope of authority, may request relevant department managers, internal auditors, accountants, legal counsel, or other personnel to attend meetings and provide necessary information.

Overview of Functional Committees' Composition and Operations

Description	Compensation Committee	Audit Committee
Chia-Yin Wu (Independent Director)	●	○
Jui-Fen Huang (Independent Director)	○	●
Teng-Chi Wang (Independent Director)		○
Jui-Tang Huang (Compensation Committee Member)	○	
No. of Meetings in 2024	6	6
Average Attendance Rate (%)	100%	100%
Scope of Authority and 2024 Operations	Please refer to the Company's website – Corporate Governance – Composition,	Please refer to the Company's website – Corporate Governance – Operations of the

Responsibilities, and Operations of the
Compensation Committee
(<https://www.gpi.com.tw/governance-4.html>).

Audit Committee
(<https://www.gpi.com.tw/governance-12.html>).

Notes:

1. ● denotes the Convener.
2. Jui-Tang Huang, a member of the Compensation Committee, also serves as Chairman of Sheng Hsi Construction Co., Ltd. and Chairman of Sheng Hsi Real Estate Brokerage Co., Ltd.

Compensation Policies and Decision-Making Process

§Managerial Compensation (Processed in accordance with the Regulations for Compensation Management)

1. Compensation for the Company's managerial officers, unless otherwise specified by law or the Articles of Incorporation, shall be handled in accordance with the Regulations for Compensation Management (hereinafter referred to as the "Regulations").
2. "Managerial officers" as defined in the Regulations include the President, Chief Operating Officer, Executive Vice President, Vice Presidents, and department directors (manager level and above).
3. The appointment, dismissal, and compensation of managerial officers (including fixed monthly salary, year-end bonuses*, employee remuneration*, and one-time bonuses exceeding NT\$100,000) shall be reviewed by the Compensation Committee and submitted to the Board of Directors for approval before implementation.

*Notes regarding year-end bonuses and employee remuneration:

1. Eligibility: ROC national employees (full-time) who joined the Company prior to the year of distribution and remain employed at the time of distribution.
2. Standards: As stipulated in the Regulations for Compensation Management.

§Directors' Compensation (Processed in accordance with the Regulations for Directors' Compensation Management)

1. Directors' Salary: Except for directors who participate in the Company's daily management, no additional salary shall be provided to directors.
2. Retirement/Severance Benefits: The Company does not provide directors with retirement or severance benefits.
3. Profit Distribution-Based Directors' Compensation: According to the Articles of Incorporation, the amount allocated shall be approved by resolution of the Board of Directors and distributed as follows:
 - Each director is assigned a base entitlement of 1. For directors who have served less than one year, the entitlement is calculated proportionally based on the number of months served.
 - Calculation: Individual director's compensation = Total amount of directors' compensation resolved by the Board × Individual director's base entitlement ÷ Total base entitlements of all participating directors.
 - The maximum compensation for any individual director shall not exceed NT\$1,500,000.
4. The Company does not provide any additional compensation items beyond the aforementioned compensation for directors.
5. Compensation for the Chairman and Vice Chairman shall be processed in accordance with the Regulations for Directors' Compensation Management.

§Principles for Employee Compensation (Processed in accordance with the Regulations for Compensation Management)

- In accordance with Article 28 of the Articles of Incorporation, if the Company records a profit for the year, no less than 0.1% shall be allocated as employee remuneration (of which not less than 0.03% shall be allocated to base-level employees), and no more than 5% shall be allocated as directors' compensation. However, if there are accumulated losses, such amounts shall first be reserved for offsetting losses.
- The distribution of employee remuneration and year-end bonuses, in accordance with the Regulations for Compensation Management, applies to ROC national full-time employees who were employed prior to the year of distribution and remain employed at the time of distribution. Employee remuneration may be distributed in the form of cash or stock.

Note: Currently, compensation policies for the Board of Directors and senior management are not linked to ESG performance objectives related to economic, environmental, or human rights considerations.

| Performance Evaluation of the Board of Directors (Including Functional Committees)

The Company has adopted the “Rules for Performance Evaluation of the Board of Directors,” under which annual performance evaluations are conducted in January of each year for the previous year. The evaluation covers both the overall operation of the Board of Directors (including functional committees) and the performance of individual board members. Evaluations are conducted through self-assessments by directors, self-assessments of the overall Board (including functional committees), or peer assessments, and the results are reported to the Board of Directors.

In January 2025, the Board Office carried out the evaluation for 2024, covering the period from January 1 to December 31, 2024. The evaluation included performance assessments of the overall Board of Directors, the Audit Committee, the Compensation Committee, and self-assessments by individual Board members. The overall results of the performance evaluation were rated “Excellent” and were reported to the Board of Directors meeting on January 16, 2025.

Overview of Internal Performance Evaluation of the Board of Directors			
Item	Board of Directors	Board Members	Functional Committees
Evaluation Criteria	Five Dimensions: (1) Participation in the Company's operations (2) Enhancement of decision-making quality of the Board (3) Composition and structure of the Board (4) Election of directors and continuing education (5) Internal control	Six Dimensions: (1) Understanding of the Company's goals and missions (2) Awareness of directors' responsibilities (3) Participation in the Company's operations (4) Management of internal relationships and communication (5) Professional expertise and continuing education of directors (6) Internal control	Five Dimensions: (1) Participation in the Company's operations (2) Awareness of functional committees' responsibilities (3) Enhancement of decision-making quality of functional committees (4) Composition of functional committees and election of members (5) Internal control

Self-Assessment Result	Excellent	Excellent	Audit Committee: Excellent Compensation Committee: Excellent
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2.2 Stable Operations

| Business Overview

In 2024, the global economy continued to face multiple risks and challenges, with trade conditions remaining complex and fragile. Although easing inflation provided hope for a gradual recovery, the global economic slowdown still raised market concerns. Geopolitical conflicts and political instability undermined regional stability, while rising trade protectionism disrupted global supply chains. In addition, as 2024 was a global election year, uncertainties surrounding policy directions further weakened market confidence. In the business of office equipment consumables, these factors intensified the vulnerability and complexity of supply chains. In such an environment, enterprises must possess greater adaptability to ensure operational stability. Upholding a spirit of prudence and perseverance, the Company strives to enhance value for shareholders, employees, and society.

General Plastic's consolidated revenue in 2024 was NT\$5,510,033 thousand, an increase of NT\$195,506 thousand compared to the previous year. Gross profit amounted to NT\$2,290,160 thousand, up NT\$79,477 thousand from the previous year. Operating profit was NT\$374,061 thousand, a decrease of NT\$152,187 thousand, while net income after tax was NT\$367,148 thousand, down NT\$66,084 thousand from the previous year. Earnings per share (EPS) for 2024 were NT\$2.88, a decline of NT\$0.52 compared to the prior year. For detailed financial information, please refer to the 2024 Annual Report – Section IV: Business Overview and Section V: Review and Analysis of Financial Condition, Financial Performance, and Risk Factors.

The Company will continue to strengthen resource integration across its vertically aligned marketing channels, including production, logistics, R&D, procurement, and branding, to maintain high responsiveness to external markets. Efforts will also focus on deepening the dual-brand strategy of Katun and Cartridge Web, expanding OEM services, responding to the high demand for compatible consumables in the European market by continuously launching eco-friendly product lines, enhancing supply chain stability and product technology competitiveness, and establishing project teams to analyze market trends, evaluate innovative business opportunities, and proactively explore new growth drivers to secure future momentum for the Group.

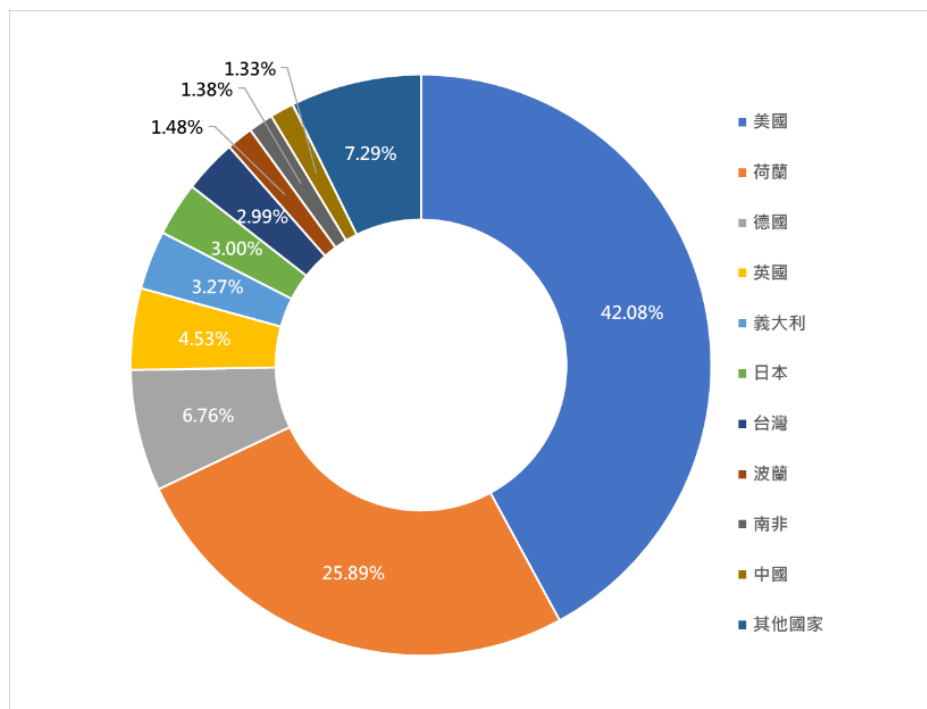
Consolidated Financial Information of GPI			
Unit: NT\$ thousand			
Item	2022	2023	2024
Capital Stock	1,275,887	1,275,887	1,275,887
Total Assets	7,822,125	8,221,716	8,654,443
Operating Revenue	5,703,207	5,314,527	5,510,033
Operating Costs	(3,482,363)	(3,103,844)	(3,219,873)
Gross Profit	2,220,844	2,210,683	2,290,160
Operating Profit	501,051	526,248	374,061
Net Income	678,609	433,232	367,148

Earnings Per Share (NT\$)	5.32	3.40	2.88
Income Tax Expense	(109,861)	(110,048)	9,267
Employee Salaries & Benefits	1,247,839	1,240,149	1,399,659
Shareholder Cash Dividends	280,695	318,972	318,972

Notes:

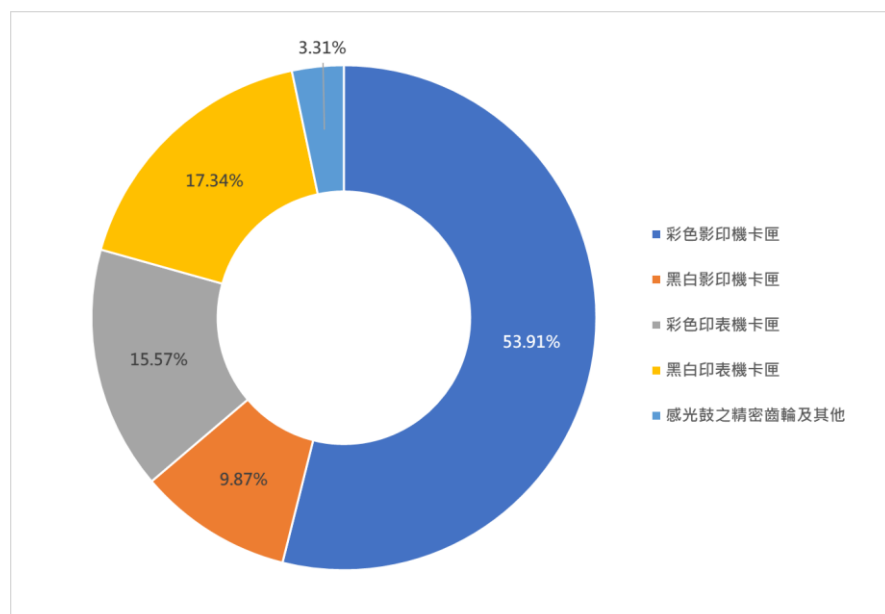
1. Income tax expenses exclude stamp tax (NT\$95 thousand in 2022, NT\$106 thousand in 2023, and NT\$176 thousand in 2024).
2. The Company did not receive any financial assistance from the government in 2024.

Sales by Major Product (Service) Regions – Parent Company, 2024



United States
Netherlands
Germany
United Kingdom
Italy
Japan
Taiwan
Poland
South Africa
China
Other countries ^{Note 2}

Sales by Major Product (Service) Categories – Parent Company, 2024



Color copier cartridges
Monochrome copier cartridges
Color printer cartridges
Monochrome printer cartridges
OPC drum precision gears and others
Note 2

Notes:

1. Sales by product (service) regions and categories are based on General Plastic Industrial Co., Ltd. only.
2. “Other countries” include France, Vietnam, Morocco, and others. “Others” also include sales of raw materials and toner cartridge accessories.

Risk Management

General Plastic evaluates environmental, social, and corporate governance (ESG) risks in accordance with its Risk Management Policies and Procedures and establishes policies for effective identification, measurement, supervision, and control of risks. These policies aim to take preventive measures to mitigate potential impacts and damages.

Risk Items and Management

Material Issues	Risk Assessment Items	Risk Management Policies
Environmental	Climate Change	<p>The Company’s Sustainability Office identifies risks and opportunities with reference to the framework recommended by the Financial Stability Board (FSB) Task Force on Climate-related Financial Disclosures (TCFD).</p> <ol style="list-style-type: none"> 1. Due to the nature of the Company’s industry, the manufacturing process has relatively low dependence on energy resources. Located in the Wuqi Industrial Park, which is at a higher elevation, the Company has not experienced financial losses due to flooding in past years. 2. Pursuant to Article 22 of the Autonomous Regulations of Low-carbon City Development in Taichung City, the Company is categorized as a power user required to install renewable energy generation equipment. In 2024, the contracted power capacity of Plant 1 and Plant 2 was 1,360 kW, requiring installation of at least 136 kW of renewable energy capacity. General Plastic has installed solar photovoltaic generation equipment with a total capacity of 999.79 kW, which is approximately 7.4 times higher than the requirement in the Autonomous Regulations. <p>Additional strategies addressing climate-related risks are disclosed in Section 4.1 Climate Change Response of this Report. Going forward, the Company will continue conducting annual assessments of risks and opportunities using the TCFD framework, formulating contingency plans for high-risk items.</p>

	Resource Management	<ol style="list-style-type: none"> To effectively manage environmental issues, the Company has implemented the ISO 14001 management system. To enhance resource utilization efficiency, cooling towers are operated using recycled water, industrial waste is sorted and processed by certified contractors, and product materials comply with EU RoHS and REACH requirements. In accordance with the Wastewater Operation Management Guidelines, wastewater is discharged into the Guanlian Industrial Park Wastewater Treatment Plant. Wastewater quality is monitored monthly, and inspections of pipelines and effluent are conducted as necessary. In line with the Air Pollutant Emission Operation Management Guidelines, the Company effectively controls air pollution sources and pollution control equipment operations to ensure that all factory emissions meet regulatory air quality standards. The Company promotes energy-saving initiatives, including replacing lighting equipment with LED fixtures. General Plastic has installed solar photovoltaic generation equipment with a total capacity of 999.79 kW. In alignment with the principles of a circular economy, the Company is committed to eco-friendly and energy-efficient practices. New product design and R&D adopt the 3R principles (Reduce, Reuse, Recycle), with objectives focused on energy conservation, carbon reduction, recyclability, and reusability, thereby promoting eco-friendly cartridges and waste toner cartridges.
Social	Human Rights	The Company has established a “Human Rights Policy,” which has been approved by the Board of Directors. It adheres to international human rights standards and the labor laws of jurisdictions where the Company operates. The Company is committed to providing a workplace that ensures equal employment opportunities, free from discrimination and harassment, while also respecting personal privacy. Furthermore, the Company has established diverse labor-management communication channels and grievance mechanisms to safeguard employee rights.
	Occupational Health and Safety	<ol style="list-style-type: none"> In 2024, 2 fire drills were conducted, with a total of 541 participants. In 2024, General Plastic arranged 431 general health examinations, 186 dust-related special health checks, and 241 noise-related special health checks, at a total cost of NT\$239.4 thousand. A weight-loss competition in 2024 engaged 37 participants, achieving a total weight reduction of 84.6 kilograms. In 2024, three occupational safety and health training sessions were held, totaling 616 training hours for 439 participants: <ol style="list-style-type: none"> Course – Recognizing Autoimmune Diseases: 85 training hours (85 participants) Course – Smart Eating Out and Staying Active: 433.5 training hours (289 participants) Course – Understanding Depression and Stress Management: 97.5 training hours (65 participants)
	Customer Health and Safety	<ol style="list-style-type: none"> Materials are regularly sent to SGS for hazardous substance testing to ensure compliance with EU RoHS and REACH regulations. Quarterly product quality education and training sessions are held to explain audit focus areas and key precautions for new products. Monthly supplier assessments are conducted to monitor supplier quality. New suppliers are required to undergo evaluations to determine whether their processes and environmental practices comply with regulatory requirements. Suppliers must submit Environmental Material Compliance Declarations every six months to ensure the safety of raw materials.
	Labor/Management Relations	<ol style="list-style-type: none"> In 2024, there were no incidents of forced or compulsory labor, and 100% of employee hiring complied with the Labor Standards Act. In 2024, no human rights violations or incidents of discrimination occurred. In 2024, no major labor disputes occurred, and therefore, there was no risk of associated losses. In 2024, the average monthly starting salary of new entry-level employees complied with the statutory minimum wage under Taiwan’s Labor Standards Act.
Corporate Governance	Socio-Economic and Legal Compliance	The Company, adhering to the principles of integrity, transparency, and accountability, has established policies based on ethical practices and developed sound corporate governance and risk control mechanisms to foster a sustainable business environment.
	Strengthening Directors’ Competencies and Fulfilling Responsibilities	<ol style="list-style-type: none"> To ensure directors understand their rights and legal responsibilities, the Company provides directors with continuing education on relevant laws, regulatory developments, and policy updates each year. The Company purchases Directors’ and Officers’ (D&O) liability insurance to protect directors against litigation or compensation claims, provided they perform their duties with the care of a prudent manager.
	Stakeholder	<ol style="list-style-type: none"> The Company conducts annual analyses of key stakeholders and the issues of importance to

	Communication	them. 2. Various communication channels are established to actively engage stakeholders, reduce conflicts and misunderstandings, and foster trust. An investor mailbox has been set up, managed by the spokesperson, who is responsible for handling inquiries and responses.
	Intellectual Property Rights	In recent years, the Company has invested heavily in research and development, overcoming patent barriers set by original manufacturers through independent innovation and effective patent circumvention designs. These efforts provide consumers with high-quality alternative options. The Company also applies for patents to prevent imitation of GPI's products by other companies.

Opportunity Items and Management

Opportunity Item	Management Strategies
Product Competitiveness	<ul style="list-style-type: none"> ● Enhance suppliers' production efficiency and cost-control capabilities. ● Strengthen product quality and added value. ● Improve global logistics layout to stay close to customers and accelerate delivery times. ● Apply Business Intelligence (BI) systems to improve market analysis and decision-making capabilities. ● Optimize the Company's official website to expand precision mold business and cross-industry opportunities. ● Leverage Katun's global channel resources to promote new product launches. ● Maximize the synergy between General Plastic and Katun to enhance operational efficiency. ● Implement the SAP Enterprise Resource Planning (ERP) system to strengthen information integration and management accuracy. ● Implement the Warehouse Management System (WMS) to improve operational efficiency, reduce losses, and optimize workforce and supply chain management.

2.3 Compliance with Laws and Regulations

Ethical Corporate Management

The Company, adhering to the principles of integrity, transparency, and accountability, has formulated integrity-based policies and established sound corporate governance and risk control mechanisms to create a sustainable business environment.

Ethical Corporate Management

Preventive Measures for Ethical Corporate Practices	
1. Prohibition of bribery and acceptance of bribes	5. Prohibition of infringement of intellectual property rights
2. Prohibition of illegal political contributions	6. Prohibition of unfair competition practices
3. Prohibition of improper charitable donations or sponsorships	7. Prevention of products or services causing harm to stakeholders
4. Prohibition of unreasonable gifts, services, entertainment, or other improper benefits	8. Prohibition of insider trading

Ethical corporate management is the core of General Plastic's corporate culture and the most fundamental corporate social responsibility, supporting the Company's operations and long-term development. Unethical conduct not only damages corporate reputation but also leads to declining employee moral standards, distrust among customers and business partners, and potential involvement in lobbying, bribery, or other illegal activities that undermine corporate governance and worsen the overall business environment.

General Plastic's Board of Directors has approved the Procedures for Ethical Management and Guidelines for Conduct (Whistleblower Protection Policy), which serve as the reference framework for ethical business practices across the Group and all its subsidiaries.

The Board Office, as a dedicated unit under the Board of Directors, is primarily responsible for: (1) assisting in integrating integrity and ethical values into the Company's business strategies; (2) regularly analyzing and assessing the risks of unethical conduct within the scope of operations; (3) establishing mechanisms for mutual supervision and checks and balances; (4) promoting and coordinating training on Ethical Corporate Management policies; (5) planning whistleblowing mechanisms to ensure their effectiveness; (6) assisting the Board of Directors and management in auditing and evaluating whether the preventive measures for Ethical Corporate Management are effectively implemented. The Board Office reports to the Board at least once a year.

For operations with potential corruption risks, appropriate internal control mechanisms are designed. The Audit Office regularly evaluates the effectiveness of these mechanisms, collects recommendations from senior executives of each department regarding potential risks (fraud or corruption), develops appropriate audit plans, and executes related audits. Audit results are reported to the Board of Directors on a quarterly basis to provide management with a clear understanding of the Company's governance status and achieve management objectives. In addition, internal control risk assessments and substantive audits are regularly conducted at Taiwan operations, covering major issues such as regulatory compliance, financial reporting, procurement, and sales.

The Board Office organizes an annual internal awareness campaign, during which the Chairman, President, or senior management communicate the importance of integrity to directors, employees, and appointees. The Company discloses its Ethical Corporate Management policies through internal regulations, annual reports, and the corporate website, and publicly declares its commitment at external events such as product launches and investor conferences. This ensures that suppliers, customers, and other relevant business partners are fully informed of its ethical values and standards. For suppliers, these policies are further communicated and reinforced through various channels, such as supplier conferences, to ensure the implementation of good corporate governance. Furthermore, whenever there are legal amendments relating to the rights or obligations of stakeholders, the Company circulates notices to stakeholders to ensure compliance.

For serious misconduct such as violations of integrity, conflicts of interest, breach of fair trade, bribery, or unlawful payments, or in the event of any violations of laws, regulations, company rules, or ethical standards, directors, employees and their family members, affiliates, suppliers, customers, business partners, or other stakeholders may file reports or complaints through the whistleblower hotline or mailbox. The Company has clearly defined and announced its disciplinary and whistleblowing systems for violations of ethical corporate management rules, encouraging both internal and external parties to report unethical or

improper behavior. Whistleblowers may receive rewards depending on the severity of the reported case. Internal personnel making false reports or malicious accusations will be subject to disciplinary action, including dismissal in severe cases. If Company personnel commit serious violations of ethical corporate management, they will be dismissed or terminated in accordance with relevant laws, as well as the Company's Code of Ethical Conduct and Employee Work Rules. Personnel handling whistleblower cases must provide written statements to maintain the confidentiality of the whistleblower's identity and the reported content. The Company is committed to protecting the safety of whistleblowers, ensuring they will not face retaliation or improper treatment due to reporting. In 2024, General Plastic did not encounter any major internal or external whistleblower cases.

Whistleblowing System		
Whistleblowers shall provide at least the following information		
<ol style="list-style-type: none"> 1. The name and National ID Number of the whistleblower (anonymous reporting is also accepted), as well as the address, telephone number, or email address through which the whistleblower can be contacted. 2. The name of the accused or other information sufficient to identify the accused. 3. Specific facts and evidence available for investigation. 		
Procedures for Handling Whistleblowing Cases:		
<ol style="list-style-type: none"> 1. Reports involving general employees shall be submitted to the department supervisor; reports involving directors or senior executives shall be submitted to the independent directors. 2. The Company's designated unit and the supervisor or personnel receiving the report shall immediately investigate the relevant facts. When necessary, assistance may be sought from the compliance department or other related departments. 3. If it is verified that the accused has indeed violated relevant laws or the Company's Ethical Corporate Management policies and regulations, the accused shall be immediately required to cease the relevant behavior and be subject to appropriate disciplinary measures. Where necessary, the case shall be reported to the competent authority, referred to judicial authorities for investigation, or pursued through legal proceedings for damages to protect the Company's reputation and interests. 4. Written documentation of the acceptance, investigation process, and investigation results of the report shall be maintained and retained for five years. Electronic storage is permitted. If litigation arises in connection with the reported matter before the retention period expires, the relevant information shall continue to be preserved until the conclusion of the litigation. For confirmed cases, the relevant departments of the Company shall be required to review internal control systems and operational procedures and propose corrective measures to prevent recurrence of similar incidents. 5. The Company's designated unit shall report whistleblowing cases, their handling, and subsequent corrective measures to the Board of Directors. 		
Contact Information:	Whistleblower Hotline:	Whistleblower Email:
Board Office, Specialist Huang	04 -26393103	esg@gpi.com.tw

Insider Trading Prevention Management

General Plastic’s Board of Directors has approved the Procedures for Insider Trading Prevention Management. The key points of this procedure explicitly prohibit Company insiders from using undisclosed market information to trade securities or otherwise obtain illicit gains. At least once a year (before the end of June), the Company conducts education and training sessions for incumbent directors, executives, and employees regarding the Procedures for Insider Trading Prevention Management and related regulations. New directors and executives receive training after assuming their positions, while new employees receive education during pre-employment training. These sessions cover insider trading prevention, the Personal Data Protection Act, and the Trade Secrets Act, along with the signing of consent forms, ensuring all employees clearly understand and comply with relevant legal requirements.

In 2024, all nine incumbent directors completed insider trading prevention training and related legal education courses. On October 28, 2024, executives and employees also received relevant training. Materials were distributed by email to individual mailboxes, and for employees without email accounts, the information was posted on departmental bulletin boards to ensure proper communication. New employees were also instructed upon onboarding. The communication coverage rate for all employees reached 100%.

2024 Anti-Corruption Promotion/Training Results					
Method	Target	Topics	Participants	Total Participants	Coverage Rate
Training	Board Members	<ul style="list-style-type: none"> Corporate Governance Forum 2024 Insider Trading Prevention Briefing Corporate Sustainability and Legal Compliance Practices Corporate Governance and Legal Compliance 	9	9	100%
Promotion	Board Members	<ul style="list-style-type: none"> Insider Trading Prevention Promotion 	9	9	100%
	Managers ^{Note}	<ul style="list-style-type: none"> Confidentiality of Material Information 	22	22	100%
	Non-Managerial Staff	<ul style="list-style-type: none"> Causes, Identification Process, and Case Studies of Insider Trading 	484	484	100%

Note: “Managers” refers to Assistant Manager level and above.

Compliance with Laws and Regulations

Compliance with laws and regulations is one of the fundamental factors for sustainable operations. General Plastic has clearly established internal management procedures that specify the matters employees must observe when carrying out business activities. The Company requires strict compliance with all relevant economic, social, and environmental laws and regulations in each jurisdiction, with the corporate objective of

ensuring no violations of law: Corporate Governance aspects include the Company Act, Securities and Exchange Act, Negotiable Instruments Act, Trade Secrets Act, and Personal Data Protection Act; Environmental aspects include the Air Pollution Control Act, Noise Control Act, Waste Disposal Act, and Water Pollution Control Act; Product-related aspects include the Fair Trade Act, Customs Act, Customs Import Tariff, and Regulations Governing Registration of Exporters and Importers; Employee-related aspects include the Labor Standards Act, Act of Gender Equality in Employment, Labor Insurance Act, and Occupational Safety and Health Act. General Plastic has always respected intellectual property rights and has established a dedicated Patent Team responsible for patent applications and maintenance. The Company regularly reviews changes in domestic and international regulations, striving to deliver better designs and products that meet consumer demands, providing consumers with alternative choices. General Plastic has never intended to infringe on the patents of others, and actively applies for patent protection for its own intellectual property and patent designs. In 2024, there were no violations of economic, social, or environmental laws and regulations.

General Plastic's 2024 Compliance Performance	
Corporate Governance-Related Regulations	<ul style="list-style-type: none"> ✓ No incidents involving bribery or corruption, or violations of fair trade. ✓ No fines related to violations of economic laws. ✓ No political contributions.
Anti-competitive Behavior	<ul style="list-style-type: none"> ✓ No incidents of anti-competitive behavior. ✓ No antitrust cases. ✓ No monopolistic practices.
Environmental Regulations	<ul style="list-style-type: none"> ✓ No fines related to violations of environmental regulations.
Product-Related Regulations	<ul style="list-style-type: none"> ✓ No violations of product and service health and safety laws or voluntary standards. ✓ No violations of product and service labeling laws or voluntary standards. ✓ No violations of marketing and promotion regulations (including advertising, publicity, and sponsorship). ✓ No penalties arising from the provision or use of products and services.
Labor Rights-Related Regulations	<ul style="list-style-type: none"> ✓ No restrictions on employees' freedom of association or collective bargaining. ✓ No incidents of forced labor. ✓ No use of child labor^{Note} or young workers in hazardous work. ✓ No incidents of discrimination, sexual harassment, or abuse. ✓ No violations of Indigenous peoples' rights. ✓ No human rights-related audits conducted by government agencies, customers, or others at General Plastic. ✓ No labor disputes, strikes, and/or work stoppages. ✓ A healthy and safe working environment and communication channels were provided, and environmental policies were effectively implemented.

Notes:

1. Child labor is defined as workers above the age of 15 but under 16 employed to perform work.
2. Major fines refer to fines arising from the same incident, with the cumulative amount imposed by different competent authorities reaching NT\$1,000,000.

3 Excellence in Quality and Global Recognition

Innovation and R&D Management Approach

Material Topic	Innovation and R&D	
Commitments and Policies	In line with the principles of the circular economy, General Plastic is dedicated to environmental protection and energy conservation by applying the 3R principles (Reduce, Reuse, Recycle). The Company incorporates these principles into new product design, R&D, and marketing, with the goals of energy saving, carbon reduction, and reusability.	
Description of Positive/Negative Impacts and Remedial Measures	<p>Positive Impact: In response to customer demand, General Plastic adopted eco-friendly packaging materials and related technologies, thereby driving an increase in order demand and boosting revenue.</p> <p>Negative Impact: No actual negative impacts occurred in 2024. However, as international and governmental environmental regulations are progressively introduced or amended, failure to adjust in a timely manner could lead to the risk of non-compliance, resulting in fines or reduced sales.</p> <p>Remedial Measures: When negative events occur, the Company takes immediate action, actively communicates with relevant stakeholders (such as governments and customers), proposes solutions, and closely monitors changes in environmental laws and policies to ensure that R&D activities comply with legal requirements and avoid risks and losses arising from non-compliance.</p>	
Management Evaluation Mechanisms	<ul style="list-style-type: none"> Projects are designed and planned in accordance with ISO 9001 and ISO 14001 processes to ensure quality control during production and in finished products. Products comply with hazardous substance management standards (RoHS). Sampling tests are conducted every three months, and additional immediate testing is performed under special circumstances (such as customer requests or quality anomalies) to ensure compliance. The Procurement Department issues the latest version of the “Supplier Declaration of Prohibition of Environmental Hazardous Substances” to vendors and retains the signed statements. Furthermore, a unified declaration signing process is conducted every January and August. 	
Specific Actions in 2024	<ul style="list-style-type: none"> Established the Innovation and R&D Department. Utilized 36.9 metric tons of recycled plastic materials. Invested approximately NT\$253 thousand in hardware and software equipment (3D printing prototyping equipment). Invested approximately NT\$163,430 thousand (consolidated) in R&D expenses, including personnel, equipment, testing, and prototyping. Invested approximately NT\$133,875 in RoHS testing. 	
2024 Targets		2024 Target Achievement and Performance
<ul style="list-style-type: none"> Usage of 300,000 pulp cushions, representing an 8% increase from 2023. Launch of 20 eco-friendly cartridges and 5 eco-friendly waste toner cartridges. 		<ul style="list-style-type: none"> (Achieved) Used 353,456 pulp cushions, an increase of 27% compared to 278,141 units in 2023. (Achieved) Launched 30 products utilizing recycled materials, 22 eco-friendly cartridges, and 8 eco-friendly waste toner cartridges, increasing the green product portfolio by 30%.
Short-term Goals		Medium- to Long-term Goals
<ul style="list-style-type: none"> Continue to introduce eco-friendly products and 		<ul style="list-style-type: none"> Adopt recycled plastic materials (Recycle).

<p>promote greater adoption among customers.</p> <ul style="list-style-type: none"> Continuously increase the proportion of eco-friendly packaging materials used, ensuring steady annual growth. Continue developing pulp-based and honeycomb paper cushioning to replace traditional blister packaging and EPE materials. 	<ul style="list-style-type: none"> Design toner cartridges to support remanufacturing and repeated refilling of toner (Reman). Reuse waste toner cartridges by designing products with reusability features (Reuse). Develop renewable cleaning processes to enhance toner cartridge cleaning efficiency and design dedicated machines to reduce energy consumption.
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Intellectual Property Rights (IPR) Management Approach

Material Topic	Intellectual Property Rights (IPR) Management
Commitments and Policies	By overcoming the high patent barriers established by OEMs, General Plastic engages in independent R&D, effectively avoids patent restrictions through design-around strategies, and provides consumers with high-quality alternative choices. The Company then applies for patents to protect its innovations and prevent other companies from copying or imitating GPI's products.
Description of Positive/Negative Impacts and Remedial Measures	<p>Positive Impact: General Plastic has established a Patent Team and developed sound intellectual property management practices to conduct R&D and market products with proprietary patent rights.</p> <p>Negative Impact: With the strengthening of intellectual property protection globally, any products involving patent infringement could expose the Company to royalty claims or legal risks.</p> <p>Remedial Measures: During the R&D process and before products enter the market, patent searches and analyses are conducted for all inventions and design solutions to determine whether patent applications are required. In addition, existing products are reviewed periodically to reduce the likelihood of patent disputes.</p>
Management Evaluation Mechanisms	<ul style="list-style-type: none"> Patent application feasibility is assessed by considering market demand, commercial viability, patent portfolio strategy, and cost-benefit factors. To ensure patent quality, qualitative targets are established and reviewed quarterly, with a focus on identifying patents requiring maintenance in the following quarter. If a warning letter is received from a patent holder, the Patent Team, R&D engineers, and internal legal counsel compare the disputed patent with the product to assess infringement risks, after which external legal counsel is engaged for further review and response. If a lawsuit is filed by a patent holder, the Patent Team and R&D engineers first study the validity and strength of the patent and assess potential infringement risks. Management then evaluates litigation costs, benefits, likelihood of success, and commissions professional patent attorneys to provide analysis. Based on comprehensive consideration, necessary countermeasures are determined. Intellectual property management is conducted in compliance with the ISO 9001 Quality Management System.
Specific Actions in 2024	<p>External Measures:</p> <ul style="list-style-type: none"> R&D outcomes with patent value were submitted, based on technical and market characteristics, to designated national patent authorities through patent agents to protect GPI's design-around innovations. <p>Internal Measures:</p>

	<ul style="list-style-type: none"> ● Regularly collected patents obtained or under review by OEMs and competitors, and conducted patent avoidance and review during the early, middle, and late stages of new product development to prevent infringement. ● R&D engineers collaborated with the Patent Team to interpret patents, develop design-around solutions, and obtain verification and recommendations from legal counsel. ● R&D Incentives: In accordance with the Patent Incentive Program, management awarded bonuses to employees who applied for patents to encourage active participation in R&D. In 2024, bonuses totaled approximately NT\$57,000. ● R&D expenses (personnel, hardware and software acquisitions, testing, and prototyping) amounted to approximately NT\$163,430 thousand (consolidated). ● Patent-related expenses, including annual fees, application fees, and attorney consultation fees, amounted to approximately NT\$3,583,682.
2024 Targets	2024 Target Achievement and Performance
<ul style="list-style-type: none"> ● Accumulate 2 green patents. ● Accumulate 110 approved patents. ● Maintain R&D expenditure at 2.9% of office equipment consumables revenue. ● Develop 8 new products. ● Maximize the effectiveness of patents by setting qualitative targets based on the sales volume of patented products to enhance market competitiveness and ensure effective utilization of resources. Target patent elimination rate greater than 0.8%. 	<ul style="list-style-type: none"> ● (Achieved) Accumulated 2 approved green patents (with 2 additional applications under review), representing a 100% increase compared to 2023. ● (Achieved) Accumulated 112 approved patents (with 4 pending issuance and 18 under application), up 6.67% from 105 cases in 2023. ● (Achieved) R&D expenditure of NT\$163,430 thousand accounted for 3.09% of office equipment consumables revenue of NT\$5,296,038 thousand (consolidated). ● (Achieved) Developed a total of 10 new products (10 toner cartridges). ● (Achieved) Conducted quarterly reviews of patent annual fee payments. Considering sales volume and technical applications, evaluated the necessity of renewals to improve patent quality. Patent elimination rate reached 0.88% (1 out of 114 patents).
Short-term Goals	Medium- to Long-term Goals
<ul style="list-style-type: none"> ● Avoid infringing on others' patents while filing and accumulating high-quality patents. ● Maintain a short-term patent elimination rate above 35% to ensure effective patent utilization and resource allocation. 	<ul style="list-style-type: none"> ● Maintain a mid-term patent elimination rate above 5% to ensure continued competitiveness and efficient resource allocation. ● Align with the Company's technology development roadmap to determine long-term R&D directions, continuously pursue technological innovation, and assess the market value of technologies, the patent landscape in existing markets, and the costs of patent application and maintenance, in order to establish future patent application strategies.

Customer Relationship Management Approach

Material Topic	Customer Relationship Management
Commitments and Policies	<ul style="list-style-type: none"> ● Promote product quality and marketing strategies, combined with annual business themes, to build a sustainable corporate/brand image.

	<ul style="list-style-type: none"> ● Emphasize core values: R&D capability, quality control, high respect for intellectual property rights, and environmentally friendly green products. <p>Maintain effective communication channels with customers, provide efficient handling of product and service complaints, sustain competitiveness, and enhance customer satisfaction with the Company's products and services.</p>
Description of Positive/Negative Impacts and Remedial Measures	<p>Positive Impact: The 2024 customer satisfaction survey was conducted in early February 2025. By analyzing customer feedback, the Company further optimized service quality and cooperation experience. In addition, GPI maintains a diversified customer base, avoiding excessive concentration risks, while continuing to strengthen customer relationship management. In 2024, the Company successfully expanded new customers, demonstrating stable growth momentum.</p> <p>Negative Impact: No major negative incidents occurred in 2024; however, some product- and service-related customer complaints were reported.</p> <p>Remedial Measures: Each complaint case was analyzed, reviewed in meetings, and corrective actions were implemented. Customers were informed of both the causes and corrective measures to reduce recurrence.</p>
Management Evaluation Mechanisms	<ul style="list-style-type: none"> ● Monthly submission of marketing advertisements for review by department heads. ● Quarterly submission of marketing reports for review by department heads. ● Annual customer satisfaction survey. ● Business trip review meetings within two weeks after each trip. ● Exhibition review meetings within two weeks after each exhibition. ● Annual management review meetings under ISO 9001 standards, led by senior management with cross-department participation, covering achievement of quality objectives, resource requirements, internal and external audit results, and customer satisfaction. These meetings ensure the ongoing suitability, adequacy, and effectiveness of the quality management system, while reviewing the execution of corrective actions to drive continuous improvement and enhance overall business performance. ● Review meetings for each customer complaint, where relevant departments analyze root causes and propose corrective measures. The Quality Assurance Department is responsible for follow-up and verification, ensuring issues are promptly and effectively resolved, preventing recurrence, and continuously improving customer satisfaction and product/service quality.
Specific Actions in 2024	<ul style="list-style-type: none"> ● Business visits to customers in 16 countries. ● 12 emails issued with new product catalogues. ● Marketing campaigns for the Company's own brand Cartridge Web (CW): 12 brand exposure advertisements on industry media platforms. ● 26 articles on product quality and industry technology published on the brand's official website and Taiwantrade. ● Participation in the "2024 RemaxWorld Expo" in Zhuhai, China. ● Participation in the 2024 Recycling Times Office Equipment and Consumables Exhibition in Kenya. ● Launch of a product series with recycled and eco-friendly concepts. ● Total domestic and overseas advertising and marketing expenses in 2024 amounted to approximately NT\$1.32 million. ● Added a distributor section to the official brand website for customers to download marketing materials.
2024 Targets	
<ul style="list-style-type: none"> ● Achieve an average customer satisfaction score of 36 out of 40. 	2024 Target Achievement and Performance <ul style="list-style-type: none"> ● (Achieved) Average customer satisfaction score of 36.82 out of 40.

<ul style="list-style-type: none"> ● Increase overall website traffic by 35%. ● Increase Organic Search traffic by 35%. ● Achieve a number of customer complaints lower than the targets set by ISO management review meetings. 	<ul style="list-style-type: none"> ● (Achieved) Overall website traffic grew by 48.9%. ● (Achieved) Organic Search traffic increased by 39.6%. ● (Achieved) Total of 12 customer complaint cases.
Short-term Goals	Medium- to Long-term Goals
<ul style="list-style-type: none"> ● Place at least one brand exposure advertisement per month on industry media platforms. ● Publish 12 articles on product quality or industry technology annually on the brand's official website and Taiwantrade. ● Post brand/corporate updates every two weeks on social media (Facebook, LinkedIn, Twitter). ● Continue marketing eco-friendly products throughout 2024 to strengthen the Company's green image. ● Promote green products through integrated marketing strategies to expand product comprehensiveness in existing markets, while leveraging business trips and exhibitions to enhance new market development. ● Collaborate with marketing agencies to refine marketing content for targeted exposure. ● Ensure the number of customer complaints remains below the targets set by ISO management review meetings. 	<ul style="list-style-type: none"> ● Continue promoting green products through business and marketing activities, regularly review business and marketing strategies, and more effectively enhance corporate and brand image while consolidating market influence. ● Ensure compliance with EU regulations by participating in relevant seminars and implementing conformity measures.

Privacy and Information Security Management Approach

Material Topic	Privacy and Information Security
Commitments and Policies	The Company is committed to safeguarding customer data security. In accordance with external laws and regulations (such as the Cyber Security Management Act, Personal Data Protection Act, and Trade Secrets Act) as well as international standards and local regulations in its operating locations (such as the EU General Data Protection Regulation, GDPR), the Company has established internal control systems, policies, and management mechanisms. A personal data management system has been implemented to integrate data protection into the daily conduct of all employees. Relevant personal data protection measures are included in the scope of internal audits to ensure compliance and assess the effectiveness of implementation.
Description of Positive/Negative Impacts and Remedial Measures	<p>Positive Impact: To strengthen overall information security protection, the Company has continued to implement key measures, including endpoint security protection (Managed Detection and Response, MDR) deployment for core systems, increasing the frequency of annual information security awareness campaigns, conducting regular social engineering tests, and establishing incident reporting and response procedures to enhance the efficiency and effectiveness of information security incident handling.</p> <p>Negative Impact: No actual negative impacts occurred in 2024. However, external phishing emails and ransomware attacks may pose significant threats to information security.</p> <p>Remedial Measures: To mitigate potential risks and ensure business continuity, the Company conducts annual disaster recovery drills to verify the integrity and availability of backup data. This ensures rapid system recovery and protection of critical data in the event of unexpected information security incidents.</p>
Management Evaluation Mechanisms	<ul style="list-style-type: none"> Department heads review monthly network system analysis reports (provided by equipment vendors) and daily inspection checklists (provided by the IT Department), conduct supervisory checks, and prepare monthly critical incident checklists, which are regularly reported to senior management. The Company has established an incident reporting and management process. Upon receiving an incident report, the designated contact initially classifies and categorizes the incident. Major information security incidents immediately trigger the emergency response team, while non-critical incidents are handled by the responsible personnel according to standard procedures. After the incident is resolved, the responsible department provides feedback to the reporter. A case summary and discussion are conducted for each incident to develop future remedial measures and procedures, strengthening the Company's incident response and prevention capabilities.
Specific Actions in 2024	<ul style="list-style-type: none"> Invested approximately NT\$8 million over the past three years (2022–2024) to strengthen information security, covering endpoint and network protection, vulnerability scanning, cloud-based offsite backup, zero-trust identity verification, and multi-factor authentication. Annual information security awareness training and social engineering drills were also implemented to comprehensively enhance corporate cybersecurity resilience. Introduced the Warehouse Management System (WMS) in 2024, integrating PAD, PDA, and QR Code technologies to enhance digitalization and automation of warehouse operations, significantly improving data accuracy and timeliness, accelerating inbound/outbound logistics and inventory management, optimizing order fulfillment and distribution, and achieving paperless, intelligent, and efficient operations, thereby enhancing overall supply chain competitiveness.

	<ul style="list-style-type: none"> In 2024, in accordance with government regulations, appointed one dedicated Chief Information Security Officer (CISO) and one full-time staff member for information security.
2024 Targets	2024 Target Achievement and Performance
<ul style="list-style-type: none"> Upgrade physical security infrastructure (Q3). Update antivirus signatures and systems once per year (Q2). Conduct emergency drills once per year (Q3). Conduct system restoration drills with external vendors once per year (Q3). Conduct information security training once per year (Q3). Conduct 5 information security awareness campaigns per year. 	<ul style="list-style-type: none"> (Achieved) Upgraded physical security infrastructure (Q2). (Achieved) Updated antivirus signatures and systems once (Q2). (Achieved) Completed social engineering drills once (Q3). (Achieved) Completed external vendor system restoration drills once (Q3). (Achieved) Conducted information security training once (Q4). (Achieved) Conducted 9 information security awareness campaigns.
Short-term Goals	Medium- to Long-term Goals
<ul style="list-style-type: none"> Achieve 100% completion of network infrastructure optimization and upgrade project (Q3). Complete purchase of cybersecurity insurance (Q3). Publish an information security emergency incident response plan (Q1). Achieve 100% coverage of system vulnerability scanning operations (Q3). 	<p>Medium-term:</p> <ul style="list-style-type: none"> Achieve ISO 27001 certification by 2027. Reach a 90% pass rate in information security training. Establish privacy and information security management standards for system maintenance vendors, with a 90% compliance rate in signing information security protection commitments. <p>Long-term:</p> <ul style="list-style-type: none"> Conduct vulnerability scanning and patching 4 times annually. Conduct backup and recovery testing once annually. Conduct social engineering drills once annually. Conduct 5 information security awareness campaigns per year. Achieve 100% compliance with password strengthening requirements.

3.1 Diversified Products and Customized Services

| Products and Services

General Plastic's main business scope includes the research, development, manufacturing, and sales of office machine consumables such as copier toner cartridges, printer toner cartridges, and OPC drum gears. The Company also engages in the sales of personal protective equipment and medical-related consumables. Upholding the quality policy of "Quality-Driven, Customer-Oriented," GPI is committed to continuously enhancing the quality of its products and services. Strict product testing standards are defined to verify newly developed products, ensuring compatibility and functionality with machines that meet customer standards.

Major Products



Copier Toner Cartridges

GPI independently develops and manufactures a full range of copier toner cartridges and related peripherals, offering a complete product portfolio. In the office machine cartridge aftermarket, the Company continues to provide high-quality patent-avoidance products, maintaining its leading position in the industry. GPI also offers toner refilling services and customized packaging design for customers.



Waste Toner Containers

Waste toner containers are office machine consumables designed to collect residual toner generated during the printing process. In recent years, GPI has actively expanded its product line in waste toner containers.



Remanufactured Drum Units

In recent years, GPI has aggressively developed the high-value copier drum unit market, establishing both recycling systems and sales channels for drum units.



Printer Toner Cartridges

Printer toner cartridges differ in product characteristics and market channels from copier toner cartridges. GPI has focused on developing finished products, complex models, and color toner cartridges, launching its own brand to enhance recognition in the aftermarket. By adopting a dual-brand strategy—generic brand and in-house brand—GPI has built a strong reputation in the industry for equating GPI products with high quality.

Cartridge Web (CW), GPI's proprietary brand established in 2008, specializes in finished printer toner cartridges. Its main offerings include brand-new compatible cartridges for non-mainstream OEM brands and remanufactured cartridges for mainstream OEM brands. CW products are certified by ISO 9001, ISO 14001, CE, WEEE, REACH, and RoHS. With the support of a professional R&D design team, CW develops products fully compatible with OEM machines, delivering printing performance comparable to OEM products. With patent-avoidance designs and multiple international patent registrations, CW products stand out in the market and have become the best alternative choice beyond OEM toner cartridges.



OPC Drum Gears

GPI has accumulated significant expertise in gear production and mold development. Its mass production capability for gears achieves JIS Class 4, while production standards meet JIS Class 5. Mold development is fully in-house, from design to completion, ensuring high autonomy and strict control of information throughout the entire development process. The Quality Assurance team of professional engineers rigorously inspects product quality daily. With flexibility in mold quality and scheduling, GPI effectively meets diverse customer requirements.

Marketing and Communication



To sustain its competitive edge as a professional manufacturer of copier toner cartridges, General Plastic has adopted a comprehensive integrated marketing strategy with a global presence, enabling its proprietary brand Cartridge Web (CW) to secure a place in the international market.

Since the launch of the CW brand, General Plastic has established logistics centers in the United States and the Netherlands to provide local on-time delivery and customer service support, while actively

participating in international trade exhibitions (in the Americas, Europe, and China) to enhance brand visibility and expand its network of distributors. Backed by General Plastic’s quality assurance, supported with ISO 9001/14001, STMC, and CE certifications, and the strong market reputation of “Made in Taiwan” high-tech products, CW has earned wide recognition from consumers. Moreover, CW products are manufactured with brand-new components and designed with patent-respecting avoidance technologies, ensuring quality and legal compliance, thereby distinguishing them from counterfeit goods.

CW has launched and marketed a series of products with recycled and environmentally friendly concepts, expanding its product lines. These efforts have brought about steady growth in revenue and customer base. In addition to reinforcing brand strength and continuous market development, General Plastic upholds its commitment to delivering high-quality products and prioritizing customer service, serving as the strongest foundation for expanding worldwide.

Cartridge Web 品牌行銷活動		
Marketing Channel	Description	Image
International Consumables Exhibitions	General Plastic showcased its products at the “2024 RemaxWorld Expo (Zhuhai, China)” and the “2024 Recycling Times East Africa Office Equipment and Consumables Expo (Kenya),” displaying various items including laser printer and copier toner cartridges, waste toner containers, and OPC drum precision gears.	
Industry Magazine Advertising	One print advertisement per month and online magazine advertisements with creative design approaches to deepen customer impressions.	

Product Line Expansion	Launched a series of recycled and eco-friendly products. In 2024, a total of 30 products using recycled materials, 22 eco-friendly cartridges, and 8 eco-friendly waste toner containers were introduced, expanding green product items by 30%, generating sales of approximately NT\$8.75 million.	 <p>The Eco-Cartridge = 38 Bottles</p> <p>MORE SUSTAINABLE CHOICE</p> <p>www.cartridgeweb.com</p>
Others	<p>Various enriched and high-quality marketing initiatives to increase brand visibility:</p> <ul style="list-style-type: none"> ● Official website: www.cartridgeweb.com ● Google keyword advertising ● Youtube videos ● Facebook, LinkedIn, X pages ● Regional distributor marketing, large retail channels ● Marketing giveaways ● Printed catalogs ● E-catalog distribution 	 <p>Cartridge Web Quality - Service - Value Printing Services - Taichung City - 89 followers</p> <p>LinkedIn</p> <p>THE CARTRIDGE PROS! MADE IN TAIWAN</p> <p>GPI-Cartridge Web Introduction</p>

| Eco-Friendly Cartridge Program

General Plastic's products are export-oriented and play an important role in the consumables market. In response to both domestic and international regulatory requirements on net-zero emissions, the Company must move toward the path of circular economy and sustainability by enhancing its R&D technologies and capabilities. Leveraging its core technologies, GPI ensures that its products comply with regulations while minimizing environmental impact.

In June 2020, General Plastic began aligning with the green economy trend by continuously engaging in R&D and gradually replacing traditional packaging materials with eco-friendly alternatives. The Company has reduced the use of non-sustainable packaging (such as replacing plastics with pulp), promoted cartridge recycling and reuse, and applied recycled plastics to cartridge components. Through these efforts, GPI is committed to enhancing cartridge reusability, reducing resource consumption, minimizing environmental impact, advancing circular economy practices, and achieving sustainable development.

Target Setting

Reduce:

Starting with packaging, reduce the use of non-eco-friendly materials by replacing plastic blister cushioning and extruded polyethylene (EPE) cushioning with pulp-based cushioning.

Reuse:

As current European recyclers only collect and reuse OEM cartridges, General Plastic seeks to explore technical cooperation to modify cartridge designs, making GPI cartridges easier and more cost-effective to recycle, thereby encouraging cooperation from recyclers. Since 2020, the Company has been evaluating the feasibility of reusing GPI toner cartridges and has planned to establish a new line of eco-friendly cartridges to maximize resource circulation and minimize environmental impact.

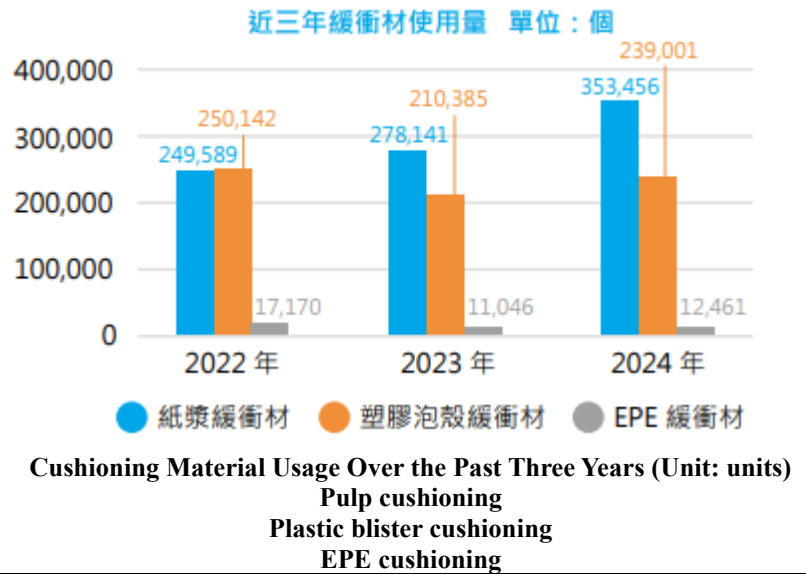
Recycle:

Apply certified recycled plastics in cartridge components to fundamentally reduce plastic consumption, decrease reliance on virgin plastics, and promote circular resource utilization.

Target Achievement and Performance

Reduce:

In 2024, usage of plastic blister cushioning reached 239,001 units (up 14% from 210,385 units in 2023), EPE cushioning reached 12,461 units (up 13% from 11,046 units in 2023), while pulp cushioning reached 353,456 units (up 27% from 278,141 units in 2023).



Reuse:

In 2023, 15 types of reused GPI toner cartridges were launched, and in the third quarter of the same year, GPI began cooperation with European recyclers.

Recycle:

In 2024, GPI launched 30 products made with recycled materials, 22 eco-friendly cartridges, and 8 eco-friendly waste toner containers. Each of these products utilized up to 95% recycled plastic, while their packaging contained no plastic materials, meeting the objective of reducing non-eco-friendly material use. By 2025, the Company plans to launch one eco-friendly cartridge for other OEM brands.



| Quality Management

To provide customers with safe and reliable products, General Plastic regularly sends materials to SGS for hazardous substance testing to ensure compliance with the European Union's Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), and customers' individual requirements on prohibited and restricted substances.

We strictly control the raw materials of components, and 100% of our products undergo health and safety assessments. The assessments include declarations of conformity, testing and verification reports, and safety data sheets. Each quarter, a product quality education and training session is conducted for new products to explain key audit points and precautions. At the same time, GPI closely monitors domestic and international policy and regulatory trends that may affect its products. Through regulatory tracking and evaluation, policy

formulation, and training implementation, the Company ensures full compliance with all relevant laws and regulations.

In addition, GPI conducts regular audits of all suppliers. By strictly controlling the approval of component materials and the inspection of finished products, the Company ensures through a systematic management mechanism that all products provided to customers pose no health risks.

Product Health and Safety Certifications of GPI					
Product Category	Gears	Cartridges	Waste Toner Containers	Toner	Raw Materials
RoHS	V	V	V	V	V
REACH	V	V	V	V	V
CE		V	V		
WEEE		V	V		
STMC		V		V	

			
RoHS Test Report	REACH Declaration	CE Certificate	WEEE Certificate
			
STMC Certificate Valid until: December 7, 2025	Supplier Declaration on Prohibited "Environmental Management Substances"		

上福全球通過 ISO 驗證

	
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ISO 9001:2015 Certificate
 Expiry Date: July 7, 2027

ISO 14001:2015 Certificate
 Expiry Date: August 8, 2027

3.2 R&D and Patents

| R&D Projects and Technological Advancements

General Plastic’s professional product development team continues to dedicate resources to R&D, striving in the peripheral consumables market for copier, printer, and multifunctional machine toner cartridges and OPC drum gears. The Company has consistently developed black-and-color toner cartridges for Kyocera Mita, Toshiba, OKI, Canon, Sharp, Ricoh, Xerox, and Samsung series; OPC gears for Kyocera Mita and HP; and remanufactured eco-friendly drum units for Canon, Konica Minolta, and Ricoh. General Plastic has also partnered with industry peers to engage in the development of complex chips. In addition, the Company collaborates with OEMs of large-format commercial plotters by providing cartridge and toner input mechanism designs. In this way, GPI has assumed the role of an ODM, enhancing gross margin and competitiveness through the launch of new products.

In response to global net-zero carbon policies, General Plastic is also committed to its plastic reduction initiative, launching reusable toner cartridges with convenient refill pack designs to encourage repeated use and extend the life cycle of toner cartridges. This initiative is paired with the dual program of recycling OEM toner cartridges, in which GPI applies its manufacturing technology to reclaim OEM cartridges and restore them through cleaning, processing, and refilling, thereby granting them new life and contributing further to environmental protection.

The Company has invested heavily in R&D to overcome the patent barriers established by OEMs, independently developing and effectively resolving patent challenges. By respecting intellectual property through patent-avoidance designs, GPI ensures differentiation and market segmentation compared to counterfeiters who merely copy OEM designs, while also protecting its own products from imitation. General Plastic has always adhered to a “quality-driven” philosophy, maintaining the highest levels of compatibility and stability with OEM standards despite patent restrictions. With 100% MIT (Made in Taiwan) production, customers can purchase and use GPI’s products with complete confidence.

In 2024, total R&D expenditures amounted to NT\$163,430 thousand, accounting for 3.09% of business machine consumables revenue (NT\$5,296,038 thousand). These expenditures primarily focused on the design, development, testing, and patent applications for laser toner cartridges and OPC drum gears in the business machine consumables division. General Plastic continues to devote significant R&D investments to new product research and development, ensuring the Company maintains a comprehensive product portfolio, expands the gap with competitors, fulfills customers’ one-stop purchasing needs, and strengthens the Company’s overall competitiveness.

Invention Patents Granted in 2024

►Taiwan Invention Patent TW I831497

This invention relates to a method for refilling toner cartridges, comprising the following steps: (a) providing a toner container filled with toner, the container having a first end and a second end opposite each other, with a toner outlet formed at the first end; (b) providing a toner cartridge with an opening at one end, and fitting the toner cartridge onto the toner container from the first end toward the second end so that the opening corresponds to the outlet; (c) forming a vent hole at the second end of the toner container; (d) withdrawing the toner container from inside the toner cartridge, thereby allowing toner to be discharged through the outlet of the toner container and remain inside the toner cartridge; and (e) using a cap to seal the opening of the toner cartridge. Through this method, the invention provides a simple and convenient operation that ensures accurate toner refilling without leakage, reduces residual toner, lowers costs, and is environmentally friendly.

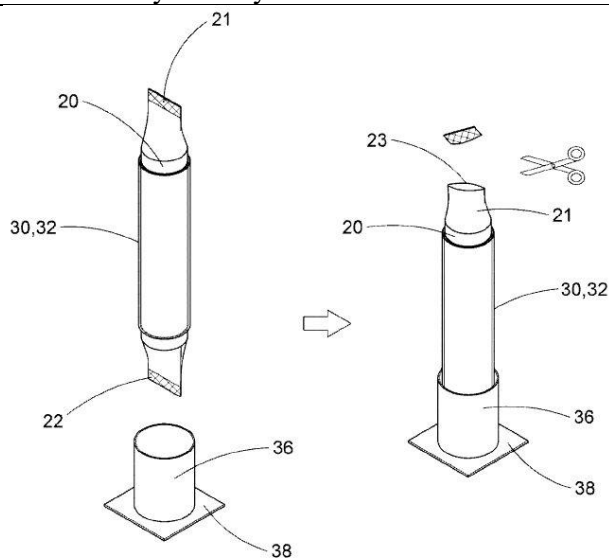


圖2

Illustration of Patent Product TW I831497

►Taiwan Invention Patent TW I854860

This invention relates to a chip module for toner cartridges, comprising a substrate, a memory unit, and multiple terminals. Multiple circuits are disposed on the substrate, with the memory mounted on and electrically connected to the circuits. The terminals are arranged at intervals, each including a connecting portion disposed on the substrate and electrically connected to the circuits, and two contact ends electrically connected to the connecting portion, with the two contact ends spaced apart from each other. Since each terminal is provided with two contact ends that can connect with the conductive strips of the reading head of an electronic imaging device, reliable electrical connectivity with the reading head of the electronic imaging device is ensured, thereby preventing poor contact.

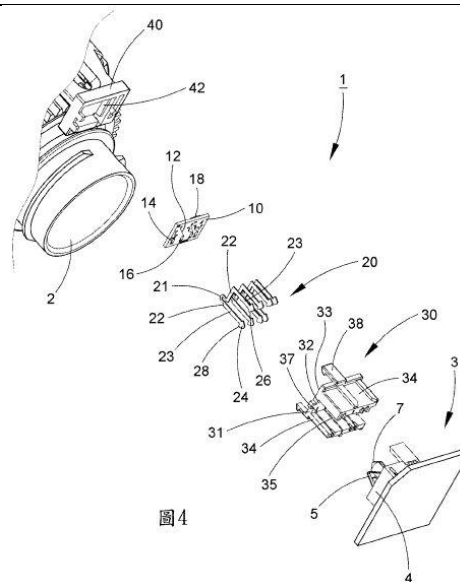


圖4

Illustration of Patent Product TW I854860

Patent R&D and Protection

Patent searches to avoid infringement can prevent the Company from violating others' patent rights during manufacturing or sales, thereby reducing the risk of incurring substantial settlement payments, litigation expenses, and potential damages. Infringement could even result in the loss of market opportunities. A well-planned patent application strategy can prevent competitors from copying or imitating products; if patent rights are infringed, the Company may be able to block competitors' product sales and even generate revenue by granting patent licenses and collecting royalties.

Through patent applications and protection, General Plastic enhances product competitiveness in the

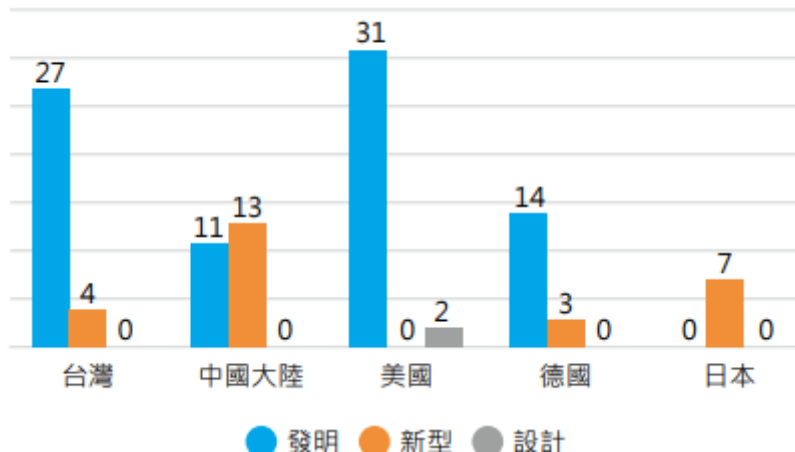
market, creates value for both the Company and its customers, and prevents infringement. During the R&D process and before entering new domestic and international markets, the Company conducts regulated patent searches and analyses of the inventions or design concepts involved, in order to ensure the quality and efficiency of searches, increase the reliability of the results, and determine whether to file independent patents or issue early warning opinions.

Patent Development and Processing Workflow



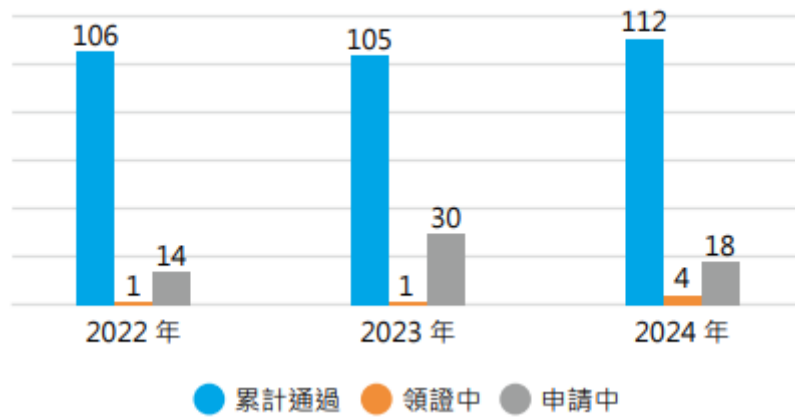
New Design Proposal / Patent Data Comparison / Patent Forms and Descriptions / Countermeasure Analysis and Design / Patent Attorney Confirmation / Development Department R&D / Assembly Drawings and Exploded Views / Patent Attorney Final Determination / Development Procedures

Patent agents establish effective communication channels to ensure the quality and protection of patent applications, and regularly review with patent agents and R&D department managers the utilization of granted patents to assess the necessity of continued maintenance. As of 2024, General Plastic held 112 granted patents in Europe, the United States, Taiwan, and China, with an additional 4 patents pending issuance and 18 patent applications still in progress.



Number of Patents Granted as of 2024

Patent Category / Country	Taiwan	China	United States	Germany	Japan	Total
Invention	27	11	31	14	0	83
New Model	4	13	0	3	7	27
Design	0	0	2	0	0	2
Total	31	24	33	17	7	112



Patent Application Status Over the Past Three Years

Year / Application Status	Cumulative Granted	Pending Issuance	Applications in Progress
2022	106	1	14
2023	105	1	30
2024	112	4	18

Notes:

1. The number of patents granted and application status are based on General Plastic Industrial Co., Ltd.
2. The statistics on patent application status are calculated up to December 31 of each respective year.

3.3 Customer Relations and Supplier Management

| Customer Relations

General Plastic maintains effective communication channels with customers and has established the “Customer Complaint Management Procedures” and the “Customer Service Management Procedures” to ensure effective handling of product and service complaints. If product issues arise, customers may report them to relevant sales personnel via email or phone. The Quality Assurance Department is responsible for handling complaints, from root cause analysis and review meetings to implementing corrective actions, and providing customers with explanations and solutions. Sales personnel oversee the communication process with the complaining customer and provide ongoing updates on case progress to improve service quality. Complaint cases are regularly summarized and reviewed to prevent recurrence and to resolve issues as quickly as possible. A total of 12 product complaint cases were filed, all of which were resolved and closed.

In terms of service quality, in order to maintain competitiveness and to understand customer satisfaction with the Company’s products and services, General Plastic conducts an annual customer satisfaction survey. A survey program is integrated into the Company’s management system, covering aspects such as product delivery, quality, service, value, communication, orders, product information, professionalism, and attitude. The results are used as a reference for corporate strategy and continuous improvement to meet genuine customer needs and further enhance competitiveness. In 2024, General Plastic’s average customer satisfaction score was 36.82 out of 40.

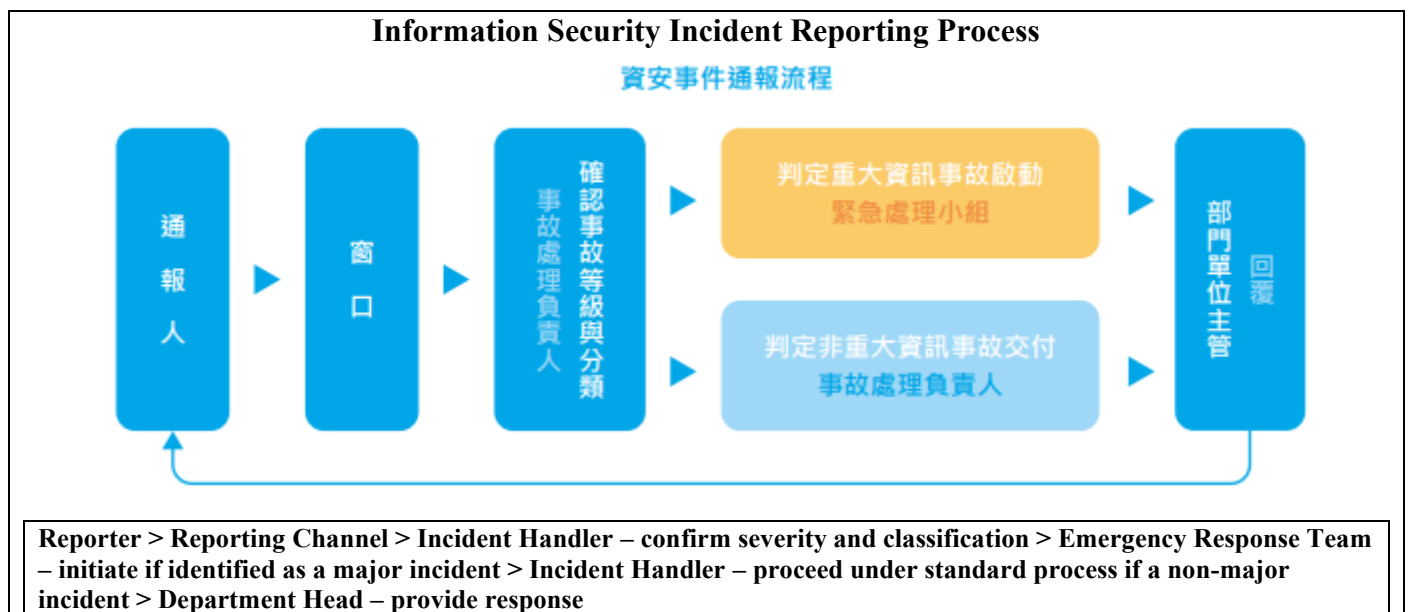
When receiving complaints from customers or other stakeholders regarding privacy rights, the Company follows established procedures including case acceptance, assignment of responsible personnel, case evaluation, solution negotiation, and result notification. All information related to the complainant and complaint details are safeguarded by the designated responsible unit and handled properly within the legally required timeframe. In 2024, there were no reported incidents of customer data privacy violations or information leaks.

Customer Complaint Channels		
Contacts	Complaint Hotline	Complaint Emails
【Products】Sales Department – Specialist Ko	04-2639-3103	sales@gpi.com.tw
【Customer Privacy Rights】Vice President Chen		sales@cartridgeweb.tw info@cartridgeweb.tw

| Information Security and Privacy Protection

To fulfill its responsibility for customer data protection and information security management, General Plastic has established the “Personal Data Protection Management Regulations” in accordance with the Personal Data Protection Act, its Enforcement Rules, and relevant regulations issued by competent authorities, which were approved by the Board of Directors. Based on the Plan-Do-Check-Act (PDCA) framework, the

Company has implemented a Personal Data Protection Management System to ensure the effective execution of protection measures and the supervision of its operation. For employee or customer data, only authorized personnel are permitted to access the information. If access is required for business purposes, an “Internal Request Form for the Collection, Processing, and Use of Personal Data” must be submitted and approved by relevant department heads to confirm compliance with legal requirements. Furthermore, system access is classified according to job levels (e.g., general staff, section managers, department managers, VPs, etc.) to control access rights. To strengthen employee awareness of information security, General Plastic appointed one Chief Information Security Officer and one dedicated specialist. Each is required to undergo at least 12 hours of information security professional training or competency training annually. Additionally, by the end of each year (December), all personnel using information system equipment must attend a 3-hour information security training session. Employees unable to attend will receive supplementary training to achieve a training completion rate of over 90%. The Company also regularly collects information security incidents and enhances company-wide awareness. In 2024, over 9 case-based information security awareness sessions were conducted for all employees.



Supplier Management

In addition to actively implementing corporate social responsibility and human rights protection policies, General Plastic expects and requires all business partners, including suppliers, to adhere to the same standards, jointly promoting awareness of human rights issues and the identification and management of potential risks, thereby providing employees with a fairer and safer working environment and enhancing human rights awareness. The Procurement Department evaluates new suppliers based on the New Supplier Survey and Evaluation Form. Evaluation criteria cover production operations (such as quality and procedures) as well as facility and regulatory compliance (such as production environment, human rights, workplace safety, and

environmental pollution). Explicit labor and human rights requirements include the prohibition of child labor and forced labor. Suppliers engaged in production activities must undergo on-site evaluations, while those without direct production activities (such as distributors) may be exempt. To qualify as an approved supplier, the evaluation score must reach 70 or above, and product samples must pass Quality Assurance Department inspections confirming they do not contain hazardous substances regulated under “Environmental Management Substances.” Suppliers scoring below 70 must improve and undergo re-evaluation; those failing to meet standards upon re-evaluation will not be approved. In 2024, the Company added four new suppliers, representing an increase of approximately 2.3%, all of which completed evaluations using the New Supplier Survey and Evaluation Form with a 100% completion rate.

To ensure that raw materials provided by suppliers continuously comply with EU environmental directives, including RoHS (2011/65/EU), PFOS (2006/122/EC), DMF (EU No. 412/2012), and REACH (EC No. 1907/2006), the Procurement Department requires suppliers to sign the Supplier Declaration of Prohibition of Environmental Hazardous Substances every six months, pledging not to use toxic substances in production. Signed declarations are retained, and suppliers unable to provide the declaration must instead submit a Safety Data Sheet (SDS). The Quality Assurance Department also sends samples to external laboratories such as SGS for testing on an ad hoc basis.

General Plastic primarily evaluates existing suppliers on raw material quality and delivery performance. The Procurement Department completes supplier evaluations by the end of each month and records the results in the Supplier Evaluation Score Sheet. Suppliers scoring below 80 are subject to counseling or replacement, depending on the circumstances. In 2024, all supplier evaluations were satisfactory.

General Plastic also communicates policies on “ethical corporate management, production environment, workplace safety, environmental protection, and human rights” to suppliers via email. Although no specific penalties regarding the use of child labor by suppliers currently exist, the Company not only actively implements corporate social responsibility and human rights protection policies internally but also expects all business partners, including suppliers, to adhere to the same standards. The goal is to enhance awareness of human rights issues and risk management, provide a fairer and safer working environment for employees, and strengthen human rights protection. Surveys confirmed that in 2024, the top 10 suppliers by transaction amount did not experience any negative environmental or social impacts nor violations of environmental or social regulations that resulted in penalties.

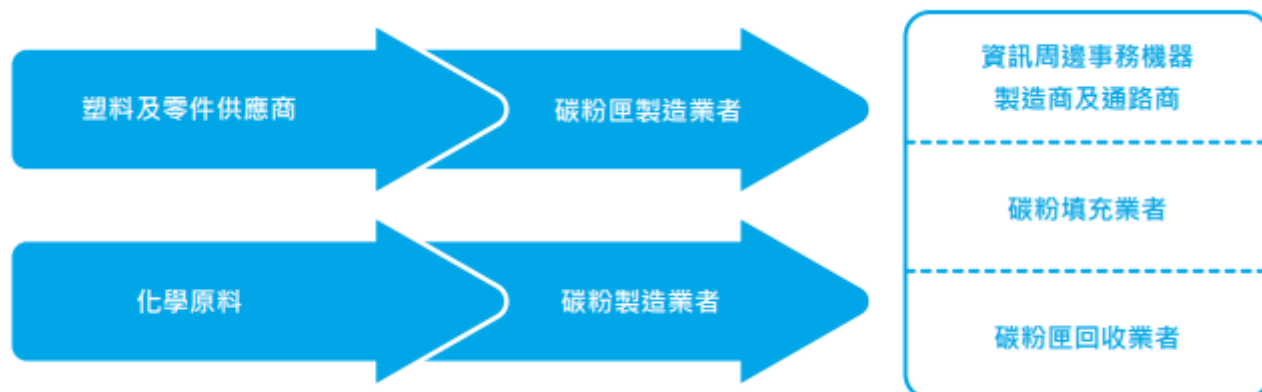
| Procurement Management

■ Procurement Overview

General Plastic’s products are primarily divided into two categories: toner cartridges and precision gears for OPC drums. Among these, toner cartridges accounted for approximately 96.69% of GPI’s (parent company

only) total revenue. The upstream, midstream, and downstream overview of the toner cartridge supply chain is illustrated below. For detailed information regarding the supply chain of precision gears for OPC drums, please refer to pages 59–60 of the 2024 Annual General Shareholders' Meeting Annual Report.

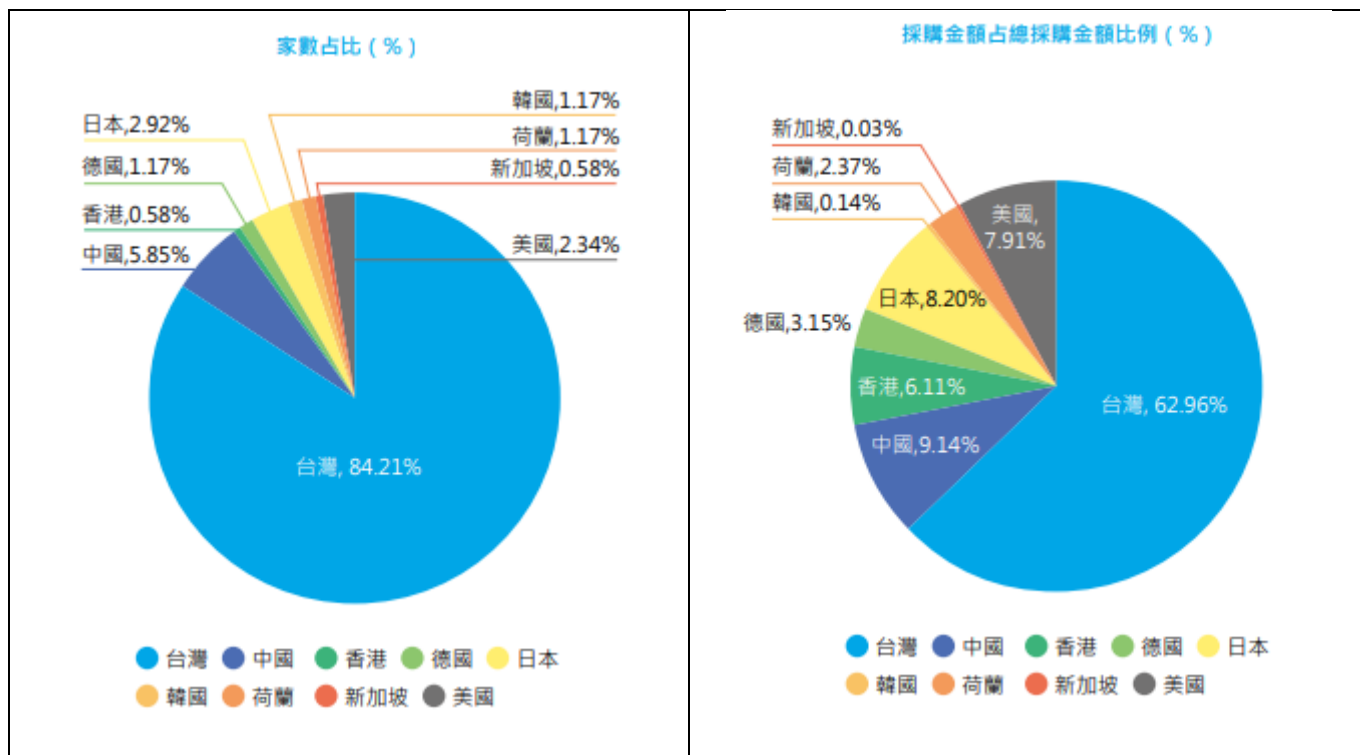
Overview of the Toner Cartridge Supply Chain



Plastic and Component Suppliers > Toner Cartridge Manufacturers >
Chemical Raw Materials > Toner Manufacturers >
IT Peripheral Office Equipment Manufacturers and Distributors
Toner Refill Operators
Toner Cartridge Recycling Operators

In 2024, General Plastic had procurement transactions with a total of 171 suppliers. By region, 144 suppliers were located in Taiwan (accounting for 62.96% of total procurement spending)^{Note}, 11 in China and Hong Kong, and 16 overseas. Compared to 2023, there were no significant additions or terminations of major suppliers.

General Plastic's 2024 Supplier Procurement Overview			
Procurement Region	Number of Suppliers	% of Total Suppliers	% of Procurement Value
Taiwan	144	84.21%	62.96%
China	10	5.85%	9.14%
Hong Kong	1	0.58%	6.11%
Germany	2	1.17%	3.15%
Japan	5	2.92%	8.20%
Korea	2	1.17%	0.14%
Netherlands	2	1.17%	2.37%
Singapore	1	0.58%	0.03%
United States	4	2.34%	7.91%
Total	171	100.00%	100.00%



Note: Local refers to Taiwan.

Raw Material Usage Overview

The use of plastic materials places a burden on the environment. General Plastic has introduced partial use of recycled plastics to reduce environmental impact. In 2024, the Company consumed a total of 3,227.00 metric tons of raw materials, including five major categories: paper, plastics, recycled plastics, toner, and copper sheets^{Note 1}. Except for cartons, which are renewable, all others are classified as non-renewable raw materials. In 2024, General Plastic used 36.90 metric tons of recycled plastics (approximately 1.14%)^{Note 2}. The adoption of recycled plastics is a global trend, aimed at reducing resource consumption.

General Plastic's 2024 Raw Material Usage			
Category	Type	Usage (metric tons)	Percentage (%)
Renewable	Cartons	1,361.00	42.18%
Non-renewable	Plastics	1,458.00	45.18%
	Recycled plastics	36.90	1.14%
	Toner	362.90	11.25%
	Copper sheets	8.20	0.25%
	Subtotal	1,866.00	57.82%
Total		3,227.00	100.00%
Notes:			
1. Usage amounts of plastics, recycled plastics, toner, and copper sheets are based on SAP system data; carton usage is estimated using the most common specifications.			
2. Percentage of recycled material used = (Total recycled material used / Total material usage) × 100%.			

4 Reducing Impacts and Protecting the Environment

4.1 Climate Change Response

| Governance

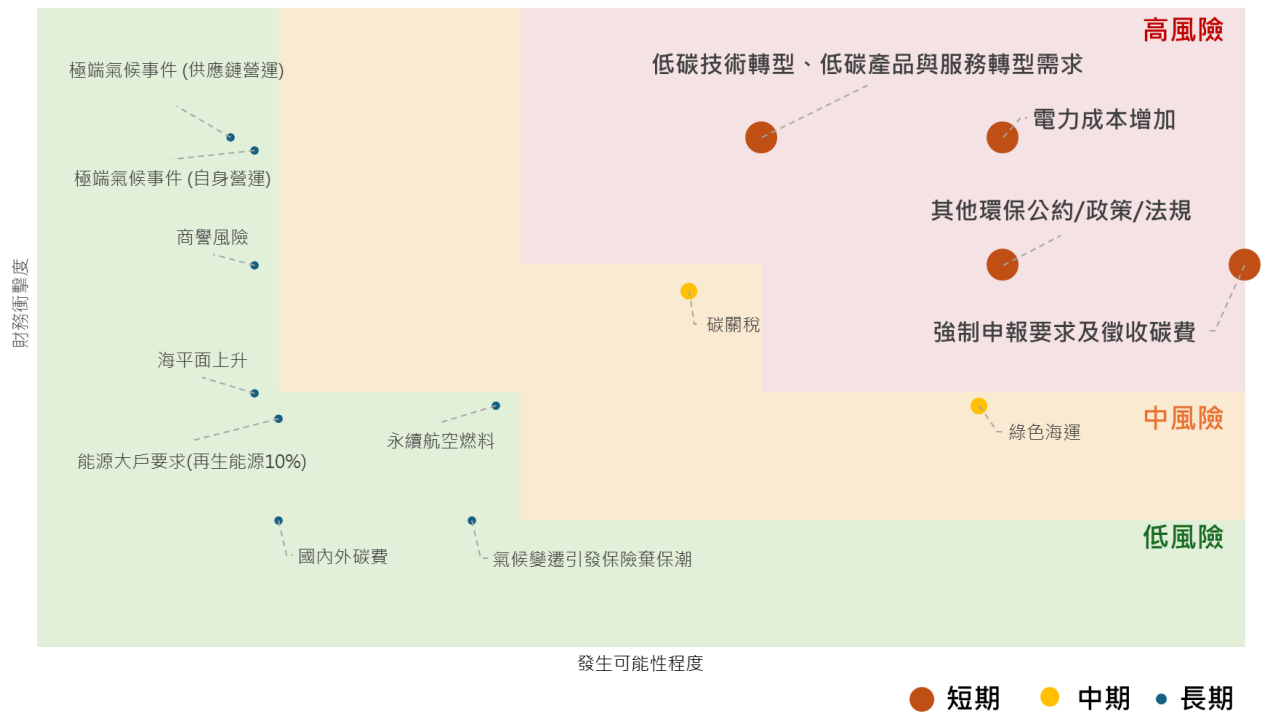
In response to the increasing impacts of climate change on the global economy, environment, and human rights, the Board of Directors serves as the highest governing body for sustainable development at General Plastic, with the Sustainability Office responsible for climate change-related matters. General Plastic refers to the framework recommended by the Task Force on Climate-Related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB), and follows its four core elements—"Governance," "Strategy," "Risk Management," and "Metrics and Targets." The Company also adheres to the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, which provide guidance on the disclosure of climate-related information for listed companies in Taiwan. Climate risk and opportunity identification meetings are held by the Sustainability Office in collaboration with functional task forces, relevant departments, and sustainability consultants to identify and assess related risks and opportunities. The results of these identifications and actions are reported to the Board of Directors on a regular basis (at least annually). Following review and approval by the Sustainability Office, the results are submitted to the Audit Committee and the Board of Directors, and are regularly (at least once per year) reported to the Board.

| Risk Management

General Plastic references the TCFD's recommended categories of climate-related risks and opportunities, including transition risks (policies and regulations, technology, market, reputation), physical risks (acute, chronic), and opportunities (resource efficiency, energy sources, products/services, markets). Climate change identification meetings are conducted by the Sustainability Office in collaboration with sustainability consultants to evaluate possible risks and opportunities, and risk/opportunity levels are assessed based on likelihood of occurrence and financial impact.

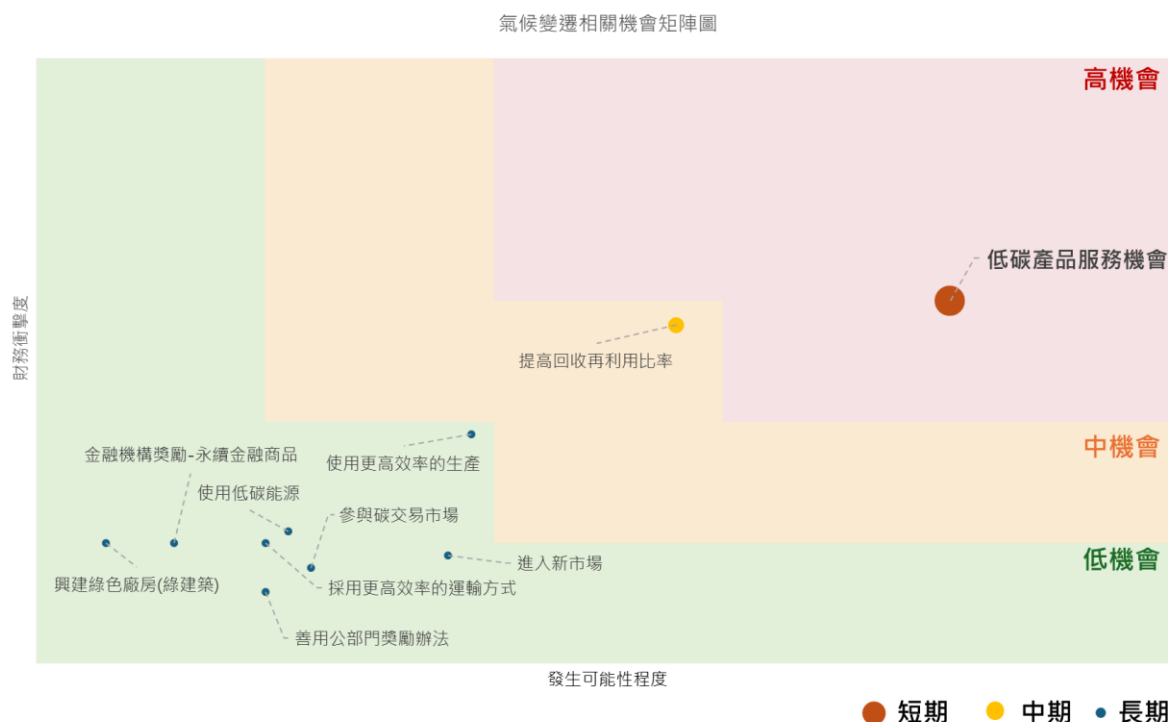
In 2024, items classified as high risk/high opportunity (scoring 12 points or more in likelihood × financial impact) were prioritized. A total of 4 potential climate change risks were identified: (1) physical risk – rising electricity costs, (2) regulatory risk – mandatory disclosure requirements and carbon fee imposition, (3) regulatory/policy risk – other environmental conventions, policies, and regulations, and (4) technological risk – low-carbon technology transition and demand for low-carbon products and services. Additionally, 1 potential climate change opportunity was identified: product and service opportunity in low-carbon solutions. These issues are continuously monitored and managed by the Sustainability Office in accordance with existing countermeasures and future response actions (details available on the [GPI website](#)).

氣候變遷相關風險矩陣圖



Climate Change Risk Matrix / Financial Impact / Likelihood of Occurrence / High Risk / Medium Risk / Low Risk / Short-term / Medium-term / Long-term

Low-carbon technology transition; demand for low-carbon products and services
Rising electricity costs
Other environmental conventions, policies, and regulations
Mandatory disclosure requirements and carbon fee imposition
Green shipping
Carbon tariffs
Extreme climate events (supply chain operations)
Extreme climate events (own operations)
Reputational risks
Sea level rise
Renewable energy requirements for major energy users (10%)
Domestic and international carbon fees
Sustainable aviation fuel
Insurance withdrawal risks triggered by climate change



Climate Change Opportunity Matrix / High Opportunity / Medium Opportunity / Low Opportunity

Low-carbon product and service opportunities
Increased recycling and reuse rates
Adoption of more efficient production processes
Entry into new markets
Participation in carbon trading markets
Adoption of more efficient transportation methods
Utilization of government incentive programs
Use of low-carbon energy
Incentives from financial institutions – sustainable finance products
Construction of green factories (green buildings)

Response Strategies and Targets

Potential Climate Risks	Explanation of Financial Impact	Response Strategies and Targets
Physical Risk- Rising Electricity Costs	Short-term/High Risk In line with the government's 2050 net-zero emission roadmap and renewable energy targets, the share of renewable energy may reach 30% and natural gas 50% by 2030. Most of Taiwan's electricity is supplied by the state-owned Taiwan Power Company (TPC), which also regulates electricity prices. Factors influencing future electricity prices include the costs of renewable energy (mainly solar and wind), natural gas, and coal. In recent years, rising raw material costs have pushed up power generation costs. Since April 2024, electricity tariffs in Taiwan were increased by 11%, with an average rise of 9%. Industrial electricity rates increased from NT\$3.38/kWh to NT\$3.72/kWh, and according to TPC's	Short-term: ■ Optimize company operations and production processes to reduce electricity expenses. Medium- to Long-term: ■ Evaluate new energy-saving equipment, optimize power utilization, enhance energy efficiency, and replace high-consumption systems or machinery.

Potential Climate Risks	Explanation of Financial Impact	Response Strategies and Targets
	<p>announcement, the industrial electricity rate for 2024 is NT\$4.27/kWh.</p> <ul style="list-style-type: none"> ■ Rising electricity prices will increase corporate production costs and reduce profitability. ■ Evaluating new energy-saving equipment may result in increased capital expenditures. 	
Policy/Regulation-Mandatory Reporting Requirements and Carbon Fees	<p>Short-term/High Risk</p> <p>The Financial Supervisory Commission (FSC) has issued the Sustainable Development Roadmap, which phases in requirements for all listed companies to complete greenhouse gas inventories and assurance within specified timelines.</p> <ul style="list-style-type: none"> ■ General Plastic will need to allocate manpower and resources for carbon inventories. If the results are inaccurate or reporting requirements are not met, penalties may be imposed by authorities, leading to increased operating costs. ■ If carbon emissions reach the threshold for taxation, the Company may be required to pay carbon fees or emission trading costs, reducing profitability. ■ To reduce carbon emissions, the Company may need to invest in energy-saving and carbon-reduction equipment or technologies, increasing investment costs. 	<p>Short-term:</p> <ul style="list-style-type: none"> ■ Engage professional institutions or consultants to assist with carbon inventories. ■ Establish a carbon inventory management system to clearly define scope, processes, and responsibilities, and conduct periodic audits. ■ According to the FSC's Sustainable Development Roadmap, the parent company of General Plastic plans to complete greenhouse gas inventories and verification in 2025, while subsidiaries consolidated in financial statements will complete inventories and verification in 2026. <p>Medium- to Long-term:</p> <ul style="list-style-type: none"> ■ Strengthen carbon emission data management to ensure completeness and accuracy. ■ Assess carbon risks and develop appropriate response strategies.
Policy/Regulation-Other Environmental Conventions/Policies/Regulations	<p>Short-term/High Risk</p> <p>To promote source reduction, various countries have successively introduced plastic taxes, which may further mandate the proportion of recycled materials used in products.</p> <ul style="list-style-type: none"> ■ Currently, General Plastic has not yet been explicitly listed as a taxable entity, but if such regulations are established in the future, operating costs may increase. ■ Some customers have already requested that cushioning packaging materials be replaced with environmentally friendly alternatives, which will increase operating costs. 	<p>Short-term:</p> <ul style="list-style-type: none"> ■ To meet customer requirements, General Plastic has already replaced cushioning packaging materials with eco-friendly alternatives, and plastic packaging is gradually being phased out. <p>Medium- to Long-term:</p> <ul style="list-style-type: none"> ■ Continue monitoring environmental issues and regulations, ensuring that products are developed in line with legal and compliance requirements. ■ Continue sourcing recycled materials that meet regulatory verification standards while paying attention to market demand for sustainable materials to incorporate into products or packaging.
Technology-Low-carbon Technology Transition/Low-carbon Product and Service Transition Needs	<p>Short-term/High Risk</p> <p>In response to local regulations, customers are demanding the procurement of low-energy-consumption products.</p> <ul style="list-style-type: none"> ■ Due to R&D or design modifications, it may be necessary to identify suitable raw 	<p>Short-term:</p> <ul style="list-style-type: none"> ■ Continue to expand partnerships, establish backup supplier mechanisms, and diversify risks. ■ Establish a standardized testing framework to shorten product testing timelines and reduce costs.

Potential Climate Risks	Explanation of Financial Impact	Response Strategies and Targets
	materials and partners, potentially increasing procurement costs. ■ The introduction of low-energy-consumption products requires additional testing and verification, increasing operating costs. ■ If the Company cannot provide products that meet customer requirements in a timely manner, orders may be lost, reducing revenue and profitability. ■ Using recycled materials may raise customer concerns regarding product quality, reducing willingness to place orders and thereby lowering revenue and profitability.	■ Provide testing data on recycled materials to demonstrate quality equivalence with virgin materials, reducing customer concerns. Medium- to Long-term: ■ Establish long-term partnerships to enhance quality stability and reduce the impact of raw material price fluctuations on procurement costs.
Potential Climate Opportunities	Explanation of Financial Impact	Response Strategies and Targets
Products and Services- Low-carbon Product and Service Opportunities	Short-term/High Opportunity Continue to launch eco-friendly products to encourage customers to adopt more sustainable options and meet demands for low-carbon products. This will also align with potential future EU legislation mandating the use of recycled materials. Although R&D costs may rise during the development phase, it is expected to create more product and service opportunities and increase revenue in the future.	Short-term: ■ Continue increasing the proportion of eco-friendly packaging materials, while developing paper-pulp cushioning materials and honeycomb paper to replace traditional plastic blisters and EPE materials. Medium- to Long-term: ■ Adopt recycled plastics and design reusable products, including toner cartridges designed for refill, enabling reuse of spent cartridges. Develop recycling-based cleaning processes to enhance cartridge cleaning efficiency, while designing dedicated machinery to reduce energy consumption.

General Plastic will continue to follow the TCFD framework for identifying risks and opportunities, evaluating potential risks and opportunities each year, and developing contingency plans for high-risk and high-opportunity items.

4.2 Energy and Greenhouse Gas Management

| Energy Use

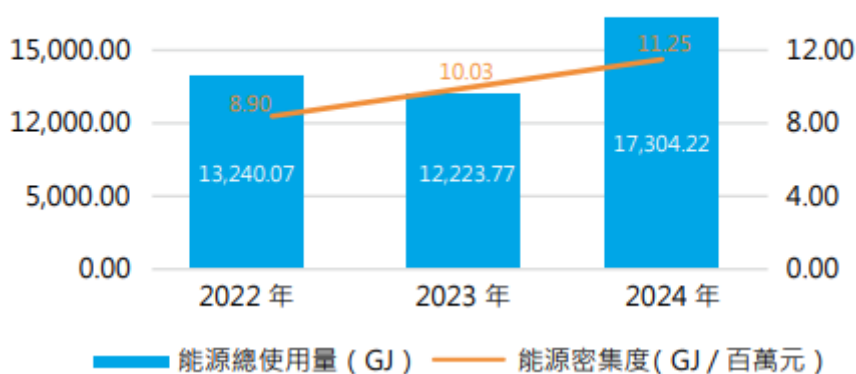
According to Article 22 of the Autonomous Regulations of Low-carbon City Development in Taichung City, the Company is required to install renewable energy power generation facilities as a designated electricity user. The contracted capacity of Plant 1 and Plant 2 totals 1,360 kW, which requires the installation of at least 1,360 kW of renewable energy facilities. General Plastic has completed the installation of 999.79 kW of solar photovoltaic power generation capacity, approximately 7.4 times higher than the requirement under the Autonomous Regulations of Low-carbon City Development in Taichung City. In 2024, total solar power

generation reached 1,276,497 kWh. However, as the generated solar power was sold to Taipower, no renewable energy was consumed internally by the plants.

General Plastic's energy consumption categories include electricity and gasoline, with electricity as the primary source. In 2024, electricity consumption was 4,708,180 kWh, and gasoline consumption was 11,156 liters. After conversion, the total energy consumption was 17,304.22 GJ, with an energy intensity of 11.25 GJ per NT\$1 million in revenue.

General Plastic's Energy Consumption and Energy Intensity for the Past Three Years				
Item	Unit	2022	2023	2024
Electricity Consumption	GJ	12,948.77	12,026.74	16,949.45
Gasoline Consumption	GJ	291.30	197.04	354.77
Total Energy Consumption	GJ	13,240.07	12,223.77	17,304.22
Standalone Revenue	NT\$ million	1,487.36	1,219.22	1,537.54
Energy Intensity (Total Energy Consumption / Standalone Revenue)	GJ/NT\$ million	8.90	10.03	11.25

近三年能源使用量與能源密集度



Energy Consumption and Energy Intensity for the Past Three Years
Total Energy Consumption (GJ)
Energy Intensity (GJ/NT\$ million)

Notes:

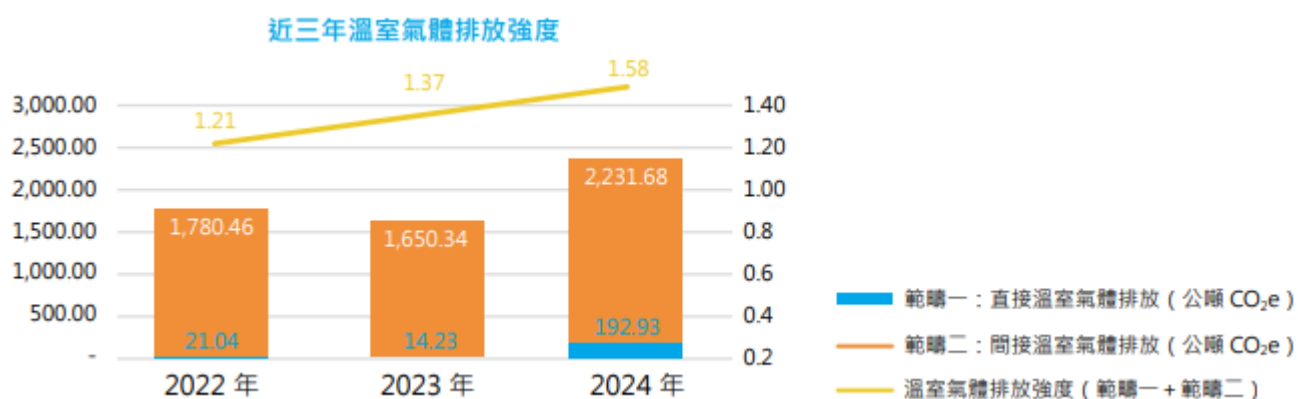
1. Source of information: Electricity data is based on the aggregated monthly utility bills of each plant; gasoline data is based mainly on actual usage.
2. Scope of energy calculation: For 2022 and 2023, the scope covered General Plastic's Taiwan operating sites (including Plant 1, Plant 2, and Plant 3); for 2024, the scope was expanded to include the Taiwan headquarters.
3. Conversion factors for various energy sources: For 2022 and 2023, values were based on version 6.0.4 of the Greenhouse Gas Emission Factors Management Table published by the Ministry of Environment; for 2024, values were based on the Ministry of Environment's announcement on February 5, 2024. Gasoline calorific value: 0.0326 GJ/L (7,800 kcal) in 2022 and 2023, adjusted to 0.0318 GJ/L in 2024 (based on the Ministry of Environment's February 13, 2025 announcement of the 2024 lower heating value of vehicle gasoline at 7,609 kcal/L); Electricity: 0.0036 GJ/kWh.

Greenhouse Gas (GHG) Management

To strengthen greenhouse gas (GHG) management, the 2024 GHG inventory results of General Plastic were verified by an independent third-party institution, AFNOR Asia, Ltd. ("AFNOR"), in May 2025. The verification was conducted in accordance with ISO 14064-3:2019 and confirmed compliance with ISO 14064-1:2018 standards. The inventory boundary adopted the operational control approach, covering all wholly owned emission sources. Emissions and removals were consolidated at the facility level. The scope covered the headquarters, Plant 1, Plant 2, and Plant 3. The verification scope included all emission sources within the

organizational boundary. The level of assurance for Category 1 direct GHG emissions and Category 2 indirect emissions from purchased electricity was “reasonable assurance” (unqualified conclusion), while Category 3 to 6 other indirect emissions were verified at a “limited assurance” level. The verification opinion statement was obtained in August 2025.

General Plastic's GHG Emissions and Emission Intensity for the Past Three Years						
Scope	Category	Description	Unit	2022	2023	2024
Scope 1	Category 1	Direct GHG emissions and removals	metric tons CO ₂ e	21.04	14.23	192.93
Scope 2	Category 2	Indirect GHG emissions from imported energy	metric tons CO ₂ e	1,780.46	1,650.34	2,231.68
Scope 1 + Scope 2 Total Emissions			metric tons CO ₂ e	1,801.50	1,664.57	2,424.61
Scope 3	Category 3 subtotal	Indirect GHG emissions from transportation	metric tons CO ₂ e	-	-	399.96
	Category 4 subtotal	Indirect GHG emissions from the use of products purchased by the organization	metric tons CO ₂ e	-	-	8,881.55
	Category 5 subtotal	Indirect GHG emissions from the use of products sold by the organization	metric tons CO ₂ e	-	-	NS
	Category 6 subtotal	Indirect GHG emissions from other sources	metric tons CO ₂ e	-	-	NS
Scope 3 Total Emissions			metric tons CO ₂ e			9,281.51
Standalone Revenue			NT\$ million	1,487.36	1,219.22	1,537.54
Scope 1 + Scope 2 Emission Intensity			(metric tons CO ₂ e/NT\$ million)	1.21	1.37	1.58
Scope 3 Emission Intensity			(metric tons CO ₂ e/NT\$ million)			6.04



GHG Emission Intensity for the Past Three Years

Scope 1: Direct GHG emissions (metric tons CO₂e)

Scope 2: Indirect GHG emissions (metric tons CO₂e)

GHG Emission Intensity (Scope 1 + Scope 2)

Notes:

- As subsidiaries are not yet included in the GHG inventory, the year in which the materiality threshold exceeds 5% will be designated as the baseline year for GHG emissions.

2. The GHG emissions were consolidated using the operational control approach. Types of GHGs inventoried: 2022 and 2023 included carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O); 2024 included CO₂, CH₄, N₂O, hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).
3. Scope of GHG calculation: 2022 and 2023 covered General Plastic's Taiwan operating sites (Plant 1, Plant 2, and Plant 3); in 2024, the scope was expanded to include the Taiwan headquarters.
4. GHG inventory data for 2022 and 2023 were not verified by an external third party and were calculated internally by the Company.
5. Global Warming Potential (GWP) values after 2022 were sourced from the IPCC Sixth Assessment Report (AR6), 2021.
6. Scope 2 emissions were mainly from purchased electricity. The emission factors announced by the Energy Administration, Ministry of Economic Affairs were adopted: 0.495 kg CO₂e/kWh for 2022; 0.494 kg CO₂e/kWh for 2023; 0.474 kg CO₂e/kWh for 2024.
7. Conversion factors: 2022 and 2023 values were based on version 6.0.4 of the Greenhouse Gas Emission Factors Management Table published by the Ministry of Environment; 2024 values were based on the Ministry of Environment's announcement on February 5, 2024.
8. NS refers to non-significant.

The Company, in accordance with the Sustainable Development Roadmap issued by the Financial Supervisory Commission (FSC) in March 2022, reported the greenhouse gas (GHG) inventory and verification schedule for General Plastic (parent company) and subsidiaries included in the consolidated financial statements to the Board of Directors on May 10, 2022, and has since conducted quarterly monitoring.

GHG Inventory and Verification Schedule		
Item / Expected Completion	Parent Company	Subsidiaries
Establishment of dedicated or concurrent units, number of personnel, and responsibilities	November 2024	December 2026
Inventory planning	November 2024	December 2026
Verification planning	April 2025	December 2026

Note: General Plastic, with paid-in capital of NT\$1.276 billion, is required to disclose the GHG inventory information of subsidiaries included in the consolidated financial statements by 2027, using no later than 2026 as the base year, and disclose 2027 reduction targets, strategies, and specific action plans. General Plastic expects to complete disclosure of the GHG inventory and verification of its consolidated subsidiaries by 2026. Future reduction targets, strategies, and action plans will be established based on the emission levels.

| Energy Conservation and Carbon Reduction

To effectively reduce the environmental impact of the greenhouse effect, the Company has promoted various energy-saving measures, such as utilizing skylights for natural lighting, adopting water-cooled fans to reduce indoor temperatures, and implementing energy management programs in offices and public areas to strengthen employees' awareness of energy conservation. In 2024, the Company replaced damaged and unusable fluorescent lamps with LED lighting in its facilities to reduce energy consumption. This measure is estimated to save approximately 12,925 kWh of electricity annually, equivalent to a reduction of about 46.53 GJ and a decrease of approximately 6.13 metric tons CO₂e^{Note} in Scope 2 GHG emissions per year.

Note: Calculated using the 2024 grid emission factor of 0.474 kg CO₂e/kWh announced by the Energy Administration, Ministry of Economic Affairs.

4.3 Water Resource Management

General Plastic is located in the Guann Lian Industrial Park, Wuqi District, Taichung City. According to the Water Risk Atlas developed by the World Resources Institute (WRI)^{Note}, the water stress level of the region where the Company operates is classified as Low–Medium risk (1–2). The Company’s water consumption is 100% supplied by the Taiwan Water Corporation, with the source drawn from Liyutan Reservoir, primarily for domestic use within company facilities. In 2024, the total water withdrawal amounted to 27.19 million liters. The plant site is not located in a protected area, and thus has no significant impact on the environment or biodiversity.

Note: WATER RISK ATLAS Website: <https://reurl.cc/vyime2>.

General Plastic’s Water Resource Usage over the Past Three Years				
Item	Unit	2022	2023	2024
Water Withdrawal	Million liters	19.15	22.842	27.19
Water Discharge	Million liters	3.92	4.38	6.11
Water Consumption	Million liters	15.23	18.462	21.08
Parent Company Revenue	NT\$ million	1,487.36	1,219.22	1,537.54
Water Withdrawal Intensity (Water Withdrawal / Revenue)	Million liters / NT\$ million	0.013	0.019	0.018

Notes:

1. Water consumption = Water withdrawal – Water discharge.
2. Calculation boundary for water resource usage: 2022 and 2023 data cover GPI’s Taiwan operations (Plant I, Plant II, and Plant III). In 2024, the boundary was expanded to include the Taiwan headquarters.
3. Due to errors in the statistical reporting of water withdrawal and consumption data at Plants II and III in 2023, the 2023 data disclosed in this report has been restated.
4. Data sources: Water withdrawal is based on the cumulative monthly consumption shown on each plant’s water bills; water discharge is based on actual meter readings.
5. 1,000,000 liters equals 1,000 cubic meters.
6. All water withdrawal consists of surface water and freshwater.

| Wastewater Discharge

Each industrial park has established a wastewater treatment plant. All wastewater generated from General Plastic’s facilities is directed to the Guann Lian Industrial Park Wastewater Treatment Plant for centralized treatment before discharge and is not directly released into surface water bodies. The Company’s wastewater mainly comes from domestic sewage, which is collected through a separate piping system and transferred to the wastewater treatment plant. There, chemical agents and treatment facilities are used to ensure that effluent meets regulatory discharge standards before being discharged into the Longjing Lishui Drainage, which ultimately flows into the Taiwan Strait. Water pollution monitoring items include Chemical Oxygen Demand (COD) and Suspended Solids (SS). Over the past three years, General Plastic’s wastewater discharge levels have consistently performed better than regulatory effluent standards and fully complied with the Guann Lian Industrial Park wastewater quality requirements, with no negative impact on biodiversity.

General Plastic’s Wastewater Discharge and Compliance with Sewerage Effluent Standards over the Past Three Years			
Item	2022	2023	2024

Wastewater Volume (Million liters)	3.92		4.38		6.11	
Water Quality Monitoring Items	Sewerage Discharge Standard	Annual Average Monitoring Value	Sewerage Discharge Standard	Annual Average Monitoring Value	Sewerage Discharge Standard	Annual Average Monitoring Value
COD (mg / L)	480	161	480	162	480	144.71
SS (mg / L)	320	36	320	52	320	30.07

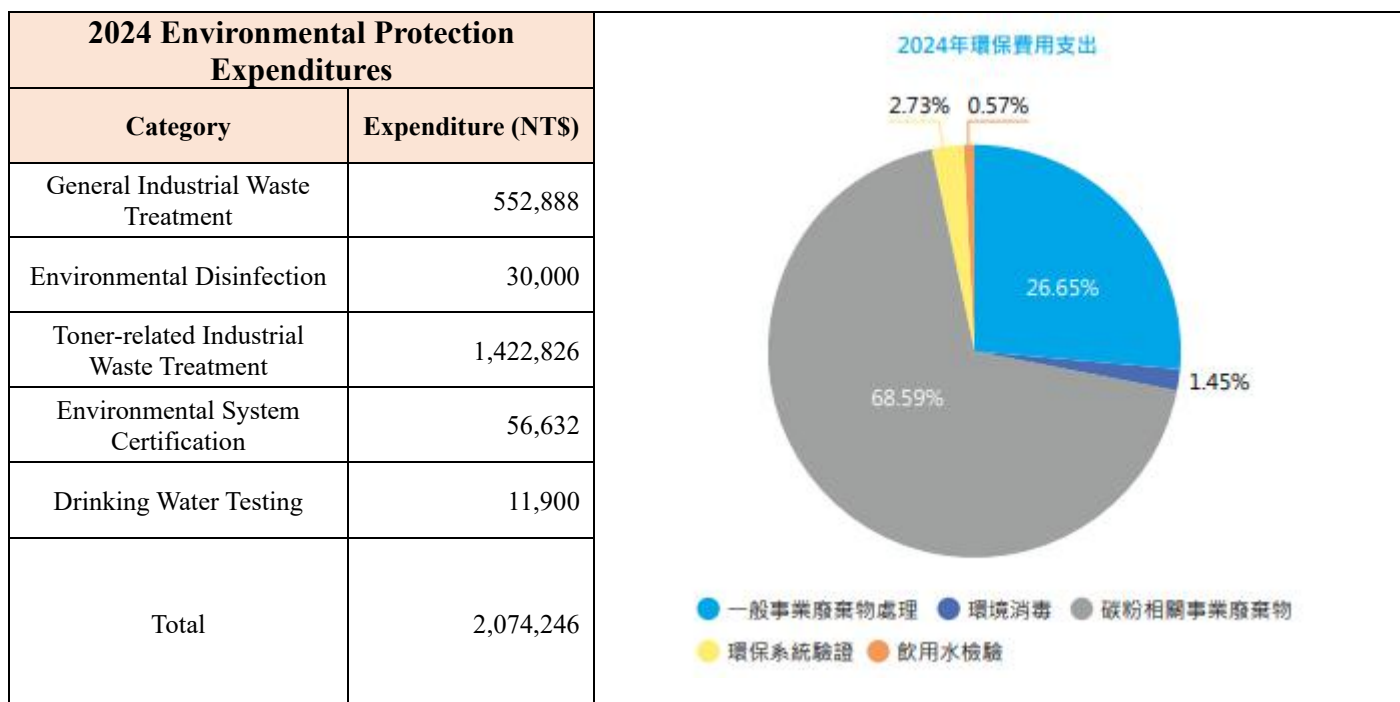
Notes:

1. Monitoring values are derived from wastewater sewerage fee notices.
2. Standards are based on the "Taichung Industrial Park Sewerage Water Quality Control Limits."

4.4 Pollution Prevention Management

Environmental protection serves as the foundation of corporate sustainability. In addition to implementing energy conservation and carbon reduction and promoting energy-saving, low-energy consumption processes to minimize environmental impacts, pollution prevention is also regarded as an important responsibility in achieving sustainable operations. This includes reducing domestic wastewater and waste, as well as conserving energy. General Plastic's production processes do not generate routine emissions of air pollutants such as NOx, SOx, or VOCs through high-temperature combustion, nor do they produce process wastewater. All required pollution control measures are installed in accordance with regulatory requirements and fully implemented. The Company continues to strengthen its pollution prevention equipment to reduce environmental pollution, achieve better environmental performance, and move toward a sustainable future.

To fulfill its corporate social responsibility for environmental protection, General Plastic has invested funds into related environmental initiatives, including the treatment of general industrial waste, toner-related industrial waste treatment, and other measures. In 2024, total environmental protection expenditures amounted to NT\$2,074,246.



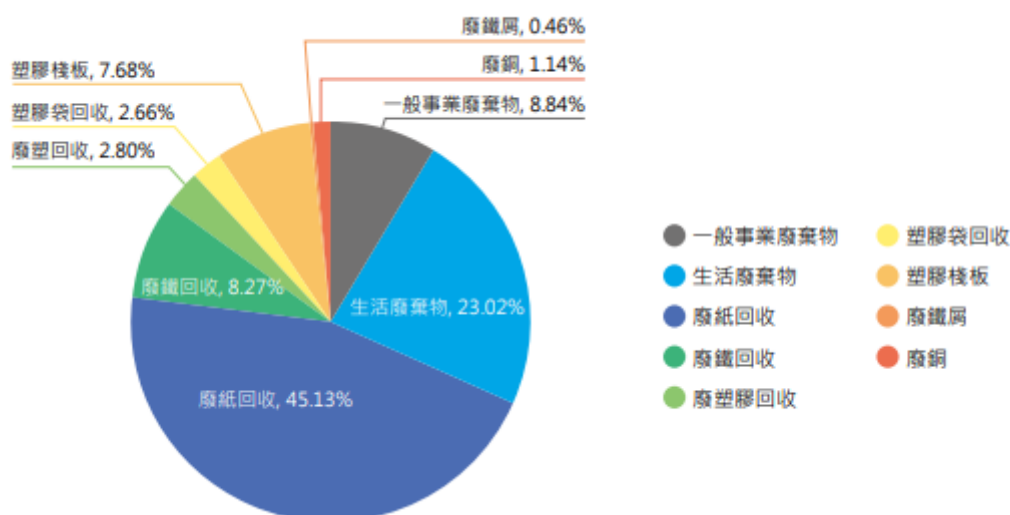
Waste Management

Waste generated by General Plastic's facilities includes general industrial waste, domestic waste, and recyclable waste. These are collected, stored, and treated in accordance with the Standards for the Storage, Clearance and Disposal of Industrial Waste and incorporated into the Company's Environmental Protection Management Procedures, with execution based on the Waste Disposal Act and related regulations.

General industrial and domestic waste are entrusted to licensed professional contractors, transported to incineration plants for disposal, and verified through contractor-provided documentation confirming compliance with contractual treatment requirements. Recyclable scrap materials, including scrap iron, waste paper, plastic pipes, plastic bags, plastic pallets, iron filings, and copper scrap, are separately collected and stored in the Company's recycling area before being periodically sold to licensed recycling operators. In 2024, total waste amounted to 496.53 metric tons, consisting of 158.2 metric tons directly disposed of and 338.33 metric tons transferred for treatment and recycling. No hazardous waste was imported or generated, and no major leakage incidents occurred.

General Plastic’s Waste Volume and Treatment Methods over the Past Three Years					
Waste Categories	2022	2023	2024	Treatment Methods	
	Off-site			Category	Discription
General Industrial Waste	39.39	35.72	43.88	Direct Disposal: Incineration (including energy recovery)	Sent to Houli Incineration Plant
Domestic Waste	97.08	147.16	114.32		Sent to Wuri Incineration Plant
Waste Paper Recycling	235.81	242.82	224.10	Transferred Disposal: Recycling	Recycled by licensed scrap material operators
Scrap Iron Recycling	20.71	38.19	41.04		
Waste Plastics Recycling	11.99	10.55	13.92		
Plastic Bag Recycling	11.95	12.85	13.21		
Plastic Pallets	44.63	26.92	38.11		
Iron Filings	1.21	1.22	2.29		
Scrap Copper	0.27	0.87	5.67		
Total (tons)	463.03	516.29	496.53		
Resource Recovery Ratio (%)	70.53	64.58	68.14		

2024年廢棄物數量比例



2024 年廢棄物數量比例

Notes:

1. Waste calculation boundary: 2022 and 2023 data cover General Plastic's Taiwan operations (Plant I, Plant II, and Plant III). In 2024, the boundary was expanded to include the Taiwan headquarters.
2. All waste volumes are based on actual weighbridge records.
3. Resource recovery ratio = (Total recyclable waste / Total waste).

5 Dedicated Efforts in Integrating Human Resources

Talent Attraction and Retention Management Approach

Material Topic	Talent Attraction and Retention
Commitments and Policies	<ul style="list-style-type: none"> ● Comply with domestic legal requirements to fully safeguard employees' lawful rights and interests. ● Develop employees' knowledge and professional skills to improve work performance and quality. <p>The Company has established related policies, including the Human Rights Policy, Employee Benefits Policy, Labor-Management Communication Policy, and Compensation Policy.</p>
Description of Positive/Negative Impacts and Remedial Measures	<p>Positive Impact: The Company has established a comprehensive compensation system and career development mechanism, placing strong emphasis on talent cultivation and continuous learning. A diversified range of training programs is provided to strengthen employees' professional competencies. Meanwhile, the Company continues to optimize benefits policies and performance systems, fostering a positive and proactive work environment to enhance employee satisfaction and sense of belonging.</p> <p>Negative Impact: In 2024, no significant negative events occurred. However, due to the Company's relatively remote location, talent recruitment remains challenging, resulting in longer hiring timelines. Furthermore, the retention rate of newly hired local operators is relatively low, necessitating continuous recruitment and retraining efforts to stabilize production line operations.</p> <p>Remedial Measures: To enhance talent attraction, the Company provides basic salaries and annual leave days superior to those stipulated under the Labor Standards Act, with the aim of attracting and retaining outstanding talent through competitive conditions.</p>
Management Evaluation Mechanisms	<ul style="list-style-type: none"> ● At the end of each year, salary adjustments are evaluated with reference to changes in market inflation rates, ensuring employee compensation aligns with the prevailing economic environment. ● Each quarter, employee responsibilities, workload, market salary benchmarks, and individual performance are assessed, with proposals for promotion or special salary adjustments submitted as necessary to ensure optimal talent allocation and improved retention rates. ● Performance evaluations are conducted semiannually, with assessment items and criteria set according to job responsibilities. Results are used as references for year-end bonuses, employee compensation, and salary adjustments. ● Work performance reviews are conducted semiannually, and annual reviews evaluate individual goals and work outcomes, identifying training needs and potential employees for future development. ● An annual review is conducted for non-managerial employees, with at least 0.1% of profits allocated as employee compensation when annual profits are achieved (of which no less than 0.03% shall be allocated to non-managerial employees).
Specific Actions in 2024	<ul style="list-style-type: none"> ● Invested NT\$288,133 thousand in employee compensation and benefits. ● Inaugurated the new headquarters building, providing a comfortable and high-quality work environment. ● Offered one free annual health checkup to all employees, exceeding legal requirements. ● Allocated 70% of employee compensation to non-managerial employees. ● Held regular communication meetings, including departmental meetings, quarterly labor-management meetings, and welfare committee meetings.

	<ul style="list-style-type: none"> ● Provided a sound promotion system, free employee lunches, employee travel subsidies, wedding subsidies, funeral subsidies for employees and dependents, and employee parking. ● From 2012 to 2024, the lactation room was used a cumulative total of 5,909 times. ● Provided annual leave entitlements superior to the Labor Standards Act, with a maximum exceeding the statutory 6 days. ● Total training hours reached 4,146, with an average of 8.2 hours per employee.
2024 Targets	2024 Target Achievement and Performance
<ul style="list-style-type: none"> ● Overall employee turnover rate below 15%. ● Turnover rate of new employees within one year below 20%. ● Job platform interview ratings reaching 4.5 stars or higher. ● Female managers accounting for 15% or more. ● Newly hired female technical staff accounting for 50% or more. ● Employment ratio of persons with disabilities at 1% or more. ● Establish diverse communication channels, actively listen to employees, create a friendly environment for communication, and regularly convene labor-management meetings to foster mutual understanding and cooperation. ● Maintain zero incidents of forced or compulsory labor, human rights violations, discrimination, or major labor disputes. 	<ul style="list-style-type: none"> ● (Achieved) Overall employee turnover rate of 10.87%. ● (Achieved) Turnover rate of new employees within one year at 13.68%. ● (Achieved) Job platform interview rating of 5 stars. ● (Achieved) Female managers accounted for 18.18%. ● (Achieved) Newly hired female technical staff accounted for 92.4%. ● (Achieved) Employment ratio of persons with disabilities at 1.38%. ● (Achieved) Established diverse communication channels, actively listened to employees, created a friendly environment for communication, and convened quarterly labor-management meetings to foster mutual understanding and cooperation. ● (Achieved) Zero incidents of forced or compulsory labor, zero violations of human rights or discrimination, and no major labor disputes.
Short-term Goals	Medium- to Long-term Goals
<ul style="list-style-type: none"> ● Overall employee turnover rate below 13%. ● Turnover rate of new employees within one year below 18%. ● Job platform interview ratings reaching 4.5 stars or higher. ● Female managers accounting for 15% or more. 	<ul style="list-style-type: none"> ● Continue to reduce overall employee turnover rate. ● Continue to reduce turnover rate of new employees within one year. ● Continue to improve job platform interview ratings. ● Continue to increase the proportion of female managers.

Occupational Safety and Health Management Approach

Material Topic	Occupational Safety and Health Management
Commitments and Policies	<p>Risk Elimination: Strive to prevent work-related injuries, illnesses, and accidents; control unsafe behaviors and environments; implement near-miss investigations and corrective actions for nonconformities to enhance occupational safety and health performance.</p> <p>Legal Compliance: Comply with occupational safety and health requirements and establish and adhere to relevant standard operating procedures.</p> <p>Health Promotion: Provide employee health examinations and physical/mental health assessments, assign tasks according to health conditions, and organize health promotion</p>

	<p>activities.</p> <p>Employee Participation: Establish effective communication channels and regularly consult employees and stakeholders, provide sufficient time and training, encourage employees to participate in safety and health activities, and create a friendly workplace.</p> <p>Continuous Improvement: Regularly monitor and measure safety and health indicators to improve and enhance performance.</p>
<p>Description of Positive/Negative Impacts and Remedial Measures</p>	<p>Positive Impact: The Company actively promotes occupational safety and health management to create a safe and healthy work environment. Through systematic risk identification, regular health checks, training programs, and emergency response measures, employee safety awareness has been effectively enhanced, the likelihood of accidents reduced, and management resilience strengthened.</p> <p>Negative Impact: In 2024, no significant negative incidents occurred, nor were there any cases of occupational disease reported. However, results from special health examinations revealed 10 employees classified under Level 4 management for hearing tests, and hazard identification detected 2 unacceptable risks (personnel entrapment accidents and collision hazards).</p> <p>Remedial Measures: The Company has taken proactive measures, including improving related equipment, strengthening noise protection management, providing personal protective equipment, arranging health monitoring and education, and continuing to track employee health conditions to mitigate risks and safeguard occupational safety and health.</p>
<p>Management Evaluation Mechanisms</p>	<ul style="list-style-type: none">● The Company conducts internal audits and management reviews in accordance with the Occupational Safety and Health Management System to evaluate PDCA effectiveness.● Occupational safety and health meetings are convened quarterly, with participation from department heads and members of the Occupational Safety Committee.
<p>Specific Actions in 2024</p>	<ul style="list-style-type: none">● Conducted 2 emergency response fire drills, with a total of 541 participants.● Held 3 occupational safety and health training sessions, attended by 439 employees, totaling 616 training hours.● Monitored and controlled employee overtime hours on a monthly basis.● Invested approximately NT\$300,000 in health protection equipment to reduce ultrasonic noise.
<p>2024 Targets</p>	
<ul style="list-style-type: none">● Maintain an occupational disease incidence rate of zero.● Disabling injury frequency below 2.● Disabling injury severity rate below 200.● Conduct regular compliance checks and establish occupational safety, health, and environmental policies and management systems in line with international standards ISO 45001 and ISO 14001.● Organize 1 health promotion activity (weight-loss competition).● Achieve a health examination participation rate of 95%.	<p>2024 Target Achievement and Performance</p>
	<ul style="list-style-type: none">● (Achieved) Maintained occupational disease incidence rate of 0.● (Achieved) Disabling injury frequency below 2.● (Achieved) Disabling injury severity rate below 200.● (Achieved) Conducted regular compliance checks and established occupational safety, health, and environmental policies and management systems in line with ISO 45001 and ISO 14001.● (Achieved) Organized one health promotion activity (weight-loss competition).● (Achieved) Achieved a 100% health examination participation rate.
<p>Short-term Goals</p>	
<ul style="list-style-type: none">● Keep recordable occupational injuries within 7 cases.	<p>Medium- to Long-term Goals</p>
	<ul style="list-style-type: none">● Reduce recordable occupational injuries to within 1 case.



5.1 Workforce Composition

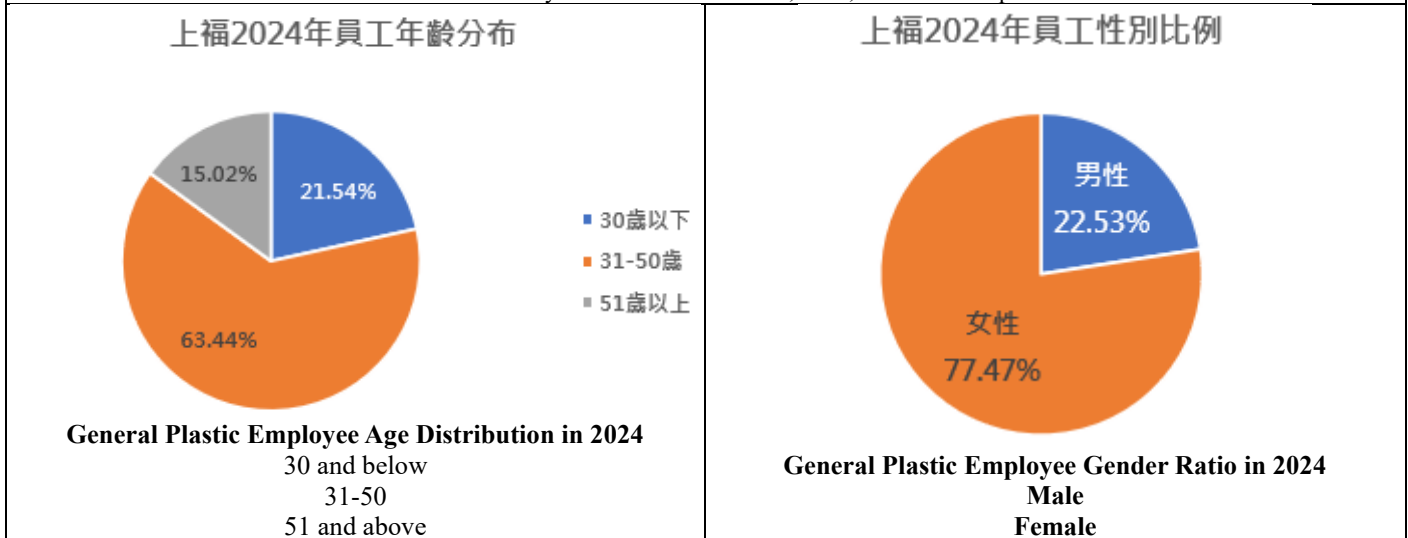
At the end of 2024, General Plastic had a total of 506 employees (114 male and 392 female employees, excluding 1 employee on unpaid leave). Due to the nature of precision assembly work, there is a significant gender gap in the workforce. The proportion of local residents employed in Taiwan in management positions (executives at the assistant manager level and above)^{Note} reached 100%, with women accounting for 18.18% of managerial staff.

Note: Management positions refer to employees at assistant manager level and above.

General Plastic Workforce Composition over the Past Three Years								
Year	Contract Type	Full-time						Total
	Gender	Male			Female			
	Age	30 and below	31-50	51 and above	30 and below	31-50	51 and above	
2022	Full-time	15	79	18	73	246	41	472
2023	Full-time	16	81	20	62	241	47	467
2024	Full-time	14	74	26	95	247	50	506

Notes:

1. In 2024, all employees of General Plastic were full-time, with no temporary staff, part-time staff, or dispatched labor. There were 8 non-employee workers on-site (all contractors), consisting of 4 cleaners and 4 security guards. The Company's operational activities are mainly carried out by its employees.
2. Compared with 2023, there were no significant changes in the number of employees and non-employee workers.
3. The above data are based on the Human Resources system as of December 31, 2024, with no assumptions made.



There were 134 foreign employees (all female, accounting for 26.48% of the total workforce), 4 indigenous employees (all female, accounting for 0.79% of the total workforce), and 7 employees with disabilities (6 female and 1 male, accounting for 1.38% of the total workforce). This exceeds the statutory employment ratio of 1% required under Article 38 of the "People with Disabilities Rights Protection Act," ensuring equal employment opportunities for disadvantaged and underrepresented groups. All of the above employees were non-managerial staff.

General Plastic Workplace Diversity in 2024						
Item	Foreign Employees		Indigenous Employees		Employees with Disabilities	
Gender	Male	Female	Male	Female	Male	Female

General Plastic Workplace Diversity in 2024																		
Item	Foreign Employees						Indigenous Employees						Employees with Disabilities					
Age	30 and below	31-50	51 and above	30 and below	31-50	51 and above	30 and below	31-50	51 and above	30 and below	31-50	51 and above	30 and below	31-50	51 and above	30 and below	31-50	51 and above
Number of Persons	0	0	0	69	65	0	0	0	0	1	3	0	0	0	1	0	5	1
Total	0			134			0			4			1			6		

General Plastic Management Structure Distribution Over the Past Three Years					
Item / Gender		Age	Number of Employees in 2022	Number of Employees in 2023	Number of Employees in 2024
Management Positions (Assistant Manager Level and Above)	Male	30 and below	0	0	0
		31-50	10	10	11
		51 and above	7	7	7
	Female	30 and below	0	0	0
		31-50	2	3	3
		51 and above	1	1	1
Subtotal of Management Positions			20	21	22
Non-managerial Employees	Male	30 and below	15	16	13
		31-50	69	71	63
		51 and above	11	13	20
	Female	30 and below	73	62	91
		31-50	244	238	247
		51 and above	40	46	50
Subtotal of Non-managerial Employees			452	446	484
Total			472	467	506

Note: Management positions refer to employees at assistant manager level and above.

Recruitment and Retention

New Hires and Turnover Rate

In line with workforce planning and departmental manpower needs, General Plastic hires employees 100% in compliance with the Labor Standards Act and has established the Employee Work Rules based on relevant labor regulations. In 2024, the Company hired 95 new employees, representing a total new hire rate of 18.77%, while 55 employees left the Company, resulting in a total turnover rate of 10.87%.

General Plastic New Hire Rate over the Past Three Years

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Item / Age	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)
30 and below	5	33.33	39	53.42	6	37.50	10	16.13	4	28.57	51	53.68
31-50	7	8.86	33	13.41	5	6.17	13	5.39	5	6.76	32	12.96
51 and above	0	0.00	0	0.00	0	0.00	0	0.00	3	11.54	0	0.00
Total	84				34				95			
Total Number of Employees	472				467				506			
Total New Hire Rate (%)	17.80				7.28				18.77			

Notes:

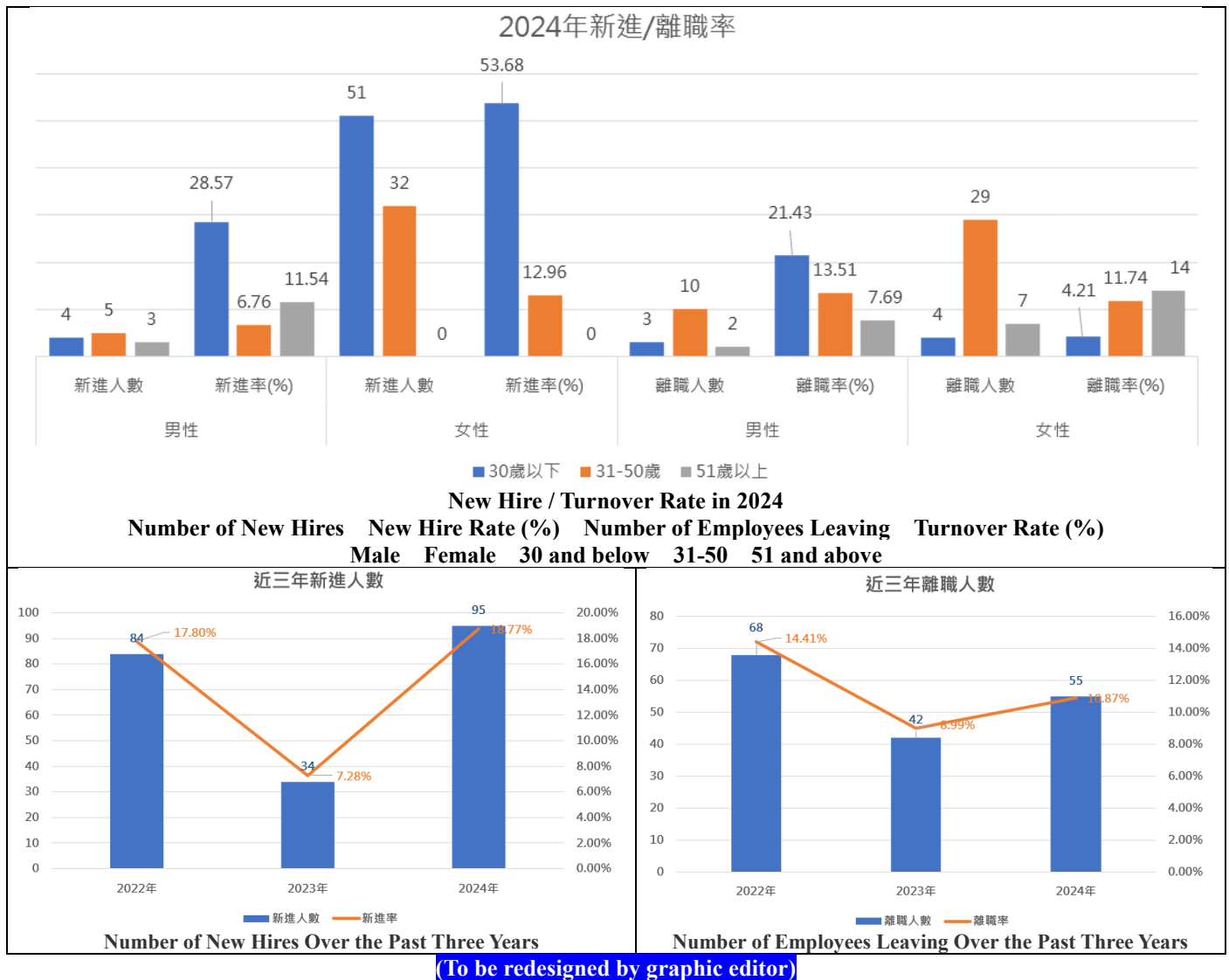
1. The number of new hires does not exclude those who left during the year.
2. The new hire rate of male (female) employees in each age group = the number of new male (female) hires in that age group during the year ÷ the total number of male (female) employees in that age group at year-end.
3. Total new hire rate (%) = total number of new hires during the year ÷ total number of employees at operating sites at year-end.

General Plastic Turnover Rate over the Past Three Years

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Item / Age	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)
30 and below	3	20.00	21	28.77	3	18.75	10	16.13	3	21.43	4	4.21
31-50	6	7.59	32	13.01	3	3.70	23	9.54	10	13.51	29	11.74
51 and above	0	0.00	6	14.63	0	0.00	3	6.38	2	7.69	7	14.00
Total	68				42				55			
Total Number of Employees	472				467				506			
Total Turnover Rate (%)	14.41				8.99				10.87			

Notes:

1. The number of employees leaving includes those who resigned voluntarily, were dismissed, or retired.
2. The turnover rate of male (female) employees in each age group = the number of male (female) employees leaving in that age group during the year ÷ the total number of male (female) employees in that age group at year-end.
3. Total turnover rate (%) = total number of employees leaving during the year ÷ total number of employees at operating sites at year-end.



Minimum Notice Period for Operational Changes

General Plastic, in accordance with the Labor Standards Act, has explicitly stipulated termination notice requirements in the Employee Work Rules. In the event of major changes or organizational adjustments, the Company will also convene emergency briefings to inform employees. The following notice rules must be observed by both labor and management. If the contract is terminated without prior notice, wages equivalent to the notice period must be paid.

1. For employees who have worked continuously for more than three months but less than one year, a minimum of 10 days' notice is required.
2. For employees who have worked continuously for more than one year but less than three years, a minimum of 20 days' notice is required.
3. For employees who have worked continuously for more than three years, a minimum of 30 days' notice is required.

After receiving notice of termination, employees may take leave during working hours to seek other employment, up to two working days per week, with wages paid during such leave. Employees on maternity

leave or undergoing medical treatment for occupational injuries may not have their contracts terminated. However, if the Company is unable to continue operations due to natural disasters, incidents, or other force majeure, the employment contract may be terminated upon approval from the competent authority.

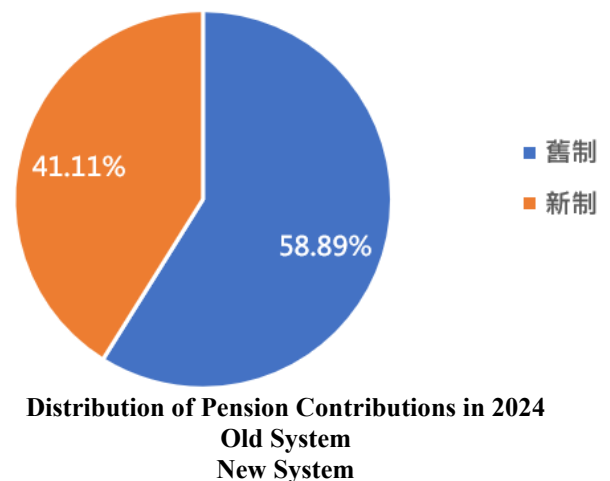
Comprehensive Retirement System

General Plastic has established the Employee Work Rules and Retirement Management Regulations in accordance with the Labor Standards Act and the Labor Pension Act. The Company provides retirement qualifications and pension payment standards as follows:

Retirement Eligibility	Pension Payment Standards
<p>1. Employees meeting the following criteria may apply for voluntary retirement:</p> <ul style="list-style-type: none"> • Employees with 15 or more years of service and aged 55 or above. • Employees with 25 or more years of service. • Employees with 10 or more years of service and aged 60 or above. <p>2. Employees may not be subject to mandatory retirement unless they meet the following conditions:</p> <ul style="list-style-type: none"> • Employees aged 65 or above. • Employees who are physically or mentally unable to perform their duties. <p>For employees engaged in hazardous work or jobs requiring significant physical strength, the Company may apply to the central competent authority to adjust the mandatory retirement age, but not below 55 years.</p> <p>The determination of “mental incapacity” or “physical disability” shall follow disability grades 1 to 10 under the Labor Insurance program.</p>	<p>1. For years of service prior to the implementation of the Labor Standards Act, pensions are calculated according to the applicable laws and regulations at that time; where no laws applied, calculations are based on internal company rules or labor-management agreements.</p> <p>2. For years of service after the implementation of the Labor Standards Act, employees are granted two units of pension for each year of service up to 15 years (30 units). For service beyond 15 years, employees are granted one unit per year, with a maximum total of 45 units. Service of less than six months is counted as half a year, and service of six months or more is counted as one year. If an employee is mandated to retire under Article 5, Paragraph 2, due to occupational causes of mental incapacity or physical disability, an additional 20% pension is granted. A pension unit is defined as the average monthly wage at the time of approved retirement.</p>

For employees hired on or before June 30, 2005, the Company contributes at least 2% of each employee’s monthly wage to the Labor Pension Reserve Fund under the old pension system, ensuring employee rights. For employees hired on or after July 1, 2005, the Company contributes no less than 6% of each employee’s monthly insured wage to the individual pension accounts under the new pension system in accordance with government regulations. In 2024, the Company completed full pension contributions, with 298 employees (58.89%), including foreign workers, covered under the old system and 208 employees (41.11%) under the new system. Total contributions amounted to NT\$15,248,257 (new system: NT\$12,951,109 + old system: NT\$2,297,148).

2024年退休金提撥方式分布



5.2 Employee Rights and Benefits

| Human Rights Management

■ Human Rights Policy and Management

To foster a people-oriented and healthy workplace environment, General Plastic strictly complies with the laws and regulations of its global operational locations, and acknowledges and supports the spirit and fundamental principles of human rights protection set forth in international conventions, including the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. To implement these commitments and fully demonstrate its responsibility to respect and protect human rights, the Company has established a Human Rights Policy, approved by the Board of Directors, with its scope extended to subsidiaries and group companies.

Human Rights Policy
<p>Workplace Human Rights Protection</p> <p>The Company is committed to creating a diverse, open, and equal workplace that is free from harassment, and strictly prohibits any behavior that violates human rights, such as the employment of child labor or forced labor. Discrimination of any form is strictly forbidden, whether based on gender, sexual orientation, ethnicity, social class, age, marital status, language, ideology, religion, political affiliation, nationality, place of birth, appearance, physical features, disability, or previous union membership. In addition, the Company provides multiple safe and secure grievance channels to safeguard employees' legal rights against infringement.</p> <p>Healthy and Safe Workplace</p> <p>In terms of workplace safety and health promotion, the Company not only complies with all relevant labor laws and regulations, but also strives to build a healthy, safe, and comfortable workplace environment by:</p> <ol style="list-style-type: none"> 1. Providing a safe and healthy working environment and necessary health and first-aid facilities, eliminating risk factors in the workplace that may affect employee health and safety, and reducing occupational hazards. 2. Actively monitoring and managing employees' abnormal workloads to avoid excessive working hours, regularly conducting occupational safety-related training and free health checkups, and continuously organizing various health promotion activities to care for employees' physical and mental well-being. 3. Regularly arranging on-site medical services with physicians to provide relevant medical advice. <p>Support for Freedom of Association</p> <p>The Company respects employees' rights to form and join various associations or organizations. In terms of labor-management communication, in addition to regularly conducting elections for labor representatives and holding labor-management meetings, the Company also provides diverse communication mechanisms and platforms to ensure harmonious and mutually beneficial labor-management relations.</p> <p>Personal Data and Information Security Protection</p>

To ensure the protection of personal privacy rights for all customers, employees, and stakeholders, the Company has established the Personal Data Protection Management Regulations and developed a comprehensive and stringent system of controls and protective measures for personal data and information security, ensuring the safety of data.

Promotion of Human Rights Policy

In addition to actively implementing corporate social responsibility and human rights protection policies internally, the Company also expects the same standards from all business partners, including suppliers, working together to enhance awareness of human rights issues, identify potential risks, and strengthen management. This approach provides employees with a fairer and safer working environment and raises overall awareness of human rights protection.

To support employees in maintaining physical and mental health as well as work-life balance, and to provide comprehensive care for employees' well-being, employee rights are implemented in accordance with the Labor Standards Act and other relevant regulations. The Company has established the Employee Work Rules, Employee Retirement Regulations, and other personnel policies as behavioral guidelines for employees. In addition, an internal suggestion box has been set up to allow employees to provide feedback and ensure the protection of their rights and interests.

To safeguard all employees from physical or psychological harm and occupational diseases resulting from unlawful physical or mental abuse during the performance of their duties, the Company explicitly declares in writing that it will not tolerate any workplace bullying by managers or executives. Likewise, the Company will not tolerate workplace violence against its employees, whether perpetrated by colleagues, customers, clients, or outsiders.

Furthermore, in compliance with the Act of Gender Equality in Employment, the Company has established the Workplace Sexual Harassment Prevention, Grievance, and Disciplinary Regulations, with the General Management Office designated as the responsible unit. In the event of a valid grievance, a Sexual Harassment Grievance Handling Committee is convened to investigate and address the matter. The investigation process upholds the principle of protecting the privacy of the parties involved, thereby ensuring a harassment-free working environment.

General Plastic legally and appropriately hires migrant workers and assigns dormitory supervisors and interpreters to assist them in daily life and two-way communication. The Company provides stable salaries, accommodation, meals, training, and improved occupational health and safety conditions, thereby safeguarding employee rights and creating a work environment conducive to developing multi-skilled capabilities.

In 2024, there were no risks of forced or compulsory labor, no incidents of human rights violations, discrimination, or sexual harassment, and no inspections by authorities or customers on human rights issues at Company facilities. No grievances were received, and no social impact incidents occurred. The Company remains committed to providing employees with an equal and safe workplace, with no related losses reported.

Consultation and grievance services regarding workplace violence, gender equality, working hours systems, and employee care are handled confidentially by designated personnel, ensuring employees receive the highest level of protection.

Contact Persons	Grievance Hotline	Grievance Fax	Grievance Email
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▲Occupational Safety and Health Office – Mr. Chao-Chia Chen	▲04-26393103#20045	-	▲andychen@gpi.com.tw
▲General Management Office (Human Resources) – Ms. Yu-Hua Lee	▲04-26393103#20003	▲04-26396204	▲hr.help@gpi.com.tw

Human Rights Policy Promotion and Training

Upon onboarding, new employees are briefed on sexual harassment prevention regulations and grievance mechanisms to ensure awareness of human rights and workplace safety, promote gender equality and dignity, and maintain a fair and healthy work environment. In 2024, all new employees received human rights-related training, with a total of 45.5 training hours completed.

Fair Performance Management System

General Plastic complies with relevant labor regulations to fully safeguard employees' legal rights. Personnel regulations are formulated in accordance with the Labor Standards Act and enforced under the Employee Work Rules to protect employee rights. The Company also promotes corporate ethics, requiring employees to strictly adhere to applicable rules and codes of conduct, with dedicated staff responsible for handling employee affairs. In addition, based on the Articles of Incorporation, the Company has established a fair compensation policy whereby at least 0.1% of annual profit shall be allocated to employee compensation. This is complemented by a performance appraisal system to effectively implement reward and disciplinary mechanisms.

The Company conducts annual performance evaluations, with appraisal items and criteria defined according to job titles and responsibilities, serving as a reference for year-end bonuses and salary adjustments. Except for foreign employees (excluding new immigrants), all other employees are subject to performance evaluations. In 2024, the appraisal coverage rate was 73.5%.

Employee Compensation

Employee compensation at General Plastic is governed by the Regulations for Compensation Management, which adopts a salary grading system based on equal pay for equal work regardless of gender. Compensation is determined by academic and professional background, job role and responsibilities, performance, and specific skillsets. While job functions vary across business operations, the starting salary for all new employees meets the statutory minimum wage requirements. In 2024, the average monthly starting salary for newly hired entry-level employees was consistent with Taiwan's statutory minimum wage under the Labor Standards Act (NT\$27,470). In addition to fixed salaries, the Company provides performance-based bonuses, managerial allowances, employee compensation, and year-end bonuses based on business performance and individual performance. For detailed figures on the average and median salary of full-time

non-managerial employees, as well as year-over-year changes, please refer to the Market Observation Post System (MOPS) disclosure of non-managerial full-time employee salary information.

2024 Gender Pay Ratios by Position				
Gender / Position		Managerial Staff	Indirect Staff	Direct Staff
Base Salary Ratio	Female	1	1	1
	Male	1.066	1.197	1
Total Compensation Ratio (Annual Salary)	Female	1	1	1
	Male	1.136	1.260	1

Notes:

1. Managerial staff refers to Assistant Manager level and above; direct staff refers to on-site operators.
2. In 2024, the higher base salary and compensation ratios for male indirect staff reflected their greater representation in specialized professional roles.

2024 Pay Ratio and Pay Increase Ratio	
Ratio of annual total compensation of the highest-paid individual to the median annual compensation of all other employees (excluding the highest-paid individual)	14.2:1
Ratio of pay increase for the highest-paid individual to the median pay increase of all other employees (excluding the highest-paid individual)	0.69:1

Notes:

1. Annual compensation is calculated based on total remuneration, including base salary, managerial allowances, job allowances, meal allowances, other allowances, performance bonuses, efficiency bonuses, overtime pay, unused annual leave, year-end bonuses, and employee compensation.
2. Calculation formula: 2024 annual compensation = 2024 taxable income + 2024 non-taxable income.

| Labor/Management Communication

General Plastic values harmonious Labor/Management Relations and does not impose any restrictions on employees' freedom of association or collective bargaining. Although no labor union has been established and no collective agreement has been signed to date, the Company maintains open communication channels through regular meetings, including departmental meetings, quarterly labor-management meetings, and welfare committee meetings, to discuss company operations and promote labor-management harmony. Employees may also proactively report any work-related concerns to their supervisors or provide feedback via telephone, written correspondence, or email, thereby effectively addressing issues and maintaining positive interactions between management and employees. In 2024, no major labor disputes occurred, and there was no associated risk of loss.

| Employee Benefits

General Plastic develops and promotes various employee benefits primarily to safeguard employee welfare and strengthen organizational cohesion. Through the establishment of an Employee Welfare Committee, employees are encouraged to actively participate in the planning and execution of activities. In addition to providing benefits that exceed statutory requirements, the Company has also enhanced workplace facilities to support employees' daily needs, such as a reading room, lactation room, employee parking lot, employee cafeteria, and free dormitories for non-local employees, thereby creating a safe, convenient, and friendly work environment.

Employee Benefits

- Labor insurance, health insurance, labor pension contributions, overtime pay, two-day weekends, paternity leave, prenatal check-up leave for male employees, parental leave, menstrual leave, annual leave, etc.
- Birthday cash gifts and presents, performance bonuses/incentive bonuses, managerial allowances, employee compensation, and year-end bonuses.
- Meal allowances and meal subsidies.
- Free lunch provided to employees; if not dining on-site, an additional lunch allowance is given. Overtime employees are provided with dinner or a meal subsidy.
- One annual employee trip.
- An annual year-end banquet.
- Subsidies for employee travel, marriage allowances, and funeral allowances for employees and their families.
- Provision of 2–3 sets of uniforms per year, on-the-job training, and a clear promotion system.
- One free annual health examination for employees.
- Paid leave exceeding statutory requirements under the Labor Standards Act.
- Periodic salary adjustments.
- Retention bonuses for foreign employees.
- No additional benefits are provided specifically for indigenous employees; however, in compliance with legal requirements, one day of leave is granted for indigenous cultural and religious ceremonies.
- General Plastic has not established an employee stock ownership plan, nor does it provide mechanisms for employees to purchase company shares under preferential terms.



Employee Dormitory



Employee Parking Lot

| Parental Leave Without Pay

To enable employees to give birth and raise children, General Plastic implements a parental leave without pay system in accordance with the Labor Standards Act. Female employees are entitled to 56 days of maternity leave during pregnancy and childbirth, as well as pregnancy-related leave without pay, prenatal examination leave, and maternity leave. Male employees are entitled to 7 days of paternity leave and prenatal examination leave to accompany their spouses during pregnancy and childbirth. Paternity leave may be taken within a 15-day period covering the date of childbirth and surrounding days, with wages fully paid during both prenatal examination leave and paternity leave. Employees with childcare needs who have worked for at least 6 months may apply for parental leave without pay before their children reach the age of 3. The leave may last until the child reaches 3 years old but not exceed 2 years in total. Upon completion of the leave, employees are reinstated to their original position and unit, with the Company actively supporting their reintegration into the workplace. In 2024, 5 employees (0 male, 5 female) applied for parental leave without pay; 4 employees (0

male, 4 female) were due to return from leave, with 3 employees (0 male, 3 female) actually reinstated, resulting in a reinstatement rate of 75% and an overall retention rate of 80%.

Additionally, lactation rooms are available at company facilities to support female employees in balancing work and family responsibilities. From 2012 through 2024, the lactation rooms have been used a total of 5,909 times.

General Plastic Parental Leave Statistics Over the Past Three Years									
Item/Year	2022			2023			2024		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave (A)	4	15	19	5	11	16	4	10	14
Number of employees who applied for parental leave in the year (B)	1	4	5	1	7	8	0	5	5
Number of employees scheduled to return from parental leave in the year (C)	1	2	3	1	5	6	0	4	4
Number of employees who actually returned from parental leave in the year (D)	1	2	3	1	4	5	0	3	3
Number of employees who returned from parental leave in the previous year (E)	0	1	1	1	2	3	0	5	5
Number of employees who continued to work for at least one year after returning from parental leave in the previous year (F)	0	1	1	1	2	3	0	4	4
Reinstatement rate in the year (%) = D/C	100.00	100.00	100.00	100.00	80.00	83.33	N/A	75.00	75.00
Retention rate in the year (%) = F/E	N/A	100.00	100.00	100.00	100.00	100.00	N/A	80.00	80.00
Note: For 2024, the number of employees eligible for parental leave (A) was calculated based on employees who took maternity or paternity leave between January 1, 2021 and December 31, 2024, and so forth for subsequent years.									

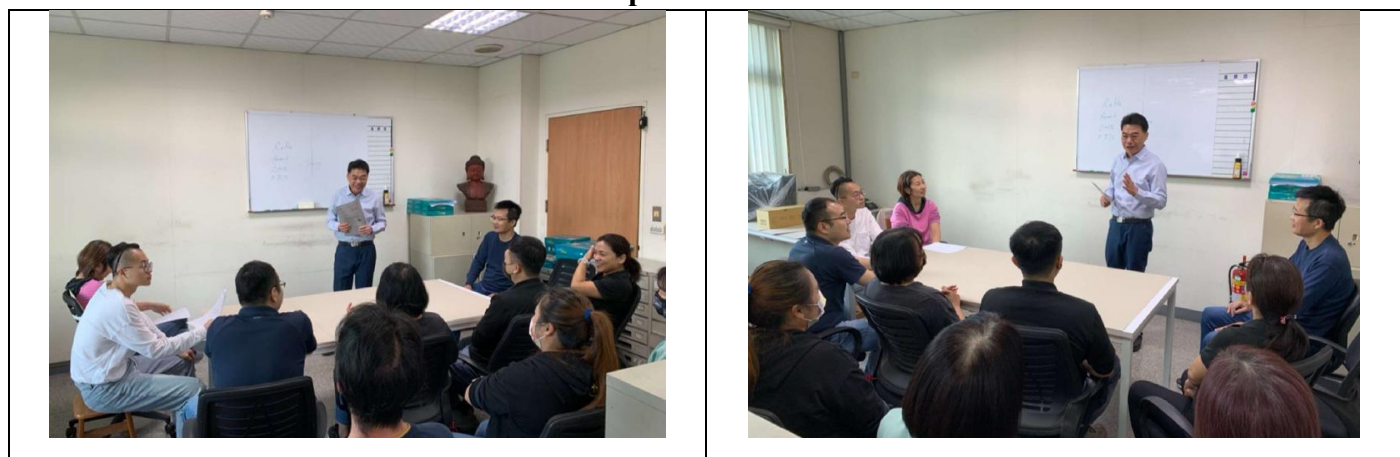
| Talent Development

Employee Training

To enhance employees' knowledge and professional skills, improve work performance and quality, and align with business performance objectives, General Plastic encourages employees to pursue further education and training. All employees are eligible to participate in training courses. Each year, the Company organizes both internal and external training sessions, including complaint case analysis, introduction to environmental chemical substances and product regulations (CE/UKCA/WEEE), continuing education for accounting managers, tax regulation seminars, listed company business seminars, IFRS workshops, occupational health and safety, information security, continuing education for nurses, and forklift operator training, among others. In 2024, the total number of training hours reached 4,096, with an average of 8.1 hours of training per employee.

General Plastic Employee Training Statistics Over the Past Three Years										
Item / Gender		2022			2023			2024		
		Total personnel	Total training hours	Average training hours (hours/person)	Total personnel	Total training hours	Average training hours (hours/person)	Total personnel	Total training hours	Average training hours (hours/person)
Managerial staff	Male	17	175	10.3	17	134	7.9	18	370	20.6
	Female	3	67	22.2	4	27	6.6	4	50	12.5
Non-managerial staff	Male	95	721	7.6	100	1,082	10.8	96	1,195	12.4
	Female	357	1,132	3.2	346	2,518	7.3	388	2,481	6.4
Total		472	2,094	4.4	467	3,760	8.1	506	4,096	8.1
Notes:										
1. Average training hours = total training hours ÷ total personnel; for each category, average training hours = total training hours for that category ÷ total personnel in that category.										
2. Managerial staff refers to employees at the Assistant Manager level and above.										

Supplier Declaration of Prohibition of Environmental Hazardous Substances – Internal Promotion for Updated Items



Security Personnel Training

The security personnel employed by General Plastic are outsourced to Guoyun Security Co., Ltd., whose staff have all received professional training. In accordance with the Private Security Service Act, Goyun Security implements a “Security Passport” registration system: new recruits are required to complete 40 hours of pre-service training, followed by 4 hours of in-service training each month, with timely registration.

All new security personnel undergo human rights policy training (1 hour/person) prior to service and continue with in-service training after employment. The training content covers operation of fire protection equipment, self-defense techniques, key duties of security personnel, as well as human rights education training (2 hours/person). General Plastic ensures that 100% of employed security personnel receive and complete human rights-related training.

Pre-service Training Courses	Course Hours (H)	Number of Security Personnel Attending
Security industry theory	2	4
Security industry operations management and crisis handling	2	4
Introduction to criminal law and crime prevention	2	4

Criminal investigation and traffic control/incident assistance	2	4
Principles of security duty and disaster protection	4	4
Anti-theft and anti-robbery practices and arrest techniques	4	4
Occupational safety and health education	3	4
Human rights policy training	1	4
On-site internship	20	4

| Training and Emergency Response

Internal Plant Management

General Plastic provides necessary safety and health education and disaster prevention training measures tailored to employees' work duties. The Company conducts annual plant-wide disaster prevention drills and full-scale evacuation drills, with training programs covering firefighting, reporting, evacuation, and integrated exercises. Each year, safety, health, environmental protection, and fire prevention operations within the plant are systematically audited. Safety and health awareness sessions and information are regularly delivered to employees. In addition, OSH and occupational health personnel periodically attend OSH-related courses organized by government agencies to enhance professional knowledge and ensure comprehensive workplace protection measures, thereby safeguarding employees' safety in the work environment.

In 2024, the Company held 3 occupational safety and health training sessions, with a total of 439 participants, amounting to 616 training hours. Furthermore, 2 fire drills were conducted, with a total participation of 541 instances.

Occupational Safety and Health Training Courses	Number of Participants	Training Hours
Recognizing Autoimmune Diseases	85	85
Smart Eating Out and Staying Active	289	433.5
Understanding Depression and Stress Management	65	97.5
Total	439	616

External Plant Management

General Plastic is located in the Taichung Port Kuan-Lien Industrial Park. To effectively mobilize and utilize disaster relief resources, strengthen coordination among enterprises in the park, and reinforce horizontal communication with disaster relief agencies, the Company has built a rapid and efficient mutual support mechanism to jointly prevent disasters, mitigate severity, safeguard corporate property, protect labor safety and health, and promote harmonious labor relations, thereby supporting sustainable corporate development.

The industrial park regularly organizes regional joint defense drills to strengthen response capacity during incidents, reduce risks, and minimize the scope and severity of impacts. The Company actively participates in these drills by dispatching personnel to attend on-site, demonstrating tangible support for the implementation of these exercises. By combining professional training with practical drills, the Company enhances awareness of industrial hazards, strengthens hazard risk control, improves operational planning for emergency procedures, and builds overall response capability, ultimately achieving the goal of minimizing disaster severity and preventing accidents.

Contractor Management

Contractors are managed in accordance with the “Contractor OSH Management Regulations” through hazard notification and control measures. The unit in charge informs contractors of the relevant requirements set forth in the Company’s “Contractor Safety and Health Management Commitment.” Prior to the commencement of any work, the responsible unit must notify the OSH Office, convene a “Contractor Safety and Health Meeting,” and complete the “Contractor Work Application and Hazard Notification Form” for hazard communication and work approval.

The responsible unit must also collaborate with the contractor to complete the “Contractor Work Hazard Identification and Risk Assessment Form,” identifying potential hazards and risks, and confirming appropriate control measures based on the assessment results to serve as a reference for hazard notification. In 2024, no contractor-related occupational injury incidents occurred.

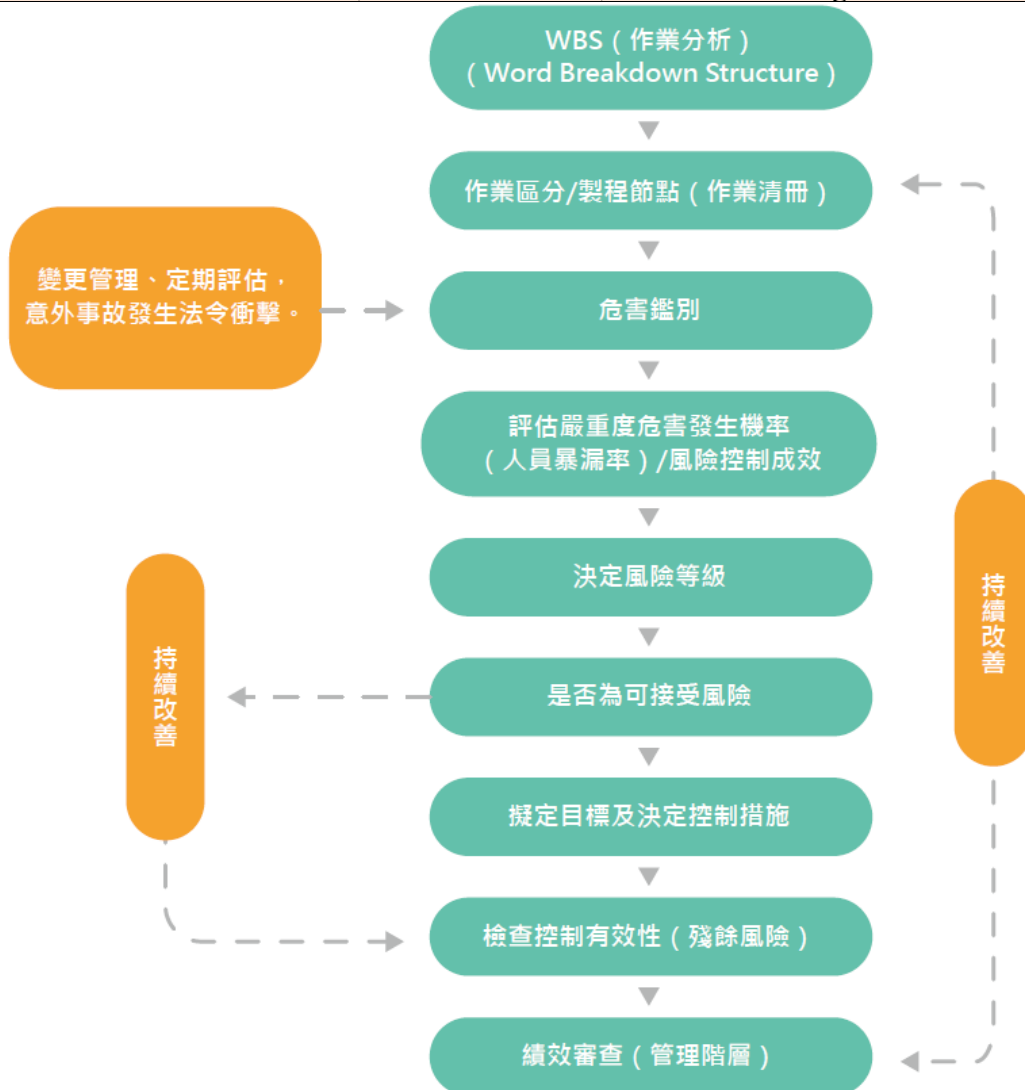
Hazard Identification and Incident Investigation

In accordance with the “OSH Hazard Identification and Risk Assessment Management Regulations,” the Company reviews and assesses the risk levels of each operational activity to prevent occupational hazards. During the hazard identification and risk assessment process, designated risk assessors from each unit undergo related training to ensure competency in carrying out their responsibilities.

At the end of each year, all units prepare a “Hazard Identification and Risk Assessment Form” based on actual operational conditions. Through systematic hazard identification and risk assessment methods, unacceptable or high-risk items are identified and incorporated into the following year’s safety and health objectives and management programs for improvement. By implementing continuous hazard identification and risk assessment processes, the Company adopts appropriate preventive measures and control methods to effectively maintain risks within an acceptable range, thereby ensuring employee safety and workplace health. In 2024, two unacceptable risks (employee entrapment accidents and collision hazards) were identified. Mitigation measures, such as installing safety interlocks on blow molding machines to automatically shut down the main motor when any door is opened and adding lighting equipment, were implemented to effectively reduce the likelihood of such risks.

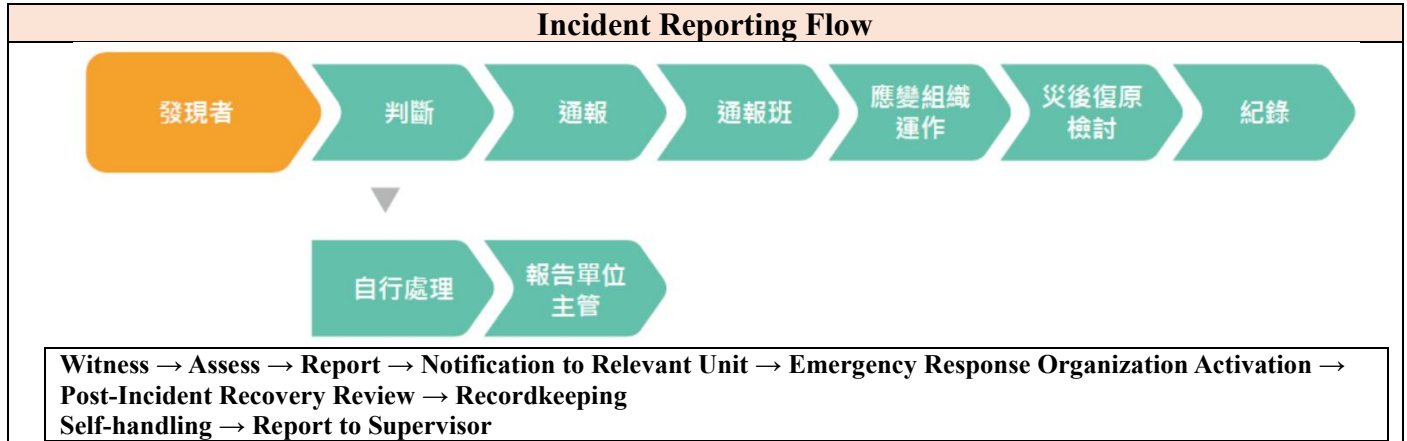
For work-related injuries, illnesses, diseases, and accidents, root cause and potential cause investigations are conducted to identify deficiencies in the OSH management system and adopt corrective and preventive measures to prevent recurrence. In cases where occupational accidents fall under the requirements of OSH regulations, the Company reports to the labor inspection authority within eight hours, reviews workplace OSH risk management procedures for adequacy, and adjusts risk levels and control measures as needed. These actions ensure that occupational incidents are properly mitigated and employee workplace safety is safeguarded.

Process of Hazard Identification, Risk Assessment, and Determining Control Measures



WBS (Work Breakdown Structure) → Task Classification/Process Node (Task List) → Hazard Identification → Assess Severity, Likelihood of Occurrence (Employee Exposure Rate)/Effectiveness of Risk Control → Determine Risk Level → Determine if Risk Is Acceptable → Set Objectives and Decide Control Measures → Verify Effectiveness of Controls (Residual Risk) → Performance Review (Management)
Change management, regular evaluations, and regulatory impacts of unexpected incidents.
Continuous improvement.

Under the Company's OSH Incident Reporting and Investigation Management Procedures, when employees discover an imminent danger while performing their duties, they may, without endangering others, independently decide to cease operations and retreat to a safe location, immediately reporting to their direct supervisor. The Company ensures that such employees will not be subject to dismissal, reassignment, withholding of wages during the stoppage, or any other adverse treatment.



Occupational Safety Performance

General Plastic actively promotes occupational safety and health practices and strengthens its management mechanisms to enhance corporate resilience. To implement occupational accident statistics and root cause analysis, the Company prepares monthly reports on occupational accident statistics in accordance with the Occupational Safety and Health Act and submits them to inspection authorities for recordkeeping. In 2024, no occupational injuries occurred among General Plastic's employees or non-employees (including contractors or subcontractors), demonstrating our commitment and efforts in ensuring workplace safety.

General Plastic Occupational Safety Performance Statistics for the Past Three Years				
Categories	Items	2022	2023	2024
Total Working Hours	Total Working Hours (Female)	698,888	695,552	709,160
	Total Working Hours (Male)	219,096	227,256	222,416
	Total Working Hours (Overall)	917,984	922,808	931,576
Number of Fatalities from Occupational Injuries	Female Fatalities (cases)	0	0	0
	Male Fatalities (cases)	0	0	0
	Total Fatalities (cases)	0	0	0
Fatality Rate from Occupational Injuries	Female Fatality Rate from Occupational Injuries	0.00	0.00	0.00
	Male Fatality Rate from Occupational Injuries	0.00	0.00	0.00
	Overall Fatality Rate from Occupational Injuries	0.00	0.00	0.00
Number of Severe Occupational Injuries (excluding fatalities)	Female Severe Occupational Injuries (cases)	0	0	0
	Male Severe Occupational Injuries (cases)	0	0	0
	Total Severe Occupational Injuries (cases)	0	0	0
Severe Occupational Injury Rate (excluding fatalities)	Female Severe Occupational Injury Rate	0.00	0.00	0.00
	Male Severe Occupational Injury Rate	0.00	0.00	0.00

	Overall Severe Occupational Injury Rate	0.00	0.00	0.00
Recordable Occupational Injuries (including fatalities and severe injuries)	Female Recordable Occupational Injuries (cases)	1	0	0
	Male Recordable Occupational Injuries (cases)	0	0	0
	Total Recordable Occupational Injuries (cases)	1	0	0
Recordable Occupational Injury Rate (including fatalities and severe injuries)	Female Recordable Occupational Injury Rate	1.43	0.00	0.00
	Male Recordable Occupational Injury Rate	0.00	0.00	0.00
	Overall Recordable Occupational Injury Rate	1.08	0.00	0.00

Notes:

1. Fatality Rate from Occupational Injuries = (Number of Fatalities from Occupational Injuries / Total Working Hours) × 1,000,000.
2. Severe Occupational Injury Rate = (Number of Severe Occupational Injuries, excluding fatalities / Total Working Hours) × 1,000,000. (Severe occupational injuries refer to injuries that cause disability or prevent recovery to pre-injury health conditions within six months.)
3. Recordable Occupational Injury Rate = (Number of Recordable Occupational Injuries, including fatalities and severe injuries / Total Working Hours) × 1,000,000.
4. The data in this table is sourced from General Plastic's submissions to the "Occupational Accident Statistics Reporting System" of the Occupational Safety and Health Administration, Ministry of Labor, and does not include employee commuting accidents.
5. In 2024, total working hours for General Plastic's non-employees amounted to 21,808 hours (female: 4,240 hours; male: 17,568 hours).

Health Promotion

Health Examinations

To safeguard employees' safety and health in the workplace, the Occupational Safety and Health Office of General Plastic improves the work environment based on workplace characteristics and specifically targets hazardous operations by instructing and requiring employees to properly use personal protective equipment (PPE), thereby reducing exposure risks to an acceptable level and providing a safe and comfortable working environment.



Each year, the Company conducts general health examinations and management for employees with at least one year of service. In accordance with the Labor Health Protection Rules, special health examinations are conducted for employees engaged in hazardous operations such as noise exposure from ultrasonic welding machines in the production department and dust exposure from toner filling operations. For employees working shifts, night shifts, or under abnormal workloads that may induce cardiovascular and cerebrovascular diseases, health management measures are provided to prevent excessive work from triggering illness. Employees with abnormal health examination results or with a cardiovascular and cerebrovascular disease risk greater than 20% within ten years are arranged for consultations with occupational medicine physicians to receive health guidance, follow-up management, and job assignment recommendations.

In 2024, no occupational disease cases were reported. However, 10 employees were classified under Level 4 management in hearing tests during special health examinations. The Company has continued to strengthen health monitoring and management, requiring employees to consistently wear PPE. In addition, in-house or contracted medical personnel providing labor health services were engaged to deliver on-site health services, enabling employees to monitor their own health status.

General Plastic 2024 Employee Health Examination and Expenses

General Health Examination

Examination items	X-ray, blood tests, vision, blood pressure, height, weight, urinalysis, etc.
Number of examinees	431

Expenses (in thousands)		239.4
Special Health Examination		
Examination items	Noise (hearing), Dust (lung function)	
Number of examinees	241 for noise special health examination; 186 for dust special health examination	
Expenses (in thousands)	Covered by the Bureau of Labor Insurance	
Note: Employees undergoing special health examinations do not need to pay examination fees. According to the “Labor Health Protection Rules,” insured employees engaged in 31 types of special hazardous operations, with continuous insurance coverage for at least one year prior to the application date to the Ministry of Labor, are eligible for one special health examination per year.		
		
Health Examination		Health Examination

Health Care

The Company is committed to promoting four major labor health protection programs: prevention of unlawful harm while performing duties, prevention of abnormal workload-induced diseases, maternal health protection in the workplace, and prevention of ergonomic hazards. Through health services and preventive measures, General Plastic promotes health management and enhances employees' well-being at work.

General Plastic Employee Health Protection Practices	
Category	Description
Health Maintenance	Employing or contracting medical professionals to provide on-site health services, including physical examinations, health checks, analysis, evaluation, management and storage of special health examination records, prevention of occupational and general illnesses, health consultations, first aid, and emergency treatment.
Vaccinations	In coordination with government subsidy programs and Wuqi Health Center, free influenza vaccinations are provided on an irregular basis to adults over 50, individuals with high-risk chronic diseases, and parents of newborns under 6 months of age.
Weight Loss Competition	The 2024 health examination results showed that 64.3% of employees had abnormal body mass index (BMI). To promote better health, motivate employees to lose excess weight, and reduce disease risks, the Company organizes an annual three-month weight loss competition and provides employees with correct dietary guidance. In 2024, 37 employees participated, achieving a total weight reduction of 84.6 kg. Employees who lost more than 5 kg and maintained their weight three months after the competition received an additional NT\$1,000 bonus.
Regular Health and Hygiene Education	<ul style="list-style-type: none"> Adequate certified first-aid personnel are assigned. To implement occupational safety and health on-the-job training, the Company periodically conducts health and safety training programs.
Health Risk Management	Regular health risk management and job suitability assessments are conducted for shift workers, long-hour workers, and middle-aged to senior employees.
Cancer Screening	Where appropriate, eligible female employees are provided with on-site breast mammography and Pap smear screening.



5.4 Social Contribution

| Taichung Harbor Hotel and Yung-Ning Elementary School: Promoting Bilingual Education to Connect with the World

To enhance international language skills and broaden students' global perspectives, General Plastic's subsidiary, Taichung Harbor Hotel, has collaborated with Yung-Ning Elementary School in Wuqi District, Taichung City, for many years, dedicating long-term support to local students' education with a strong focus on bilingual learning. Chairman Jack Wang has been a long-time supporter of the "Fun English" program, encouraging the children of Yung-Ning not only to build a solid foundation in Mandarin but also to actively pursue English learning. In today's globalized world, bilingual skills are regarded as an essential competitive advantage for students' future careers. This belief and vision remain the driving force behind his continuous sponsorship of the program.

In 2024, in addition to two regular English lessons per week, Yung-Ning Elementary School students from the 4th to 6th grade participated in an additional "Fun English" class. Through engaging and interactive learning methods, students were introduced to diverse international cultures, expanded their horizons, and developed an understanding of English as the global lingua franca, thereby strengthening their motivation and interest in learning.

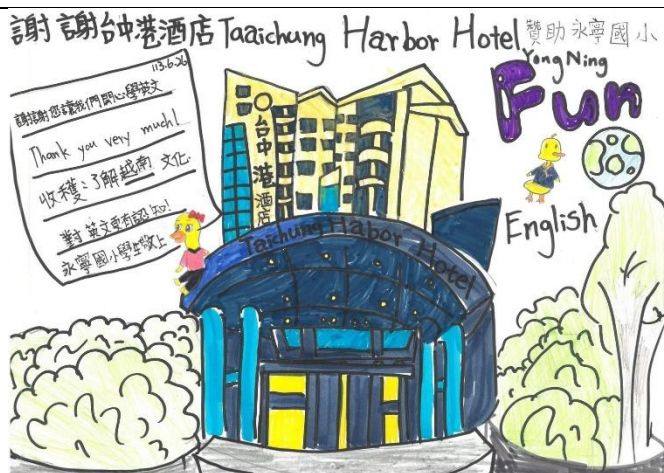
<p>Teacher's Feedback: "During a year of teaching Fun English, I have witnessed students speaking and learning with enthusiasm. Although their English is still developing, I believe that within the language environment we provide, along with continuous effort and support, their speaking skills will further improve."</p>	<p>Manny, 5th Grade: "Thank you, teacher, for your guidance this year. I have learned more English and gained an understanding of the cultures of many countries, including your hometown."</p>
<p>Elisa: "Thank you, teacher, for always preparing thoughtful presentations and games for our classes. I want to learn more English words and sentences in class, and I hope one day I can communicate and chat with you in English."</p>	<p>Sam, 6th Grade: "Thank you, Teacher Zelda, for teaching us English. I have learned a lot."</p>



Yung-Ning Elementary School International Education Program – “Fun English”



Yung-Ning Elementary School International Education Program – “Fun English”



Yung-Ning Elementary School International Education Program – “Fun English”



Yung-Ning Elementary School International Education Program – “Fun English”

| Taichung Harbor Hotel 2024 Public Welfare Activities – Full Record

Taichung Harbor Hotel has long been committed to public welfare activities, actively fulfilling its corporate social responsibility with the hope of bringing warmth and care to the community. In 2024, the Hotel partnered with the TFCF Taichung North Center to launch the “Christmas Love Sharing Project” before Christmas, carefully preparing 100 personalized Christmas gifts to help children realize their wishes, experience the joy of the season, and feel love and blessings.

In the same year, the Hotel also supported the “Earth Hour” initiative launched by the World Wide Fund for Nature (WWF), encouraging employees and guests to switch off unnecessary lights and electrical equipment as a concrete action for environmental protection. Additionally, the Hotel participated in the “Voluntary Donation for Not Providing Disposable Amenities” campaign, advocating for the reduction of disposable items, with all donations contributed to Taiwan RE-THINK Environmental Education Association to support environmental education promotion. Furthermore, the Hotel organized a blood donation drive and multiple social care activities, with a total public welfare sponsorship amount reaching NT\$340,879 in 2024, continuing to give back to society through concrete actions, working hand in hand with various charitable organizations to bring positive change to disadvantaged families and those in need.

No.	Month	Activity Name	Beneficiaries	Supplies	Amount (NT\$)	Number of Participants
1	January	Winter Charity Drive in Dingliao Village	Low-income households	195 cans of “AGV Tuna,” 65 packs of “San Ho Rice” (3kg each)	\$19,178	65
2		Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$17,282	
3		Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$19,218	
4	February	Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$22,628	
5	March	Earth Hour (One Hour Lights Off)	World Wide Fund for Nature (WWF)	One hour lights off	-	-
6		Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$12,221	
7	April	Children’s Day – Sponsorship of FUN World Tickets	TFCF Taichung North Center	200 FUN World tickets for children	\$30,000	200
8		Blood Donation	General public	200 eco-friendly dining sets, 200 Pier88 dining vouchers, 100 umbrellas	\$30,400	106
9	May	Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$13,776	
10		Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$6,798	-
11	September	Beach Cleanup Event	Cleanup Event (Wunliao Beach)	-	-	-
12		Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$10,890	-
13	December	Donation of Disposable Amenities	Taiwan RE-THINK Environmental Education Association	-	\$10,873	-
14		4th Christmas Love Sharing Project	TFCF Taichung North Center	28 sets of marker pens, 14 badminton sets, 24 backpacks, 28 power banks	\$45,036	94
15	Whole Year	Yung-Ning Elementary School – Full-English Teacher Program Funding	Yung-Ning Elementary School students	Educational program funding	\$102,579	210 sessions

No.	Month	Activity Name	Beneficiaries	Supplies	Amount (NT\$)	Number of Participants
Total					\$340,879	



Beach Cleanup



Earth Hour



TFCF Xmas Event



TFCF Xmas Event



TFCF Xmas Event



Winter Charity

6 Appendix

Appendix 1: GRI Content Index

Statement of Use	GPI has reported in accordance with the GRI Standards for the period 2024/01/01 to 2024/12/31
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable

GRI Disclosure No.	Disclosure Title	Chapter	Page	Description
GRI 2: General Disclosure 2021				
1. The organization and its reporting practices				
2-1	Organizational Details	1.1 About GPI		
2-2	Entities included in the organization's sustainability reporting	Principles of Editing 1.1 About GPI		
2-3	Reporting period, frequency and contact point	Principles of Editing		
2-4	Restatements of information	Principles of Editing		
2-5	External assurance	Principles of Editing Appendix 2: Independent Assurance Statement issued by Bureau Veritas Certification (Taiwan) Co., Ltd.		
2. Activities and workers				
2-6	Activities, value chain and other business relationships	Principles of Editing 1.1 About GPI 2.2 Stable Operations 3.1 Diversified Products and Customized Services 3.3 Customer Relations and Supplier Management		
2-7	Employees	5.1 Workforce Composition		
2-8	Workers who are not employees	5.1 Workforce Composition		
3. Governance				
2-9	Governance structure and composition	2.1 Corporate Governance		
2-10	Nomination and selection of the highest governance body	2.1 Corporate Governance		
2-11	Chair of the highest governance body	2.1 Corporate Governance		
2-12	Role of the highest governance body in overseeing the management of impacts	1.2 Sustainability Management and Promotion		
2-13	Delegation of responsibility for managing impacts	1.2 Sustainability Management and Promotion		
2-14	Role of the highest governance body in sustainability reporting	Principles of Editing		
2-15	Conflicts of interest	2.1 Corporate Governance		
2-16	Communication of critical concerns	1.2 Sustainability Management and Promotion		
2-17	Collective knowledge of the highest governance body	2.1 Corporate Governance		
2-18	Evaluation of the performance of the highest governance body	2.1 Corporate Governance		
2-19	Remuneration policies	2.1 Corporate Governance		
2-20	Process to determine remuneration	2.1 Corporate Governance		
2-21	Annual total compensation ratio	5.2 Employee Rights and Benefits		

GRI Disclosure No.	Disclosure Title	Chapter	Page	Description
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy	Message from Management		
2-23	Policy commitments	1.1 About GPI 2.3 Compliance with Laws and Regulations 3.3 Customer Relations and Supplier Management 5.2 Employee Rights and Benefits		
2-24	Embedding policy commitments	2.3 Compliance with Laws and Regulations 3.3 Customer Relations and Supplier Management 5.2 Employee Rights and Benefits		
2-25	Processes to remediate negative impacts	3.3 Customer Relations and Supplier Management 5.2 Employee Rights and Benefits		
2-26	Mechanisms for seeking advice and raising concerns	2.3 Compliance with Laws and Regulations		
2-27	Compliance with Laws and Regulations	2.3 Compliance with Laws and Regulations		
2-28	Membership associations	1.1 About GPI		
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.4 Stakeholder Identification and Communication 3.3 Customer Relations and Supplier Management		
2-30	Collective bargaining agreements	-		No labor union established and no collective agreement signed.

GRI Disclosure No.	Disclosure Title	Chapter	Page	Description
Material Topic				
GRI 3: Material Topic Disclosure 2021				
3-1	Process to determine material topics	1.3 Identification and Management of Material Topics		
3-2	List of material topics	1.3 Identification and Management of Material Topics		
Material Topic: Economic Performance				
3-3	Management of Material Topics	Economic Performance Management Approach 2.2 Stable Operations		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2.2 Stable Operations		
Material Topic: Innovation and R&D				
3-3	Management of Material Topics	Innovation and R&D Management Approach 3.1 Diversified Products and Customized Services		
GRI 301: Materials 2016	301-2 Recycled input materials used	3.1 Diversified Products and Customized Services 3.3 Customer Relations and Supplier Management		
Material Topic 【Self-defined topic】 : Intellectual Property Rights (IPR) Management				
3-3	Management of Material Topics	Intellectual Property Rights (IPR)		

GRI Disclosure No.	Disclosure Title	Chapter	Page	Description
		Management Approach 3.2 R&D and Patents		
Material Topic: Customer Relationship Management				
3-3	Management of Material Topics	Customer Relationship Management Approach 3.3 Customer Relations and Supplier Management		
Material Topic: Privacy and Information Security				
3-3	Management of Material Topics	Privacy and Information Security Management Approach 3.3 Customer Relations and Supplier Management		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Customer Relations and Supplier Management		2024: None
Material Topic: Talent Attraction and Retention				
3-3	Management of Material Topics	Talent Attraction and Retention Management Approach 5.1 Workforce Composition 5.2 Employee Rights and Benefits		
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	5.1 Workforce Composition		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.2 Employee Rights and Benefits		
	202-2 Proportion of senior management hired from the local community	5.1 Workforce Composition		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5.1 Workforce Composition		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.1 Workforce Composition 5.2 Employee Rights and Benefits		
	401-3 Parental leave	5.2 Employee Rights and Benefits		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2.1 Corporate Governance 5.1 Workforce Composition		
	405-2 Ratio of basic salary and remuneration of women to men	5.2 Employee Rights and Benefits		
Material Topic: Occupational Health and Safety and Emergency Response				
3-3	Management of Material Topics	Occupational Safety and Health Management Approach 5.3 Safe Workplace		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	5.3 Safe Workplace		
	403-2 Hazard identification, risk assessment, and incident investigation	5.3 Safe Workplace		
	403-3 Occupational health services	5.3 Safe Workplace		
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3 Safe Workplace		
	403-5 Worker training on occupational health and safety	5.3 Safe Workplace		
	403-6 Promotion of worker health	5.3 Safe Workplace		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3 Safe Workplace		
	403-9 Work-related injuries	5.3 Safe Workplace		2024: None
	403-10 Work-related ill health	5.3 Safe Workplace		2024: None

GRI Disclosure No.	Disclosure Title	Chapter	Page	Description
Voluntary Disclosure Indicators				
Specific Topic Standards: 200 Economic Standards				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.3 Customer Relations and Supplier Management		
GRI 205:	205-2 Communication and training about anti-corruption policies	2.3 Compliance with		

Anti-corruption 2016	and procedures	Laws and Regulations		
	205-3 Confirmed incidents of corruption and actions taken	2.3 Compliance with Laws and Regulations		2024: None
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3 Compliance with Laws and Regulations		2024: None
Specific Topic Standards: 300 Environmental Standards				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	3.3 Customer Relations and Supplier Management		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	4.2 Energy and Greenhouse Gas Management		
	302-3 Energy intensity	4.2 Energy and Greenhouse Gas Management		
GRI 303: Water 2018	303-2 Management of water discharge-related impacts	4.3 Water Resource Management		
	303-3 Water withdrawal	4.3 Water Resource Management		
	303-4 Water discharge	4.3 Water Resource Management		
	303-5 Water consumption	4.3 Water Resource Management		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	4.2 Energy and Greenhouse Gas Management		
	305-2 Energy indirect (Scope 2) GHG emissions	4.2 Energy and Greenhouse Gas Management		
	305-3 Other indirect (Scope 3) GHG emissions	4.2 Energy and Greenhouse Gas Management		
	305-4 GHG emissions intensity	4.2 Energy and Greenhouse Gas Management		
GRI 306: Effluents and Waste 2020	306-3 Waste generated	4.4 Pollution Prevention Management		
	306-4 Waste diverted from disposal	4.4 Pollution Prevention Management		
	306-5 Waste directed to disposal	4.4 Pollution Prevention Management		
Specific Topic Standards: 400 Social Standards				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	5.1 Workforce Composition		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	5.2 Employee Rights and Benefits		
	404-3 Percentage of employees receiving regular performance and career development reviews	5.2 Employee Rights and Benefits		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	5.2 Employee Rights and Benefits		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	3.1 Diversified Products and Customized Services		
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	2.3 Compliance with Laws and Regulations		2024: None
	417-3 Incidents of non-compliance concerning marketing communications	2.3 Compliance with Laws and Regulations		2024: None

Appendix 2: Independent Assurance Statement issued by Bureau Veritas Certification (Taiwan) Co., Ltd.

Appendix 3: Cross-reference Table of Enhanced Sustainability Indicators for the Computer and Peripheral Equipment Industry under the “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies”

Article 4, Paragraph 3, Table 1-9	Indicator Type	Unit	Response
(1) Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy)	Quantitative	Gigajoules (GJ), percentage (%)	Total energy consumption: 17,304.22 GJ Percentage of purchased electricity: 97.95% Percentage of renewable energy used: 0%
(2) Total water withdrawn, total water consumption	Quantitative	Thousand cubic meters (m ³)	Total water withdrawal: 27.19 thousand m ³ Total water consumption: 21.08 thousand m ³
(3) Total hazardous waste generated and percentage recycled	Quantitative	Metric tons (t), percentage (%)	Hazardous waste generated: 0 t Percentage recycled: 0% (General Plastic generated no hazardous waste.)
(4) Types of, number of employees in and rate of occupational accidents	Quantitative	Percentage (%), quantity	Occupational injury categories: None reported Number of cases: 0 Rate: 0.00%
(5) Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note) Note: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.	Quantitative	Metric tons (t), percentage (%)	Weight of scrapped products: 5.71 t Weight of scrap: 338.33 t Percentage recycled: Scrapped products and scrap are regularly sold to legally licensed recycling and reuse vendors for subsequent recycling and circulation; however, no further statistics are available on the actual recycling ratio.
(6) Description of the management of risks associated with the use of critical materials	Qualitative description	N/A	Key materials include chips and toner. General Plastic maintains more than two months of safety stock and secures alternative suppliers for key materials to mitigate supply risks.
(7) Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	NT\$0
(8) Production by product category	Quantitative	Varies by product category	Unit: Thousand units Color copier cartridges: 9,301 Color printer cartridges: 950 Black-and-white copier cartridges: 1,592 Black-and-white printer cartridges: 1,494 Precision gears for OPC drums: 6,318 Others (toner cartridge components): 12,592

Appendix 4: Cross-reference Table of Climate-related Information Required by the Taiwan Stock Exchange

Item	Implementation Status	Page
1. Description of the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to 4.1 Climate Change Response	
2. Description of how identified climate risks and opportunities impact the Company's business, strategy, and financial planning (short-, medium-, and long-term).	Please refer to 4.1 Climate Change Response	
3. Description of the financial impacts of extreme climate events and transition actions.	Please refer to 4.1 Climate Change Response	
4. Description of how processes for identifying, assessing, and managing climate risks are integrated into the overall risk management framework.	Please refer to 4.1 Climate Change Response	
5. If scenario analysis is used to assess resilience against climate change risks, disclosure of scenarios, parameters, assumptions, analytical factors, and key financial impacts.	N/A	
6. If transition plans for managing climate-related risks exist, disclosure of the plan contents and the metrics and targets used to identify and manage physical and transition risks.	N/A	
7. If internal carbon pricing is used as a planning tool, disclosure of the basis for pricing.	N/A	
8. If climate-related targets are set, disclosure of the activities covered, greenhouse gas emission scopes, planning timeframe, and annual progress; if carbon offsets or renewable energy certificates (RECs) are used to achieve such targets, disclosure of the source and volume of offsets or number of RECs.	N/A	
9. Greenhouse gas inventory and assurance status, and reduction targets, strategies, and specific action plans.	In 2024, General Plastic's greenhouse gas inventory was verified by an independent third-party verification institution, AFNOR Asia, Ltd., in May 2025, and a verification opinion statement was obtained in August 2025. For details, please refer to 4.2 Energy and Greenhouse Gas Management.	

Appendix 5: SASB Sustainability Accounting Standard for Chemicals

Topic	SASB Code	Accounting Metric	Nature	Response Content
Greenhouse gas emissions	RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	Scope 1 emissions: 192.93 tCO ₂ e Percentage covered by emissions-limiting regulations: 0%
	RT-CH-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	Qualitative	Please refer to Section 4.2 Energy and Greenhouse Gas Management of this Report.
Air quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N ₂ O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	All 0 metric tons (General Plastic's manufacturing processes do not involve regular high-temperature combustion that generates NOx, SOx, or VOCs air pollutants.)
Energy management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	Quantitative	Total energy consumed: 17,304.22 GJ Percentage of grid electricity: 97.95% Percentage renewable: 0% Total self-generated energy: 4,595.39 GJ
Water management	RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Total water withdrawn: 27.19 thousand m ³ Total water consumed: 21.08 thousand m ³ Percentage of total water withdrawn and consumed in high or extremely high baseline water stress regions: 0% (The General Plastic site is located in a "Low-Medium risk (1-2)" water stress region.)
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	0 cases (no violations).
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Qualitative	Water withdrawal risk management: equipped with a 25-ton water storage tank; if insufficient, water will be delivered by tanker truck. Wastewater discharge risk management: General Plastic's wastewater is primarily domestic sewage, collected via separate pipelines to an industrial park wastewater treatment plant, treated with chemicals and treatment facilities until compliant with water quality standards, then discharged into the Longjing Lishui Drainage, eventually flowing into the Taiwan Strait.
Hazardous waste management	RT-CH-150a.1	(1) Amount of hazardous waste generated, (2) percentage recycled ²	Quantitative	Amount of hazardous waste generated: 0 metric tons Percentage recycled: 0% (General Plastic generates no hazardous waste.)
Community relations	RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Qualitative	General Plastic is located in the Guan-Lian Industrial Park, Wuqi District, Taichung City. Community communication and coordination are managed by the Industrial Park Management Center. The Company's operations pose no significant risks to the community, and no community-related issues occurred during the reporting period.
Workforce health and safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for direct employees and contract employees	Quantitative	(1) TRIR and (2) fatality rate for direct employees and contract employees: both 0.00.
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Qualitative	Within the facilities, for operations involving hazardous chemicals, hazard assessments and classification are conducted in accordance with the Regulations on the Assessment and Grading Management of Hazardous Chemicals. Risks and exposure levels are classified, and corresponding graded management measures are implemented.
Product design for use-phase	RT-CH-410a.1	Revenue from products designed for use phase resource efficiency	Quantitative	N/A

efficiency				
Safety and environmental stewardship of chemicals	RT-CH-410b.1	Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, percentage of such products that have undergone a hazard assessment	Quantitative	N/A
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Qualitative	All cartridges and recovery tank products produced by General Plastic comply with RoHS, REACH, CE, and WEEE requirements. Operators using organic solvents such as toluene and methanol must wear activated carbon masks and latex gloves. New employee training includes hazard communication education and training related to chemical handling.
Genetically modified organisms	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Quantitative	N/A
Management of the legal and regulatory environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Qualitative	N/A
Operational safety, emergency preparedness and response	RT-CH-540a.1	(1) (PSISR) Process Safety Incidents Count (PSIC), (2) Process Safety Total Incident Rate (PSTIR), and (3) Process Safety Incident Severity Rate (PSISR)	Quantitative	All 0.
	RT-CH-540a.2	Number of transport incidents	Quantitative	N/A
Activity metrics	RT-CH-000.A	Production by reportable segment	Quantitative	Unit: thousands of units Color copier cartridges: 9,301 Color printer cartridges: 950 Monochrome copier cartridges: 1,592 Monochrome printer cartridges: 1,494 Precision gears for photoconductor drums: 6,318 Others (cartridge spare parts): 12,592