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UNIVERSAL MICROWAVE TECHNOLOGY, INC.

2024 Annual Report

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<https://www.umat-tw.com/>

Notice to readers

This English-version annual report is a translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

1. Spokesperson & Deputy Spokesperson

Spokesperson : Chun-Liang Kuo
Title : Executive Vice President
Tel : (02)2452-5533EXT802
E-mail : simon@UMT-tw.com
Deputy Spokesperson : Chung-Kuang Chen
Title : Financial Vice President
Tel : (02)2452-5533EXT802
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2. Headquarters, Branches and Plant

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Tel : (02)2452-5533
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Tel : (02)2451-3426

3. Stock Transfer Agent

Name : The Capital Group Corp. Transfer Agent
B2F., No. 97, Sec. 2, Dunhua S. Rd.,
Address : Da'an Dist., Taipei City 106 , Taiwan (R.O.C.)
Tel : (02)2702-3999
Website : <http://www.capital.com.tw>

4. Auditors

Auditors : Hsiu-Chun Huang, Pi-Yu Chuang
Accounting Firm : Deloitte & Touche
20F, Taipei Nan Shan Plaza, No. 100,
Address : Songren Rd., Xinyi Dist., Taipei 11073, Taiwan(R.O.C.)
Tel : (02)2725-9988
Website : <http://www.deloitte.com.tw>

5. Overseas Securities Exchange Name and Query Method : None

6. Corporate Website : <https://www.UMT-tw.com>

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I. Letter to Shareholders

Dear Shareholders,

The summary of the business results of 2024 is as follows:

1. Business results

The specific achievements of 2024 are summarized as follows:

(1) **Expand the production capacity in Southeast Asia and establish long-term and stable cooperation with customers:**

Last year, we successfully expanded our production capacity in Southeast Asia and fully utilized local tax incentives, achieving better tax efficiency. These efforts enable us to meet the demands of the low Earth orbit satellite industry and establish a long-term partnership with our clients. The relevant enterprises within the group have also benefited, enhancing their competitiveness and significantly improving overall operational performance.

(2) **Expand the product range of low Earth orbit satellite industry to enhance revenue scale:**

As we expand our low Earth orbit satellite product lineup, we have successfully deepened our collaboration with clients. Not only has the company successfully developed a variety of satellite payload components and obtained customer certification, but it has also achieved stable mass production and delivery. This has further deepened the long-term cooperative relationship with customers, establishing the company's key role in the low Earth orbit satellite application field and enabling continuous revenue growth.

(3) **Utilize production capacity to optimize manufacturing costs and improve profitability:**

During the capacity expansion process, we effectively utilized economies of scale and process optimization to successfully reduce production costs. Last year, the achievements in process automation and yield management were further extended this year to a wider range of products and replicated across different manufacturing bases. These efforts have enhanced our cost optimization benefits, significantly improving overall profitability.

The above achievements demonstrate our efforts and accomplishments over the past year, laying a solid foundation for future development. The consolidated explanation of the operational data for the year 2024 is as follows:

I. Business plans and implementation results

The consolidated revenue of the company in 2024 was NT\$2,334,956 thousand, an increase of 47.30% compared to NT\$1,585,208 thousand in 2023. The consolidated net profit after tax was NT\$586,715 thousand, an increase of 143.12% compared to NT\$241,327 thousand in 2023.

II. Budget implementation

The Company chooses not to disclose 2024 financial forecasts operating results for the most recent fiscal year are as follows:

Unit: NT\$ thousands

Item	Amount	%
Net sales	2,334,956	100
Cost of Sales	1,136,843	49

Item	Amount	%
Gross profit	1,198,113	51
Operating Expense	576,314	24
Operating Income	621,799	27
Pre-tax Income	748,981	32
Net Income	586,715	25

III. Profitability analysis (Consolidated financial statements)

Analysis item		2024	2023
Financial structure	Debt to asset ratio (%)	41.34	27.56
	Long-term capital to property, plant and equipment (%)	291.11	273.29
Debt-paying ability	Current ratio (%)	313.81	245.11
	Quick ratio (%)	279.13	223.65
	Times interest earned	5560.15	4663.40
Profitability	Return on assets (%)	15.56	7.20
	Return on shareholders' equity (%)	23.58	9.95
	Operating profit for paid-in capital ratio (%).	97.36	32.17
	Net income before tax accounted for paid-in capital ratio (%)	117.28	47.55
	Profit margin (%)	25.13	15.22
	Earnings per share (NT\$)	8.59	3.20

Comparing the 2024 and 2023, the company's financial structure and debt repayment ability indicators still maintained the long-term stable financial status of the past.

IV. Research and development status (consolidated financial statement)

The company's research and development expenditure for the year 2024 is primarily focused on addressing the quality efficiency of next-generation communications and diverse application scenarios. We focus on the design and development of products related to satellite communications, terahertz technology, 5G, and the Internet of Things, and invest in the hardware and software required for their development process. In addition, we are also investing in the research and development of the next generation of products based on our clients' market development needs. The relevant research and development expenditures are summarized in the table below:

Year Items	2024	2023
R&D expenses	196,582	150,632
Net sales	2,334,956	1,585,208
(%)	8.42	9.50

2. The 2025 Business Plan

In 2025, the Company will continue the results accumulated in the past. In addition to continuing to cultivate existing customers and develop new customers, the Company will also focus on the implementation of the following operational items, hoping to establish a solid foundation for sustainable operation:

I. Deepen the supply chain of the low Earth orbit satellite industry and expand international market share:

With the rapid growth of demand in the low Earth orbit satellite market, it is expected that by 2030, the market size will reach USD 29.8 billion. Ascend Technology will actively deepen its supply chain position in this industry and expand its market share through technological upgrades and international cooperation. The key plans for this year include:

- ✧ Strengthen cooperation with global low Earth orbit satellite leading companies, deepen supply chain relationships with major satellite providers such as SpaceX, Amazon Kuiper, Eutelsat OneWeb, and Telesat, and actively participate in the development of their next-generation satellite equipment and supply of key components.
- ✧ Enhance the technical threshold of key components, focusing on the development of high-value-added products such as high-frequency microwave modules and low-power satellite communication components, to strengthen competitiveness.
- ✧ Expand into the North American, European, and Asian markets through strategic partnerships with local satellite operators and aerospace supply chain companies to enhance international visibility and capture a larger market share.

Through deepening supply chain cooperation and a leading technology strategy, we will strengthen our competitive advantage in the global low Earth orbit satellite market, ensuring robust operational growth.

II.Utilizing intelligent assistance technology in enterprise operations management to enhance efficiency and decision-making capabilities.

With the acceleration of digital transformation in enterprises, the application of artificial intelligence (AI) technology has become a crucial key to enhancing competitiveness. Through the deep integration of intelligent assistance technology, enterprises can optimize daily operations, decision-making processes, and collaboration efficiency, significantly enhancing productivity and management effectiveness. By effectively utilizing appropriate digital tools and AI-assisted functions, the team's

operational efficiency can be further enhanced, ensuring that the company maintains a competitive advantage in future markets.

- ✧ Smart assistance enhances work efficiency, reducing the processing time for low-efficiency administrative tasks, allowing employees to have more time for higher-value work.
- ✧ Through intelligent data analysis technology, achieve real-time monitoring of market changes, supply chain risks, and financial fluctuations, providing decision-makers with more timely supporting information.
- ✧ Establish intelligent knowledge management to help new employees quickly adapt to the work environment and enhance learning efficiency.

By introducing smart manufacturing technologies, higher production efficiency, cost optimization, and flexible supply chain management will be achieved, ensuring continued leadership in a highly competitive market.

III. Responding to geopolitical impacts, strengthening cost control and operational flexibility:

In recent years, the uncertainty of geopolitical situations has intensified, leading to supply chain restructuring, tariff barriers, and rising costs of energy and raw materials, further impacting the operational costs and market competitiveness of businesses. In the face of this challenge, companies must diversify their supply chains, implement smart production, and manage operational flexibility to reduce risks and maintain long-term competitive advantages. Therefore, we will optimize production costs and enhance price competitiveness through a diversified layout strategy and regional supply chain configuration, along with streamlining internal processes to ensure robust operational development and improve profitability.

- ✧ Localization and regional production strategy: Expanding production lines in Southeast Asia to flexibly respond to customer demand for increased capacity and to adapt to tariff variables.
- ✧ Optimizing capacity allocation through dynamic production scheduling and predictive maintenance of equipment reduces machine idle time and production anomalies, enhances unit production efficiency, and lowers fixed costs.
- ✧ Dynamic cost monitoring and forecasting utilize real-time data analysis to predict fluctuations in market raw material prices, allowing for proactive adjustments to procurement strategies to ensure supply chain stability at the most competitive prices.

Through flexible production strategies, optimized production management, and dynamic cost monitoring, we assist enterprises in coping with the cost pressures arising from geopolitical factors, ensuring operational flexibility and stability while maintaining a competitive advantage. By adopting a more flexible strategic layout, we can reduce trade

risks and cost impacts, ensuring sustainable growth and competitiveness in the global market in the future.

3. Future Development Plan

With the upgrade of global communication demands and the continuous advancement of low Earth orbit satellite technology, the satellite industry has entered a larger scale of commercialization, driving the rapid growth of the global supply chain. Particularly driven by the development of 5G/6G satellite networks, multi-orbit integration technology, and direct-to-device (D2D) satellite connections, the application landscape of the low Earth orbit satellite market is continuously expanding. At the same time, advancements in AI computing, quantum communication, and Earth observation technologies have further deepened the application value of satellites in fields such as national defense, energy, environmental monitoring, and precise positioning.

In this trend, the business opportunities in the low Earth orbit satellite industry will no longer be limited to satellite communications but will expand to a broader range of data transmission and intelligent computing fields. It is expected that within the next five years, the number of low Earth orbit satellites worldwide will exceed 70,000, and the development of satellite terminal equipment, ground stations, and new antenna technologies will also usher in a new wave of growth.

As one of the leading suppliers of key components for global low Earth orbit satellites, Ascend Tech will continue to strengthen its technological layout and actively deepen strategic cooperation with leading companies in the international satellite industry. In 2025, Shengda Technology will further expand its product line, focusing on emerging fields such as high-frequency millimeter-wave communication modules, low-power satellite receiver components, and smart antenna technology, ensuring its technological leadership in the market. At the same time, as countries place greater emphasis on managing geopolitical risks and supply chain security, Shengda Technology will accelerate its capacity diversification layout, strengthen regional production flexibility, meet localized supply demands from customers, and further enhance market competitiveness.

Since its establishment, UMT has consistently adhered to the philosophy of "stability and practicality, focus and concentration, and pursuit of excellence," dedicated to providing the most advanced wireless communication components, ensuring product quality and a leading technological position. In the future, Ascend Technology will continue to strive to become "the most trusted partner in the global low Earth orbit satellite and wireless communication industry" through innovative research and development, capacity enhancement, and global market deployment. At the same time, the company will continuously enhance its corporate governance and ESG (Environmental, Social, and Governance) standards to create greater shareholder value, provide employees with a more

developmental work environment, and fulfill its corporate social responsibility, jointly promoting the sustainable development of the industry.

Best Regards

Chairman : Su-Ming Chen

CEO : Tung-Yi Wu

Accounting Supervisor : Shu-ying Lee

II. Company Governance Report

1. Information of Board of Directors and Management Team

1.1 Information of directors :

As of April 21,2024

Title	Nationality/Registration	Name	Gender /Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	R. O. C.	CenXin Investment Co., Ltd. Representative : Su-Ming Chen	Female/ between 51 to 60	2022.6.15	3	2005.05.31	4,403,856	7.08	4,183,856	6.32	0	0	0	0	N/A	N/A	Director	Tung-Yi Wu	spouse	(Note)
Chairman of the juridical person	R. O. C.	Su-Ming Chen	Female/ between 51 to 60	2022.6.15	3	2005.05.31	22,585	0.04	322,585	0.49	515,132 (Note 1)	0.78	0	0	1.Bachelor's degree, Business Administration, National Taiwan University 2.MBA,University of California, Los Angeles 3.Chairman of Universal Microwave Technology, Inc.	1.Chairman of Universal Microwave Technology, Inc. 2.Director of UMT Holdings (Samoa) Ltd. 3.Chairman of Genton Tech Corporation 4.Director of Joymax Electronics Co.,Ltd. 5.Chairman of Radiation Technology Inc. 6. Director of Universal Microwave Technology (Thailand) Co., Ltd	Director	Tung-Yi Wu	spouse	(Note)

Title	Nationality/ Registration	Name	Gender /Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	R. O. C.	Tung-Yi Wu	Male/ between 51 to 60	2022.6.15	3	2005.05.31	235,132	0.38	515,132 (Note 2)	0.78	322,585	0.49	0	0	1.Bachelor of Communications Engineering, National Chiao Tung University 2.Ph.D.,University of Colorado at Boulder Electrical Engineering 3.Director & CEO of Universal Microwave Technology, Inc	1.President of Universal Microwave Technology, Inc. 2.Director of Joymax Electronics Co., Ltd. 3.Director of UMTEK Telecom (HK) Ltd. 4.Director of Genton Tech Corporation 5.Director/CEO of Radiation Technology Inc. 6.Director/Representative of Radiation Technology Inc.(KunShan) 7.Chairman of FuTa Precision Inc.	Chairman	Su-Ming Chen	spouse	(Note)
Director	R. O. C.	Ji-Rui He	Male/ between 51 to 60	2022.6.15	3	2005.05.31	903,109	1.45	903,109	1.37	0	0	0	0	1.MBA, Huron International University 2.Bachelor of Tamkang University Department of French 3.Assistant Manager in the Underwriting Department at RELIANCE SECURITIES CO.,LTD. 4.Specialist in the Capital Market Division at Pacific Securities Co., Ltd. 5.President of Chang Shan Hong Guo Electronics Co., Ltd.	1.Globe Star Hi-Tech S.A. Representative	N/A	N/A	N/A	N/A

Title	Nationality/Registration	Name	Gender/Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	R.O.C.	PinSin Investment Co., Ltd. Representative : Chun-Liang Kuo	Male/ between 51 to 60	2022.6.15	3	2022.6.15	467,000	0.75	467,000	0.71	0	0	265,564	0.40	N/A	N/A	N/A	N/A	N/A	N/A
Director of the juridical person	R.O.C.	Chun-Liang Kuo	Male/ between 51 to 60	2022.6.15	3	2022.6.15	445,564	0.72	265,564 (Note 3)	0.40	0	0	467,000	0.71	1.Bachelor of Transportation and Logistics Management National Chiao Tung University 2.MBA,Business Administration, National Cheng Kung University 3.Deputy Manager of General Management Office (Management/Accounting/Marketing) of Zhenfang Co., Ltd. Administrative Dept. Vice 4.President of Universal Microwave Technology, Inc.	1.Executive Vice President of Universal Microwave Technology, Inc. 2.Director of Joymax Electronics Co.,Ltd. 3.Supervisor of Genton Tech Corporation 4.Director of FuTa Precision Inc.	N/A	N/A	N/A	N/A

Title	Nationality/ Registration	Name	Gender/ Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O. .C.	Xing-Yi Chen	Male/ between 61 to 70	2022.6.15	3	2006.12.21	0	0	0	0	0	0	0	0	1.Ph.D. in Electrical Engineering from the University of Utah, United States. 2.Dean of the College of Engineering at Yuan Ze University. 3.Director of at Far EasTone. 4.Dean of the College of Electrical Engineering and Communications at Yuan Ze University. 5.Chief Research and Development Officer at the Office of Research and Development, Yuan Ze University. 6.Director of the General Affairs Office at Yuan Ze University.	1.Retired Professor Emeritus from the Department of Electrical Engineering at Yuan Ze University. 2.Consultant for the 5G RF Industry Technology Alliance Program. 3.Remuneration committee and audit committee convener of Universal Microwave Technology, Inc	N/A	N/A	N/A	N/A
Independent Director	R.O. .C.	Guan-Ping Chen	Male/ between 61 to 70	2022.6.15	3	2013.06.13	0	0	0	0	0	0	0	0	1.Master's in Accounting from The Ohio State University, United States. 2.Vice Chairman of SUNSHINE PROTECH INC.	1.Remuneration committee and audit committee of Universal Microwave Technology, Inc. 2.Special Assistant to the Chairman at SUNSHINE PROTECH INC. 3.Director of TAIYEN BIOTECH CO., LTD.	N/A	N/A	N/A	N/A

Title	Nationality/Registration	Name	Gender/Age	Date Elected	Term (Years)	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	R.O.C.	Chih-Wei Tsai	Male/ between 41 to 50	2022.6.15	3	2013.06.13	0	0	0	0	0	0	0	0	1.MBA,Accounting, National Chengchi University 2.CPA of Chainye Accounting Firm	1.CPA of Chainye Accounting Firm 2.Independent Director Celxpert Energy Corporation 3.Independent Director of TAIWAN CHINSAN ELECTRONIC INDUSTRIAL CO., LTD. 4.Independent Director of Yankey Engineering Co., Ltd. 5.Remuneration committee and audit committee of Universal Microwave Technology, Inc.	N/A	N/A	N/A	N/A
Independent Director	R.O.C.	Shu-Ling Lin	Female/ between 51 to 60	2022.6.15	3	2022.6.15	0	0	0	0	0	0	0	0	Master of Business Administration , National Taiwan University	1.Director of ARCOA COMMUNICATION CO., LTD. 2.Director of YUAN CING CO., LTD. 3.Senior Vice President of the General Management Office, Far EasTone Telecommunications Co., Ltd.	N/A	N/A	N/A	N/A

Note 1: The spouse of Chairman Su-Ming Chen's shareholding does not include 1,010,000 shares held in a trust with reserved voting rights.

Note 2: Director Tung-Yi Wu's shareholding does not include 1,010,000 shares held in a trust with reserved voting rights.

Note 3: Director Chun-Liang Kuo's shareholding does not include 300,000 shares held in a trust with reserved voting rights.

1.1.1 Major shareholders of the institutional shareholders :

As of 04/12/2025

Name of Institutional Shareholders	Major Shareholders
CenXin Investment Co., Ltd	AiXin Co. Ltd (100.00%)
PinXin Investment Company	Chun-Liang Kuo (77.21%) 、Chen-Hsiu Hsieh (2.39%) 、Sheng-Hsin Kuo (11.16%) 、Pin-Chun Kuo (9.24%)

1.1.2 Major shareholders of the Company's major institutional shareholders :

As of 04/12/2025

Name of Institutional Shareholders	Major Shareholders
AiXin Co. Ltd	Su-Ming Chen (36.05%) 、Tung-Yi Wu (23.41%) 、Ai-Cen Wu (20.27%) 、Bei-Xin Wu (20.27%)

1.1.3 Professional qualifications and independence analysis of directors

1.1.3.1 Professional qualifications and independence analysis of directors

Criteria Name	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Su-Ming Chen	1. With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2. Concurrently Chairman of Universal Microwave Technology Inc. and Radiation Technology Inc. 3. None of any circumstances in Article 30 of the Company Act.	N/A	0

Criteria Name	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Director Tung-Yi Wu	1. With over 20 years of work experience relevant to the Company's business. 2. Concurrently General Manager of Universal Microwave Technology Inc. and Radiation Technology Inc. 3. None of any circumstances in Article 30 of the Company Act.	N/A	0
Director Chun-Liang Kuo	1. With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2. Concurrently Executive Vice President of Universal Microwave Technology Inc. 3. None of any circumstances in Article 30 of the Company Act.	N/A	0
Director Ji-Rui He	1. With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2. Concurrently Globe Star Hi-Tech S.A. representative. 3. None of any circumstances in Article 30 of the Company Act.	N/A	None

<div>Criteria</div> <div>Name</div>	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Xing-Yi Chen	1.With more than 20 years of work experience required for company operations. 2.Currently serving as retired Professor Emeritus from the Department of Electrical Engineering at Yuan Ze University. 3.None of any circumstances in Article 30 of the Company Act.	1.Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises. 2.Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company. 3.Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm 4.In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.	None

<div>Criteria</div> <div>Name</div>	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
<div>Independent Director</div> <div>Guan-Ping Chen</div>	<div>1. With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation.</div> <div>2. Currently serving as Special Assistant to the Chairman at SUNSHINE PROTECH INC.</div> <div>3. None of any circumstances in Article 30 of the Company Act.</div>	<div>1. Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises.</div> <div>2. Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company.</div> <div>3. Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm</div> <div>4. In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.</div>	None

<div>Criteria</div> <div>Name</div>	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Chih-Wei Tsai	1.With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2.Currently serving as CPAs at Chainye Accounting Firm. 3.None of any circumstances in Article 30 of the Company Act.	1.Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises. 2.Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company. 3.Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm 4.In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.	3

Criteria Name	Professional Qualification and Experience (Note1)	Independence Criteria (Note2)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Independent Director Shu-Ling Lin	1.With more than 20 years of experience in business, law, finance, accounting, or other experience necessary for the Company operation. 2.Currently serving as Senior Vice President, General Management Office at Far EasTone. 3.None of any circumstances in Article 30 of the Company Act.	1.Neither the person, spouse, nor immediate family have held the position of director, supervisor, or employee in the Company or its affiliated enterprises. 2.Neither the person, spouse, nor any of our relatives within the second degree of kinship (or using another person's name) hold any shares of the Company. 3.Has not served as a director, supervisor, or employee of a company with a specific relationship with the Company (refer to the provisions of paragraphs 5 to 8 of Article 6 of the "Rules for the Establishment and Exercise of Powers of the Remuneration Comm 4.In the past 2 years, there has been no compensation received for providing business, legal, financial, accounting, and other services to the Company or its affiliates.	None

1.1.3.2 Diversity and Independence of the Board of Directors :

① Diversity of the Board of Directors :

- A.The composition of the Company's board of directors should consider diversity and formulate appropriate diversity policies based on its own operations, operational model, and development needs. This includes but is not limited to the following two aspects:
- Basic conditions and values: gender, age, nationality, and culture, etc.
 - Professional knowledge and skills: professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.
- B.Members of the board of directors should generally possess the necessary knowledge, skills, and qualities to perform their duties. To achieve the ideal goal of corporate governance, the overall abilities that the board of directors should possess include:
- Operational Judgment.
 - Accounting and financial analysis abilities.

- c. Management Abilities
- d. Crisis Management Abilities
- e. Industry Knowledge
- f. Int'l Market Perspective
- g. Leadership Abilities
- h. Policy-making abilities

② Core Objectives for Board Diversity

Director	Core Programme of Diversity	Gender	Con-current Position as Employee of the Company	age			Service term of independent directors		Operational Judgment Abilities	Accounting and financial analysis abilities	Management Abilities	Crisis Management Abilities	Industry Knowledge	Int'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			✓		✓		✓	✓	✓	✓	✓	✓	✓	✓

Out of the current seven seats on the board of directors, 37.5% are occupied by employee representatives, 50% are independent directors, and 25% are female directors. The three independent directors are serving their third term.

In order to strengthen the promotion of corporate governance, the Company plans to re-elect more than half of the independent directors in the next re-election to have a continuous term of not more than 3 terms to strengthen the operation of the board of directors. In order to strengthen corporate governance, the Company intends to achieve more than half of the independent directors serving consecutive terms not exceeding three terms and to have female directors account for more than one-third of the board seats during the next election.

- ③ Independence of the Board of Directors : There are currently 8 members on the board of directors of the Company, including 3 independent directors and 4 employee representatives (accounting for 37.5% of the total number of directors). None of the directors of this term violate the provisions of Items 3 and 4 of Article 26 of the Securities Trading Law. The chairman of the board of directors and the general manager are spouses. To enhance the independence of the board's operation, the Company is actively training senior managers internally to establish a deputy mechanism.

1.2 General Manager, Deputy General Manager, Assistant Vice Presidents and Heads of Departments and Branches

April 21, 2024

Title	Nationality	Name	Gender	Date Elected	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions	Selected Current Positions at Other Companies	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
Group CEO	R.O.C.	Su-Ming Chen	Female	2020.11.09	322,585	0.49	515,132 (Note1)	0.78	0	0	1.Bachelor of Business Administration, National Taiwan University 2.MBA,University of California, Los Angeles 3.Chairman of Universal Microwave Technology, Inc.	1.Chairman of Universal Microwave Technology, Inc. 2.Director of UMT Holdings (Samoa) Ltd. 3.Chairman of Joymax Electronics Co.,Ltd. 4.Chairman of Genton Tech Corporation 5.Chairman of Radiation Technology Inc. 6. Director of Universal Microwave Technology (Thailand) Co., Ltd	Director	Tung-Yi Wu	Spouse	Note (1)
President	R.O.C.	Tung-Yi Wu	Male	2009.03.19	515,132 (Note2)	0.78	322,585	0.49	0	0	1.Bachelor of Communications Engineering, National Chiao Tung University 2.Ph.D.,University of Colorado at Boulder Electrical Engineering 3.Director & President of Universal Microwave Technology, Inc.	1.Director of Universal Microwave Technology, Inc. 2. Director of Joymax Electronics Co., Ltd. 3. Director of Genton Tech Corporation 4.Director/CEO of Radiation Technology Inc. 5. Director of UMTEK Telecom (HK) Ltd. 6.Director/Representative of Radiation Technology Inc.(KunShan) 7.Chairman of FuTa Precision Inc.	Chairman	Su-Ming Chen	Spouse	Note (2)
Executive Vice President	R.O.C.	Chun-Liang Kuo	Male	2009.03.19	265,564 (Note3)	0.40	0	0	467,000 (Note4)	0.71	1.Bachelor of Transportation and Logistics Management National Chiao Tung University 2.MBA,Business Administration, National Cheng Kung University 3.Deputy Manager of General Management Office (Management/Accounting/Marketing) of Gem Font Corp. 4.Administrative Dept. Vice President of Universal Microwave	1.Director of Universal Microwave Technology, Inc. 2.Director of Joymax Electronics Co.,Ltd. 3.Supervisor of Genton Tech Corporation 4.Director of FuTa Precision Inc.	N/A	N/A	N/A	N/A

Title	Nationality	Name	Gender	Date Elected	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions	Selected Current Positions at Other Companies	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
											Technology, Inc.					
Vice President Corporate Governance Officer	R.O.C.	Chung Kuang Chen	Male	2017.6.19	74,000	0.11	42,397	0.06	0	0	1.MBA ,Business Administration, National Taipei University 2.General Manager of Access Device Integrated Communications Corp. 3.General Manager of Pocs Power CO., LTD.	1.Director of Joymax Electronics Co., Ltd. 2.Director of Genton Tech Corporation 3.Supervisor of FuTa Precision Inc. 4. Director of Universal Microwave Technology (Thailand) Co., Ltd 5. Director of KOJEM INTERNATIONAL CO., LTD.	N/A	N/A	N/A	N/A
Vice President	R.O.C.	Yu Cheng Chen	Male	2008.08.01	370,767	0.56	0	0	0	0	1.Bachelor of Physics, Soochow University 2.MBA, Institute of Nuclear Engineering, National Tsing hua University 3.R & D engineer of Victory Industrial Corp.	N/A	N/A	N/A	N/A	N/A
Vice President	R.O.C.	Pey Heh	Female	2022.08.15	0	0	12,000	0.02	0	0	1.University of Massachusetts, Amherst Sport Management 2.Department of Management Science University of National Chiao Tung 3.Quanta Computer Senior Business Manager 4.Adobe Taiwan BDM 5.HP Taiwan Sales Representative	N/A	N/A	N/A	N/A	N/A
Vice President	R.O.C.	Chun-Ming Chen	Male	2023.10.01	31,000	0.05	0	0	329,096 (Note5)	0.05	1.MBA, Industrial Engineering, National Tsing Hua University 2.Assistant manager of Metaguru Corporation	1.Director/CEO of Joymax Electronics Co.,Ltd. 2.Director/CEO of Universal Microwave Technology (Vietnam) Co., Ltd.	N/A	N/A	N/A	N/A
Associate Vice President	R.O.C.	Wen-Sung Ho	Male	2014.08.12	30,500	0.05	0	0	0	0	1.MBA, Business Administration, National Taipei University 2.Manager of Engineering and Quality Assurance Department of Endurance Mid-range Motor Co.,	N/A	N/A	N/A	N/A	N/A

Title	Nationality	Name	Gender	Date Elected	Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Education and Selected Past Positions	Selected Current Positions at Other Companies	Executives, Directors or Supervisors who are spouses or within two degrees of kinship			Remark
					Shares	%	Shares	%	Shares	%			Title	Name	Relationship	
											Ltd.					
Associate Vice President	R.O.C.	Lang Lien	Male	2019.09.01	127,120	0.19	0	0	0	0	1.MBA, Industrial Engineering, National Taiwan University 2.Associate Vice President of Universal Microwave Technology, Inc.	N/A	N/A	N/A	N/A	N/A
Associate Vice President	R.O.C.	Hong-Kai Shu	Male	2024.12.09	0	0	0	0	0	0	1.Pennsylvania State University, USA M.S. in Materials Science and Engineering 2. Bachelor of Science in Mechanical Engineering (Materials Division), Chung Cheng Institute of Technology 3. Project Specialist, Industrial Cooperation Promotion Task Force, Ministry of Economic Affairs 4. Colonel and Director, 202nd Arsenal, Armaments Bureau, Ministry of National Defense	N/A	N/A	N/A	N/A	N/A
Financial Officer	R.O.C.	Shu-Ying Lee	Male	2013.03.20	51,000	0.08	0	0	0	0	1.Department of Accounting, National Chengchi University 2.University of Houston-Clear Lake/ MS accounting 3.Manager of Kangxun Technology Co., Ltd. 4.Manager of UBS Investment	N/A	N/A	N/A	N/A	N/A

Note 1: The spouse of CEO Su-Ming Chen's shareholding does not include 1,010,000 shares held in a trust with reserved voting rights.

Note 2: President Tung-Yi Wu's shareholding does not include 1,010,000 shares held in a trust with reserved voting rights.

Note 3: Executive Vice President Chun-Liang Kuo's shareholding does not include 3,000,000 shares held in a trust with reserved voting rights.

Note 4: Executive Vice President Chun-Liang Kuo's holds 467,000 shares in the name of others, which are held by his investment company.

Note 5: Vice President Chun-Ming Chen's holds 329,096 shares in the name of others, which are held by his investment company.

1.3 If the Company's chairman and general manager or positions of equivalent duties (highest manager) are the same person, in spouse relationship or within first degree of kinship, please explain relevant information of the reasons, rationality, necessity and countermeasures:

Chairman and general manager of the Company are in spouse relationship. This is to enhance operation performances and management efficiency, increase diversified knowledge background. However, to strengthen the independent operation of the board, the Company has actively trained senior managers and built agent system inside the Company. Moreover, the chairman closely makes sufficient communication with all directors in usual times on the recent status of company operation and future directions. The number of independent directors of the Company has also reached 1/2 of the directors to enhance the various functions of the board of directors and strengthen the supervision efficiency. Currently, the Company had the following practical measures:

1. The current 4 independent directors had rich practical experiences in finance, accounting and production industry and can give the Company suggestions in multiple aspects and play the supervision role.
2. Directors were being arranged to participate in professional directors' courses in external institutes for them to familiarize new laws and regulations and enhance the operation performances of the board.
3. The independent directors and the functional committees had sufficient discussion to propose suggestions for references to the board and had sufficient communication with the accountants to implement corporate governance.
4. There are more than half of the directors in the board who did not take any position as employees or managers.

2. Remuneration of Directors, President, and Vice President

2.1 Remuneration of Directors and Independent Directors for 2024

Unit : NT\$ Thousand ; Shares in Thousands

Title	Name	Remuneration						The Total of Remuneration (A+B+C+D) and the Ratio Between it and Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees						The Total of Compensation (A+B+C+D+E+F+G) and the Ratio Between it and Net Income (%)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary or the parent company				
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)				Allowances (D)		Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Profit Sharing- Employee Bonus (G)						
								The Company	From All companies in the consolidated financial statements										The Company	From All companies in the consolidated financial statements	The Company	From All companies in the consolidated financial statements
		Cash	Stock	Cash	Stock																	
Chairman	CenXin Investment Company Representative : Su-Ming Chen	2,400	5,226	0	0	12,146	14,426	64	80	14,610	19,732	35,923	38,316	238	238	18,000	0	27,800	0	68,771	86,086	None
Director	Tung-Yi Wu																					
	Ji-Rui He																					
	PinSin Investment Company Representative: Chun-Liang Kuo																					

Title	Name	Remuneration						The Total of Remuneration (A+B+C+D) and the Ratio Between it and Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees						The Total of Compensation (A+B+C+D+E+F+G) and the Ratio Between it and Net Income (%)		Compensation Paid to Directors from an Invested Company Other than the Company's Subsidiary or the parent company		
		Base Compensation (A)		Severance Pay (B)		Bonus to Directors (C)				Allowances (D)		Salary, Bonuses, and Allowances (E)		Severance Pay (F)		Profit Sharing- Employee Bonus (G)				
		The Company	From All companies in the consolidated financial statements	The Company	From All companies in the consolidated financial statements	The Company	From All companies in the consolidated financial statements	The Company (%)	From All companies in the consolidated financial statements(%)	The Company	From All companies in the consolidated financial statements	The Company	From All companies in the consolidated financial statements	The Company (%)		From All companies in the consolidated financial statements(%)				
														Cash	Stock		Cash		Stock	
Independent Director	Xing-Yi Chen	960	960	0	0	2,420	2,420	150	150	3,530 0.65	3,530 0.65	0	0	0	0	0	0	3,530 0.65	3,530 0.65	None
	Guan-Ping Chen																			
	Chih-Wei Tsai																			
	Shu-Ling Lin																			

1. Please state the policy, system, standard and structure for paying remuneration to independent directors and the relationship of the factors, such as the duties, risks and devotion time burdened, and the payment amount:

The remuneration of the independent directors of the Company, in addition to considering the results of the director performance evaluation, is also based on the standards set by the Company's "Director Remuneration Structure and System". The Remuneration Committee reviews each director's level of involvement and contribution to the Company's operations, linking the fairness of performance risk with the remuneration received, and after considering the Company's operational performance and the usual levels in the industry, makes recommendations to the board of directors for resolution.

2. In addition to the information disclosed on the table above, directors of the Company received remuneration for providing services (such as serving as consultants rather than employees) to all the companies in the financial statement in recent years: None.

2.2 Spacing Disclosure of Remuneration of Directors

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements
Under NT\$ 1,000,000	Independent Director : Xing-Yi Chen Guan-Ping Chen Chih-Wei Tsai Shu-Ling Lin	Independent Director : Xing-Yi Chen Guan-Ping Chen Chih-Wei Tsai Shu-Ling Lin	Independent Director : Xing-Yi Chen Guan-Ping Chen Chih-Wei Tsai Shu-Ling Lin	Independent Director : Xing-Yi Chen Guan-Ping Chen Chih-Wei Tsai Shu-Ling Lin
NT\$1,000,000 ~ NT\$2,000,000	Director : Ji-Rui He	Director : Ji-Rui He	Director : Ji-Rui He	Director : Ji-Rui He
NT\$2,000,000 ~ NT\$3,500,000	Director : Tung-Yi Wu PinSin Investment Company Representative : Chun-Liang Kuo	Director : PinSin Investment Company Representative: Chun-Liang Kuo	N/A	N/A
NT\$3,500,000 ~ NT\$5,000,000	N/A	Director: Tung-Yi Wu	N/A	N/A
NT\$5,000,000 ~ NT\$10,000,000	Director : CenXin Investment Company Representative : Su-Ming Chen	Director : CenXin Investment Company Representative : Su-Ming Chen	N/A	N/A
NT\$10,000,000 ~ NT\$15,000,000	N/A	N/A	Director : PinSin Investment Company Representative: Chun-Liang Kuo	Director : PinSin Investment Company Representative: Chun-Liang Kuo
NT\$15,000,000 ~ NT\$30,000,000	N/A	N/A	Director: Tung-Yi Wu	Director: Tung-Yi Wu
NT\$30,000,000~ NT\$50,000,000	N/A	N/A	Director : CenXin Investment Company Representative : Su-Ming Chen	Director : CenXin Investment Company Representative : Su-Ming Chen
NT\$50,000,000 ~ NT\$100,000,000	N/A	N/A	N/A	N/A
Over NT\$100,000,000	N/A	N/A	N/A	N/A
Total	8	8	8	8

2.3 Remuneration of the President and Vice President

Unit : NT\$ Thousand ; Shares in Thousands

Title	Name	Salary(A)		Severance Pay (B)		Bonuses and Allowances (C)		Profit Sharing- Employee Bonus (D)				The Total of Remuneration (A+B+C+D) and the Ratio Between it and Net Income (%)		Compensation paid to the President and Vice President from an Invested Company Other Than the Company’s Subsidiary or the parent company
		The Comp any	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company	Companies in the consolidated financial statements	The Company		Companies in the consolidated financial statements		The Company	Companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
Group CEO	Su-Ming Chen	12,085	16,452	581	581	34,738	34,754	23,613	0	30,093	0	71,017 12.99	81,880 14.97	None
President	Tung-Yi Wu													
Vice President	Chun-Liang Kuo													
Vice President	Chun-Ming Chen													
Vice President	Chung-Kuang Chen													
Vice President	Chen Yu Cheng													
Vice President	Pey Heh													

Note: The pension for the President and Vice President are applicable to new mechanism.

2.4 Spacing Disclosure of Remuneration of the President and Vice President

Range of Remuneration	Name of President and Vice President	
	The Company	Companies in the consolidated financial statements
Under NT\$ 1,000,000	N/A	N/A
NT\$1,000,001 ~ NT\$2,000,000	N/A	N/A
NT\$2,000,001 ~ NT\$3,500,000	Yu-Cheng Chen 、Pey Heh	Yu-Cheng Chen 、Pey Heh
NT\$3,500,001 ~ NT\$5,000,000	Chung-Kuang Chen 、Chun-Ming Chen	Chung-Kuang Chen 、Chun-Ming Chen
NT\$5,000,001 ~ NT\$10,000,000	Chun-Liang Kuo	Chun-Liang Kuo
NT\$10,000,001 ~ NT\$15,000,000	N/A	N/A
NT\$15,000,001 ~ NT\$30,000,000	Su-Ming Chen 、Tung-Yi Wu	Su-Ming Chen 、Tung-Yi Wu
NT\$30,000,001~ NT\$50,000,000	N/A	N/A
NT\$50,000,001 ~ NT\$100,000,000	N/A	N/A
Over NT\$100,000,000	N/A	N/A
Total	7	7

2.5 Employee Compensation of Executive Officers

2025/4/12 Unit : NT\$ Thousand ; %

	Title	Name	Employee Bonus - in Stock	Employee Bonus - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	Group CEO	Su-Ming Chen	0	22,830	22,830	4.17
	President	Tung-Yi Wu				
	Vice President	Chun-Liang Kuo				
	Vice President	Chun-Ming Chen				
	Vice President	Chung Kuang Chen				
	Vice President	Yu Cheng Chen				
	Vice President	Pey Heh				
	Associate Vice President	Hong-Kai Shu				
	Associate Vice President	Wen-Sung Ho				
	Associate Vice President	Lien Lang				
	Manager	Shu-Ying Lee				

Note 1: The proposed employee bonus amount for 2024, which was approved by the board of directors on March 14, 2025, before the shareholder meeting for profit distribution proposal, is used for estimation as the actual distribution amount cannot be forecasted, thus the ratio of the actual distribution amount in 2024 is used.

- 1.4 Individually compare and describe the total compensation amount paid to each Director, President, and Vice President, as a percentage of net income by the Company and by all other companies listed in the consolidated financial statements during the past two fiscal years, and analyze and describe remuneration policies, standards, and packages, the procedure for determining remuneration, and its linkage to operating performance and future risk exposure.

1.4.1 The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, presidents and vice presidents of the Company, to the net income. :

Title	2024				2023			
	The Company		Companies in the consolidated financial statements		The Company		Companies in the consolidated financial statements	
	Cash	%	Cash	%	Cash	%	Cash	%
Director s	18,140	3.32	23,262	4.25	8,697	4.35	13,117	6.56
Presiden ts and vice Presiden ts	71,017	12.99	81,880	14.97	40,565	20.27	51,181	25.58

1.4.2 The policies, standards, and portfolios for the payment of remuneration, the procedures for determining remuneration, and the correlation with business performance and future risk exposure.

(1) Director's Remuneration

- ① The remuneration of the directors of the Company is determined according to the Company's bylaws. If the Company makes a profit in a fiscal year (profit here refers to pre-tax income minus employee bonuses and director remuneration), at least 8% should be set aside for employee bonuses and no more than 3% for director remuneration. However, if the Company has accumulated losses (including adjustments to undistributed earnings), reserves should be set aside in advance to offset the losses.
- ② The remuneration of the directors is authorized by the board of directors according to their level of participation in and contributions to the Company's operations, and is set with reference to the usual standards in the industry.
- ③ The fixed remuneration amount for independent directors is proposed by the remuneration committee, approved by the board of directors, and adjusted accordingly.

(2) Managers' Remuneration

- ① The remuneration of the managers of the Company is regularly paid according to the Company's salary scale, with the main components being year-end bonuses and performance bonuses, and stock-related bonuses including employee stock options, treasury stock transfers, and restricted stocks.
- ② The remuneration of the managers is proposed by the chairman of the board, taking into account the performance evaluations and recommendations of managers at all levels, as well as the economic environment, industry standards, and the need for talent retention. The distribution details for each manager are submitted to the remuneration committee for approval.

The policy, system, standards, and structure of directors' and managers' performance evaluations and salary compensation are regularly reviewed by the remuneration committee, hence there are no major uncertain risks in the future.

3. Implementation of Corporate Governance

3.1 Board of Directors 'Meeting Status

A total of 8 meetings of the board of directors were held in 2024, Director attendance status is shown as follows :

Title	Name	Attendance in Person	By Proxy	Attendance Rate (%)	Remarks
Chairman	CenXin Investment Company Representative : Su-Ming Chen	8	0	100	2022.06.15
Director	Tung-Yi Wu	8	0	100	2022.06.15
Director	PinSin Investment Company Representative: Chun-Liang Kuo	8	0	100	2022.06.15
Director	Ji-Rui He	8	0	100	2022.06.15
Independent director	Xing-Yi Chen	8	0	100	2022.06.15
Independent director	Guan-Ping Chen	8	0	100	2022.06.15
Independent director	Chih-Wei Tsai	6	2	75	2022.06.15
Independent director	Shu-Ling Lin	8	0	100	2022.06.15

Other mentionable items :

3.1.1 If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all Independent Directors' opinions and the Company's response should be specified :

- ① Matters referred to in Article 14-3 of the Securities and Exchange Act.
- ② Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors.

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
2024/03/13	1. Approval of the company investment in the establishment of a subsidiary in Vietnam.	None
	2. Approval of reverse triangular merger through a subsidiary.	None
	Opinion of Independent Directors: None.	

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	Handling of Independent Directors' Opinions by the Company: None.	
	1.Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	2.Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed and submitted to the shareholders' meeting for discussion in accordance with the law.	
2024/03/27	1.Approval of 2023 Business Report and Financial Statements.	None
	2.Approval of 2023 "Effectiveness Assessment of the Internal Control System" and "The Statement on Internal Control".	None
	3.Approval of the lifting of non-compete restrictions on the company's managers	None
	4.Approval of the amendment to certain articles of the "Procedures for Loaning of Funds and Making of Endorsements and Guarantees.	None
	Opinion of Independent Directors: None.	
	Handling of Independent Directors' Opinions by the Company: None.	
	1. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	2. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	3. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	4.Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
2024/05/09	1. Approval of Directors' Remuneration and Management Personnel Remuneration Allocation.	None
	2. Approval of the loan to the vietnamese subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd.	None
	3. Approval of the company investment in the establishment of a subsidiary in Thailand.	None
	Opinion of Independent Directors: None.	
	Handling of Independent Directors' Opinions by the Company: None.	
	1.Resolution Result: (1) Directors' Remuneration Allocation: Individual discussions were held for the allocation of remuneration to each director. During the meeting, any director	

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	<p>or independent director who is the spouse of a director excused themselves from the discussion and voting on their own remuneration. After consulting with the Chairman and Acting Chairman and obtaining no objections from other attending directors, the resolution was passed.</p> <p>(2) Allocation of Management Personnel Remuneration: Due to conflicts of interest with Tung-Yi Wu, a director, and Su-Ming Chen, the Chairman, as well as Chun-Liang Kuo, a director, they excused themselves from the discussion and voting. After consulting with the Acting Chairman and obtaining no objections from other attending directors, the resolution was passed.</p>	
	<p>2. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.</p> <p>3. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.</p>	
2024/05/24	<p>1. Approval of the Acquisition of Land and Buildings</p> <p>Opinion of Independent Directors: None.</p> <p>Handling of Independent Directors' Opinions by the Company: None.</p> <p>1. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.</p>	None
2024/07/10	<p>1. Approval of the Capital Increase for the subsidiary, UMT Holdings (Samoa) Limited</p> <p>2. Approval of the issuance of the second unsecured domestic convertible bonds</p> <p>Opinion of Independent Directors: None.</p> <p>Handling of Independent Directors' Opinions by the Company: None.</p> <p>1. Resolution Result: Chairman Su-Ming Chen, who is the legal representative of UMT Holdings (Samoa) Limited, and her spouse Director Tung-Yi Wu, recused themselves due to a conflict of interest and did not participate in the discussion or vote. Chairman Su-Ming Chen designated Independent Director Xing-Yi Chen as the acting chairperson, who, after consultation with the other attending directors and with their agreement, passed the resolution as proposed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.</p> <p>2. Resolution Result: After consulting all attending directors and receiving no</p>	None

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
2024/08/09	1. Approval of the loan to the vietnamese subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd.	None
	Opinion of Independent Directors: None.	
	Handling of Independent Directors' Opinions by the Company: None.	
	1. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
2024/08/23	1. The Company intends to acquire land use rights through its subsidiary in Vietnam, Universal Microwave Technology (Vietnam) Co., Ltd. (hereinafter referred to as "UMT Vietnam").	
	Opinion of Independent Directors: None.	
	Handling of Independent Directors' Opinions by the Company: None.	
	1. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
2024/11/07	1. The Company approved the principles for the distribution of the annual bonus, as well as the amounts to be distributed for the 2024 annual bonus based on managerial performance.	None
	2. The Company approved the evaluation of the independence of the Company's certified public accountants.	None
	3. The Company approved the provision of loans by its subsidiary, UMT Holdings (Samoa) Limited, to its parent company, Universal Microwave Technology, Inc.	None
	4. Approval of the capital increase for the subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd. °	None
	5. Approval of the Acquisition of Land and Buildings	None
	6. Approval of the Release of non-compete restrictions on the Company's directors	
	7. Approval of the Lifting of non-compete restrictions on the company's managers	
	8. By establishing the Company's "sustainability report preparation and verification procedures," "sustainability information management operating guidelines," and related internal control systems and internal audit systems.	

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	9. The Company's subsidiary UMT Holdings (Samoa) Limited provided endorsement guarantees for its fellow subsidiary Universal Microwave Technology (Vietnam) Co., Ltd.	
	Opinion of Independent Directors: None.	
	Handling of Independent Directors' Opinions by the Company: None.	
	1. Resolution Result: Chairman Su-Ming Chen, Director Tung-Yi Wu, and Director Chun-Liang Kuo, who are also beneficiaries of the annual bonus distribution, recused themselves due to a conflict of interest and did not participate in the discussion or vote. Chairman Su-Ming Chen designated Independent Director Xing-Yi Chen as the acting chairperson, who, after consultation with the other attending directors and with no objections, passed the resolution as proposed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	2. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	3. Resolution Result: Chairman Su-Ming Chen, who is the legal representative of UMT Holdings (Samoa) Limited, and her spouse Director Tung-Yi Wu, recused themselves due to a conflict of interest and did not participate in the discussion or vote. Chairman Su-Ming Chen designated Independent Director Xing-Yi Chen as the acting chairperson, who, after consultation with the other attending directors and with their agreement, passed the resolution as proposed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	4. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	5. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	6. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	7. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	8. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	9. Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	

3.1.2 For Information about the Implementation of Directors' Recusal in Proposals with Conflicts of Interests, the Name of the Directors, the Content of the Proposal, Reasons for Recusal, and the Results of Voting Shall be Indicated:

Please refer to the explanation under 'Other Disclosures (1)

3.1.3 TWSE/TPEX-listed companies shall disclose information regarding the evaluation cycle and period, scope, methodology, and content of the board performance (self or peer) evaluation. The implementation status of the Company's board self-evaluation is as follows:

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
Evaluate the performance by the board at least once a year	2024	1. The whole board 2. Individual directors 3. Functional committees	1. Conducted by self-evaluation inside the board 2. Self-evaluation by the directors 3. Self-evaluation by the Functional committees	Evaluation items by the board: 1. Participation level to company operations 2. Enhancement on the decision quality of the board 3. The composition and structure of the board 4. Election of directors and continuous advanced studies 5. Internal control Evaluation items by the Individual directors:

Evaluation cycle	Evaluation period	Scope of evaluation	Evaluation method	Evaluation items
				1. Grasp of company goals and tasks 2. Awareness on directors' duties 3. Participation level to company operation 4. Management of internal relationship and communications 5. Directors' professional and continuous advanced studies 6. Internal control Evaluation items by the Functional committees: 1. Participation level to company operations 2. Functional committees' duties 3. Enhancement on the decision quality of the functional committees 4. The composition and election of the functional committees 5. Internal control

Implementation of self-evaluations:

All board members pay high attention and operate according to relevant laws and regulations, performing their duties effectively. The overall evaluation results are satisfactory.

3.1.4 Goals to Strengthen the Functions of the Board Meeting during the Current and Immediately Preceding Fiscal Years, and Measures Taken toward Achievement :

① For functions of the board :

- a. The Company's directors regularly attend corporate governance-related training and seminars, continuously enriching their professional knowledge and improving their functional applications.
- b. The Company has established a performance evaluation mechanism for the board of directors and assesses the operation of the board of directors in the previous year in the first quarter of each year, serving as a basis for the remuneration committee to review the remuneration of directors.
- c. In order to strengthen corporate governance and enhance the functions of the Board of Directors of the Company, the Board of Directors of the Company has passed a resolution on 24 March 2022 to amend the Regulations Governing the Evaluation of the Performance of the Board of Directors, adding that an external professional independent organization or an external team of experts and scholars shall conduct an evaluation at least once every

three years, and the results of the external evaluation have been reported to the Board of Directors on 29 March 2023.

② For information transparency :

The financial statements of the Company and its subsidiaries are regularly audited and certified by Deloitte & Touche. All required information disclosures are completed accurately and promptly, and a designated person is responsible for collecting and disclosing company information, establishing a spokesperson system to ensure that all significant information is disclosed in a timely and appropriate manner. In addition, financial and business-related information is announced on the Company's website for reference by shareholders and stakeholders.

3.2 Participation of the Audit Committee in the Operation of the Board of Directors:

3.2.1 The main issues reviewed by the Audit Committee include:

- (1) Establishing or amending internal control systems.
- (2) Assessment of the effectiveness of internal control systems.
- (3) Establishing or amending procedures for major financial activities, such as acquiring or disposing assets, engaging in derivative transactions, lending money to others, or endorsing or guaranteeing for others.
- (4) Reviewing matters involving the interests of the directors themselves.
- (5) Reviewing significant asset or derivative transactions.
- (6) Reviewing significant loans, endorsements, or guarantees.
- (7) Reviewing the issuance, offering, or private placement of equity-like securities.
- (8) Reviewing the appointment, dismissal, or remuneration of certified accountants.
- (9) Reviewing the appointment or dismissal of financial, accounting, or internal audit supervisors.
- (10) Reviewing annual and quarterly financial reports.
- (11) Reviewing other significant matters stipulated by the Company or the regulatory authority.

3.2.2 A total of 9 meetings of the Audit Committee were held in 2024, independent director attendance status is shown as follows :

Title	Name	Attendance in Person	Entrusted to attend	Attendance Rate (%)	Remarks
Independent Director	Xing-Yi Chen	9	0	100	2022.06.15
Independent Director	Guan-Ping Chen	9	0	100	2022.06.15
Independent Director	Chih-Wei Tsai	7	2	78	2022.06.15
Independent Director	Shu-Ling Lin	9	0	100	2022.06.15

Other mentionable items :

- (1) During operations of the audit committee, the meeting date of the audit committee, period, the contents of the motions, independent directors' objections, reservations, or major proposed item

contents, and results of the audit committee's resolutions should be specified. :

①Matters specified in Article 14.5 of the Taiwan Securities and Exchange Act.

②Except for the matters stated above, any other matter adopted with the approval of two-thirds or more of all directors without having been passed by the audit committee

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
2024/03/13	1. Agreement on the Company's consolidated financial statements for 2023.	None
	2. Approval of the Company's investment in the establishment of a subsidiary in Vietnam	None
	3. Approval of a reverse triangular merger through a subsidiary	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the audit committee: None.	
2024/03/27	1. Approval of the Company's 2023 annual business report and financial statements.	None
	2. Approval of 2023 "Effectiveness Assessment of the Internal Control System" and "The Statement on Internal Control".	None
	3. Approval of the resolution to lift the non-competition restriction on the Company's managers	None
	4. Approval of the amendment to certain articles of the "Procedures for Loaning of Funds and Making of Endorsements and Guarantees.	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
2024/05/09	The Company's handling of the resolution of the audit committee: None.	
	1. Agreement on the Company's consolidated financial statements for the first quarter of 2024.	None
	2. Approval of Directors' Remuneration and Management Personnel Remuneration Allocation.	None
	3. Approval of the loan to the vietnamese subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd.	None
	4. Approval of the company investment in the establishment of a subsidiary in Thailand.	None

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the audit committee: None.	
2024/05/24	1.Approval of the acquisition of land and buildings	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the audit committee: None.	
2024/07/10	1. Approval of the capital increase for the subsidiary, UMT Holdings (Samoa) Limited	None
	2. Approval of the issuance of the second unsecured domestic convertible bonds	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the audit committee: None.	
2024/08/09	1. Agreement on the Company's consolidated financial statements for the second quarter of 2024.	None
	2. Approval of the loan to the subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd.	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the audit committee: None.	
2024/08/23	1. The Company intends to acquire land use rights through its subsidiary in Vietnam, Universal Microwave Technology (Vietnam) Co., Ltd. (hereinafter referred to as "UMT Vietnam").	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the audit committee: None.	
2024/11/07	1. Agreement on the Company's consolidated financial statements for the third quarter of 2024.	None
	2. Approval of the evaluation of the independence of the Company's certified public accountants.	None
	3. The Company approved the provision of loans by its	None

Date	Contents and Response of motions	The matters have not been approved with the consent of one-half or more of all audit committee members may be undertaken upon the consent of two-thirds or more of all directors
	subsidiary, UMT Holdings (Samoa) Limited, to its parent company, Universal Microwave Technology, Inc.	
	4. Approval of the capital increase for the subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd. °	None
	5. Approval of the Acquisition of Land and Buildings	None
	6. Approval of the Release of non-compete restrictions on the Company's directors	None
	7. Approval of the Lifting of non-compete restrictions on the company's managers	None
	8. By establishing the Company's "sustainability report preparation and verification procedures," "sustainability information management operating guidelines," and related internal control systems and internal audit systems.	None
	9. The Company's subsidiary UMT Holdings (Samoa) Limited provided endorsement guarantees for its fellow subsidiary Universal Microwave Technology (Vietnam) Co., Ltd.	None
	Audit Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	The Company's handling of the resolution of the audit committee: None.	

- (2) For the situation where an independent director avoids a motion related to his/her own interests, please specify the independent director's names, the contents of the motion, the reasons for the avoidance of interests and the voting results: Please refer to 1 Material resolutions of a shareholders' meeting or a Board of Directors' meeting.
- (3) Communication between independent directors and internal audit supervisor and CPAs (which should include audit materials, methods, and results pertaining to corporate finances and/or operations, etc.
- ① After submitting the audit report and follow-ups to the Chairman, internal audit executives shall send it via e-mail to the independent directors for review every month, and communicate and respond to the inquiries of independent directors at least once per quarter. Audit executives attend both the Audit Committee and Board of Directors, and present business reports. Each independent director keeps abreast of the Company's internal audit

status in a timely manner. The Audit Committee maintains good communications with internal audit executives.

Summary of communications between independent directors and internal audit executives in 2024 :

Date	Communication Focus	Recommendations and Results
2024/3/13 Board of Directors Meeting	Internal Audit Report	After discussion and communication, the independent directors have no objections to the report on the execution results of the audit business.
2024/3/27 Board of Directors Meeting	1.Internal Audit Report 2.Approval of 2023 “Effectiveness Assessment of the Internal Control System” and “The Statement on Internal Control”。	1. After discussion and communication, the independent directors have no objections to the report on the execution results of the audit business. 2. After the meeting of the Audit Committee, it was submitted to the Board of Directors for approval in March.
2024/5/9 Board of Directors Meeting	Internal Audit Report	After discussion and communication, the independent directors have no objections to the report on the execution results of the audit business.
2024/7/10 Board of Directors Meeting	Internal Audit Report	After discussion and communication, the independent directors have no objections to the report on the execution results of the audit business.
2024/8/09 Board of Directors Meeting	Internal Audit Report	After discussion and communication, the independent directors have no objections to the report on the execution results of the audit business.
2024/11/07 Board of Directors Meeting	1.Internal Audit Report 2.Proposal of the 2025 Internal Audit Plan	1. After discussion and communication, the independent directors have no objection to the report on the execution results of the audit business. 2. After the meeting of the Audit Committee, it was submitted to the Board of Directors for approval in November.

- ②Independent directors and accountants hold meetings on a regular basis per year, and report to the independent directors on the important audit findings and internal control deficiencies during the completion of the annual audit. Before the internal control audit process is carried out, explain to the independent directors the key audit matters for the year and the expected

audit methods and plans, and communicate and interact with independent directors on the review or audit situation of the financial report, or issues related to finance, taxation, or internal control. The Company's Audit Committee communicates well with CPAs (certified public accountants)

Summary of communications between independent directors and CPAs in 2024 :

Date	Communication Focus	Recommendations and Results
2024/3/13 Audit Committee	1.Auditor's Report 2.The Company's financial report for the year 2024	The Audit Committee approved and submitted it to the Board of Directors for approval, and it was announced and reported to the competent authorities as scheduled. 1. The accountants made explanations of the audit results on the annual consolidated financial report. 2. The accountants made reports and explanation on the content of key audit items in the financial report, and the Audit Committee conducted communication and discussion on related issues.
2024/5/09 Audit Committee	The Company's consolidated financial report for the first quarter of 2024	The Audit Committee approved and submitted it to the Board of Directors for approval, and it was announced and reported to the competent authorities as scheduled.
2024/8/09 Audit Committee	The Company's consolidated financial report for the second quarter of 2024	The Audit Committee approved and submitted it to the Board of Directors for approval, and it was announced and reported to the competent authorities as scheduled.
2024/11/07 Audit Committee	1.The Company's consolidated financial report for the third quarter of 2024 2.Key audit matters in the financial report for the year 2024	The Audit Committee approved and submitted it to the Board of Directors for approval, and it was announced and reported to the competent authorities as scheduled. 1. The accountants made explanations of the audit results on the annual consolidated financial report. 2. Significant audit risks identified by accountants and the expected checking procedure. 3. Latest accounting standards, tax and statute updates, and scope notes.

3.3 Corporate Governance Implementation Status and Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1. Does the Company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	✓		The Company has established the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” to maintain the interests of shareholders, interested parties and employees. There is no significant difference in the implementation status.	In accordance with the Corporate Governance Best-Practice Principles
2. Shareholding structure & shareholders’ rights				
2.1 Does the Company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure ?	✓		2.1 The Company’s website provides the contact information of the spokesperson as a channel for the Company to express its opinions externally, and a designated person is in charge of handling shareholder suggestions or disputes.	In accordance with the Corporate Governance Best-Practice Principles
2.2 Does the Company possess the list of its major shareholders as well as the ultimate owners of those shares ?	✓		2.2 Based on the shareholder register provided by the stock agency, the Company keeps track of the list of major shareholders, pays attention to market information, and insiders and major shareholders report changes in shareholding to the Company every month. The Company reports monthly on the publicly available information website designated by the Securities and Exchange Commission.	In accordance with the Corporate Governance Best-Practice Principles

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
2.3 Does the Company establish and execute the risk management and firewall system within its conglomerate structure ?	✓		2.3 The Company has established the "Subsidiary Supervision Method" for risk control. The financial and business interactions with related companies are stipulated in written operational norms and treated the same as general transaction counterparts. Subsidiaries establish written internal control systems and related operational procedures to implement the risk control mechanism for subsidiaries.	In accordance with the Corporate Governance Best-Practice Principles
2.4 Does the Company establish internal rules against insiders trading with undisclosed information ?	✓		2.4 According to the "Code of Ethical Conduct" of the Company, insiders are prevented from seizing opportunities for personal gain. New insiders voluntarily inform of relevant legal regulations, and the monthly changes in shareholding provided by the insiders are reviewed for any anomalies.	In accordance with the Corporate Governance Best-Practice Principles
3. Composition and Responsibilities of the Board of Directors. 3.1 Does the Board develop and implement a diversified policy and specific management goals for the composition of its members ?	✓		3.1 According to the Company's "Corporate Governance Code", the composition of the board of directors should consider diversified aspects such as gender, age, nationality, culture, professional background (such as law, accounting, industry, finance, marketing or technology), professional skills, and industry experience, and should establish an appropriate diversity policy according to its own operation, business model, and development needs. For detailed content, please refer to the professional qualifications and independence analysis of director on page 19.	In accordance with the Corporate Governance Best-Practice Principles

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
3.2 Does the Company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee ?		✓	3.2 The Company has established a remuneration committee and an audit committee. We have currently appointed three independent directors, which enhances the independence and professionalism of the board’s operation. These measures significantly contribute to corporate governance and risk management.	In accordance with the Corporate Governance Best-Practice Principles
3.3 Does the Company establish a standard to measure the performance of the Board, and implement it annually , submit performance evaluation results to the Board, and use the results as a basis for determining the remuneration and nomination of individual directors ?	✓		3.3 The Company has established a performance evaluation method for the board of directors. We perform an internal performance evaluation annually and an external evaluation by a third-party institution at least every three years. The evaluation results serve as a reference when electing or nominating directors, and also for determining individual director’s remuneration.	In accordance with the Corporate Governance Best-Practice Principles
3.4 Does the Company regularly evaluate the independence of CPAs ?	✓		3.4 In the fourth quarter of each year, the board of directors and the audit committee discuss the service condition of the certified accountant of the year, complete an assessment form for the accountant’s independence and fitness (Note 1), and rate the accountant’s independence, fitness, and overall performance, and reference Audit Quality	In accordance with the Corporate Governance Best-Practice Principles

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			Indicators (AQIs). This ensures they are not an interested party. The Company decided on the appointment of the accountant and the appointment fee for the following year in the board and audit committee meeting held on November 7, 2024, to ensure the reliability of the Company’s financial statements. The results of the independent assessment review of the certified accountant for 2024 met the requirements, and it was approved without any disagreement by all attending directors.	
4. Has the TWSE/TPEX listed company set up a suitable number of competent corporate governance personnel, and has it appointed a corporate governance supervisor responsible for corporate governance related matters (including but not limited to providing the directors and supervisors with required information to carry out their business, assisting directors and supervisors with regulatory compliance, handling	✓		The Company’s finance department is responsible for corporate governance affairs and implements them in accordance with corporate governance measures and philosophy.	In accordance with the Corporate Governance Best-Practice Principles

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
matters related to Board meetings and shareholders’ meetings, and preparing proceedings for Board meetings and shareholders’ meetings)?				
5. Has the Company established a communication channel with stakeholders (including but not limited to shareholders, employees, customers and suppliers)? Has a stakeholders’ area been set up on the Company website? Are major Corporate Social Responsibility (CSR) topics that the stakeholders are concerned with addressed appropriately by the Company ?	✓		The Company has set up a dedicated section for stakeholders on the Company website, which includes contact information for the spokesperson and various business windows, providing channels of communication for stakeholders. The stakeholders section has a dedicated email address handled by specific personnel to appropriately respond to the concerns of stakeholders, including issues related to corporate social responsibility.	In accordance with the Corporate Governance Best-Practice Principles
6. Does the Company appoint a professional	✓		The Company entrusts the affairs of shareholders’ meetings to the professional stock agency - Capital	In accordance with the Corporate

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
shareholder service agency to deal with shareholder affair ?			Securities Corp.	Governance Best-Practice Principles
7. Information Disclosure				
7.1 Does the Company have a corporate website to disclose both financial standings and the status of corporate governance ?	✓		7.1 The Company has set up websites in both Chinese and English, regularly disclosing the financial operations and corporate governance information of the Shenda Group.	In accordance with the Corporate Governance Best-Practice Principles
7.2 Does the Company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences) ?	✓		7.2 The Company employs a dedicated person responsible for the collection and disclosure of company information. We have a spokesperson system in place to uniformly make external statements. The Company website provides a company profile, product introductions, and reveals contact methods for shareholders to seek information. We have complied with the relevant regulations for public information disclosure, providing real-time financial, business, insider shareholding, and corporate governance information via the public information observation post for shareholders.	In accordance with the Corporate Governance Best-Practice Principles
7.3 Does the Company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial	✓		7.3 The Company completes and reports financial reports and monthly operational announcements within the legal reporting period.	In accordance with the Corporate Governance Best-Practice Principles:

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
statements, as well as monthly operation results, before the prescribed time limit?				
8. Is there any other important information to facilitate a better understanding of the Company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors) ?	✓		<p>8.1 Employee Rights and Care</p> <p>The Company established the Employee Welfare Committee on January 10, 2005, and sets aside welfare funds every month. The Welfare Committee arranges various travel activities, club activities, birthday parties, park visits, celebrations of marriage and death, emergency aid, etc., every year. The Company also provides health checks, group life and accident insurance, and year-end dinner parties as part of its welfare services.</p> <p>The Company regularly holds labor-management meetings. Through positive interactions and exchanges of views between labor and management, we aim to create a harmonious working environment and a well-coordinated team.</p> <p>For detailed descriptions of employee rights and care, please refer to our official website and the Labor Relations section on pages 110-112 of this annual report.</p> <p>8.2 Investor Relations</p> <p>To ensure shareholders have full knowledge of, participation in, and decision-making power over significant matters of the Company, we not only</p>	In accordance with the Corporate Governance Best-Practice Principles

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
	✓		<p>disclose relevant information on the Public Information Observation Station, but also have a spokesperson system. This spokesperson promptly and appropriately handles shareholder suggestions and issues, and strives to increase the transparency of financial information and the timeliness of financial business information announcements. We proactively announce self-compiled profit and loss statements at the beginning of the month following the end of each quarter, and monthly operating profits are announced on the Company’s website. We actively participate in all activities and briefings organized by the competent authorities to protect investors’ rights and fulfill our corporate responsibility to shareholders.</p> <p>8.3 Supplier Relationships and Rights of Stakeholders</p> <p>The Company and subsidiaries have supplier management measures in place, conducting regular and irregular evaluations and on-site inspections of qualified suppliers, which serve as a reference for supplier selection. Through the enforcement of environmental requirements for restricted substance content, we influence suppliers to commit to fulfilling their social responsibilities, ensuring good interaction with them. In terms of communication with and rights of stakeholders, including shareholders,</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
	✓		<p>employees, customers, upstream and downstream manufacturers, banks, etc., we not only maintain good interaction with stakeholders through various company departments, but also have an investor relations window on our website, handled by a dedicated person.</p> <p>8.4 The 2024 term of the board of directors of the ninth session has complied with the "Guidelines for the Continued Education of Directors and Supervisors of Listed and OTC Companies". You can check the relevant continued education status at the Public Information Observation Station, under "Director's Continued Education".</p> <p>8.5 Execution Status of Risk Management Policy and Risk Measurement Standards Both the Company and subsidiaries manage operational risks on a daily basis, with different units responsible depending on the nature of the risk. Internal control systems and internal auditing systems are established, and the auditing room formulates and implements an annual auditing plan based on the existing or potential risks of each operation, ensuring the effective execution of various risk prevention measures at key control points of significant risks.</p> <p>8.6 Execution of Customer Policy Both the Company and subsidiaries maintain smooth communication channels with customers, and the execution is satisfactory.</p> <p>8.7 Company's Purchase of Liability Insurance for</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			Directors and Managers The Company has been insuring our directors and supervisors with Directors and Officers Liability Insurance since February 10, 2007. The insured includes the directors of the subsidiary. From February 10, 2025, to February 10, 2026, we insured the Directors and Managers Liability Insurance of \$3.3 million with TMNEWA Co., Ltd.	
9. Please provide details regarding the improvements required by assessments from Corporate Governance Center, Taiwan Stock Exchange, during the most recent fiscal year, and explain the priorities and measures for the areas yet to be addressed..				
9.1 According to the results of the 2024 Corporate Governance Evaluation, the improvements are as follows :				
Item	Indicators for Evaluation			Improvement Status
1.2	Has the company established written regulations regarding financial operations related to transactions with related parties? The content should include management procedures for transactions such as purchases and sales, acquisition or disposal of assets, and significant related transactions should be submitted for board resolution and reported to or approved by the shareholders' meeting?			The Company has approved the amendments to the relevant operating regulations by the board of directors on 9 August 2024.
9.2 According to the results of the 2024 Corporate Governance Evaluation, the enhancements and measures for items not yet improved are as follows :				
Item	Indicators for Evaluation			Improvement Status
1.4	Will the chairman of the company attend the shareholders' meeting in person?			The chairman is expected to personally attend the shareholders' meeting of the Company for the year 2025.
2.6	Does the board of directors of the company			The Company expects that in the

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			include at least one director of a different gender? If more than one-third of the board seats are held, an additional point is added to the total score.	year 2025, the tenth election of directors will achieve a representation of at least one-third of each gender on the board.
3.5			Did the company upload the annual financial report disclosed in English before the shareholders' meeting on 16 September?	The Company expects that the annual financial report in English will be uploaded by the Company's directors of each gender before 22 May 2025.

Note1 : The evaluation standard of Independence of Auditors, Approved by the Board of Directors on November 7, 2024.

Evaluation Item	Y e s	N o	Description
1. The Company has not engaged the same CPA without replacement for 7 years consecutively.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
2. Not related to financial or operational actions of material significance.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
3. No loaning of funds or guarantee with the Company or the Company's directors.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
4. No close business relationship or potential employment relationship with the Company.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
5. In the most recent two years, the accountant and its audit team have not been elected as director, manager or any position in the Company that may cause major influences on the audit of the Company.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
6. The accountant has not provided non-audit services that may directly affect the audit of the Company.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
7. The accountant has not provided any agency for any stocks or other securities issued by the	✓		The two CPAs have none of The situations mentioned in

Evaluation Item	Y e s	N o	Description
Company.			the independence evaluation.
8. The accountant has not acted as a defender or coordinated with a third party on behalf of the Company.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
9. The accountant has no kinship with the directors, managers or the Company's personnel with material influence on the audit of the Company.	✓		The two CPAs have none of The situations mentioned in the independence evaluation.
10. The Company has obtained the "Auditor's Independence Declaration" issued by the accountant.	✓		Obtained.

Audit Quality Indicators (AQI)

Evaluation Item	Yes	No
1. Whether the accountants, Engagement Quality Control Review (EQCR) accountants, and audit personnel at the managerial level or above possess sufficient audit experience to perform the audit work.	✓	
2. Whether accountants and auditors at the managerial level and above receive sufficient education and training each year to continuously acquire professional knowledge and skills.	✓	
3. Whether the firm maintains sufficient senior human resources.	✓	
4. Does the firm have sufficient professional staff to support the audit team?	✓	
5. Whether the workload of the accountants is not excessively heavy.	✓	
6. Whether the EQCR accountant has invested sufficient hours to perform the review of the audit case.	✓	
7. Whether the office has sufficient quality control personnel to support the audit team.	✓	
8. Whether the quality control of the office and the audit cases are conducted in accordance with the relevant laws and standards.	✓	

3.4 Composition, Responsibilities and Operations of the Remuneration Committee :

The Board of Directors of the Company has set up a Salary and Compensation Committee and an organization charter in accordance with the "Method for the Establishment and Exercise of Authority of the Salary and Compensation Committee of a Company Listed on the Stock Exchange or a Securities Dealer's Business Place", and appointed independent director Mr. Chen Xing yi as the convener and meeting chairman. The charter stipulates that the committee should fulfill its duties with the diligence of a good manager and submit its recommendations to the board of directors for discussion.

1. Information on the Members of the Compensation Committee

Terms Position		Professional Qualification and Experience	Independence Criteria	Number of Other Public Companies in Which the Individual is Concurrently Serving as a Remuneration Committee Member
Independent director (Convener)	Xing-Yi Chen	Please refer to Page 19 Professional qualifications and independence analysis of directors for relevant descriptions on professional backgrounds.	Please refer to Page 19 Professional qualifications and independence analysis of directors for relevant descriptions on professional backgrounds.	0
Independent director	Guan-Ping Chen			0
Independent director	Chih-Wei Tsai			3
Independent director	Shu-Ling Lin			0

2. The state of operations of the remuneration committee

- (1) The function of the committee is to evaluate the directors' and managers' salary and compensation policies, systems, and performance target achievement with the attention of a good manager and faithfully perform its duties.
- (2) The Company's remuneration committee consists of 4 members.
- (3) The term length of each member of the remuneration committee is from June 15, 2022 to June 14, 2025, and the remuneration committee meetings are convened 3 times in 2024. Qualifications and attendance of members of the remuneration committee are as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【 B / A 】	Remarks
Convener	Xing-Yi Chen	3	0	100	2022.06.15
Committee Member	Guan-Ping Chen	3	0	100	2022.06.15
Committee Member	Chih-Wei Tsai	2	1	67	2022.06.15
Committee Member	Shu-Ling Lin	3	0	100	2022.06.15

Other mentionable items :

- ① If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (e.g., the remuneration passed by the Board of

Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified) None.

- ② Resolutions of the remuneration committee objected to by members or subject to a qualified opinion and recorded or declared in writing, the date of the meeting, session, content of the motion, all members' opinions and the response to members' opinion should be specified: None.

Date of the board of directors' meeting	Proposals and resolution results	Matters that has not been consented by the remuneration committee but is adopted with the consent of two-thirds or more of the entire board of directors
2024/03/27	1. Approval of the Company's total employee compensation and director compensation amount for 2023.	No
	2. Approval of the 2023 Board of Directors performance evaluation results report.	No
	Remuneration Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed.	
	The Company's handling of the resolution of the remuneration committee: None.	
2024/05/09	1. Approval of the allocation of director compensation and manager employee compensation.	No
	Remuneration Committee Resolution Result: Since the proposal involved individual directors with a conflict of interest, the individual directors recused themselves from the discussion and voting, and the proposal was approved without any objections from the other attending directors.	
	The Company's handling of the resolution of the remuneration committee: None.	
2024/11/07	1. Approval of the current policy, system, standards, and structure of the performance evaluation and remuneration of directors and managers.	No
	2. Approval of the Company's end-of-year bonus payout for managers in 2024.	No
	3. Approval of the work plan of the Company's	No

Date of the board of directors' meeting	Proposals and resolution results	Matters that has not been consented by the remuneration committee but is adopted with the consent of two-thirds or more of the entire board of directors
	Remuneration Committee for 2025.	
	Remuneration Committee Resolution Result: After consulting all attending directors and receiving no objections from them, the resolution was passed. Independent Director Chih-Wei Tsai entrusted Independent Director Xing-Yi Chen to express consent for this proposal.	
	The Company's handling of the resolution of the remuneration committee: None.	

3.5 Implementation of sustainable development promotion and difference from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and reasons thereof :

Evaluation Item	Implementation Status			Deviations from "the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons
	Yes	No	Abstract Explanation	
1. Has the Company constructed a governance structure to promote sustainable development and established a dedicated (part-time) unit for the promotion of sustainable development, which is managed by senior management by	✓		The Company's sustainability development unit is the management department. It responds irregularly to activities of socially disadvantaged or charitable organizations. The ongoing projects include employing people with disabilities, providing employment opportunities to the unemployed in accordance with policies, cooperating with schools in industry-university cooperation, and	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
authorization of the Board of Directors and is supervised by the Board of Directors?			continuously promoting sustainable development. The implementation is reported to the chairman by senior executives.	
2. Does the Company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	✓		The Company has established "Risk Control Operation Regulations", which take into account safety and efficiency for various business operations, including marketing market, production operation, human resource planning, new product line development progress, and financial accounting control, to establish a more economical business operation model.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
3. Environmental issues 3.1 Does the Company establish proper environmental management systems based on the characteristics of their industries?	✓		In terms of promoting environmental management system, the Company has passed ISO14001 environmental management system certification (certificate validity period: 2023/05/05~2026/05/04) and continues to promote quality and environmental management system.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
3.2 Does the Company endeavor to utilize all resources more efficiently and use renewable materials which have low impact on the environment?	✓		The Company actively improves the utilization efficiency of various resources, achieves waste reduction goals, and classifies resources for recycling and reuse. It also analyzes energy usage every month, continuously seeks energy-saving measures, reduces costs, reduces waste, and considers the impact of materials on the environment in product design, and pays attention to and prohibits the use of restricted substances (RoHS) and substances of high concern (SVHC).	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
3.3 Does the Company evaluate potential risks and opportunities brought by climate change, and take response measures to climate-related issues?	✓		The Company assesses the risks and opportunities of environmental related issues every year and arranges countermeasures and measures as appropriate. Energy control tables are set up everywhere in the Company to remind colleagues to turn off power and air conditioning according to the form prompts when they get off work. The power consumption of the air conditioning chiller accounts for about 50% of the total power consumption, so the Company strictly controls the start and stop time of the chiller and the temperature of the chilled water, making the indoor general working environment temperature maintain 26 degrees~28 degrees in summer, and extend the downtime of the air conditioning chiller or shut it down when the climate temperature drops to reduce power usage. Lighting is also gradually replaced with LED lights, starting from the most frequently used areas, to achieve the maximum energy-saving effect.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
3.4 Does the Company compile statistics of greenhouse gas emissions, water use, and total weight of waste in the past two years, as well as establish company strategies for energy conservation, carbon reduction,	✓		In addition to actively focusing on various energy-saving and carbon reduction and greenhouse gas reduction issues, the Company and its subsidiaries also calculate carbon dioxide emissions, water usage, and total waste weight through electricity usage, and replace energy-saving lamps, set air conditioning host temperature and related equipment detection in the office and factory area, to	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
water use reduction, and other waste management?			improve energy efficiency, reduce waste generation and reduce scrap rate. For statistics in recent years, please refer to Universal Microwave Technology, Inc.2023 Sustainability Report 4. Environmental Protection.	
4. Social issues 4.1 Does the Company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?	✓		The Company and its subsidiaries comply with relevant labor laws and support and follow internationally recognized human rights standards - "International Human Rights Code". We treat and respect our current employees and cooperative manufacturers with dignity, and eliminate any acts of human rights violations.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
4.2 Does the Company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?	✓		In order to fairly and specifically evaluate the performance of employees, motivate morale, and promote work efficiency, we have established "Employee Performance Assessment Operating Standards" and "Employee Reward and Punishment Measures". Timely performance records are kept to objectively understand their work performance, ability, conduct, and suitability as a reference for various assessments, promotions, and training.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
4.3 Does the Company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	✓		The Company places great importance on providing a safe and healthy working environment for employees. In terms of physical health, we hold regular health check-ups for employees every year and hire occupational doctors and nurses to provide on-site services, including work environment assessments and health	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
			consultations for employees. We have established a health care room for instant online consultation and promote self-health management knowledge and methods through sports club activities, health lectures, and sharing of health education information. In terms of work safety, through ISO45001 Occupational Safety and Health Management System, the Company strengthens employees' awareness of hazards and develops emergency response capabilities through continuous education and training and various safety publicity to reduce the occurrence of accidents caused by unsafe behaviors. According to the Occupational Safety and Health Act, the Company recorded no disasters (and fires) in 2024.	
4.4 Does the Company provide its employees with career development and training sessions?	✓		Each year, the Company sets an annual education and training plan for each position to develop the professional skills and management abilities that employees need now and in the future. For implementation details, please refer to the 2023 Sustainability Report 5. happy workplace and social participation of Universal Microwave Technology, Inc.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
4.5 Does the Company comply with the related laws and regulations and international standards regarding the customer health and safety, customer	✓		The Company and its subsidiaries are manufacturers of microwave passive components, RF components, and antennas in the microwave wireless communication industry. Our products are supplied to midstream microwave wireless	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
privacy, marking communication, and labeling of its products and services and establish policies to protect the rights and interests of customers or clients and procedures for grievances?			communication system manufacturers, and the wireless communication systems are then supplied to the downstream telecommunications operators engaged in network infrastructure. Our products are not final consumer products, and we do not have direct contact with consumers. Providing a stable product quality and enhancing technical abilities, while treating the environment friendly, have always been the greatest reassurances and protection we offer our customers. The detailed rules are specified in the ISO management system "Customer Complaint Handling Procedure". In addition, customer satisfaction surveys are carried out based on the "Customer Satisfaction Operation Procedure" to effectively grasp customer satisfaction with products, quality, and delivery time.	Listed Companies.
4.6 Does the Company have a supplier management policy, require suppliers to comply with regulations on environmental protection, occupational safety and health, and labor rights, and what is its implementation status?	✓		The Company have supplier management methods in place. We select suppliers based on their past performance and periodically evaluate and conduct on-site reviews of qualified suppliers. Through the implementation of environmental requirements for restricted substance content, we influence suppliers to commit to fulfilling their social responsibilities. Our relationship with suppliers is good and mutually beneficial.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Social Responsibility Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Explanation	
5. Does the Company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the Company, such as sustainable reports? Do the reports above obtain assurance from a third party verification unit?	✓		In response to international trends and practical needs, the Company has independently compiled the 2023 Sustainability Report, which has not been verified by a third party. We have provided a GRI Standard and SASB indicator content index in the appendix for stakeholders to reference. The report has been disclosed on the public information observation station and the Company’s official website.	Consistent with Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies.
6. If the Company has established the Sustainable Development principles based on “the Sustainable Development Best-Practice Principles for TWSE/TPEX Listed Companies”, please describe any discrepancy between the Principles and their implementation : There have been no differences.				
7. Other important information that helps understand the implementation of sustainable development : <ol style="list-style-type: none"> (1) The Company attaches great importance to environmental protection. After RoHS officially took effect on July 1, 2006, products sold to the European Union must not contain six toxic substances: lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls, and polybrominated diphenyl ethers. All our products comply with these standards, reducing the use of harmful substances to protect the Earth. (2) The Company have established a Workers Safety and Health Committee, which holds regular meetings to plan the implementation and follow-up of occupational disaster prevention plans and self-inspection plans, and review the relevant operating standards and improvements for workers’ safety and health, promoting the management of safety and health matters. (3) Social Welfare: <ol style="list-style-type: none"> 1. The Company donated NT\$10 ten thousand to the Kaohsiung County Mingshan Charity Association for disadvantaged groups. 2. The Company provided a scholarship of NT\$ 287 million to the National Taiwan Ocean University. 3. The Company provided a scholarship of NT\$ 12 ten thousand to the National Penghu University of Science and Technology. 				

3.6 Climate-Related Information of TWSE/TPEX-Listed Companies

3.6.1 Climate-related information implementation status

Item	Implementation status		
1. Describe the monitoring and governance of climate-related risks and opportunities by the Board of Directors and the management.	1. Formulate sustainable development policies, pay attention to climate change issues, and promote energy conservation and carbon reduction response plans and plans. 2. A management review meeting is held to discuss environmental and climate change related risks and opportunities.		
2. Describe how the identified climate risks and opportunities affect the Company's business and the Company's response to the identified climate risks and opportunities.	Short term : Train carbon management talents, conduct carbon inventory and carbon reduction management. Medium term : Invest in energy conservation, green power and other carbon reduction plans to reduce carbon emissions. Long term : Continue to pay attention to the development trend of global climate change governance, and expect the negative carbon technology to become mature and achieve the net zero goal by 2050.		
3. Describe the financial impact of extreme climate events and transitional actions.	RISK	Potential financial impact	Response
	Extreme weather causes higher temperature	The increased use of air conditioning is leading to higher electricity costs.	Planning an energy-saving improvement plan for the air conditioning system, prioritizing the replacement of chillers with energy-efficient models
	● Environmental regulations are becoming increasingly stringent ● Climate change adaptation laws are being implemented	Increasing environmental protection expenditure costs.	Regularly tracking changes in environmental regulations and reviewing company operations to ensure compliance with regulatory requirements.

Item	Implementation status		
	<ul style="list-style-type: none"> ● Carbon footprint verification ● The domestic implementation of carbon taxes ● Countries are drafting plans to implement carbon taxes. 	Increasing the carbon footprint verification, carbon fees and carbon taxes cost	<ul style="list-style-type: none"> ● Arrange the training for carbon footprint verification ● Establish a system program of carbon footprint verification to save the manpower costs
	<ul style="list-style-type: none"> ● Electricity price hike ● Stakeholders request the planning of a carbon reduction timeline and the setting of a zero carbon emissions target. 	Electricity price hike and increase the utilities	<ul style="list-style-type: none"> ● Phase out energy-intensive equipment ● Use green energy and install solar power systems ● Set a target to reduce carbon emissions by 50% by 2030
4. Describe how climate risk identification, assessment, and management processes are integrate into the overall risk management system.	Assess environmental and climate change risks and include abnormal climate (wind disasters, floods) into the operational risk identification management procedures.		
5. If conducting a svenario analysis to assess resilience to climate change risks, it should include descriptions of the scenario, parameters, assumptions, analysis factors, and primary financial impacts.	Currently, the Company does not use scenario analysis to evaluate the resilience to climate change risks.		
6. If there is a transition plan in place to manage climate-related risks, specify the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	At present, there is no transformation plan to manage climate-related risks.		

Item	Implementation status		
7. If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	At present, there is no internal carbon pricing as a planning tool.		
8. If climate-related goals are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress of each year should be explained. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these goals, information should be provided about the source and quantity of carbon offsets exchanged or the number of RECs used.	<p>Short term goals : Reduce GHG emissions intensity by 45% in 2026 compared to the 2021 base year</p> <p>Medium term goal : Reduce GHG emissions intensity by 50% in 2030 compared to the 2021 base year</p> <p>Long term goal : Reduce GHG emissions intensity by 100% in 2050 compared to the 2021 base year</p> <p>Carbon reduction plan :</p> <ol style="list-style-type: none"> 1. Replace energy-saving air conditioning system and Other energy-saving equipment to reduce electricity consumption. 2. Set up solar green electricity. 		
9. Greenhouse gas inventory and assurance, and reduction goals, strategies, and concrete action plans.	<p>The Company will complete and disclose on time in accordance with the statutory schedule. The greenhouse gas inventory and verification schedule of the Company and its consolidated subsidiaries is planned and implemented as follows, and will continue to be reported to the Board of Directors for control on a quarterly basis.</p>		
	Item	Estimated finish time (UMT)	Estimated finish time (Other subsidiaries)
	Set up the number of full-time (part-time) units, full-time (part-time) employees and their scope of responsibilities	December, 2024	December, 2025
	Formulate inventory plan	December, 2024	December, 2025
	Formulate verification plan	December, 2024	December, 2025

3.6.2 Greenhouse Gas Inventory and Assurance Status

Basic information of the Company	At a minimum, disclosures shall be made in accordance with the requirements of the Sustainability Development Roadmap for TWSE/TPEX-Listed Companies	
<input type="checkbox"/> NT\$10 Billion+ capital companies, steel and cement industries <input type="checkbox"/> NT\$5–10 billion capital companies <input checked="" type="checkbox"/> Under NT\$5 billion capital companies	<input checked="" type="checkbox"/> GHG Inventory of the Parent Company (Standalone) <input type="checkbox"/> Assurance for the Parent Company (Standalone)	<input type="checkbox"/> GHG Inventory of Subsidiaries under Consolidated Financial Reporting <input type="checkbox"/> Assurance for Subsidiaries under Consolidated Financial Reporting

Year Category	2024		2023		Assurance Provider	Description of Assurance Status
	Total Emissions (metric ton CO2e)	Emission Intensity (metric ton CO2e/thousand)	Total Emissions (metric ton CO2e)	Emission Intensity (metric ton CO2e/ thousand)		
Scope 1						
Parent Company	56.85	0.00004490	57.43	0.00007839	NA	NA
Subsidiary	-	-	-	-		
Total	56.85	0.00004490	57.43	0.00007839		
Scope 2						
Parent Company	1216.31	0.0009606	1060.49	0.00144758	NA	NA
Subsidiary	-	-	-	-		
Total	1216.31	0.0009606	1060.49	0.00144758		
Scope 3						
Parent Company	2.96	0.00000234	2.95	0.00000403	NA	NA
Subsidiary	-	-	-	-		
Total	2.96	0.00000234	2.95	0.00000403		

3.6.3 Greenhouse Gas Emission Reduction Goals, Strategic Approaches, and Implementation Plans

Baseline year	Baseline year value (Kilogram CO2e/ thousand)	Reduction target	Reduction strategy	Action plan	Achievement of reduction target for 2024
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2021	2.28	The greenhouse gas emission intensity has decreased by 40% compared to the 2021 baseline year.	<ol style="list-style-type: none"> 1. Elimination of energy-consuming equipment 2. Use of green electricity 	<ol style="list-style-type: none"> 1. Energy-efficient models are used for power-consuming air conditioning. 2. Setting up solar power generation 	Greenhouse gas emission intensity is 1.01 (kg CO2e/NTD one thousand), a reduction of 55% compared to the 2021 baseline.
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3.7 Implementation of Ethical Corporate Management and Measures Adopted and
Deviations from the "Corporate Social Responsibility Best-Practice Principles for
TWSE/TPEX Listed Companies" and Reasons

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1. Establishment of ethical corporate management policies and programs 1.1 Does the Company establish an ethical corporate management policy that was approved by the Board of Directors, and declare its ethical corporate management policies and procedures in its guidelines and external documents, as well as the commitment from its board to implement the policies?	✓		1.1 The Company has established "Operation Procedures and Behavior Guidelines for Integrity Management" and "Code of Ethics," which clearly express the policy and practices of integrity management. The behavior of the Company's and subsidiary's management complies with principles of integrity and loyalty, and helps stakeholders better understand the Company's ethical standards.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
1.2 Does the Company establish mechanisms for assessing the risk of unethical conduct, periodically analyze and assess operating activities within the scope of business with relatively high risk of unethical conduct, and formulate an unethical conduct	✓		1.2 The Company's "Operation Procedures and Behavior Guidelines for Integrity Management" explicitly prohibit dishonest behaviors such as bribery, providing or accepting undue benefits, provision or acceptance of graft, illegal political donations, unfair competition, improper charitable donations or sponsorships, leakage of business secrets, and damage to stakeholders' rights and interests. In addition to strengthening	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
prevention plan on this basis, which at least includes preventive measures for conduct specified in Article 7, Paragraph 2 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?			new employee training, these precautions are fully implemented in business operations.	
1.3 Does the Company establish policies to prevent unethical conduct with clear statements regarding relevant procedures, guidelines of conduct, punishment for violation, rules of appeal, and the commitment to implement the policies and periodically review and revise the plan?	✓		1.3 The Company has established "Operation Procedures and Behavior Guidelines for Integrity Management," which clearly outlines various plan operating procedures, behavioral guidelines, penalties for violations, and complaint systems. This allows directors, managers, and employees to fully understand and comply.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
2. Fulfill operations integrity policy 2.1 Does the Company evaluate business partners' ethical records and include ethics-related clauses	✓		2.1 The Company and its subsidiaries have established relevant evaluation mechanisms for all customers and suppliers, clearly defining the rights, obligations, confidentiality obligations, and integrity clauses for	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
in business contracts?			both parties when establishing contracts.	Listed Companies.
2.2 Does the Company establish a dedicated unit under the board of directors to promote ethical corporate management, and periodically (at least once a year) report to the Board of Directors and supervise the implementation of the ethical corporate management policy and unethical conduct prevention plan?	✓		2.2 The Company’s "Operation Procedures and Behavior Guidelines for Integrity Management" have been approved by the board of directors and assigned to a dedicated human resources unit to oversee the revision, implementation, interpretation, advisory services, and recordkeeping of these procedures and guidelines. Significant operational decisions are discussed and supervised by the board of directors. The Company has reported the 2024 implementation status to the Board of Directors on 7 November 2024.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
2.3 Does the Company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	✓		2.3 In cases of conflicts of interest, employees can report to their immediate supervisors, to the head of the human resources unit, or through a suggestion box.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
2.4 Has the Company established effective systems for both accounting and internal control to facilitate ethical corporate management, and are they audited by either internal auditors unit formulate audit plans based on unethical conduct risk assessment results, and does it audit compliance with the unethical conduct prevention plan or CPAs to perform the audit?	✓		2.4 The effectiveness of the Company’s and its subsidiaries’ accounting systems and internal control systems is established through audits by internal auditors and external accountants. Based on risk assessment results, the internal audit unit prepares audit plans, carries out regular audits, and conducts special audits as needed, reporting the audit results to the audit committee and the board of directors.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
2.5 Does the Company regularly hold internal and external educational trainings on operational integrity?	✓		2.5 The Company emphasizes the importance of integrity during new employee training and regularly informs employees about the main content and prevention methods of dishonest behaviors.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
3. Operation of the integrity channel				
3.1 Does the Company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?	✓		3.1 For violations of integrity management or company regulations, employees can report to their immediate supervisors, to the head of the human resources unit, or through a suggestion box. Depending on the severity and impact of the situation, they may be given a warning or disciplined according to the "Employee Reward and Punishment Method."	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
3.2 Does the Company establish standard operating procedures for confidential reporting on subsequent measures and investigating accusation cases after completing investigation?	✓		3.2 The Company has a dedicated unit to handle whistle-blowing issues in accordance with the established "Operation Procedure and Behavior Guide for Integrity Management" and "Code of Ethical Conduct". Confidentiality and investigation procedures are also carried out.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
3.3 Does the Company provide proper whistleblower protection?	✓		3.3 The Company has established a "Procedure for Handling Reports of Illegal, Unethical, or Dishonest Behavior". According to the procedure, every effort should be made to keep the identity of the whistle-blower and the content of the report confidential, and to protect them from discriminatory treatment.	Consistent with Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies.
4. Strengthening information disclosure Does the Company disclose its ethical	✓		The Company has set up a corporate governance section on its website and	Consistent with Ethical Corporate

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
corporate management policies and the results of its implementation on the Company’s website and MOPS?			discloses relevant information such as the "Practical Code of Corporate Governance" and "Operation Procedure and Behavior Guide for Integrity Management" on the Company’s management philosophy.	Management Best Practice Principles for TWSE/GTSM Listed Companies.
5. If the Company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation: There have been no differences.				
6. Other important information to facilitate a better understanding of the Company’s ethical corporate management policies: In order to establish a corporate culture of honest management and a good model for business interaction, the Company complies with the Company Law, Securities Exchange Act, related rules of listed companies and other relevant laws. It has established the "Operation Procedure and Behavior Guide for Integrity Management" and the "Code of Ethical Conduct", clearly stating the policies and practices of integrity management. It also regulates that directors, managers, and employees should not directly or indirectly offer, promise, request, or accept any improper benefits under any name or form, including kickbacks, commissions, lubrication fees, or other forms of improper benefits, and should avoid conducting business transactions with dishonest agents, suppliers, customers, or other business contacts.				

3.8 If the Company has adopted corporate governance best-practice principles or related bylaws, disclose how these are to be searched :

Please refer to the Company’s website: Investor Relations-Corporate Governance Section <https://www.unt-tw.com>.

3.9 Implementation of the internal control system :

1.Internal Control System Statement : Please refer to the market observation post system for further information. The index is as follows:

Index path: market observation post system > single company > corporate governance > corporate rules/internal control > internal control declaration website : <https://mops.twse.com.tw/mops/#/web/t06sg20> °

2.If CPA was engaged to conduct a special audit of internal control system, please disclose the CPA's audit report : None.

3.10 Important resolutions of a shareholders' meeting or a Board of Directors' meeting during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report :

1. Implementation status of important resolutions made by the 2024 annual general shareholders' meeting

Meeting Date	Meeting Name	Important Resolutions	Implementation Status
2024.06.19	2024 Annual General Meeting	Proposals 1. Approval of the 2023 financial statements. 2. Approval of the 2023 profit distribution.	Proposals 1. The 2023 financial statements (including consolidated financial statements) have been approved by the shareholders' meeting and disclosed on the MOPS for investors' reference. 2. In accordance with the resolution of the 2023 Annual General Meeting regarding profit distribution, the Company has set the ex-dividend date as July 28, 2024, and completed the cash dividend distribution on August 14, 2024.
		Discussion: 1. Proposal for a reverse triangular merger conducted by the Company's subsidiary 2. Discussion on the proposal to amend certain provisions of the "Procedures for Loaning of Funds and Making of Endorsements and Guarantees"	Discussion: 1. The proposal was approved by resolution. The merger was completed on October 18, 2024. 2. The resolution has been passed by voting and announced on the Company's website.

2. Important resolutions made by the board of directors' Meeting in 2024 and during the current fiscal year and up to the date of printing of the annual report

Session	Meeting Date	Important Resolutions
9th Board 8th Meeting	2024.03.13	1. Approval of the Company's financial report for the year 2023. 2. Approval of the Company's proposed investment to establish a subsidiary in Vietnam 3. Approval of a reverse triangular merger to be conducted by the subsidiary

Session	Meeting Date	Important Resolutions
9th Board 9th Meeting	2024.03.27	<ol style="list-style-type: none"> 1. Approval of the Company's 2023 business report and financial statements. 2. Approval of the Company's profit distribution for 2023. 3. Approval of the release of non-compete restrictions on the Company's managers. 4. Approval of the proposed convening of the 2024 Annual General Meeting. 5. Approval of handling shareholder proposals, the processing place, and the processing period.
9th Board 10th Meeting	2024.05.09	<ol style="list-style-type: none"> 1. Approval of the Company's consolidated financial report for the first quarter of 2024. 2. Approval of the loan to the vietnamese subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd.
9th Board 11th Meeting	2024.05.24	<ol style="list-style-type: none"> 1. Approval of the Acquisition of Land and Buildings
9th Board 12th Meeting	2024.07.10	<ol style="list-style-type: none"> 1. Approval of the capital Increase for the subsidiary, UMT Holdings (Samoa) Limited. 2. Approval of the Issuance of the Company's Second Unsecured Domestic Convertible Bonds
9th Board 13th Meeting	2024.08.09	<ol style="list-style-type: none"> 1. Approval of the Company's consolidated financial report for the second quarter of 2024. 2. Approval of the loan to the vietnamese subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd..
9th Board 14th Meeting	2024.08.23	<ol style="list-style-type: none"> 1. The Company intends to acquire land use rights through its subsidiary in Vietnam, Universal Microwave Technology (Vietnam) Co., Ltd. (hereinafter referred to as "UMT Vietnam").
9th Board 15th Meeting	2024.11.07	<ol style="list-style-type: none"> 1. Approval of the Company's consolidated financial report for the third quarter of 2024. 2. Approval of the loan provided by the Company's subsidiary, UMT Holdings (Samoa) Limited, to the parent company, Universal Microwave Technology, Inc. 3. Approval of the capital Increase for the Subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd. 4. Approval of the acquisition of land and buildings 5. Approval of the release of non-compete restrictions on the

Session	Meeting Date	Important Resolutions
		<p>Company's directors</p> <p>6. Approval of the release of non-compete restrictions on the Company's managers.</p> <p>7. The Company's subsidiary UMT Holdings (Samoa) Limited provided endorsement guarantees for its fellow subsidiary Universal Microwave Technology (Vietnam) Co., Ltd.</p>
9th Board 16th Meeting	2025.03.14	<p>1. Approval of the Company's 2024 business report and financial statements.</p> <p>2. Approval of the Company's profit distribution for 2024.</p> <p>3. Approval of cash distribution from capital surplus</p> <p>4. Issuance of new restricted shares for employees</p> <p>5. Approval of the re-election of directors</p> <p>6. Approval of the nominee list for directors (including independent directors)</p> <p>7. Approval of the proposal to convene the 2025 annual general shareholders' meeting</p> <p>8. Proposal for accepting shareholders' proposals and nominations of director (including independent director) candidates, including the location and period for submission</p>
9th Board 17th Meeting	2025.05.13	<p>1. The signing CPA was changed due to internal adjustments within Deloitte & Touche.</p> <p>2. Approval of the Company's consolidated financial report for the first quarter of 2025.</p> <p>3. Approval of the loan to the vietnamese subsidiary, Universal Microwave Technology (Vietnam) Co., Ltd.</p> <p>4. Approval of the proposal to sell the equity interest in the subsidiary Genton Tech. Corporation (hereinafter referred to as 'GTC').</p>

3.11 During the most recent fiscal year or during the current fiscal year and up to the date of publication of the annual report, a director or supervisor has expressed a dissenting opinion with respect to a material resolution passed by the board of directors, and said dissenting opinion has been recorded or prepared as a written declaration, disclose the principal content thereof : None.

4. Information Regarding the Company's Audit Fees

4.1 If the non-audit fees paid to the certifying CPA, the CPA's firm and the firm's affiliated businesses of the audit fees, please disclose the audit and non-audit fees and the non-audit services.

Unit: NT\$ thousands

Accounting Firm	Name of CPA	Period Covered by CPA's Audit	Audit Fee	Non-audit Fee	Amount	Remarks
Deloitte & Touche	Hsiu-Chun Huang	2024	3,270	747 (Note)	4,017	
	Pi-Yu Chuang					

Note: Non-audit fees - other, refers to tax audit fees, audit fees for concurrently-operated business and prepayments, etc.

4.2 If there is a change of the accounting firm, and in the year of the change the audit fee is lower than that in the previous year, please disclose the audit fees before and after the change and the reasons : None.

4.3 If there is a change of the accounting firm, and in the year of the change the audit fee is lower than that in the previous year, please disclose the audit fees before and after the change and the reasons : None.

5. Information on change of CPA : None

6. The Company's chairman, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm, the name and position of the person, and the period during which the position was held, shall be disclosed : None.

7. Any transfer of equity interests and/or pledge of or change in equity interests by a director, supervisor, managerial officer, or shareholder with a stake of more than 10% during the current fiscal year up to the date of publication of the annual report :

1. Changes in the shareholding

Equity Transfer: Please refer to the Market Observation Post System for details. The index is as follows:

Index Path: Market Observation Post System > Single Company > Equity Changes / Securities Issuance > Equity Transfer Information Search > Post-Reporting of Insider Shareholding Changes

Website: https://mops.twse.com.tw/mops/#/web/query6_1

Changes in Equity Pledges: For more information, please refer to the Market Observation Post System. The index path is as follows:

Index Path: Market Observation Post System > Single Company > Equity Changes / Securities Issuance > Insider Pledge / Release of Pledge > Insider Pledge / Release Announcement

Website: https://mopsov.twse.com.tw/mops/web/STAMAK03_1

2. Information on the counterparty of transfer of equity interests is a related party : None.

3. Information on the counterparty of transfer of equity interests is a related party : None.

8. Information on whether any of the top 10 shareholders by shareholding percentage are related parties or have spousal or second-degree (or closer) kinship relationships with one another.

As of April 12, 2025

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Title (Name)	Relationship	
CenXin Investment Company Representative : Su-Ming Chen	4,183,856	6.32	0	0	0	0	NA	NA	NA
Su-Ming Chen	322,585	0.49	515,132	0.78	0	0	Chih-Wei Tsai was appointed by Tung-Yi Wu Trust Property account	Spouse	
Investment account of Union Bank of Switzerland SE by Citibank Taiwan Ltd.	1,678,428	2.54	0	0	0	0	NA	NA	
Yuanta Marathon Fund Account	1,515,000	2.29	0	0	0	0	NA	NA	
Citibank Custody Account for Norges Bank Investment Management	1,483,000	2.24	0	0	0	0	NA	NA	
HungJen Capital Limited	1,300,000	1.97	0	0	0	0	Jun-Qu Liu	person in charge of HungJen Capital Limited	
Labor Pension Fund (New Scheme)	1,165,000	1.76	0	0	0	0	NA	NA	
Jun-QuLiu	1,060,000	1.60	0	0	0	0	HungJen Capital Limited	person in charge of HungJen Capital Limited	
Chih-Wei Tsai was appointed by Tung-Yi Wu	1,010,000	1.53	0	0	0	0	Su-Ming Chen	Spouse	

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Title (Name)	Relationship	
Trust Property account									
Ji-Rui He	903,109	1.37	0	0	0	0	NA	NA	
Allianz Global Investors Taiwan Technology Fund – Separately Managed Account	850,000	1.29	0	0	0	0	NA	NA	

9. The total number of shares and total equity stake held in any single enterprise by the Company, its directors and supervisors, managers, and any companies controlled either directly or indirectly by the Company

As of December 31, 2024 Unit: Shares

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
UMT Holdings (Samoa) Limited	31,885,760	100.00	0	0	31,885,760	100.00
Radiation Technology, Inc.	0	0	10,000	10,000	10,000	10,000
Umtek Telecom (Hk) Limited	0	0	7,130,000	100.00	7,130,000	100.00
Radiation Technology Inc.	0	0	NA	100.00	NA	100.00
Radtek Communications, Inc.	0	0	2,000,000	100.00	2,000,000	100.00
UMT Holdings (HK) Limited	0	0	14,336,197	100.00	14,336,197	100.00
Universal Microwave Technology (Kunshan) Co., Ltd.	0	0	NA	100.00	NA	100.00
Genton Tech Corporation	4,287,788	53.60	0	0	4,287,788	53.60
Bridge Components (HK) Limited	0	0	700,000	100.00	700,000	100.00
Joymax Electronics Co., Ltd.	10,998,366	99.99	0	0	10,998,366	99.99
UMT Investment Co., Ltd	7,211,785	100.00	0	0	7,211,785	100.00
FUTA Precision Inc.	0	0	390,000	39.00	390,000	39.00
Universal Microwave Technology (Vietnam) Co., Ltd	NA	100.00	0	0	NA	100.00

Affiliated Enterprises	Ownership by the Company		Direct or Indirect Ownership by Directors, Supervisors, Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
Universal Microwave Technology (Thailand) Co., Ltd	1,475,884	100.00	0	0	1,475,884	100.00

III. Capital Raising Activities

1. Capital and Shares

(1) Source of Capital

1.1.1 Type of Stock

As of May 15, 2025 Unit: Share

Share Type	Authorized Capital			Remark
	Issued Shares	Un-issued Shares	Total	
Common Stock	64,886,240	35,113,760	100,000,000	Common Stock of public company

1.1.2 The process of capital formation

As of May 15, 2025 Unit : Shares in thousands 、NT\$ in thousands

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increased by Assets Other than Cash	Approved Date and No.
2024.04	10	100,000	1,000,000	63,634	636,337	employee warrants 7,294	NA	Approved No. Jing Shou Shang Zi 11330059180 4/17/2024
2024.05	10	100,000	1,000,000	63,765	637,654	employee warrants 1,317	NA	Approved No. Jing Shou Shang Zi 11330087050 5/29/2024
2024.09	10	100,000	1,000,000	63,831	638,314	employee warrants 66	NA	Approved No. Jing Shou Shang Zi 113300159080 9/26/2024
2024.12	10	100,000	1,000,000	63,857	638,574	employee warrants 26	NA	Approved No. Jing Shou Shang Zi 113300206050 12/10/2024
2025.04	10	100,000	1,000,000	64,886	648,862	employee warrants 751 Bond Conversion	NA	Approved No. Jing Shou Shang Zi 11330043770 4/28/2025

Month/ Year	Par Value (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increased by Assets Other than Cash	Approved Date and No.
						278		

1.1.3 Summary reporting system related information: None.

2. List of Major Shareholders

2.1 Names, shareholdings, and proportions of shareholders who own more than five percent of the equity or are among the top ten shareholders.

As of April 21, 2024

Shareholder's Name	Shares	Shareholding (Shares)	Percentage%
CenXin Investment Company		4,183,856	6.32
Investment account of Union Bank of Switzerland SE by Citibank Taiwan Ltd.		1,678,428	2.54
Yuanta Marathon Fund Account		1,515,000	2.29
Citibank Custody Account for Norges Bank Investment Management		1,483,000	2.24
HungJen Capital Limited		1,300,000	1.97
Labor Pension Fund (New Scheme)		1,165,000	1.76
Jun-QuLiu		1,060,000	1.60
Chih-Wei Tsai was appointed by Tung-Yi Wu Trust Property account		1,010,000	1.53
Ji-Rui He		903,109	1.37
Allianz Global Investors Taiwan Technology Fund – Separately Managed Account		850,000	1.29

3. Dividend Policy and Implementation Status

3.1 Dividend Policy and Implementation Status

The dividend policy set out in the Company's articles of incorporation:

Article 21-1

If there is net profit after tax upon the final settlement of account of each fiscal year, the Company shall first to offset any previous accumulated losses (including unappropriated earnings adjustment if any) and set aside a legal reserve at 10% of the net profits, unless the accumulated legal reserve amounts reach to the total capital of the Company; then set aside special reserve in accordance with relevant laws or regulations or as requested by the authorities in charge. The remaining surplus, along with the undistributed earnings (including the adjustment of the undistributed earnings amount) at the beginning of the period, will be proposed by the board of directors for a profit distribution plan. The board of directors, with the attendance of more than two-thirds of the directors and the resolution of the majority of the attending directors, will distribute dividends and bonuses or the entire or part of the legal reserve and capital reserve as specified in Article 241(1) of the Company Act, in the form of cash, and report to the shareholders' meeting. The part of the distribution in the form of stock dividends will need to be approved by the shareholders' meeting.

The Company's dividend policy is to allocate no less than 10% of distributable earnings each year for shareholders' dividends and bonuses, taking into account current and future development plans, investment environment, capital needs, domestic and international competition, and shareholder interests. However, if the accumulated distributable earnings are less than 10% of the paid-in capital, no distribution will be made. Dividends and bonuses for shareholders can be distributed in cash or stock, with cash dividends no less than 10% of the total dividend amount.

3.2 Proposed Distribution of Dividend

Unit: NT\$

Beginning retained earnings	6,059
Adjustments on re-measurement on define benefit plans recognized in retained earnings	517,198
Adjustments on equity method investments	715,692
Cumulative unrealized loss on investments in equity instruments designated as at fair value through other comprehensive income (FVTOCI) transferred directly to retained earnings due to disposal	396,000
Adjustments on equity method investments	(270,434,401)
Add: Net profit after tax of 2024	546,871,208
Adjusted undistributed earnings	278,071,756
Less: Legal reserve (10%)	(27,806,570)

Distributable earnings	250,265,186
Distributable items: :	
Cash dividend (NT\$ 3.852897 per share) (Remark 1)	250,000,000
Unallocated earnings, end of year	265,186
Remarks :	

Note: The actual dividend payout ratio may be adjusted by the Chairman according to the Company's outstanding shares of the shareholders' register on the date for capital increase and distribution of dividends.

4. Impact of Stock Dividends Issuance by the resolution of the shareholders on the Company's business performance and earnings per share : Not applicable.

5. Employee Bonus and Directors' Remuneration :

- 5.1 Information Relating to Employee Bonus and Directors' and Supervisors' Remuneration in the Articles of Incorporation :

- Article 21

- If the Company has a profit (the so-called profit refers to the profit before tax, minus the remuneration for employees and directors), it should allocate at least eight percent for employee compensation and up to three percent for director compensation. However, if the Company still has accumulated losses (including adjustments to the undistributed earnings amount), a reserve should be made in advance to cover the losses.

- The above-mentioned employee compensation can be given in the form of shares or cash, and the recipients can include employees of subsidiaries that meet the conditions set by the board of directors. The director's compensation mentioned above can only be in cash.

- The above two items should be decided by the board of directors and reported to the shareholders' meeting.

- Before the establishment of the Company's audit committee, the remuneration of the supervisor was combined with the director's remuneration, distributed at up to three percent of the annual profits, and this provision applied.

- 5.2 Accounting treatment for the basis of estimating the amount of the employees' compensation, directors' and supervisors' remuneration for this fiscal period, the basis of calculating the number of shares to be distributed as employees' compensation and for any discrepancy between the actual amounts distributed and the estimated figures.

- 5.2.1 The estimated basis for calculating compensation to employees and directors in the current period :

- The undistributed earnings after considering the monthly statutory earnings reserve and other factors are estimated at a fixed rate within the range defined by the articles of incorporation.

- 5.2.2 Basis for calculating the number of shares distributed : None.

- 5.2.3 If there is a discrepancy between the actual distributed amount and the estimated figure, it shall be accounted as profit and loss for the next year.

5.3 Distribution of compensation to the Board of Directors :

5.3.1 At the Board of Directors meeting on March 14, 2025, the Company decided on the distribution of employee and director compensation in 2024 as follows:

Item		Amount(NT\$)
Employee Bonus	Cash	59,813,988
Directors' Remuneration	Cash	14,565,970

There is no discrepancy between the proposed compensation to employees and directors and the estimated annual compensation expenses.

5.3.2 The proportion of shares distributed as compensation to employees to the total amount of net profit plus compensation to employees in the current period : There are no shares distributed as compensation to employees in the most recent fiscal year, thus it is not applicable.

5.4 The actual distribution of compensation to employees and directors in the previous year

Unit:NT\$

Distribution Item	The estimated amount	The actual distribution
Employee Bonus	20,641,468	20,641,468
Directors' Remuneration	5,222,698	5,222,698
The discrepancy between the actual distribution and the recognized compensation expenses to employees and directors of the resent year.	No discrepancy	

6. Buyback of Treasury Stock : None.

7. The status of corporate bonds issuance :

7.1 Status of Corporate Bond Processing

Types of corporate bonds	Second issuance of unsecured corporate bonds
Issue Date (Issuance Date)	2024/08/28
Par Value	100,000
Place of Issuance and Trading (Note 3)	Republic of China (ROC)
Issue Price	118.03
Total Amount	1,000,000,000
Rate	0%
Maturity	5-Year Term, Maturity Date: August 28, 2029
Guarantor	None
Trustee	Taipei Fubon Bank
Underwriter	920T KGI Securities Co. Ltd.
Legal Counsel	NA
Certified Public Accountant	NA
Repayment Method	Please refer to the Company's "Domestic

		second unsecured convertible bond issuance and conversion terms"
Outstanding Principal		660,500,000
Redemption or Early Repayment Provisions		Please refer to the Company's "Domestic second unsecured convertible bond issuance and conversion terms"
Restrictive Covenants		Please refer to the Company's "Domestic second unsecured convertible bond issuance and conversion terms"
Credit Rating Agency Name 、 Rating Date 、 Corporate Bond Rating Result		NA
With Additional Rights	Amount converted (exchanged or subscribed) into common shares, GDRs, or other securities as of the annual report print date	339,500,000
	Terms and conditions of issuance and conversion (exchange or subscription)	Please refer to the Company's "Domestic second unsecured convertible bond issuance and conversion terms"
Terms and conditions of issuance, conversion, exchange, or subscription, issuance terms and their potential dilution effects on equity and impact on existing shareholders' rights		Based on the current conversion price, when all remaining convertible bonds are converted into ordinary shares, an additional 2,163,445 new shares need to be issued, resulting in a share capital dilution rate of 0.33%, which has a limited impact on the existing shareholders' equity.
Name of the Custodian Institution for the Exchangeable Underlying Asset		NA

7.2 Information on Convertible Bonds

Types of corporate bonds		Second issuance of unsecured corporate bonds	
Item	Year	2024	As of 2025/4/12
Market Value of Convertible Bonds	Highest	130.40	162.00
	Lowest	110.75	121.60
	Average	124.40	138.57
Conversion Price		305.30	305.30
Issue date and conversion price at issuance		305.30	305.30
Method of fulfilling conversion obligations		To be delivered through the issuance of new shares	To be delivered through the issuance of new shares

7.3 Exchangeable bond information : None.

7.4 Summary report on corporate bond issuance filings : None.

7.5 Warrant-linked corporate bond information : None.

8. The status of preferred shares issuance : None.

9. The status of overseas depositary receipts issuance : None.

10. The status of employee stock warrants issuance

10.1 The annual report shall disclose unexpired employee subscription warrants issued by the Company in existence as of the date of publication of the annual report, and shall explain the effect of such warrants upon shareholders' equity

2024/04/21

Type of employee share subscription warrants	2021 1st employee share subscription warrants
Effective registration date	2021.03.24 Units : 3,000
Issue (handling) date	2021.04.23
Number of units issued	3,000
Number of units issued available	0
Ratio of the number of issued subscribable shares to the total number of issued shares	4.83%(Note)
Duration	4 years and 2 months
Exercise method	Issue of new shares
Vesting period and percentage (%)	2 years 30% 2 years 10 months 60% 3 years 10 months 100%
Number of shares subscribed through exercise of the warrants	2,902,500
Amount of the shares subscribed through exercise of the warrants	29,025,000
Number of unexercised shares	97,500
Subscription price per share of the unexercised shares	65.70

Type of employee share subscription warrants	2021 1st employee share subscription warrants
Ratio of the number of unexercised shares to the total number of issued shares (%)	0.15
The effect on shareholders' equity	In order to attract and retain the professional talent needed by the Company, and to motivate and enhance employee cohesion, to jointly create benefits for the Company and shareholders.

Note 1: Affected by Cash dividends paid in 2022, the latest subscription price is calculated based on the ex-dividend base date of 28 July 2024.

Note 2: Calculated based on 64,886,240 outstanding shares as of the publication date of the annual report.

10.2 Employee Stock Option Granted to Management Team and to Top 10 Employees:

2025/5/15 Unit: shares / NTD

Identity	Title	Name	Number of Option Acquire	Number of Option Acquired / Number of Option Issued(%)	Exercised				Not Exercised			
					Number of Option	Exercise Price (NT\$)	Option amount	Number of Option / Number of Option Issued(%)	Number of Option	Exercise Price (NT\$)	Option amount	Number of Option / Number of Option Issued(%)
Manager	Group CEO	Su-Ming Chen	1,025,000	1.58	989,000	65.7~68.3	65,224,400	1.52	36,000	65.7	2,365,200	0.06
	President	Tung-Yi Wu										
	Executive Vice President	Chun-Liang Kuo										
	Vice President	Chung-Kuang Chen										
	Vice President	Yu-Cheng Chen										
	Vice President	Chun-Ming Chen										
	Associate Vice President	Wen-Sung Ho										
	Associate Vice President	Lang Lien										

Identity	Title	Name	Number of Option Acquire	Number of Option Acquired / Number of Option Issued(%)	Exercised				Not Exercised			
					Number of Option	Exercise Price (NT\$)	Option amount	Number of Option / Number of Option Issued(%)	Number of Option	Exercise Price (NT\$)	Option amount	Number of Option / Number of Option Issued(%)
Employee	Senior Manager	Chien-Hsing Lee	475,000	0.74	460,000	65.7~68.3	30,692,400	0.71	15,000	65.7	985,500	0.02
	Senior Manager	Jian -Zhi Lee										
	Senior Manager	Sheng-Feng Yeh										
	Senior Manager	Yu-Wei Chen										
	Manager	Hsien-Wen Liu										
	Assistant Manager	Jen-Ti Peng,										
	Assistant Manager	Cing-Nan Huang,										
	Chief Engineer	Wun-Kai Wu										
	Chief Engineer	Jhih-Wei Wang										
	Chief Engineer	Hsuan-Wei Chang										
	Chief Engineer	Guan-Han Chen										

11. The status of employee restricted stock warrants issuance
 - 11.1 The status of employee restricted stock warrants issuance : None.
 - 11.2 Names and acquisition status of managerial officers who have acquired new restricted employee shares and of employees who rank among the top ten in the number of new restricted employee shares acquired, cumulative to the date of publication of the prospectus : None.
12. The status of new shares issuance in connection with mergers or acquisitions or with acquisitions of shares of other companies : None.
13. The status of implementation of the capital allocation plans :
 - 13.1 Plan Details: Please refer to the Market Observation Post System for further information. The index is as follows:

Index	Market Observation Post System > Single Company > Equity Changes /
Path	Securities Issuance > Fundraising > Fundraising Plan Execution
Websit	https://mopsov.twse.com.tw/mops/web/bfhtm_q2
 - 13.2 Plan Details: Please refer to the Market Observation Post System for the execution status. The index is as follows:

Index	Market Observation Post System > Single Company > Equity Changes /
Path	Securities Issuance > Fundraising > Fundraising Plan Execution
Websit	https://mopsov.twse.com.tw/mops/web/bfhtm_q2

IV. Operational Highlights

1. Business Activities

1.1. Scopes of the business

The Company's primary focus revolves around the production of microwave, millimeter wave, and radio frequency front-end passive components and antennas for wireless communication. These products are primarily utilized in 4G/LTE/Small Cell networks, the fifth-generation mobile communication network (5G), 5G-Advanced, and low, medium, and high orbit satellite communication equipment. To further enhance its capabilities, the group is committed to developing new technologies, processes, and materials alongside its existing expertise in microwave/millimeter-wave front-end passive component and antenna research and development, as well as manufacturing.

The table below illustrates the share of business from the main product categories:

Main Selling Item \ Year	2024
	(%)
Microwave & mmWave Product	66%
RF (Radio Frequency) Product	25%
Telecommunications Infrastructure Engineering Service	9%

1.2. Industry Overview

1.2.1. Industry status and development

During the 4G era, the mobile Internet unfolded, primarily driven by significant improvements in network speed and latency. The ongoing growth of mobile communications has fostered the diversified development of the industry. However, as the demand for 4G enters a phase of growth, the foundation for 5G has also been activated to meet the anticipated development of the Internet of Things, which requires robust information transmission capabilities.

5G technology represents a comprehensive innovation over its predecessor, 4G, offering substantial improvements in terms of speed, connection capacity, and latency. In addition to basic communication functions, 5G boasts a mature industrial chain, a vast user base, and flexible and efficient application service models. Its true potential shines through in the realm of Internet of Things applications within commercial and industrial sectors, effectively addressing the mobile communication network requirements of the industrial internet.

In addition to the growing adoption of 5G applications, satellite communication plays an increasingly important role in wireless communication. While ground mobile communication systems provide convenient services for users, their deployment becomes challenging in mountainous, desert, and marine areas. In such cases, satellites act as a supplement to extend the reach of

ground systems. The integration of satellite communication systems with 5G creates a globally seamless coverage network, spanning sea, land, and air, thereby fulfilling the ubiquitous user connectivity needs. This integration represents a pivotal direction for future communication development. By harnessing the strengths of satellites and 5G, more comprehensive and high-quality services can be provided to users. As we look ahead, satellite systems will merge with ground systems, amalgamating mobile communication and wireless communication to realize the vision of an interconnected world.

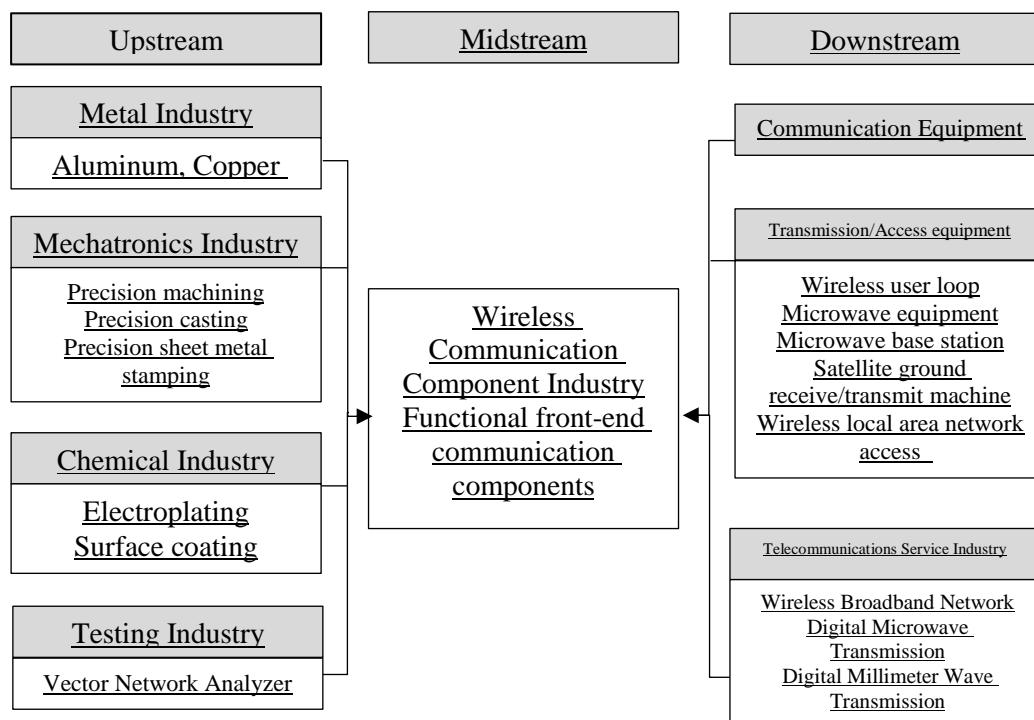
Future mobile communications will continue to grow. In addition to many developing countries and emerging markets that are still building 4G/LTE networks to provide high-capacity broadband data transmission services to meet the diverse needs of smart handheld devices, the stronger demand for information transmission will accelerate the deployment of 5G infrastructure, including the adoption of 5G FWA solutions, which will also drive the demand for microwave/millimeter-wave components.

In addition, with the upgrading of global communication demands and the continuous advancement of low Earth orbit satellite technology, the satellite industry has entered a larger scale of commercialization, driving the rapid growth of the global supply chain. Particularly driven by the development of 5G/6G satellite networks, multi-orbit integration technology, and direct-to-device (D2D) satellite connections for mobile devices, the application landscape of the low Earth orbit satellite market is continuously expanding. At the same time, advancements in AI computing, quantum communication, and Earth observation technologies have further deepened the application value of satellites in areas such as national defense, energy, environmental monitoring, and precise positioning.

In this trend, the opportunities in the low Earth orbit satellite industry will no longer be limited to satellite communications but will expand to a broader range of data transmission and intelligent computing fields. It is expected that within the next five years, the number of low Earth orbit satellites globally will exceed 70,000, and the development of satellite terminal equipment, ground stations, and new antenna technologies will also usher in a new wave of growth.

1.2.2. Industry relevance of upstream, midstream and downstream companies

Microwave communication relevance of upstream, midstream and downstream reaches of the industry is as follows:



The group operates as a manufacturer of midstream functional frontend communication components, wired and wireless signal transmission components, and antennas within the microwave/millimeter wave communication industry. Our signal transmission component products are supplied to downstream wireless communication system manufacturers, who then provide the wireless communication system equipment to telecommunication operators or end users. Satellite communication products, on the other hand, are provided to satellite ground transceivers, satellite communication payloads, and wireless local area network access points. Additionally, antennas and transmission components have a broader range of applications, serving as signal transmission interface functions for downstream information, consumer electronics products, medical equipment, and various wired and wireless products such as automobiles, mobile phones, base stations, and amplifiers. The group's downstream users also include manufacturers of medical equipment.

1.2.3. Various development trends of product

With the commercialization of 5G in 2020, millimeter wave technology has become an integral part of the 5G system's technical specifications. Consequently, the application of millimeter wave technology has expanded beyond back-end communication between base stations to encompass front-end transmission between base stations and end users. The demand for millimeter wave components is expected to surge in 5G applications, leveraging the high bandwidth characteristics of millimeter waves to achieve significant increases in transmission efficiency. The Company has accumulated years of experience

and efficient research and development capabilities, enabling it to effectively meet the specifications for millimeter-wave high precision, and has collaborated with several customers to develop products related to 5G commercial applications.

Looking ahead to the development of low Earth orbit satellite communications, as the technology matures and costs decrease, the global low Earth orbit satellite communications industry is expected to experience rapid growth. The breadth of applications will also expand due to the diverse demands of wireless communications. Low Earth orbit satellite communications can provide ubiquitous transmission services, offering comprehensive support for future developments in autonomous driving and the widely applied Internet of Things. The proactive deployment and increased launch quantities by the two largest low Earth orbit satellite operators will create substantial demand in the industry and present limitless business opportunities for wireless communication providers. Furthermore, microwave and millimeter-wave components are essential elements in satellite payloads and satellite ground receiving station modules, which will also see significant growth.

The Group's existing products continue to see growing demand as various operators increase their satellite launch volumes, while newly certified products have also entered mass production, bringing new breadth to revenue. Additionally, the ongoing collaboration with various customers on items that are still undergoing diverse certifications will serve as sources of opportunities supporting high revenue growth.

1.2.4. Industry competition

Companies around the globe that mainly produce microwave/millimeter-wave front-end communication components are predominantly based in Europe and America, while in Japan, these products are typically developed and manufactured by subsidiaries of system companies.

The main competitors in the microwave/millimeter-wave front-end communication component market are primarily old companies in Europe and America with a history of over 30 years. Their technical abilities are well-established and undisputed. In addition to having a cost-competitive advantage, our company also boasts a mature technology industry, high-quality human resources, a strong R&D team, robust research and development capabilities, and efficient mass production. Our years of operational results have earned us a key role in this communication market.

1.3. Technology and R&D Overview

1.3.1. R&D expenses

Item/Year	In Thousands of NT\$	
	2024	2025Q1
R&D expenses	196,582	43,504
Percentage of consolidated net operating revenue(%)	8.42%	7.02%

1.3.2. Technology or product development accomplishments

The newly developed technologies and products in the past year are as follows:

Year	R&D Items	Application
2024	Ka/Ku dual-band low axial ratio antenna subsystem	Low-Satellite ground station communication system
2024	Next-generation tunable duplexer	5G Advanced Backhaul communication system
2024	Next-generation high-power subsystem for long-distance microwave communication	5G Advanced Backhaul communication system

1.4. Long and short-term business development plans

Short-term business development plan :

1.4.1. Deepen the supply chain of the low Earth orbit satellite industry and expand international market share:

With the rapid growth in demand for the low Earth orbit satellite market, it is expected that by 2030, the market size will reach USD 29.8 billion. UMT will actively deepen its supply chain position in this industry and expand its market share through technological upgrades and international cooperation. The key plans for the current year include:

1.4.1.1 Strengthen cooperation with global low Earth orbit satellite leading enterprises, deepen supply chain relationships with major satellite manufacturers, and actively participate in the development of next-generation satellite equipment and the supply of key components.

1.4.1.2 Enhance the technical threshold of key components, focusing on the development of high value-added products such as high-frequency microwave modules and low-power satellite communication components, to strengthen competitiveness.

1.4.1.3 Expand into the North American, European, and Asian markets through strategic partnerships with local satellite operators and aerospace supply chain companies to enhance international visibility and capture a larger market share.

By deepening supply chain collaboration and leveraging advanced technology strategies, the Group will strengthen its competitive advantage in the global low Earth orbit satellite market, ensuring robust operational growth.

1.4.2. Utilizing intelligent assistance technology in enterprise operation management to enhance efficiency and decision-making capabilities:

With the acceleration of digital transformation in enterprises, the application of artificial intelligence (AI) technology has become a crucial key to enhancing competitiveness. Through the deep integration of intelligent assistance technology, enterprises can optimize daily operations, decision-making processes, and collaboration efficiency, significantly enhancing productivity and management effectiveness. By effectively utilizing appropriate digital tools and AI-assisted functions, the team's

operational efficiency can be further enhanced, thereby ensuring the company maintains a competitive advantage in the future market.

1.4.2.1 Intelligent assistance enhances work efficiency by reducing the processing time of low-value administrative tasks, allowing employees to spend more time on higher-value work.

1.4.2.2 Through intelligent data analysis technology, achieve real-time monitoring of market changes, supply chain risks, and financial fluctuations, providing decision-makers with more timely supporting information.

1.4.2.3 Establish intelligent knowledge management to help new employees quickly adapt to the work environment and improve learning efficiency.

By introducing smart manufacturing technologies, higher production efficiency, cost optimization, and flexible supply chain management will be achieved, ensuring a continued competitive edge in a highly competitive market.

1.4.3. Respond to geopolitical impacts by strengthening cost control and operational flexibility:

In recent years, the uncertainty of geopolitical situations has intensified, leading to supply chain restructuring, tariff barriers, and rising costs of energy and supplies, further impacting the operating costs and market competitiveness of enterprises. In the face of this challenge, enterprises must reduce risks and maintain long-term competitive advantages through supply chain diversification, smart production, and flexible operational management. Therefore, the Group will optimize production costs and enhance price competitiveness through a diversified layout strategy and regional supply chain configuration, along with streamlining internal processes to ensure stable operational development and improve profitability.

1.4.3.1 Localization and Regional Production Strategy: Expand production lines in Southeast Asia to flexibly respond to customer demand for increased capacity and to adapt to tariff variability.

1.4.3.2 Optimization of capacity allocation, through dynamic production scheduling and predictive maintenance of equipment, reduces machine idle time and production anomalies, enhances unit production efficiency, and lowers fixed costs.

1.4.3.3 Dynamic cost monitoring and forecasting, utilizing real-time data analysis to predict fluctuations in market supplies prices, allows for the proactive adjustment of procurement strategies to ensure supply chain stability at the most competitive prices.

Through flexible production strategies, optimized production management, and dynamic cost monitoring, we assist enterprises in coping with the rising cost pressures brought about by geopolitical factors, ensuring operational flexibility and stability while maintaining competitive advantages. To adopt a more flexible strategic layout, reduce trade risks and cost impacts, and ensure sustainable growth and competitiveness in the

global market in the future.

Long-term business development plan :

(1) Utilize core strengths, multi-faceted integration and expansion.

Microwave/millimeter wave components are just a part of the communication system. However, in the communication industry, there are many industries with niche needs in the upstream, midstream, and downstream, which provide opportunities. For the upward-trending wireless communication and satellite communication industry, the Company utilizes proficient technical expertise and familiarity with the industry ecosystem to establish long-term competitive advantages.

(2) Continuously expand low earth orbit satellite communication markets and expand the scale of decentralized production capacity.

With the continuous improvement of satellite manufacturing technology, applications that differ from traditional high-orbit satellites have been created. Coupled with the rapid decline in satellite launch costs, this has intensified the integration of 5G/6G with satellite networks, multi-orbit/multi-band satellite convergence, alliances between low-orbit satellites and telecom operators, and innovative services such as D2C/D2D satellite services. All these developments can increase communication bandwidth and network flexibility, significantly promoting the substantial increase in global satellite launch numbers. In the long term, as one of the key suppliers of global low Earth orbit satellite components, the Company continues to strengthen its technological layout and actively deepens strategic cooperation with leading enterprises in the international satellite industry, focusing on emerging fields such as high-frequency millimeter-wave communication modules, low-power satellite receiver components, and smart antenna technology, ensuring its technological leadership position in the market. At the same time, as countries place greater emphasis on managing geopolitical risks and supply chain security, the Company has also established comprehensive response plans to meet customers' needs for diversification of geopolitical risks while balancing the need for capacity expansion. We believe that grasping the vast and long-term business opportunities in the low Earth orbit satellite communication industry and enhancing the breadth of cooperation with customers can create synergistic effects to meet localized supply demands and further strengthen market competitiveness.

2. Market and Sales Overview

2.1 Market Analysis

2.1.1 Sales regions of main products

Unit : In Thousands of NT\$

Region \ Year	2023		2024	
	Amount	%	Amount	%
Taiwan	405,021	25.55	289,602	12.4

China	86,863	5.48	96,569	4.14
Asia	416,287	26.26	330,824	14.17
Europe	210,846	13.30	317,680	13.6
America	455,430	28.73	1,290,090	55.25
Other	10,761	0.68	10,191	0.44

2.1.2 Market Share

Most of the Company's products are customized and niche products, and we are also the main supplier for global microwave/millimeter wave communication system manufacturers and satellite operators. Therefore, we already have a stable market share in the wireless communication industry.

2.1.3 The future supply and demand situation and growth of the market

In addition to the demand for the construction of 4G/ 5G mobile communications in developing countries still driving continuous market growth, the basic infrastructure of 5G in developed countries has also started, and the demand for microwave/millimeter waves, millimeter wave components will become more apparent. In addition, the breadth of satellite communication applications is also expanding due to the diversified needs of wireless communication. Microwave/millimeter wave components are an indispensable part of satellite ground receiving station modules. Hence, it can be foreseen that in the coming years, with the increase in the construction of 4G/5G and satellite communications, the demand for wireless RF components is expected to bring about several years of rapid growth.

In addition to the fact that there is still a certain demand for 4G/LTE and 5G mobile communication construction, which can drive the continuous growth of microwave/millimeter wave component demand, the breadth of satellite communication application is also expanded due to the diversified needs of wireless communication, especially the rapid growth of low-earth orbit communication, and microwave/millimeter wave components are also an indispensable part of satellite payload and satellite ground receiving station module. It is foreseeable that with the increase in 4G/LTE, 5G and satellite communication construction in the coming years, the demand for RF components can also bring rapid growth for many years.

2.1.4 Competitive Advantages

(1) Proprietary R&D technology, fully autonomous products.

The products we develop and manufacture are all based on our own R&D technology, and can be customized and modified according to customer requirements. Because we fully develop and produce ourselves, our after-sales service can meet customers' requirements for quick responses more effectively.

(2) Product stability, high technical entry barrier.

The Company combines the R&D and manufacturing technology of telecommunications equipment components with wireless signal technology. The microwave/millimeter wave communication components produced have been certified and continue to cooperate with internationally renowned system manufacturers. We design and manufacture components, and have

achieved impressive results in the layout of the LEO satellite market and the development of related products, demonstrating product stability and receiving high praise.

- (3) The customer base is broad and has established a brand reputation, which makes it easier to expand new application opportunities.

The importance of communication quality in wireless communication is extremely high, especially with the wide range of applications in the industry. Existing businesses or startups prioritize partners that can keep pace with their product development in order to effectively seize opportunities. The Company has cooperated with well-known system companies around the world for many years, and the accumulated reputation has an excellent brand reputation. The demand for satellite communication brings a long-term business opportunity due to the low-earth orbit communication has the advantages of low latency, not affected by terrain and greatly reduced construction costs. The Company has also entered into major low Earth orbit satellite communication operators and some other low Earth orbit satellite-related manufacturers, and has entered a period of shipment growth, continuously expanding opportunities in the low Earth orbit satellite industry. Therefore, with specific growth momentum in low Earth orbit satellite opportunities, it will be one of the important factors for stable growth in performance.

2.1.5 Positive and negative factors for future development and response measures

Positive Factors	Negative Factors	Response Measures
<p>(1) We have our own R&D technology and autonomous products.</p> <p>(2) Our products have excellent stability and high technical barriers to entry.</p> <p>(3) Our wide customer base and established brand reputation make it easier to explore new business opportunities.</p>	<p>(1) The training period for microwave/millimeter-wave communication R&D personnel is long.</p> <p>(2) Product development and certification periods are long.</p> <p>(3) Competitive pricing in the electronics market compresses profit margins.</p>	<p>(1) We are promoting transparency in management and public stock offerings to enhance the Company's image, bring in public market funds, and effectively attract talent through a reward system.</p> <p>(2) We continuously improve product design to shorten development time and reduce costs, thus increasing competitiveness.</p> <p>(3) We are investing in the development and manufacturing of products with higher technical integration</p>

Positive Factors	Negative Factors	Response Measures
		and complexity, to develop niche products.

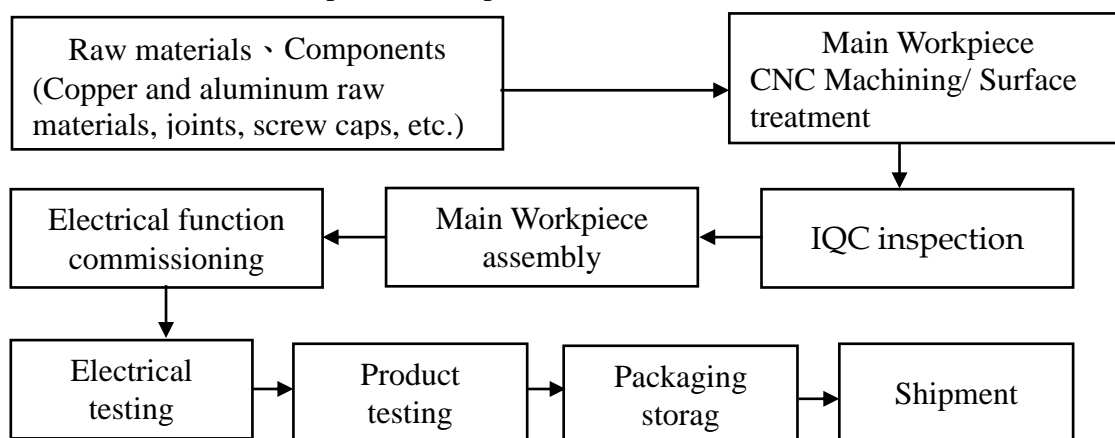
2.2 Main products' important functions and production process

2.2.1 Main products's important functions

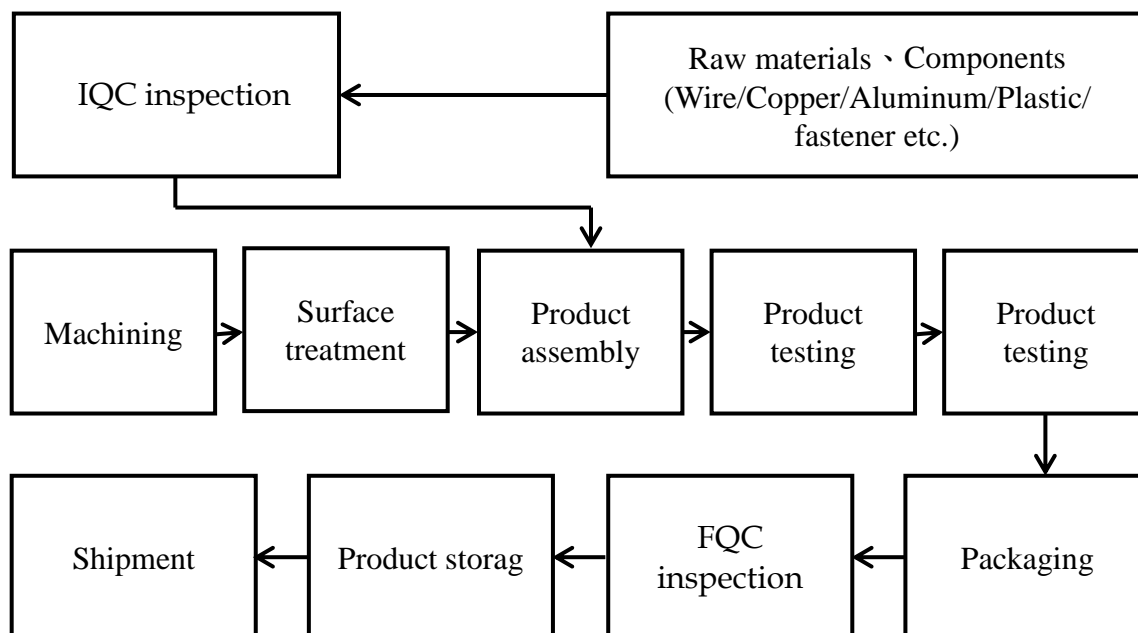
The group's products include high-frequency passive communication components such as microwaves/millimeter waves and antennas. Market applications include wireless backhaul networks, satellite communications, broadband wireless transmission, and mobile communication base stations. We can quickly provide customized products that meet customer specifications and rapidly move into mass production, offering a variety of customized services.

2.2.2 Production process

(1)Microwave passive components



(2)Radio Frequency Product



2.3 Supply situation of major raw materials

In the local production area, the group has established long-term supply chains with local suppliers. We also promote important supplier audit guidance mechanisms, maintaining close and stable cooperation with suppliers. Under the policy of ensuring easy access to major material sources and maintaining at least two suppliers, we encourage suppliers to cooperate, continually improve quality, and maintain stable and reasonable prices.

2.4 List of major customers for procurement / sales

2.4.1 Details of suppliers accounted for more than 10% of total procurement amount in either of the 2 most recent fiscal years

Unit : In Thousands of NT\$

Item	2023				2024				First quarter of 2025			
	Name	Amount	Percentage of annual net procurement (%)	Relationship with the issuer	Name	Amount	Percentage of annual net procurement (%)	Relationship with the issuer	Name	Amount	Percentage of annual net procurement (%)	Relationship with the issuer
1	Supplier A	74,574	12%	None	Supplier B	117,333	13%	None	Supplier B	23,539	12%	None
2	Other	550,605	88%	None	Other	782,068	87%	None	Other	173,083	88%	None
	Net Procurement	625,179	100%	None	Net Procurement	899,401	100%	None	Net Procurement	196,622	100%	None
<p>Supplier A : In 2023, due to the project execution progress, the demand for the only supplier for the project of the subsidiary companies under the group has increased.</p> <p>Supplier B : The first quarter of 2024 is a material for the Group's parent company. Additional materials were procured to meet the increased demand resulting from order growth..</p>												

2.4.2 Details of customers accounted for more than 10% of total sales amount in either of the 2 most recent fiscal years

Unit : In Thousands of NT\$

Item	2023				2024				First quarter of 2025			
	Name	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Item	Amount	Percentage of annual net sales (%)	Relationship with the issuer	Item	Amount	Percentage of annual net sales (%)	Relationship with the issuer
	None				Customer A	528,268	22.62	NA	Customer A	206,711	33.34	NA
					Customer B	303,461	13.00	NA	Customer B	87,715	14.14	NA
					Other	1,503,227	64.38		Other	325,673	52.52	
	Net Sales	1,585,208	100.00		Net Sales	2,334,956	100.00		Net Sales	620,099	100.00	
Reasons for the changes: The increase in orders from Customers A and B beginning in 2024 was due to the completion of product validations and the transition into mass production.												

3. Status of employees

Year		2023	2024	As of 2025/5/15
Number of Employees	Direct Labor	184	207	234
	Indirect Labor	329	306	327
	Research and development	88	87	91
	Total	601	600	652
Average Age		37	40	38
Average Years of Service		7.8	7.6	7.5
Education	Ph.D.	0.33	0.33	0.31
	Masters	12.31	12.83	12.12
	Bachelor's Degree	40.77	38.83	36.50
	High School	31.78	33.17	36.66
	Below High School	14.81	14.83	14.42

4. Information on environmental protection expenditures

In the recent fiscal year and up until the date of printing this annual report, no losses due to environmental pollution were encountered. There is no estimated amount or contingency plan for potential future pollution-related losses, as there are no foreseeable circumstances where it would be possible to make reasonable estimates.

5. Employee Relations

5.1 Work environment and employee safety

5.1.1 Recognizing the importance of "work environment and employee safety measures", we implement occupational safety and health regulations, regularly identify and analyze safety and risk aspects, establish management plans and

improvement targets for significant environmental safety and health matters (lower-risk items are controlled through operational management). Furthermore, thanks to our effective 5S management and implementation within the workplace, significant improvements in environmental safety and health have been achieved.

5.1.2 A safe and healthy working environment is the result of joint efforts between the Company and employees. We regularly arrange occupational safety and health courses (for new employees, existing employees, and safety professionals), ensuring all staff receive necessary safety training to enhance safety awareness. This includes part-time students, contractors, and temporary workers. For contractors and suppliers entering the plant area, we provide hazard communication and response strategies. Also, we standardize the safety management of hardware equipment and materials in the plant.

5.1.3 Contracted occupational safety and health medical personnel visit the factory to provide health services and health promotion activities for workers, strengthening the physical and mental health of workplace employees and creating a friendly workplace environment.

5.2 Employee welfare initiatives

5.2.1 Depending on the operational status and individual performance, the Company issues incentive bonuses.

5.2.2 The Company offers employee bonuses and stock options based on operational status and individual performance.

5.2.3 The Company has established an employee welfare committee to plan for employee benefits.

5.2.4 Annual health checks are carried out, emphasizing employee physical and mental health.

5.2.5 The Company has set up medical rooms, nursing rooms, table tennis rooms, basketball courts, gyms, etc., to provide a good working environment for employees.

5.2.6 The Company conducts annual senior and excellent employee commendations, labor-management talks, education and training, and lectures on caring for employees' life and work, etc.

5.2.7 The Company provides travel subsidies for employees.

5.2.8 The Company encourages employees to participate in clubs and provides financial assistance, such as yoga clubs, board game clubs, table tennis clubs, basketball clubs, sports health clubs, badminton clubs, etc. Employees regularly participate in club activities, establish good interactions, and form regular exercise habits.

5.3 Education and trainings of employees as below

Course Type	No. of Employees	Total Sessions	Total Training Hours	Total Expense
Department professional training	1,041	97	2,223.5	759,959
Management training	1,006	98	1,099.0	550,810
New employee training	133	84	3,931.5	639,420
General Education	213	24	204.0	57,666

Course Type	No. of Employees	Total Sessions	Total Training Hours	Total Expense
Employee Safety and Health	540	66	1,652.5	431,280
Total	2,933	369	9,110.5	2,439,135

5.4 Retirement system and its implementation status

5.4.1 Pension provision: According to the Labor Standards Act, the Company has set up an employee retirement scheme, formed a labor retirement reserve supervision committee, and allocates 2% of the total salary paid each month as a retirement reserve, which is deposited into a special account at Bank of Taiwan in the name of the committee.

5.4.2 For 2025, the labor retirement reserve special account has been fully allocated according to the actuarial report by the actuary, and a one-year suspension of allocation was approved from March of 2025.

5.5 Labor agreements and maintenance status of various employees' rights and interests

The Company has established relevant measures and regulations for all employees in order to let them understand and follow ethical concepts, rights, obligations and the codes of conduct. The measures are as follows:

5.5.1 Authority limits : To improve work efficiency and tiered management.

5.5.2 Organizational structure and work content of each department : Clearly define the organizational functions of each department.

5.5.3 Work rules and regulations : Assist all employees in understanding the relevant internal regulations of the Company.

5.5.4 Labor-management meetings: Regularly hold labor-management meetings, communicate opinions through meetings, enhance mutual understanding, strengthen labor relations, protect workers' rights, and promote the smooth implementation of various tasks.

5.5.5 Established a problem feedback mailbox, a physical suggestion box, and a company Line@ life circle, providing employees with multi-channel communication and complaint channels, and timely handling.

5.6 Explanation for any loss sustained by the Company as a result of labor disputes in recent years and up to the publication of the annual report, and disclose an estimate of losses incurred to date or likely to be incurred in the future, and indicate contingency measures being or to be taken. : None.

6. Cyber Security Management

6.1 Provides the cyber security risk management framework, Cyber Security Policy, specific management plans and cyber security management resources invested.

6.1.1 Cyber security risk management framework :

The Company has established the "Information and Communication Security Committee" to coordinate the coordination and management review of information and communication security policies, plans, operations, and resource scheduling, and shall report the implementation results of information and communication security work to the Information and Communication Security Committee for management and review at least once a year. The organization has an Executive Vice President as the Chief Information Security

Officer, and has an Executive Secretary, a Information Security Committee member, an Information Security Working Group, an Internal Audit Group, and an Emergency Response and Event Reporting Group. The members of the Committee include two dedicated information security supervisors and personnel, of which the dedicated information security supervisor has obtained the ISO27001 information security management system leading auditor certificate.

In 2024, the Company introduced the ISO27001 information security management system, established an information Assets risk management based structure, and passed third-party audit verification to reduce the Company's information security incident risk.

The Information Security Promotion Team shall collect internal and external communication information, and regularly report the implementation of information security to the Board of Directors or the management to ensure the appropriateness and effectiveness of the operation.

6.1.2 Cyber Security Policy :

The Company has established the "Information Security Policy" to maintain the confidentiality, integrity and availability of the Company's information Assets, and to comply with the requirements of relevant laws and regulations, and to protect the privacy of users' data, so that they are protected from internal and external deliberate or accidental threats. The ISO 27001 Information Security Management System certification was obtained in June 2024 and is valid until June 2027.

Scope:

This policy applies to the Company's personnel, outsourcing service providers and visitors to comply with this policy, as well as the management of relevant operating standards for information and communication security.

Review:

This policy shall be evaluated and reviewed at least once a year to meet the requirements of government laws and regulations, and reflect the development trend of information technology, so as to ensure the effectiveness of the Company's information security management operations.

Corrective and preventive management:

When internal and external audits discover deficiencies, information security incidents, or self-found potential risks that need to be controlled and processed, the handling unit should propose corrective measures to prevent similar incidents from regenerating and achieve the goal of continuous improvement of information security.

6.1.3 Specific Management Strategy :

(1) In accordance with the spirit of PDCA, the "Information Security Policy" is strictly implemented.

(2) For information technology and equipment, the Company has built the highest level of firewall, backup system, email protection system and file encryption system in the information industry, and terminal computers automatically update the latest anti-virus definition files every day, so it can achieve the most complete protection of the Company's system and data.

- (3) Participate in intelligence sharing organizations such as TWCERT or collect and analyze information related to information security threats through different channels to produce threat intelligence.
- (4) Regularly conduct e-mail social engineering drills every year, and educate and train personnel who accidentally turn on letters or links, and keep relevant records.
- (5) Regularly conduct vulnerability scanning and penetration testing for core systems.
- (6) Education and training:
 General users: at least three hours of general education and training on information and communication security per person per year.
 Information personnel: At least three hours of professional training and cyber security function training for cyber security every two years, and three hours of cyber security general education training every year.
 Dedicated information security supervisor and personnel: At least 12 hours of professional information security training per person per year.
- (7) Formulate the management procedures for on-the-job, on-the-job and resignation, and sign a confidentiality agreement to clearly inform the confidentiality matters.
- (8) Formulate the information security responsibilities and confidentiality regulations of the outsourcing manufacturers, and specify the service level agreement (SLA) and information security requirements in the procurement documents.

6.1.4 Resources invested for cyber security management :

The Company continues to strengthen the information security system, with at least two dedicated information security supervisors and personnel, improves the data backup mechanism, continuously conducts disaster recovery drills, regularly checks the correctness of account permissions, strengthens personnel information security education and training and information security personnel training, and regularly conducts e-mail social engineering drills and vulnerability scanning and improvement, etc., in addition to reducing the probability of information security incidents in the Company, and also improving the information security awareness and response ability of all personnel.

6.2 Losses, possible impacts and countermeasures as a result of major cyber security incidents in the last year up to the publication date of this annual report, state the reasons if losses cannot be reasonably estimated :

No major information security incidents occurred that resulted in business losses in the last year up to the publication date of this annual report.

7. Important Contracts

The important contracts of supply/distribution contracts, technical cooperation contracts, engineering/construction contracts, long-term loan contracts, and other contracts that would affect shareholders' equity, where said contracts were either still effective as of the date of publication of the annual report, or expired in the most recent fiscal year : None.

V. A Review and Analysis of the Company's Financial Position and Financial Performance and Risk Management

1. Financial Status

1.1 Analysis of Financial Status

Unit: NT\$ Thousand

Item \ Year	2024	2023	Difference	
			Amount	%
Current Assets	2,434,316	2,077,997	356,319	17.15
Property, Plant and Equipment	1,204,906	933,959	270,947	29.01
Intangible assets	20,527	17,613	2,914	16.54
Other assets	623,530	370,604	252,926	68.25
Total Assets	4,283,279	3,400,173	883,106	25.97
Total Liabilities	1,770,694	937,142	833,552	88.95
Share capital	638,647	629,312	9,335	1.48
Capital surplus	1,152,513	855,139	297,374	34.77
Retained Earnings	595,029	530,838	64,191	12.09
Other Adjustments	63,015	43,016	19,999	46.49
Non-controlling interest	63,381	404,726	(341,345)	(84.34)
Total Stockholders' Equity	2,512,585	2,463,031	49,554	2.01

Note : Analysis below comprises items changes amounted to NT\$10 million and change ratios exceed 20%.

- 1.2 Listing the main reasons for any material change in the Company's assets, liabilities, or equities during the past two fiscal years, and describe the effects thereof. Where the effects are significant, describe the measures to be taken in response :
1. Current assets and Total assets increased: primarily due to the increase in accounts receivable, net and increase in inventories.
 2. Property, plant and equipment increased: primarily due to the increase in equipment and buildings.
 3. Intangible assets increased: primarily due to the increase in information software.
 4. Total liabilities increase: This is mainly due to the issuance of convertible bonds.
 5. Capital surplus : This is mainly due to the issuance of convertible corporate bonds resulting in share options.
 6. Other equity interest : The exchange differences arising from the translation of the financial statements of foreign operations for obtaining financial assets through other comprehensive income are due to exchange rate differences and the sale of financial assets measured at fair value through other comprehensive income.
 7. Non-controlling interests: Mainly due to the acquisition of shares in Radiation Technology, Inc. through UMT Samoa this year.
- 1.3 The effect of future financial status and operation condition : None.
- 1.4 Future response plans : Not applicable.

2. Financial Performance

2.1 Analysis of Financial Performance

Unit: NT\$ Thousands

Item \ Year	2024	2023	Difference	
			Amount	%
Net Sales	2,334,956	1,585,208	749,748	47.30
Cost of Sales	1,136,843	944,081	192,762	20.42
Gross profit	1,198,113	641,127	556,986	86.88
Operating Expenses	576,314	438,658	137,656	31.38
Operating Income	621,799	202,469	419,330	207.11
Non-operating income and expenses	127,182	96,797	30,385	31.39
Income Before Tax	748,981	299,266	449,715	150.27
Tax Expense	(162,266)	(57,939)	(104,327)	(180.06)
Net income(loss)	586,715	241,327	345,388	143.12
Other comprehensive income (income after tax)	32,900	66,899	(33,999)	(50.82)
Total comprehensive income	619,615	308,226	311,389	101.03

Note : Analysis below comprises items changes amounted to NT\$10 million and change ratios exceed 20%.

2.2 Listing the main reasons for any material change in the Company's operating revenues, operating income, or income before tax during the past two fiscal years, and describe the effects thereof. Where the effects are significant, describe the measures to be taken in response :

1. Net Sales, Cost of Sales, Operating Expenses, Gross profit, Operating Income, Non-operating income, Income Before Tax and expenses, Tax Expense and Net income: The increase was primarily due to higher revenue and profitability; however, related costs and expenses also rose accordingly.
2. Non-operating income and expenses: Mainly due to an increase in foreign exchange gains from currency fluctuations compared to 2023.
3. Other comprehensive income: This was primarily due to exchange differences arising from the translation of financial statements of foreign operations and the impact of gains or losses from the valuation of financial assets under IFRS 9.

2.3 The expected sales amount and its basis: The Company's expected sales volume is based on market demand and trends, customer operational conditions, and considering company capacity planning and business development strategies.

2.4 The Company's future financial performance and the plan for any possible impact :
None.

2.5 Future response plans : Not applicable

3. Cash Flow

3.1 Cash Flow Analysis For The Current Year

Item \ Year	2024	2023	Change in Increase/Decrease (%)
Cash flow ratio (%)	91.92	62.21	47.8%
Cash flow adequacy ratio (%)	130.77	115.72	13.0%
Cash reinvestment ratio (%)	12.12	8.28	46.4%
Analysis of changes : Increase in cash flow ratio, cash flow adequacy ratio, cash reinvestment ratio: The main reason is the increased cash inflows from operating activities, which caused by the rising magnitude of changes in notes / accounts receivable and accounts payable.			

3.2 Remedy For Cash Deficit And Liquidity Analysis

Unit: NT\$ Thousands

Cash and Cash Equivalents, Beginning of Year	Net Cash Flow from Operating Activities	Cash Outflow	The impact of exchange rate changes on cash	Cash Surplus (Deficit)	Leverage of Cash Deficit	
①	②	③	④	①+②+③+④	Investment Plans	Financing Plans
731,186	713,006	(206,312)	8,687	1,246,567	None	None
1. The analysis of any cash flow changes during the most recent fiscal year : : (1)Operating activity : Net cash inflow of NT\$731,016 thousand, mainly generated from operations. (2)Investing activities: Net cash outflow of NT\$160,392 thousand, mainly due to acquisition of financial assets measured at amortized cost. (3)Financing activities: Net cash outflow of NT\$ 45,920 thousand, mainly due to repayment of short-term borrowings and changes in non-controlling interests. 2. The corrective measures and liquidity analysis of illiquidity : Not applicable.						

3.3 Cash flow analysis for the next year : The Company expects that the cash flow in the next year should remain stable.

Unit: NT\$ Thousands

Estimated Cash and Cash	Estimated Net Cash Flow from Operating	Estimated Net Cash Flow from Investing and	Cash Surplus (Deficit)	Leverage of Cash Surplus (Deficit)
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Equivalents, Beginning of Year	Activities	Financing Activities			
①	②	③	① + ② - ③	Investment Plans	Financing Plans
1,246,567	963,950	(804,521)	1,405,996	None	None

4. Major capital expenditures during the most recent fiscal year : In response to capacity layout planning and customer demands, the Company is not only expanding its facilities in Taiwan and Vietnam but also conducting a reverse triangular merger with its subsidiaries to integrate research and development technology, talent, production capacity, customer resources, and distribution channels, thereby enhancing the Company's long-term competitiveness, which should have a positive impact on the Company's financial operations and long-term planning.
5. Investment policy for the most recent fiscal year, the main reasons for the profits or losses, improvement plans, and investment plans for the coming year

The Company's investment policy is based on long-term strategic investments, primarily focusing on aligning with the Company's core businesses in wireless communications and precision processing. This aims to expand operational scale, enhance industry competitiveness, and increase investment returns, thereby increasing shareholders' equity.

For the year 2024, the consolidated basis investment income accounted for using equity method is NTD 84 thousand, and the same principles will continue to be upheld in the future, with ongoing prudent evaluation of reinvestment plans.

The current operational outlook for the company is optimistic. In the coming year, the main investment plans include gradually purchasing machinery and equipment necessary for production and research and development, as well as implementing a phased expansion plan for overall capacity in Southeast Asia in response to market development trends in satellite communications and 5G communications, to meet the growing demand from customer orders.

6. Risk analysis and evaluation
 - 6.1 Effects of changes in interest rates, foreign exchange rate and inflation on corporate finance, and future response measures
 - 6.1.1 The impact of interest rate changes and response measures

The Company, in stable operation and growth, only requires short-term operational capital to meet the needs of brief financial adjustments. The impact of interest rate changes on the Company is minimal. Furthermore, we maintain close relationships with banks and other financial institutions to obtain favorable loan terms, and effectively use various financial tools through sound financial planning to reduce the risk of interest rate changes. In the future, our response strategy to interest rate changes, besides maintaining close contact with financial institutions, includes keeping abreast of current interest rate

changes, referring to domestic and international economic trend research reports, and observing fluctuations in domestic and international benchmark market interest rates, and adjusting the use of funds as appropriate.

6.1.2 The impact of exchange rate changes and response measures

The group mainly exports, with the primary quoting currency being the US dollar. Fluctuations in the value of the US dollar can generate foreign exchange gain or loss risk for the Company. Therefore, we adopt a phased approach to selling US dollars to reduce the risk of exchange rate fluctuations, and to reduce the impact of exchange rate fluctuations on profits and losses. We maintain close contact with our banks to understand changes in the foreign exchange market. Our business department will adjust its pricing for exports and imports based on exchange rate fluctuations, control foreign currency assets and liabilities at any time, hedge against overall foreign exchange risk, and thus we do not expect significant market risk. We will continue to conduct related foreign exchange hedging transactions in the future to mitigate the effects of exchange rate fluctuations.

6.1.3 The impact of inflation and response measures

The Company pays close attention to market price fluctuations and maintains good relationships with customers and suppliers. Profits and losses in recent years have not been significantly affected by inflation. If inflation leads to an increase in the cost of goods, we will appropriately adjust the selling price of products to reduce the impact on profits and losses. We will keep a close eye on cost control and pricing due to changes in the economic climate leading to inflation, adjusting product prices and inventory levels in a timely manner.

6.2 Policies, Main Causes of Gain or Loss and Future Response Measures with Respect to High-Risk, High-Leverage Investment, Loaning or Endorsement Guarantees and Derivatives Transactions

6.2.1 Engaging in high-risk, high-leverage investments

The group's financial operations are based on the principle of stability and conservatism. In recent years, we have not engaged in high-risk, high-leverage investment transactions. Derivative transactions are all intended for hedging purposes.

6.2.2 Lending funds to others and providing endorsement guarantees

In accordance with the relevant provisions of the competent authority and the group's "Regulations Governing Loaning of Funds and Making of Endorsements/Guarantees", the Company conduct regular audits and make legal announcements and declarations.

6.2.3 Derivative transactions

In accordance with the relevant provisions of the competent authority and the group's "Procedure for Acquiring or Disposing of Assets", we conduct regular audits and make legal announcements and declarations. The derivative financial transactions conducted by the group are for financial hedging purposes, to avoid the impact of exchange rate fluctuations on assets and liabilities held. The calculation of the fair value is based on the valuation data provided by the bank, and the expected amount that can be obtained or paid if

the Company terminates the contract on the reporting termination date, including unrealized gains and losses from contracts not yet settled.

6.3 Future Research & Development Projects and Corresponding Budget

Unit: NT\$ Thousands

Plan of the resent year	Schedule	Further expenditures	Estimated time of completion	The main factors affecting the success of future R&D
Next-Generation High-Power Dual-Band Low Axial Ratio Antenna Subsystem	Design and Development, and Procurement of R&D Software and Hardware	30,000	End of 2026	<ol style="list-style-type: none"> 1. The product features a high-performance strategy. 2. Mastery of customized manufacturing processes. 3. Introduction of advanced processing technologies.
Terahertz Planar Antenna Development Project	Design and Development, and Procurement of R&D Software and Hardware	35,000	End of 2026	<ol style="list-style-type: none"> 1. The product features a high-performance strategy. 2. Mastery of customized manufacturing processes. 3. Introduction of advanced processing technologies.
Terahertz Planar Antenna Development Project	Design and Development, and Procurement of R&D Software and Hardware	70,000	Mid of 2026	<ol style="list-style-type: none"> 1. The product features a high-performance and competitive pricing strategy. 2. Mastery of customized manufacturing processes.. 3. Introduction of advanced processing technologies.

6.4 Effect on the Company's financial operations of important policies adopted and changes in the legal environment at home and abroad in recent year and up to the publication of the annual report, and contingency measures to be taken.

In recent years, the group has not been affected by significant domestic and foreign policy and legal changes that would affect the Company's financial operations. We always pay attention to important domestic and foreign policy and legal changes, to conduct impact assessments and develop response plans. When necessary, the Company will also commission external legal advisors to provide problem consultation and handle relevant legal issues for the Company.

6.5 The effects of technological (including cyber security risk management) and industrial changes on financial status and operation of the Company and countermeasures.

The wireless communication industry is divided into systems, subsystems, OEMs, and component suppliers, based on the upstream and downstream

relationship. The setting of communication system specifications has always been controlled by a few large system manufacturers. Subsystem manufacturers usually specialize in the microwave frequency band of the communication system. As for international EMS manufacturers such as Flextronics, Benchmark, Jabil, they purely provide system assembly and manufacturing services. In the entire microwave system supply chain, each has its different technical levels and plays different roles. However, the above three types of companies all need to purchase various components from component suppliers due to the needs of the microwave communication system. The group's position is to produce and manufacture the most important communication component suppliers in microwave and RF communication systems, and there are currently no other products that can replace them.

As for the risks faced by information security, they are indeed becoming more diverse. In particular, once the prevention is not careful enough to cause information leakage or system operation stoppage, it will cause great operational problems. Therefore, the Company has always been strengthening the IT equipment that protects information security, and regularly publicizes various cases and conducts exercises for recovery plans after risks occur. The purpose is to enhance the awareness and timeliness of all staff and reduce the impact of these risks.

6.6 The Impact of Changes in Corporate Image on Corporate Risk Management, and the Company's Response Measures

Since the establishment of the group, we have actively strengthened the Company's internal management and improved the quality management capabilities, established the brand image of the group, and hoped to increase customer trust in the Company's brand. After the parent company is listed on the counter, the visibility is further improved, and compliance with government regulations and strengthening corporate governance can help eliminate potential risks that the Company may face and maintain a good corporate image.

In the recent year, the corporate image of the Company has not changed significantly, and there are no reports related to the adverse corporate image in the market.

6.7 Expected Benefits and Risks Relating to and Response to Merger and Acquisition Plans : None

6.8 Expected Benefits and Risks Relating to and Response to Factory Expansion Plans

The group will continue to expand the production equipment. Since the purchase of this equipment will mainly be planned based on the order situation and customer development progress, it will not cause an increase in operational risks.

6.9 Risks Relating to and Response to Excessive Concentration of Purchasing Sources and Excessive Customer Concentration

1. Risk associated with purchasing

The main purchases of the group are CNC precision machined metal products. In addition to increasing the self-manufacturing rate, they are distributed among several suppliers, and through the support of suppliers who

have developed cooperation tacit understanding for many years, we can reduce the risk of capacity shortage and avoid centralized purchasing.

2. Risk associated with sales

The Company continues to dedicate to the development of domestic and foreign customers such as satellites and 5G, the breadth of products continues to expand, the concentration of sales is expected to decrease correspondingly, and the risk of sales concentration is controllable.

6.10 Effects of Risks Relating to and Response to Large Share Transfer or Changes in Shareholdings by Directors, Supervisors, or Shareholders with Shareholding of over 10%.

In the most recent fiscal year and until the date of the annual report printing, the directors, supervisors, or shareholders holding more than 10% of the shares did not have a large amount of stock transfer.

6.11 Effects Risks Relating to and Response to Changes in Control over the Company

The group has established a professional manager system, and major operational planning is proposed by the Company's professional managers after evaluating the industry and the Company's overall resources and obtaining approval from the board of directors. The division of responsibilities in each department of the group is clear, and through the implementation of the Company's internal control system, coordination and communication between departments, the business strategy is fully implemented, operation efficiency is mastered, and business results are ensured, effectively reducing the impact and risk of changes in managerial rights on group operations.

6.12 Litigation or Non-litigation Matters: None

6.13 Other important risks and countermeasures being or to be taken: None

7. Other important risks and countermeasures being or to be taken: None

VI. Special Disclose

1. Information related to the Company's affiliates: Please refer to the Market Observation Post System for further details. The index path is as follows:

Index Path: Market Observation Post System > Single Company > Electronic Document Download > Affiliate Companies' Three-Statement Form Section

Website: https://mopsov.twse.com.tw/mops/web/t57sb01_q10"

2. Transaction about the Company's private placement of securities during the most recent fiscal year up to the publication of the annual report : None.
3. Other matters for which supplementary explanation is required :
4. In the most recent fiscal year and up until the printing date of the annual report, have any significant issues defined in Paragraph 2 of Article 36 of the Securities Exchange Act occurred that have had a major impact on shareholder rights or security prices: None

Universal Microwave Technology Inc.

Chairman : Su-Ming Chen