

2024
Universal
Microwave
Technology, Inc.
SUSTAINABILITY
REPORT



Table of Contents

01

About Report

Message from the Chairman

03

Corporate Governance

Company Overview
Corporate Governance Structure
Integrity Management
Risk Management
Customer Service and Satisfaction
Supplier Sustainability Management

05

Happy Workplace and Social Engagement

Commitment to Human Rights and Labor Rights
Talent Recruitment and Development Strategy
Employee Care and Well-being
Occupational Health and Safety
Knowledge Sharing and Innovation

02

Sustainability Management

Sustainable Policy
Stakeholder Communication and Material Topics

04

Environmental Protection

Green Commitment
Climate-related Financial Disclosures
Environmental Protection and Management Planning
Greenhouse Gas Emissions
Energy Management
Water Resources Management
Waste Management

06

Appendix

GRI Standards Indicator Comparison Table
SASB Disclosure Indicators
Sustainability Indicators for the Telecommunications Industry Assurance Report

The background is a light blue watercolor wash with a torn-edge effect. There are two blue, fluffy clouds: one in the upper left and one in the lower right. Green leaves with white veins are visible in the top right and bottom left corners. A yellow-green circular highlight is behind the number '01'.

01

About Report

Dear Readers

This report summarizes the latest annual achievements of Universal Microwave Technology Inc. (hereinafter referred to as “UMT”) in various aspects of sustainable development. It also discloses significant information on topics of concern to UMT's stakeholders, demonstrating our commitment to corporate social responsibility across areas such as corporate governance, talent development and employee relations, customer service and supplier management, economic performance, environmental protection planning and management, and community and public welfare participation. We continue to make progress on the path of sustainable development.

Basis of Preparation

This report has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021 and implements the frameworks of the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB). Additionally, it provides more quantitative information, concretely presenting efforts towards various commitments and linking to the United Nations Sustainable Development Goals (SDGs) to enhance sustainability report disclosure. The financial figures in the report are calculated in New Taiwan Dollars and have been audited by certified public accountants, while the environmental and occupational safety and health management systems have been verified by accredited bodies. This report has been subject to limited assurance performed by L&A CPA Firm in accordance with Assurance Standard No. 3000 “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.” A Limited Assurance Report has been issued accordingly. Please refer to the Assurance Report in the appendix for the scope and conclusion of the assurance.

Reporting Scope and Timeframe

Boundary Scope: Keelung Head Office and Factory
Head office: No. 1, Gongjian Rd., Qidu Dist., Keelung City
Factory: No. 13, Gongjian S. Rd., Qidu Dist., Keelung City
No. 175 & 177, Sec. 2, Xiwan Rd., Xizhi Dist., New Taipei City

Reporting Period : The disclosed data and content in this ESG report primarily cover the period from January 1, 2024, to December 31, 2024. The Company will issue the ESG report on an annual basis, and each report will be made publicly available on the Company's official website to ensure transparency and accessibility for stakeholders.

Current release date : August, 2025

Previous release date : August, 2024

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From Our Chairman

In the face of today's multiple challenges such as global climate change, resource depletion, and social inequality, UMT is no longer merely a participant in economic activities, but also a key driver of social and environmental change. We are advancing sustainable development with a more determined pace, making environmental protection, social responsibility, and good governance core pillars of our corporate strategy.

In terms of environmental aspects, we continue to strengthen the practice of sustainable operations, dedicate ourselves to improving energy efficiency, and actively replace old equipment with new ones to reduce energy consumption and environmental impact. At the same time, we are promoting the installation of solar panels and introducing renewable energy to actively reduce carbon emissions. In addition, we also implement energy-saving and carbon reduction measures in the office environment, advocate a green work culture, and enhance overall resource utilization efficiency.

On the social front, we are committed to creating a safe, inclusive, and future-competitive working environment. Employees are our most valuable Assets, so we promote employee care policies, including mental health counseling, vocational training, and flexible working hours, to help employees achieve a balance between personal growth and work performance. In addition, we continue to strengthen industry-academia cooperation with schools, promote industry-based teaching, and support public welfare products, actively fulfilling our corporate social responsibility and creating shared value for the enterprise and society.

In terms of corporate governance, we value integrity and risk management, continuously optimizing the board structure to enhance independence and diversity. Through transparent decision-making processes, strengthened internal audit mechanisms and compliance systems, and actively responding to stakeholders' expectations through regular communication and disclosure, corporate transparency and trust are enhanced.

Looking ahead, we will continue to strive and persevere on the path of sustainability, ensuring that sustainability is not merely a commitment in reports, but deeply embedded in our corporate culture, reflected in every decision and daily action. Through continuous progress and improvement, we aspire to become a corporate role model with resilience, responsibility, and a long-term vision, creating sustainable value with all sectors of society.

The background is a light blue watercolor wash. In the center, there is a green circular graphic containing the number '02'. To the right of the number, the text 'Sustainability Management' is written in a dark teal, serif font. Below the text, a hand is shown holding a small green seedling with soil. There are also two blue clouds, one on the left and one on the right, and green leafy branches in the corners.

02

Sustainability Management

Our Policy

UMT has grown from a small startup with a dozen employees to its current scale as a listed company. All these achievements are not only due to the efforts of all colleagues but also the support of customers, shareholders, suppliers, and society as a whole, which has provided the opportunity for growth and prosperity. Therefore, UMT recognizes that as a responsible enterprise, in addition to striving for corporate profits and providing employees with a safe working environment where they can utilize their talents, it also actively participates in social welfare and charitable activities, aspiring to be an "excellent corporate citizen." UMT's corporate social responsibility covers the following five major pillars, which we are committed to and fulfill:

Corporate Governance

Maintain sound corporate governance by adhering to principles of integrity, strictly observing business ethics and legal regulations, and creating value for shareholders. ◦

Environmental Protection

Promote energy conservation, carbon reduction and environmental protection, reduce resource waste, and minimize waste generated.

Employee Rights, Safety, and Health

Protecting labor rights and providing a safe and healthy working environment are essential social responsibilities for a responsible enterprise.

Social Participation

Actively engage in social welfare activities, care for disadvantaged groups, and giving back to society.

Conflict-Free Minerals Policy

Conflict-Free Metals Statement and Policy



Responding to the United Nations Sustainable Development Goals (SDGs)

UMT strategies and medium-to-long-term goals, developed across the three dimensions of environmental protection, social responsibility, and corporate governance, align with 10 of the 17 SDGs, as summarized below.

Facing	Critical Topics	Link(SDGs)	2024 results	Future Goals		
				Short-term Goals (1-3 years)	Mid-term Goals (3-8 years)	Long-term Goals (8-13 years)
Governance	Operating integrity		No unethical or dishonest incident occurred	1. No unethical or dishonest incident occurred. 2. Implementation of ethics and integrity education and training	1. No unethical or dishonest incident occurred. 2. Implementation of ethics and integrity education and training	1. No unethical or dishonest incident occurred. 2. Implementation of ethics and integrity education and training
	Corporate Governance Evaluation		Corporate Governance Evaluation Ranking of TPEX Listed Companies Top 36-50%	Corporate Governance Evaluation Ranking for TPEX-listed Companies Previous 21-35%	Keep moving forward, and the total score will advance.	Keep moving forward, and the total score will advance.
	Economic Performance		Full-year revenue EPS per share 8.59	Maintain continuous profitability.	Maintain continuous profitability.	Maintain continuous profitability.
	Compliance		Upholding integrity and honesty, refraining from illegal transactions, and achieving zero violations in production and trading processes.	Internal procedures are updated and training is conducted in response to changes in regulations.	Internal procedures are updated and training is conducted in response to changes in regulations.	Internal procedures are updated and training is conducted in response to changes in regulations.
	Suppliers Management		Key supplier verification rate 67.7%	Key supplier verification rate 66%	Key supplier verification rate 68%	Key supplier verification rate 70%
	Service Quality and Customer Satisfaction		Customer Satisfaction 85.9 points	>80 points	>80 points	>80 points

Facing	Critical Topics	Link(SDGs)	2024 results	Future Goals		
				Short-term Goals (1-3 years)	Mid-term Goals (3-8 years)	Long-term Goals (8-13 years)
Social	Diversity and Equal Opportunity		Average employee Training Hours up to 5.09 hours	Average employee Training Hours up to 12.5 hours	Average employee Training Hours up to 14 hours	Average employee Training Hours up to 16 hours
			New Employees 100% of new employees receive training	New Employees 100% of new employees receive training	New Employees 100% of new employees receive training	New Employees 100% of new employees receive training
			Thoroughly implemented Diversity and inclusion, ensuring employment regardless of gender or race.	Thoroughly implemented Diversity and inclusion, ensuring employment regardless of gender or race.	Thoroughly implemented Diversity and inclusion, ensuring employment regardless of gender or race.	Thoroughly implemented Diversity and inclusion, ensuring employment regardless of gender or race.
	Employee Care and a Friendly Work Environment		Environmental safety, emergency medical, disaster prevention, and other educational training are conducted at least four times a year.	Environmental safety, emergency medical, disaster prevention, and other educational training are conducted at least four times a year.	Environmental safety, emergency medical, disaster prevention, and other educational training are conducted at least four times a year.	Environmental safety, emergency medical, disaster prevention, and other educational training are conducted at least four times a year.
			Occupational diseases	Maintain zero occupational diseases in the company.	Maintain zero occupational diseases in the company.	Maintain zero occupational diseases in the company.
			0 significant occupational disaster			
Environmental	Greenhouse Gas Emissions		Entire Plant Area Greenhouse gas emission intensity reduced by 54% compared to the 2021 baseline year.	The greenhouse gas emission intensity of the entire plant area is reduced by 40% compared to the 2021 baseline year.	The greenhouse gas emission intensity of the entire plant area is reduced by 45% compared to the 2021 baseline year.	The greenhouse gas emission intensity of the entire plant area is reduced by 50% compared to the 2021 baseline year.
	Energy Management	 	Entire Plant Area Electricity intensity reduced by 53% compared to the base year.	Entire Plant Area Electricity intensity reduced by 35% compared to the base year.	Entire Plant Area Electricity intensity reduced by 45% compared to the base year.	Entire Plant Area Electricity intensity reduced by 50% compared to the base year.
	Water Resources Management		Entire Plant Area Water intensity reduced by 21% from the baseline year.	Entire Plant Area Water intensity reduced by 5% from the baseline year.	Entire Plant Area Water intensity reduced by 20% from the baseline year.	Entire Plant Area Water intensity reduced by 40% from the baseline year.
	Pollution Prevention and Control		Zero abnormal event reports to the competent authority.	Maintain zero abnormal incident reports to the competent authorities.		

Stakeholder Communication and Material Topics

Stakeholder Communication

In fulfilling corporate social responsibility, the equity of stakeholders should be valued. While pursuing sustainable operations and profitability, attention should be paid to environmental, social, and corporate governance issues, and these should be incorporated into the company's management policies and operational activities to achieve the goal of sustainable development. UMT understands the reasonable expectations and needs of its stakeholders through the following effective communication platforms. It will handle these matters appropriately based on the principle of integrity and provide feedback or improvement plans to achieve effective communication.

Stakeholder	Key Topics	Communication Methods and Frequency	2024 Performance
Client	Labor-management relations Diversity and equal Opportunity Employee care and friendly workplace Service quality and customer satisfaction Energy	Real-time / Ad hoc — Meetings, Calls, Visits, Emails	<ul style="list-style-type: none"> Weekly communication via emails and meetings Customer satisfaction surveys conducted twice a year Annual on-site visits, audits, and discussions at the company
Suppliers / Contractors	Legal compliance Service quality and customer satisfaction Integrity in business Information security	Meetings, calls, emails, and on-site audits conducted annually or as needed upon changes	<ul style="list-style-type: none"> Annual audits are conducted for key and major suppliers, and all audit results met the company's required standards.
Shareholder	Economic performance Labor relations Legal compliance Information security Energy	Real-time and ad hoc meetings, calls, emails, and company website updates Regular and ad hoc public disclosures and participation in investor conferences (at least twice a year upon invitation)	<ul style="list-style-type: none"> Monthly revenue announcements Quarterly financial reports and press releases One annual shareholders' meeting Eight investor conferences Eighty investor inquiries handled

Stakeholder	Key Topics	Communication Methods and Frequency	2024 Performance
Employee	Labor and Management Relations Diversity and equal Opportunity Employee care and friendly workplace Training and Education	Quarterly and real-time communication channels, including grievance mailbox, company website, health consultation services, Environment, Safety, and Health (ESH) meetings, labor-management meetings, and the Employee Welfare Committee.	<ul style="list-style-type: none"> • Diversified communication channels are established to actively engage with employees and foster a friendly and inclusive workplace. • Quarterly Environment, Safety, and Health (ESH) and labor-management meetings strengthen occupational safety and health practices as well as harmonious labor relations. • The company continuously promotes employee care policies, including mental health counseling, professional training, and flexible working hours.

Members of society	Economic performance Integrity in business Corporate Governance Tax Strategy Emissions	Real-time and ad hoc communications via phone calls, company website, emails, and proactive contact by the company.	<ul style="list-style-type: none"> • Organized blood donation drives to practice compassion and help those in need. • Participated in the Cnyes public welfare initiatives to promote social welfare and mutual support. • Conducted regular first aid training for all employees and equipped the workplace with AED devices, sharing safety and health resources with the local community.
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UMT fulfill its corporate social responsibility by valuing the Equity of stakeholders while pursuing sustainable operations and profitability, it should focus on environmental, social, and corporate governance issues, integrating them into the Company's management policies and operations to achieve the goal of sustainable development.

Material Topics



Stakeholders are identified based on their accountability, influence, proximity, dependence, representation, and diverse perspectives.	In accordance with GRI requirements, a stakeholder issue questionnaire was developed, including 9 economic aspects, 5 environmental aspects, and 7 social aspects.	Through questionnaires, stakeholders are surveyed, and management-level opinions are collected and analyzed to assess the impact of various issues on the company's sustainable operations.	Conduct a materiality analysis and draw a materiality matrix based on issues of concern to stakeholders and their impact on the company's operations.	Determine the information disclosure boundaries based on 14 key material issues and understand the impact of sustainability issues on upstream and downstream stages.	For 14 key material issues, 17 corresponding topics were identified from the GRI Standards for the collection of sustainability information. Other corporate social responsibility-related issues assessed as worthy of attention are also disclosed externally.
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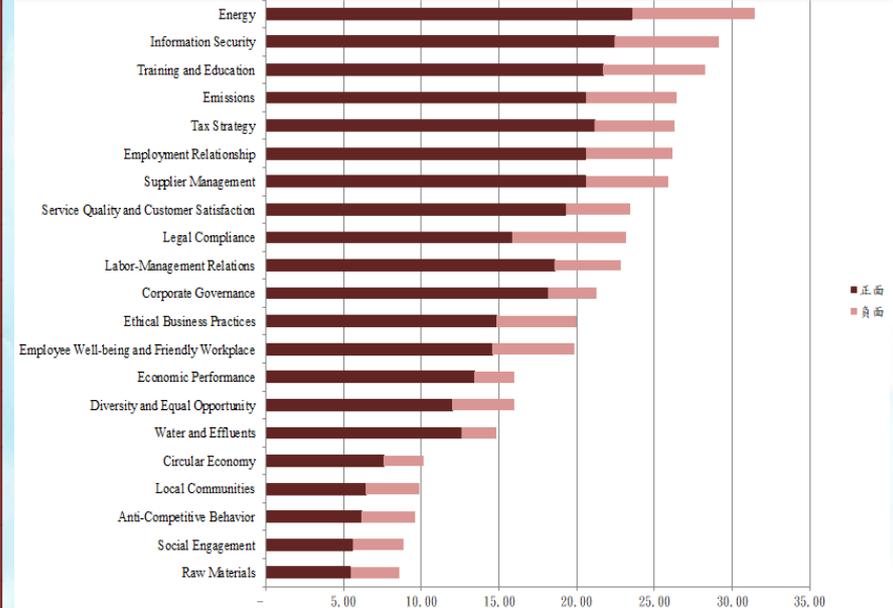


In accordance with the GRI Standards 2021, the Company further discussed the sustainability topics for 2024, assessing the actual and potential impacts on the external economy, environment, and people. The identified positive and negative impacts, as well as the potential sustainability issues requiring management response, are disclosed as follows.

Positive Impact Ranking (Impact Level × Likelihood)	
Rank	ESG Topic
1	Energy
2	Information Security
3	Training and Education
4	Tax Strategy
5	Supplier Management
6	Labor Relations
7	Emissions
8	Service Quality and Customer Satisfaction
9	Labor-Management Relations
10	Corporate Governance

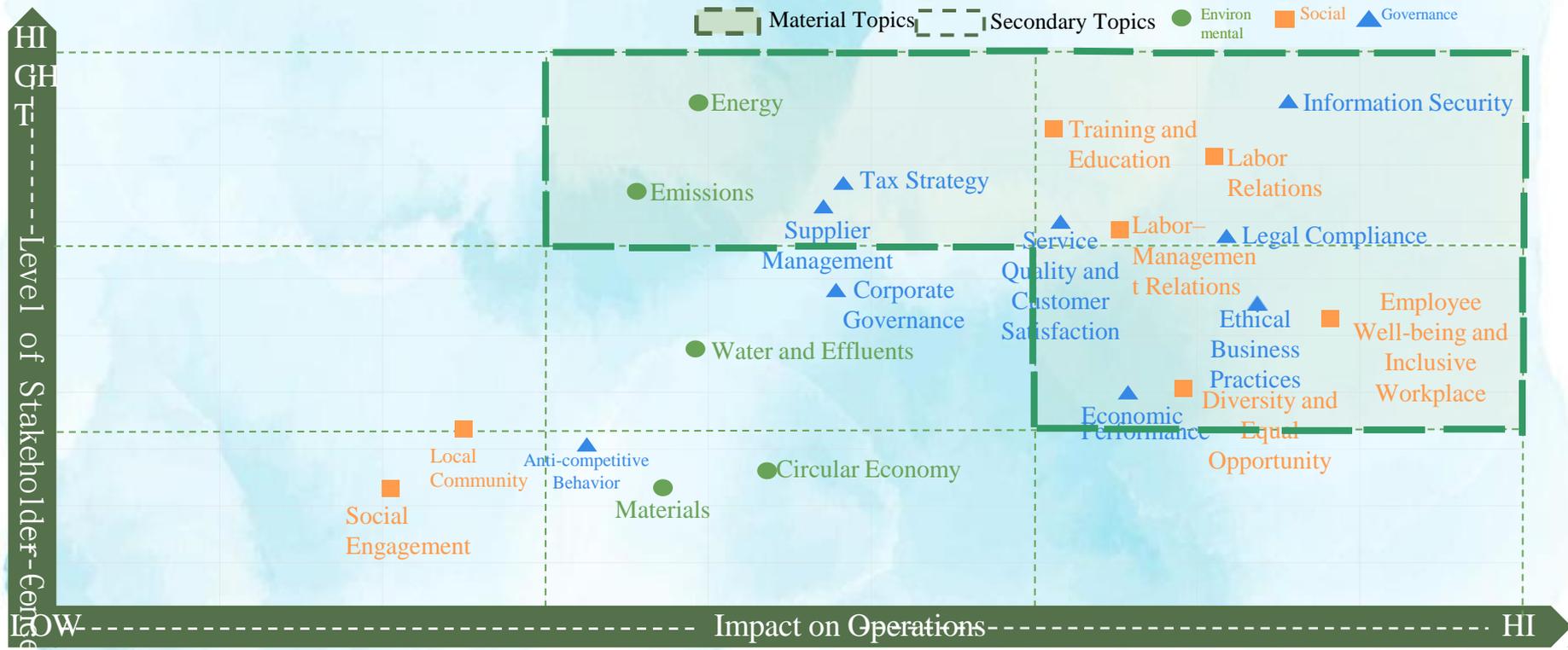
Negative Impact Ranking (Impact Level × Likelihood)	
Rank	ESG Topic
1	Energy
2	Legal Compliance
3	Information Security
4	Training and Education
5	Emissions
6	Labor Relations
7	Supplier Management
8	Employee Well-being and Inclusive Workplace
9	Tax Strategy
10	Ethical Business Practices

Results of Material Topics Impact Assessment



Stakeholders' Concerns and Key Topics

UMT conducts surveys through multiple channels and questionnaires to analyze and evaluate issues of concern to stakeholders. These material issues are then prioritized based on the level of stakeholder concern and their impact on the company's operations. Finally, 14 material issues were identified and prioritized.



Material Issue Management Strategy

Communication with stakeholders is the foundation for fulfilling corporate social responsibility. By combining substantive analysis and identifying issues important to stakeholders and UMT, "corporate governance" is no longer included in this year's major issues of concern to stakeholders. Instead, a new issue, "supplier management," has been added, reflecting the increased importance placed on supply chain sustainability management by external parties. In addition, in response to international supply chain trends and the Financial Supervisory Commission's Corporate Governance 3.0 requirements, the newly added "Energy and Greenhouse Gas Management" issue continues to be a high focus for stakeholders, demonstrating the ongoing nature and importance of climate change issues.

Item	Material Topic	GRI Standard	Reason for Materiality	Corresponding Section
Environmental	Information Security	GRI2 General Disclosures	An effective risk management mechanism enables the Company to formulate better business strategies and maintain organizational resilience.	Risk Management
	Legal Compliance	GRI2 General Disclosures	Implementing ethical business practices and complying with applicable regulations help stabilize market competition, enhance corporate competitiveness, and protect stakeholders' rights and interests.	Corporate Governance Structure Ethical Business Practices
	Ethical Business Practices	GRI2 General Disclosures GRI205 Anti-corruption	The Company strictly prohibits any improper conduct such as bribery or corruption to uphold sound corporate governance.	Ethical Business Practices
	Service Quality and Customer Satisfaction	GRI416 Customer Health and Safety	Enhancing customer satisfaction through product improvement and service optimization strengthens customer trust and long-term relationships.	Customer Service and Satisfaction Green Commitment
	Economic Performance	GRI201 Economic Performance	Through continuous product innovation, the Company enhances economic performance, creating a win-win-win situation for Chih Tai Tech, its shareholders, and society.	Company Overview
	Tax Strategy	GRI207 Tax	Integrating ethical values into business strategies serves as the foundation for maintaining a strong corporate reputation.	Ethical Business Practices
	Supplier Management	GRI308 Supplier Environmental Assessment GRI414 Supplier Social Assessment	By continuously improving supplier quality, reducing costs, shortening delivery times, promoting sustainability, and strengthening partnerships, the Company generates positive economic impacts and shared value across the supply chain.	Sustainable Supply Chain Management

Item	Material Topic	GRI Standard	Reason for Materiality	Corresponding Section
Social	Training and Education	GRI404 Training and Education	By creating a high-quality workplace and nurturing as well as retaining key talents, the Company fosters a happy and engaging workplace culture for employees.	Talent Recruitment and Development Strategy
	Employment	GRI401 Employment GRI406 Non-discrimination	Providing comprehensive employee benefits promotes social and economic development while creating overall corporate value.	Talent Recruitment and Development Strategy
	Labor–Management Relations	GRI402 Labor/Management Relations	The Company is committed to building a friendly workplace, enhancing employee welfare, and giving back to society.	Talent Recruitment and Development Strategy Occupational Health and Safety Social Engagement and Community Involvement
	Employee Well-being and Inclusive Workplace	GRI401 Employment GRI403 Occupational Health and Safety	Enhancing employee satisfaction, occupational health, and workplace safety to ensure a secure and positive working environment.	Employee Care and Well-being Occupational Health and Safety
	Diversity and Equal Opportunity	GRI404 Training and Education GRI405 Diversity and Equal Opportunity	Ensuring pay equity, employee diversity, and a fair promotion system to uphold equal opportunities and inclusion in the workplace.	Human Rights Protection and Labor Rights Commitment Talent Recruitment and Development Strategy
Governance	Energy	GRI302 Energy	Implementing energy-saving and carbon-reduction measures, along with effective resource recycling practices.	Environmental Protection and Management Planning Energy
	Emissions	GRI303 Water and Effluents GRI305 Emissions GRI306 Waste	Mitigating the operational impacts of global warming by developing adaptive measures such as reducing greenhouse gas emissions, minimizing climate-related risks, and enhancing awareness and transparency in climate governance.	Management Greenhouse Gas Emissions Water Resources Management Waste Management

03

Corporate Governance



Company Overview

Company Profile

Universal Microwave Technology Inc. was established in 1999 with paid-in capital of NTD 661 million. It was listed on the OTC market in 2008 under stock code 3491, categorized under communication networks. The company's headquarters are located in the Liudu Science Park in Keelung City, Taiwan. The founder is President Dr. Wu Tung-Yi, who has over 30 years of experience in the microwave/millimeter-wave industry. Its main products are high-frequency passive communication components and antennas for microwave/millimeter-wave applications. Market applications can be broadly divided into wireless backhaul networks, satellite communications, broadband wireless transmission, and mobile communication base stations. It is the only microwave/millimeter-wave passive component design and manufacturing company in Taiwan and a global leader in this field.



✦ UMT headquarters

Our company has a highly efficient and high-quality R&D team. Over the years, we have obtained more than 60 product R&D technology Patents and have repeatedly received recognition from the Ministry of Economic Affairs for important project subsidies. Coupled with our deep cultivation in satellite communication technology, we have the capability to meet the demands of international low-earth orbit satellite customers. The products developed include communication components for ground stations and several key components for satellite payloads (covering satellite-to-ground station, satellite-to-mobile phone transmission, and inter-satellite radar transmission). All these products have successfully passed international certification and secured mass production orders, demonstrating our excellent R&D and manufacturing capabilities. These products not only have high technical barriers but also extensively applied. We also received high recognition from several international leading satellite manufacturers and becomes an indispensable key partner in the global low-earth orbit satellite industry chain. Based on close collaboration with international manufacturers, the Company's global visibility and brand influence are steadily increasing. In the future, the Company will continue to deeply cultivate the satellite communication application field, promote technological innovation, and strengthen core competitiveness to seize the enormous opportunities brought by the rapid growth of the low-earth orbit satellite industry.

Management Philosophy

With the advent of the 5G era, the diverse applications of the Internet of Things are thoroughly transforming existing lifestyles. In addition to the noteworthy and anticipated applications of 5G technology itself, satellite communication is also playing an increasingly important role in the field of wireless communication. This wave of technological innovation has not only swept across the globe but also continuously driven the birth and evolution of various emerging applications in the field of wireless communication, bringing unprecedented transformation and challenges to the industry. UMT adheres to the attitude of "stability and practicality, focused attention, customer satisfaction, continuous improvement, and learning and growth" to fulfill its missions of becoming the most reliable supplier in the wireless communication industry, create value for shareholders, provide a stage for employees to unleash their potential, fulfill corporate social responsibility, and continue to strive for corporate value.

- 01 To pursue sustainable business operations, the company strives for the long-term Equity of customers, employees, and shareholders, seeking stable and balanced development in all three aspects.
- 02 To operate with the concept of long-term strategic partnership, providing high-quality products and comprehensive services to customers.
- 03 Focus on the core business, continuously enhance the company's competitive advantages, and maintain an operational strategy of navigating the blue ocean.
- 04 Continuously improve R&D efficiency, process stability, and operational performance, aligning with customer and market demands, to meet challenges and achieve breakthroughs.
- 05 We are committed to providing a sustainable learning environment that encourages colleagues to develop a habit of continuous learning, ensuring that those who strive for self-improvement are recognized and continue to pursue self-breakthroughs.



Industry development

With the advancement of technology and the dramatic increase in global communication demands, the satellite industry is rapidly heading towards a new peak of development. From past applications primarily in defense, meteorology, and broadcasting, satellites have evolved to cover diverse fields including communication, Earth observation, navigation and positioning, scientific exploration, and commercial services today, becoming a crucial hub connecting Earth and space information.

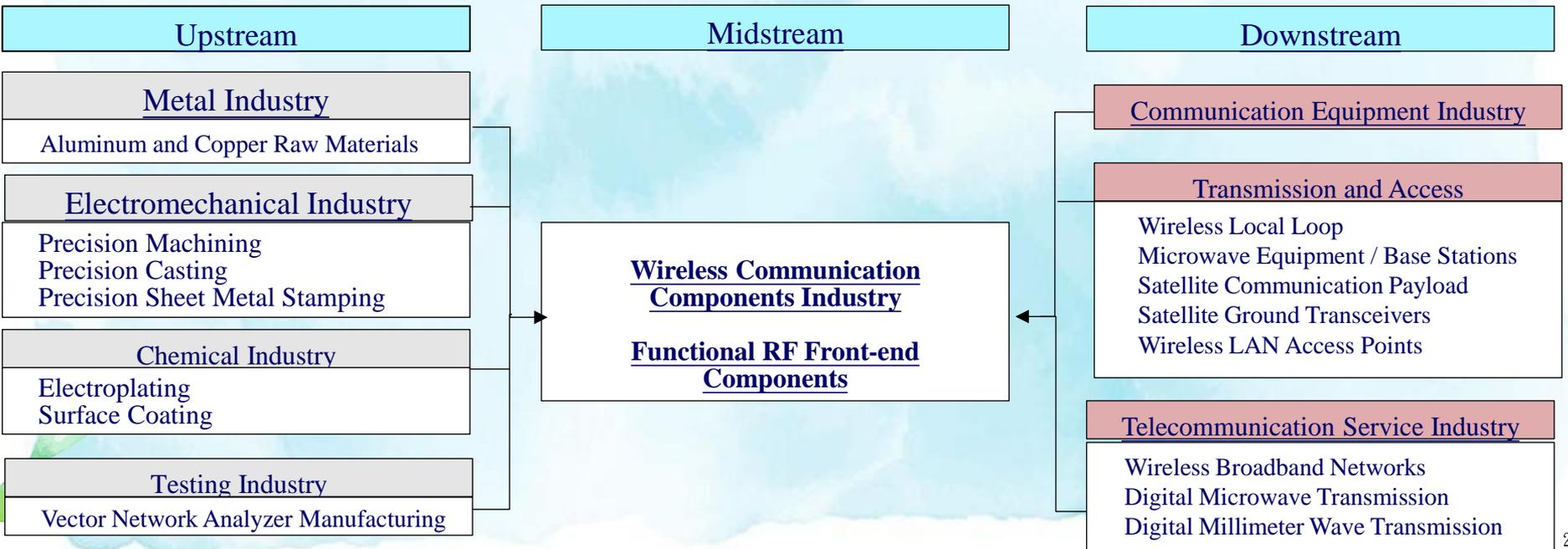
In recent years, particularly with breakthroughs in low-earth orbit satellite (LEO satellite) technology and its commercialization, satellite deployment costs have significantly decreased, leading to a substantial increase in launch frequency and the global number of satellites. A globally renowned enterprise, represented by low-earth orbit (LEO) satellites, is actively building a Starlink system composed of thousands of LEO satellites to provide global high-speed internet services, especially to fill the gaps in remote areas and maritime regions where terrestrial networks cannot reach. Satellite communication plays a crucial role not only in 5G and future 6G network architectures but also provides strong data support in applications such as smart cities, IoT, smart agriculture, logistics tracking, environmental monitoring, and emergency rescue. Governments worldwide are also accelerating policy promotion and industrial investment in the satellite and space industry, viewing it as a critical strategic Assets for the next generation.

In the future, the satellite industry will not only be a part of space technology but also a core infrastructure driving global digital equality, sustainable Earth governance, and new economic models. As technological innovation and international cooperation continue to deepen, the satellite industry will play an increasingly important strategic role on the global stage.



Industry upstream, midstream, and downstream relationships

The Group acts as a midstream manufacturer of functional front-end communication components, wired and wireless signal transmission components, and antennas in the microwave/millimeter wave communication industry. The signal transmission components produced are mainly supplied to downstream wireless communication system manufacturers, while wireless communication system equipment is supplied to the end-users, such as telecom operators or subscribers. Satellite communication products are provided to satellite ground transceivers, satellite communication payloads, and wireless local area network access points. In addition, antennas and transmission components have a wider range of applications, providing signal transmission interface functions for wired and wireless products such as information technology, consumer electronics, and medical devices to downstream manufacturers, including those in the automotive, mobile phone, base station, audio equipment, and medical device sectors, which are also downstream users of the Group.



Product analysis

UMT's main business involves passive front-end components and antenna-related products for microwave, millimeter-wave, and radio frequency in wireless communication. These are primarily applied in 4G/LTE/Small Cell, 5G mobile communication networks, and low, medium, and high-orbit satellite communication equipment. The Company will leverage its existing comprehensive technical capabilities in the research, development, and manufacturing of professional microwave/millimeter-wave front-end passive components and antennas to continuously develop new technologies, processes, and materials. To improve design accuracy and shorten the development and mass production timeline, the company actively develops new products in response to existing customer demands and market trends in 4G/LTE/Small Cell, 5G, and low, medium, and high-earth orbit satellite communication.

UMT Main Product Line Overview

Product items

Industry applications

Microwave/millimeter wave products

Wireless mobile communication
Satellite broadband network

RF products

Antennas are essential components for a wide range of applications in the RF wireless communication industry.

Communication network
Engineering services

Indoor signal coverage/
Outdoor Network Engineering/5G
Private Network



Mobile communication applications
– 5G/4G backhaul network



Satellite broadband network applications
– payload/ground/terminal



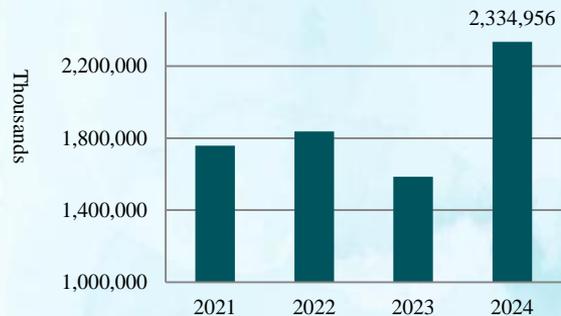
RF products
– broad antenna applications



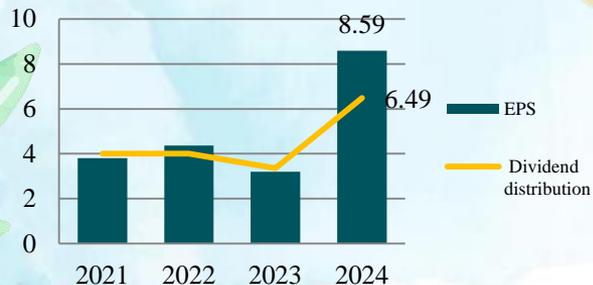
Telecommunication Network Engineering
– Outdoor Network/Indoor Signal Coverage

Financial Performance

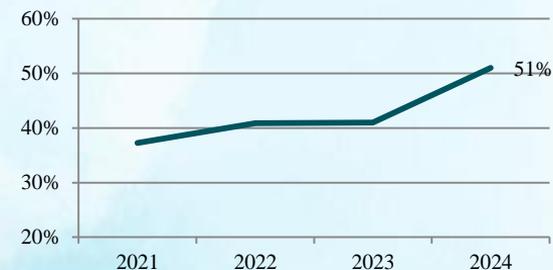
Consolidated Revenue



EPS and Dividend Distribution



Consolidated Gross Margin



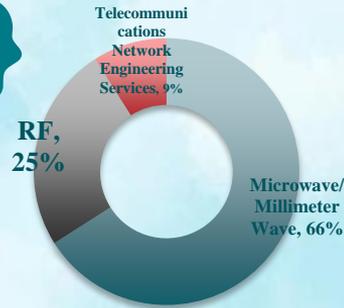
Financial Overview

Financial Ratios (%)	FY2021	FY2022	FY2023	FY2024
Debt-to-Asset Ratio	32.59	30.84	27.56	41.34
Current Ratio	202.2	222.54	245.11	313.81
Return on Assets	8.46	9.41	7.2	15.56
Return on Equity	12.05	13.62	9.95	23.58
Net Profit Margin	16.07	17.66	15.22	25.13

Market and Production/Sales Analysis

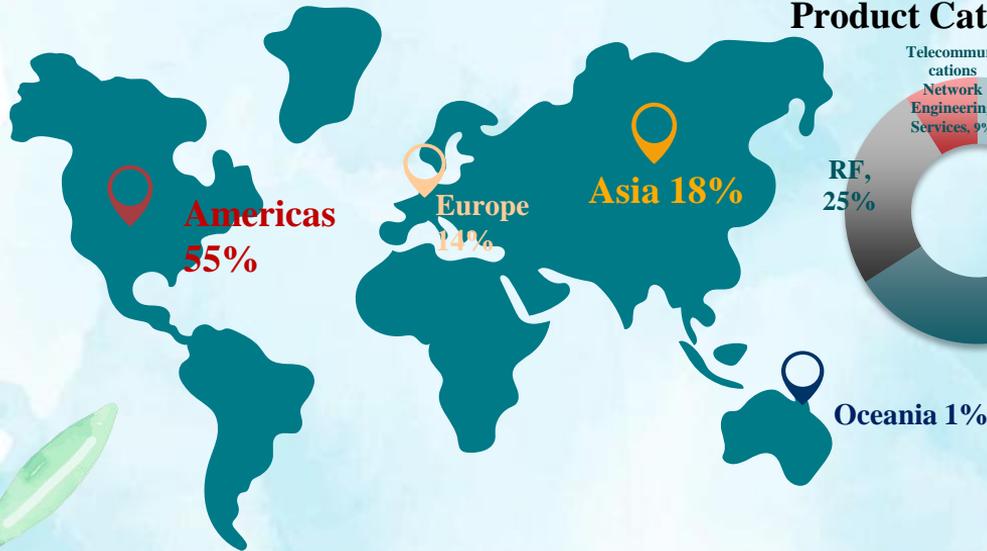
UMT's products are mostly customized, niche products, and it is also a major supplier to global microwave/millimeter-wave communication system manufacturers and satellite operators. Therefore, it has a solid market share in the wireless communication industry. In 2024 revenue, by product category, was **66%** for microwave/millimeter wave products, **25%** for radio frequency products, and **9%** for communication network engineering services. By sales region, the domestic and export sales ratios were **12%** and **88%**, respectively. Among export sales, the Americas accounted for the highest at **55%**, followed by Asia at **18%**, with other regions including Europe at **14%**, and Other (Oceania) at **1%**.

Revenue Composition by Product Category

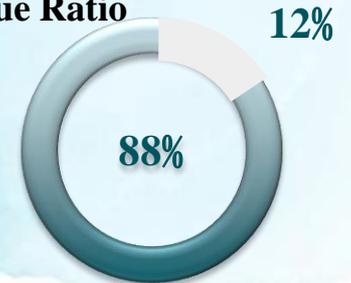


Major Production Output by Product Category

Product	Production Volume
Microwave/Millimeter Wave	1,424,848 EA
Radio Frequency (RF)	15,781,870 EA
Telecommunications Network Engineering Services	481,814 EA



Domestic and Overseas Revenue Ratio



Received government industry innovation grants and other awards

UMT actively invests in research and development, and in recent years has received assistance from the Ministry of Economic Affairs for industrial innovation subsidies and incentives, intelligent manufacturing upgrades and transformation, and has applied for investment tax credits in accordance with the Statute for Industrial Innovation.

2021		
Subsidy Item	Basis for Subsidy	Amount(NT\$ Thousand)
Investment Tax Credit	Industrial Innovation Act	530
Government Subsidy	MOEA Regulations for Subsidies, Incentives, and Guidance for Industrial Innovation Activities	25,115

2023		
Subsidy Item	Basis for Subsidy	Amount(NT\$ Thousand)
Investment Tax Credit	Industrial Innovation Act	1,636
Government Subsidy	MOEA Regulations for Subsidies, Incentives, and Guidance for Industrial Innovation Activities	15,000
Government Subsidy	MOEA Regulations for Promoting	

2022		
Subsidy Item	Basis for Subsidy	Amount (NT\$ Thousand)
Investment Tax Credit	Industrial Innovation Act	3,581
Government Subsidy	MOEA Regulations for Subsidies, Incentives, and Guidance for Industrial Innovation Activities	11,850

2024		
Subsidy Item	Basis for Subsidy	Amount(NT\$ Thousand)
Investment Tax Credit	Industrial Innovation Act	7,407(Note)
Government Subsidy	MOEA Regulations for Subsidies, Incentives, and Guidance for Industrial Innovation Activities	8,150
Government Subsidy	MOEA Regulations for Promoting Industrial and SME Upgrading and Transformation	5,818

Note: The annual tax credit amount under the Industrial Innovation Act is an estimated figure for the

Awards and Recognitions



2012

Certified for OHSAS/TOSHMS Occupational Health and Safety Management System.

2013-2024

Recognized by the Ministry of the Interior as an Outstanding Employer of R&D Substitute Service Personnel and for Excellence in Research and Innovation.

2016

Recognized by the Ministry of Labor for Contributions to Promoting National Employment.

2019-2024

Joined the 5G Radio Frequency Industry Technology Alliance.

2020

Successfully obtained AS 9100 certification.



2024

Recognized by the Ministry of Economic Affairs for advancing industrial upgrading in collaboration with supply chain partners.
Successfully obtained ISO 27001 certification.

2015

Awarded the Green Procurement Promotion Award for Private Enterprises and Organizations by Keelung City Government.

2017

Successfully completed the transition certification for ISO 14001:2015 Environmental Management System.

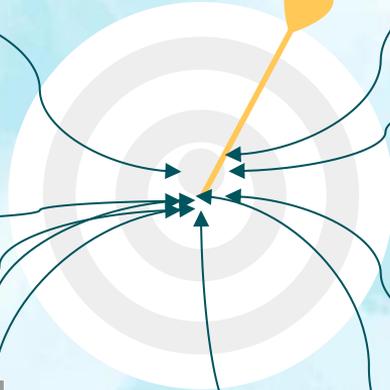
Received the Green Procurement Performance Award for Private Enterprises and Organizations from the Keelung City Government.

2021

Commended by the National Communications Commission (NCC) for significant contributions to Taiwan's 5G development through active participation in mid-band spectrum preparation work.

2023

Silver Award – Happy Enterprise Awards, organized by 1111 Job Bank
4th Place – Best OTC Female CEO (2nd Annual), awarded by Harvard Business Review Taiwan



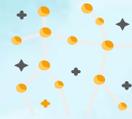
Membership in Industry Associations

UMT actively participates in various industry alliances, associations, and fraternities to promote industrial development and social welfare.



Satellite

- + Satellite Communication Ground Equipment System Integration Flagship Team +
- + Low Earth Orbit Satellite Industry Association +



5G

- + Industrial Innovation Development Alliance +
- + Radio Frequency Industry Technology Alliance +
- + Keelung Liudu Science Park Manufacturers Association +
- + Northern Region Occupational Health Service Center – Keelung Sustainable Health Network +



Community

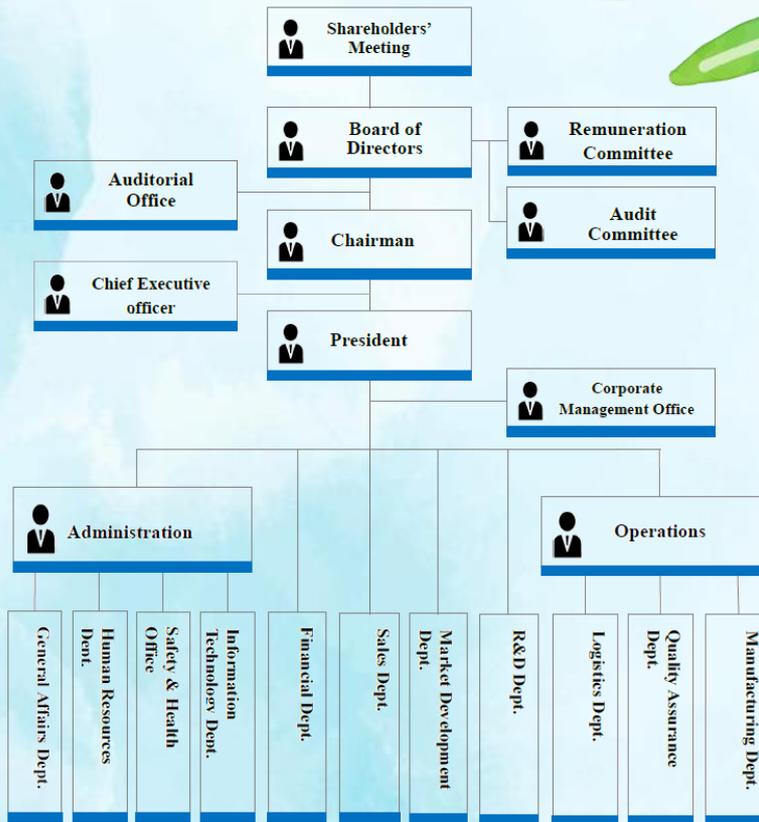
Corporate Governance Structure

UMT's governance policy is primarily formulated in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and relevant laws and regulations. The Board of Directors has approved the "Universal Microwave Technology Inc. Corporate Governance Best Practice Principles" as the basis for establishing an effective corporate governance framework, with the aim of continuously improving management performance and pursuing sustainable operation and growth.



UMT Organization Structure

The Chairman also serves as the CEO, who is the highest decision-making officer established by the Group to consider future operational policies and business directions. In response to corporate governance, the company aims to enhance the rapid response and execution capabilities at both the decision-making and implementation levels, and to fully establish and implement the strategic goals of the senior management team within the enterprise. The Company's corporate governance officer is responsible for proposing and implementing corporate social responsibility policies, systems or related management guidelines, and specific promotion plans, and reviewing their operational effectiveness.



Note: To meet operational management needs, the “Organizational Structure Chart” was revised and approved by the Board of Directors on May 13, 2025.

Board of Directors

The Articles of Incorporation stipulate that there shall be seven to nine directors, each serving a term of three years, elected by the shareholders' meeting from among individuals with full legal capacity, and they may be re-elected for consecutive terms. Among the aforementioned number of directors, the number of independent directors shall not be less than three and shall not be less than one-fifth of the total number of director seats. The election of directors adopts the candidate nomination system under Article 192-1 of the Company Act. Matters relating to the acceptance and announcement of nominations for director candidates shall be handled in accordance with the relevant provisions of the Company Act and the Securities and Exchange Act.

The composition of the board of directors considers diversity aspects such as gender, age, nationality, culture, professional background (e.g., legal, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, and sets appropriate diversity policies based on its own operations, business model, and development needs.

Two Major Dimensions and Criteria

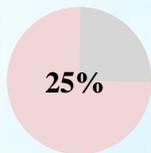
Fundamental Attributes
and Values



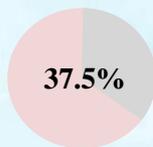
Board Composition

Among the eight current board members of UMT, two are female directors, accounted for 25%; three are employee directors, accounted for 37.5%; and four are independent directors, accounted for 50%. To enhance the corporate governance and enable the directors to perform their duties, liability insurance (insurer: Tokio Marine Nawa Insurance, insured: all directors, amount: USD 3.3 million) is purchased for their compensation liability during their term of office for the scope of their duties, to reduce and disperse the risk of significant damage to the company and shareholders caused by directors' errors or omissions.

Percentage of Female Directors



Percentage of Employee Directors



Percentage of Independent Directors



Age Distribution of Directors



Director	Core Program me of Diversity	Gender	Employee of the Company	Con-current Position as	age			Service term of independent directors		Operational Judgment Abilities	Accounting and financial analysis abilities	Management Abilities	Crisis Management Abilities	Industry Knowledge	Inf'l Market Perspective	Leadership Abilities	Policy-making abilities
					41-50	51-60	61-70	Less than 3 years	Over 9 years								
Su-Ming Chen		F	✓		✓					✓	✓	✓	✓	✓	✓	✓	✓
Tung-Yi Wu		M	✓		✓					✓	✓	✓	✓	✓	✓	✓	✓
Chun-Liang Kuo		M	✓		✓					✓	✓	✓	✓	✓	✓	✓	✓
Ji-Rui He		M			✓						✓	✓	✓		✓	✓	✓
Xing-Yi Chen		M					✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Guan-Ping Chen		M					✓		✓	✓	✓	✓	✓		✓	✓	✓
Chih-Wei Tsai		M			✓				✓	✓	✓	✓	✓		✓	✓	✓
Shu-Ling Lin		F				✓		✓		✓	✓	✓	✓	✓	✓	✓	✓

Board Continuing Education

In 2024, all eight directors of UMT completed a total of **48 hours** of continuing education. ABC Company focuses on key governance-related topics and, through its Director Continuing Education Program, arranges interactive sessions to facilitate knowledge sharing and experience exchange among board members. These initiatives enhance directors' professional competencies, promote the Company's sound and sustainable development, and ensure compliance with corporate governance requirements.

Title	Name	Training Date	Organizer	Course Title	Training Hours	Total Training Hours in the Year
Corporate Director Representative	Su-Ming Chen	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Director	Tung-Yi Wu	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Corporate Director Representative	Chun-Liang Kuo	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Director	Ji-Rui He	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Independent Director	Xing-Yi Chen	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Independent Director	Guan-Ping Chen	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Independent Director	Chih-Wei Tsai	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Independent Director	Shu-Ling Lin	2024/11/07	Chinese Corporate Governance Association	Key Focus and Practical Insights on Investment in Thailand	3	6.0
		2024/05/09	Chinese Corporate Governance Association	Practical Sharing on Investment in Vietnam and Updates on Thailand Investment Information	3	
Total						48.0

Board Responsibilities and Operations

The operation of the Board of Directors of UMT, is comply with the “Rules of Procedure for Board of Directors Meetings.” The Board convenes at least once every quarter. Its primary responsibilities include overseeing the Company’s ethical business operations, reviewing business plans and financial reports, establishing and amending the internal control system, approving the appointment, dismissal, and remuneration of managerial officers, and making decisions on material operational matters.

Except for matters that are required by laws, regulations, or the Articles of Incorporation to be resolved by the Board of Directors, the Chairperson is authorized by the Board to exercise the following powers and responsibilities:

Convening meetings of the Board of Directors and implementing its resolutions.

Formulating operational plans.

Reviewing business-related regulations and contracts.

Approving the acquisition and disposal of business-related assets.

Approving personnel transfers and determining staffing levels of various departments related to business operations.

Preparing and reviewing draft budgets, final accounts, and business reports. ◦

Formulating proposals for capital increases or decreases, profit distribution, and loss compensation.

The Board of Directors convened **8** meetings in 2024, with a director attendance rate of **96.88%**. All directors upheld their fiduciary duties and the principle of fairness. For matters discussed at Board meetings where a director or the legal entity they represent has a conflict of interest, they must disclose the important details of such interest. If there is a potential detriment to the company's interests, they shall not participate in the discussion and voting, must recuse themselves during discussion and voting, and may not act as proxies for other directors in exercising their voting rights.

✦ The operation of the Board of Directors has been disclosed on the Market Observation Post System to ensure that shareholders and stakeholders have full access to information regarding the Board’s activities.



Board Performance Evaluation

To implement corporate governance and enhance the board's functions, establish performance targets to strengthen the board's operational efficiency, UMT has adopted the "Board Performance Evaluation Measures." Performance evaluations are conducted annually, and at least once every three years, an external professional independent institution or a team of external experts and scholars performs the evaluation. The scope of the evaluation includes the overall board of directors, individual board members, and functional committees. The assessment period is from 1 January to 31 December of the current year, and the performance evaluation results should be reported to the Board of Directors in the first quarter of the following year, with the assessment results disclosed in the Company's annual report.

The remuneration of directors is determined with reference to the company's overall operating performance and the extent of individual directors' participation in and contribution to the company's operations, linking the reasonableness and fairness of performance risk with the remuneration received. It also considers the company's operating performance and the general compensation levels in the industry. The remuneration system is reviewed by the Remuneration Committee and the Board of Directors, and adjusted as needed based on actual operating conditions and relevant laws and regulations. The results of the Board of Directors' performance evaluation also serve as a reference for selecting or nominating directors.



Audit Committee

To enhance the board's oversight of the quality and integrity of the company's accounting, auditing, financial, and operational controls, UMT established an audit committee on 14 June 2016. The audit committee comprises four members, all of whom are independent directors.

The audit committee operates primarily for the purpose of overseeing the following matters:

Fair presentation of the company's financial statements.

Appointment (and dismissal) and independence and performance of the certifying accountant.

Effective implementation of the company's internal control.

The Company complies with relevant laws and regulations.

The control of existing or potential risks of the company.

The Audit Committee convened **9 times** in 2024, with an average attendance rate of **94.44%**. The operating status of the Audit Committee has been disclosed on the Market Observation Post System for shareholders and stakeholders to fully understand its operations.

Remuneration Committee

UMT established a remuneration committee on 14 December 2011, comprising four members, all of whom are independent directors.

The function of this committee is to faithfully exercise its powers with the care of a good administrator to evaluate the remuneration policy, system, and achievement of performance goals for its directors and President.

The remuneration paid by the Company to its directors and President is determined in accordance with the Company's remuneration philosophy, with reference to the general remuneration levels of peers by the Remuneration Committee, and taking into account the Company's operating performance, individual performance, and the relevance and reasonableness of future risks. The Board of Directors then totally considers the amount of remuneration, payment methods, and the Company's future risks, and the remuneration is implemented after approval by the Remuneration Committee and the Board of Directors.

The Remuneration Committee convened **3** times in 2024, with an average attendance rate of **91.67%**. The operation of the remuneration committee has been disclosed on the Market Observation Post System for shareholders and stakeholders to fully understand its operation.

Corporate Governance Officer

UMT's board of directors approved on 29 March 2023 the appointment of Vice President Chung Kuang Chen, the financial officer, as the corporate governance officer. His responsibilities primarily include "handling matters related to board meetings and shareholders' meetings in accordance with the law," "preparing minutes of board meetings and shareholders' meetings," "assisting directors in their inauguration and continuous training," "providing directors with necessary information for performing their duties," "assisting directors in complying with laws and regulations," and "other matters stipulated in the Articles of Incorporation or contracts."

Training / Education

Training Date	Organizer	Course Title	Training Hours
2023/05/10	Taiwan Corporate Governance Association	Trade Secret Protection and Fraud Prevention Practices	3.0
2023/08/09	Taiwan Corporate Governance Association	ESG trends and practical analysis	3.0
2023/09/12	Securities and futures institution	【Code of Ethical Conduct】 Advanced Seminar on Practices for Directors and Supervisors (including independent ones) and Corporate Governance Officers	3.0
2023/10/06	Taipei Exchange	New Perspectives Forum on Sustainable Investment and Financing	3.0
2023/10/31	Taiwan Corporate Governance Association	Directors' and Supervisors' Responsibilities from an International Perspective: An Analysis of Foreign Investor Voting Practices from the Viewpoint of Corporate Control and Shareholder Activism	3.0
2023/02/02	Securities and futures institution	Directors, Supervisors, and Corporate Governance Officer Series Course - Carbon Credit Trading Mechanism and Carbon Management Application	3.0
		Total	18.0

Performance in 2024

Provide directors with the relevant information required for the performance of their duties.

Assist board members in developing annual training plans and arranging courses, and complete the statutory training hours for 2024.

Liability insurance for directors and President was purchased and reported to the Board of Directors on 2024/3/29.

Regularly communicate with independent directors and accountants regarding the company's financial and business conditions.

The Company completed one annual general meeting, eight board meetings, nine audit committee meetings, and three remuneration committee meetings.

✦ The chief corporate governance officer, as a new appointee, has completed 18 hours of continuing education courses within one year from the date of assuming the position.

Internal Audit

In compliance with laws and regulations, an internal control system and a dedicated audit department have been established, with the latter reporting directly and independently to the Board of Directors. and uphold a detached and independent spirit, an objective and impartial stance, by evaluating the internal control system to measure the effectiveness and compliance of current policies and procedures, and their impact on various operating activities, to ensure the continuous and effective implementation of the internal control system, and to assist management in fulfilling its responsibilities.

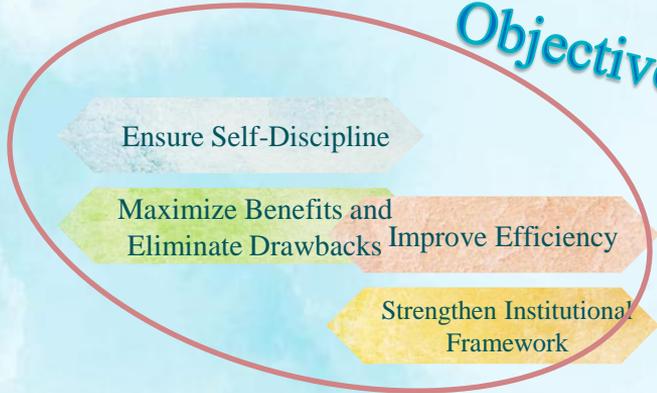
The Audit Department is responsible for formulating the internal control system audit plan annually based on the results of risk assessment and submitting it to the Board of Directors for approval. Audit reports are issued monthly for audit items, submitted to the President and Chairman for review, and delivered to each independent director. The head of internal audit shall attend Board meetings quarterly to report on the execution of internal audit work. To implement the company's self-supervision mechanism and respond to environmental changes in a timely manner, the Audit Office is responsible for supervising its internal units and subsidiaries to conduct self-assessments annually. The internal audit then reviews the assessment reports, providing the main basis for the Board of Directors and the President to evaluate the overall effectiveness of the internal control system and issue the internal control system statement.

A total of **50 audits** were conducted in 2024, and no abnormal internal control deficiencies were found. The internal control system was considered fair.

Functions



Objectives



Integrity Management

Based on the principles of fairness, honesty, trustworthiness, and transparency in business activities, the company has established the "Operating Procedures and Guidelines for Ethical Management" and "Code of Ethical Conduct" to implement its integrity management policy. It actively prevents the direct or indirect offering, receiving, promising, or demanding of any undue benefits, or engaging in other acts that violate integrity, are unlawful, or breach fiduciary duties, in the course of business operations to obtain or maintain benefits. and disclose its integrity management policy in internal regulations, annual reports, company websites, or other promotional materials, and announce it at external events such as product launches and investor conferences, so that its suppliers, customers, or other business-related organizations and personnel can clearly understand its integrity management philosophy and regulations.



Reporting and Complaint Channels

Internal

- Immediate Supervisor
- Human Resources Department
- Suggestion Box
- Reporting Email Box: question@umt-tw.com
- Employee Representative in Labor-Management Meeting

External

- Whistleblowing Mailbox : illegal@umt-tw.com
- Whistleblowing Hotline : 02-24525533
- Written Report : Sent to "Audit Office, No. 1, Gongjian Road, Qidu District, Keelung City".



Whistleblowing Handling Procedure



The company's receiving unit and the supervisor or relevant personnel mentioned in the preceding paragraph shall immediately investigate the relevant facts, and if necessary, relevant departments may provide assistance, and the accused shall be given an opportunity to present their opinions.

If it is confirmed that the reported person has violated relevant laws and regulations or the Company's integrity management policy and regulations, the reported person shall be immediately required to cease the relevant acts and appropriate measures shall be taken. If necessary, claims for damages shall be made in accordance with the law to protect the Company's reputation and Equity.

All reports, investigation processes, and investigation results must be documented in writing and retained for five years. Such retention may be in electronic form. If a lawsuit related to the reported content occurs before the expiration of the retention period, the relevant data should continue to be preserved until the conclusion of the lawsuit.

If a reported incident is verified to be true, the relevant units of the Company should be instructed to review the related internal control systems and operating procedures, and propose improvement measures to prevent the recurrence of similar behavior.

The company's receiving unit should report the whistleblowing incident, its handling, and subsequent review and improvement measures to the board of directors. ◦

Regulatory Compliance

The scope of legal compliance, based on business items and production characteristics, is extensive. The operational activities covered, based on stakeholders, include the securities and capital market mechanism, investments in mainland China, labor conditions, labor insurance benefits, labor relations, labor retirement, occupational safety and health, environmental protection, commercial accounting, tax management, and intellectual property protection. UMT also closely monitors regulatory orders, relevant domestic and international laws and regulations, and trends in investment business scope to revise relevant rules and regulations in a timely manner.

For occupational safety, health, and fire regulations, the Industrial Safety Office conducts quarterly reviews of compliance with regulations and requirements; for intellectual property protection and other regulations, the company also strengthens employee awareness of the importance of protecting trade secrets through internal training. Compliance with laws and regulations is included in the annual audit plan, and each department should review the scope of applicable laws and their compliance annually.

To enhance industrial development and service quality, fulfill social responsibility, and comply with AS9100 aerospace quality management certification, there are stricter regulations for product design, development, production, installation, and service. Aerospace certification emphasizes "operational risk," "product safety," "counterfeit parts," and "process orientation" for products. UMT expects to create high customer satisfaction and world-class communication products at a reasonable cost. ISO 14001 Environmental Management System and OHSAS 18001 Occupational Safety and Health Management System and THSHMS Taiwan Occupational Safety and Health Management System and other international standards, and continuously promote quality and environmental management systems, actively creating a healthy and safe working environment.

In 2024, UMT had **no** record of violating local laws or significant litigation.

Tax Policy

The Company is committed to complying with tax laws and fulfilling expectations related to ethical, social, and sustainable business practices. We adhere to all government tax regulations, monitor international tax developments, and ensure timely and accurate tax filings and payments in accordance with applicable laws and disclosure requirements.



Tax Policy

Tax disclosures are handled in accordance with relevant regulations and reporting standards to ensure transparency and accuracy.	The Company does not use tax havens or engage in transactions conducted solely for the purpose of tax avoidance.
The Company assesses the potential impacts of relevant tax law changes and promptly formulates appropriate response measures and decisions.	The Company engages in honest and timely communication with tax authorities to discuss and clarify tax-related matters when necessary.
The Company carefully assesses tax-related risks and impacts associated with significant business activities and applies management mechanisms to ensure effective risk control.	Relevant personnel receive training that links tax strategy, business strategy, and sustainable development to strengthen tax governance awareness.

Tax Risk Management

The Company's main operating locations are in Taiwan, Mainland China, and Vietnam. We comply with the tax laws and regulations of each jurisdiction and maintain robust internal control procedures to identify, assess, and manage tax risks arising from regulatory changes or business operations. Appropriate measures are implemented to evaluate, manage, and mitigate such risks effectively.

Tax Governance

The Chief Financial Officer holds ultimate responsibility for tax management. The Company engages external tax advisors to provide professional guidance and simultaneously conducts internal training programs to ensure that employees possess the necessary tax-related competencies and up-to-date professional knowledge.

Effective Tax Rate

In 2024, the Company's effective tax rate was **18.8%**, slightly lower than the statutory corporate income tax rate of 20% in the Republic of China (Taiwan). The difference was mainly due to investment tax credits granted under Article 10-1 of the Statute for Industrial Innovation, which allows tax deductions for qualified investments in equipment.

Risk Management

To accurately measure risks from different sources and to effectively supervise and control these risks, and to reduce the impact of risks on the enterprise, UMT has established "Risk Control Operating Procedures" which have been approved by the Board of Directors. Its risk management scope covers marketing, production operations, human resource planning, new product line development progress, and financial accounting control for each business operation, balancing safety and efficiency to establish a more economically beneficial business operation model. The risk management organization is led by the President as the general convener, who coordinates and directs the promotion and operation of the risk management plan.

Responsible Units	Operational Risk Management
Corporate Management Office	<ul style="list-style-type: none">• Develop mid-to-long-term development strategies for the company (including subsidiaries), conduct market analysis, and integrate internal operational data to enhance decision support.• Plan resource allocation and set operational indicators, and continuously optimize operational efficiency through business analysis data.
Operations	<ul style="list-style-type: none">• Overall planning and operational management of manufacturing, materials, and quality assurance.• Optimize internal operational efficiency and supply chain resource integration to establish operational niches and enhance competitiveness.
Administration	<ul style="list-style-type: none">• Oversee the planning and operational management of general affairs/administration, plant operations/engineering, human resources, industrial safety, and information technology.• Ensure smooth organizational operations, reasonable resource allocation, and enhance the safety and efficiency of the working environment.• Optimize administrative support, talent development, safety supervision, and information operations to promote sustainable corporate development.
Auditorial Office	<ul style="list-style-type: none">• Inspect and evaluate deficiencies in the internal control system, measure operational efficiency, and provide timely recommendations for improvement.• Ensure the continuous and effective implementation of internal control systems, and assist the board of directors and management in fulfilling their responsibilities.
Safety & Health Office	<ul style="list-style-type: none">• Develop occupational disaster prevention plans and emergency response plans, establish a healthy workplace, and prevent occupational disasters.• Plan and supervise the implementation of occupational safety and health audits and management operations by various departments, and conduct safety and health education and training.

Responsible Units	Operational Risk Management
General Affairs Dept	<ul style="list-style-type: none"> Administration system, planning and execution of plant affairs/engineering, general affairs related to procurement operations, and fixed Assets management. The Legal Department is responsible for the drafting/amendment/review of various contracts, legal consultation, litigation handling, and matters related to trademarks and patents.
Human Resource Dept	<ul style="list-style-type: none"> Human resources management operations such as strategic planning, recruitment, compensation, training, and employee career development. Design a performance appraisal system to enhance employees' skills and capabilities, thereby strengthening the overall competitiveness of the organization.
Financial Dept	<ul style="list-style-type: none"> Overall financial planning, fund utilization and management, financing planning, and risk management of Assets and Liabilities for the company. Establishment and control of financial systems, tax operations, business analysis, shareholder services, and investor relations.
Information Technology Dept	<ul style="list-style-type: none"> Overall information environment and information system planning and construction, continuous information security control and supervision. Construct and develop internal systems as required by operations, coordinate and allocate computer resources, and maintain hardware and software related to information equipment.
Logistics Dept	<ul style="list-style-type: none"> Procurement of raw Supplies and production materials, supplier management, execution of strategic procurement, and integration of company resources. Responsible for the planning and scheduling of production and Supplies, inventory management of Raw materials and molds, and the execution of import and export operations.
Manufacturing Dept	<ul style="list-style-type: none"> Execution and management of production targets, planning of operational processes, and improvement of process yield. Process technology design, development and management of machinery and equipment, and development and management of jigs and fixtures.
Sales Dept	<ul style="list-style-type: none"> Develop business development strategies and directions, assess customer needs, collect market trends, and develop potential customers. Strengthening customer relationships and providing satisfactory services establish a solid foundation for the company's business growth.
R&D Dept	<ul style="list-style-type: none"> Forward-looking technology research, pilot development, and high-end product design to create future niches. Develop product research and development plans, complete product development and technical document writing, and provide technical support and services to customers.
Quality Assurance Dept	<ul style="list-style-type: none"> Establish a quality and environmental management system to implement quality plans and achieve objectives. Assist in optimizing product manufacturing processes, track and improve product quality, and promote quality assurance operations.

Risk Management Implementation

In accordance with the Company's Risk Control Procedures, potential risk sources and key risk management areas are consolidated and analyzed to provide a comprehensive overview of major risk items and corresponding management measures.



Financial Risk

The Group's financial operations are based on the principles of prudence and conservatism..

- Closely observe international foreign exchange market trends.
- To insure various property insurances to diversify the risk of business assets loss caused by major natural disasters or non-natural disasters.
- Effectively control the safe level of funds to ensure the ability to deploy funds in emergencies.



Operational Risk

- Continuously strengthen the cybersecurity system, improve data backup mechanisms, regularly conduct disaster recovery drills, and periodically arrange website vulnerability scans and improvements.
- Regularly promote new knowledge of information security and strengthen information security education.
- Review and revise internal control procedures on an ongoing basis to ensure they align with current conditions.
- Continued emergency response and recovery drills for various disaster events, with fire designated as the drill event for 2024.



Market Risk

- Regularly hold management meetings to track operational performance in order to achieve operational goals.
- Through regular production and sales coordination meetings, adjust production and sales strategies, and effectively control raw materials and finished goods inventory targets.



Environmental Risk

- Advocate pollution prevention and waste reduction, energy saving and carbon reduction activities, and achieve the purpose of environmental protection through pollution prevention and continuous improvement.
- Organizing and cleaning, and greening the company, plant, and surrounding environment.
- Engage in corporate social responsibility and environmental, health, and safety activities to achieve corporate sustainability.
- Continuing to promote environmental management system certification (ISO 14001) to implement quality and environmental management systems.



Policy and Regulatory Change Risk

- In response to the country's declaration of the 2050 net-zero emissions target, issues such as carbon reduction, carbon tax, green electricity, and negative carbon technologies continue to be addressed.
- Continuously monitor changes in significant domestic and international policies and laws to propose impact assessments and response plans.

Information and Cybersecurity Management

To maintain the normal operation of UMT's business and the integrity, confidentiality, and availability of data, UMT has established an information security management policy and obtained ISO 27001 certification. Through the "Plan-Do-Check-Act" (PDCA) management cycle, the information security system is continuously improved.

Information Security Management System



Information Security Policy

- The company has established a "Cybersecurity Policy" to maintain the confidentiality, integrity, and availability of the company's information assets, comply with relevant legal requirements, and protect user data privacy from intentional or accidental internal and external threats.
- This policy applies to all company personnel, outsourced service providers, and visitors, who must comply with this policy and the relevant operational specifications for information and communication security management.

Information Security Committee

- The Company has established a "Cybersecurity Committee" to coordinate and manage the review of cybersecurity policies, plans, operations, and resource allocation. The results of cybersecurity work are reported to the Cybersecurity Committee for management review at least once a year.

Specific Management Measures

Network and Physical Security Management

Firewall Configuration	It can withstand external intrusion attacks, virus detection and blocking, software vulnerability patching, and malicious website filtering.
SSL VPN Implementation	External connections to the company's internal network require an authorized account.
Email Security System	Further virus detection/spam prevention/APT malicious email defense and protection for emails.
Anti-Virus Software	To prevent computers from being infected by computer viruses, and to enable unified management from a central control end.
Physical and Environmental Security Management	In addition to the uninterruptible power supply for the data center, the UPS and air conditioning are also connected to a generator, allowing the data center equipment to operate continuously and without interruption, and to prevent equipment damage. The controlled area is also equipped with control measures such as monitoring, access control, temperature and humidity, and fire protection systems.
	Personnel device usage management regulations are in place, and software installation on personal computers is controlled by IT personnel, preventing individuals from installing software themselves to avoid malicious software intrusion.
	Implementing a multi-factor authentication (MFA) system ensures stringent identity verification, providing enhanced security for remote work.
	Vulnerability scans are arranged annually for critical system hosts, and deficiencies are improved to enhance cybersecurity defense capabilities.

Data and Information Security Management

Data Classification and Management

Execute information classification in accordance with the "Information Assets Management Procedure" and record it in the "Information Assets Inventory." Implement various measures using the Information Assets Control Measures Table to protect data security.

Backup System Implementation

All company hosts, systems, and data are backed up to prevent data loss due to accidents.

Off-site Backup Mechanism

In the event of a major accident, there is still backup data available for disaster recovery.

Disaster Recovery Drills

An annual critical system recovery drill is conducted to ensure the effectiveness of the recovery mechanism.

Data Encryption Software Implementation

Important documents are encrypted and controlled to prevent the leakage of confidential information.

Data Destruction Mechanism

The destruction of data on storage media is handled by dedicated hard drive data erasure machines to prevent the leakage of confidential information.

Access to information assets should be limited to the scope relevant to one's own business, and unauthorized access to information assets outside the scope of business is prohibited.



Important system audit records should be reviewed regularly every year.

Personnel system access rights must be set after application and approval. Once the announcement of new hires, resignations, or transfers takes effect, system access rights will be adjusted immediately.

Each system will set specifications for password length, complexity, and change frequency.

System Development and Maintenance Security Management

The permissions of software developers and the proxy mechanism for system maintenance are strictly controlled.

The development of programs must be approved through a standardized approval process and rigorously tested before being launched.

Regarding information system changes, version control, and backup management, the Company's operational security management procedures shall be followed.

Confidentiality clauses are signed with vendors for the introduction, development, and maintenance of outsourced systems. After system completion, testing and acceptance are required.

Information Security Awareness and Training

All personnel using information systems receive annual information security awareness training. Additionally, dedicated information security supervisors and personnel must undergo annual professional information security training and two audit experiences. The company conducts case studies irregularly to enhance the crisis awareness of all employees.

Annual email social engineering drills are conducted regularly, and personnel who mistakenly open emails or links receive training to enhance their cybersecurity awareness.

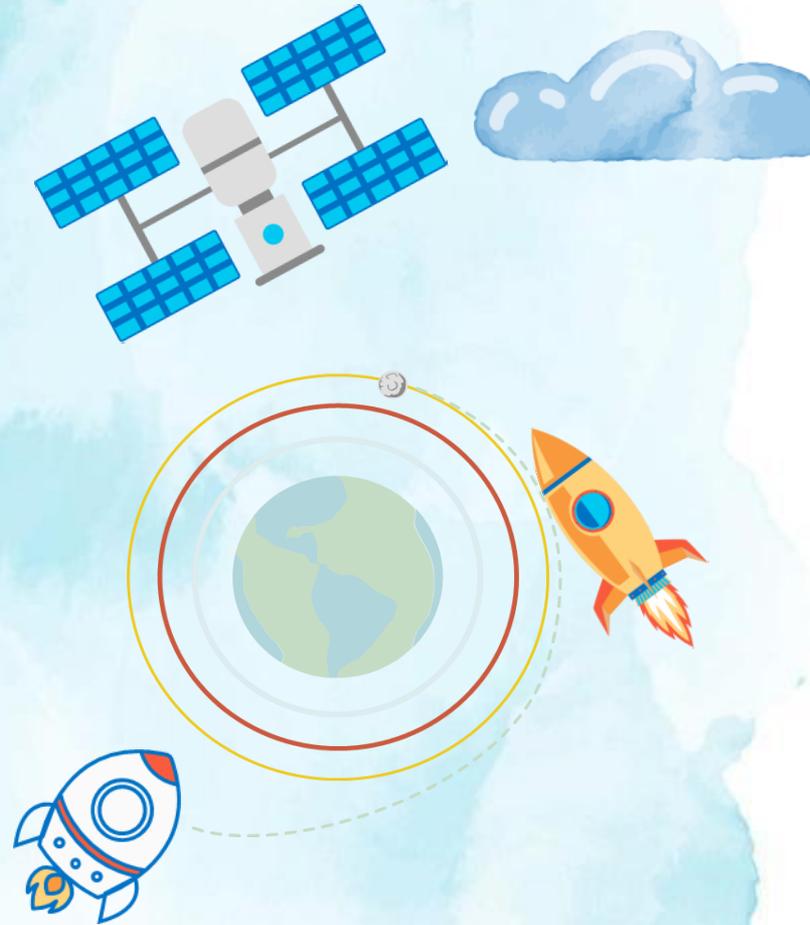
Customer Service and Satisfaction

UMT adheres to the principle of prioritizing customer service quality, committed to providing customers with the best technology and after-sales service to solidify and strengthen customer trust. UMT's core value lies in providing high-quality customer service; "customer satisfaction" is the common goal of all employees.

In addition, UMT possesses a strong R&D team, which not only satisfies customers' various customized product services but also continuously introduces innovative technologies into customer product systems to assist customers in achieving both technological leadership and price competitiveness in the market. and possesses a high product yield pass-through rate, along with diverse values that meet customer delivery deadlines, thereby consistently earning customer recognition and trust.

UMT conducts an "Annual Customer Satisfaction Survey" each year, selecting survey subjects based on the status of each customer, and evaluating product price, functionality, quality, delivery time, service efficiency, and return/exchange services. UMT's customer satisfaction survey score in 2024 was **85.9 points**. Delivery, quality, and overall service were key factors in our popularity with customers. In a few cases, however, we regret that we were unable to meet customer expectations regarding pricing in an increasingly competitive market.

We will continue to strive for excellence in all aspects to enhance the overall quality of service to our customers.



Supplier Sustainability Management

We are committed to establishing stable partnerships with suppliers. In addition to providing good quality, delivery, and pricing, suppliers are also required to fulfill corporate social responsibility, including environmental protection, safety and hygiene, and respect for human rights, while implementing risk management and sustainable development plans.

A "Supplier Management Procedure" has been established, with an evaluation team jointly formed by the company's Quality, Materials, and R&D departments to conduct supplier evaluations. The evaluation content primarily assesses items such as suppliers' quality management capabilities, manufacturing capabilities, hazardous substance management, environmental management, and sustainable operation capabilities, to achieve the objective of reducing supply chain risks and ensuring sustainable operations.





Supplier Selection and Evaluation

Procurement conducts supplier selection and evaluation based on the supplier management procedures, and performs daily supplier assessments, with the aim of growing and progressing together with suppliers. When reviewing new supplier qualifications, suppliers are assessed for compliance with green procurement (Restriction of the use of certain Hazardous Substances in electrical and electronic equipment, referred to as RoHS, and Registration, evaluation and authorization of chemicals system, referred to as REACH), environmental protection (ISO14001), regulatory compliance, and obtaining quality and occupational safety certifications (ISO9001, occupational safety certification). These standards serve as objective criteria for qualified supplier adoption. In addition, if a supplier is involved in violating corporate social responsibility policies such as ethics, environment, occupational safety and health, and human rights, the company will reduce or cancel its cooperation with that supplier.

- Assess suppliers based on aspects such as quality, delivery, equipment, environment, and sustainable operation.
- Suppliers are required to sign the UMT supplier cooperation agreement.

- Monthly or quarterly assessments are conducted based on the supplier evaluation mechanism.
- Provide improvement guidance to suppliers with abnormal ratings.
- If a supplier's improvement is unsatisfactory or they are uncooperative, their qualification will be revoked.



- The audit targets are new or existing suppliers.
- The quality assurance unit schedules an annual audit plan to conduct supplier audits.
- Suppliers with significant quality issues or poor evaluation results are subject to irregular audits.

- The implementation status of the quality system of key suppliers is understood annually, and quality system audits are conducted when necessary.

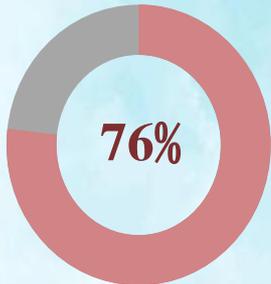
Supply Chain Human Rights Protection

Adopting the Responsible Business Alliance (RBA) standards, suppliers in the supply chain are urged to also comply with RBA environmental, occupational safety and health, labor human rights, and working condition standards, including the prohibition of child labor, working hours, wages and benefits, humane treatment, non-discrimination, and freedom of association from forced labor, so that workers' Equity is reasonably protected. In response to international regulations on conflict minerals, UMT although not directly purchasing metal raw materials, also declares a policy of not using conflict minerals and adheres to RBA to fulfill its corporate social responsibility of upholding human rights.

In 2024, UMT conducted on-site or written performance evaluations of its suppliers, and **no** violations of supplier policies and corporate social responsibility were found.

Local Procurement

The local procurement policy aims to reduce the carbon footprint of raw materials, lower the cost of transportation sales, promote economic development of the local supply chain, enhance supply chain responsiveness and flexibility, and improve service speed to customer needs. In 2024, UMT's domestic supplies procurement amounted to NTD 200,007 thousand, accounting for approximately **76%** of the total number of suppliers, thereby fostering the growth of the local supply chain.



Domestic vs. Overseas Procurement Ratio

•••
Domestic 76%
Overseas 24%





04

Environmental Protection

Green Commitment

Green Procurement

The "Green Procurement" policy continues to be promoted, actively cooperating with suppliers to effectively reduce the use of lead-containing products and mitigate the impact on the environment. To ensure that the company's products comply with customer and EU legal requirements for restricted substances in electronic products, UMT requires suppliers to provide a declaration guaranteeing that their products comply with RoHS and REACH regulations.

In addition, in accordance with environmental protection laws, UMT also requires suppliers to commit to complying with local government environmental protection regulations, such as air and water pollution control and waste management.

Green Products



UMT's products take into account both quality and their environmental impact, from raw supplies to in-house production and shipment. In addition to strictly requiring the factory to implement environmental protection measures such as energy saving, water conservation, waste reduction, hazardous substance management, and pollution prevention, suppliers are also required to comply with relevant laws and regulations to jointly establish a green supply chain.



Hazardous Substances Management



UMT has established a hazardous substance management system for its products to continuously ensure compliance with international regulations and customer requirements. This includes adherence to the European Union (EU) Directives 2011/65/EU & (EU) 2015/863 (RoHS 2.0) and the 247 Substances of Very High Concern (SVHC) list announced under REACH regulations. Substances that affect human health and damage the environment are restricted or prohibited in the manufacturing process (including lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls, polybrominated diphenyl ethers, diisobutyl phthalate, butyl benzyl phthalate, dibutyl phthalate, and diisobutyl phthalate). Suppliers are also required to ensure that all Supplies and components are free from prohibited or restricted **polluting** substances in relevant environmental regulations during production, packaging, storage, and transportation. This ensures that the **procurement** of raw materials and their use in manufacturing processes comply with green product environmental trends, thereby reducing the environmental impact of products.

Conflict Minerals Management



To comply with international RBA and international regulations on conflict minerals, UMT has incorporated "prohibition of conflict minerals" and the "Conflict-Free Smelter Program (CFSP)" into its supplier management policy. This policy requires suppliers and their supply chains to establish investigation and management procedures, and to guarantee that tantalum, tin, tungsten, and gold used in the raw supplies provided do not directly or indirectly originate from mines and smelters that harm the environment and human rights, thereby ensuring that products do **not use** conflict minerals.

Energy-Efficient Product Design



UMT must consider reducing its environmental impact when developing and designing products, taking into account five major aspects: material selection, manufacturing process, packaging and transportation, usage, and end-of-life disposal.

Climate-related financial disclosures

In accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, information disclosure is made regarding the four core elements: governance, strategy, risk management, and metrics and targets.

Governance	Formulate sustainable development policies, focus on climate change issues, and promote energy conservation and carbon reduction response plans and initiatives.
Strategy	Climate change issues are addressed with response strategies and goal setting in three stages: short-term, medium-term, and long-term.
Risk Management	The risks and opportunities related to climate change are assessed annually, and corresponding measures are set and their results tracked.
Indicators and targets	Set electricity reduction targets, conduct greenhouse gas inventories annually, and implement energy-saving management for significant energy-consuming equipment.

Category	Risk	Description	Opportunity	Potential Financial Impact	Response Measures
Substantive risk	Extreme weather causes increasingly high temperatures.	Extreme weather caused by climate change, with increasingly hot summers, increases air conditioning electricity consumption.	Evaluate energy-saving solutions for air conditioning systems.	Increased air conditioning usage leads to higher electricity costs.	Plan for energy-saving improvements to the air conditioning system, with priority given to replacing chillers with energy-efficient models.
Transition risk	<ul style="list-style-type: none"> Environmental regulations are becoming increasingly stringent. Implementation of the Climate Change Response Act 	To cope with environmental protection, related costs are increased.	Implement environmental regulatory requirements	Increase in environmental expenditure costs	Regularly track changes in environmental regulations and review the company's operations for compliance with legal requirements.
Transition risk	<ul style="list-style-type: none"> Carbon Inventory Requirements Domestic carbon fee collection Countries are considering implementing carbon taxes. 	Carbon inventory management needs to be implemented to address subsequent carbon reduction targets and the imposition of carbon fees and carbon taxes.	Establish a carbon inventory system and implement a carbon reduction plan.	Increased carbon inventory, carbon fees, and carbon tax costs	<ul style="list-style-type: none"> Arrange carbon inventory training Establish a carbon inventory system program to reduce manual inventory costs.
Transition risk	<ul style="list-style-type: none"> Electricity price increase Stakeholders demand a planned carbon reduction timeline and the setting of net-zero carbon emission targets. 	Electricity price hikes increase costs, and electricity is also UMT's main carbon emission item.	Evaluate energy-saving solutions and green power to reduce costs and carbon emissions.	Electricity tariffs have increased, leading to higher electricity costs.	<ul style="list-style-type: none"> Replacing energy-intensive equipment Using green energy and installing solar power generation Set 2030 carbon reduction target of 50%

Environmental Protection and Planning Management

Environmental Protection and Planning

UMT continuously pays attention to environmental issues such as energy conservation, carbon reduction, green energy, and waste management, and actively evaluates corresponding response measures.



Environmental Policy

UMT has been ISO14001 environmental management system certified since 14 April 2008, effectively managing its environmental impact, with energy saving and waste reduction as continuous environmental goals.

- Comply with domestic labor, environmental, safety and health regulations, customer requirements, and other relevant provisions.
- Advocate pollution prevention and waste reduction, energy saving and carbon reduction activities, and achieve the purpose of environmental protection through pollution prevention and continuous improvement.
- Promote full participation and adequate reflection of their opinions, and ensure they have the time and resources to participate.
- Organizing and cleaning, and greening the company, plant, and surrounding environment.
- Engage in corporate social responsibility and environmental, health, and safety activities to achieve corporate sustainability.



Environmental Objectives

UMT has established the "Environmental, Safety, and Health Objectives/Targets and Program Management Procedures." Each department formulates quantitative environmental objectives and performance indicators based on the requirements and priorities of the environmental policy, and implements them accordingly. Progress and effectiveness are reviewed annually at management review meetings, with continuous efforts focused on energy conservation and waste reduction.



Environmental Issues		Action Plans	Performance and Achievements
Energy Management	Energy Saving	Variable frequency control is installed on the chilled water pump at Plant 1 to reduce electricity consumption.	Refer to - Greenhouse gas emissions
Energy Management	Energy Saving	Control the return water temperature of the chilled water main unit. Reduce electricity consumption	Refer to - Energy Management
Energy Management	Energy Saving	Set up energy control table Check that energy is turned off before leaving work.	Refer to - Energy Management
Energy Management	Energy Saving	Air compressor leak detection and repair Regular inspection and maintenance of air compressor pipeline for leaks.	Refer to - Energy Management
Pollution Prevention	Waste Reduction	Reduce workpiece scrap rate Review and improve the causes of work-in-progress scrap.	Refer to - Waste Management

Air Pollution Control



To prevent air pollution, UMT has powder coating in its manufacturing process and has installed dust collectors to reduce dust in the operating environment and prevent dust from being discharged externally. During the spraying process, paint powder is adsorbed by the dust collector, and after the filter collects the paint powder, clean air is discharged outside the factory, and the recovered paint powder can be reused. Additionally, for vertical machining centers, oil mist is generated during operation, so each vertical machining center is equipped with an oil mist collector to effectively filter the oil mist, discharge clean air, and the oil mist collector is listed as a necessary accessory for the purchase of vertical machining centers.

Noise Pollution Control



Noise mainly originates from equipment operation. To provide employees with a safe working environment and comply with noise management regulations, UMT implements noise control measures including noise-controlled area management, mandatory use of earplugs by personnel, and regular noise level monitoring to ensure effective noise prevention.

Wastewater and Water Resource Management



The application for wastewater discharge is linked to the sewage treatment plant located in the Liudu Science and Technology Park. The quality of the discharged wastewater is regularly tested and reported to the competent authority, and all discharged water quality complies with legal requirements. To effectively reduce overall water consumption, UMT analyzes and compares water usage monthly, hoping to detect abnormal water leaks early and reduce water loss.

Company-wide Environmental Participation

The Company is actively involved in environmental sustainability initiatives and believes that all employees should participate. UMT continues to focus on environmental issues such as energy conservation, carbon reduction, green energy, and waste treatment, strengthening the promotion of environmental awareness and action among its employees, and actively promoting environmental protection so that everyone can contribute to the Earth.

All employees are encouraged to participate in fulfilling environmental protection responsibilities, achieving environmental sustainability goals through the following concrete actions:

Energy Conservation Initiatives

- Common lighting replaced with energy-saving lamps.
- Purchase electrical appliances with the energy-saving label.
- Control the set temperature of the air conditioning chiller to reduce power consumption.
- Set up an energy control schedule, and check and turn off energy before leaving work.
- Regular inspection and maintenance of air compressor pipeline leaks to reduce energy consumption of air compressor operation.
- Variable frequency control was added to the chilled water pumps in Plant 1 to reduce power consumption.

Waste Reduction and Recycling Initiatives

- Review of workpiece scrap, reducing the scrap rate.
- Recycle photocopy paper and promote double-sided printing.
- Implement waste classification and classification promotion.
- Continue to promote electronic approvals to reduce paper usage.

Water Conservation Measures

- Monthly water consumption is analyzed to facilitate early detection of abnormal water usage and reduce water loss.



Greenhouse gas emissions

UMT greenhouse gas emission sources refer to the greenhouse gas emission calculation formula provided by the Industrial Development Agency, Ministry of Economic Affairs, and the GWP values announced by IPCC-6.

With 2021 as the baseline year, the short-term target is to reduce greenhouse gas emission intensity by 40% compared to the 2021 baseline year, the medium-term target is to reduce greenhouse gas emission intensity by 45% compared to the 2021 baseline year, and the long-term target is to reduce greenhouse gas emission intensity by 50% compared to the 2021 baseline year.

2024 greenhouse gas emissions: **1,289.32** metric tons CO₂e/year. Greenhouse gas emission intensity: **0.87**, a **54% reduction** from the 2021 baseline year.

Greenhouse Gasses Emissions table	Scope 1			Scope 2	Scope 3	Total
	Fixed sources	Mobile combustion sources	Fugitive emissions	Purchased electricity	Indirect emissions from all upstream and downstream supply chains	
Greenhouse gas emissions tonnes of CO ₂ (e)/year	8.27	17.17	31.41	1,229.51	2.96	1,289.32
Percentage	0.64%	1.33%	2.44%	95.36%	0.23%	100%



Quantitative indicators	Unit	2021 (Base Year)	2022	2023	2024
Greenhouse gas emissions	tonnes of CO ₂ (e)/year	1,275.64	1,251.04	1,119.64	1,289.32
Greenhouse gas emission intensity Greenhouse gas emissions (kg) / individual revenue NTD one million		1.91	1.49	1.53	0.87

Compared to the base year
54% decrease

Energy management



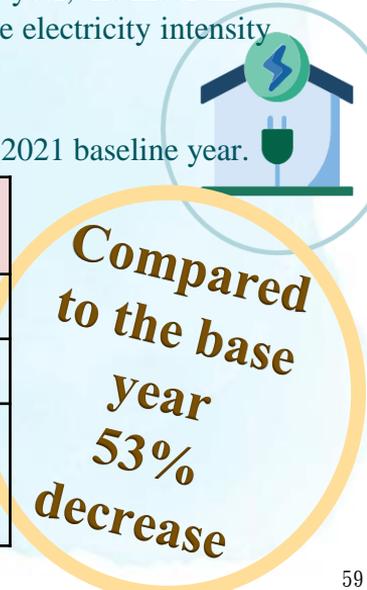
UMT has long-term energy-saving goals to improve energy efficiency. Through the PDCA mechanism, it continuously improves energy utilization, reduces energy costs, decreases greenhouse gas emissions, and ultimately achieves the goals of sustainable operation and environmental friendliness.

The Company primarily uses electricity as its energy source and continuously implements energy-saving measures annually to reduce energy waste, aiming to achieve greenhouse gas reduction by lowering electricity consumption. The main implementations include replacing LED energy-saving lighting, controlling the return water temperature of air conditioning chillers, and conducting energy control checks after business hours. In 2022, variable frequency drives were installed on some of the factory's air conditioning chilled water pumps, effectively reducing electricity consumption by 25,708 kWh/year.

With 2021 as the base year, the short-term goal is to reduce electricity intensity by 35% compared to the 2021 base year, the medium-term goal is to reduce electricity intensity by 45% compared to the 2021 base year, and the long-term goal is to reduce electricity intensity by 50% compared to the 2021 base year.

Electricity consumption in 2024 was **2,567** thousand kWh; electricity intensity: **1.74**, a reduction of **53%** from the 2021 baseline year.

Quantitative indicators	Unit	2021 (Base Year)	2022	2023	2024
Electricity consumption	Thousand Degrees	2,462	2,385	2,115	2,567
	Gigajoule	8,863.2 GJ	8,586 GJ	7,614 GJ	9,241.2 GJ
Energy Intensity Electricity consumption / Individual revenue NTD one million		3.69	2.84	2.89	1.74



Note: 1,000 kWh = 3.6 gigajoules (GJ)

Water Resources Management

UMT's water source is entirely tap water, with no use of groundwater. The company is located in the Liudu Technology Park in Keelung. Wastewater is treated by the company's wastewater facilities and then discharged to the park's sewage treatment plant. The volume and quality of the discharged wastewater are regularly monitored and reported to the competent authority, and the test results consistently meet the effluent standards.

The total water consumption is mainly for air conditioning and domestic use, so water resource management primarily focuses on air conditioning and domestic water. The air conditioning system adjusts the operation of the chilled water main unit according to changes in climate temperature, reducing overuse. Water consumption is analyzed monthly to ensure that any water leaks within the plant are detected and promptly repaired, thereby minimizing water resource waste.

Despite customer product customization requirements, the manufacturing process includes an additional cleaning step. However, we still make every effort to fulfill our social responsibility for water conservation through water-saving policies. We aim to set short, medium, and long-term goals to reduce water intensity by 5% compared to the 2021 baseline year.

Water consumption in 2024 was **11,099** cubic meters; water intensity was **7.52**, a reduction of **21%** from the 2021 baseline year.

Quantitative indicators	Unit	2021 (Base Year)	2022	2023	2024
Water consumption	Degree	6,375	6,367	7,322	11,099
Water intensity Water consumption (liters) / Individual revenue NTD one million		7.56	7.57	9.99	7.52

Compared
to the base
year
Reduction
of 21%



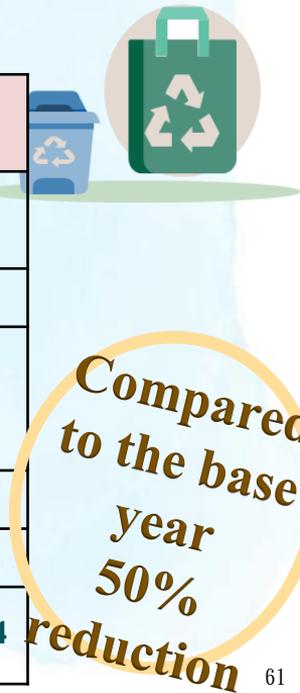
Waste management

Pollution prevention and control is an important responsibility for enterprises. UMT incorporates pollution prevention and control into its ISO 14001 environmental management system, continuously promoting improvement plans using the PDCA management model to effectively reduce pollutants and waste generated during the production process.

To effectively implement waste classification and treatment operations, avoid secondary environmental pollution, and conserve resources, thereby achieving the goals of preventing environmental pollution and recycling resources, UMT has established the "Waste Classification and Treatment Operation Standard" to integrate waste management into daily operations.

2024 waste intensity: **0.0232114**, a **50%** reduction from the 2021 baseline year.

Classification	Treatment	Unit	2021 (Base Year)	2022	2023	2024
Harmful Waste	Reuse	ton	0	0	0	0
Non-hazardous waste	Reuse	ton	5.9	9.1	6.6	4.76
	No longer utilized (Incineration and landfill)	ton	25.2	27.2	28.2	29.5
Hazardous waste recycling rate			0	0	0	0
Total waste recycling rate			19%	25%	19%	14%
Waste intensity Ton/entity revenue NTD one million			0.0466267	0.0431629	0.0474761	0.0232114



Renewable energy

Global warming has led to various extreme weather phenomena. To prevent severe and irreversible disasters caused by climate change, UMT is committed to giving back to society. In recent years, it has spared no effort in continuously promoting energy conservation and emissions reduction to mitigate the impact of greenhouse gasses on global warming. UMT's ESG initiatives, concerning the application of renewable energy, are primarily reflected in solar power generation.

Targets will be set and 2025 will be used as the base year. (Solar power installed on 15 January 2025)

Data source~~> <https://monitoring.solaredge.com/solaredge-web/p/site/4510814/#/dashboard>



Energy types	Deployment (Site)	Installed capacity (kW)	Electricity generation (kWh) for January-February 2025	Reduction in carbon dioxide emissions
Solar Photovoltaic	1 disposal	153.51KWp	12.12MW	5,847.37 kg

✦ Data as of the end of February 2025





05

Happy Workplace and Employee Engagement

Human Rights Protection and Labor Equity Commitment

UMT is committed to upholding and safeguarding the fundamental human rights of stakeholders, including employees and customers, adhering to internationally recognized human rights standards and principles, and strictly complying with applicable laws and regulations in various regions. We provide equal employment opportunities, ensuring that all job applicants and employees comply with labor-related regulations in recruitment, salary, benefits, and career development. We are committed to eliminating any unfair treatment caused by factors such as gender, age, religion, race, political stance, marital status, or affiliation, ensuring that the fundamental Equity of every employee is protected.

We attach great importance to labor human rights, strictly prohibit the employment of child labor and any form of forced labor, and fully support employees' freedom of association, and will never obstruct or interfere with related rights. We actively foster a respectful and inclusive workplace environment, formulating and implementing policies for preventing workplace bullying, promoting gender equality, and preventing sexual harassment, striving to create a friendly work atmosphere free of bullying and discrimination. The company has also established a complaint handling committee to ensure that employee complaints are handled fairly, to protect individual Equity, and to implement a sexual harassment prevention mechanism to ensure that victims' Equity is properly protected.

In addition, UMT actively promotes human rights education and sexual harassment prevention training, incorporating relevant courses into new employee training and regular education programs to enhance employees' understanding and awareness of human rights issues.

In 2024, UMT did **not** experience any incidents violating human rights policies or corporate social responsibility, demonstrating our commitment to and implementation of human rights protection.



Talent Recruitment and Development Strategy

Employees are one of UMT's most valuable Assets, and our human resources strategy focuses on actively seeking out talented individuals who align with the company's values. Through an open and transparent recruitment process, we are committed to selecting the most suitable talent, adhering to the principle of equal opportunity, and ensuring that every employee can utilize their strengths and realize their self-worth.

In the recruitment process, we strictly adhere to the principle of equal employment, without discrimination based on race, color, social class, language, religion, political stance, origin, gender, sexual orientation, marital status, appearance, or any other legally protected factors. We actively collaborate with academic institutions to promote educational cooperation programs and, through student professional internship programs and summer internship Items, assist young talents in developing workplace skills, laying a solid foundation for their future career development, enabling everyone to fully realize their potential and expertise.

Employee Composition

As of the end of 2024, UMT had a total of 315 employees, all of whom were full-time employees.

	Direct /Indirect Employees	
	No. of Employees	Percentage
Direct	138	44%
Indirect	177	56%
Amount	315	100%

Gender\Managerial Positions	Gender	
	Male	Female
Managerial Positions	37	17
Non-management positions	152	109
Total	189	126
Percentage	60%	40%

Age Distribution (Average 38)		
Age	Number of people	Percentage
<30	77	24%
30~50	202	64%
>50	36	11%
Total	315	100%



Education

Education	Number of people	Percentage
Doctorate	1	1%
Master's Degree	63	20%
Bachelor's Degree	85	27%
Junior College	38	12%
Senior High School and Below	128	40%
Subtotal	315	100%

Length of Service Distribution (Average 9.3)

SENIORITY

Seniority	Number of people	Percentage
Under 5 years	124	39%
5~10 years	59	19%
11~15 years	80	25%
Over 15 years	52	17%
Subtotal	315	100%

New Employee Hires

Gender Ratio

Gender	Number of people	New Hire Rate
Male	55	17%
Female	32	10%
Subtotal	87	28%

New Hire Rate = Number of new employees ÷ Total number of employees at year-end

Age Distribution

Age	Number of people	Percentage
<30	36	41%
30~50	50	57%
>50	1	1%
Subtotal	87	100%

Employee Turnover

Gender Ratio

Gender	Number of people	Turnover Rate
Male	32	10%
Female	20	6%
Subtotal	52	16%

Turnover Rate = Number of resigned employees ÷ Average total number of employees during the year

Age Distribution

Age	Number of people	Percentage
<30	24	46%
30~50	26	50%
>50	2	4%
Subtotal	52	100%

*Note: The turnover rate calculation excludes involuntary departures, including retirements, contract completions, or organizational adjustments.

Fair Employment and Diverse Talent Development



UMT upholds the principles of fair treatment and equal opportunity, and we are committed to creating a non-discriminatory employment environment. In the recruitment process, strict adherence to fair employment policies is observed.

, absolutely no differential treatment based on job applicants' gender, age, religious beliefs, race, marital status, political stance, or nationality, and fully complies with the Labor Standards Act and regulations related to the minimum wage, ensuring that employees' employment equity is fully protected.

Currently, the Company primarily employs local staff, but if talent of different nationalities or religious beliefs joins in the future, we will respect their cultural backgrounds and religious needs. We will proactively plan flexible work arrangements, establish prayer spaces, and provide language assistance mechanisms to ensure all employees can work with peace of mind in a non-discriminatory and inclusive environment. To attract diverse talent, we have established a comprehensive recruitment process. In addition to actively seeking experienced professionals, we also meticulously plan campus recruitment events to welcome outstanding fresh graduates to join our team. At the same time, we are actively recruiting alternative military service personnel for research and development to enhance the diversity of our team composition and inject innovative momentum into the enterprise.

We are deeply convinced that promoting a diversified recruitment strategy will not only bring more growth opportunities but also enable every employee at UMT to leverage their strengths, expand their careers, and jointly create a win-win future for both the company and individuals.

Salary and labor Equity protection

UMT is committed to supporting ethnic minorities and disadvantaged groups, actively over-employing individuals with disabilities and Indigenous employees, and providing remuneration higher than the statutory minimum wage. Salary standards are set according to job responsibilities and academic qualifications and experience, strictly implementing equal pay for equal work, without discrimination based on gender. The Company has a remuneration committee that regularly reviews the remuneration policy for management to ensure fairness and reasonableness. Strictly review identity and age during recruitment, prohibit the employment of child labor, and ensure that young workers do not engage in excessive or dangerous work. Work hour management also complies with regulations, and any adjustments must be agreed upon by both labor and management to ensure employee equity.

Number of disabled persons to be employed by law

Total number of people	To be employed Number of Disabled Persons	Actual Employment Number of Disabled Persons
315	3	3

In 2024, UMT did **not** engage in any **child labor or forced labor**.

Remuneration and Incentive System

We are committed to creating an innovative and challenging work environment, and through competitive compensation and profit-sharing mechanisms, we motivate employees to achieve their full potential. Our compensation package includes not only basic wages but also multiple incentive bonuses to ensure that employees' contributions are reasonably rewarded.

For new employees, the company provides fair and competitive remuneration based on job content, educational background, professional experience, and market salary levels, without differentiation due to gender, race, nationality, age, religion, or political affiliation.

Annually, we adjust salaries based on employees' work performance, contributions, and future development potential, benchmarked against market salary levels. We also provide performance bonuses and profit sharing to ensure compensation is linked to the company's financial and performance results, encouraging continuous dedication and innovation from employees.

In addition, to implement profit sharing and talent retention, the Company has begun planning the "Regulations Governing the Issuance of New Shares with Restricted Employee Rights," demonstrating the Company's commitment to long-term incentives and profit sharing for outstanding talent. This mechanism will serve as an important supplement to the Company's overall incentive system, and relevant implementation work will continue to be promoted in the future to enhance employee cohesion and the Company's sustainable development.

Employee Retirement Issues

Since its establishment, the company has formulated retirement pension regulations in accordance with the law. Since December 2004, the Company has established a Labor Pension Fund Supervisory Committee, which contributes 2% of the total monthly salaries paid as retirement reserves.

Since the implementation of the new labor pension system on 1 July 2005, the company has legally contributed 6% of the labor pension for employees who chose the new system, while employees originally under the old system continue to receive a monthly 2% pension reserve appropriation. Currently, the old system's retirement reserve is fully funded to ensure employees' retirement security.



2024			Unit: NTD Annual salary
Number of full-time employees in non-managerial positions	Average salary of full-time employees in non-managerial positions	Median salary of full-time non-executive employees	
279	890 thousand	720 thousand	

Talent Retention and Turnover Management

UMT is committed to strengthening talent retention measures by promoting work-life balance, diverse training systems, clear promotion channels, a competitive compensation system, and a positive working environment, thereby enhancing employees' sense of identification and cohesion with the company, and ultimately increasing retention rates.

To protect employee equity, when an employee submits a resignation application, the Human Resources Department will arrange an exit interview to understand the reasons for their departure and, if possible, persuade them to stay. In addition, the company analyzes the reasons for employee turnover and actively addresses relevant issues to reduce staff turnover and create a more stable working environment.

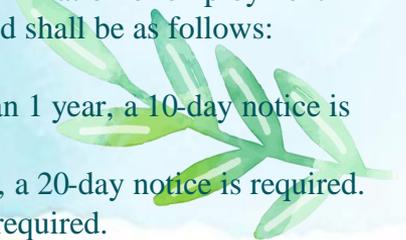


Operating Change Announcement Period

UMT is committed to strengthening talent retention measures by promoting work-life balance, diverse training systems, clear promotion channels, a competitive compensation system, and a positive working environment, thereby enhancing employees' sense of identification and cohesion with the company, and ultimately increasing retention rates.

In the event of a significant operational change that necessitates the termination of employment contracts in accordance with the Labor Standards Act, the notice period shall be as follows:

- For those who continue to work for more than 3 months but less than 1 year, a 10-day notice is required.
- For those who have worked for 1 year or more but less than 3 years, a 20-day notice is required.
- For those who have worked for 3 years or more, a 30-day notice is required.



Benefits policy

We provide diverse and comprehensive welfare measures, including labor and health insurance, labor pension contributions, group insurance, employee meal subsidies, annual travel subsidies, health check-ups, holiday bonuses, marriage and funeral subsidies, club activity subsidies, as well as an employee gym and various fitness classes, all dedicated to enhancing employee well-being and quality of life.

Policies	Introduction
Welfare Committee	A Employee benefits/welfare committee has been established to promote various employee welfare initiatives based on the concept of "work-life balance." It provides diverse welfare programs and activities for employees, such as year-end parties, family days, and departmental gatherings, to help employees relax and foster team cohesion. The company also provides facilities such as a gym, basketball court, and other recreational amenities like table tennis and a yoga zone. It also supports employees in forming their own recreational clubs (such as table tennis clubs, badminton clubs, yoga clubs, fitness clubs, board game clubs, etc.) to achieve the goal of work-life balance.
Employee travel allowance	Subsidies are based on years of service.
Encourage loyal employees	Long-service gold medals and recognition events are provided to employees with 20 years of service to acknowledge their long-term contributions.
Agreements between employers and employees and the protection of employee equity	We focus on internal communication by holding quarterly labor-management meetings to maintain a trusting atmosphere between labor and management. Through employee-elected representatives and company-appointed representatives, records are made to track issues and improvement results.
Smooth communication channels	The employee complaint system is implemented, including a complaint hotline, a suggestion box, a complaint email address, and a sexual harassment complaint email address. Regular labor-management meetings and employee opinion surveys are conducted as a reference for management leadership, internal operations, and improvements in employee engagement and work commitment.
Accommodation allowance for employees working away from home	To address the housing needs of employees from central and southern regions, we provide assistance with employee accommodation choices and offer rental subsidies to alleviate the financial burden on employees living away from home.
Group insurance	UMT pays for additional group insurance for employees, providing financial security to their families in the event of injury, illness, death, or hospitalization during their employment.
Employee emergency relief	In the event that an employee suffers from occupational injury, illness, disability, or death, in addition to the compensation provided under the Labor Insurance Act or other relevant laws and regulations, the Company shall also provide compensation and express condolences through its own compassionate relief measures.
Other benefits Item	Providing employee health check-ups, department gatherings, holiday bonuses, wedding and funeral subsidies, club activity subsidies, and workplace medical and health education consultations.

Activity Highlights



Employee Training and Development

Education, training, and development are among the key ways to improve the quality of human resources. UMT believes that continuous learning is key to improving human capital, and therefore has established a systematic employee development system to provide diverse learning opportunities and promote professional growth.

Through comprehensive human resource management, we plan diverse training courses based on employees' professional functions and career needs, promote self-directed learning and cross-domain development, cultivate diverse skills, and create a high-quality learning culture.



Average training and development (excluding new hires and on-the-job training)

2024	Total Hours	No. of Participants	Average Participants	Average Training Hours per Employee
	1,477.5	733	290	5.09



2024	Male			Female		
Category	Total Training Hours	Total Employees	Average Training Hours	Total Training Hours	Total Employees	Average Training Hours
Managerial Positions	337.5	34	9.93	52.5	10	5.25
Non-management positions	633	90	7.03	454.5	88	5.16
Total	970.5	124	7.83	507	98	5.17

Note : Average training hours per person for the current year = Total training hours for the current year / Number of employees for the current year

Professional System Diagram

Category	New employee training	Departmental Professional Functions	Management Function Category	General Education and Growth	Project-based training
Key Executives	New Employees 2 months of employment Basic training	Production and operations Procurement, inventories Marketing, Sales and Services Human Resources Development and General Affairs Product research and development, design, innovation, and technology Financial, Accounting and Tax Quality management and assurance Information Technology and Software and Hardware Applications Environmental protection, safety, and hygiene Legal Affairs, Audit	Strategic Planning Training	Healthy Living Seminar Communication Skills Interpersonal Relationships and Conflict Management Corporate Culture Promotion Workplace ethics Language training Meeting skills PROJECT MANAGEMENT	System Implementation Training System implementation training Internal Project Promote training
Middle Management			Middle Management Training		
Junior management			Elite Management Trainee Program		
General staff	Elite Management Trainee Program				
Direct personnel	Production line personnel Basic training	Production Line Cadre Training			
	Production operations Skill training				

Planning description:

- New employee training: Three hours of new employee training on the day of arrival, after which employees are returned to their respective units; direct personnel continue basic training courses in the afternoon. Training is conducted within two months in accordance with the "Basic Training Course Schedule for Each Department." Direct personnel must undergo advanced skills training.
- Departmental professional training: Training is provided to new and existing employees, and registration is open to all (supervisors may designate participants).
- Management functions: mainly individual external training or collective internal training.
- Project-based training: Training is scheduled according to the timeline of system implementation/project promotion for that year.
- General Education and Growth Category: Except for middle and senior management who have separate book clubs, all other personnel are free to participate in the courses.



Employee care and welfare

Employee Relations and Benefits

UMT is people-oriented and firmly believes that harmonious employee relations are the cornerstone of good business performance. For a long time, it has strived towards the goal of being a happy enterprise, providing diversified employee relations activities to make employees enjoy their work. We create a high-quality working environment and provide employee counseling services, where professionals offer psychological and legal support to employees. , financial, medical, and management consulting services, so that employees can work without worries; providing various welfare measures to care for employees' multi-faceted needs; thoughtful subsidies from the welfare committee make employees feel appreciated; organizing mind, body, and spirit growth activities to help employees self-develop; and regularly planning various seasonal activities to enhance company cohesion.

Employee care

Health management

We value the physical and mental health and safety of our employees, and are committed to providing a healthy work environment and promoting activities to enhance their quality of life. We regularly arrange safety and health seminars and provide accident insurance for all employees to ensure their safety at work. In addition, we provide employees with annual health check-ups and post-check-up consultation services to help them understand and manage their health conditions.

Work hour management and work-life balance

To ensure effective management of employee working hours and achieve a good work-life balance, UMT has established a weekly working hour limit and a mandatory leave system, and has set up a working hour early warning mechanism. This mechanism can remind supervisors and employees to reasonably arrange working hours and leave, prevent overwork, and actively promote a two-way balance between work and life.



Annual Health Check

To promote employee health, UMT annually organizes health check-ups, contracted by Hong En Hospital, to provide various examination services for all employees on-site.

In 2024, the company further upgraded its health checkup items, allowing all voluntarily participating employees to enjoy multiple self-funded examination items without additional cost, encouraging colleagues to pay more attention to their health and promote a healthy lifestyle!

2024 Health Check



Factory Smoking Control Plan

To protect employees from tobacco smoke pollution, UMT implements a comprehensive smoking ban and has designated smoking areas to ensure a smoke-free indoor environment throughout the plant. simultaneously We regularly conduct tobacco hazard prevention and control campaigns to raise employees' awareness of the dangers of tobacco, creating a safe and healthy working environment where employees can fully dedicate themselves to their work and maintain physical and mental well-being.



No smoking workplace sign



Health interviews and health courses

In addition to the annual health check-up, UMT's nurses conduct tiered interviews based on employees' annual health check-up reports, and provide follow-up care and status tracking before the next health check-up.

To address employees' concerns about lifestyle diseases and safeguard their health, UMT invites professionals to the factory periodically to conduct various educational training sessions, hoping to raise employees' health awareness, not only caring for their own physical and mental health but also establishing correct health knowledge.





Maternity Health and Safe Workplace

We are committed to creating a workplace environment that prioritizes maternal health and safety, providing paid prenatal check-up leave, antenatal care leave, and maternity leave for pregnant, postpartum, and breastfeeding employees, and adjusting working hours or offering alternative work arrangements as needed. We provide a warm and comfortable lactation room, and offer postpartum employee care and support measures. In addition, regular care is provided through the company's contracted nurses, and employees' health status is tracked to ensure they receive adequate support and care between work and family.

Family Care

To help employees balance their careers and families, UMT has established a parental leave system. Employees may apply for this scheme after completing six months of service, with a maximum entitlement period of two years. This initiative aims to create a family-friendly work environment, allowing employees to enjoy the warmth and happiness of family while developing their careers.

Parental Leave Statistics for 2024

Parental Leave and Retention after Parental Leave	Male	Female
Number of employees entitled to parental leave	2	4
Number of employees who took parental leave	0	4
Number of employees who returned to work after parental leave	0	2
Return-to-work rate	100%	50%



UMT not only cares about employees' physical health but also their mental well-being.

UMT has been providing annual health check-ups and on-site health care services to safeguard everyone's physical health over the years. In addition, we hope to broaden the scope of support for our colleagues, enabling them to utilize professional team assistance when seeking advice on life or work-related issues, worries, or stress.

寄件者: Samantha Chien(簡江瀟)

收件者: @ (公司全員)

副本:

主旨: 【管理部公告】員工協助方案EAP自113/1/1開始啟用

寄件日期: 2023/12/29 (週五) 下午 01:50

113年1月1日開始，昇達和宇聯心理健康志業群合作，為大家敞開一扇心理諮商的大門。

各位可透過以下三種方式聯繫宇聯的專業團隊：

第一、電話專線（週一~週五、24小時服務）

諮詢專線

02-2986-7890 (9AM-9PM)

0800-025-985(24HR)



寄件者: Samantha Chien(簡江瀟)

收件者: @ (公司全員)

副本:

主旨: 【管理部公告】員工協助方案EAP自113/1/1開始啟用

寄件日期: 2023/12/29 (週五) 下午 01:50

使用服務前，請詳閱以下**注意事項**：

1. 夥伴們可以直接與宇聯的專業團隊聯繫，諮詢內容全程保密。
2. 上述三種諮詢方式皆為昇達和宇聯簽訂的特約服務，為了驗證各位昇達員工的身份，宇聯將詢問姓名、工號且要求出示員工辨識卡。
3. 以上流程皆不透過昇達，完善的保護各位的隱私且營造友善職場環境。

對於此項服務，若有任何疑問，歡迎與我聯繫。謝謝。

Diverse and open communication channels

Employees are encouraged to provide feedback through various channels, utilizing diverse organizational communication platforms to fully express their thoughts and suggestions, allowing the company to listen to employees' voices from multiple perspectives, thereby improving organizational culture and environmental atmosphere. To prevent improper treatment within the organization, the company provides diverse communication channels, such as direct reporting to immediate supervisors, a complaint mailbox, a complaint hotline, and labor-management meetings, for colleagues to provide valuable feedback or make necessary complaints and reports.



Happy Workplace

UMT believes that a high quality of life can effectively enhance employees' work efficiency and well-being. Therefore, we are not only committed to creating a good working environment but also equally concerned with employees' leisure and life needs. To allow colleagues to relax and take a breather from their fast-paced work, we have set up comfortable and pleasant employee lounges within the factory area, creating a relaxed and enjoyable atmosphere where every employee can freely enjoy a moment of tranquility.

In addition to well-appointed recreational spaces, we regularly organize various activities, such as festive celebrations and sports competitions, which not only enrich the lives of our colleagues but also foster interaction among them, strengthening teamwork and cohesion. At the same time, we partner with special merchants to offer a variety of preferential benefits, allowing employees to enjoy more convenience and tangible rewards outside of work.

We also value the balance between employees and their families. Through regularly organized family health activities and comprehensive family support and care measures, employees are helped to balance their careers and families, improve their overall quality of life, and achieve holistic growth in body, mind, and spirit.

We always adhere to the core principle of "people-oriented" and continuously promote the creation of a happy workplace. Through diversified activities and institutionalized welfare measures, we not only promote the physical and mental health of employees but also create a workplace culture full of warmth, respect, and vitality, further strengthening team cohesion and work efficiency.

In 2024, we continued our vision of creating a happy workplace, firmly believing that only by continuously focusing on employee needs, valuing their health and well-being, and constantly optimizing the work environment and benefits system, can every colleague fully realize their potential, collectively drive the stable growth of the enterprise, and work together towards a better future.



Occupational safety and health

Safety and Health

UMT attaches great importance to occupational safety and health. In addition to establishing measures for overload, illegal infringement, human factors hazards, and maternal protection in accordance with the Ministry of Labor's guidelines, it also organizes annual health examinations, health lectures, and employee stress relief activities. The company also provides venues and equipment for employees to participate in various activities, aiming to protect the physical and mental health of employees. Since 1 November 2011, it has continuously received the "Ministry of Health and Welfare" Healthy Workplace Certification.

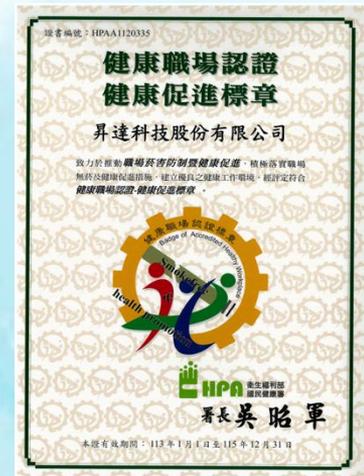
Safety and Health Organization

UMT established the "Industrial Safety Office" on 20 May 2011 to effectively promote occupational safety and health management. In the same year, the "Environmental Safety and Health Committee" was established to provide suggestions on the company's safety and health policies and plans, and to coordinate and advise on safety and health-related matters.

Safety and health policy

- Comply with domestic labor, environmental, safety and health regulations, customer requirements, and Other relevant regulations.
- Always consider the safety and health of employees, prevent injuries and ill health through risk management, and continuously improve safety and health management and performance.
- Promote full participation and adequate reflection of their opinions, and ensure they have the time and resources to participate.
- Engage in corporate social responsibility and environmental, health, and safety activities to achieve corporate sustainability.

Healthy Workplace Certification Mark
Effective Period: 2024-2026



Safety and Health Operations

UMT introduced OHSAS18001 and Occupational Safety and Health Management System on 11 January 2012, and converted to ISO45001 in July 2021. Each year, various operational hazards are identified, and high-risk operational Items are listed as annual improvement targets. The management department conducts plant safety and working environment inspections monthly, and department heads are arranged to inspect deficiencies in Other departments quarterly. In the event of work-related injuries or near misses, issues are reviewed to prevent recurrence.

In safety and health management, we implement hazard identification, hazardous chemical management, workplace environmental monitoring, procurement/contractor/change management, safety operation standards, safety inspections, education and training, protective equipment management, and workplace health management. Through emergency response procedures and drills, employees are equipped with sufficient response capabilities in the event of an accident, reducing damage caused by disasters.

Given the frequent traffic accidents during commuting, the company has been more proactive in safety and health education and training for new employees, on-the-job safety and health education and training, and industrial safety promotion, focusing on reminding colleagues to pay attention to safety when commuting by motorcycle, which has led to a significant decrease in commuting traffic accidents.

Occupational accident statistics Note

UMT (Head Office) obtained from 5 May 2015 to 31 March 2024

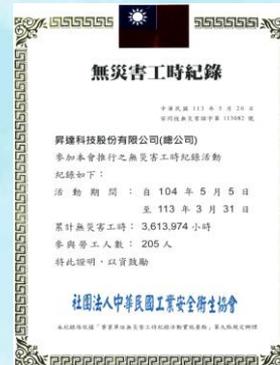
Accumulated accident-free working hours of the "Chinese Society of Industrial Safety and Health"

3,613,974 hours, with 205 employees.

UMT (Machinery Factory) accumulated accident-free working hours from 15 June 2012 to 31 March 2023, as awarded by the "Chinese Industrial Safety and Health Association".

1,929,744 hours, with 80 employees.

No occupational accidents occurred in 2024.

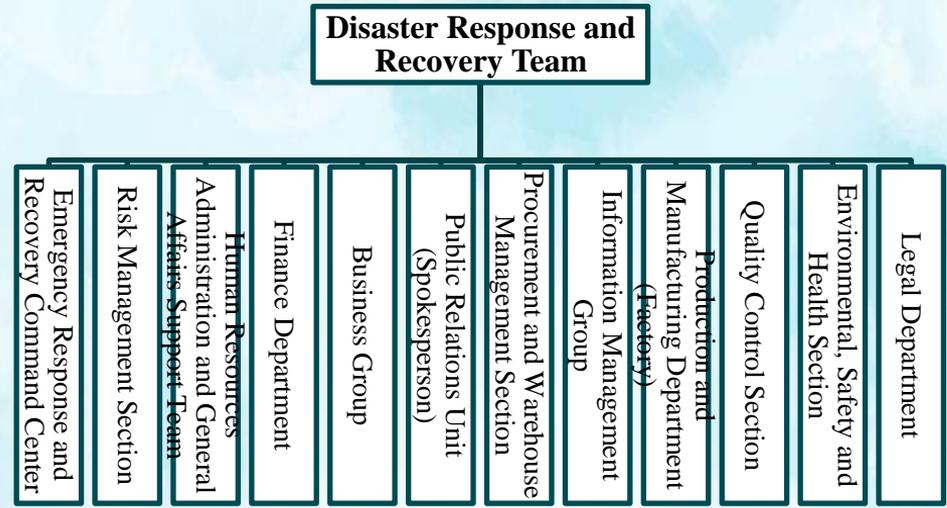


Note: Refers to the statistics and analysis of various occupational accidents occurring in the workplace.

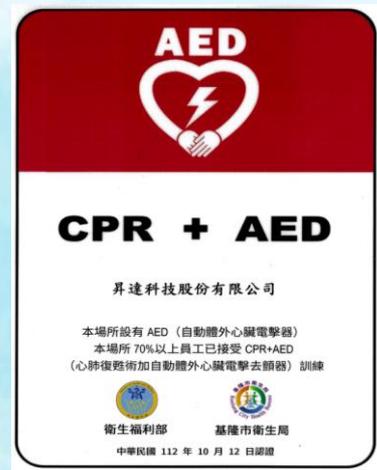
Emergency response

UMT has established a comprehensive "Emergency Response Management Procedure," with an emergency notification command center located in the factory guard room. This center is equipped with real-time monitoring systems for the entire plant's fire safety and emergency smoke exhaust. In the event of an anomaly or accident, the command center immediately notifies the emergency response team via a broadcasting system and activates emergency response measures for swift action. The factory premises are also equipped with sufficient exit facilities, evacuation guidance tools, fire extinguishers, and warning devices at designated points, providing necessary equipment support for the emergency response team and facilitating personnel evacuation. Emergency response drills are conducted regularly.

An automated external defibrillator (AED) was installed, and certification as a "Safe Place" was obtained from the Keelung City Department of Health on 12 October 2023. Additionally, AED administrators were appointed, and **over 70%** of employees received CPR+AED first aid education and training.



CPR+AED Certified Location
Valid until October 11, 2025



Professional Knowledge and Innovation Sharing

UMT cares about local needs and assistance required for major disasters, regularly sponsoring social welfare groups and educational institutions, providing supplies and funds, and giving back to society with concrete actions to fulfill its corporate social responsibility.



Social Engagement Performance

Join the Ministry of Economic Affairs Industrial Development Bureau's Low-Earth Orbit Satellite Industry Association to connect domestic and international industry, academia, and research 5G resources and capabilities. To encourage enterprises to utilize the online/offline talent development resources of this program for internal talent cultivation. To upgrade 5G talent through practical research and development, hoping to cultivate high-quality 5G technology and application professionals.



Join the Taiwan Space Industry Development Association - Satellite Communication Ground Equipment System Integration Flagship Team, engage in academic exchanges with the government and other companies to promote the development of Taiwan's space industry, conduct strategic analysis research, and provide strategic policy recommendations.



Participate in the Keelung City Government's Department of Industrial Development's Liudu Science Park Manufacturers' Association, collaborate with key research and development institutions such as the Industrial Technology Research Institute to provide guidance and resources, assist Keelung City manufacturers in introducing innovative technologies and enhancing their innovation and R&D capabilities, improve various public facilities in the park, allow more park manufacturers to participate in resource sharing, build a complete industrial chain, and enable the entire industry to thrive and prosper.



Talent Development Performance

In view of the importance of education and talent cultivation for social development, UMT actively supports the cultivation of industry talent by sponsoring the Department of Electrical Engineering of National Taiwan Ocean University to establish the "UMT Microwave/Millimeter-Wave Laboratory" and the National Taiwan Ocean University Education Funds. Additionally, a donation expense of a vector network analyzer was made to the Department of Electrical Engineering at National Taiwan Ocean University, enabling students to gain early exposure to instruments used in the industry during their studies.

Participating in the Ministry of the Interior's National Conscriptation Agency's R&D Alternative Service Program, the company has continuously received awards for outstanding employers each year, aligning with national economic development and effectively utilizing the R&D expertise of conscripts to enhance industrial R&D capabilities and competitiveness.



Social Contribution Performance

Donation expense of scrapped computers, laptops, monitors, printers, digital cameras for ASUS Culture and Education Funds Foundation's recycling purposes.
To reduce environmental pollution and provide the renovated premises for use by non-profit and educational organizations.



Actively care for society and participate in social welfare, through Gmoney.com [2024 Warmth and Love - Rebuilding with Love
The "Hope Home" initiative aims to help vulnerable groups in need and promote the plan, hoping to leverage media influence to create a society of mutual assistance and altruism, moving from "inclusion" to "co-prosperity."

Join the Keelung City Department of Health in establishing high-quality breastfeeding rooms, cooperate with the promotion of breastfeeding policies, create a friendly workplace environment to enhance corporate image, and jointly care for women's and children's health. Set up an invoice donation box, inviting colleagues to donate invoices, spread love, and contribute to public welfare!

Every invoice can become a force to help others. Let small actions gather great kindness, and together inject warmth and hope into society.

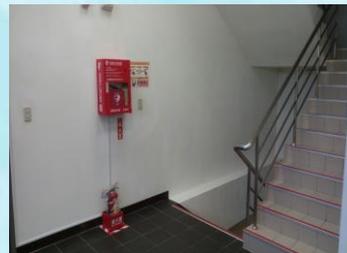
Starting from the principles of giving back to society, helping the needy, and benevolence, UMT collaborates annually with the Taipei Blood Center to organize a blood donation day, encouraging employees to show their compassion and actively participate in the "Donate a bag of blood, save a life" activity.



Also, the company has actively cared for disadvantaged groups in society, donating over NTD 2 million since its establishment. It has sponsored Kaohsiung Mingshan Charity Association, Tzu Chi Funds, Garden of Hope Funds, Genesis Social Welfare Funds, Keelung City Disabled Welfare Service Center, Child Welfare League Foundation, and Fulian Elementary School in Gongliao District, New Taipei City, to help disadvantaged students in remote areas gain richer learning resources, continuously spreading love and care.

Performance of Social Shared Resources

Annual regular first aid training is conducted for employees, with professional instructors teaching CPR practical skills and AED operation drills. In addition, two AED devices are installed within the plant area, combining hardware equipment and personnel's professional first aid knowledge. UMT is always ready to share resources with and support the community.



06

Appendix



GRI Standards Content Index

Statement of compliance

Reference to GRI Standards for the 2024 sustainability report, with data information scope from 1 January 2024 to 31 December 2024.

GRI 1 Version used

GRI 1: Basis 2021

Application of GRI Sector Standards

None

GRI General Disclosures 2021

Indicators	Disclosure Requirements	Page	Notes
Organization and Reporting			
2-1	Organizational details	4 - 18	
2-2	Entities included in the organization's sustainability report	4	
2-3	Reporting Period, Frequency and Contact Person	4	
2-4	Information restatement		Please refer to the notes on each page.
2-5	External Guarantees/Confirmations	4	
Activities and workers			
2-6	Activities, value chains, and other business relationships	20-24 - 47-48	There are no products or services prohibited in specific markets. There has been no significant change in the organization and its suppliers.
2-7	Employees	65-66	
2-8	Non-employee workers	65	
Governance			
2-9	Governance Structure and Composition	28-37	
2-10	Nomination and Selection of Those Charged with Governance	30-31	
2-11	Chair of the Highest Governance Body	29	
2-12	Role of the Highest Governance Body in Overseeing Impact Management	29-33 - 41-42	
2-13	Head of Impact Management	41-42	

Indicators	Disclosure Requirements	Page	Notes
2-14	Role of Those Charged with Governance in Sustainability Reporting	29-33	
2-15	Conflict of interest	33	
2-16	Communication of key audit matters	33	
2-17	Collective knowledge of those charged with governance	31-32	Relevant information has been disclosed in the 2024 annual report.
2-18	Performance Evaluation of Those Charged with Governance	34	
2-19	Remuneration policy	35	
2-20	Remuneration determination process	35	
2-21	Annual Total Remuneration Ratio	68	
Strategies, policies and practices			
2-22	Statement on Sustainable Development Strategy	5	
2-23	Policy commitments	37-40、51-52、64	
2-24	Incorporation of policy commitments	38-42、48-52、56-57、64	
2-25	Procedure for remedying negative impacts	41-42	
2-26	Mechanism for Seeking Advice and Raising Concerns	38	
2-27	Regulatory compliance	39	
2-28	Membership in associations	27	
Stakeholder engagement			
2-29	Stakeholder Engagement Policy	10-11	
2-30	Collective Bargaining Agreement	NA	No trade union has been established, and there is no collective bargaining agreement. However, regular labor-management meetings provide transparent communication channels.

GRI 3 Material Topics 2021

Indicators	Disclosure Requirements	Page	Notes
3-1	PROCESS FOR DETERMINING MATERIAL TOPICS	12	
3-2	List of Material Topics	10-16	
3-3	MATERIAL TOPIC MANAGEMENT	10-16	

GRI topics	Indicators	Disclosure Requirements	Page	Notes
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed by the organization	23	
	201-2	Financial impact and other risks and opportunities arising from climate change	53	
	201-3	Defined benefit obligations and other retirement plans	68	
	201-4	Financial assistance from the government	25	
GRI 202 Market Position 2016	202-1	Ratio of standard entry-level salary to local minimum wage by gender	68	
GRI 203 Indirect Economic Impacts 2016	203-2	Significant indirect economic impact		Not applicable
GRI 204 Procurement Practices 2016	204-1	Percentage of Procurement Expenditure from Local Suppliers	49	
GRI 205 Anti-corruption 2016	205-1	Operating locations where corruption risk assessments have been conducted	38	
	205-2	Communication and training on anti-corruption policies and procedures	38	
	205-3	Confirmed corruption incidents and actions taken		Not applicable
GRI 206 Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive practices, antitrust, and monopolistic behavior		Not applicable

GRI topics	Indicators	Disclosure Requirements	Page	Notes
GRI 207 Tax 2019	207-1	Tax Policy	40	
	207-2	Tax governance, control, and risk management	40	
GRI 301 Supplies 2016	301-2	Using recycled Supplies		Not applicable
	301-3	Recycling of products and their packaging materials		Not applicable
GRI 302 Energy 2016	302-1	Energy consumption within the organization	59	
	302-2	Energy Consumption Outside the Organization	58	
	302-3	Energy intensity	59	
	302-4	Reduce energy consumption	55-61	
	302-5	Reduce energy demand for products and services	55-61	
GRI 303 Water and Effluents 2018	303-1	Interactions of shared water resources		Not applicable
	303-2	Management of drainage-related impacts	56	
	303-3	Water abstraction volume	60	
GRI 304 Biodiversity 2016	304-1	Operating locations owned, leased, or managed by the organization, or their vicinity, are located in protected areas or other areas of high biodiversity value.		Not applicable
	304-2	Activities, products, and services with significant impacts on biodiversity		Not applicable
	304-3	Protected or restored habitats		Not applicable
	304-4	Species listed in the IUCN Red List and national conservation lists in habitats affected by operations		Not applicable
GRI 305 Emissions 2016	305-1	Direct (Scope 1) Greenhouse Gas Emissions	58	
	305-2	Indirect energy (Scope 2) greenhouse gas emissions	58	
	305-4	Greenhouse gas emission intensity	58	
	305-5	Greenhouse gas emission reduction	58	

GRI topics	Indicators	Disclosure Requirements	Page	Notes
GRI 305 Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)		Not applicable
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant gas emissions		Not applicable
GRI 306 Waste 2020	306-2	Management of significant impacts related to waste	61	
	306-3	Generation of waste		Not applicable
	306-4	Disposal of waste transfers		Not applicable
	306-5	Direct disposal of waste		Not applicable
GRI 308 Environmental Assessment of Suppliers 2016	308-1	Using environmental standards to screen new suppliers	47-49 、 51	
	308-2	Negative environmental impacts in the supply chain and the measures taken Action	47-48	Not applicable
GRI 401 Employment 2016	401-1	New hires and resigned employees	66	
	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	68 、 70	
	401-3	Parental leave	77	
GRI 402 Labor/Management Relations 2016	402-1	Minimum notice period for changes in operations	69	
GRI 403 Occupational Health and Safety 2018	403-1	Occupational Safety and Health Management System	81-83	
	403-2	Hazard identification, risk assessment, and accident investigation	82-83	
	403-3	Occupational Health Services	81-82	
	403-4	Worker Participation, Consultation and Communication on Occupational Safety and Health	81-82	
	403-5	Worker training on occupational safety and health	81-82	
	403-6	Worker health promotion	74-79	
	403-7	Preventing and mitigating occupational health and safety impacts directly associated with business relationships.	81-82	

GRI topics	Indicators	Disclosure Requirements	Page	Notes
GRI 403 Occupational Health and Safety 2018	403-8	Workers covered by the Occupational Safety and Health Management System	81-82	
	403-9	Occupational injury	82	
	403-10	Occupational disease		No such events.
GRI 404 Training and Education 2016	404-1	Average training hours per employee per year	72	
	404-2	Enhancing employee capabilities and transition assistance programs	72-73	
	404-3	Percentage of employees who regularly receive performance and career development reviews.	72-73	
GRI 405 Diversity and Equal Opportunity 2016	405-1	Diversity of Those Charged with Governance and Employees	30-31 、 65-66	
	405-2	Ratio of female to male basic salary and remuneration	67-68	
GRI 406 Non-discrimination 2016	406-1	Discrimination incidents and corrective actions taken by the organization		No such events.
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1	Operating sites or suppliers that may face risks related to freedom of association and collective bargaining		No such events.
GRI 408 Child Labor 2016	408-1	Significant risk of child labor in operating locations and suppliers		No such events.
GRI 409 Forced or Compulsory Labor 2016	409-1	Operations and suppliers with significant risks of forced and compulsory labor incidents		No such events.
GRI 410 Security Practices 2016	410-1	Security personnel receive training on human rights policies or procedures.		The company's security personnel manage access in accordance with relevant regulations.
GRI 411 Rights of Indigenous Peoples 2016	411-1	Incidents involving infringement of indigenous rights		No such events.
GRI 413 Local Communities 2016	413-1	Operating activities from local community engagement, impact assessment, and development plans	84-87	
	413-2	Operations with significant actual or potential negative impacts on local communities		No such events.

GRI topics	Indicators	Disclosure Requirements	Page	Notes
GRI 414 Supplier Social Assessment 2016	414-1	New suppliers screened using social standards	47-49	
	414-2	Negative social impact in the supply chain and actions taken	47-49	
GRI 415 Public Policy 2016	415-1	Political donations		No such events.
GRI 416 Customer Health and Safety 2016	416-1	Assess the impact of product and service categories on health and safety.		No such events.
	416-2	Incidents of non-compliance with health and safety regulations related to products and services		No such events.
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		No such events.
	417-2	Events of non-compliance with laws and regulations related to information and labeling of products and services		No such events.
	417-3	Events of non-compliance with marketing communication regulations		No such events.
GRI 418 Customer Privacy 2016	418-1	Complaints of confirmed customer privacy breaches or loss of customer data		No such events.

SASB indicators

No.	Indicator description	Chapter	Page
Water management			
TC-ES-140a.1	(1) Total water withdrawal and (2) percentage of total water consumption from water-stressed regions	Water Resources Management	60
Waste management			
TC-ES-310a.1	Total hazardous waste and its recycling percentage.	Waste management	61
Labor practices			
TC-ES-150a.1	(1) Number of Stoppages and (2) Total Idle Days	No related incidents occurred in 2024.	NA
Labor overview			
TC-ES-320a.1	(1) Recordable injury rate and (2) near-miss rate for full-time and contract employees	Safety and health management	81-83
TC-ES-320a.2	Percentage of company sites and first-tier suppliers that have undergone RBA Validated Audit Process (VAP) or equivalent audits for (a) all company sites/suppliers and (b) high-risk company sites/suppliers.	NA	NA
TC-ES-320a.3	The percentage of audited suppliers whose company sites and first-tier suppliers (1) did not pass the RBA Validated Audit Process (VAP) or equivalent audit, and (2) the improvement rate of audit findings for (a) priority findings and (b) other findings.	NA	NA
Product lifecycle management			
TC-ES-410a.1	Total weight of global waste products recycled; and percentage of recycled weight to sales product weight	NA	NA
Supplies procurement			
TC-ES-440a.1	Risk management for critical materials	NA	NA

Sustainability Disclosure Indicators – Telecommunications Industry

No.	Indicator	Indicator Type	Annual Disclosure	Unit	Note
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate.	Quantitative	Total energy consumption: Electricity consumption in 2024: 9,241.2 GJ Percentage of purchased electricity: 100% Renewable energy usage rate: 0%	Gigajoule (GJ) , Percentage (%)	
2	Total water withdrawal and total water consumption	Quantitative	Total water withdrawal in 2024: 11,099 thousand cubic meters Total water consumption in 2024: 11,099 thousand cubic meters	Thousand Cubic Meters(1000m ³)	
3	The weight and recycling percentage of hazardous waste generated.	Quantitative	0 Metric Ton ; -%	Metric Ton (t), Percentage(%)	
4	Description of occupational accident types, number of people, and percentage	Quantitative	Occupational Accident 0 ; -%	Ratio(%), Quantity	
5	Disclosure of product lifecycle management: including the weight of scrapped products and electronic waste, and the percentage of recycling (Note 1)	Quantitative	In 2024, all scrap materials were sold, with a recycling percentage of 0. Aluminum chips (blocks): 57.336 tons Copper scrap (blocks): 1.141 tons Tungsten steel: 0.363 tons Iron: 16.081 metric tons	Metric Ton (t), Percentage (%)	
6	Description of risk management related to the use of critical materials	Qualitative Description	Actively collaborating with suppliers effectively reduces the use of lead-containing products and minimizes environmental impact. To ensure that our products comply with customer and EU legal requirements for restricted substances in electronic products, we also require suppliers to provide declarations guaranteeing that their products comply with RoHS and REACH regulations. In response to international control measures on conflict minerals, although we do not directly purchase metal raw materials, we declare a policy of not using conflict minerals and comply with RBA.	Not Applicable	
7	Total monetary loss from legal proceedings related to the Anti-Competitive Conduct Ordinance	Quantitative	Losses from legal proceedings related to the anti-competitive practices ordinance in 2024, NTD 0	Reporting Currency	
8	Production volume of major products by product category	Quantitative	Production volume of major products in 2024 Microwave/Millimeter Wave: 1,424,848 EA RF: 15,781,870 EA Communication network engineering services: 481,814 EA	Varies by Product Type	

Note 1: Includes the sale of scrap materials or other recycling treatments; relevant explanations should be provided.

Independent Auditors' Limited Assurance Report

The Board of Directors and Stockholders

Universal Microwave Technology, INC.

We have performed a limited assurance engagement on the selected subject matter information (see Appendix A) in the Sustainability Report (the Report) of Universal Microwave Technology, INC. (the Company) for the year ended December 31, 2024.

Responsibilities of Management for the Report

Management is responsible for the preparation the Report in accordance with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Report by TWSE Listed Companies and GRI Standards and Sector Guidance published by the Global Reporting Initiative (GRI) and other applicable rules according to its sector features, and for such internal control as management determines is necessary to enable the preparation of the Report that free from material misstatement.

Accountant's Responsibility for Performing Assurance Procedures

We conducted our work in accordance with the *Standard on Assurance Engagements 3000 – Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*. Based on the procedures performed and the evidence obtained, we express a limited assurance conclusion on whether the Subject Information (as detailed in Appendix 1) is free from material misstatement in all material respects.

Limited assurance engagements involve procedures that are different in nature and timing and are less in extent compared to those performed in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than in a reasonable assurance engagement.

Assurance Procedures

We planned and performed our assurance procedures using professional judgment to obtain evidence providing limited assurance about the Subject Information. Any internal controls are subject to inherent limitations, and thus may not detect all material misstatements. Our procedures included, among others:

- Inquiries of management and relevant personnel involved in preparing the Subject Information to understand the policies, processes, internal controls, and information systems used, and to identify areas where material misstatements might exist.

- Inspection, recalculation, reperformance, observation, and analytical procedures applied to samples of documents and records relating to the Subject Information.

Inherent Limitations

As many of the assurance items involve non-financial information, there are more inherent limitations compared to assurance on financial information. The relevance, materiality, and accuracy of such information often require significant management judgment, assumptions, and interpretations. Therefore, different stakeholders may interpret this information differently.

Independence and Quality Controls

We and our accounting firm comply with the independence and other ethical requirements of the professional code of conduct for accountants. The fundamental principles include integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. Our accounting firm also complies with *Quality Management Standard No. 1 - Quality Management for Firms*, which requires us to design, implement, and operate a quality management system that includes policies and procedures addressing compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected subject matter information in the Report are, in all material respects, not prepared in accordance with the above mentioned reporting criteria.

Other Matters

Following the issuance of this assurance report, we do not accept any responsibility to carry out additional assurance work on any changes made by the Company to the Subject Information or the applicable criteria.

Reanda S C Yu & Co., CPAs

Reanda S C Yu & Co., CPAs
Taipei, Taiwan
Republic of China
December 23, 2025

Appendix 1 – Summary of Assurance Items

No	Corresponding Section	Subject Information	Indicator Type
1	04 Energy Resource Management	Summary of Total Energy Consumption for UMT in 2024: (1) Total energy consumption: 9,241.2 GJ (2) Purchased Electricity: 100% (3) Renewable energy usage rate: 0%	Detailed summary of electricity bills compiled by UMT.
2	04 Water Resource Management	Summary of Total Water Consumption for UMT in 2024: (1) Total water intake: 11,099 thousand cubic meters (2) Total water consumption: 11,099 thousand cubic meters	Detailed summary of water bills compiled by UMT.
3	04 Waste Management	Summary of Total Hazardous Waste for UMT in 2024: (1) Total hazardous waste generated: 0 metric tons (2) Hazardous waste recycling rate: 0%	"Waste Sales and Purchase Agreements" signed by UMT and waste disposal weighing slips.
4	05 Occupational Health and Safety	UMT maintained a record of zero occupational accidents in 2024.	Detailed summary of occupational accident reporting content compiled by UMT.
5	04 Waste Management	Summary of Scrap Material Sales for UMT in 2024: (1) Aluminum scrap: 57.336 MT (2) Copper scrap: 1.141 MT (3) Tungsten steel: 0.363 MT (4) Iron: 16.081 MT	"Waste Classification and Handling Operating Standards" established by UMT and waste disposal weighing slips.
6	03 Sustainable Supply Chain Management	UMT actively collaborates with suppliers to effectively reduce the use of lead-containing products and mitigate environmental impacts. To ensure that products comply with customer specifications and EU regulatory requirements regarding restricted substances, UMT requires suppliers to provide declarations guaranteeing compliance with RoHS and REACH standards. Furthermore, in alignment with international regulations on conflict minerals, UMT has established a policy to prohibit the use of conflict minerals and adheres to the RBA (Responsible Business Alliance) Code of Conduct, notwithstanding that the company does not directly procure raw metal materials.	"Supplier Management Procedures" and the "Supplier Contractor Qualification Review Form" established by UMT.

No	Corresponding Section	Subject Information	Indicator Type
7	03 Ethical Corporate Management	UMT recorded no violations of local laws and regulations or any major litigation in 2024.	Company Act, Securities and Exchange Act, and regulations announced by competent authorities.
8	03 Corporate Governance	UMT's 2024 production volume by product category is as follows: (1) Microwave/Millimeter wave: 1,424,848 EA (2) Radio Frequency (RF): 15,781,870 EA (3) Communication Network Engineering Services: 481,814 EA	UMT Production Volume and Value by Product Category

