

Universal Microwave Technology Inc. Sustainable Development Committee Charter

Adopted by the Board of Directors on November 12, 2025.

Article 1 Purpose and basis of establishment

To achieve the company's sustainable development goals and ensure the soundness of the board and strengthen the management mechanism of the Company, the Sustainable Development Committee (hereinafter referred to as "the Committee") is established in accordance with Article 27, Paragraph 3 of the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and Article 9, Paragraph 1 of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies." The organizational regulations of the Committee (hereinafter referred to as "these Organizational Regulations") are formulated for compliance.

Article 2 Scope of application

The Charter shall duly govern and regulate the composition of the Committee members, number, term of office, official powers, rules of procedure for meetings, and the resources to be provided by the Company, unless otherwise stipulated by laws or the articles of association.

Article 3 Announcement

The company shall place the contents of the Charter on its website and the Market Observation Post System for reference.

Article 4 Composition of the committee, the promotion unit, and the executive unit

The Committee members shall be appointed by resolution of the Board of Directors. It shall have at least three members and the Committee members shall possess professional knowledge and skills in ESG, and at least one Director shall participate in supervision.

Article 5 Term of office and by-election of committee members

The terms of the members of the Committee shall coincide with the terms of the directors, who may continue the next term once reelected.

In principle, the term of office of the committee members shall be concurrent with that of the board of directors. Members may be re-elected and re-appointed for consecutive terms.

When the number of members of the Committee falls shorter than three members due to the dismissal of members of the Committee for cause, the Board of Directors shall be appointed at the next board meeting.

Article 6 Scope of authority

The Committee, under the authorization of the Board of Directors, shall carry out the following duties with due diligence and report to the Board of Directors:

1. Formulate, promote, and strengthen the company's sustainable development policies, annual plans,

and strategies.

2. Review, track, and revise the implementation and effectiveness of sustainable development.
3. Oversee the disclosure of ESG information and review the ESG report.
4. Supervise the execution of the company's Sustainable Development Best Practice Principles or other sustainability-related tasks as resolved by the board of directors.

Article 7 Meetings and convening

The Committee shall convene at least once a year and may hold additional meetings as needed.

Meeting notices shall specify the purpose of the meeting and be delivered to all Committee members at least seven days in advance, unless in case of emergency. Notices may be delivered in writing or via electronic means.

The Committee members shall elect a convener who will also serve as the chair of the meeting. If the convener is on leave or otherwise unable to convene the meeting, another Committee member may be appointed by the convener to act on their behalf. If no appointment is made, the remaining Committee members shall elect one member to act as convener.

The Committee may invite relevant department managers, internal auditors, accountants, legal advisors, or other professionals in corporate sustainability to attend the meeting and provide necessary information. However, such attendees shall excuse themselves during discussions and voting. Relevant materials for the meeting should be prepared and made available for reference by the Committee members.

Article 8 Agenda and attendance

The meeting agenda of the Committee shall be determined by the convener, and other members may also submit proposals for discussion. The agenda shall be provided to all Committee members in advance.

When the Committee convenes, the Company shall prepare an attendance book for signing by the members present, which shall be retained for reference.

Committee members shall attend meetings in person. If unable to do so, a member may authorize another Committee member to attend on their behalf. Attendance via video conferencing shall be deemed as attendance in person.

When a Committee member authorizes another member to attend the meeting on their behalf, a proxy letter specifying the scope of authorization and the matters to be discussed shall be submitted for each meeting.

A proxy referred to in paragraph 3 shall be limited to representing one member only.

Article 9 Resolution Methods

Unless otherwise stipulated by applicable laws, the Articles of Incorporation, or internal regulations, resolutions of the Committee shall be approved by a majority of all Committee members. Where no objection is raised upon inquiry by the Chair during the voting process, the resolution shall be deemed adopted, with the same effect as a formal vote.

The result of the vote shall be announced immediately at the meeting and recorded in the minutes

Article 10 Conflict of Interest

Committee members with a personal interest in a meeting agenda should disclose the material details of their interest. If their interest may harm the company's interests, they must refrain from participating in discussions and voting, and must abstain from voting. The spouses and direct blood relatives of Committee members are also considered to have an interest in the agenda if they have a personal interest.

If the Committee cannot make a decision due to conflicts of interest, it should report to the Board of Directors for resolution.

Article 11 Meeting minutes

Discussions at a meeting of the Committee shall be included in the meeting minutes, which shall faithfully record the following:

1. The session (or year), time, and place of the meeting.
2. The name of the meeting chair.
3. Attendance by the independent directors, including the names and the number of members present, excused, and absent.
4. The names and titles of those attending the meeting.
5. The name of the minute taker.
6. The matters reported.
7. The matters discussed: The method and result of the resolution for each proposal, the names of members with conflicts of interest as defined in the preceding article, an explanation of the material aspects of such conflicts, the reasons for recusal or non-recusal, the circumstances of recusal, and any dissenting or reserved opinions expressed by Committee members.
8. Extempore motion :The name of the mover, the method and result of the resolution, summaries of remarks made by Committee members, experts, and other participants, the names of members with conflicts of interest as defined in the preceding article, an explanation of the material aspects of such conflicts, the reasons for recusal or non-recusal, the circumstances of recusal, and any dissenting or reserved opinions expressed by Committee members.
9. Other matters are required to be recorded.

The attendance book of the committee shall constitute a part of the minutes of the meeting and shall be properly preserved during the existence of the company.

The minutes of a meeting shall bear the signature or seal of both the chair and the minute taker, and a copy of the minutes shall be distributed to each Committee member within 20 days after the meeting. The minutes shall be reported to the Board of Directors and deemed important corporate records, and shall be appropriately preserved during the existence of this Corporation. The production and distribution of the meeting minutes may be effected in electronic form. Where a board meeting is held by videoconference, the audio or video documentation of the meeting constitutes part of the meeting minutes and shall be retained for the duration of the existence of

this Corporation.

Article 12 Handling of resolutions

Matters resolved by the Committee based on its authority in Article 6, or matters related to professional personnel appointments under Article 13, may be authorized to the convener or other Committee members for follow-up actions. A written report should be submitted to the Committee during execution, and any necessary approval or reporting should be made at the next meeting.

Article 13 Resources for exercising authority

The Committee may, by resolution, engage attorneys, accountants, or other professionals to conduct necessary audits or provide advice with respect to matters related to the execution of its duties. The expenses incurred shall be borne by the Company

Article 14 Implementation

This Charter shall take effect after having been submitted to and approved by the board of directors. Subsequent amendments thereto shall be effected in the same manner.