

Stock Code: 2404

**UNITED  
INTEGRATED  
SERVICES CO., LTD.**

=

**2024**

**Annual Report**

Printed on April 12, 2025

**The contents of this annual report and related information of  
the Company can be found on the following websites:**

**Market Observation Post System:** [http:// mops.twse.com.tw](http://mops.twse.com.tw)

**Website of the Company:** <http://www.uisco.com.tw>

**I. Spokesperson of the Company**

Name: Chun-Yuan Hsu

Title: Chief Business Officer

Tel: (02)2917-4060

E-mail: [tonyhsu@uisco.com.tw](mailto:tonyhsu@uisco.com.tw)**Deputy Spokesperson**

Name: Limei Pan

Title: Accounting Supervisor

Tel: (02) 2917-4060

E-mail: [phy@uisco.com.tw](mailto:phy@uisco.com.tw)**II. Address and telephone number of the head office and the Construction Office**

1. Address of the head office : 13th Floor, No. 13, Qiaohe Road, Zhonghe District, New Taipei City  
Tel : (02) 2917-4060
2. Hsinchu Construction Office : No. 43, Alley 19, Lane 452, Baoshan Road, Hsinchu City  
Tel : (03) 578-2125
3. Taichung Construction Office : No. 168, Anhe East Road, Fuheli 2 Neighborhood, Xitun District, Taichung City  
Tel : (04) 2359-9990
4. Tainan Construction Office : No. 523 Xingnong Road, Shanhua District, Tainan City  
Tel : (06) 581-0129

**III. Stock transfer agency**

Name: Taishin Securities Co., Ltd. Shareholder Service Dept.

Address: B1, No. 96, Section 1, Jianguo North Road, Zhongshan District, Taipei City

URL: <http://www.tssco.com.tw>

Tel: (02) 2504-8125

**IV. Certified Public Accountant in the most recent year**

CPA names: Fu-jen Chen, I-Jen Chen

Firm name: KPMG Taiwan

Address: 68th Floor, No. 7, Section 5, Xinyi Road, Taipei City

URL: <http://www.kpmg.com.tw>

Tel: (02) 8101-6666

**V. Name of offshore stock exchange and information inquiry method: None.****VI. Company website: <http://www.uisco.com.tw>**

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# **To Shareholders**

Dear Shareholders, Ladies, and Gentlemen:

With the efforts spent by all colleagues and support from shareholders, the Company's operating results in 2024 included the consolidated operating revenue amounting to NT\$47,421,600 and income before tax amounting to NT\$7,903,381 thousand.

## **The 2025 operational outlook**

### **(I) Business goals**

In 2025, United Integrated Services is expected to benefit from the plant construction projects and capital expenditures of major owners, such as TSMC and Micron, driving sales growth. As the AI technology continues to drive the development of the semiconductor industry, the advanced process and advanced packaging needs of TSMC have been further improved. The Company will deeply participate in the construction of the N2 fab and invest in the construction of the CoWoS advanced packaging fab to strengthen its technical advantages and market competitiveness. In addition, with the commencement of the second phase of the US plant, TSMC has further accelerated the expansion of its overseas factories. Based on the abundant experience in factory construction and the high customer trust, the Company will expand the scope of overseas engineering services and project contracts, and deepen its global market deployment.

In the memory market, the demand for AI servers drives the growth of the DRAM and high-frequency bandwidth memory (HBM) market. The construction and expansion of the Micron plant is expected to expand to the back-end process, and the close cooperation with United Integrated Services will ensure the competitive advantage and market share.

Looking ahead to 2025, the global market will still be affected by the international economic environment and geopolitical factors. The Company will flexibly respond to the policy changes of various countries and adjust its operating strategies to ensure steady development. Based on the overall market trend and project progress, the Company expects to maintain stable revenue growth and actively explore new opportunities to promote long-term growth.

### **(II) Business Policy and Development Strategy**

The global semiconductor industry continues to evolve, and the demand for AI and high-performance computing drives the development of advanced processes and packaging technology, which in turn drives the demand for factory construction. United Integrated Services will cultivate the Taiwan market in-depth, strengthen the advanced process and packaging capacity, actively promote the TSMC N2 and advanced packaging projects, and cooperate with the expansion of the back-end process and packaging capacity of the Micron to optimize the project profitability structure and improve competitiveness.

In the overseas market, the Company will also make a global deployment. The second phase of the Japan Kumamoto Plant was judged to be continued, and the relationship with the local partners will be deepened and the cooperation experience of the first phase will be taken as a reference to strive for business opportunities. The US market will optimize project management based on the experience of the execution in Arizona, to improve the efficiency and profitability of the US Phase II plant. In addition, Singapore has become the focus of the development of the semiconductor industry. The Company will closely monitor the expansion of the local factory and establish a professional engineering team to implement the VSMC clean room project learning from the process, in order to improve the regional market competitiveness.

Looking to the future, the Company will strengthen its technical capabilities, optimize its cost structure and project execution efficiency, integrate a complete supply chain, ensure that it maintains its competitive advantages under the changes in the international environment, and steadily grows.

### **(III) External competition, regulatory environment, and overall business environment impact**

The rapid development of technology and AI technology, the advanced production process and advanced packaging demand are increasing, which brings important growth opportunities to the Company. The Company will continue to optimize and innovate technology, expand and integrate the supply chain, cultivate and pass on engineering management talent, and strengthen the overall organizational energy, in order to deepen the deployment in the semiconductor industry and ensure long-term competitiveness.

For overseas market development, the Company will focus on building long-term and stable partnerships to improve international competitiveness and support future business expansion. With the expansion of international market demand, the Company will strengthen cooperation with local and global customers to expand its market share.

In the face of the regulatory and environmental requirements of various countries, the Company will continue to optimize the compliance mechanism to ensure that its business meets the local standards, and actively respond to environmental protection and social responsibility issues. In the face of changes in the global economy and industrial environment, the Company will flexibly adjust its business strategy, improve performance, ensure sustainable growth, and achieve long-term development goals.

**UNITED INTEGRATED SERVICES CO., LTD.**

**Chairperson: Belle Lee**

# I. Business report

## (I) The 2024 business plan implementation results

### 1. Business overview

The Company's annual consolidated operating revenue reached NT\$47,421,600 thousand, and the consolidated net income before tax reached NT\$7,903,381 thousand through the active efforts of all colleagues.

### 2. Operational outlook

#### Current goal

- ◎ Strengthen professional investment and improve engineering quality, safety management, and customer service to become a world-class company.
- ◎ Actively recruit and cultivate talents, expand production capacity, and speed up the deployment of management succession.
- ◎ Reduce costs and increase efficiency to increase competitiveness.
- ◎ Strengthen the deployment of water and air pollution prevention and energy conservation.
- ◎ Implementation of ESG programs.

## (II) Financial income and expense and profitability analysis

The 2024 financial income and expense and profitability analysis

### 1. Financial structure analysis

Liability to asset ratio = 67.96%

Long-term fund to fixed assets ratio = 1185.60%

### 2. Solvency analysis

Current ratio (%) = 138.62%

Quick ratio (%) = 122.70%

### 3. Profitability analysis

Return on assets = 13.91%

Ratio of return on shareholders' equity = 45.77%

Net profit margin = 13.21%

Earnings per share = 34.94

## (III) Research and development overview

### 1. Wireless home security system development

The mass production of this wireless product has been completed with orders received from customers in the home security industry. This product complies with international standards (WIFI and ZIGBEE) and passes international and Taiwan (NCC and BSMI) certification; also, it is safe and reliable with a number of design patents received. The Company will continue to research and develop innovative products.

#### ◎ Radar detects an elderly in case of a fall

Teaming up with National Taiwan University focusing mmWave 60GHz on being easily installed toward fall detection and humanoid positioning.

#### ◎ Development of an AI-powered real-time image recognition system

Work with National Taiwan Normal University on AI modules, which perform pedestrian recognition and give proximity alert and digital fence warning on the edge gateway.

### 2. Shock-resistant cleanroom ceiling system

The development of this ceiling system is mainly cleanrooms in the high-tech industry. When a strong earthquake occurs, the ceiling system is not damaged. The design of this product has met the US AC156 standards with strong earthquake resistance >0.9g and passed the test of the National Earthquake Center and the relevant certifications of primary customers.

## II. 2025 Business Plan Summary

### (I) Management policy

The global semiconductor industry continues to evolve, and the demand for AI and high-performance computing drives the development of advanced processes and packaging technology, which in turn drives the demand for factory construction. United Integrated Services will cultivate the Taiwan market in-depth, strengthen the advanced process and packaging capacity, actively promote the TSMC N2 and advanced packaging projects, and cooperate with the expansion of the back-end process and packaging capacity of the Micron to optimize the project profitability structure and improve competitiveness.

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Looking to the future, the Company will strengthen its technical capabilities, optimize its cost structure and project execution efficiency, integrate a complete supply chain, ensure that it maintains its competitive advantages under the changes in the international environment, and steadily grows.

### (II) Business Goals

In 2025, United Integrated Services is expected to benefit from the plant construction projects and capital expenditures of major owners, such as TSMC and Micron, driving sales growth. As the AI technology continues to drive the development of the semiconductor industry, the advanced process and advanced packaging needs of TSMC have been further improved. The Company will deeply participate in the construction of the N2 fab and invest in the construction of the CoWoS advanced packaging fab to strengthen its technical advantages and market competitiveness. In addition, with the commencement of the second phase of the US plant, TSMC has further accelerated the expansion of its overseas factories. Based on the abundant experience in factory construction and the high customer trust, the Company will expand the scope of overseas engineering services and project contracts, and deepen its global market deployment.

In the memory market, the demand for AI servers drives the growth of the DRAM and high-frequency bandwidth memory (HBM) market. The construction and expansion of the Micron plant is expected to expand to the back-end process, and the close cooperation with United Integrated Services will ensure the competitive advantage and market share.

Looking ahead to 2025, the global market will still be affected by the international economic environment and geopolitical factors. The Company will flexibly respond to the policy changes of various countries and adjust its operating strategies to ensure steady development. Based on the overall market trend and project progress, the Company expects to maintain stable revenue growth and actively explore new opportunities to promote long-term growth.

### (III) Important Production and Marketing Policies

Here at the Company, we, as always, have been focusing on the high-tech plant business for more than two decades. Amidst the cutthroat competition within the counterpart firms in the same industry, we have come out as relatively more outstanding. Further coupled with the rapid boom in the high-tech industry in recent years, our Company has been growing at a satisfactory pace. Although there are positive and negative aspects of business overconcentration, worsening inflation as well as shortages in work and materials make it still important to focus on the development of the industry and maintenance of relationship with subcontractors.

# Two. Corporate governance report

## I. Director and key manager information

### 1. Director Information (I)

March 31, 2025

Job title	Nationality or Registration Place	Name	Gender Age	Election date	Tenure	Initial Election Date	Shareholding at the time of election		Current shareholding		Current shareholding of spouse Female minor children		Shares held in the name of others.		Experience (education)	Job position held with the Company and other companies concurrently	Other managers, directors, or supervisors who are a spouse or second cousins			Remarks (Note)
							Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Job title	Name	Relationship	
Chairperson	Taiwan	Belle Lee	Female 66-70 years old	2024.05.31	3 years	2021.08.17	11,023,896	5.78%	10,921,896	5.73%	-	-	-	-	Department of Economics, Chinese Culture University	Note 2	None	None	None	None
Director	-	Liang Yi Investment Co., Ltd.	-	2024.05.31	3 years	2020.08.06	7,173,571	3.76%	7,173,571	3.76%	-	-	-	-	-	-	-	-	-	-
Incorporated representative of the Director	Taiwan	Chih-Ming Lai	Male 60-65 years old	2024.05.31	3 years	2021.08.17	-	-	-	-	-	-	-	-	Department of Electrical Engineering, National Cheng Kung University	Note 3	None	None	None	None
Director	Taiwan	Joseph Lee	Male 70-75 years old	2024.05.31	3 years	1990.03.02	-	-	20,000	0.01%	-	-	-	-	Electrical Engineering Department of Taipei Institute of Technology	Note 4	None	None	None	None
Director	Taiwan	Wei-Xin Ma	Female 56-60 years old	2024.05.31	3 years	2021.08.17	-	-	-	-	-	-	-	-	Note 1	Note 5	None	None	None	None
Director	Taiwan	Hsueh-Jen Sung	Male 70-75 years old	2024.05.31	3 years	2024.05.31	-	-	-	-	-	-	-	-	MBA, Harvard University	Note 6	None	None	None	None
Director	Taiwan	Shu-Yun Hsiao	Female 50-55 years old	2024.05.31	3 years	2024.05.31	-	-	-	-	-	-	-	-	MBA, National Chung Hsing University	-	-	-	-	-
Independent Director	Taiwan	Kun-Hsien Lin	Male 66-70 years old	2024.05.31	3 years	2021.08.17	-	-	-	-	-	-	-	-	Department of Law, National Taiwan University	Note 7	None	None	None	None
Independent Director	Taiwan	Tsan-Kai Chen	Male 66-70 years old	2024.05.31	3 years	2023.05.30	-	-	-	-	-	-	-	-	Note 8	-	None	None	None	None
Independent Director	Taiwan	Ting Herh	Male 70-75 years old	2024.05.31	3 years	2015.06.16	-	-	-	-	-	-	-	-	Ph.D., Institute of Management, University of Victoria, Switzerland	Note 9	None	None	None	None

Note: If the Company's Chairperson and general manager or those of equal powers (top management) are the same person, the spouse, or a relative within the first degree kinship, the reason, rationality, necessity, responsive measures (such as, increasing the number of independent directors; also, the majority of the directors are not part-time employees or managers) , and other related information shall be disclosed.

Note 1: Ph.D., School of Humanities of Tsing Hua University; Executive MBA, Peking University; and Bachelor in Oriental Languages, University of California, Berkeley.

Note 2: Chairperson of the Company; Director of UNITED INTEGRATED SERVICES (USA) CORP.; Chairperson of UNITED INFORMATION SYSTEMS (BVI) CO., LTD. and UNITED INTEGRATED SERVICES CO., LTD. (Singapore); Supervisor, Jiangxi United Integrated Services Company

Note 3: President of the Company; director, UNITED INTEGRATED SERVICES (USA) CORP.

Note 4: Chief Technology Officer of the Company; director, Jiangxi United Integrated Services Company; person-in-charge of Yunhao Electric Technology.

Note 5: Chairperson and President of HannsTouch Holdings Company; Chairperson, Golden Apple Investment Co., Ltd., Yinwang Investment Co., Ltd., and Torch Investment Co., Ltd.; Director of Hannstar Display Corporation, Winbond Electronics Corporation, Glorystone Inc., and Hanns Blegrain Ltd.; Supervisor, **Pottery Inc.**

Note 6: Chairman, Song Chuan Co., Ltd., VAUCLUSE CAPITAL MANAGEMENT LIMITED, and Kangde Lehua Co., Ltd.

Note 7: Director, BN Law Firm; Director of the Association for Victims Support (AVS); Independent director, YungShin Global Holding Corporation. Served as Chairman of Taichung Bar Association

Note 8: Master in Mechanical Engineering, Auburn University, USA; Bachelor, Department of Naval Architecture, National Taiwan Ocean University

Note 9: Chairman, DAVICOM Semiconductor, Inc., and Independent Director, MiTAC Holdings Co., Ltd.

Name of corporate shareholder	Major shareholders of corporate shareholder
Liang Yi Investment Co., Ltd.	Kuo-Yu Wang 25.20%

## Director Information (II)

### I. Disclosure of information on the professional qualifications of directors and the independence of independent directors:

Conditions Name	Professional qualifications and experience	Status of independence	Serve as an independent director of other public companies
Belle Lee	Department of Economics, Chinese Culture University Current Chairman of Administration of United Integrated Services Co., Ltd. Not subject to circumstances defined in Article 30 of the Company Act.		0
Chih-Ming Lai	Department of Electrical Engineering, National Cheng Kung University Current President of United Integrated Services Co., Ltd. Former president of ChenFull International Co., Ltd. Served as the Head of Corporate Security Division, Taiwan Semiconductor Manufacturing Company, Limited Served as the Deputy Chief of the New Plant Planning and Engineering Division of Taiwan Semiconductor Manufacturing Company, Limited Not subject to circumstances defined in Article 30 of the Company Act.		0
Joseph Lee	Electrical Engineering from National Taipei University of Technology Current Chief Technical Officer of United Integrated Services Co., Ltd. Not subject to circumstances defined in Article 30 of the Company Act.		0
Hsueh-Jen Sung	MBA, Harvard University MBA, National Chengchi University Bachelor of Engineering, Department of Management Science, National Chiao Tung University Current Chairman, Song Quan Company Limited Current Chairman, VAUCLUSE CAPITAL MANAGEMENT LIMITED Current Chairman, Kangde Lehua Co., Ltd. (??) Previously served as Independent Director, Taiwan Mobile Co., Ltd. Previously served as Vice Chairman of Asia-Pacific Region, Goldman Sachs Previously served as President, United International Securities Limited Not subject to circumstances defined in Article 30 of the Company Act.		

Wei-Xin Ma	<p>Ph.D., School of Humanities, National Tsing Hua University</p> <p>Current Chairman and President, HannsTouch Holdings Company</p> <p>Current Chairman of Jinpingguo Investment (Inc.)</p> <p>Current Chairman of Yinwang Investment Co., Ltd.,</p> <p>Current Chairman of Torch Investment (Inc.)</p> <p>Current Director (served as Chairman of the Board) of HannStar Display Corporation</p> <p>Current Director of Winbond Electronics Corporation</p> <p>Current Director, Glorystone Inc.</p> <p>Current Director of Hanns Blegrain Ltd.</p> <p>Supervisor, Pottery Inc.</p> <p>Served as Chairman of Yuanta Securities Investment Trust Co., Ltd.</p> <p>Not subject to circumstances defined in Article 30 of the Company Act.</p>		0
Shu-Yun Hsiao	<p>MBA, National Chung Hsing University</p> <p>Managing Director, Taiwan High-Tech Facility Association</p> <p>Director-General, Expansion Engineering Division, Micron Technology Taiwan</p> <p>Not subject to circumstances defined in Article 30 of the Company Act.</p>		0
Ting Herh	<p>Ph.D., Institute of Management, University of Victoria, Switzerland</p> <p>M.S. in Electrical Engineering, Berkeley University, California, USA</p> <p>B.S. in Control Engineering, National Chiao Tung University</p> <p>Current Chairperson of DAVICOM Semiconductor Inc.</p> <p>Current Independent director of MiTAC Holdings Corporation.</p> <p>Not subject to circumstances defined in Article 30 of the Company Act.</p>	<p>Serving as an independent director and confirming to the conditions of independence</p> <ol style="list-style-type: none"> <li>1. including but not limited to self, spouse, and relatives within the second degree of kinship do not serve as directors, supervisors, or employees of the Company or its affiliated companies.</li> <li>2. Self, spouse, or relatives within the second degree of kinship (or others acting in their names)</li> </ol>	1
Kun-Hsien Lin	<p>Department of Law, National Taiwan University</p> <p>Current Head of BN Law Firm</p> <p>Current serving as the eighth director of the Association for Victims Support (AVS), Ministry of Justice</p> <p>Current an independent director of YungShin Global Holding Co., Ltd.</p> <p>Served as Chairman of Taichung Bar Association</p> <p>Not subject to circumstances defined in Article 30 of the Company Act.</p>	<ol style="list-style-type: none"> <li>3. Not serving in the position of director, supervisor, or employee of a company that has a specified relationship with the Company (in reference to Article 3, Paragraph 1, Subparagraphs 5-8 of the Regulations Governing</li> </ol>	1

Tsan-Kai Chen	MS in Mechanical Engineering, Auburn University, USA B.S. in Shipbuilding Engineering, National Taiwan Ocean University Former Principal Engineer of Vehicles Division, Taipei Rapid Transit Corporation Former Consultant of METRO CONSULTING SERVICE LTD. Former President of METRO CONSULTING SERVICE LTD. Not subject to circumstances defined in Article 30 of the Company Act.	Appointment of Independent Directors and Compliance Matters for Public Companies). 4. The amount of remuneration for providing business, legal, financial, accounting, and other services to the Company or its affiliates in the last two years is zero.	0
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II. Diversity and independence of the Board of Directors:

(I) Diversity of the Board of Directors:

1. Election of directors of the Company adopts a candidate nomination system in accordance with Article 20, of the Company's Corporate Governance Best-Practice Principles and Article 2 of Regulations Governing the Election of Directors and Independent Directors. The composition of the Board of Directors should consider diversity, and an appropriate diversification policy should be formulated and implemented according to our own operations, operation type, and development needs. Various aspects of diversity should be assessed, such as basic conditions and values (e.g., gender, age, etc.), expertise (e.g., law, accounting, industry, finance, marketing, or technology) and professional skills and industry experience, and so on.
2. The Company has 7 to 10 seats of Directors as required by the Articles of Incorporation. The current Directors were elected during the 9 seats of Directors election held on 2024.5.31. All 9 seats are of ROC nationality, including 3 female Directors (accounting for 1/3 of the board directors), 3 Independent Directors (accounting for 1/3 of board directors), and 3 Directors with the status of employees (accounting for 1/3 of the board directors). More than half of the independent directors have less than three terms of office. The ages of the 9 directors are between 54 and 73 years old. All directors generally have accounting and financial analysis capabilities, are superior in leadership, decision-making, operational judgment, business management, and crisis management; also, have industry knowledge and international marketing vision.

### 3. Implementation of diversity in Board membership:

Name of Director	Sex	Professional background (education)	Years of service of independent directors		Operational judgment	Accounting and financial analysis skills	Management competence	Crisis management ability	Industrial knowledge	International market vision	Leadership	Decision-making capacity	Risk management knowledge and ability
			3 years or less	3 to 9 years									
Belle Lee	Female	Department of Economics, Chinese Culture University			✓	✓	✓	✓	✓	✓	✓	✓	✓
Joseph Lee	Male	Electrical Engineering Department of Taipei Institute of Technology			✓		✓	✓	✓	✓	✓	✓	✓
Representative of Liang Yi Investment Co., Ltd.: Chih-Ming Lai	Male	Department of Electrical Engineering, National Cheng Kung University			✓	✓	✓	✓	✓	✓	✓	✓	✓
Hsueh-Jen Sung	Male	MBA, Harvard University MBA, National Chengchi University Bachelor of Engineering, Department of Management Science, National Chiao Tung University			✓	✓	✓	✓	✓	✓	✓	✓	✓
Wei-Xin Ma	Female	Ph.D., School of Humanities, National Tsing Hua University Executive MBA, Peking University B.A. in Oriental Languages, University of California, Berkeley, USA			✓	✓	✓	✓	✓	✓	✓	✓	✓
Shu-Yun Hsiao	Male	MBA, National Chung Hsing University Bachelor, Department of Civil Engineering, Chung Yuan Christian University			✓	✓	✓	✓	✓	✓	✓	✓	✓
Kun-Hsien Lin	Male	Department of Law, National Taiwan University	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
Ting Herh	Male	Ph.D., Institute of Management, University of Victoria, Switzerland M.S. in Electrical Engineering, Berkeley University, California, USA B.S. in Control Engineering, National Chiao Tung University		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Tsan-Kai Chen	Male	MS in Mechanical Engineering, Auburn University, USA B.S. in Shipbuilding Engineering, National Taiwan Ocean University	✓		✓		✓	✓	✓	✓	✓	✓	✓

#### (II) Independence of the Board of Directors:

- The Company's Board of Directors is composed of 9 directors, and more than half of the directors have not served more than 3 terms. All directors have provided written "statement" to the Company. Furthermore, the directors are not subject to the circumstances stipulated in paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act and there is no spousal relationship or family relationship within the second degree of kinship among directors.
- The Company considers that the independence of directors must be judged on the basis of substantive circumstances, and this should be clearly stated in the Board diversity policy. The Board is committed to continuously evaluating the independence of directors and all relevant factors will be considered. These include: Whether the relevant directors can continue to raise constructive questions for management and other directors and express opinions independently of management or other directors, as well as considering the appropriateness of behavior both within and outside of the board of directors. The conduct of the directors of the Company must meet expectations under appropriate circumstances and exhibit the above mentioned characteristics.

3. Information on President, Vice Presidents, and department heads and branch officers

March 31, 2025

Job title	Nationality	Name	Sex	Election (Inauguration) Date	Shareholdings		Shareholding of the spouse and minor children		Shares held in the name of others		Experience (education)	Job position held with the other companies currently	Managers who are a spouse or second cousin			Remarks (Note)
					Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio			Job title	Name	Relationship	
Chief Executive Officer	Taiwan	Belle Lee	Female	2021.08.17	10,921,896	5.73%	-	-	-	-	Department of Economics, Chinese Culture University	Note 1	None	None	None	None
President	Taiwan	Chih-Ming Lai	Male	2021.07.22	-	-	-	-	-	-	Department of Electrical Engineering, National Cheng Kung University	Note 3	None	None	None	None
Chief Business Officer	Taiwan	Chun-Yuan Hsu	Male	2021.08.30	30,000	0.02%	-	-	-	-	National Taipei Institute of Technology	Note 4	None	None	None	None
Chief Technology Officer	Taiwan	Joseph Lee	Male	1998.09.26	20,000	0.01%	-	-	-	-	Electrical Engineering Department of Taipei Institute of Technology	Note 2	None	None	None	None
Vice President of Engineering	Taiwan	Hsiang-Ching Tseng	Male	2012.07.10	20,769	0.01%	-	-	-	-	National Taipei Institute of Technology	Note 5	None	None	None	None
Vice President	Taiwan	Juichin Wu	Male	2012.07.10	15,162	0.00%	-	-	-	-	Department of Computer Science and Information Engineering, Tamkang University	Note 6	None	None	None	None
Accounting Officer	Taiwan	Limei Pan	Female	2012.06.27	12,600	0.00%	-	-	-	-	Hsingwu Junior College of Commerce	-	None	None	None	None
Finance Officer	Taiwan	Yih-Ping Chang	Female	2024.08.16	16,000	0.00%	-	-	-	-	Department of International Trade, Soochow University	-	None	None	None	None
Corporate Governance Officer	Taiwan	Li-Yun Pan	Female	2023.05.12	21,600	0.01%	23,276	0.01%	-	-	National Taipei College of Business	Note 7	None	None	None	None

Note: If the Company's Chairperson and general manager or those of equal powers (top management) are the same person, the spouse, or a relative within the first degree kinship, the reason, rationality, necessity, responsive measures (such as, increasing the number of independent directors; also, the majority of the directors are not part-time employees or managers), and other related information shall be disclosed.

Note 1: Chairperson of the Company; Director of UNITED INTEGRATED SERVICES (USA) CORP.; Chairperson of UNITED INFORMATION SYSTEMS (BVI) CO., LTD. UNITED INTEGRATED SERVICES CO., LTD. (Singapore); Supervisor, Jiangxi United Integrated Services Company

Note 2: Chief Technology Officer of the Company; director, Jiangxi United Integrated Services Company; person-in-charge of Yunhao Electric Technology.

Note 3: President of the Company UNITED INTEGRATED SERVICES (USA) CORP.

Note 4: Chief Sales Officer of the Company; Chairperson, Suyuan Trading (Shanghai) Company, Suzhou Hantai System Integration and Jiangxi United Integrated Services Company; representative of a corporate director, JG Environmental Technology Co., Ltd. and Wholetech System Hitech Limited; supervisor of JXCG JIANGXI CONSTRUCTION ENGINEERING(GROUP) CO.,LTD.

Note 5: Vice President of the Company; corporate director representative, Ablrex Electronics Co., Ltd.

Note 6: President of the Company's branch office in Mainland China and the Director of Jiangxi United Integrated Services Company, Suyuan Trading (Shanghai) Company, Suzhou Hantai System Integration Company, and JXCG JIANGXI CONSTRUCTION ENGINEERING(GROUP) CO, LTD., Beijing Hanhe Tang Medical Equipment Co., Ltd.

## II. Remuneration of Directors, President, and Vice President

(1) Remuneration to board directors (including independent directors) (name and remuneration shall be disclosed individually)

Unit: NT\$ Thousands

Job title	Name	Remuneration of Directors								The total amount and ratio of A, B, C and D (4 items) to the net income		The relevant remunerations of part-time employees								The total amount and ratio of A, B, C, D, E, F and G (7 items) to the net income (%)	Remuneration received from the invested companies other than the subsidiaries or parent company	
		Remuneration (A)		Pension (B)		Remuneration of Directors (C)		Business execution fee (D)		Salary, bonus, and special allowance (E)		Pension (F)		Remuneration to employees (G)								
		The Company	All the companies included in the financial report (Note 7)	The Company	All the companies included in the financial report (Note 7)	The Company	All the companies included in the financial report (Note 7)	The Company	All the companies included in the financial report (Note 7)	The Company	All the companies included in the financial report (Note 7)	The Company	All the companies included in the financial report (Note 7)	The Company		All the companies included in the financial report (Note 7)		The Company	All the companies included in the financial report			
Chairperson	Belle Lee	-	-	-	-	7700	7700	36	36	7736 0.1250	7736 0.1250	6376	6376	286	286	16450	-	20,800	-	30848 0.4983	30848 0.4983	None
Director	Liang Yi Investment Co., Ltd.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	None
Corporate representative of the Director	Chih-Ming Lai	-	-	-	-	7700	7700	36	36	7736 0.1250	7736 0.1250	4767	7312	108	108	24400	-	24400	-	37011 0.5979	39556 0.6390	None
Director	Joseph Lee	-	-	-	-	7700	7700	36	36	7736 0.1250	7736 0.1250	6448	6448	291	291	16900	-	16900	-	31375 0.5068	31375 0.5068	None
Director	Hsueh-Jen Sung	-	-	-	-	7700	7700	18	18	7718 0.1247	7718 0.1247	-	-	-	-	-	-	-	-	7718 0.1247	7718 0.1247	None
Director	Wei-Xin Ma	-	-	-	-	7700	7700	36	36	7736 0.1250	7736 0.1250	-	-	-	-	-	-	-	-	7736 0.1250	7736 0.1250	None
Director	Shu-Yi Hsiao	-	-	-	-	7700	7700	18	18	7718 0.1247	7718 0.1247	-	-	-	-	-	-	-	-	7718 0.1247	7718 0.1247	None
Independent Director	Kun-Hsien Lin	-	-	-	-	5900	5900	1836	1836	7736 0.1250	7736 0.1250	72	72	-	-	-	-	-	-	7808 0.1261	7808 0.1261	None
Independent Director	Ting Herh	-	-	-	-	5900	5900	1836	1836	7736 0.1250	7736 0.1250	72	72	-	-	-	-	-	-	7808 0.1261	7808 0.1261	None
Independent Director	Tsan-Kai Chen	-	-	-	-	5900	5900	1836	1836	7736 0.1250	7736 0.1250	72	72	-	-	-	-	-	-	7808 0.1261	7808 0.1261	None

1. The correlation between the policies, system, standards, and structure of the independent director's remuneration, and the responsibilities, risk and time undertook by the Independent Director: Other than the fee payable for each participation, an independent director is entitled to a business execution fee of NT\$150,000 per month. Each and every independent director receives just the same amount. With the directors' remuneration allocated upon the annual accounting settlement, the remuneration for directors (including remuneration to directors and the fee for the independent directors in the execution of the business for the year) shall be evenly distributed according to the total number of directors (including independent directors). In case of independent directors, the differential gap shall be made up after payment of the business execution fee and each and every independent director shall receive exactly the same amount.

2. Except as disclosed in the aforementioned Table, the remuneration received by the Directors of the Company in the most recent year for the services (serving as an external consultant to the parent company, to any company listed in the financial statements, or to a reinvested company) provided to all the companies in the financial report: None

**Remuneration Bracket Table**

Bracket of the remuneration paid to each director of the Company	Name of Director			
	The total remuneration amount of the last 4 items (A+B+C+D)		The total remuneration amount of the last 7 items (A+B+C+D+E+F+G)	
	The Company	All the companies included in the financial report	The Company	All the companies included in the financial report
Less than NT\$1,000,000				
NT\$1,000,000 (inclusive)~NT\$2,000,000 (not inclusive)				
NT\$2,000,000 (inclusive)~NT\$3,500,000 (not inclusive)	Benny Chen	Benny Chen	Benny Chen	Benny Chen
NT\$3,500,000 (inclusive)~NT\$5,000,000 (not inclusive)				
NT\$5,000,000 (inclusive)~NT\$10,000,000 (not inclusive)	Belle Lee, Joseph Lee, Chih-Ming Lai, Hsueh-Jen Sung, Wei-Xin Ma, Shu-Yun Hsiao, Ting Herh, Tsan-Kai Chen	Belle Lee, Joseph Lee, Chih-Ming Lai, Hsueh-Jen Sung, Wei-Xin Ma, Shu-Yun Hsiao, Ting Herh, Tsan-Kai Chen	Hsueh-Jen Sung, Wei-Xin Ma Shu-Yun Hsiao, Ting Herh Tsan-Kai Chen	Hsueh-Jen Sung, Wei-Xin Ma Shu-Yun Hsiao, Ting Herh Tsan-Kai Chen
NT\$10,000,000 (inclusive)~NT\$15,000,000 (not inclusive)				
NT\$15,000,000 (inclusive)~NT\$30,000,000 (not inclusive)				Belle Lee, Joseph Lee, Chun-Yuan Hsu, Hsiang-Ching Tseng
NT\$30,000,000 (inclusive)~NT\$50,000,000 (not inclusive)			Belle Lee, Joseph Lee, Chih-Ming Lai	Chih-Ming Lai
NT\$50,000,000 (inclusive)~NT\$100,000,000 (not inclusive)				
Over NT\$100,000,000				
Total	9	9	9	9

## (2) Remuneration of the President and Vice President (names and remuneration shall be disclosed individually)

Unit: NT\$ Thousands

Job title	Name	Salary (A)		Pension (B)		Bonus, special allowance (C)		Employee's remuneration amount (D)				The total amount and ratio of A, B, C and D (4 items) to the net income		Remuneration received from the invested companies other than the subsidiaries or parent company
		The Company	All the companies included in the financial report	The Company	All the companies included in the financial report	The Company	All the companies included in the financial report	The Company		All the companies included in the financial report (Note 5)		The Company	All the companies included in the financial report	
								Cash amount	Stock amount	Cash amount	Stock amount			
Chief Executive Officer	Belle Lee	4776	4776	286	286	1600	1600	16450	0	16450	0	23112 0.3734	23112 0.3734	None
President	Chih-Ming Lai	3167	5712	108	108	1600	1600	24400	0	24400	0	29275 0.4729	31820 0.5140	None
Chief Technology Officer	Joseph Lee	4848	4848	291	291	1600	1600	16900	0	16900	0	23639 0.3819	23639 0.3819	None
Chief Business Officer	Chun-Yuan Hsu	4776	4776	108	108	1600	1600	16450	0	16450	0	22934 0.3705	22934 0.3705	None
Vice President of Engineering	Hsiang-Ching Tseng	4428	4428	266	266	1400	1400	14500	0	14500	0	20594 0.3327	20594 0.3327	None
Vice President	Juichin Wu	2016	3612	108	108	400	815	2000	0	2000	0	4524 0.0731	6535 0.1056	None

Remuneration Bracket Table

Bracket of the remuneration paid to the President and Vice President of the Company	Name of President and Vice President	
	The Company	All the companies included in the financial report
Less than NT\$1,000,000		
NT\$1,000,000 (inclusive)~NT\$2,000,000 (not inclusive)		
NT\$2,000,000 (inclusive)~NT\$3,500,000 (not inclusive)		
NT\$3,500,000 (inclusive)~NT\$5,000,000 (not inclusive)	Juichin Wu	
NT\$5,000,000 (inclusive)~NT\$10,000,000 (not inclusive)		Juichin Wu
NT\$10,000,000 (inclusive)~NT\$15,000,000 (not inclusive)		
NT\$15,000,000 (inclusive)~NT\$30,000,000 (not inclusive)	Belle Lee, Joseph Lee, Chih-Ming Lai, Chun-Yuan Hsu, Hsiang-Ching Tseng	Belle Lee, Joseph Lee, Chih-Ming Lai, Chun-Yuan Hsu, Hsiang-Ching Tseng
NT\$30,000,000 (inclusive)~NT\$50,000,000 (not inclusive)		
NT\$50,000,000 (inclusive)~NT\$100,000,000 (not inclusive)		
Over NT\$100,000,000		
Total	6	6

(3)

The remuneration of the top five managers of listed/OTC companies (names and remuneration shall be disclosed individually)

Unit: NT\$ Thousands

Job title	Name	Salary (A)		Pension (B)		Bonus, special allowance (C)		Employee's remuneration amount (D)				The total amount and ratio of A, B, C and D (4 items) to the net income		Remuneration received from the invested companies other than the subsidiaries or parent company
		The Company	All the companies included in the financial report (Note 5)	The Company	All the companies included in the financial report (Note 5)	The Company	All the companies included in the financial report (Note 5)	The Company		All the companies included in the financial report (Note 5)		The Company	All the companies included in the financial report	
								Cash amount	Stock amount	Cash amount	Stock amount			
Chief Executive Officer	Belle Lee	4776	4776	286	286	1600	1600	16450	0	16450	0	23112 0.3734	23112 0.3734	None
President	Chih-Ming Lai	3167	5712	108	108	1600	1600	24400	0	24400	0	29275 0.4729	31820 0.5140	None
Chief Technology Officer	Joseph Lee	4848	4848	291	291	1600	1600	16900	0	16900	0	23639 0.3819	23639 0.3819	None
Chief Business Officer	Chun-Yuan Hsu	4776	4776	108	108	1600	1600	16450	0	16450	0	22934 0.3705	22934 0.3705	None
Vice President of Engineering	Hsiang-Ching Tseng	4428	4428	266	266	1400	1400	14500	0	14500	0	20594 0.3327	20594 0.3327	None

(4) Name of the managers received employee remuneration and the amount of remuneration received.

Unit: NT\$ Thousands

	Job title	Name	Stock amount	Cash amount	Total	Ratio of total amount to net income (%)
Manager	Chief Executive Officer	Belle Lee	0	96,000	96,000	1.5508%
	President	Chih-Ming Lai				
	Chief Business Officer	Chun-Yuan Hsu				
	Chief Technology Officer	Joseph Lee				
	Vice President of Engineering	Hsiang-Ching Tseng				
	Vice President	Juichin Wu				
	Corporate Governance Officer	Li-Yun Pan				
	Accounting Officer	Limei Pan				
	Finance Officer	Yih-Ping Chang				

(5). Analysis of the ratio of the total remuneration paid to the Company's Directors, President, and Vice President in the most recent year by the Company and the companies included in the consolidated statements to the net income; also, the explanation of the policies, standards and portfolio of the remuneration, the procedures for the stipulation of remuneration, and its relevance with the business performance

1. Analysis of the ratio of the total remuneration paid to the Company's Directors, President, and Vice President in the last two years by the Company and the companies included in the consolidated financial statements to the net income

Unit: NT\$ Thousands

Identity \ Year	2023		2024	
	The Company	All the companies included in the financial report	The Company	All the companies included in the financial report
Remuneration of Directors	134,129	136,599	145,848	148,393
Ratio of remuneration of directors to net income (%)	2.88%	2.93%	2.36%	2.40%
Remuneration of President and Vice President	130,209	137,592	124,077	128,635
Ratio of remuneration of President and Vice President to net income (%)	2.80%	2.96%	2.00%	2.08%

The Board of Directors is authorized in accordance with the Articles of Association of the Company to determine the remuneration of all directors depending on their involvement in the Company operation and the value of their contribution; also, by referring to the general standards of the industry. Therefore, there should be no significant risks involved in the future.

2. Remuneration policies, standards and portfolio, procedures for determining remuneration, and their correlations with business performance and future risks

Remuneration paid by the Company to directors and managers is under the authority of the Remuneration Committee, which is responsible for formulating and regularly reviewing the policies, systems, standards, and structures for the annual performance evaluation and remuneration of directors and managers of the Company. It shall comprehensively consider the rationality of the relationship between personal performance, the Company's operating performance, and future operating risks, and submit it to the Board of Directors for approval. If it is a distribution item in the earnings distribution statement, it must be submitted to the shareholders' meeting for approval.

(1) Remuneration distribution policy for directors (including independent directors): It is stipulated under Article 16 of the Company's Articles of Incorporation that the remuneration of all directors shall be determined under the

authorization of the Board of Directors according to the level of their participation in the Company's operations and the value of their contributions, and with reference to the usual level of the industry. In accordance with the Company's Remuneration Distribution Methods for Directors and Independent Directors, the amount director remuneration that can be allocated to each independent director must be deducted from the independent director's business execution expenses received in the current year. If the Company makes a profit, then in accordance with Article 19 of the Company's Articles of Incorporation, a maximum of 2% shall be allocated as directors' remuneration by a resolution of the Board of Directors; and this shall be submitted to the shareholders' meeting following a review by the Remuneration Committee and approval by the Board of Directors.

- (2) Remuneration distribution policy for managers: It is stipulated under Article 19 of the Company's Articles of Incorporation that if the Company has a profit for the year, it shall allocate 6%-10% as remuneration for employees and this shall be distributed in stock or cash by a resolution of the Board of Directors. Distribution recipients include employees of controlled or affiliated companies meeting certain conditions. Remuneration of managers is based on individual performance and contribution to the Company's overall operations and reasonable remuneration will be given in consideration of levels given by market peers. This shall be carried out after a review by the Remuneration Committee and approval of the Board of Directors.
- (3) Correlation with operating performance and future risks: The Remuneration Committee refers to the Company's overall operational performance, operational risks and development trends; and, after evaluating the achievement of the performance targets of directors and managers, makes a submission to the Board of Directors for discussion. It also reviews the remuneration system for directors and managers at any time in accordance with actual business conditions and relevant laws and regulations; furthermore, it should not lead directors and managers to engage in behavior in pursuit of remuneration that exceeds the risk tolerances of the Company. The Company's remuneration policy should refer to the customary level of payment in the same industry while considering individual performance. Remuneration is positively related to the Company's operating performance. Future risks have been appropriately controlled, and the remuneration policy and future risks are also reasonably correlated to a certain extent. Overall compensation packages primarily include salaries, bonuses, various allowances and employee dividends, benefits, and other components. Standards of remuneration, salaries, and allowances are verified according to the competitive market situation vis-à-vis the position held by the employee, and in line with the Company's policies. Bonuses and employee dividends are issued in conjunction with employees, departmental goals, or the Company's operating performance. Regarding the design of benefits, we design employee benefit measures that can be shared by employees on the premise of compliance with laws and regulations and taking into account the needs of employees.

### III. Corporate governance operation of TWSE/GTSM Listed Companies

#### (I) The operation of the Board of Directors

The attendance of the directors for the (A total of 8 times between 2024.01.01-2025.03.31)(A total of 5 times between 2024.05.31-2025.03.31) board meetings (A) held in 2024 and as of March 31, 2025:

Job title	Name	Actual number of attendance (B)	Frequency of attendance by proxy	Actual attendance ratio (%) (B/A)	Note
Corporate representative of the Director	Liang Yi Investment Co., Ltd., Chih-Ming Lai	8	-	100%	Newly appointed on August 17, 2021
Director	Joseph Lee	7		87.5%	Resigned on October 25, 2023
Director	Hsueh-Jen Sung	8	-	100%	Newly appointed on 2024.05.31
Director	Wei-Xin Ma	5	-	100%	Reappointed on August 17, 2021
Director	Shu-Yun Hsiao	8	-	100%	Newly appointed on 2024.05.31
Independent Director	Kun-Hsien Lin	8	-	100%	Newly appointed on August 17, 2021
Independent Director	Ting Hou	8	-	100%	Reappointed on August 17, 2021
Independent Director	Tsan-Kai Chen	8	-	100%	Newly appointed on May 30, 2023

Other information to be published:

- I. The operation of the Board of Directors shall be with the date, term, content of the proposal, the opinions of all independent directors, and the Company's processing of the opinions of the independent directors stated in any of the following circumstances
  - (I) Matters listed in Article 14-3 of the Securities and Exchange Act: The Company has established an audit committee.
  - (II) Except for the matters stated in the preceding paragraph, the resolutions of the Board of Directors that are opposed or reserved by independent directors with a record or written statement filed: None
- II. For the directors' having themselves recused from a proposal with the risk of conflict of interest, the name of the director, the content of the proposal, the reasons for recusing themselves, and the engagement in voting should be stated: None
- III. Information on the evaluation cycle and period, evaluation scope, method and evaluation content of the board's self (or peer) assessment that should be disclosed by TWSE/TPEX listed companies, and fill in the attached form for the implementation of the evaluation of the Board of Directors.

Evaluation result:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Implemented at the end of each year	From January 1, 2024 to December 31, 2024	Board of Directors, individual directors, and functional committees	The Board of Directors, individual board members, and functional committees themselves fill in the performance evaluation self-assessment questionnaires	<p>Measurement items for the Board of Directors performance evaluation</p> <p>I. Degree of participation in Company operations.                      II. Improving the quality of Board decisions.                      III. Board composition and structure.                      IV. Selection and continuous training of directors.                      V. Internal control.                      Score result <b>4.90</b> points</p> <p>Measurement items for the self-evaluation of Board members:</p> <p>I. Mastering the Company's goals and tasks.                      II. Awareness of directors' responsibilities.                      III. Degree of participation in Company operations.                      IV. Internal relationship management and communication.                      V. Directors' professional and continuous education.                      VI. Internal control.                      Score result <b>4.70</b> points</p> <p>Measurement items for functional committee performance evaluations:</p> <p>I. Degree of participation in Company operations.                      II. Recognition of functional committee responsibilities.                      III. Improving decision-making quality of functional committees.                      IV. Functional committee composition and member selection.                      V. Internal control.                      Score result <b>5.00</b> points</p> <p>Overall assessment:                      The attendance rate of the Board of Directors and functional committees in 2024 is 100%. The Board of Directors fulfills its function in supervising the Company's strategic development and operating performance, and the functional committees fulfill their duties, effectively strengthening the performance of the Board of Directors. Overall, the board and functional committees are operating well, and the company is in compliance with the requirements of corporate governance and protecting the rights and interests of shareholders.</p> <p>Improvement measures and plans:                      (I) In view of the busy business of each director, the</p>

				<p>schedule of continuing education is not easy. The 2025 continuing education will be planned in advance, and the directors are encouraged to continue the continuing education, to strengthen the diversified courses of the directors outside of their professional abilities.</p> <p>(II) Continue to refine the performance evaluation of the Board of Directors, directors, and functional committees to improve the performance of each aspect.</p> <p>(III) Strengthen the design and implementation of the internal control system.</p> <p>The Company reported the evaluation results to the Board of Directors on March 14, 2024</p>
<p>IV. Evaluate the objectives (such as, setting up an Audit Committee, improving information transparency, etc.) of strengthening the functions of the Board of Directors and the implementation in the current year and the most recent year.</p> <p>(1) Objectives of strengthening the functions of the Board of Directors: The Company has formulated the “Regulations Governing Board of Directors Meetings” to establish a good corporate governance system for the Board of Directors, strengthen management functions, and improve supervision functions for the compliance of the Board of Directors in order to exercise its function.</p> <p>(2) Performance evaluation performed by the Board of Directors: The convening and deliberation of the board meeting shall be conducted in accordance with the “Rules of Procedure for Board of Directors Meetings” and the “Regulations Governing Board of Directors Meetings” of the Company. The Remuneration Committee shall also be responsible for reviewing the remuneration of the directors, and managers of the Company; also, provide recommendations and assess the relevant policies for the reference of the Board of Directors in decision-making.</p>				

## (II) Operation of the Audit Committee:

### 1. Composition and duties of the Audit Committee

The Company's Audit Committee consists of three independent directors. The purpose of the Audit Committee is to assist the Board of Directors in monitoring the quality and ethics of the Company's accounting, auditing, financial reporting processes and financial control.

Professional qualifications and experience are as below:

Member	Professional qualifications and experience
Ting Herh	Mr. Ting Hou is a bachelor from Department of Control Engineering, National Chiao Tung University, a master in electrical engineering from the University of California, Berkeley, and a doctoral degree from the Institute of Management, University of Victor, Switzerland. Current positions are as follows: served as Chairman of DAVICOM SEMICONDUCTOR, INC. in 1996 with more than 27 years of business experience; since 2019, he has served as Chairman of the Alumni Association, National Taiwan Chiao Tung University, Director of the NYCU Foundation, and Director of Y.S. Educational Foundation.
Kun-Hsien Lin	Mr. Kun-hsien Lin graduated from the Department of Law, National Taiwan University, and is qualified as a lawyer in Taiwan. His current positions are as follows: Founder-Director of BN Law Firm since 1989, with 34 years of practicing experience; since 2015, he served as and independent director (and managing director) of COTA Commercial Bank, Ltd., as the independent director of YungShin Global Holding Corporation; in 2019, Served as the Director of the Association for Victims Support (AVS) in 2019.
Tsan-Kai Chen	Mr. Tsan-Kai Chen has obtained the bachelor's degree, Department of Naval Architecture, National Taiwan Ocean University and the master's degree in Mechanical Engineering, Auburn University, USA; From November 2012 to December 2013, he served as the general manager of METRO CONSULTING SERVICE LTD.; in September 2017, he served as the Principal Engineer of Vehicles Division, Taipei Rapid Transit Corporation until the retirement in September 2022.

## Major tasks of the Audit Committee

The Audit Committee held four meetings in 2024. Matters deliberated mainly included:

1. The adoption of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
2. Assessment of the effectiveness of the internal control system.
3. The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees for others.
4. Matters in which a director is an interested party.
5. Asset transactions or derivatives trading of a material nature.
6. Loans of funds, endorsements, or provision of guarantees of a material nature.
7. The offering, issuance, or private placement of equity-type securities.
8. The hiring or dismissal of a certified public accountant, or their compensation.
9. The appointment or discharge of a financial, accounting, or internal audit officer.
10. Annual financial reports signed or stamped by the chairman, management, and accounting officer, and second quarter financial reports requiring to be audited and attested by CPAs.”
11. Other material matters as may be required by this Corporation or by the competent authority.

### ●Review financial statements

The board of directors has prepared the Company's 2024 business report, financial statements and earning distribution proposal, and the 2024 interim and quarterly financial statements. Of which, KPMG Taiwan was engaged to audit and/or review the financial statements, and the auditor's reports or review reports have been issued. The above-mentioned business report, financial statements and earning distribution proposal have been reviewed by the Audit Committee and found no inconsistency.

### ●Evaluate the effectiveness of the internal control system

The Audit Committee assesses the effectiveness of the policies and procedures of the Company's internal control system (including control measures in finance, operations, risk management, information security, outsourcing, legal compliance and other control measures), and reviews the regular reports from the Company's audit department and CPAs, as well as the management, including risk management and compliance. With reference to the “Internal Control - Integrated Framework” announced in 2013 by the COSO, the Audit Committee believes that the Company's risk management and internal control systems are effective, and the Company has adopted the necessary control mechanisms to supervise and correct violations.

### ●Appoint CPAs

To ensure the independence of the CPA firm, the Audit Committee has established the independence evaluation form based on Article 47 of the Certified Public Accountant Act and the Bulletin of Norm of Professional Ethics for Certified Public Accountant, "Integrity, Objectivity, and Independence," to assess the independence, professionalism and suitability of the CPAs, and assess whether they and the Company are related parties, or have relationships with the Company of business or financial interest.

### 2. Information on the operation of the Audit Committee:

In 2023 and up to the publication date of the annual report, the second term Audit Committee has held five meetings (A), and the attendance of independent directors is as follows:

Job title	Name	Actual number of attendance (B)	Frequency of attendance by proxy	Actual attendance ratio (%) (B/A) (Note)	Remarks
Independent Director	Ting Herh	5		100%	Reappointed on May 31, 2024
Independent Director	Kun-Hsien Lin	5		100%	Reappointed on May 31, 2024
Independent Director	Tsan-Kai Chen	3		100%	Reappointed on May 31, 2024

Other information to be published:

- I. If any of the following circumstances arises in the operation of the Audit Committee, the meeting date, period, motion content, and any objections of independent directors should be stated, as well as contents of reserved opinions or major recommendations, the results of the audit committee's resolutions, and the Company's handling of the Audit Committee's opinions.
  - (I) Matters listed in Article 14-5 of the Securities Exchange act: Please refer to the important resolutions of the board on page 61 and of the Audit Committee on page 29. All proposals have been approved by all members of the audit committee: also, proposed to and resolved by the board of directors.
  - (II) Except for the matters stated in the preceding paragraph, other proposals that have not been resolved by

- the Audit Committee, but with the consent of two-thirds of the board directors: None
- II. For the independent directors' having themselves recused from a proposal with the risk of conflict of interest, the name of the independent director, the content of the proposal, the reasons for recusing themselves, and the engagement in voting should be stated: None.
- III. The communication among the independent directors, the chief internal auditors, and the certified public accountants (shall include important matters, methods, and results of communication on the Company's financial and business conditions)

(I) The communication between the independent directors and the chief internal auditor

Based on the annual audit plan and the actual implementation, the internal audit officer reports and discusses the audit implementation with the Audit Committee members in the quarterly meetings of the Audit Committee; also, the monthly audit report of the internal audit department is submitted to each independent director for review and conduct necessary communications. Important details of the communication and interaction between independent directors and internal audit officer during the Audit Committee meeting are recorded in the Audit Committee meeting minutes.

Date of the Audit Committee meeting	Communication focus	Opinions of independent directors	Handling of implementation results
2024.03.14 12th session of the 2nd term	(1) Audit items, audit results, and tracking improvement report for 2023 Q4 (2) Report on 2023 Internal Control Statement	Independent directors expressed consent for the report	After the deliberation and approval, the proposals are submitted to the Board of Directors
2024.05.13 13th session of the 2nd term	Audit items, audit results, and tracking improvement report for 2024 Q1	Independent directors expressed consent for the report	After the deliberation and approval, the proposals are submitted to the Board of Directors
2024.08.12 1st session of the 3rd term	Audit items, audit results, and tracking improvement report for 2024 Q2	Independent directors expressed consent for the report	After the deliberation and approval, the proposals are submitted to the Board of Directors
2024.11.12 2nd session of the 3rd term	(1) Audit items, audit results, and tracking improvement report for 2024 Q3 (2) The Company's 2025 audit plan (3) The partial amendment of the provisions of the Company's "Audit Committee Charter" (4) Formulation of the Company's "Sustainable Information Management"	Independent directors expressed consent for the report and amendment content	After the deliberation and approval, the proposals are submitted to the Board of Directors

(II) Communication between the independent directors and the certified public accountant

Communication between the independent directors and the certified public accountant in 2024

In the following quarterly Audit Committee meetings, CPAs submit written briefings to the Audit Committee on matters to be communicated with the corporate governance unit. Principal communication items are as follows:

Date of the Audit Committee meeting	Communication focus	Opinions of independent directors	Handling of implementation results
2024.03.14 12th session of the 2nd term	(1) 2023 Business Report and Financial Statements (2) Primary communication content with the corporate governance unit: *Annual audit highlights: evaluation of income recognition; assessment of impairment of	Independent directors expressed consent for the report	Submitted to the Board of Directors after deliberation and approval

	accounts receivable; valuation of financial instruments		
2024.05.13 13th session of the 2nd term	(1) The Company's 2024 Q1 financial statements. (2) Primary communication content with the corporate governance unit: A. Review of adjustments for differences B. Events or circumstances that may cast significant doubt on the ability to continue as a going concern C. Major difficulties confronted during the review process D. Other communication matters	Independent directors expressed consent for the report	Submitted to the Board of Directors after deliberation and approval
2024.08.12 1st session of the 3rd term	(1) The Company's 2024 Q2 financial statements. (2) Primary communication content with the corporate governance unit: A. Review of adjustments for differences B. Events or circumstances that may cast significant doubt on the ability to continue as a going concern C. Major difficulties confronted during the review process D. Other communication matters	Independent directors expressed consent for the report	Submitted to the Board of Directors after deliberation and approval.
2024.11.12 2nd session of the 3rd term	(1) The Company's 2024 Q3 financial statements. (2) Primary communication content with the corporate governance unit: A. Review of adjustments for differences B. Events or circumstances that may cast significant doubt on the ability to continue as a going concern C. Major difficulties confronted during the review process D. Other communication matters	Independent directors expressed consent for the report	Submitted to the Board of Directors after deliberation and approval.

IV. Minutes of meetings convened by the Audit Committee in 2024 and 2025 through the publication date of the annual report

Date of Audit Committee (term)	Proposal description and subsequent treatment	Matters specified in Article 14-5 of the Securities and Exchange Act	Resolutions not approved by the Audit Committee but approved by more than two-thirds of all directors
March 14, 2024 12th session of the 2nd term	(1) 2023 Business Report and Financial Statements (2) 2023 Earnings Distribution Proposal (3) 2023 Internal Control System Statement (4) Release the non-compete restriction on the newly elected directors and their representatives (5) Proposal on the assessment of the independence and suitability of the attesting CPAs. (6) Remuneration of financial statement CPA Resolution of the Audit Committee: approved as proposed without objection. The Company's treatment of the opinions of the Remuneration Committee: Approved by all directors present without objection.	✓	None

May 12, 2024 (13th meeting of the 2nd term)	(1) The Company's 2024 Q1 consolidated financial statements. Resolution of the Audit Committee: approved as proposed without objection. The Company's treatment of the opinions of the Remuneration Committee: Approved by all directors present without objection.	✓	None
1st session of the 3rd term on August 12, 2024	(1) Change in the certified public accountants to certify the Company's financial statement (2) The Company's 2024 Q2 consolidated financial statements (3) Audit of transfer of treasury stock to non-managerial staff (4) Proposal on recruitment of the Company's financial officer.  Resolution of the Audit Committee: approved as proposed without objection.  The Company's treatment of the opinions of the Remuneration Committee:  Approved by all directors present without objection.	✓	None
November 12, 2024  2nd session of the 3rd term	(1) The Company's 2024 Q3 consolidated financial statements (2) The Company's 2025 audit plan (3) The partial amendment of the provisions of the Company's "Audit Committee Charter" (4) Formulation of the Company's "Sustainable Information Management" (5) Propose to provide support for the subsidiary in the US to apply for a comprehensive line of credit from three financial institutions. Resolution of the Audit Committee: approved as proposed without objection. The Company's treatment of the opinions of the Remuneration Committee: Approved by all directors present without objection.	✓	None
March 12, 2025 (3rd Meeting, 3rd Term)	1. 2024 Business Report and Financial Statements 2. 2024 Earnings Distribution Proposal 3. Preparation of the Company's "2024 Internal Control System Statement." 4. Proposal on the assessment of the independence and suitability of the Company's attesting CPAs. 5. Remuneration of financial statement CPA.	✓	None

**(III) The status of corporate governance operation and its differences from the “Corporate Governance Best- Practice Principles for TWSE/GTSM Listed Companies” and the root causes**

Evaluation items	Operations			Its differences from the “Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies” and the root causes
	Yes	No	Summary description	
I. Does the Company stipulate and disclose its corporate governance best-practice principles in accordance with the “Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies?”	V		It has been handled in accordance with the “Corporate Governance Best- Practice Principles for TWSE/GTSM Listed Companies.”	None
II. The shareholding structure and shareholders’ equity of the Company				None
(I) Does the Company have an internal operating procedure formed to deal with shareholders’ recommendations, doubts, disputes, and litigation matters, and implement it according to the procedures?	V		(I) In order to protect the interests of shareholders, the Company handles shareholders’ suggestions or disputes through special personnel, such as, spokespersons and stocks service officer.	
(II) Does the Company have a list of the ultimate controllers of the major shareholders who actually control the Company?	V		(II) The personnel directly under the administration of the “Chairperson’s Office” are responsible for mastering the list of the ultimate controllers of the major shareholders who actually control the Company, and interact frequently to establish good relationships and ensure the stability of the business operation.	
(III) Does the Company establish and implement risk controls and firewall mechanisms between the Company and the affiliates?	V		(III) The Company has set up and supervised the operation of the subsidiary.	
(IV) Does the Company have internal regulations formed that prohibit insiders from using unpublished information to buy and sell securities in market?	V		(IV) The Company has formulated the “Procedures for the Prevention of Insiders’ Trade” so the internal personnel shall comply with the relevant regulations and internal operating procedures.	

<p>III. The composition and duties of the Board of Directors</p> <p>(I) Has the Board of Directors formulated a diversity policy and specific management objectives, and implemented them?</p>	V		<p>(I) 1. Election of directors of the Company adopts a candidate nomination system in accordance with Article 20 of the Company's Corporate Governance Best-Practice Principles and Article 2 of Regulations Governing the Election of Directors and Independent Directors. The composition of the Board of Directors should consider diversity, and an appropriate diversification policy should be formulated and implemented according to our own operations, operation type, and development needs. Various aspects of diversity should be assessed, such as basic conditions and values (e.g., gender, age, etc.), expertise (e.g., law, accounting, industry, finance, marketing, or technology) and professional skills and industry experience, and so on.</p> <p>2. The Company has 7 to 10 seats of Directors as required by the Articles of Incorporation. The current Directors were elected during the 9 seats of Directors election held on 2024.5.31. All 9 seats are of ROC nationality, including 3 female Directors (accounting for 1/3 of the board directors), 3 Independent Directors (accounting for 1/3 of board directors), and 3 Directors with the status of employees (accounting for 1/3 of the board directors). More than half of the independent directors have less than three terms of office. The ages of the 9 directors are between 54 and 73 years old. All directors generally have accounting and financial analysis capabilities, are superior in leadership, decision-making, operational judgment, business management, and crisis management; also, have industry knowledge and international marketing vision.</p> <table border="1" data-bbox="913 949 1825 1200"> <thead> <tr> <th>Name of Director</th> <th>Diversified project</th> <th>Operational judgment</th> <th>Accounting and financial analysis skills</th> <th>Management competence</th> <th>Crisis management ability</th> <th>Industrial knowledge</th> <th>International market vision</th> <th>Leadership</th> <th>Decision-making capacity</th> <th>Risk management knowledge and ability</th> </tr> </thead> <tbody> <tr> <td>Belle Lee</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Representative of Liang Yi Investment Co., Ltd.: Chih-Ming Lai</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Joseph Lee</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Hsueh-Jen Sung</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Wei-Xin Ma</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Shu-Yun Hsiao</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Kun-Hsien Lin</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Ting Herh</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> <tr> <td>Tsan-Kai Chen</td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> <td>✓</td> </tr> </tbody> </table>	Name of Director	Diversified project	Operational judgment	Accounting and financial analysis skills	Management competence	Crisis management ability	Industrial knowledge	International market vision	Leadership	Decision-making capacity	Risk management knowledge and ability	Belle Lee		✓	✓	✓	✓	✓	✓	✓	✓	✓	Representative of Liang Yi Investment Co., Ltd.: Chih-Ming Lai		✓	✓	✓	✓	✓	✓	✓	✓	✓	Joseph Lee		✓	✓	✓	✓	✓	✓	✓	✓	✓	Hsueh-Jen Sung		✓	✓	✓	✓	✓	✓	✓	✓	✓	Wei-Xin Ma		✓	✓	✓	✓	✓	✓	✓	✓	✓	Shu-Yun Hsiao		✓	✓	✓	✓	✓	✓	✓	✓	✓	Kun-Hsien Lin		✓	✓	✓	✓	✓	✓	✓	✓	✓	Ting Herh		✓	✓	✓	✓	✓	✓	✓	✓	✓	Tsan-Kai Chen		✓	✓	✓	✓	✓	✓	✓	✓	✓	None
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<p>(II) Does the Company voluntarily set up other functional committees besides setting up the Remuneration Committee and the Audit Committee</p>	V		<p>(II) The Company has duly set up the Remuneration Committee and Audit Committee. All departments concerned assume the respective responsibility and duty about corporate governance. The board of directors has exercised its responsibilities and powers exactly in accordance with laws and ordinances</p>																																																																																																															

<p>according to law?</p> <p>(III) Does the Company formulate the rules governing the performance evaluation of the board of directors and the evaluation methods, conduct performance evaluation on a regular basis every year, report the results of the performance evaluation to the board of directors, and apply it as a reference for individual director's remuneration and nomination for reappointment?</p>	<p>V</p>	<p>concerned and Articles of Incorporation, decisions resolved in the shareholders' meeting and the very spirit of corporate governance.</p> <p>(III) The Company has formulated the "Rules Governing the Performance Evaluation of the Board of Directors" on November 12, 2019 to regularly review the effectiveness of the board of directors in order to improve corporate governance.</p> <p>Performance evaluation methods include internal self-evaluation by the board of directors, self-evaluation by directors, evaluation performed by the appointed external professional institutions, experts, or other appropriate methods. Performance evaluations are conducted regularly every year. The "Board Performance Evaluation Self-Assessment Questionnaire" and "Directors Self-Assessment Questionnaire" are evaluated according to the evaluation criteria and the evaluation results are recorded and sent to the Board of Directors for review and improvement.</p> <p>Evaluation indicators and evaluation grade principles:</p> <table border="1" data-bbox="916 627 1823 1177"> <thead> <tr> <th data-bbox="916 627 1218 722">Evaluation of the board of directors performance.</th> <th data-bbox="1218 627 1520 722">Self-evaluation on the performance of the board of director members.</th> <th data-bbox="1520 627 1823 722">Evaluation of the functional committee.</th> </tr> </thead> <tbody> <tr> <td data-bbox="916 722 1218 1177"> <ul style="list-style-type: none"> <li>• Involvement in Company operations</li> <li>• Improvement in the quality of the board's decision-making</li> <li>• Board composition and structure</li> <li>• Selection and continuous training of directors</li> <li>• Internal control</li> </ul> </td> <td data-bbox="1218 722 1520 1177"> <ul style="list-style-type: none"> <li>• Mastery of Company goals and tasks</li> <li>• Awareness of directors' responsibilities</li> <li>• Involvement in Company operations</li> <li>• Internal relationship management and communication</li> <li>• Professional and continuing education for directors</li> <li>• Internal control</li> </ul> </td> <td data-bbox="1520 722 1823 1177"> <ul style="list-style-type: none"> <li>• Involvement in Company operations</li> <li>• Recognition of functional committee responsibilities</li> <li>• Improvement of the decision-making quality of functional committees</li> <li>• Composition of functional committees and selection of members</li> <li>• Internal control</li> </ul> </td> </tr> </tbody> </table> <p>Evaluation results of the board of directors for 2023:</p> <table border="1" data-bbox="916 1273 1823 1369"> <thead> <tr> <th data-bbox="916 1273 1218 1369">Evaluation of the board of directors performance.</th> <th data-bbox="1218 1273 1520 1369">Self-evaluation on the performance of the board of director members.</th> <th data-bbox="1520 1273 1823 1369">Evaluation of the functional committee.</th> </tr> </thead> <tbody> <tr> <td data-bbox="916 1369 1218 1369"></td> <td data-bbox="1218 1369 1520 1369"></td> <td data-bbox="1520 1369 1823 1369"></td> </tr> </tbody> </table>	Evaluation of the board of directors performance.	Self-evaluation on the performance of the board of director members.	Evaluation of the functional committee.	<ul style="list-style-type: none"> <li>• Involvement in Company operations</li> <li>• Improvement in the quality of the board's decision-making</li> <li>• Board composition and structure</li> <li>• Selection and continuous training of directors</li> <li>• Internal control</li> </ul>	<ul style="list-style-type: none"> <li>• Mastery of Company goals and tasks</li> <li>• Awareness of directors' responsibilities</li> <li>• Involvement in Company operations</li> <li>• Internal relationship management and communication</li> <li>• Professional and continuing education for directors</li> <li>• Internal control</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in Company operations</li> <li>• Recognition of functional committee responsibilities</li> <li>• Improvement of the decision-making quality of functional committees</li> <li>• Composition of functional committees and selection of members</li> <li>• Internal control</li> </ul>	Evaluation of the board of directors performance.	Self-evaluation on the performance of the board of director members.	Evaluation of the functional committee.				
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Evaluation of the board of directors performance.	Self-evaluation on the performance of the board of director members.	Evaluation of the functional committee.													

			Score result <b>4.90</b> points	Score result <b>4.70</b> points	Audit Committee/ Remuneration Committee Score result <b>5.00</b> points	
(IV) Does the Company regularly assess the independence of the public auditor?	V		<p>Overall assessment: The attendance rate of the Board of Directors and functional committees in 2024 is 100%. The Board of Directors fulfills its function in supervising the Company's strategic development and operating performance, and the functional committees fulfill their duties, effectively strengthening the performance of the Board of Directors. Overall, the board and functional committees are operating well, and the company is in compliance with the requirements of corporate governance and protecting the rights and interests of shareholders. The Company would report the outcome of the evaluation to the board of directors on March 14, 2024.</p> <p>(IV) The Company's accounting department independently evaluates the independence and suitability of the certified public accountant annually, obtains the accounting firm's independence statement, and reports the evaluation results to the board of directors. The Company formulates the evaluation items: 1. There is no direct or significant indirect financial interest relationship with the audit client, 2. There is no financing or guarantee act with the audit client, 3. There is no close commercial relationship with the audit client, 4. There is no potential employment relationship with the audit client, and 5. There is no contingent audit fee related to the audit case.</p> <p>Description of AQIs for KPMG and its CPAs: Audit quality indicators (AQIs) comprise the following five aspects: Aspect No.1: <u>Professionalism (1-1)</u> Audit experience (1-2) Training hours (1-3) Turnover rate (1-4) Professional support (1-5) Aspect NO.2: Quality control <u>(2-1)</u> CPAs' workload (2-2) Audit engagement (2- 3) Status of EQCR review (2-4) Quality control support capability Aspect No.3: Independence <u>(3-1)</u> Non-audit service fees (3-2) Familiarity with customers Aspect No.4: Supervision <u>(4-1)</u> External inspection deficiency and penalties (4- 2) Improvement demanded via an official letter from the competent authority <u>Aspect 5: Innovation capability (5-1)</u> Innovation planning and initiatives</p> <p>1. The Company's Audit Committee evaluates the independence and suitability of the CPAs every year. In addition to requiring the CPAs to provide the</p>			

			<p>"Declaration of Independence" and "Audit Quality Indicators (AQIs)," the evaluation is conducted based on 13 AQIs. It was confirmed that the CPAs have no other financial interests or business relationship with the Company, and that the CPA's family members do not violate the independence requirements. AQI indicator information is also referred to for confirming that the CPAs and the firm have superior audit experience and the training hours to the industry average.</p> <p>2. The most recent assessment was performed on February 26, 2025. The Accounting Office examined the competence and independence of the public auditor. It had not found any dissatisfaction and violation of the independence of the said public auditor. The proposal was reviewed and approved by the Board of Directors on March 12, 2025.</p>	
IV. Are listed/OTC companies equipped with component and appropriate numbers of corporate governance personnel; also, designate corporate governance officers to be responsible for corporate governance- related affairs (including but not limited to providing directors, supervisors with the information needed to perform business, assisting directors and supervisors in complying with laws and regulations, handling matters related to the board meetings and shareholders meetings in accordance with the law, generating the minutes of board meetings and shareholders meetings)?	V		<p>1. The Corporate Governance Unit of the Company assists the Board of Directors to promote the establishment of a sound corporate governance structure and implement various corporate governance systems in order to protect shareholders ultimately.</p>	None
V. Does the Company establish communication channels with stakeholders (including but not limited to shareholders, employees, customers and suppliers, etc.), set up stakeholder section on the Company's website, and respond appropriately to important corporate social responsibility issues of concern to stakeholders?	V		<p>The Company has smooth communication and grievance channels held with business owners, suppliers, banks, and employees. The dedicated departments are responsible for communication and coordination to protect their legitimate rights and interests. The Company's website also has a stakeholder section and the email for the contact of stakeholders in order to properly respond to issues of concern to stakeholders.</p>	None

<p>VI. Does the Company commission a professional stock agency to handle the affairs of the shareholders meeting?</p>	<p>V</p>		<p>The Company appointed Shareholder Service Agency Department of Taishin Securities Co., Ltd. to handle various stock transactions of the Company.</p>	<p>None</p>
<p>VII. Information disclosure</p> <p>(I) Does the Company set up a website to disclose financial business and corporate governance information?</p> <p>(II) Does the Company adopt other methods of information disclosure (such as, setting up an English website, designating a person to be responsible for the collection and disclosure of Company information, implementing a spokesperson system, and placing the incorporated investor conference recording on the Company's website)?</p> <p>(III) Does the Company announce and report the annual financial report within two months after the fiscal year; also, announce and report the first, second, and third quarter financial reports and monthly operating conditions before the deadline?</p>	<p>V</p> <p>V</p>	<p>V</p>	<p>(I) The company information is disclosed on the Company's website for the reference of shareholders and the public.</p> <p>(II) The Company has designated a person to be responsible for the collection of company information and has information disclosure made on the Market Observation Post System. A spokesperson system has also been established to ensure the information that may affect the decision-making of shareholders and stakeholders is immediately disclosed.</p> <p>(III) Filed within the specified time</p>	<p>None</p>
<p>VIII. Does the Company have other important information that helps understand the operation of corporate governance (including but not limited to employee benefits, employee care, investor relations, supplier relations, stakeholder rights, director and supervisor advanced study, the implementation of risk management policies and risk measurement standards, the implementation of customer policies, the liability</p>	<p>V</p>		<p>(I) Employees' Rights and Interests: The Company has always treated employees with sincerity and safeguarded the legitimate rights and interests of employees in accordance with the Labor Standards Law.</p> <p>(II) Employee care: The Company has the Employee Welfare Committee set up with the relevant system stipulated. Such as: Provide subsidies or cultural and recreational activities, community activities, etc. to employees.</p> <p>(III) Social care: Note 1</p> <p>(IV) Investor Relations: The spokesperson is responsible for handling shareholders' recommendations.</p> <p>(V) Supplier relations: The communication with suppliers is smooth and well executed.</p> <p>(VI) Interests of stakeholders: Stakeholders may communicate with the Company or</p>	<p>None</p>

insurance acquired for the Company's directors and supervisors, etc.)?			<p>make suggestions to the Company to protect their legitimate rights and interests.</p> <p>(VII) Implementation of customer policy: The Company maintains a good and stable relationship with its customers to create corporate profits.</p> <p>(VIII) The Company has based on the provisions of the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies" of Taiwan Stock Exchange to allow each director arranging his/her advanced study independently. Note 2 The liability insurance acquired by the Company for directors and supervisors: The liability insurance for the directors was purchased by the Company in July 2024.</p> <p>(X) Implementation of risk management policies and risk measurement standards: The Company has established various internal regulations in accordance with the law to conduct various risk management and evaluation.</p>	
IX. Please explain the improvement of the Company's corporate governance according to the evaluation results released by the Corporate Governance Center of Taiwan Stock Exchange in the most recent year, and propose the prioritized nonconformities for improvement and the respective measures. (Exempted for those companies that are not included in the assessment list)				
Question number	Evaluation Index		Remarks	
4.07	Has the Company uploaded the English version of its sustainability report to the Market Observation Post System and the Company's website?		This is currently under consideration and expected to be completed in September 2024.	

Note 1:

### Details of social donation in 2024

SEQ_NO: 1	Event
1	<u>Love Child Care Foundation</u>
2	<u>Taiwan Rett Syndrome Association</u>
3	<u>Chengzhi Education Foundation</u>
4	Taichung Houli Community Volunteer End-of-Year Event
5	Winter Warmth Event in Taichung Houli Community
6	Taiwan High-Tech Facility Association (Sponsorship fee of the 2024 High-tech Factory Facilities International Forum)
7	Yuying Elementary School, Houli Dist., Taichung City

Note 2:

**Board Directors' continuing education**

Job title	Name	Date of continuing education		Organizer	Course Title	Continuing education hours	Total continuing education hours of the year	Remarks
		Start	End					
Director	Shu-Yun Hsiao	2024/07/30	2024/07/31	Securities and Futures Institute	Taipei Session, the Practical workshop for directors (including independent directors), supervisors, and corporate governance executives	12.0	12.0	
Director	Wei-Xin Ma	2024/10/04	2024/10/04	Securities and Futures Institute	2024 Awareness Session on Prevention of Insider Trading	3.0	6.0	
		2024/01/26	2024/01/26	Taiwan Corporate Governance Association	Analysis of Taiwan economic trend in 2024	3.0		
Independent Director	Kun-Hsien Lin	2024/08/07	2024/08/07	Taiwan Institute of Directors	The Company's compliance with the challenges of the role of director and the right to operate under the corporate governance 4.0 policy	3.0	9.0	
		2024/05/08	2024/05/08	Taiwan Institute of Directors	Corporate risk and compliance risk management issues and practical sharing	3.0		
		2024/05/07	2024/05/07	Chinese National Association of Industry and Commerce	Interviewing the Company and the family governance on the legal tax saving layout	3.0		
Independent Director	Ting Herh	2024/07/03	2024/07/03	Taiwan Stock Exchange	2024 "Cathay Sustainable Finance and Climate Change Summit"	3.0	12.0	
		2024/06/07	2024/06/07	Taiwan Institute of Directors	New Energy Era	3.0		
		2024/06/03	2024/06/03	Securities and Futures Institute	Institution investors perspectives forum	3.0		

		2024/05/10	2024/05/10	Taiwan Corporate Governance Association	Introduction to the nomination and remuneration committee of the US laws: case analysis	3.0		
Director	Joseph Lee	2024/10/18	2024/10/18	Securities and Futures Institute	2024 Awareness Session on Prevention of Insider Trading	3.0	3.0	
Independent Director	Tsan-Kai Chen	2024/11/22	2024/11/22	Securities and Futures Institute	2024 Legal Compliance Promotional Seminar for Insider Equity Trading	3.0	6.0	
		2024/03/22	2024/03/22	Taiwan Stock Exchange	CDP Taiwan Announcement - New Carbon Era Seminar for Sustainable Knowledge	3.0		
Director	Hsueh-Jen Sung	2024/12/20	2024/12/20	Taiwan Corporate Governance Association	The notice to directors and supervisors: how to use the non-regular transactions by the offenders; the method of transactions with related parties.	3.0	3.0	
Representative of Corporate Director	Chih-Ming Lai	2024/10/04	2024/10/04	Securities and Futures Institute	2024 Awareness Session on Prevention of Insider Trading	3.0	3.0	
Director	Belle Lee	2024/12/17	2024/12/17	Taiwan Corporate Governance Association	Remuneration to senior managers and ESG performance system design	3.0	3.0	

(II) If a Company has set up a Remuneration Committee, it should disclose its composition, responsibility, and operation:

1. Composition and duties of the Remuneration Committee

The Company with the resolution of the board of directors on October 20, 2011 has a remuneration committee formed. The remuneration committee is responsible for enacting and regularly reviewing the annual and long-term performance goals and remuneration policies, systems, standards, and structure for the Company's directors and managers; also, regularly evaluate the performance of the directors and managers of the Company, and determine the content and amount of remuneration for each individual. The members of the V-term remuneration committee are as follows:

**(1) Remuneration Committee member information**

March 31, 2025

ID type	Name	Conditions	Professional qualifications <u>and</u> <u>experience</u> (Note 2)	Status of independence (Note 3)	Serve as a member of the Remuneration Committee of other public companies
Convener	Ting Herh		Please refer to page 12 for content related to director information (1)	Please refer to page 13 for content related to director information (1)	1
Member	Kun-Hsien Lin		Please refer to page 12 for content related to director information (1)	Please refer to page 13 for content related to director information (1)	1
Member	Tsan-Kai Chen		Please refer to page 12 for content related to director information (1)	Please refer to page 13 for content related to director information (1)	0

2. The operation of the Remuneration Committee

- I. The Board of Directors approved the establishment of the Remuneration Committee on October 20, 2011. .
- II. There are three members of the Remuneration Committee of the Company, all of which are independent directors, resolved by the board meeting. The members of the committee comply with professional qualifications and independence.
- III. The tenure of this term: May 31, 2024 to May 30, 2027, same as the term of the appointed Board of Directors.
- IV. 2024 and as of March 2025, the Remuneration Committee had held 3 meetings (A) in the most recent year; also, the member qualifications and attendances are as follows:

Job title	Name	Actual number of attendance (B)	Frequency of attendance by proxy	Actual attendance ratio (%) (B/A) (Note)	Remarks
Convener	Ting Herh	3	-	100%	Reappointed on May 31, 2024
Member	Kun-Hsien Lin	3	-	100%	Reappointed on May 31, 2024
Member	Tsan- Kai Chen	3	-	100%	Reappointed on May 31, 2024

Other information to be published:

- I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it shall state the board meeting date, term, content of the proposal, the resolutions of the Board of Directors, and the Company's handling the opinions of the Remuneration Committee (such as, the salary and remuneration approved by the Board of Directors is better than the recommendations of the Remuneration Committee), and should explain the difference and its reasons): None
- II. For the resolutions of the Remuneration Committee, if members have objections or reservations raised and have a record or written statement kept, it shall state the Remuneration Committee meeting date, term, content of the proposal, the opinions of all members, and the handling of the members' opinions: None
- III. Scope of authority of the Remuneration Committee:  
The following functions and powers should be faithfully carried out in good faith and the recommendations should be submitted to the Board of Directors for discussion.
  - I. Review this procedure regularly and propose amendments.
  - II. Establish and regularly review the policies, systems, standards, and structures of the performance evaluation and

remuneration for the Company's directors and managers.

III. Regularly evaluate and determine the salary and remuneration of directors and managers.

The Committee shall perform the responsibilities as stated in the preceding paragraph in accordance with the following principles:

- I. Ensure that the Company's remuneration arrangements are in compliance with relevant law and regulations and are sufficient enough to attract talents.
- II. The performance evaluation and remuneration of directors and managers should be determined by referring to the standards of the industry, including the reasonable connection of the personal performance, the Company's operating performance, and future risks.
- III. Directors and managers should not be led to engage in an act exceeding the tolerable risk of the Company for the pursuit of remuneration.
- IV. The ratio of remuneration distributed and partial change in remuneration payment time for the short-term performance of directors and senior managers, the characteristics of the industry and the nature of the Company's business should be taken into account.
- V. Members of the Remuneration Committee are not allowed to participate in discussing and voting on their personal salary and remuneration decision-making process.

The so-called "salary and remuneration" referred to in the preceding two paragraphs includes cash remuneration, stock options, dividend shares, pension or severance pay, various allowances, and other measures with substantial rewards; the scope of the remuneration shall be consistent with the remuneration of the directors and managers stated in the "Regulations Governing Information to be Published in Annual Reports of Public Companies."

IV. Important resolutions of the remuneration committee in 2024 and up to the publication date of the annual report:

Date of Remuneration Committee meeting (term)	Proposal description	Resolution result	The Company's treatment of the opinions of the Remuneration Committee
January 31, 2024 (8th meeting of the 5th term)	<ol style="list-style-type: none"> <li>1. 2023 remuneration distribution to employees and directors</li> <li>2. The Company's distribution of annual bonus to managers for 2023.</li> <li>3. The salary adjustment of the managers by the Company in 2024.</li> </ol>	Approved unanimously by all members present.	The proposal was approved by all directors present without objection after submitted to the Board of Directors.
August 12, 2024 (1st meeting of the 6th term)	<ol style="list-style-type: none"> <li>1. The Company's distribution of employee compensation to managers of 2023.</li> <li>2. Audit of transfer of treasury stock to non-managerial staff</li> <li>3. Remuneration of the Company's new financial officer.</li> </ol>	Approved unanimously by all members present.	The proposal was approved by all directors present without objection after submitted to the Board of Directors.
January 21, 2025 (2nd meeting of the 6th term)	<ol style="list-style-type: none"> <li>1. The Company's 2024 remuneration distribution to employees and directors</li> <li>2. The Company's distribution of annual bonus to managers for 2024.</li> <li>3. The salary adjustment of the managers by the Company in 2024.</li> </ol>	Approved unanimously by all members present.	The proposal was approved by all directors present without objection after submitted to the Board of Directors.

(V) Fulfilling social responsibility:

## Difference of the social responsibility fulfillment from the requirements of the “Sustainable Development Best Practice Principles for TWSE/GTSM-Listed Companies” and the root causes

Evaluation items	Operations			Its differences from the “Corporate Social Responsibility Best-Practice Principles for TWSE/GTSM Listed Companies” and its root causes						
	Yes	No	Summary description							
I. Does the Company establish a governance structure to promote sustainable development, and set up a designated full-time (or part-time) unit to promote Sustainable Development, and the Board of Directors authorizes senior management to handle this and the Board of Directors <u>supervises</u> the situation?	V		Under the supervision of the Chairman, the Company has established the Sustainable Development Committee. It is responsible for promoting the sustainable development of the Company and reporting to the Board of Directors annually The 2024 report on the sustainable development has been reported to the Board of Directors on March 14, May 13, August 12, and November 12.	Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies						
II. Does the Company conduct risk assessments on environmental, social, and corporate governance issues related to the Company’s operations in accordance with the materiality principle, and formulate relevant risk management policies or strategies?	V		<ol style="list-style-type: none"> <li>1. The Company’s Sustainable Development Committee started a stakeholder engagement campaign on environmental, social, and corporate governance issues in 2023; completed the assessment of the Company’s ESG risks; determined nine material topics; and formulated management approaches and disclosed them in the report. For details, see 2023 Sustainability Report - 1.4 Identification of Material Topics.</li> <li>2. The company has established the "Corporate Governance Best Practice Principles" to guide its risk management.</li> <li>3. The Company's risk policies and strategies for 2024 are as follows: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Risk aspect</th> <th style="width: 20%;">The Company's countermeasures</th> </tr> </thead> <tbody> <tr> <td>Corporate Governance</td> <td>Interest rate fluctuation The Company's financial structure has always been sound, the capital is used conservatively and prudently, there are dedicated personnel to grasp the financial information, and the Company uses financial instruments from a conservative and prudent stance to reduce the risk of interest rate changes.</td> </tr> <tr> <td></td> <td>Exchange rate fluctuation  <ul style="list-style-type: none"> <li>Reduce the net position of USD and CNY to reduce exchange risk.</li> <li>The Company's financial personnel collect information on fluctuation in exchange rates from time to time, and refer to the financial information provided by banks and investment institutions, to grasp the dynamics of exchange rates in a timely manner.</li> </ul> </td> </tr> </tbody> </table> </li> </ol>	Risk aspect	The Company's countermeasures	Corporate Governance	Interest rate fluctuation The Company's financial structure has always been sound, the capital is used conservatively and prudently, there are dedicated personnel to grasp the financial information, and the Company uses financial instruments from a conservative and prudent stance to reduce the risk of interest rate changes.		Exchange rate fluctuation <ul style="list-style-type: none"> <li>Reduce the net position of USD and CNY to reduce exchange risk.</li> <li>The Company's financial personnel collect information on fluctuation in exchange rates from time to time, and refer to the financial information provided by banks and investment institutions, to grasp the dynamics of exchange rates in a timely manner.</li> </ul>	Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
Risk aspect	The Company's countermeasures									
Corporate Governance	Interest rate fluctuation The Company's financial structure has always been sound, the capital is used conservatively and prudently, there are dedicated personnel to grasp the financial information, and the Company uses financial instruments from a conservative and prudent stance to reduce the risk of interest rate changes.									
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				<ul style="list-style-type: none"> <li>Open foreign currency deposit accounts and adjust foreign currency positions based on actual fund requirements and exchange rate trends.</li> </ul>
			Credit risk:	<p>The Company has dedicated staff responsible for the review of the counterparty's credit limit, credit approval, and other monitoring procedures, to ensure that appropriate actions have been taken to collect overdue receivables, and review the recoverable amount of receivables one by one to, ensure that the irrecoverable accounts receivable are provided with appropriate impairment loss.</p>
			Market competition	<ul style="list-style-type: none"> <li>Maintain close contact with customers, understand and meet the latest customer needs, and visit customers regularly with R&amp;D technicians, to grasp the future trends of customers' products and develop new products as responses.</li> <li>The innovation of R&amp;D technologies and the acquisition of patents ensure that the Company stays in the global leading group.</li> </ul>
		Corporate Governance	Novel infectious disease	<ul style="list-style-type: none"> <li>Established a project team.</li> <li>Continuously monitor pandemic information and make timely adjustments in response to government regulations.</li> <li>Implement the job deputy mechanism.</li> <li>Implement preventive measures against novel infectious diseases.</li> </ul>
		Corporate Governance	Information security risk	<ul style="list-style-type: none"> <li>The file security and equipment security are managed; the entire system shall be backed up regularly, and the refresh operation shall be executed regularly, to save the space used by the disk drives and increase the system operation performance.</li> <li>Equipment safety shall control access to entrances and data centers, manage the maintenance of equipment and data center equipment, with regular inspection of the safety measures in data centers.</li> <li>Authorization management was established to implement the internal control cycle for information security.</li> <li>Implement an off-site backup mechanism.</li> <li>Regularly outsource information security audits.</li> </ul>
		Environmental aspect	Environmental pollution	<ul style="list-style-type: none"> <li>The management is conducted based on the waste management mechanism, and the qualification review of waste treatment vendors and confirmation of the final treatment flow are regularly carried out, to ensure that the waste produced by United Integrated can be properly treated.</li> <li>Implement environmental risk management and establish control mechanisms for possible pollution sources.</li> </ul>

				<ul style="list-style-type: none"> <li>• The Environmental Safety and Health Committee holds meetings to review the effectiveness of environmental control every quarter.</li> <li>• Implement regulatory identification to meet government regulatory requirements.</li> </ul>	
			Climate Change Risks	<ul style="list-style-type: none"> <li>• The issues of water restriction, water supply rotation, and water shortage are our water resource management issues. Therefore, in terms of water management, in addition to collecting reservoir water conditions, we establish water consumption trend monitoring to keep track of consumption; and the water-saving measures are promoted daily including using the recycled water.</li> <li>• Regarding the impact of typhoons, the typhoon prevention headquarters is established when a typhoon warning is issued to accurately grasp the typhoon trend and the current situation in the plant, and issue a typhoon forecast in the plant, so that personnel can effectively understand the typhoon situation and take typhoon precautionary measures to minimize the impact of typhoons; where flooding is caused, the typhoon prevention headquarters is responsible for coordinating the response conditions and troubleshooting, as well as subsequent recovery tasks after the water recedes.</li> <li>• In response to the government's energy-saving policy, we plan to introduce the greenhouse gas inventory in 2025.</li> <li>• Aligning with government regulations and customer needs</li> </ul>	
		Social aspect	Occupational disaster risk	Employees are an important asset. We ensure a safe working environment and avoid potential costs and risks due to occupational incidents. Continue to implement the ISO 45001 management system to implement the hazard identification and risk management, with regular Occupational Safety and Health Commission meetings, to advise the safety and health policies formulated by the employer, while deliberating, coordinating, and advising the safety and health related matters. Employees help each other, with peace of mind when working, and the hazard-free working hour record is promoted.	
			Labor shortage risk	<ul style="list-style-type: none"> <li>• Proactive promotion of equipment automation: in response to the labor shortage, the Company actively promotes the automation of production equipment, establishes the Equipment Automation Center to integrate and share the Group's resources of equipment automation, and increases investments in equipment automation, to reduce the labor intensity of personnel with machines, and replace the simple</li> </ul>	

				<ul style="list-style-type: none"> <li>and repetitive actions</li> <li>Enhancement of employee retention: improving employee remuneration and benefits, focusing on employee care, and striving to reduce employee turnover.</li> </ul>									
			Risks associated with supply and demand of raw materials	<ul style="list-style-type: none"> <li>In response to the uncertainty of suppliers, in addition to developing and diversifying the locations of suppliers, and hedging procurement is used to reduce the risk of interruption of supply.</li> <li>Increase the ratio of consolidated container shipments and reduce the risk of fragmented shipments by using the logistics collection mechanism and requesting suppliers.</li> </ul>									
III. Environmental issues (I) Does the Company establish a suitable environmental management system based on its industrial characteristics?	V		For environmental management policy, regulations, and approaches formulated by the Company, see the 2023 Sustainability Report - 4.2 Environmental Management Policy.		Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies								
(II) Is the Company committed to improving the efficient use of resources and using recycled materials that have a low impact on the environment?	V		The Company's electronic products follow eco design and eco production to avoid environmental impact arising from our products. For the status of use of renewable materials, see 4.2 Environmental Management Policy in the 2023 Sustainability Report.		Compliance with the Corporate Social Responsibility Best Practice								
(III) Does the Company assess the current and future potential risks and opportunities of climate change for the Company, and take measures to respond to climate-related issues?	V		<p>The Company assesses the risks and rewards of climate change and takes response measures through its Sustainable Development Committee. Countermeasures to climate-related risks in 2023 are as follows:</p> <table border="1"> <thead> <tr> <th colspan="2">Climate-related financial impacts and responses</th> </tr> <tr> <th>Risk and opportunity items</th> <th>Financial Impacts and Responsive Mechanisms</th> </tr> </thead> <tbody> <tr> <td><b>Increase pricing of greenhouse gas emissions</b></td> <td>Due to the Climate Change Response Act, the government will levy a carbon fee in 2026 on direct emissions or indirect emissions with high emissions (annual emissions of 25,000 metric tons CO<sub>2</sub>e). The possible financial impact of this risk is an increase in operating costs. However, at this stage, the Company is not deemed as a high-carbon emission industry, so it will not pose a significant impact on the overall financial impact. Considering the future, in addition to implementing a comprehensive GHG inventory in 2025 for 2024, the Company will also conduct evaluations for the purchase of green power and carbon rights, determine the carbon reduction targets.</td> </tr> <tr> <td><b>Strengthening obligations of emission reporting</b></td> <td>The government regulations require the disclosure of greenhouse gas emissions in 2026. It is expected that the initial expense of the greenhouse gas inventory introduction will increase by about NT\$500,000, and the financial impact will be small. The Company has mainly implemented voluntary inventory for emission scope 2 in 2021. A</td> </tr> </tbody> </table>		Climate-related financial impacts and responses		Risk and opportunity items	Financial Impacts and Responsive Mechanisms	<b>Increase pricing of greenhouse gas emissions</b>	Due to the Climate Change Response Act, the government will levy a carbon fee in 2026 on direct emissions or indirect emissions with high emissions (annual emissions of 25,000 metric tons CO <sub>2</sub> e). The possible financial impact of this risk is an increase in operating costs. However, at this stage, the Company is not deemed as a high-carbon emission industry, so it will not pose a significant impact on the overall financial impact. Considering the future, in addition to implementing a comprehensive GHG inventory in 2025 for 2024, the Company will also conduct evaluations for the purchase of green power and carbon rights, determine the carbon reduction targets.	<b>Strengthening obligations of emission reporting</b>	The government regulations require the disclosure of greenhouse gas emissions in 2026. It is expected that the initial expense of the greenhouse gas inventory introduction will increase by about NT\$500,000, and the financial impact will be small. The Company has mainly implemented voluntary inventory for emission scope 2 in 2021. A	Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
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			<p>comprehensive inventory is planned to be introduced in 2024 and disclosed in the sustainability report every year.</p> <p><b>Extreme changes in rainfall (water) patterns and climate patterns</b></p> <p>The increase in extreme weather events has led to an increase in the frequency of typhoons and rainstorms, which may cause flooding in the office building and affect the Company's operations. After assessment, it may cause low-level financial losses. The Company's countermeasures are to implement the maintenance of the drainage system, and to establish typhoon and rainstorm emergency contingency plans to reduce immediate risks. The building has completed the waterproof construction, insured against natural disasters, purchased additional retaining walls, and maintained the pump and drainage on a monthly basis. Therefore, the risk does not pose a significant impact on the overall operation.</p>	
(IV) Does the Company count the greenhouse gas emissions, water consumption, and total weight of waste of the last two years, and formulate policies on energy conservation and carbon reduction, greenhouse gas reduction, water consumption reduction, or other waste management?	V	<p>The Company has implemented various energy conservation and carbon reduction measures to support the promotion of energy conservation and carbon reduction. For example, better controlling the office temperature with the air conditioner, turning off the lights, less water consumption, using energy-saving lamps, separating recyclables and garbage, and reusing resources if possible. Develop specific improvement goals according to relevant regulations and actual conditions. Greenhouse gas inventory water usage, waste volume, and related reduction performances are already disclosed in the Sustainability Report. Refer to sections 4.2-4.4 of the 2023 Sustainability Report:</p> <ul style="list-style-type: none"> <li>■ Greenhouse gas: Total greenhouse gas emissions were 560.21 tonnes of CO<sub>2</sub>e in 2021 and 736.23 tonnes of CO<sub>2</sub>e in 2022.</li> <li>■ Water consumption: 10.30 million liters of water was consumed in 2022, and 12.25 million liters in 2023.</li> <li>■ Waste: The Company produces no hazardous waste. Waste is general waste, all of which are recycled and reused. In 2022, it was 4,837.35 metric tons, and in 2023, it was 4,083.48 metric tons.</li> </ul> <ol style="list-style-type: none"> <li>2. The Company will introduce ISO 14064-1 to inventory its GHG emissions. The Company plans to set the emissions in the first inventoried year as the base year, and aims to reduce carbon emissions by 1% from the level in the base year every year.</li> <li>3. The environmental performance data in the Sustainability Report was attested to by an independent third party, which also issued a report containing its opinion. For details, see the Appendices to the 2023 Sustainability Report.</li> </ol>	Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies	

<p>IV. Social issues</p> <p>(I) Does the Company formulate relevant management policies and procedures in accordance with relevant regulations and international human rights conventions?</p>	V	<p>United Integrated Services respects and complies with internationally recognized human rights regulations/principles, e.g., “The United Nations Universal Declaration of Human Rights”, “The United Nations Global Compact”, and “ILO Convention”; by referencing the core labor standards therein and local laws and regulations, United Integrated Services has formulated its human rights policy. Meanwhile, education and trainings are given to employees to raise their human rights awareness, to wipe out any conduct infringing on or violating human rights, and to further ensure that the Company’s employees and stakeholders can be treated in a fair, equal, and dignified manner. The human rights policy is disclosed on the official website. Visit the official website and to Investor/Corporate Governance/Company Regulations and Systems.</p>	<p>Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies</p>
<p>(II) Does the Company formulate and implement reasonable employee benefits measures (including remuneration, vacation, benefits, etc.) and appropriately reflect operating performance or results in employee salary and compensation?</p>	V	<ol style="list-style-type: none"> <li>1. The Company has established an Employee Welfare Committee, formulated the “Working Rules,” and stipulated the rules governing salary and compensation.</li> <li>2. The Company has formulated a performance evaluation system. Remuneration is adjusted based on operating performance and employees’ personal performance.</li> </ol> <p>For the achievement in the execution of the salary and welfare policy, see 5.2.1 of the 2023 Sustainability Report.</p>	<p>Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies</p>
<p>(III) Does the Company create a safe and healthy working environment for employees, and regularly provide safety and health education to employees?</p>	V	<ol style="list-style-type: none"> <li>1. The Company has introduced the ISO 45001 occupational safety and health management system; by being risk-minded, the Company ensures the provision of a persistent safe and healthy workplace to employees.</li> <li>2. New employees are given a 3-hour occupational safety training session; awareness sessions and training courses on fire safety and occupational incidents in the industry are given regularly. In 2023, a total of 9,557 hours of occupational safety and health trainings were provided to employees and contractors; health check is given every two years. The participation rate in the health checkup in 2023 was 89.8%.</li> <li>3. The Company obtained the certificate of ISO 45001:2018 whose scope is the Hsinchu operation.</li> <li>4. The Company did not have any occupational incidents in 2023, so both the number of incidents and the incident rate are 0.</li> </ol> <p>For the achievement in the implementation of the occupational safety and health policy, see 5.3 of the 2023 Sustainability Report.</p>	<p>Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies</p>
<p>(IV) Does the Company establish an effective career development training program for its employees?</p>	V	<p>Describe the areas covered by training programs (e.g., newcomer training, professional development, supervisor training, etc.) and their scope (e.g., supervisors at all levels, colleagues, etc.) as well as their implementation.</p>	<p>The Company has established a comprehensive welfare</p>

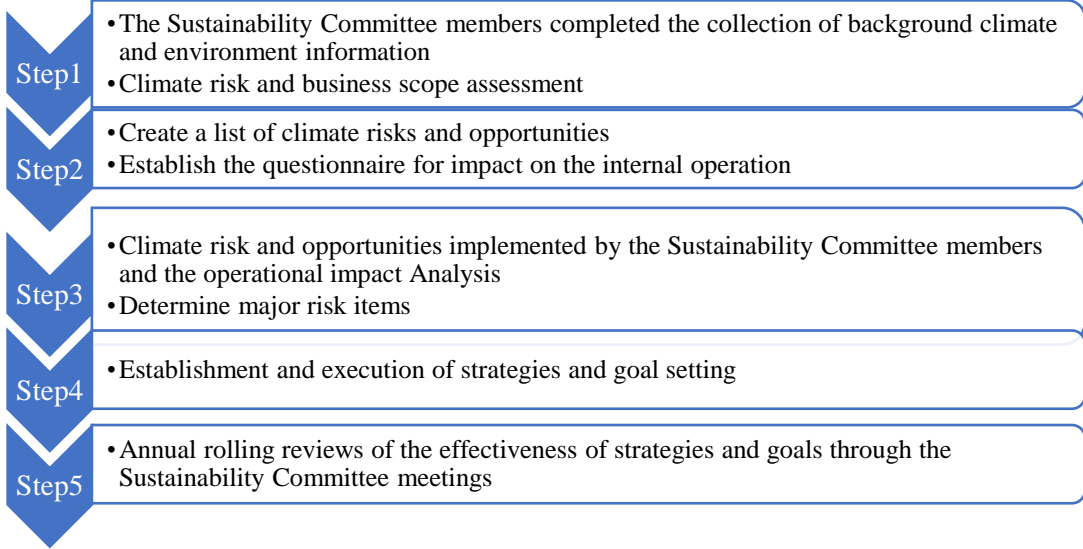
				system and planned a variety of educational training courses to enhance the job competence of employees.
(V) Does the Company comply with relevant laws and regulations and international standards for customer health and safety, customer privacy, marketing and labeling of products and services; also, formulate relevant consumer protection policies and grievance procedures?	V		<ol style="list-style-type: none"> <li>1. Consumer-related rights are clearly stated in the contract, and special units are set up to fulfill the warranty obligations.</li> <li>2. The Company has established ISO: 13485 Medical Equipment Quality System to protect consumer safety.</li> <li>3. The Company sets up customer complaint filing procedures, and provide a complaint filing channel in the Stakeholders zone on its official website. <a href="https://www.uisco.com.tw/stakeholder.html">https://www.uisco.com.tw/stakeholder.html</a></li> </ol> <p>In 2023, the Company did not violate any laws or regulations governing customer health and safety, customer privacy, or labelling or marketing. For the implementation of the legal compliance policy, see 3.3 of the 2023 Sustainability Report.</p>	Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies
(VI) Does the Company formulate a supplier management policy that requires suppliers to follow relevant regulations on issues, such as, environmental protection, occupational safety and health, or labor rights, and their implementation?	V		<ol style="list-style-type: none"> <li>1. The Company has set up its “Rules for Selection of Suppliers” and “Regulations for Management of Contractors“, wherein the supplier management policy and compliance requirements are set out.</li> <li>2. For disclosure of supplier management policy and the implementation thereof, refer to section 4.5 of the 2023 ESG Report</li> </ol>	The Company’s quality management system has passed the internationally recognized latest edition (2015) of the ISO 9001 quality management system certification with a certificate received, in addition to meeting international quality control requirements; it is in line with the international community. In 2023, the Company has introduced supplier environmental and social assessments. A total of 33 new suppliers were assessed and 92 existing suppliers were assessed. All of the suppliers have met the Company's requirements.

<p>V. Does the Company compile reports on corporate non-financial information, such as, corporate social responsibility reports, by referring to internationally accepted reporting standards or guidelines? Did the assurance, guarantee, or opinions of a public verification unit obtained for the aforementioned reports?</p>	<p>V</p>	<p>The Company referenced the general principles, industry-specific principles, and material topic principles issued by the Global Reporting Initiatives (GRI) when preparing the previous year's Sustainability Report, wherein material environmental/social/economic topics identified by the Company, their effects, disclosure items, and reporting requirements therefor were disclosed. the 2023 Sustainability Report was further verified by a third party and will be released in August 2024. Please refer to Appendix 6.4 of the 2023 Annual Report for the Company's disclosure of industrial indicators for SASB construction management and construction services. For details, see the compilation policy of the 2023 Sustainability Report and the third party verification report in the Appendices.</p>	<p>Compliance with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies</p>
<p>VI. If the Company has its own <u>sustainable development</u> best practice principles in accordance with the <u>Sustainable Development</u> Best Practice Principles for TWSE/TPEX Listed Companies, please describe the differences between its operation and the Principles: The Company has adopted the general principles promulgated by the Global Reporting Initiatives (GRI) when preparing its 2023 ESG Report, which is scheduled for release for August 2024 and will be certified by a third party.</p>			
<p>VII. Other important information helpful to understand the <u>implementation of sustainable development</u>: environmental protection, garbage sorting and recycling, resource recycling and reuse: such as PET bottles, second-hand paper, and iron and aluminum cans.</p>			

**Climate-Related Information of TWSE/TPEX Listed Company**

**1. Implementation of Climate-Related Information**

Item	Implementation status							
1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Sustainability Committee conducts discussion and evaluation on the discussion and management of climate change at United Integrated Services Co., Ltd. The relevant resolutions on climate change and the status of sustainable development are approved by the Board of Directors upon resolutions. There are task forces under the Committee. The Sustainability Committee coordinates and combines the task forces. The 2023 climate risk governance has been reported to the Board of Directors as reference for decision-making in November.							
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). 3. Describe the financial impact of extreme weather events and transformative actions.	No.	Climate Change Risks Issues	Risk Level	Time Scope	No.	Climate Change Opportunity Issues	Opportunity Level	Time Scope
	R4	Average temperature rise	High	Mid- and long-term	O4	Development of low- carbon products and services	High	Short, medium and long- term
	R6	Increased severity of extreme weather events such as typhoons, floods, and droughts	High	Short, medium and long-term				
	<p>Transformation risks</p> <p>On the greenhouse gas emission disclosure, in response to the competent authority's requirements that all listed companies to complete the greenhouse gas emissions inventory and disclosures following the prescribed timeframe, the expected financial impact: The Company has made full implementations according to the requirements of ISO 14064-1 Greenhouse Gas Inventory System since 2025.</p> <p><b>The average temperature rises, resulting in</b> rising electricity costs: 1. Promote the replacement of lights with LED lights; 2. introduction of air conditioning inverter equipment and other solutions. The electricity cost is expected to increase by 20% in the next 3 years for the short term, and the financial impact will be medium.</p> <p>Physical risk: The increase in extreme climate events leads to an increase in the frequency of typhoons and rainstorms, which may cause large-scale regional transportation disruptions, affecting the supply chain and customers' rights and interests. Upon the assessment, it may cause financial losses. The Company's countermeasures are to develop suppliers from multiple locations, and to establish an emergency response mechanism for typhoons and rainstorms, to reduce immediate risks. This risk is responded to by the procurement end in time and does not pose a significant impact on the overall operation. Based on the impact of typhoons and heavy rains in the past three years, the provisional short-term impact is estimated to increase the financial cost by about NTD2 million, and the impact is medium.</p> <p>Opportunity: Development of new low-carbon products and services</p> <p>1. Regarding the demand for carbon emission of the optoelectronic business department, the plan is also toward the direction of energy saving, high efficiency and carbon emission monitoring. Through equipment automation and low-carbon product design, it is estimated that the medium-term impact will increase by NTD3 million in financial costs.</p>							

<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company has established risk management measures (including climate risk management procedures), which are effectively operating. The risk implementation results in 2023 and the sustainable development status was reported to the Board of Directors in November 2024.</p>  <ul style="list-style-type: none"> <li>Step1 <ul style="list-style-type: none"> <li>•The Sustainability Committee members completed the collection of background climate and environment information</li> <li>•Climate risk and business scope assessment</li> </ul> </li> <li>Step2 <ul style="list-style-type: none"> <li>•Create a list of climate risks and opportunities</li> <li>•Establish the questionnaire for impact on the internal operation</li> </ul> </li> <li>Step3 <ul style="list-style-type: none"> <li>•Climate risk and opportunities implemented by the Sustainability Committee members and the operational impact Analysis</li> <li>•Determine major risk items</li> </ul> </li> <li>Step4 <ul style="list-style-type: none"> <li>•Establishment and execution of strategies and goal setting</li> </ul> </li> <li>Step5 <ul style="list-style-type: none"> <li>•Annual rolling reviews of the effectiveness of strategies and goals through the Sustainability Committee meetings</li> </ul> </li> </ul>
<p>5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.</p>	<ol style="list-style-type: none"> <li>1. Set the baseline scenario and 1.5°C scenario to identify and analyze the short, medium and long-term climate risks and opportunities in the Company's operation scope and the entire asset life cycle. In terms of transition risk, the baseline scenario and 1.5°C scenario refer to the RCP 8.5 and RCP 2.6 climate scenarios from the United Nations Panel on Climate Change (IPCC), respectively, and the risk assessments are conducted the for immediate and long-term physical risks.</li> <li>2. The average temperature continues to rise, resulting in an increase in energy consumption and operating costs. In response to the scenario where one degree Celsius rises in the average temperature throughout Taiwan, results in a 6% increase in electricity consumption. Assuming the unit price of electricity remains stable, the electricity consumption will at least increase by 27% with the derivative electricity bill during the short period of three years in case of 1.5°C degree increase.</li> <li>3. In terms of regulatory scenario, in response to the government's carbon fee in 2026, if the fee per metric ton of emission is NTD 300, and 2023 is used as the baseline, the Company will increase the cost by about NTD 220,000 per year, and increase the expenses by NTD 660,000 in the short period of three years.</li> </ol>
<p>6. If there is a transition plan for managing climate- related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.</p>	<p><b>Greenhouse gas emission disclosure:</b> The 2024 greenhouse gas emission inventory was completed in 2025, and the reduction target is 1% per year.</p> <p>The average temperature rises: 1. Promote the replacement of lights with LED lights; 2. introduction of air conditioning inverter equipment and other solutions.</p> <p>Resource efficiency improvement and low-carbon products:</p>

	<p>1. In addition to continuously upgrading the equipment automation of each production plant, we are also planning toward the direction of energy saving and high efficiency, carbon emission monitoring, while developing low-carbon products to meet the needs of enterprises for energy-saving products.</p> <p>Relevant indicator targets:</p> <p>1. ISO 14064 will be introduced in 2025 and certified by a third party.</p> <p>2. Continue to optimize the production process and improve performance, reduce production energy consumption, and increase product gross profit. At least one project is proposed every year.</p>
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	No internal carbon pricing yet; it is planned to be implemented in 2026.
8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	<p>Emission reduction target</p> <p>Comparing to base year 2023 for the Headquarters</p> <p>Scope 1 + Scope 2 greenhouse gas emission reduction by 20% by 2030</p> <p>Scope 1 + Scope 2 greenhouse gas emission reduction by 30% by 2040</p> <p>The Company plans to purchase renewable energy certificates from 2030 onwards, and the purchase limit is the consumption of purchased electricity under Scope 2.</p>
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	Not applicable, based on the schedule for disclosure of information for GHG inventory for TWSE/TPEX-listed companies, the Company is subject to stage 4.

## 1-1. Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

### 1-1-1 Greenhouse Gas Inventory Information

Describe the emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.

Year	Item	Scope 1 (Metric tons CO <sub>2</sub> e)	Scope 2 (Metric tons CO <sub>2</sub> e)	Data coverage: All business locations in Taiwan
2022		-	589.16	
2023		15.23	721	

Year	Item	Company revenue (in NT\$ millions)	Total emissions (Metric tons CO <sub>2</sub> e)	Intensity (Metric tons CO <sub>2</sub> e / NT\$ 1 million)	Data coverage: All business locations in Taiwan
2022		30,298	589.16	0.01945	
2023		23,914	736.23	0.03079	

### 1-1-2 Greenhouse Gas Assurance Information

**(Describe the status of assurance for the most recent 2 fiscal years as of the printing date of the annual report, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.)**

The current status for inventory of greenhouse gas emissions of the Company is self-management and voluntary disclosure, in order to understand the current trend and respond in advance, and has not been assured by an external third-party verification agency.

### 1-2 Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Emission reduction target	Strategic actions	Plan Schedule
Comparing to base year 2023 <b>Scope 1 + Scope 2 greenhouse gas emission reduction by 20% by 2030</b> <b>Scope 1 + Scope 2 greenhouse gas emission reduction by 30% by 2040</b>	<ol style="list-style-type: none"> <li>1. Through the green procurement, we purchase infrastructure equipment with environmental protection labels, and fully replace the refrigeration and air conditioning system with energy efficiency class 1.</li> <li>2. Implementing energy-saving projects for facilities and equipment</li> <li>3. Green power certificate purchase</li> </ol>	<ol style="list-style-type: none"> <li>1. <b>2023 - 2030</b></li> <li>2. <b>2023 - 2030</b></li> <li>3. <b>2023 - 2040</b></li> </ol>

(V) The ethical management of the Company and the measures adopted:

### **Difference of the ethical management performance from the requirements of the “Ethical Management Best Practice Principles for TWSE/GTSM-Listed Companies” and the root causes**

Evaluation items	Operations			Its differences from the “Ethical Management Best-Practice Principles for TWSE/GTSM Listed Companies” and the root causes
	Yes	No	Summary description	
<p>I. Establishing ethical management policies and programs</p> <p>(I) Does the Company formulate an ethical management policy approved by the board of directors, and clearly state the policies and practices of ethical management in the regulations and external documents, and the board of directors and senior management actively implement the business policy?</p> <p>(II) Does the Company have established an evaluation mechanism for the risk of unethical conduct, regularly analyzed and evaluated business activities with a higher risk of unethical conduct within the business scope, and formulates a plan to prevent unethical conduct, which at least cover the precautionary measures for the unethical conduct listed in Article 7, Paragraph 2 of the “Ethical Management Best Practice Principles for TWSE/GTSM-Listed Companies.”</p> <p>(III) Does the Company clearly define the operating procedures, guidelines for conduct, disciplinary act and appeal system in the plan to prevent unethical conduct, implement it, and regularly review and revise the aforementioned plan?</p>	V	V	<p>(I) The Company has established the “Ethical Management Best-Practice Principles.” A responsible person is designated for the formulation, supervision, and implementation of the ethical management policy and prevention plan, and reports to the Board of Directors on a regular basis.</p> <p>(II) The Company has not yet established an assessment mechanism for the risk of unethical conduct. It is currently in the planning process. In order to ensure an ethical management operation, the Company has established an effective accounting system and internal control system. Internal auditors regularly check the compliance with the aforementioned system. The Company’s Employee Work Rules clearly stated that employees must not use their powers to seek illegal benefits, accept hospitality, receive kickback and gifts, and embezzle public funds and properties or other illegal interests; also, do not negligently disclose the Company’s technology or business secrets in order to avoid employees’ sacrificing company’s equity for personal gains.</p> <p>(III) The Company has formulated the “Procedures for Ethical Management and Guidelines for Conduct” to regulate the relevant operation procedures. Internal auditors regularly review and revise the aforementioned plan.</p>	<p style="text-align: center;">None</p> <p style="text-align: center;">Being studied and worked out by the Company.</p> <p style="text-align: center;">None</p>
<p>II. Implementing ethical management</p> <p>(I) Does the Company assess the ethical conduct record of the counterparty and specify the terms of ethical conducts in the contract signed with the counterparty?</p>	V		<p>(I) Does the Company assess the legality of the customer and supplier and whether they have any record of unethical conduct before dealing with them?</p>	None

<p>(II) Does the Company have formulated a dedicated unit to promote corporate ethical management under the board of directors, and regularly (at least once a year) report to the board of directors the ethical management policy and plans to prevent unethical conduct and monitor its implementation?</p>	<p>V</p>		<p>(II) The Audit Office of the Company is responsible for the formulation, supervision, and implementation of the ethical management policy and prevention plan, and reports to the Board of Directors.</p>	
<p>(III) Does the Company have a policy to prevent conflicts of interest, provide a proper communication channel, and implement it accordingly?</p>	<p>V</p>		<p>(III) The Company's Employee Work Rules clearly stated that employees must not use their powers to seek illegal benefits, accept hospitality, receive kickback and gifts, and embezzle public funds and properties or other illegal interests; also, do not negligently disclose the Company's technology or business secrets in order to avoid employees' sacrificing company's equity for personal gains.</p>	<p>None</p>
<p>(IV) Does the Company have established an effective accounting system and internal control system for the implementation of ethical management, and the internal audit unit based on the assessment of the risk of unethical conduct to draft up relevant audit plans, and checked the compliance with the plan in preventing unethical conduct, or commissioned a certified public accountant to perform an audit?</p>	<p>V</p>		<p>(IV) In order to ensure the implementation of ethical management, the Company has established an effective accounting system and internal control system, and internal auditors regularly check the compliance of the said system.</p>	<p>None</p>
<p>(V) Does the Company regularly hold ethical management education and training internally and externally?</p>	<p>V</p>		<p>(V) The Company maintains the principle of good faith with its customers, handles customer complaints in a timely manner, and actively takes measures to minimize the loss of both parties in order to secure the trust of customers. The Administration Office of the Company clearly defines the job responsibilities and employee grievance; also, clearly defines the prevention of conflict of interest policy and communication channel in the management procedures.</p>	<p>None</p>
<p>III. The operation of the Company's reporting system  (I) Does the Company have a specific reporting and reward system, a convenient reporting channel, and an appropriate officer assigned to deal with the reported individual?  (II) Does the Company have established standard operating procedures for investigating any incident reported, follow-up measures to be taken after the investigation is completed, and related confidentiality mechanisms?  (III) Does the Company take measures to protect the reporting personnel from improper treatment?</p>	<p>V  V  V</p>		<p>The Company has a "Chairperson's Mailbox for suggestions and grievances" to handle the Company's major nonconformities, frauds, and other matters in a confidential manner for the protection of the reporting individuals. The relevant departments have been instructed to handle the specific project as quickly as possible. According to the reward and punishment regulations in the "Work Rules," the employees with unethical acts committed are accordingly reported for a disciplinary action.</p>	<p>None</p>

<p>IV. Strengthening information disclosure (I) Does the Company disclose the contents of its “Ethical Management Best-Practice Principles” and the achievement in implementation on the website and Market Observation Post System?</p>	<p>V</p>	<p>The Company has disclosed the contents of the “Ethical Management Best-Practice Principles” on the Company’s website and Market Observation Post System; also, the achievement in implementation is disclosed in the annual report.</p>	<p>None</p>
<p>V. If the Company has its own “Ethical Management Best-Practice Principles” stipulated in accordance with the “Ethical Management Best-Practice Principles for TWSE/GTSM Listed Companies,” please describe its operation and its differences from the “Ethical Management Best-Practice Principles” stipulated: None</p> <p>VI. Other important information that helps understand the operation of ethical management (such as, the Company reviews <u>and</u> amends its established “Ethical Management Best-Practice Principles,” etc.): None</p>			

- (VII) The Company has established the Corporate Governance Best-Practice Principles and related regulations inquiry method: the website of UNITED INTEGRATED SERVICES CO., LTD. (<http://www.uisco.com.tw>)
- (VIII) Other important information that helps understand the operation of corporate governance: None
- (IX) The implementation of the internal control system should be with the following information disclosed:

1. Internal Control Statement

UNITED INTEGRATED SERVICES CO., LTD.

**Internal Control Statement**

Date: March 14, 2025

The 2024 internal control system of the Company is declared as follows according to the results of self-inspection:

- I. The Company is aware that the establishment, implementation, and maintenance of the internal control system is the responsibility of the Board of Directors and the management of the Company. The Company has established such system. The purpose is to provide reasonable assurance in terms of achieving the goals of operational effectiveness and efficiency (including profitability, performance, asset safety, etc.), reporting reliability, timeliness, transparency, meeting relevant regulations, and compliance with relevant law and regulations.
- II. The internal control system has its inherent limitations. Regardless of how well the design is perfected, an effective internal control system can only provide reasonable assurance in achieving the above three objectives. Moreover, due to changes in the environment and conditions, the effectiveness of the internal control system may change. However, the Company's internal control system is designed with a self-monitoring mechanism. The Company can take corrective actions immediately upon identifying nonconformities.
- III. The Company judges whether the design and implementation of the internal control system is effective based on the criteria of the effectiveness of the internal control system as stipulated in the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the "Regulations"). The criteria of the effectiveness of the internal control system as stated in the "Regulations" has internal control system divided into five elements according to the management and control process: 1. Environment control, 2. Risk assessment, 3. Control operation, 4. Information and communication, and 5. Monitoring operations. Each element contains several items. Please refer to the "Regulations" for the aforementioned items.
- IV. The Company has adopted the aforementioned criteria of the internal control system to evaluate the effectiveness of the design and implementation of the internal control system.
- V. The Company based on the results of the previous assessment believes that the internal control system (including the supervision and management of subsidiaries) on December 31, 2024, including understanding the operational effectiveness and the achievement in efficiency, the reliability, timeliness, and transparency of reporting, and the design and implementation of the internal control system complying with the relevant requirements and regulations, is effective and can reasonably ensure the achievement of the aforementioned objectives.
- VI. This statement will become the main content of the Company's annual report and prospectus, and is hereby made known to the public. If the content of the disclosure in the preceding paragraph is illegal or concealed, it will involve legal liabilities as stated in Articles 20, 32, 171, and 174 of the Securities and Exchange Act
- VII. This Statement has been passed by the Board of Directors Meeting of the Company held on March 12, 2025, where none of the 9 attending Directors expressed dissenting opinions, and the remainder all affirmed the content of this Statement.

**UNITED INTEGRATED SERVICES CO., LTD.**

**Chairperson: Belle Lee (signed/stamped)**

**President: Chi-Ming Lai**

2. If a certified public accountant is commissioned to examine the internal control system, the review report of the CPA should be disclosed: None.
- (X) In the most recent year and up to the publication date of the annual report, if the Company and its internal personnel were punished according to law, or the Company punished its internal personnel for violating the provisions of the internal control system, and the results of the punishment may have a significant impact on shareholders' equity or securities prices, the punishment content, major nonconformity, and improvements shall be detailed:
- (XI) Important resolutions of the shareholders meeting and the Board of Directors in the most recent year and as of the annual report printing date:

## **1. 2024 Important resolutions reached in the 2021 Shareholders Meeting and their implementation**

### **1.1. 2024 Regular Shareholders' Meeting**

Time: May 31, 2024 (Friday) 9:00 a.m.

Location: Conference Room on the top floor of Taiwan Tech Arena (Building R, No. 11-29, Qiaohe Road, Zhonghe District, New Taipei City)

Attendance: Shareholders with a total of 149,629,085 shares (including shareholders of 92,875,297 shares electronically exercising their voting rights) were present in person and by proxy, accounting for 79.76% of the total number of 187,586,698 shares (without including non-voting shares) issued by the Company.

Directors present: Belle Lee, Joseph Lee, representatives of Liang Yi Investment Co., Ltd. Chih-Ming Lai

Attending Independent Directors/Conveners of the Audit Committee: Kun-Hsien Lin, Ting Herh, Tsan-Kai Chen

Guest participant: Certified Public Accountant Fu-jen Chen and Tsung-lin Li of KPMG Certified Public Accountants

Chair: Belle Lee

#### **I. Company Reports:**

(I) 2023 Business Report

(II) 2023 Audit Committee's Audit Report

(III) Distribution of remuneration to employees and directors for 2023

(IV) Distribution of 2023 earnings

(V) Report on payment of remuneration to directors for 2023

(VI) Report on the implementation of the overseas investment

Discussion process: None of the above reported items has been raised by shareholders.

#### **II. Proposals:**

Proposal 1: The 2023 Business Report and Financial Statements. (Proposed by the Board of Directors)

Summary of the proceedings: No shareholders raised related questions.

Resolution: Voting rights (including electronic voting) of shareholders attending were 149,629,085; including 142,737,952 affirmative votes (accounting for 95.39% of the total voting rights of attending shareholders), 16,802 dissenting votes, and 6,874,331 abstentions. This proposal was passed based on voting result.

Proposal 2: 2023 Earnings Distribution Proposal. (Proposed by the Board of Directors)

Summary of the proceedings: No shareholders raised related questions.

Resolution: Voting rights (including electronic voting) of shareholders attending were 149,629,085; including 144,021,699 affirmative votes (accounting for 96.25% of the total voting rights of attending shareholders), 9,310 dissenting votes, and 5,598,076 abstentions. This proposal was passed based on voting results.

### III. Elections

Proposal: The election of all board directors. (Proposed by the Board of Directors)

Election results:

#### UNITED INTEGRATED SERVICES CO., LTD.

#### 2024 General Shareholders' Meeting

#### List of elected directors

Director:

Account number or identity certificate No.	Account title or name	Election shares
95	Belle Lee	155,335,921
246	Liang Yi Investment Co., Ltd. Representative: Chih-Ming Lai	152,037,948
J10115****	Joseph Lee	151,797,623
R10296****	Hsueh-Jen Sung	131,489,471
A22062****	Wei-Xin Ma	130,988,407
A22016****	Shu-Yun Hsiao	129,275,561

Independent director:

Account number or identity certificate No.	Account title or name	Election shares
C10131****	Kun-Hsien Lin	135,289,241
E10255****	Ting Herh	128,295,235
P12149****	Tsan-Kai Chen	127,864,878

Summary of the proceedings: No shareholders raised related questions.

### IV. Other Motions

Subject: Proposed release of the non-compete restriction on newly appointed directors and their representatives (submitted by the Board of Directors)

Summary of the proceedings: No shareholders raised related questions.

Resolution: Voting rights (including electronic voting) of shareholders attending were 149,629,085; including 142,888,173 affirmative votes (accounting for 95.49% of the total voting rights of attending shareholders), 79,579 dissenting votes, and 6,661,333 abstentions. This proposal was passed based on the voting result.

V. Extraordinary Motion: No Extraordinary Motion was proposed by all shareholders present at the meeting upon inquiry.

VI. The adjournment of the meeting: At 9:19 a.m. on the same day, the Chair announced the adjournment of the meeting, which was approved by all shareholders present without objection.

### 3. Minutes of Board of Directors' meetings for 2024, up to the publication date of the annual report

Term	Date	Important matters resolved
16th meeting, the 14th term	January 31, 2024	<p>(1) Passed the proposal on the Company's 2023 compensation distribution to employees and directors.</p> <p>(2) Passed the proposal on the Company's distribution of year-end bonus to managerial officers for 2023</p> <p>(3) Passed the proposal on the Company's 2024 monthly salary raise for managerial officers</p>
17th meeting, the 14th Board	March 14, 2024	<p>(1) Passed the proposal on the Company's 2023 compensation distribution to employees and directors.</p> <p>(2) Passed the 2023 Business Report and Financial Statements</p> <p>(3) Passed the 2023 Earnings Distribution Proposal</p> <p>(4) Passed the 2023 Internal Control System Statement</p> <p>(5) Passed the election of all board directors.</p> <p>(6) Passed the nomination of the candidates for directors and independent directors.</p> <p>(7) Passed to release the newly elected directors and their representatives from the non-compete restrictions.</p> <p>(8) Approval of matters related to the convening of the 2024 annual regular meeting of the Company</p> <p>(9) Passed the assessment of the independence and suitability of the attesting CPAs.</p> <p>(10) Passed the remuneration of financial statement CPA</p>
18th meeting, the 14th Board	May 13, 2024	<p>(1) Passed the Company's 2024 Q1 consolidated financial statements.</p>
1st meeting of the 15th term	May 31, 2024	<p>(1) Election of the Chairperson of the Board of Directors.</p> <p>(2) Approved the appointment of the Company's 6th Remuneration Committee members.</p>
2nd meeting of the 15th term	August 12, 2024	<p>(1) Passed the change in the certified public accountants to certify the Company's financial statement.</p> <p>(2) Passed the Company's 2024 Q2 consolidated financial statements.</p> <p>(3) Passed the proposal on the Company's 2023 distribution of employee compensation to managers.</p> <p>(4) Approved the transfer of treasury stock to employees and set the record date for subscription.</p> <p>(5) Approved the motion for the Company to provide a letter of support to the subsidiary, Jiangxi United Integrated Services Company, for bank financing facility extension.</p> <p>(6) Passed the recruitment of the Company's financial officer.</p> <p>(7) Passed the remuneration of the Company's new financial officer.</p>
3rd meeting of the 15th term	November 12, 2024	<p>(1) Passed the Company's 2024 Q3 consolidated financial statements.</p> <p>(2) Passed the Company's 2025 audit plan.</p> <p>(3) Passed the partial amendment of the provisions of the Company's "Audit Committee Charter".</p> <p>(4) Passed the formulation of the Company's "Sustainable Information</p>

		Management”. (5) Passed the establishment of the Company's "Sustainable Development Best Practice Principles”. (6) Passed the proposal on the partial amendment of the provisions of the Company’s “Rules of Procedure for Board of Directors Meetings”. (7) Passed to provide support for the subsidiary in the US to apply for a comprehensive line of credit from three financial institutions. (8) Passed the donation of professional services to the new building of National Taiwan University.
4th meeting of the 15th term	January 21, 2025	(1) Passed the proposal on the Company’s 2024 compensation distribution to employees and directors. (2) Passed the proposal on the Company’s distribution of year-end bonus to managerial officers for 2024. (3) Passed the proposal on the Company’s 2024 monthly salary raise for managerial officers.
5th meeting of the 15th term	March 12, 2025	(1) Passed the preparation of the Company’s “2024 Internal Control System Statement.” (2) Passed 2024 Business Report and Financial Statements (3) Passed the proposal on the assessment of the independence and suitability of the Company’s attesting CPAs. (4) Passed the proposal on remuneration for the CPAs attesting the Company’s financial statements. (5) Passed the proposal on the Company’s 2024 compensation distribution to employees and directors. (6) Passed the proposal on the Company’s 2024 earnings distribution. (7) Passed the proposal on the Company’s definition of entry-level employees. (8) Passed the proposal on partial amendment of the provisions of the Company’s “Articles of Association”. (9) Approval of matters related to the convening of the 2025 annual regular meeting of the Company.

(XII) For the resolutions of the Board of Directors in the most recent year and as of the annual report printing date, if the directors have different opinions on the resolutions reached by the Board of Directors and have a record or written statement made, the main contents are: None

(XIII) Summary of the resignation and dismissal of the Company’s chairman, general manager, accounting officer, financial officer, internal audit supervisor, corporate governance officer, and R&D officer in the most recent year and up to the publication date of the annual report:

**Summary of the resignation of the relevant individuals of the Company**

March 31, 2024

Job title	Name	Date of reporting to duty	Date of dismissal	Reason for resignation or dismissal
Finance Officer	Liyu Lin	June 27, 2012	February 24, 2023	Retirement
Vice President	Chun- Hsiung Wang	July 10, 2012	January 2, 2024	Resignation

## IV. CPA auditing fee information

### CPA auditing fee information

Amount: NT\$ Thousands

Name of CPA Firm	Name of CPA	Auditing period of CPA	Audit fees	Non-audit fees	Total	Remarks
Ernst & Young Taiwan	Chien-Hua Yang	January 2024 through December 2024	-	100	100	Audit into direct deduction method for business tax (VAT).
KPMG Taiwan	Fu-jen Chen	2024	-	550	<b>550</b>	2024 tax document attestation
KPMG Taiwan	Fu-jen Chen	2024		300	<b>300</b>	Financial Statements in the English language (both parent company only and consolidated ones)
	I-Jen Chen					
KPMG Taiwan		2024	-	450	<b>450</b>	Reports by country and transfer pricing report
KPMG Taiwan	Fu-jen Chen	January 2024 through December 2024	6,965	-	6,965	Audit fees
	I-Jen Chen					
KPMG Taiwan	Fu-jen Chen	January 2024 through December 2024	-	50	50	Information of the salary remuneration to non-supervisor full-timers
	Tsunglin Li					

Note: If the Company has changed the certified public accountant or accounting firms during the year, please indicate the audit period separately, and explain the reason for the replacement in the remark column; also, disclose the audit and non-audit expenses in an orderly manner. Non-audit expenses should be annotated to explain service content.

## V. Information on CPA replacement

### (I) About the predecessor CPA

Replacement date	August 2024		
Reason for and description of replacement	Internal job adjustment		
Explain whether it is terminated by the principal or the CPA, or the appointment is declined by the CPA	Contractual parties	CPA	Principal
	Status		
	Proactive termination of appointment	Not applicable	Not applicable
	No longer accepting (continuously) appointment	Not applicable	Not applicable
The audit report issued with an opinion other than unqualified opinion within two years and the reasons	None		
Is there any disagreement with the issuer?	Yes		Accounting principles or practice
			Disclosure in financial report
			Audit scope or steps
			Others
	None	V	
Remarks			
Other disclosures (The disclosures made according to Section 1.4 ~ Section 1.7, Paragraph 6, Article 10 of the Regulations)	None		

### (II) About the successor CPA

Name of CPA Firm	KPMG Taiwan
Name of CPAs	CPA: Fu-jen Chen CPA: I-Jen Chen
Date of appointment	August 2024
The consultation on accounting treatment methods and accounting principles for specific transactions and possible opinion issued on the financial report prior to appointment and its result	None
Written opinion of the successor CPA that is different from the opinion of the predecessor CPA	None

(III) The reply of the predecessor accountant to the matters stated in Section 1 and Section 2.3 of Paragraph 6 of Article 10 of the Regulations: Not applicable.

(IV) Evaluation into certified public accountants' attribute in independence

The Company's Audit Committee members evaluate the certified public accountants' distribution of independence through the key issues as enumerated below:

1. The certified public accountants' detached declaration of independence
2. A same certified public accountant did not at all continually render certification services for more than seven (7) years in a row.
3. The Company conducts an evaluation through the Accounting Department over the key points of independence attribute of the certified public accountants each and every year.
4. Audit quality indicators (AQIs) (see p.35)

VI. The Company's Chairperson, President, manager of finance or accounting who has worked in the public auditor's CPA Firm or affiliates within the most recent year: None.

## VII. Changes in shareholdings of directors, managers, and major shareholders

### (I) Changes in shareholdings of directors, managers, and major shareholders.

Job Title	Name	2024		2025 through March31	
		Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged	Increase (decrease) in the number of shares held	Increase (decrease) in the number of shares pledged
Chairperson	Belle Lee	41,000	—	—	—
Director	Liang Yi Investment Co., Ltd.	—	—	—	—
Incorporated representative of the Director	Chih-Ming Lai	—	—	—	—
Director	Joseph Lee	20,000	—	—	—
Director	Hsueh-Jen Sung	—	—	—	—
Director	Wei-Xin Ma	—	—	—	—
Director	Shu-Yun Hsiao	—	—	—	—
Independent Director	Ting Herh	—	—	—	—
Independent Director	Kun-Hsien Lin	—	—	—	—
Independent Director	Tsan-Kai Chen Took office on 2023.05.30	—	—	—	—
Chief Executive Officer	Belle Lee	—	—	—	—
President	Chih-Ming Lai	—	—	—	—
Chief Business Officer	Chun-Yuan Hsu	30,000	—	—	—
Chief Technology Officer	Joseph Lee	20,000	—	—	—
Vice President	Hsiangching Tseng	20,000	—	—	—
Vice President	Juichin Wu	15,000	—	—	—
Accounting Officer	Limei Pan	12,000	—	—	—
Finance Officer	Yih-Ping Chang	15,000	—	—	—
Corporate Governance Officer	Li-Yun Pan took the office on 2023.05.12	12,000	—	—	—

(II) Equity transfer information: None

## Equity transfer information

Name	Reason for transfer	Transaction date	Transaction counterparty	Relationship of the transaction counterparty with the Company, or its directors, supervisors, managers, and major shareholders with 10% or more stake	Shares	Transaction price

(III) Equity pledge information: None

### VIII. Top-ten shareholders who are the relatives to each other as stipulated in Article 6 of the Financial Accounting Standards or the spouses and the second cousins

April 12, 2025

Name	Shareholding of the Principal		Shareholding of the spouse and minor children		Total shares held in the name of others		The titles, names, and relationships of the top-ten shareholders who are related or the spouses and the second cousins.		Remarks
	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Shares	Shareholding ratio (%)	Name	Relationship	
Dedicated account for Capital Tip Customized Taiwan Select High Dividend ETF	17,739,000	9.31%	-	-	-	-	-	-	-
Belle Lee	10,921,896	5.73%	-	-	-	-	Kuo-Yu Wang Kuo-Wei Wang	Daughter Son	-
Liang Yi Investment Co., Ltd.	7,173,571	3.76%	-	-	-	-	-	-	-
Dedicated account for Fuh Hwa Taiwan Technology Dividend Highlight ETF in custody of TAIPEIFUBON COMMERCIAL BANK CO., LTD	6,861,000	3.60%	-	-	-	-	-	-	-
Dedicated account for Yuanta Taiwan Value High Dividend ETF in custody of Hua Nan Bank	4,522,000	2.37%	-	-	-	-	-	-	-
The Account of Yuanta Taiwan High Dividend Low Volatility ETF Securities Investment Trust Fund entrusted by Bank of Taiwan Co., Ltd.	4,268,000	2.24%	-	-	-	-	-	-	-
Kuo-Yu Wang	3,855,524	2.02%	-	-	-	-	Belle Lee	Mother/daughter	-
Kuo-Wei Wang	3,854,160	2.02%	-	-	-	-	Belle Lee	Mother/son	-
United Taiwan High Dividend Recovery 30 ETF by UOB Asset Management (Taiwan) co. Ltd. in custody of Taiwan Business Bank Co., Ltd.	3,530,000	1.85%	-	-	-	-	-	-	-
Citi (Taiwan) Commercial Bank has been entrusted to take custody of the investment account of the Central Bank of Norway.	2,473,000	1.30%	-	-	-	-	-	-	-

## IX. Comprehensive shareholding ratio:

Unit: shares; % December 31, 2024

Transfer investment	The Company's investment		Directors, managers, and investments of the directly or indirectly controlled business		Comprehensive investment	
	Shares	Shareholding ratio	Shares	Shareholding ratio	Shares	Shareholding ratio
Ablerex Electronics Co., Ltd.	13,240,502	29.42%	—	—	13,240,502	29.42%
Wholtech System Hitech d	9,747,080	13.34%	—	—	9,747,080	13.34%
UNITED INTEGRATED SERVICES CO., LTD. (BVI)	17,698,630	100.00%	—	—	17,698,630	100.00%
Jiangxi United Integrated Services Company	Note 1	75.00%	—	—	Note 1	75.00%
UNITED INTEGRATED SERVICES PTE LTD,	Note 1	100.00%	—	—	Note 1	100.00%
JG Environmental Technology Co., Ltd.	1,802,989	8.00%	—	—	1,802,989	8.00%
UNITED INTEGRATED SERVICES (USA) CORP	50,000,000	100.00%	—	—	50,000,000	100.00%

Note: Investment of the Company under the equity method. Note 1: It is registered with the capital contribution amount indicated.

## Three. Public offering

### I. Capital stock and shares

(I) Source of capital: Unit: Thousand shares; NT\$ Thousands

Month/ Year	Issuance price (NT\$)	Authorized capital stock		Paid-in capital		Remarks		
		Shares	Amount	Shares	Amount	Source of capital	Paid-in capital of assets other than cash	Others
September 1982	10	Note 1	5,100	Note 1	5,100	Initial capital stock	None	
August 1985	10	Note 1	15,100	Note 1	15,100	Capitalization of cash	None	
August 1987	10	Note 1	55,100	Note 1	55,100	Capitalization of cash	None	
July 1988	10	Note 1	85,100	Note 1	85,100	Capitalization of cash	None	
November 1990	10	14,060	140,600	14,060	140,600	Consolidated capital increase	None	
November 1991	10	17,100	171,000	17,100	171,000	Capitalization of cash	None	
August 1995	10	90,000	900,000	42,230	422,300	Capitalization of cash and earnings	None	
September 1996	10	90,000	900,000	50,676	506,760	Capitalization of earnings	None	
May 1997	10	90,000	900,000	60,811	608,112	Capitalization of earnings	None	
May 1998	10	90,000	900,000	76,930	769,297	Capitalization of earnings and employee bonus	None	
August 1998	10	90,000	900,000	89,930	899,297	Capitalization of cash	None	1998.7.22 (1998) Tai.Chai.Jen (I) No. 59372 Letter
August 1999	10	180,000	1,800,000	114,322	1,143,222	Capitalization of earnings and employee bonus	None	1999.7.8 (1999) Tai.Chai.Jen (I) No. 62332 Letter
July 2000	10	180,000	1,800,000	145,313	1,453,129	Capitalization of earnings, additional paid-in capital, and employee bonus	None	2000.6.20 (2000) Tai.Chai.Jen (I) No. 53145 Letter
July 2001	10	180,000	1,800,000	163,675	1,636,755	Capitalization of earnings, additional paid-in capital, and employee bonus	None	2001.6.8 (2001) Tai.Chai.Jen (VI) No. 136314 Letter
July 2002	10	180,000	1,800,000	179,216	1,792,158	Capitalization of earnings and employee bonus	None	2002.6.14 Tai.Chai.Jen -I No. 0910132448 Letter
July 2003	10	210,000	2,100,000	188,840	1,888,398	Capitalization of earnings and employee bonus	None	2003.7.1 Tai.Chai.Jen -I No. 0920129184 Letter
March 2004	10	210,000	2,100,000	190,210	1,902,097	Corporate bond converted to stock shares	None	2004.3.5 Jin.So.Sun.Tzi No. 09301036350
June 2004	10	210,000	2,100,000	194,594	1,945,937	Corporate bond converted to stock shares	None	2004.6.25 Jin.So.Sun.Tzi No. 09301110720
August 2004	10	300,000	3,000,000	214,738	2,147,379	Capitalization of earnings and employee bonus; corporate bond converted to stock shares	None	2004.8.17 Jin.So.Sun.Tzi No.09301152040
August 2005	10	300,000	3,000,000	236,613	2,366,127	Capitalization of earnings and employee bonus; corporate bond converted to stock shares	None	2005.8.18 Jin.So.Sun.Tzi No.09401158100
August 2006	10	300,000	3,000,000	251,072	2,510,724	Capitalization of earnings and employee bonus	None	2006.8.18 Jin.So.Sun.Tzi No.09501182170
September 2011	10	300,000	3,000,000	247,483	2,474,834	Capital decrease with Treasury Stock cancelled	None	2011.9.21 Fu.Du.Jen.Tzi No. 10071686000
December 2011	10	300,000	3,000,000	238,233	2,382,334	Capital decrease with Treasury Stock cancelled	None	2011.12.06 Jin.So.Sun.Tzi No.10001274090
October 2018	10	300,000	3,000,000	190,587	1,905,867	Capital decrease with cash refunded	None	2018.10.26 Jin.So.Sun.Tzi No.10701133530

Note 1: The Company was originally a limited company; therefore, the number of shares is not stated.

Until April 12, 2025 Unit: share

Type of shares	Authorized capital stock			Remarks
	Outstanding shares	Unissued stock shares	Total	
Common stock	190,586,698 (issued shares)	109,413,302	300,000,000	

The public offering and issuance of securities by shelf registration: None.

## (II) Equity dispersion

April 12, 2025

Shareholding bracket	Number of shareholders	Shareholding	to total shares
1 ~ 999	25,066	2,810,969	1.47%
1,000 ~ 5000	11,440	20,313,811	10.66%
5,001 ~ 10000	961	7,333,619	3.85%
10,001 ~ 15000	326	4,086,755	2.14%
15,001 ~ 20000	182	3,273,339	1.72%
20,001 ~ 30000	162	4,048,534	2.12%
30,001 ~ 40000	84	2,954,216	1.55%
40,001 ~ 50000	64	2,918,048	1.53%
50,001 ~ 100000	114	8,385,763	4.40%
100,001 ~ 200000	69	9,615,489	5.05%
200,001 ~ 400000	42	11,797,757	6.19%
400,001 ~ 600000	19	9,224,784	4.84%
600,001 ~ 800000	9	6,595,157	3.46%
800,001 ~ 1000000	8	7,233,665	3.80%
Over 1,000,001	24	89,994,792	47.22%
Total	38,570	190,586,698	100.00%

### (III) Major shareholders list

Shareholders holding more than 5% of total shares or the top-ten shareholders. April 12, 2025

Shares	Shareholding	Shareholding ratio
Name of major shareholders		
Dedicated account for Capital Tip Customized Taiwan Select High Dividend ETF	17,739,000	9.31%
Belle Lee	10,921,896	5.73%
Liang Yi Investment Co., Ltd.	7,173,571	3.76%
Dedicated account for Fuh Hwa Taiwan Technology Dividend Highlight ETF in custody of TAIPEIFUBON COMMERCIAL BANK CO., LTD	6,861,000	3.60%
Dedicated account for Yuanta Taiwan Value High Dividend ETF in custody of Hua Nan Bank	4,522,000	2.37%
The Account of Yuanta Taiwan High Dividend Low Volatility ETF Securities Investment Trust Fund entrusted by Bank of Taiwan Co., Ltd.	4,268,000	2.24%
Kuo-Yu Wang	3,855,524	2.02%
Kuo-Wei Wang	3,854,160	2.02%
United Taiwan High Dividend Recovery 30 ETF by UOB Asset Management (Taiwan) co. ltd. in custody of Taiwan Business Bank Co., Ltd.	3,530,000	1.85%
Citi (Taiwan) Commercial Bank has been entrusted to take custody of the investment account of the Central Bank of Norway.	2,473,000	1.30%

### (IV) Company's dividend policy and implementation

#### 1. Dividend policy

The Company's earnings, if any, should be applied to pay tax and make up for losses, and then appropriate 10% legal reserve. However, when the legal reserve is equivalent to the paid-in capital of the Company, the appropriation of the legal reserve could be ceased. In addition, special reserves will be appropriated or reversed according to law and regulations. The remaining amount, if any, plus the accumulated undistributed earnings will be available for distribution according to the proposal of the Board of Directors. The distribution of dividends to the shareholders should be presented in the shareholders' meeting for resolutions.

For the earnings distribution in the form of cash dividend as stated in the preceding paragraph, the Board of Directors is authorized to have it distributed with a special resolution reached and have it reported in the shareholders' meeting.

The Company's dividend policy is based on current and future development plans, considering the investment environment, capital needs, and domestic and international competition, and taking into account the interests of shareholders and other factors, in order to stabilize business development and protect investors' rights and interests. The dividends to shareholders can be in the form of cash dividend and/or stock dividend; also, the cash dividend is not less than 25% of the total dividend.

If the Company has no loss, the earnings distribution can be resolved specifically in the shareholders meeting according to the Company Act, which is issuing stock dividend or cash dividend with the legal reserve exceeding 25% of the paid-up capital and all or part of the capital reserve in compliance with the Company Act. When cash dividend is to be distributed, the Board

of Directors is authorized to have it distributed with a special resolution reached and have it reported in the shareholders' meeting.

2. The dividend distribution proposed in the current shareholders meeting  
On March 12, 2025, the Board of Directors of the Company proposed the profit distribution plan for 2024, with a proposed distribution of dividends of NT\$5,280,427,544 all to be distributed in the form of cash dividends for NT\$28.00 per share.
3. Significant changes in the expected dividend policy: The aforementioned policies will be implemented accordingly in the next three years without significant changes expected.

(V) The impact of the proposed stock dividend proposed by the shareholders' meeting on the Company's operating performance and earnings per share: The Company had no stock dividend distributed in 2024; therefore, it is not applicable.

Unit: NT\$ thousand

Year		2024	
Item			
Paid-in capital - beginning		1,905,867	
Distribution of stock dividend and cash dividend in current year	Cash dividend per share (NT\$)	28.00	
	Stock dividend (shares) per share from the capitalization of earnings	-	
	Stock dividend (shares) per share from the capitalization of additional paid-in capital	-	
Changes in business performance	Operating profit	-	
	Ratio of increase (decrease) in operating profit over the same period last year	-	
	Net income	-	
	Ratio of increase (decrease) in net income over the same period last year	-	
	Earnings per share	-	
	Ratio of increase (decrease) in earnings per share over the same period last year	-	
	Annual average return on investment (annual average E/P ratio)	-	
Proforma earnings per share and P/E ratio	If the capitalization of earnings is fully distributed with cash dividends	Proforma earnings per share (NT\$)	-
		Proforma annual average return on investment	-
	If the capitalization of additional paid-in capital is not arranged	Proforma earnings per share (NT\$)	-
		Proforma annual average return on investment	-
	If the capitalization of additional paid-in capital is not arranged and the capitalization of earnings is with cash dividend distributed	Proforma earnings per share (NT\$)	-
		Proforma annual average return on investment	-

(VI) Remuneration of employees and directors

1. The percentage or range of remuneration to employees and directors as stipulated in the Company's Articles of Association:

According to the Company's Articles of Association, if the Company has earnings resulted in the year; an amount equivalent to 6%~10% of the earnings should be appropriated as remuneration to employees. The Board of Directors decides the distribution of stock dividend and cash dividend; also, the employees of controlled or subsidiary companies that meet certain conditions are also entitled to the said remuneration. The Board of Directors of the Company may base on the aforementioned earnings to resolve having not more than 2% of the earnings appropriated as remuneration to directors. The remuneration to employee and directors shall be reported in the shareholders meeting.

2. If the estimation basis for the remuneration to the employees and directors, the basis for the calculation of the stock dividend as remuneration to employees, and the actual distribution amount different from the estimated amount in the current period, the accounting treatment is as follows: If the estimation basis for the remuneration to the employees and directors, the basis for the calculation of the stock dividend as remuneration to employees, and the actual distribution amount in 2024 different from the estimated amount in the current period, they are booked in the profit and loss in 2025.

3. Information on the distribution of remuneration resolved by the Board of Directors:
  - (1) The amount of remuneration to employees and directors with cash dividend or stock dividend distributed. If it is different from the amount estimated in the expense recognizing year, the amount of differences and the root cause should be disclosed.  
Here at the Company in 2024, the report on distribution of remuneration to employees and remuneration to directors was passed in the board of directors meeting convened on March 12, 2025, with remuneration to employees amounting to NT\$845,000,000 and remuneration to directors amounting to NT\$63,900,000.

Unit: NT\$

Distribution items	The distribution amount proposed by the Board of Directors (A)	The amount estimated in the expense recognizing year (B)	Amount of difference (B-A)	Reason for difference and treatment
Employee cash bonus	845,000,000	845,000,000	0	None
Remuneration of Directors	63,900,000	63,900,000	0	

- (2) The stock dividend distributed as remuneration to employees and the ratio to the total amount of net income and remuneration to employees in the subsidiary's financial report or the individual financial report in the current period: the Company has no intention to distribute stock dividends to employees in 2024.
4. The earnings of the previous year used for the distribution of remuneration to employees and directors:

Unit: NT\$ thousand

	First half of the year (2023)			
	The actual distribution of stock shares is resolved in the shareholders meeting	The distribution of stock shares originally proposed by the Board of Directors	Variance	Root cause
Distribution				
1. Employee cash bonus	640,000	640,000	None	-
2. Employee stock dividend	48,600	48,600	None	
3. Remuneration to directors and supervisors				

## (VII) Repurchase of the Company's stock shares

March 31, 2025

Repurchase term	1st time	2nd time	3rd time	4th time	5th time	6th time	7th time
Purpose of repurchase	Transfer shares to employees	Transfer shares to employees	Transfer shares to employees	Transfer shares to employees	Transfer shares to employees	Transfer shares to employees	Transfer shares to employees
Repurchase period	2000.11.23-2001.01.22	2001.08.08-2001.10.07	2001.10.09-2001.12.08	2008.07.24-2008.09.23	2008.10.22-2008.11.20	2011.08.11-2011.10.7	2022.03.09-2022.05.06
Repurchase price range	22 ~ 30	14 ~ 29	12 ~ 27	15.50 ~ 30	12 ~ 28	23 ~ 33	170-250
Type of stock and shares repurchased	Common stock 3,000 thousand shares	Common stock 6,067 thousand shares	Common stock 7,000 thousand shares	Common stock 8,871 thousand shares	Common stock 1,257 thousand shares	Common stock 7,993 thousand shares	Common stock 3,000 thousand shares
Amount of repurchase shares	71,680,603	116,721,309	139,154,310	191,412,351	17,339,767	229,318,034	573,943,069
The ratio of the quantity bought back to the quantity planned to be bought back (%)	100%	60.67%	100%	44.36%	8.38%	42.07%	100%
Number of shares that have been processed for sale and transfer	3,000 thousand shares	6,067 thousand shares	7,000 thousand shares	8,871 thousand shares	1,257 thousand shares	7,993 thousand shares	1,000 shares
Cumulative shareholding of the Company's stock	—	—	—	—	—	—	2,000 thousand shares
Ratio of cumulative shareholding of the Company's stock to the total number of issued shares (%)	—	—	—	—	—	—	1.05

**II. Issuance of Corporate bond: None.****III. Issuance of preferred stock: None.****IV. Issuance of global depository receipt: None.****V. Issuance of employee stock warrant: None.****VI. Merger or acquisition or transfer of shares from other company with stock shares issued: None.****VII. Implementation of fund plan: The Company did not have securities issued or private placement arranged in the most recent year.**

# Four. Operational overview

## I. Business content

### (I) Business scope

#### 1. The main business content and business ratio of the Company:

(1) Main contents: Semiconductor advanced manufacturing and packaging and other technology factory, clean room, control, electrical and mechanical, and process improvement and reconstruction project in cooperation with the owners.

(2) Business ratio:

Item	2023	2024
System integration	99.75%	99.46%
Maintenance service	0.06%	0.07%
Design business and product sales	0.19%	0.47%

### (II) Industry overview

#### 1. Current and future industry prospects:

(1) The Company has primarily engaged in such business lines as to serve the high-tech industry in planning for plant construction and expansion, including the semiconductor industry, optoelectronics industry, packaging and testing industry, solar energy industry, LED industry, biotechnology industry and the like. Given the Company's revenue in the past five years, the semiconductor industry accounts for more than 90% of the Company's total revenues.

(2) The capital expenditure of major customers continues to increase due to the promotion of the AI trend, which drives the demand for advanced process capacity, advanced packaging, and the establishment and upgrade of mature or special process capacity. Accordingly, the demand for facility engineering and plant construction is growing simultaneously. In response to the expansion plan of the customers, the Company needs to flexibly respond to market changes, continuously expand the scope and execution capacity of the plant construction service, ensure that high-efficiency solutions that meet the needs are provided in a timely manner, and help customers achieve operational goals.

#### 2. Relevance of the up, middle and downstream amidst industries:

Our Company undertakes system integration services for the construction of high-tech plants. For that purpose, we must possess the technology and sufficient management workforce. In terms of suppliers including subcontracting manufacturers and suppliers for materials and equipment, we possess multiple supply sources and are virtually free of the risk of being cut off from or insufficient supply. Toward the price increase of materials and the shortage of skilled workers with special expertise, nevertheless, we must try hard in prevention with sound educational & training programs so that we may be free of problems in mounting costs and shortage of workforce.

#### 3. Product development trend and competition:

United Integrated Services will continue to monitor the expansion trend and regional differences in Taiwan, the United States, Europe, Japan and Southeast Asia, and adjust its service scope and items in a timely manner in order to enhance market adaptability. Meanwhile, the Company has strengthened human resource scheduling and optimized the construction management mechanism to reduce the pressure of construction period and ensure the efficiency of project execution. In addition, the Company will also keep track of the semiconductor regulatory environment in the U.S. and other major markets, assess the potential impact on the demand for factory construction, and adjust strategies prospectively to ensure the competitive advantage in the market. In terms of technology development, the Company actively works with customers to integrate the latest technology and factory construction interface, ensuring that the engineering design and construction can meet the needs of advanced processes, advanced packaging and special process factories. Through the in-depth understanding of customer needs and long-term cooperation, the Company builds differentiated advantages with competitors and further strengthens its market leadership position.

### (III) Technology and R&D overview

#### 1. R&D expenses invested in the last two years and as of December 31, 2024:

Unit: NT\$ thousand

Year	R&D expense	% of current annual operating expense	% of current annual operating income
2023	25,425	1.7300%	0.0369%
2024	24,946	1.5099%	0.0526%

2. Research and development achievement:

(1) Continuing to develop wireless home security monitoring system that helps make the overall system more complete.

(IV) Long-term and short-term business development plans:

1. The short-term semiconductor market is expected to undergo drastic changes due to the international environment and the impact of new policies in various countries. The Company should strengthen its market trend analysis, flexibly adjust its factory construction service scope and items, and strengthen its risk management mechanism.
2. Strengthen construction management and human resource scheduling, optimize the construction period management mechanism, improve the cross-region and project cooperation efficiency, and reduce the impact of uncertain human resource and material supply chain on the progress of the project. The Company has established a professional technical talent pool to improve the flexibility of key manpower deployment in order to meet the needs of the peak period.
3. Continue to cultivate the core markets in Taiwan, the United States, and Japan, and actively expand the emerging semiconductor factory construction market in Singapore and other emerging semiconductor markets. Establish a localized engineering team to reduce the cost of human resources and construction management risks in overseas markets and improve regional competitiveness.
4. Establish long-term strategic partnerships with key customers and other vendors in different fields and regions to establish in-depth cooperation and expand the Company's value chain through strategic exchanges.
5. Establish key supplier partnerships to ensure the supply of special materials (such as dust-free equipment, electrical and mechanical systems) required for the construction of semiconductor plants is stable. Use a flexible procurement strategy to reduce the impact of fluctuating prices of raw materials on costs.

## II. Market and production and sales overview

### (I) Market analysis

1. Major target markets for our sales of commodities or businesses: Unit: NT\$ thousand

Item	Area	2023		2024	
		Amount	%	Amount	%
System integration	Domestic	20,125,937	29.21	30,457,056	64.23%
	Offshore	48,592,489	70.54	16,706,943	35.23%
Maintenance Services	Domestic	37,815	0.05	35,650	0.08%
	Offshore	0	0	-	0.00%
Design business and product sales	Domestic	128,541	0.19	220,225	0.46%
	Offshore	4,898	0.01	1,726	0.00%
Total		68,889,680	100	47,421,600	100%

2. Future market supply and demand:

— Taiwan —

The market is developing steadily. The main customers continue to invest capital, especially in the expansion of advanced processes and advanced packaging fields, which drive the demand for factory construction.

— US market —

Due to the changes in the international environment, the semiconductor industry policy and investment plan are still uncertain. In the future, the demand needs to be monitored continuously and the strategy will be flexibly adjusted according to market changes.

— Mainland China —

Due to the adjustment of the global supply chain and the impact of industrial policies, the demand for semiconductor production facilities has decreased, and the market growth has slowed down. The Company will carefully evaluate and invest strategies.

— Japan market —

The development trend continues to improve, and the demand for high-tech factory construction increases. The market prospect is optimistic.

— Singapore market —

With the promotion of the major customers, the Company will closely follow and cooperate with their investment steps, adjust the construction service in a timely manner, and increase market participation.

3. Business objectives

The Company has based on the business philosophy of “profession, teamwork, and efficiency” to

accumulate technical experience for more than a decade, cultivate and recruit outstanding talents in related fields; also, has established a reputation of professionalism and quality in the industry. The trust and affirmation of customers has helped the business of the Company grow. The continuous management improvement will help reduce operating costs and enhance profitability of the Company. Given the gradual expansion of market demand, the established business objectives could be ensured.

4. Advantages and disadvantages affecting the Company's future development Advantages

- (1) As the semiconductor industry continues to grow, the demand for factory construction of high-tech manufacturing process and high-tech packaging driven by the development of AI technology is rising drastically. This is an opportunity for the Company to strengthen its position in the high-tech construction market and provide a solid foundation for its development in the market.
- (2) The Company is in a leading position in business performance and has easily obtained customer trust and government engineering bidding qualifications to win over businesses.
- (3) In a large-scale and complex integration project, there are not many domestic competitors who can compete. If competitors are foreign manufacturers, the Company has the advantages of familiarity with local operating environment, local relevant regulations, more competitive local technological support, and management cost.
- (4) While actively expanding overseas markets, United Integrated Services is committed to establishing long-term and stable partnerships with local and international customers. This measure will be an added protection for the Company's competitiveness in the international market and provide stable support for future business development.
- (5) The Company has an experienced technical and management team with low operational risks for difficult projects.

Disadvantages

- (1) The international environment is complex and the geopolitical risks may bring uncertainty to the global market. The US-China trade dispute and global supply chain changes may affect the supply chain and market demand of semiconductors and high-tech industries. The demand in specific markets (such as China) may be significantly reduced due to changes in policies, which may cause pressure on the Company's business development.
- (2) The future trade conflicts, geopolitical risks, changes in energy and environmental policies, and the fluctuation of market demand may lead to the price fluctuation of key raw materials (such as dust-free equipment and raw materials) required for the construction of semiconductor plants, and thus the cost structure is under pressure. In addition, the instability of the supply chain may also affect the progress and delivery time of the project with the change of global raw material demand. The Company's reputation and customer relationship are exposed to potential risks.

(II) Intended use of the main products and production process

1. Intended use of the main products:

System integration: Integrate system control and electromechanical engineering, including the installation, and test of the computer, communication, instruments, automation engineering and utilities, air conditioning, fire protection, etc. in order to satisfy the overall needs of the customers.

2. Production process: not applicable.

(III) Availability of major raw materials: Not applicable.

(IV) The name of the customers who had accounted for more than 10% of the total purchases (sales) of goods in one of the last two years and the amount and proportion of the goods purchased (sold), and the reasons for any increase or decrease occurred:

1. Main suppliers:

**Major suppliers in the last two years** Unit: NT\$ Thousands

Item	2023				2024				As of the prior quarter of 2025 (Note)			
	Name	Amount	% of annual net purchase amount	Relationship with the issue	Name	Amount	% of annual net purchase amount	Relationship with the issue	Name	Amount	% of the net purchase amount up to the last quarter of the current year	Relationship with the issue
1	Supplier A	6,287,000	10.25%	None	Supplier A	1,827,923	4.70%	None	-	-	-	-
2	Supplier B	3,179,401	5.18%	None	Supplier B	1,097,757	2.82%	None	-	-	-	-
3									-	-	-	-
4									-	-	-	-
5									-	-	-	-
6									-	-	-	-
7									-	-	-	-
8									-	-	-	-
9									-	-	-	-
10									-	-	-	-
	Others	51,892,088	84.57%		Others	35,983,335	92.48%		-	-	-	-
	Net purchase amount	61,358,489	100%		Net purchase amount	38,909,015	100%		-	-	-	-

Note 1: As of the publication date of the annual report, the 2025 Q1 financial data has not been reviewed by the certified public accountant and will not be listed.

Note 1: The name of the customers who had accounted for more than 10% of the total purchases of goods in the last two years and the amount and proportion of the goods purchased. However, if the name of the suppliers may not be disclosed due to the contracts signed or the counterparty of the transaction is a non-related individual, the name should be disclosed instead of the supplier code.

2. Major customers:

**Major customer in the last 2 years**

Unit: NT\$ Thousands

Item	2023				2024				As of the prior quarter of 2025 (Note)			
	Name Note 1	Amount	% of the annual net sales amount	Relationship with the issue	Name	Amount	% of the annual net sales amount	Relationship with the issue	Name	Amount	% of the net sale amount up to the last quarter of the current year	Relationship with the issue
1	Customer A	42,599,027	61.84%	None	Customer A	17,423,537	36.74%	None	-	-	-	-
2	Customer B	9,898,521	14.37%	None	Customer B	12,534,891	26.43%	None	-	-	-	-
3	Customer C	9,441,299	13.70%	None	Customer C	11,395,872	24.03%	None	-	-	-	-
4									-	-	-	-
5									-	-	-	-
6									-	-	-	-
7									-	-	-	-
8									-	-	-	-
9									-	-	-	-
10									-	-	-	-
	Others	6,950,833	10.09%		Others	6,067,300	12.80%		Others	-	-	-
	Net sale amount	68,889,680	100%		Net sale amount	47,421,600	100%		Net sale amount	-	-	-

Note 1: As of the publication date of the annual report, the 2025 Q1 financial data has not been reviewed by the certified public accountant and will not be listed.

Note 1: The name of the customers who had accounted for more than 10% of the total sales of goods in the last two years and the amount and proportion of the goods sold. However, if the name of the customers may not be disclosed due to the contracts signed or the counterparty of the transaction is a non-related individual, the name should be disclosed instead of the supplier code.

Changes in the customers of the Company are arising from normal operating activities, and there are no special changes occurred.

### III. Staff information in the last two years and as of the annual report printing date

March 31, 2025

Year		2023	2024	Current year up to March 31, 2025
Number of employees	Technicians	622	629	639
	Administration personnel	173	194	196
	Project workers	46	33	20
	Total	841	856	855
Average age		40.05	43.66	43.77
Average years of service		10.81	11.07	11.11
Education level	PhD	0.25%	0.12%	0.12%
	Master	7.42%	7.47%	7.72%
	College and University	75.48%	76.87%	77.08%
	High School	15.09%	13.83%	13.39%
	Under high school	1.76%	1.71%	1.69%

### IV. Environmental expenditure information

- (I) The Company has suffered losses due to environment pollution in the most recent year and up to the publication date of the annual report (including compensation and environmental protection audits that concluded violations of environmental protection laws and regulations, the date of punishment, the case number of the punishment, in violation of the governing provisions, the content of the violation, and the content of the punishment) shall be detailed; also, the current and future estimated amounts and responsive measures shall be disclosed. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be explained in details: None.
- (II) The Company's countermeasures for improving environmental pollution:  
The Company engages in the system integration technical service industry and there is no environmental pollution situation, so there is no need to take countermeasures for improvement.
- (III) Future response measures and possible expenses:  
Due to the recent general awareness of environmental protection, the Company demands that all manufacturers cooperate in engineering safety and health and environmental protection measures throughout the construction process in order to comply with the provisions of labor safety and health regulations. The clean and delivery of the waste generated is specified in the contract. At present, the environmental protection work at each site has been thoroughly implemented and well appreciated. Therefore, the Company has no major environmental protection expenditures expected in the next two years.

### V. Labor Relations

- (I) The implementation of various employee welfare measures, advanced study, training, and retirement system, as well as the agreement between labor and the management:
  1. Employee welfare measures:
    - (1) The establishment of the employee welfare committee to appropriate welfare funds in accordance with the law, and to handle various welfare businesses.
    - (2) Provide employee with labor and health insurance.
    - (3) Issue Dragon Boat Festival, Mid-Autumn Festival, and year-end bonuses.
    - (4) Appropriate pension reserves in accordance with government requirements.
    - (5) Various subsidy plans of the Welfare Committee.
  2. Education and Training:  
Education and training are a long-term and planned talent training program of the Company, including:
    - (1) New recruits' education and training.
    - (2) Employee on-job training.
    - (3) Professional skills training.
  3. Retirement system:  
The Company has offered a labor retirement plan stipulated for all official employees. According to the said retirement plan, the payment of employee pension is calculated according to the pension points earned for the service years and the average salary of the six months before retirement. The pension points are the total of 2 points per year for the first 15 service years and 1 point per year after the fifteen service year with a maximum of 45 points per employee. Under the said retirement plan, the pension payment is fully borne by the Company. With the implementation of the Labor Pensions

Act (hereinafter referred to as the “New Pension Plan”) since July 1, 2005, for the employees who originally subject to this retirement plan choose to switch to the defined contribution plan for the service years performed after the application of the new retirement plan or the service years of the new recruits, the pension reserve is appropriated by the Company monthly for an amount no less than 6% of the monthly salary, which is deposited in the personal labor pension account. However, the Company’s retirement plan has not been amended in compliance with the new pension act, so the employee retirement plan that is not stipulated should be processed according to the provisions of the Labor Pension Act.

4. The agreement between the employer and employees and various employee rights protection measures: The Company has a comprehensive system in place to maintain a harmonious labor-management relationship and a smooth communication channel maintained. The Company has properly handled the opinions of employees, if any, through the maintenance of a harmonious labor-management relationship.
5. Protective measures to its staff members in the personal safety & security and working environments
  1. Health management measures:
    - 1.1. To maintain employees’ health, the Company offers a health checkup for them at the Company’s expense every two years. Aside from the mandatory checkup items, the Company also plans and accommodates other checkup items by looking at the employees’ age dispersion and the 10 most fatal factors of Taiwanese. In addition, the Company also has health facilitators provide improvement measures for the health checkup results and hold awareness sessions to raise the health awareness based on employees’ needs.
    - 1.2. The Company further sorts employees by their health checkup results, arranges for doctors to give healthcare services and individual consultation on site, and tracks the improvement of employees’ health.
  2. Work environment and employee safety measures:
    - 2.1. In an effort to prevent potential occupational disasters, safeguard labor in safety and health and assure that all safety and health related issues comply with relevant laws and regulations so as to minimize the loss in life and property of personnel, the Company faithfully complies with the Occupational Safety and Health Act, occupational safety and health facility rules and so on to duly enact "Safety & Health Management Plan" applicable to the entire staff, contractors, third party contractors or suppliers whenever they enter the Company for operations or activities. Toward incumbent employees, we implement safety & health oriented educational & training programs against potential calamity on a regular basis.
    - 2.2. The Company has successfully passed ISO45001:2018 Certification and has duly set up an "Occupational Safety and Health Policy.” Moreover, the Company has established a dedicated Occupational Safety & Health Department to check and identify hazards and analyze related high-risk operation procedures based on the Company's business characteristics and project contents. Our entire staff members are strictly required to comply with the standard operational procedures (SOP) so as to minimize potential risks at work and prevent a potential occupational calamity. The Company's Occupational Safety and Health Department will check and verify the effectiveness of each branch's occupational safety and health management from time to time to ensure that our colleagues are provided with a comfortable, safe and healthy working environment.
    - 2.3. Publicity and drills on safety education: In an effort to continuously optimize the working environment and personal safety management toward employees, we have duly stipulated the emergency response plans, including notably "Establishment of an Emergency Response Task Force," "timeframe for notification in case of an accident," "the tasks assigned onto all levels of personnel for the responsibilities to assume," and the like while we conduct safety and health educational & training programs and publicity to ensure that all employees shall be provided with appropriate and necessary emergency response training and be equipped with the capability to perform their tasks among the overall endeavors to prevent occupational disasters from occurring.
    - 2.4. ISO 45001 occupational safety and health management system Verification unit: DNV (DNV Business Assurance Co., Ltd.) Certificate code: 2986-2006-ASA-RGC-RVA  
Certificate validity: 2021/04/09-2024/04/02  
Initial certification date: 2006/04/11  
Expiration date of last certification cycle: 2024/04/02  
Last review date: 2025/02/04, 05  
ISO 45001 certificate is valid for 3 years (3-year comprehensive review-certification-April 2021)  
Annual regular audit: Regular inspections in 2025 are 2025/02/4, 05.

The annual review has been completed this year... Audit results: No primary deficiency... This year's audit results: No defect was found, and three secondary defects were recorded; three observational matters were recorded.

- (II) In the most recent year and up to the publication date of the annual report, the Company's losses due to labor disputes (including the result of labor inspection in violation of the Labor Standards Act, the date of punishment, the case number of the punishment, in violation of the governing provisions, the content of the violation, and the content of the punishment shall be disclosed in details). The current and future estimated amounts and responsive measures shall be disclosed: None

## VI. Cyber security management:

### Information security organization

The Company has established an information security team with the Chief Sales Officer as the Chair, and it is responsible for the supervision and review of information security risk management and information security target performance. The Manager of the Information Center serves as the Executive Director, and reports practical information security goal results to the Chair through the meeting. Representatives of each unit serve as committee members and are responsible for assisting the Executive Director in the implementation of information security tasks.

### Information security policy

- ◎The very first policy of the company in information security management and operation is to abide by relevant regulations and protect information assets of the company to ensure its confidentiality, integrity, and availability.
- ◎Regularly assess various possible hazards or the impact on and formulate emergency response measures and recovery plans for the company's information assets and key businesses to prevent interruption to company operation.
- ◎Promote employees to practice information security measures and build up their responsibility, awareness and code of conduct for information security.
- ◎Mandate vendors, customers, and third parties to abide by the company's information security policies and guidelines when operating or connecting to information environment of the company.

### Information security management program

- Permission management: users are provided with different permission according to their security level.
- Security management for access to the operating system: install operating systems in company domain according to company guidelines and keep them under centralized management. Keep operating systems' virus code updated all the time; equip hosts and computers of the company with anti-virus system to download and update scan engine and code of virus availed every day. Set the system to mandate users' changing password regularly.
- Application software security management: mandate special approval before installing any software other than applications, utilities, and productivity packages.
- Set up filters in company firewalls to block specific software and address from accessing internal network to maintain its quality and security.
- Network communication security management: subject external VPN (remote) access and internal access (file transfer FTP), instant messaging (MSN), special connection (HTTPS), and other network applications to IT head's review and permission management head's approval.
- Application system security management: IT unit shall block access and update to source codes only by authorized personnel and give users different execution permission based on their operation requirements.
- Backup management: implement backup management relevant measures including system disaster recovery and database backup.
- Asset management: code computer room equipment and personal computers and subject them to regular inventory taking.
- Train users online to set up and operate security mechanism of operating system; learn about sources and invasion routes of viruses including Trojan horses, backdoors, and worms to improve protection level of users.

Amid increasing cases of information security incidents in 2024, United Integrated has been enhancing its information security management.

The investment in information security resources in 2024 includes the following:

1. Replaced 156 computers (including laptops) and network devices with new ones for NTD 2,457,315.
2. The Company has renewed its anti-virus software (tender Apex One), leased the CAD software (AutoCAD and AECC), and totaled NTD 14,580,082.
3. Anti-virus software (Apex One from Trend Micro) added Vison module at the end of 2023.

The company suffered no **material** information security incidents in 2024 and remains to pursue the goal of zero information security incidents.

## VII. Important contracts

Counterparty	Commencement date of contract	Major Contents	Covenants
Micron Taiwan Memory Co., Ltd. (Note)	March 4, 2019-December 31, 2021	Taiwan Micron's Houli New Plant	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	October, 20-December 31, 2021	TSMC RDR1 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
AU Optronics Corp. (Note)	December 4, 2018-May 31, 2019	AUO Optoelectronics Huaya Plant (AUO FAB L3D/L5D) L3D IJP Project	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Advanced Wireless Semiconductor Company (Note)	February 11, 2019-December 31, 2020	Advanced Wireless Semiconductor Company Phase II Plant Expansion Project (Buildings A, B, C, D, E, F)-Mechanical and Electrical Contracting Project	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	October 21, 2019-December 31, 2020	TSMC F18 P3 MEP A PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	October 21, 2019-December 31, 2020	TSMC F18 P3 MEP B PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	October 21, 2019-December 31, 2020	TSMC F18 P3 FIRE PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Yangtze Memory Technology Corp. (Note)	January 3, 2020~October 15, 2020	Yangtze Memory Technology Corporation (YMTC) (Phase I) Second-stage Project focusing on the Process Equipment Pipeline Purchase and Installation in Tender B Phase, for Imported Equipment	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	January 10, 2020~December 31, 2020	TSMC F18 P3 EBO CR PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.

Advanced Wireless Semiconductor Company (Note)	April 20, 2020~June 30, 2021	Advanced Wireless Semiconductor Company Phase II Expansion Project to add various new clean room (dust-free room) systems	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Micron Taiwan Memory Co., Ltd. (Note)	April 15, 2020~March 31, 2021	Taiwan Micron's f16 tool install service po- Gas/NG/BA	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	June 15, 2020~June 14, 2022	TSMC F18 P4 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	June 1, 2020~October 31, 2021	TSMC F18 P4 CLEAN ROOM PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	October 20, 2020~December 31, 2021	TSMC RDR1 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	November 1, 2020~December 31, 2021	TSMC RDR1 C/R	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	November 11, 2020~December 31, 2021	TSMC F18 P5 CLEANROOM PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	November 1, 2020~December 31, 2021	TSMC F18 P5 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Advanced Wireless Semiconductor Company (Note)	January 1, 2021-June 30, 2022	Advanced Wireless Semiconductor Company Phase II Expansion Project -- 2F Clean Room Extension Project	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	February 1, 2021-February 28, 2022	TSMC F18 P6 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	March 10, 2021-June 30, 2022	TSMC F18 P6 C/R	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	April 7, 2021-April 30, 2022	TSMC 12B-BRIDGE_SP1_F12 P7 CR RETROFIT	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.

Micron Taiwan Memory Co., Ltd. (Note)	November 1, 2021-August 31, 2021	F387 Taiwan Micron Technology-O2 expansion engineering-phase1	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	November 16, 2021-December 31, 2022	TSMC TCZWM MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	November 24, 2021-December 31, 2022	TSMC F18 P7 MEP A	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	November 24, 2021-December 31, 2022	TSMC F18 P7 CLEAR ROOM A	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Advanced Wireless Semiconductor Company	December 31 2021-December 31, 2022	In 2021, Advanced Wireless Semiconductor added mechanical and electrical engineering to the office in Building A and the parking lot in Building D	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	December 1, 2021-December 31, 2022	TSMC F14 P8 MEP STAGE-1	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Micron Taiwan Memory Co., Ltd. (Note)	January 20, 2022 ~ December 31, 2022	Micron Technology Taiwan-TCP2 MAIN CONTRACT	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	February 15, 2022 ~ December 31, 2022	TSMC F18 P8 UNDERGROUND PIPING PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	March 1, 2022 ~ December 31, 2023	TSMC F18 P8 CR project	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	March 1, 2022 ~ December 31, 2023	TSMC F18 P8 MEP project	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Micron Taiwan Memory Co., Ltd. (Note)	June 22, 2022 ~ December 31, 2023	Micron Technology-A3 Phase 2 (Module 2)	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.

Japan Advanced Semiconductor Manufacturing, Inc. (Note)	September 30, 2022 ~ December 31, 2023	JASM-TSMC F23 P1 MEP PACKAGE_POWER PANCEL_Equipment /CLEANROOM PACKAGE-United Integrated Services	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	January 6, 2023 ~ May 31, 2024	TSMC F12 P8 Building O, Zone B+G MEP project	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Tainan Science Park Branch, HannStar Display Corporation	March 31, 2023 ~ March 31, 2024	HannStar Display - L23 DRY & STRIPPER RELAYOUT project. CELL PCW expansion project. Electricity demand in LCD Plant FAB L23 ADER020.040 and APRI130	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	May 1, 2023 ~ May 31, 2025	TSMC F20P1 UNDERGROUND PIPING PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Eco Energy Corporation	May 31, 2023 ~ May 31, 2025	Z-Com - Development of solar power plant - trading of contractual rights and obligations of power plant	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	June 6, 2023 ~ December 31, 2024	TSMC F20P1 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	July 3, 2023 ~ December 31, 2024	TSMC-F20P1 CLEAN ROOM PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
United integrated services(USA) Corp.	July 28, 2023 – August 31, 2024	UISUSA-F21P1 AAS Transportation additional fee	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	January 1, 2024 ~ September 1, 2025	TSMC F22P1 MEP PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	January 1, 2024 ~ September 1, 2025	TSMC F22P1 CLEANROOM PACKAGE	Overdue Penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	February 2, 2024-October 1, 2024	TSMC AP5B C/R PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.

Taiwan Semiconductor Manufacturing Co., Ltd. (Note)	February 2, 2024-October 1, 2024	TSMC AP5B MEP PACKAGE STAGE 1	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	April 2, 2024-March 31, 2025	TSMC F20P2 MEP PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	April 16, 2024-July 1, 2025	TSMC F20P2 CLEAN ROOM PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	November 1, 2024-June 30, 2026	TSMC F22P2 CLEAN ROOM PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	November 1, 2024-June 30, 2026	TSMC F22P2 MEP PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Micron Taiwan Memory Co., Ltd.	May 1, 2024-January 1, 2026	Taiwan Micron A3 Module2b construction	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Micron Taiwan Memory Co., Ltd.	June 17, 2024-June 30, 2025	Taiwan Micron - AATT (TCP 2) L20 - L50 RETROFIT	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	December 1, 2024-June 30, 2026	TSMC AP7P1 MEP PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
VisionPower Semiconductor Manufacturing Company Pt	May 1, 2025-May 1, 2026	VSMC P1 CLEANROOM PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Micron Taiwan Memory Co., Ltd.	November 8, 2024-May 1, 2025	Micron-Falcin A	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.

Taiwan Semiconductor Manufacturing Co., Ltd.	October 1, 2024-November 30, 2025	TSMC AP08 CLEANROOM SYSTEM	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.
Taiwan Semiconductor Manufacturing Co., Ltd.	October 1, 2024-November 30, 2025	TSMC AP8 MEP PACKAGE	Overdue penalty: Overdue penalty to be imposed at 1‰ (0.1%) of the project cost for each day overdue.

Note: The case cannot be closed as the Proprietor has not yet completed the final acceptance check. The Company is not subject to the penalty as it does not fall within the scope of the Company's responsibilities.

## Five. Review and analysis of financial status and operating results and risks

### I. Financial status comparison analysis table

Unit: NT\$ Thousands

Item	Year	2023	2024	Variance	
				Amount	%
Current assets		42,413,003	42,546,953	133,950	0.31%
Financial assets measured at cost - noncurrent		-	-		
Financial assets measured at fair value through profit and loss - noncurrent		-	-		
Financial assets measured at fair value through other comprehensive profit and loss - noncurrent		1,559,028	1,497,532	(61,496)	(4.11)%
Investment under the Equity Method		806,234	815,211	8,977	1.10%
Property, plant, and equipment		1,368,849	1,344,382	(24,467)	(1.82)%
Long-term receivables		0	0	0	
Right-of-use assets		174,185	321,413	147,228	45.81%
Intangible assets		13,777	21,795	8,018	36.79%
Deferred income tax assets		91,892	51,961	(39,931)	(76.85)%
Other noncurrent assets		37,460	32,584	(4,876)	(14.96)%
Total assets		46,464,428	46,631,831	167,403	0.36%
Current liabilities		33,072,057	30,692,800	(2,379,257)	(7.75)%
Noncurrent liabilities		963,671	998,314	34,643	3.47%
Total liabilities		34,035,728	31,691,114	(2,344,614)	(7.40)%
Attributable to the shareholders' equity of the parent company		12,129,173	14,724,531	2,595,358	17.63%
Capital stock		1,905,867	1,905,867	0	0.00%
Additional paid-in capital		378,709	465,494	86,785	18.64%
Retained earnings		9,834,716	12,109,500	2,274,784	18.79%
Other equity		583,824	626,303	42,479	6.78%
Total equity		12,428,700	14,940,717	2,512,017	16.81%
Description of items with major changes:					
1. The right-of-use assets: Mainly due to the increase in right-of-use assets of buildings and structures by NT\$227,054 thousand in 2024 from the previous period.					
2. Intangible assets: Mainly due to the disposal of computer software in 2024, increased by NT\$16,273 thousand from the previous period.					
3. Deferred income tax assets: Mainly due to the decrease in foreign investment losses by NTD 30,196 thousand in 2024.					

## II. Financial performance analysis

### 1. Operating result comparison table

Unit: NT\$ Thousands

Item \ Year	2023	2024	Increased (decreased) amount	Ratio of change (%)
Operating income	68,889,680	47,421,600	(21,468,080)	(45.27)%
Gross profit	7,531,191	8,512,585	981,394	11.53%
Operating profit and loss	6,061,509	6,860,358	798,849	11.64%
Non-operating income and expense	417,915	1,043,023	625,108	59.93%
Net income before tax	6,479,424	7,903,381	1,423,957	18.02%
Net income (loss)	4,847,498	6,263,271	1,415,773	22.60%
Other comprehensive profit and loss of the current period (net amount after tax)	(133,869)	78,294	212,163	270.98%
Total consolidated profit and loss of the current period	4,713,629	6,341,565	1,627,936	25.67%
Net income attributable to parent company	4,655,215	6,190,440	1,535,225	24.80%
Total comprehensive profit and loss attributable to the parent company	4,528,791	6,256,584	1,727,793	27.62%
Description of items with major changes:				
1. Non-operating income and expenses: Mainly due to foreign currency exchange gain of NTD 586,468 thousand.				
2. The net income, total comprehensive income, net income attributable to the parent company, and total comprehensive income attributable to the parent company in the current period: Mainly due to the increase in gross margin of 17.95% in 2024, 10.93% in 2023, and 64.23% in 2023, which is mainly due to the increase in the gross margin of the projects executed in the current period compared to 2023.				
3. Other comprehensive income (net after tax): Mainly due to the change in exchange difference of 122% in the translation of the financial statements of foreign operations.				

### 2. Analysis of changes in operating gross profit: None.

### III. Cash flow analysis

#### 1. Liquidity analysis for the last two years

Item	Year	2023	2024	Increase (decrease) ratio (%)
Cash flow ratio (%)		13.28	57.10	43.23 %
Cash flow adequacy ratio (%)		154.87	220.90	66.03%
Cash re-investment ratio (%)		13.21	93.88	80.67 %
Description of increase (decrease) ratio:				
1. Cash flow ratio and cash flow adequacy ratio: Mainly due to the increase in net cash inflow from operating activities by 299.13%.				
2. Cash reinvestment ratio: Mainly due to the increase in net cash inflow from operating activities by 299.13% , leading to an increase in operating revenue by 26.91% from the previous period.				

#### 2. Analysis of cash flow in the coming year Unit: NT\$ Thousands

Cash balance - beginning (1)	Estimated annual net cash flow from operating activities (2)	Estimated annual cash outflow (3)	Estimated cash surplus (shortfalls) amount (1)+(2)-(3)	Remedial measures for expected cash shortfalls	
				Investment plan	Financial plan
11,648,594	8,000,000	6,500,000	13,148,594	-	-

#### IV. Impact of major capital expenditures on financial operations in the most recent year: None

#### V. Investment policy in the most recent year, the main reason for profit or loss, improvement plan, and investment plan for the next year

- (I) Transfer investment policy: The Company will continue to invest in compliance with the business strategy of “enhancing professional technical capabilities and increasing business opportunities” in order to strengthen the competitiveness of the Company in the future. The focus of new investment projects in the future is on those that can help increase the technical ability for the system integration engineering service, and the newly added investment projects for increasing business opportunities are controlled as much as possible in order to avoid an excessive expansion of investment in this business category. In addition, the Company will strengthen the follow-up and supervision of the financial and business conditions of the invested company. If the invested company is not performing as well as when it was originally invested and there is no sign of improvement, the Company does not rule out the possibility of changing long-term investment policies and will choose to have the shares disposed. The investment projects that are carried out to increase business opportunities will be sold at an appropriate time to recover the funds for better overall use.
- (II) Main reason of profit or loss:

Unit: NT\$ thousand

Name of Investment Company	Location	Main Business Items	Holding Ratio at the End of the Period	Mid-term Highest Holding Ratio	Investee Profit or Loss for the Period	Investment Gains and Losses Recognized in the Current Period	Main Reason for Profit or Loss	Improvement plan
UNITED INTEGRATED SERVICES CO., LTD. (BVI)	British Virgin Islands	Investment business	100.00%	100.00%	36,517	36,517	The business invested by the Company has been operated successfully.	-

UNITED INTEGRATED SERVICES PTE LTD,	Singapore	Cleanroom construction	100.00%	100.00%	(113)	(113)	Actively promote business performance	-
UNITED INTEGRATED SERVICES (USA) CORP.	USA	Cleanroom Construction	100.00%	100.00%	(928,283)	(928,283)	Proactive business promotion to demonstrate business performance	-
Su Yuan Trading (Shanghai) Co., Ltd.	China	Semiconductor, cleanroom and electromechanical	100.00%	100.00%	15,316	15,316	Proactive business promotion to demonstrate business performance	-
United Integrated Services (Jiangxi) Co., Ltd.	China	Mechanical and electrical business and pipeline engineering business	75.00%	75.00%	291,324	218,493	Proactive business promotion to demonstrate business performance	-
Hantai Integrated Services (Suzhou) Co., Ltd.	China	Production and sales of construction hardware and materials	100.00%	100.00%	21,200	21,200	Proactive business promotion to demonstrate business performance	-
Jiangxi Construction Group	China	Various housing construction projects	19.80%	19.80%	-	-	Slow business expansion	Increase sales and reduce costs
Beijing Han He Tang Medical Instruments Co., Ltd.	China	Distribution and agency of medical equipment, import and export of goods, and after-sales service	100.00%	100.00%	(619)	(619)	Proactive business promotion to demonstrate business performance	-
ABLEREX ELECTRONICS CO., LTD.	Taiwan	Manufacturing and trading of UPS	29.42%	30.21%	96,642	28,705	Proactive business promotion to demonstrate business performance	-
Wholetech System Hitech Limited	Taiwan	Gas pipeline project	13.34%	13.61%	495,124	66,859	Proactive business promotion to demonstrate business performance	-
JG Environmental Technology Co., Ltd.	Taiwan	Air pollution control equipment system integration	8.00%	9.84%	23,931	2,045	Proactive business promotion to demonstrate business performance	-

(III) Future Investment Plan: The Company will continue to invest in compliance with the strategy of “enhancing professional technical capabilities and increasing business opportunities.”

## VI. Risk management analysis and evaluation

- (I) The impact of interest rates, changes in exchange rate, and inflation on the Company's profit and loss in the most recent year and as of the annual report printing date, and the countermeasures in the future:
1. Due to stable growth in business performance and stable annual interest rate maintained, the Company has a high credit rating in the banking sector. Compared with other companies, the Company enjoys a better interest rate. Therefore, changes in interest rate have no significant impact on the Company.
  2. The Company is mostly engaged in the system integration engineering projects of electronics factories. Some of the equipment is purchased and imported from abroad. In this regard, the countermeasures of the Finance Office are with the exchange rate trend considered, if necessary, the operating procedures for derivative financial products are applied to operate options or forward foreign exchange transactions for a fixed exchange rate in order to avoid risks.
  3. Since most of the projects undertaken by the Company are done with the spare parts produced by electronics factory, which usually take 1-2 years, the risk of inflation has never occurred.
- (II) The engagement in high-risk and high-leverage investment, loaning of funds, endorsements and guarantees, and derivative products policy in the most recent year and as of the annual report printing date, the main reason for the profit or loss, and future countermeasures:
1. The Company has always adhered to the principle of focusing on the main business operation and pragmatic practice. For the high-risk and high-leverage investment and derivative products transactions, such as, non-principal clearance, investment with bank loans, and other speculative businesses, it is not within the scope of the non-operating income of the Company. If there are idle funds, the Company will choose a more stable practice, such as, bank deposit or bond funds, so the above practice does not have a significant impact on the Company.
  2. The Company's loaning of funds and making of endorsements/guarantees are mainly due to business transactions; also, it is handled in accordance with the Company's "Operating procedures for loaning of funds" and "Operating procedures for making of endorsements / guarantees."
- (III) Research and development plans and estimated R&D expenses in the most recent year and as of the annual report printing date:
1. The research and development plans in the most recent year
    - (1) Wireless smart home system R&D Radar detects an elderly in case of a fall. 180-degree penetration and displacement detector
  2. Estimated R&D expenses
    - (1) Product innovation: NT\$5 million
- (IV) The impact of important domestic and international policies and legal changes on the Company's financial business and the countermeasures in the most recent year and as of the annual report printing date: None.
- (V) The impact of technological changes (including information security risks) and industrial changes on the Company's financial business and the countermeasures in the most recent year and as of the annual report printing date: No significant operational risk.
- (VI) The impact of changes in corporate image on corporate crisis management and the countermeasures in the most recent year and as of the annual report printing date: None.
- (VII) Expected benefits, possible risks, and countermeasures for mergers and acquisitions in the most recent year and as of annual report printing date: None.
- (VIII) Expected benefits, possible risks, and countermeasures for the expansion of the plant in the most recent year and as of the annual report printing date: None.
- (IX) Risks of centralized sales or purchases of goods and the countermeasures in the most recent year and as of the annual report printing date: None.
- (X) The impact of a large number of shares transferred or replaced by the directors, supervisors, or shareholders with more than 10% shareholding on the Company, the risks, and the countermeasures: None.
- (XI) The impact of changes in management rights on the Company, the risks, and the countermeasures: None.
- (XII) Litigation or non-litigation events: The sentenced or outstanding major litigation, non-

litigation, or administrative dispute of the Company and the Company's directors, supervisors, president, substantive principal, major shareholders with more than 10% shareholding, and subsidiaries in the most recent year and as of the annual report printing date that may have a significant impact on shareholders' equity or securities prices:

(I) For the involvement of some directors of the Company in litigation concerning violations of provisions of the Securities and Exchange Act and associated impact on the Company's operations, the description is as follows:

1. Criminal cases

The Taiwan Taipei District Court Prosecutor Office filed a public appeal on June 5, 2013 against the former Chairperson, Chen Qian and others for violation of the Securities and Exchange Act. The court of first instance ruled that all parties had no breach of trust, abnormal transactions, or misappropriation to the Company, and the case was not finalized. For the misstatement of financial statements, the two parties did not appeal after the two parties were convicted. The former Chairperson, Chen, appealed to the Supreme Court for three times. The High Court ruled on May 9, 2023 that the former Chairperson shall be executed for two years of imprisonment and five years of probation (the other cases are based on the judgment of Jin-Shang-Chong-Geng-San-Zi No. 6 in 2022). The Supreme Court rejected the appeal on February 27, 2024, and the third instance judgment is final and irrevocable.

2. Civil cases

Pursuant to the contents of the indictment dated January 27, 2014, the Securities and Futures Investors Protection Center initiated a group lawsuit on behalf of the investors for the reasons of the Company's misrepresented financial statements during Q3 2009~2011, claiming that the Company, directors and former supervisors should jointly compensate the investors to the investors for an amount of a little over NT\$243 million. SFIPC filed an appeal with the Taipei District Court on September 16, 2022, which is currently on trial by the High Court (2023 Jin Shang No.1).

3. The impact upon the Company's business operation

The Company runs smoothly and has experienced continued growth in revenues. The business and financial structure are sound. The litigations do not have significant impact on the Company's operation.

(II) The Company received a civil judgment from the Taiwan Taipei District Court on September 2, 2014 that the Company should pay Dian Tong Company a sum of NT\$104,559,000 for packaged contract work and another sum of NT\$21,405,000 advanced for former Chairman Wang for salaries during January 2001~April 2012 period.

According to the aforementioned judgment, the Company had the aforementioned judgment amount estimated and recognized in the account (booked in the "construction cost" and "management expense" account) in the third quarter of 2014. Please refer to Note 7 for the relevant interest estimation.

On July 10, 2024, the Company and Dian Tong Company agreed to have the case based on the high court's judgment. The actual refund of the advance payment for the construction fee of NTD 35,322 thousand and related interest of NTD 17,593 thousand were paid back by the Company on July 12. Dian Tong Company made advance payment of NTD 21,405 thousand of the salary to the former Chairperson Wang. The court of the case, however, considered that the former Chairperson Wang was the de facto responsible person of Dian Tong Company, and thus Dian Tong Company no longer claimed the refund from the Company. The difference between the amount of refund paid and the original estimate is recognized as a deduction in the account of the item.

(XIII) Other important risks and countermeasures:

1. Assessment and analysis of information security risk: No significant risks.

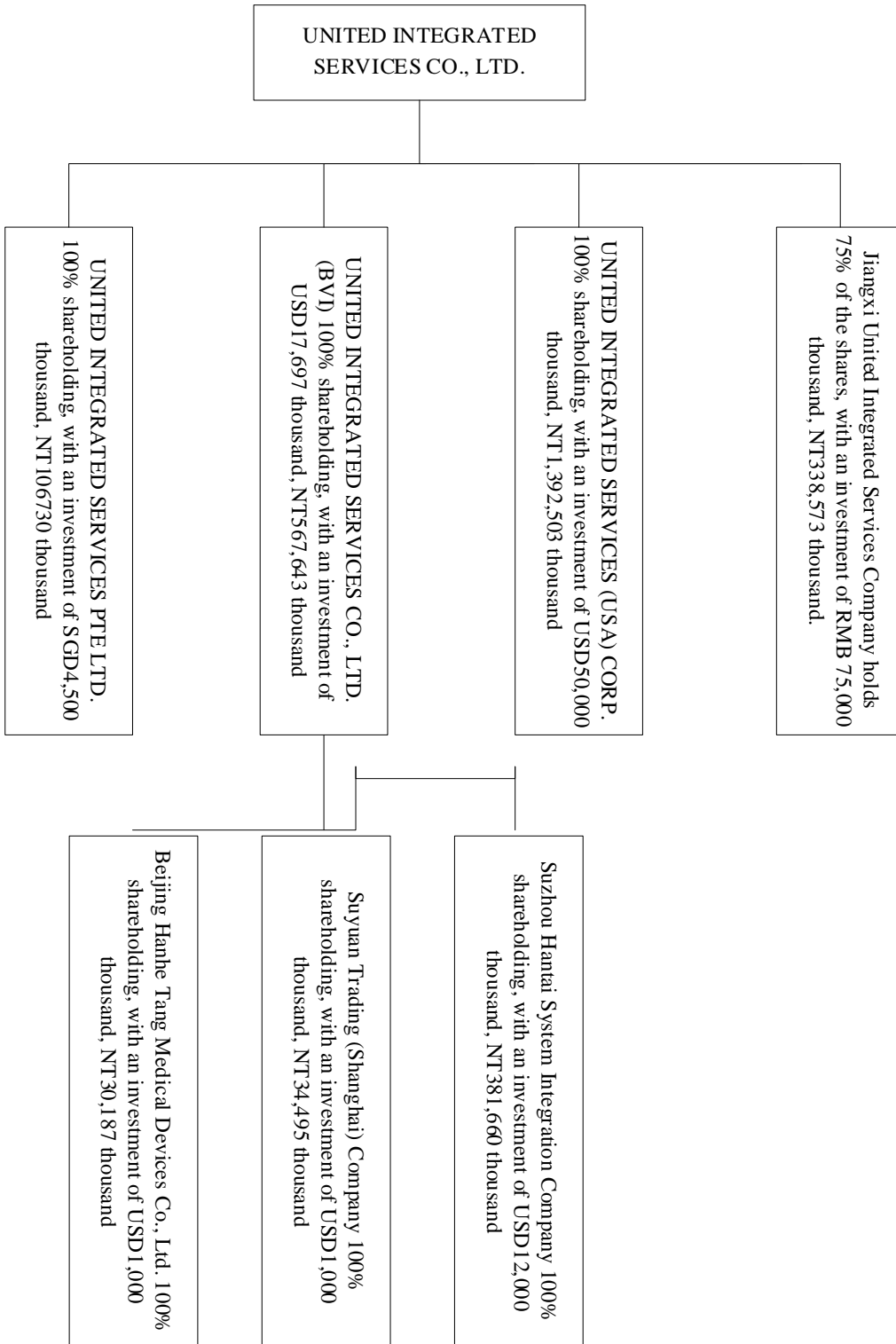
**VII. Other important matters: None.**

# Six. Special notes

## I. Information of the affiliates

### (I) Consolidated business report of the affiliates

#### 1. Organizational chart of the affiliates



2. Basic profile of the affiliates

Unit: NT\$ Thousands

Company name	Establishment date	Address	Paid-in capital	Actual investment amount	Main business or production project
UNITED INTEGRATED SERVICES CO., LTD. (BVI)	2000.12.19	Commence Chambers, Road Town Totola, British Virgin Islands.	567,643	567,643	Investment business
Suyuan Trading (Shanghai) Company	2001.07.02	Room 1102, No. 438, Pudian Road, Pudong New Area, Shanghai	34,495	34,495	Trades of semiconductors, cleanrooms, and electromechanical equipment
Suzhou Hantai System Integration Company	2006.04.29	No. 7, Chenghu East Road, Wuzhong Economic Development Zone, Suzhou	381,660	381,660	Production and sales of construction hardware and materials
Jiangxi United Integrated Services Company	2003.09.18	No. 176, Beijing West Road, Nanchang City, Jiangxi Province	446,702	338,573	Electromechanical business and pipeline equipment installation engineering
UNITED INTEGRATED SERVICES PTE LTD.	2011.01.25	7 Gambas Crescent #01-10 Ark@Gambas Singapore 757087,	NT106,730 SGD4,500 (2025.02.18)	NT106,730 SGD4,500 (2025.02.18)	Cleanroom construction
Beijing Hanhe Tang Medical Devices Co., Ltd.	2012.06.19	Room 302, Ronghua Xintai Building, 3rd Floor, Building 3, Yard 10, Ronghua South Road, Daxing District, Beijing	30,187	30,187	Sales of Class III and Class II medical devices
UNITED INTEGRATED SERVICES(USA) CORP	2020.11.30	140 W PINNACLE PEAK RD PHOENIX, AZ 85027 USA	1,392,503	1,392,503	1. Transaction on mechanical and electrical, clean room installation engineering and equipment. 2. Planning and design related technical consulting services for various related projects.

3. Information of directors, supervisors, and President of each affiliate

Unit : shares; %

Company name	Job title	Name or representative		
UNITED INTEGRATED SERVICES CO., LTD. (BVI)	Chairperson	Belle Lee		
UNITED INTEGRATED SERVICES(USA) CORP	Director	Chih-Ming Lai		
	Director	Belle Lee		
	Director	Kuo-Yu Wang		
Suyuan Trading (Shanghai) Company	Chairperson	Chun-Yuan Hsu		
Suzhou Hantai System Integration Company	Chairperson	Chun-Yuan Hsu (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		
	Director	Juichin Wu (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		
	Director	Benny Chen (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		
	Supervisor	Yuanyi Wang (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		
Jiangxi United Integrated Services Company	Chairperson	Chun-Yuan Hsu		
	Director	Joseph Lee		
	Director	Juichin Wu		
	Director	Hai-Yen Liu		
	Director	Chien-Jien Li		
	Supervisor	Belle Lee		
UNITED INTEGRATED SERVICES PTE LTD,	Chairperson	Belle Lee (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		
	Director	ZHAO KE (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		
Beijing Hanhe Tang Medical Devices Co., Ltd.	Director	Juichin Wu		
	Supervisor	Tsuifen Hsu (Representative of UNITED INTEGRATED SERVICES CO., LTD.)		

Note: It is registered with the capital contribution amount indicated.

4. Affiliate operation overview

Unit: NT\$ Thousands December 31, 2024

Company name	Capital amount	Total assets	Total liabilities	Net worth	Operating income	Operating profit	Current profit and loss (after tax)
UNITED INTEGRATED SERVICES CO., LTD. (BVI)	567,643	1,096,071	315,511	780,560	64,901	(5,676)	36,517
UNITED INTEGRATED SERVICES PTE LTD,	34,040	387,431	385,459	1,972	1,583	(281)	(113)
Jiangxi United Integrated Services Company	446,702	2,507,839	1,643,093	864,746	2,695,397	367,152	291,324
UNITED INTEGRATED SERVICES (USA) CORP	1,392,503	6,351,378	4,487,093	1,864,285	11,395,872	(709,762)	(928,283)

**II. For the private placement of securities processed in the most recent year and as of the annual report printing date, it is necessary to disclose the date and amount resolved in the shareholders meeting or the board meeting, the basis and reasonableness of the price determination, the method of selecting the specific persons, the must reasons for the private placement, and from the stock proceeds collected to the fund implementation plan completed, the fund use of the private placement of securities, and plan implementation in the most recent year and as of the annual report printing date: None.**

**III. Other matters that require additional description: None.**

**Seven. The occurrence of the events that have significant impact on shareholders' equity or securities price as stipulated in Section 2, Paragraph 2, of Article 36 of the Act in the most recent year or as of the annual report printing date should be itemized for illustration:**

Please refer to this annual report (Page 93 of the annual report) Seven: review and analysis of financial conditions and operating results and risk matters, Clause 12 of Paragraph 6 "Risk Management Analysis and Evaluation:" Litigation or non-litigation events: The sentenced or outstanding major litigation, non-litigation, or administrative dispute of the Company and the Company's directors, supervisors, president, substantive principal, major shareholders with more than 10% shareholding, and subsidiaries in the most recent year and as of the annual report printing date that may have a significant impact on shareholders' equity or securities prices.

**UNITED INTEGRATED  
SERVICES CO., LTD.  
Chairperson: Belle Lee**