Stock Code：5315

U.R.T.

UNITED RADIANT TECHNOLOGY CORPORATION

光聯科技股份有限公司

2024 Annual Report

Not Only Displays, It's About Solutions.

Printed on April 25, 2025

Taiwan Stock Exchange Market Observation Post System
http://newmops.twse.com.tw

I. Company spokesman and acting spokesman

Name of Spokesman: Ko-Ju Lin
Title: Vice President of Administration
TEL: 886-4-2531-4277ext3321
Email: kellylin@urt.com.tw

Name of Acting Spokesman: Li-Hung Chen
Title: Special Assistant, President's Office
TEL: 886-4-2531-4277ext3316
Email: godspeedchen@urt.com.tw

II. Location of the Company

Head Office: No. 2, Fuxing Rd., T.T.I.P., Tanzi Dist., Taichung City, Taiwan
Plants: No. 12, Chien Kuo Rd., T.T.I.P., Tanzi Dist., Taichung City, Taiwan (Plant 1)
3F., No. 12-3, and 3F., No. 14-3, S. 2nd Rd., T.T.I.P.,
Tanzi Dist., Taichung City, Taiwan (Plant 2)
No. 2, Fuxing Rd., T.T.I.P., Tanzi Dist., Taichung City, Taiwan (Plant 3)
No. 1, E. 2nd Rd., T.T.I.P., Tanzi Dist., Taichung City, Taiwan (Plant 4)
Tel: 886-4-2531-4277

III. Stock Transfer Agency

Name: Stock Transfer Department of SinoPac Securities Co. Ltd.
Address: 3F, No. 17, Bo'ai Rd., Zhongzheng Dist., Taipei City, Taiwan
TEL: 886-2-2381-6288
URL: https://securities.sinopac.com/

IV. Latest Annual Financial Report

CPA: Li-Wei Liu and Shian-Ming Wang
Accounting Firm: Deloitte Taiwan
Address: 22F, No. 88, Sec. 1, Huizhong Rd., Xitun Dist., Taichung City, Taiwan
TEL: 886-4-3705-9988
URL: http://www.deloitte.com.tw

V. Name of the trading place where overseas securities are listed for trading, and inquiry method of the information of overseas securities: NA

VI. Website of the Company: http://www.urt.com.tw

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I. Report to Shareholders

I. 2024 Business Report.

(I) 2024 Business Plan Implementation Results:

The business proportions of the main products of the company in 2024 are as follows:

Unit: 1000 units/NT$ thousand

Main Products	Sales volume in 2024		Audited Statements
	Estimated	Actual	Amount
LCD	1,196	1,002	31,772
LCM	3,586	2,758	1,507,081
Others			16,708
Total	4,782	3,760	1,555,561

(II) 2024Budget Implementation Status:

Unit: NT$ thousand

Item	2024 Budget Implementation Status		
	Budget	Actual	Achieving rate (%)
Net operating income	1,800,039	1,555,561	86.42
Operating margin	311,753	254,388	81.60
Operating expenses	185,668	162,541	87.54
Net Operating income	126,085	91,847	72.85
Net profit before tax	131,885	158,785	120.40
Income tax expense	25,212	30,513	121.03
Net profit for the period	106,673	128,272	120.25

The company's revenue achievement rate for 2024 was 86.42%, and its operating gross profit decreased by NT$5,865 thousand and net profit increased by NT$38,051 thousand as compared to the previous year mainly due to the following factors:

1. This year's operating gross profit decreased compared with last year, which was mainly due to a slight decrease in revenue compared with last year, and the gross profit margin was the same as last year.
2. The net profit for this period increased by 42% compared with last year, which was due to the increase in non-operating income, mainly due to the increase of NT$41,442 thousand in foreign currency exchange benefits and the increase of NT$6,514 thousand in cash dividends from investment stocks.

(III) Analysis of Receipts, Expenditures, and Profitability:

1. Financial receipts and expenditures: As of December 31, 2024, the Company had total assets of NT$2,147,104 thousand, total liabilities of NT$433,319 thousand, the current ratio was 466.51% and the debt to asset ratio was 20.18%, representing a healthy financial structure.

Item		2024	2023
Financial structure (%)	Equity ratio	79.82	82.39
	Debts ratio (%)	20.18	17.61
	Long-term fund to property, plant and equipment ratio (%)	1,196.54	1,209.22
Liquidity Analysis (%)	Current ratio	466.51	559.86
	Quick ratio	399.12	477.76
	Times interest earned	1,203.92	880.09

2. Profitability Analysis:

Item		2024	2023
Return on assets (%)		6.36	4.60
Return on shareholders' equity (%)		7.85	5.72
Percentage of paid-in capital (%)	Operating profit	8.64	8.74
	Net profit before tax	14.93	10.58
Net profit rate (%)		8.25	5.79
Earnings per share (NT$)		1.21	0.85

(IV) R&D Status

1. The R&D and design departments have a total of 24 employees; the average experience of the R&D staff is over 18 years.
2. Our R&D activities focus on the development of various optoelectronics-related products, including various customized LCD modules and touch modules, LC panels not for display applications, electro luminescence device and reflective displays with low power consumption.
3. The system board that integrates display modules, touch functions and other control interfaces.
4. Highly durable display modules for outdoor or automotive applications.
5. Integrated display products.
6. Dye doped LC panel.
7. Electro luminescence device with quantum dot technology.
8. Reflective color display modules with electrowetting technology.
9. Research and development expenses in 2024 were NT$30,453 thousand, of which NT$10,331 thousand was for new, forward-looking products.

II. Summary of Business Plan for 2025

(I) Business Policy :

1. Promote digital transformation to enhance management thinking, integrate internal and external information issues, and optimize the accuracy of management decisions.
2. Increase the added value of products, strengthen integrated design, covering upstream and downstream components and software integration solutions for modular displays, while expanding customer service scope to meet diverse customer needs.
3. Drive digital transformation in production and manufacturing, combining product integration services, optimizing production processes and automation equipment to meet customer expectations for high quality and efficiency.
4. Implement diversified marketing strategies by leveraging existing channels and customers, while actively expanding new customer groups to promote integrated products and core technological advantages.
5. Continuously implement energy-saving and carbon-reduction product strategies, focusing on the development of low-energy consumption products, while advancing the implementation of greenhouse gas inventory (ISO 14064-1) and energy management systems (ISO 50001).

(II) Business Plan:

Focus on selling LCD displays and related peripheral products, including mono, TFT, touch panel modules, and optical bonding services for touch cover glass. Through strategic alliances, provide tailored solutions that best suit customer needs. The product positioning is focused on industrial control, medical equipment, white goods, outdoor applications, as well as automotive and marine sectors to meet diverse application demands.

The annual operating targets are as follows:

Unit: thousand pcs

Main Products	Estimated sales volume in 2025
LCD	752
LCM	2,972
Total	3,724

(III) Important Production and Marketing Policies:

1. Marketing strategy:
   (1) Strengthen in-person visits to gain a deeper understanding of customer needs and development plans, proactively offering tailored solutions to deepen cooperation.
   (2) Enhance core technologies to create differentiated products, improving market competitiveness and unique advantages.
   (3) Strengthen channel partnerships, optimize service offerings, and assist distributors in better understanding product features through regular or ad-hoc visits and training,enabling more efficient expansion of the end customer base.

2. Product strategy: New technology and new application
   In response to market changes and customer demands, the company will hold regular monthly innovation meetings to collaborate with sales, R&D design, and procurement teams to continuously develop new technologies and application products that meet market needs.
   (1)Outdoor Products: Designed for extreme environmental conditions such as prolonged sun exposure, high temperature, high humidity, and impact resistance, these products are built for durability and are suitable for various outdoor usage scenarios.
   (2)Home Appliance Products: Smart homes have become a growing trend, and in addition to emphasizing energy-saving and carbon reduction, AIoT technology is gradually being applied to home appliance products. Home appliance displays not only require higher resolution but also need to enhance communication functions to meet future communication protocol requirements.
   (3)Large Outdoor Advertising Displays: Develop low-power display technologies specifically designed for outdoor reflective environments. These displays not only effectively reduce power consumption but also mitigate the impact of temperature changes and light pollution, aligning with the future direction of carbon reduction and environmental protection.

3. Price strategy: Optimize products, enhance added value, and emphasize differentiated services.
   (1)Deepen Supply Chain Collaboration: Continuously optimize supply chain relationships by selecting and establishing long-term, stable partnerships.
   (2)Simplify Processes and Improve Efficiency: Optimize production processes to achieve cost control and enhance product competitiveness.
   (3)Strengthen Channel Management: Solidify existing channels, stabilize the core customer base, and strengthen the maintenance and communication with key customers.

4. Regional sales strategy:
   (1)European and the United States region:
      a. Market Segmentation Strategy: Providing customized products and total solution integration services based on the specific needs and specialized applications of each region.

Germany: Smart windows, electric vehicles, industrial control HMI, home appliance applications.

UK and France: Medical equipment, public transportation, industrial control HMI, home appliance products, consumer products.

Northern Europe: Innovative precision instruments, home appliance products, medical equipment, smart meters.

Italy: Motorcycle instruments, consumer products, automotive.

Denmark: Civil water and electricity intelligent metering and control, industrial control.

USA: Automotive, industrial control, smart meters, medical.

b. Agency strategy:

Deepen agent channels: Provide support and training, and conduct joint marketing activities to deepen cooperation with channel partners.

Expand agent channels: Continuously explore and understand local markets and high-quality agent channels with sales capabilities to expand market coverage.

(2) Japanese Market:

a. Strengthen Agent Relationships: Enhance the success rate of new projects and quotations, and increase agent loyalty. In addition to online meetings, regularly schedule visits to agents to introduce and promote new products and applications.

b. Differentiated Cooperation Models/Products: Offer high-value-added solutions (help agents/customers do more, rather than simply focusing on buy/sell), avoiding price competition and increasing customer reliance.

(3)Domestic Regions:

a. Target industries such as motorcycle instruments/communication/medical/charging piles/access control systems/mixers to expand new customers and markets.

b. Promote system integration/smart dimming displays, increase the supply and service of medium-large size/ultra-high brightness standard products, and expand new application markets and customer sources through strategic partners providing system board development/combined hardware and software services.

c. In addition to cultivating existing customers, promote large-size optical bonding (OCA/OCR) technology and capacitive touch panel products to expand sales.

d. Establish a one-stop service model, combine hardware and software integration solutions with strategic partners, and provide complete services to customers to establish long-term cooperation relationships.

e. Utilize existing production equipment/resources to increase OEM services, activate production lines, and increase utilization rates.

(IV) Operational R&D plan and implementation

Based on the technology of the core product - LCD/TP panels and modules, we are working to expand our products portfolio including:

1. Human machine interface modules integrated with display and touch function.
2. Automotive instrument display HMI module.
3. Access control display module.
4. Dye doped LC panels for automotive lighting.
5. Reflective color electrowetting display module for outdoor digital signage.
6. Dynamic focus LC lens.
7. Quantum dot electro luminescence device in segment type.
8. Integrated display/touch module with casing of the end product.
9. EPD display module.

(V) Company's Future Development Strategy, and the Effect of External Competition, the Legal Environment, and the Overall Business Environment

1. Future Company Development Strategy

   Vertical Integration of Upstream and Downstream Resources, Combining Display Panel Technology with Design/Process Technology to Meet Customer Needs.

   (1) Development of In-cell Touch LCD:
   a.20% reduction in thickness
   b.Simple structure, eliminating one layer of touch panel and flexible circuit board
   c.Provides more space for customer product designs
   d.No reflection issues from the ITO lines of external touch panels
   e.Achieves a seamless black effect

   (2) Development of Medium-sized Industrial LCD:
   High brightness and wide temperature range, suitable for outdoor displays and displays in harsher environments.

   (3) Development of Circular LCD:
   a.The unique shape of circular LCD displays allows for more creative product design, enhancing product appeal, especially for fashion-forward or high-end consumer electronics, to meet specific customer design needs.
   b.In situations requiring special-shaped display spaces, circular displays can more efficiently utilize available display area without the need for cutting from a rectangular screen.

   (4) Development of Transflective LCD:
   a.Better outdoor display performance, especially under strong sunlight
   b.Energy-saving functionality

   (5) Development of Electronic Paper Display (EPD):
   a.Print-like effect resembling paper
   b.No LED blue light harm
   c.Energy-saving functionality (retains the image in bistable mode without power)

   (6) Development of Wet-Resistant Display:
   High reflection and weather-resistant display, suitable for outdoor signage markets.

   (7) Development of Smart Displays:
   Utilizing dye-based liquid crystals, offering smart windows for the aviation industry and transportation vehicles.

   (8) Development of Human-Machine Interface (HMI) Technology and Software:
   Combining "graphical user interface design software + display + system board" to achieve human-machine communication, applied to the control of home appliances, equipment, and instruments.

   The company will continue to develop products that meet market demands and, through cross-industry alliances, foster new product applications and innovative business models.

2. The effect of external competition, the legal environment, and the overall business environment:

   (1)Effect of external competition:
   As Trump's 2.0 tariffs target countries with large trade surpluses with the United States and require them to pay taxes on foreign-made products imported into the United States, the global market faces challenges. In addition, the EU will begin paying CBAM based on 2025 carbon emissions data from 2026, which will affect the import costs of various countries exporting to the EU. Companies may need to rethink the configuration of their product supply chains and the assessment of tariffs. In the face of a changing environment such as international politics, finance, economy and climate change, companies should focus on risk management, operational strategies, resource allocation

and crisis response mechanisms, and coordinate corporate culture, leadership style and organizational structure to ensure that the company can continue to develop steadily in an uncertain environment.

(2)Effect of legal environment:

Compliance with the law is an important indicator for establishing an ethical culture and maintaining corporate image. Information security is the fundamental element to protect the important IT assets in the company. In a future where technology is advancing rapidly, only sound businesses will have the opportunity to win and operate sustainably. In the wave of global sustainable development, companies not only need financial growth, but also need to comply with international ESG standards, especially the requirements of IFRS S2's Climate-related Financial Disclosures (TCFD), to ensure the achievement of resilience and sustainability goals. Global regulations are transforming at a rapid pace, and carbon reduction has changed from a matter of corporate "competitiveness" to a matter of basic "survivability." In addition to paying close attention to international developments, companies should develop their own carbon reduction strategies and blueprints.

(3)Effect of overall business environment:

In 2024, the world has experienced multiple challenges, including geopolitical conflicts and regional wars, more uneven economic growth between countries, greater differences in the strength of industries, high interest rates in the capital market and the speed and magnitude of central bank interest rate cuts, and the rapid development of AI, which have further intensified these differences, leading to greater uncertainty in future development. As we head into 2025, we will face a tighter global financial environment, mainly due to still high interest rates and a stronger US dollar. Enterprises must think ahead about response strategies and provide proactive, robust and timely risk insights to make effective decisions.

(4)URT has been committed to improving the working environment, providing reasonable wages, communicating with employees in a transparent and effective manner, enhancing employee functions, encouraging employees to engage in community activities, and promoting health, environmental protection and care for the disadvantaged through charitable donations since its establishment 35 years ago. We have created workplace safety, provided employee care, effectively reduced energy consumption, and implemented the company's business policy and development strategy to provide a full range of products and services in order to continue to generate positive operating results.

Chairman：Chiang-Yuan Chen

II. Corporate Governance Report

I. Information of Directors, Supervisors, President, Vice Presidents, Assistant Vice President and Heads of Various Departments and Branches

(I) Information of Director

March 21, 2025

Job title	Nationality or place of registration	Name	Gender Age	Date of election (taking office) (Note 1)	Term of office	Date of first appointment	Shareholding at the time of appointment		Current shareholding		Shareholding of spouse and minor children		Shareholdings in the names of other people		Major work experience (education background)	Positions at the company and other companies concurrently held	Other managers, directors or supervisors with a spouse or second degree of kinship			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job Title	Name	Relationship	
Chairman	Republic of China	Yi Bei Yi Investment Co., Ltd.	None	112.05.24	3	109.05.21	2,988,000	2.81	3,688,000	3.47	0	-	0	-	None	None	None	None	None	None
	Republic of China	Corporate representative: Chiang-Yuan, Chen	Male 61-70	113.08.14	3	113.08.14	0	-	0	-	0	-	0	-	Principal of National Chunan High School	Chairman, United Radiant Technology Corporation	None	None	None	None
Director	Republic of China	Chien Wen, Yeh	Male 41-50	112.05.24	3	100.06.24	1,788,000	1.68	1,788,000	1.68	0	-	0	-	Master in Department of Energy Engineering, National United University	Vice Chairman and President, United Radiant Technology Corporation	None	None	None	None
Director	Republic of China	NESTECH Investment Co., Ltd.	None	112.05.24	3	106.05.22	2,188,000	2.06	2,188,000	2.06	0	-	0	-	None	None	None	None	None	None
	Republic of China	Corporate representative: Yao-Min Wang	Male 51-60	112.05.24	3	112.05.24	360	-	360	-	386	-	0	-	Master of Chemistry National Taiwan University	Executive Vice President, United Radiant Technology Corporation	None	None	None	None
Director	Republic of China	Ko-Ju Lin	Female 51-60	112.05.24	3	112.05.24	510,849	0.48	368,849	0.35	0	-	0	-	Department of Business Administration, National Chung Hsing University	Vice President, United Radiant Technology Corporation	None	None	None	None
Director	Republic of China	Chien-Yi, Yang	Male 61-70	112.05.24	3	106.05.22	1,600,000	1.50	1,600,000	1.50	0	-	0	-	Department of Electrical Engineering, Lee Ming College	Chairman and President, SYSTECH GROUP CORPORATION	None	None	None	None
Director	Republic of China	Hsiu-Mei, Yeh	Female 61-70	112.05.24	3	112.05.24	36,000	0.03	100,000	0.09	0	-	0	-	Department of Law, National Taiwan University	Attorney-in Charge, Wei Hsin Attorney At Law	None	None	None	None
Independent Director	Republic of China	Hung-Chu, Hsu	Male 61-70	112.05.24	3	112.05.24	15,716	-	0	-	0	-	0	-	Department of International Trade Tamkang University	Antism-Miaoli Organization Advisor	None	None	None	None

Job title	Nationality or place of registration	Name	Gender Age	Date of election (taking office) (Note 1)	Term of office	Date of first appointment	Shareholding at the time of appointment		Current shareholding		Shareholding of spouse and minor children		Shareholdings in the names of other people		Major work experience (education background)	Positions at the company and other companies concurrently held	Other managers, directors or supervisors with a spouse or second degree of kinship			Remarks
							Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job Title	Name	Relationship	
Independent Director	Republic of China	Chuan-Kuo, Yang	Male 61-70	112.05.24	3	112.05.24	0	-	0	-	0	-	0	-	Master of Political Science Cultural University	Intellectual Property Consultant	None	None	None	None
Independent Director	Republic of China	Tsang-Der, Ni	Male 61-70	112.05.24	3	106.05.22	0	-	0	-	0	-	0	-	M.S./Ph.D. in Electrical Engineering, Drexel University, USA	Chairman & President, J-MEX INC.	None	None	None	None

Note 1: Nine directors (including three independent directors) were re-elected at the annual general shareholders' meeting held on May 24, 2023.
Note 2: Corporate representative: Mon-Han, Wu resigned on August 6, 2024.
Note 3: Corporate representative: Chiang-Yuan, Chen appointed on August 14, 2024。

Table 1: Major Shareholders of Institutional Shareholders

March 21, 2025

Name of Institutional Shareholders	Major Shareholders of Institutional Shareholders	Shareholding ratio
NESTECH Investment Co., Ltd.	Chien Wen, Yeh	100%
Yi Bei Yi Investment Co., Ltd.	Chiu Rang, Yeh	20%
	Li-Hsueh Chen	20%
	Yi Wen, Yeh	20%
	Chien Wen, Yeh	20%
	Yi Lin, Yeh	20%

Information of Director

1. Directors' Professional Qualifications and Independent Directors' Independence Status

Criteria / Name	Professional Qualification and Experience	Independence status	Number of Other Taiwanese Public Companies Concurrently Serving as an Independent Director
Chiang-Yuan, Chen	Work experience in legal affairs, finance, accounting or other disciplines required for the company's business.	1. No representative of a institutional shareholders is concurrently elected or serves as a director and supervisor of the Company. 2. No more than half of the directors are relatives within two degrees of kinship with each other.	0
Chien Wen, Yeh			0
Yao-Min Wang			0
Ko-Ju Lin			0
Chien-Yi, Yang			0
Hsiu-Mei, Yeh	Attorneys who has been awarded a professional certificate		0
Hsiu-Mei, Yeh	Work experience in legal affairs, finance, accounting or other disciplines required for the company's business.		0
Chuan-Ku0, Yang			0
Tsang-Der, Ni			0

2. Board Diversity and Independence

(1) Diversity of the Board of Directors: Please specify the Board of Directors' diversity policy, goals and achievement thereof. The Board of Directors' diversity policy includes without limitation to the directors' election criteria, professional qualifications and experience required from the Board of Directors, and the composition or percentage of gender, age, nationality and culture. Please also specify the Company's specific goals for said policy, and achievement thereof.

The Company's current Board of Directors consists of nine directors, including three independent directors. All board members possess extensive experience and expertise in the finance, accounting, management and law. The Company has made and implemented diversity policy for the Board of Directors, emphasized gender equality in composition of the Board of Directors which includes 2 female directors. The percentage of female directors is targeted at 22% in order to improve the structure of the Board of Directors of the Company. A list of the ability of the Board of Directors is shown in the following table:

Job title	Name	Gender	Directors' Profile								Gender as a percentage of all directors		Independent director as a percentage of all directors	Directors who are employee of the Company as a percentage of all directors	Age distribution of all directors	
			Leadership	Decision-making capacity	Make judgments about operations	Operational management	Knowledge of the industry.	Finance/Accounting	Risk Management	International market perspective.	Male	Female			Over 50 years old	Under 50 years old
Chairman	Corporate Representative of Yi Bei Yi Investment Co., Ltd.: chiang-Yuan, Chen	Male	√	√	√	√	√	√	√	√	78%	22%	33.3%	33.3%	78%	22%
Director	Chien Wen, Yeh	Male	√	√	√	√	√	√	√	√						
Director	Corporate Representative of NESTECH Investment Co., Ltd.: Yao-Min Wang	Male	√	√	√	√	√	-	√	√						
Director	Ko-Ju Lin	Female	√	√	-	√	√	√	√	√						
Director	Chien-Yi, Yang	Male	√	√	-	√	√	-	√	√						
Director	Hsiu-Mei, Yeh	Female	√	√	-	-	√	-	√	√						
Independent Director	Hung-Chu, Hsu	Male	√	√	√	√	√	√	√	√						
Independent Director	Chuan-Kuo, Yang	Male	√	√	√	√	√	√	√	√						
Independent Director	Tsang-Der, Ni	Male	√	√	-	√	√	√	√	√						

a. Succession plan for board members: The Company's articles of incorporation expressly specify the candidate nomination system for the election of directors. The composition of the board of directors is determined in accordance with the Company's "Corporate Governance Best Practice Principles" "Rules Governing the Election of Directors" and "Rules Governing the Remuneration to Directors and Supervisors", and in line with the Company's development blueprint and diversification policy, the Company recruits professionals with expertise in industry, technology, law and finance and accounting. In addition to providing directors with training information from time to time, the Company also regularly arranges continuing courses for them on subjects including corporate governance, internal control systems and financial reporting obligations, in order to continuously enhance their professional skills and to arrange succession plans and candidates for directors.

b. Succession plan for important executives: We hold regular training courses for executives at all levels every year in order to train adequate executives. Our executives regularly attend important operating meetings and strategic planning-related meetings with the president and other departments to establish a succession hierarchy through stimulating discussions at these meetings; in addition, we have established a talent database system to review high-potential talent at any time for accurate selection of the succession team.

(2) Independence of the Board of Directors: Please specify the number and percentage of independent directors, and also explain that the Board of Directors is functioning independently, attached with the reasons to explain whether the circumstances referred to in Paragraph 3 and Paragraph 4 of Article 26-3 of the Securities and Exchange Act are met or not, and also the statement about the relationship, such as spouse or relative within the second degree of kinship, between directors, supervisors, or directors and supervisors.

a. The Board of Directors is in compliance with the independence criteria and does not have any of the circumstances specified in Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.
b. No more than half of the directors have neither a spousal relationship nor a relationship within the second degree of kinship with any other director.

(II) Information of President, Vice Presidents, Assistant Vice Presidents, and Heads of Various Departments and Branches

March 21, 2025

Job title	Nationality	Name	Gender	Elected (Appointed) Date	Number of shares held		Shareholdings of spouse and minor children		Shareholdings in the names of other people		Major work experience (education background)	Concurrent positions at other companies	Managers with a spouse or relative within the second degree of kinship			Remarks
					Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio			Job title	Name	Relationship	
Vice Chairman and President	Republic of China	Chien Wen, Yeh	Male	2020.06.11	1,788,000	1.68	0	-	0	-	Master in Department of Energy Engineering, National United University	-	-	-	-	None
Executive Vice President	Republic of China	Yao-Ming Wang	Male	June 01, 2023	360	-	386	-	0	-	Master, Department of Chemical Engineering, National Taiwan University	-	-	-	-	None
Vice President	Republic of China	Ko-Ju Lin	Female	June 24, 2020	368,849	0.35	0	-	0	-	Department of Business Administration, National Chung Hsing University	-	-	-	-	None
Vice President	Republic of China	Tzu-Yun Hsu	Male	June 24, 2020	27,209	0.03	509	-	0	-	Master, Department of Chemical Engineering, Tatung University	-	-	-	-	None
Chief Legal Officer	Republic of China	Qiong-Ru Chou	Female	July 01, 2025	0	-	0	-	0	-	PhD candidate, Graduate Institute of Industry Economics, School of Technology Management, Jinan University Washington College of Law, Master of Laws	-	-	-	-	None
Senior Director	Republic of China	Ya-Ching Lee	Male	June 24, 2020	1,000	-	0	-	0	-	Tamkang University	-	-	-	-	None
Corporate Governance Officer	Republic of China	Li-hong Chen	Male	June 01, 2024	0	-	0	-	0	-	Department of Banking and Insurance ,Feng Chia University	-	-	-	-	None
Accounting Supervisor	Republic of China	Kun-quan Liu	Male	June 09, 2024	0	-	0	-	0	-	Accounting and Statistics Section National Taipei Business College	-	-	-	-	None

Note 1: "-" means 0 or not applicable, the following tables are applicable to this annual report.

II. Remuneration Paid to Directors, Supervisors, President and Vice Presidents

(I). Remuneration of General Directors and Independent Directors

Unit: NT$ thousand

Job title (Note)	Name	Remuneration of directors								(A+B+C+D) as a % of Net Income		Remuneration received for concurrent employee positions								(A+B+C+D+E+F+G) as a % of Net Income		Compensation paid to directors from non-consolidated affiliates or parent company
		Base Compensation (A)		Severance Pay and Pensions (B)		Directors' remuneration (C)		Allowances (D)				Salary, bonus and special fee (E)		Severance Pay and Pensions (F)		Employee's compensation (G)						
		The Company	From all consolidated entities	The Company	From all consolidated entities	The Company	From all consolidated entities	The Company	From all consolidated entities	The Company	From all consolidated entities	The Company	From all consolidated entities	The Company	From all consolidated entities	The Company		From all consolidated entities		The Company	From all consolidated entities	
																Cash	Stock	Cash	Stock			
Chairman	Corporate Representative of Yi Bei Yi Investment Co., Ltd.: Mon-Han, Wu	1,494	1,494	-	-	-	-	72	72	1,566 1.22%	1,566 1.22%	-	-	-	-	-	-	-	-	1,566 1.22%	1,566 1.22%	-
	Representative Chiang-Yuan, Chen	483	483	-	-	-	-	48	48	531 0.41%	531 0.41%	-	-	-	-	-	-	-	-	531 0.41%	531 0.41%	-
Director	Corporate Representative of Yi Bei Yi Investment Co., Ltd.: Chiang-Yuan, Chen	-	-	-	-	6,173	6,173	-	-	7,493 5.84%	7,493 5.84%	-	-	-	-	-	-	-	-	15,399 12.00%	15,399 12.00%	-
Director	Chien Wen, Yeh	-	-	-	-			1,320	1,320			6,682	6,682	324	324	900	-	900	-			-
Director	Corporate Representative of NESTECH Investment Co., Ltd.: Yao-Min Wang	-	-	-	-																	-
Director	Ko-Ju Lin	-	-	-	-																	-
Director	Chien-Yi, Yang	-	-	-	-							-	-	-	-	-	-	-	-			-
Director	Hsiu-Mei, Yeh	-	-	-	-							-	-	-	-	-	-	-	-			-
Independent Director	Hung-Chu, Hsu	-	-	-	-							-	-	-	-	-	-	-	-			-
Independent Director	Chuan-Kuo, Yang	-	-	-	-							-	-	-	-	-	-	-	-			-
Independent Director	Tsang-Der, Ni	-	-	-	-																	-

1. Please provide in detail the policy, system, standards and structure of remuneration to independent directors, and describe the relevance to the amount of remuneration according to the responsibilities, risks, time invested and other factors:
   1.The Company has established an Audit Committee in 2020. The remuneration to the Company's directors and supervisors is in accordance with the "Regulations Governing the Remunerations to Directors and Supervisors" as stipulated by the Company.
   2. Pursuant to the Company's Articles of Incorporation, when the Company makes a profit in the year, it shall set aside not more than 4% of the profit as remuneration to the directors. The remuneration shall be assessed by the Remuneration Committee and resolved at the Board meeting.
   3. The directors of the Company shall be paid for transportation allowance when they perform the their duties.
   4. The remuneration to directors is determined based on the director's participation and contribution to the Company's operations, taking into account the Company's operating performance.
2. Other than disclosure in the above table, Directors remunerations earned by providing services (e.g. providing consulting services as a non-employee) to all consolidated entities in the 2021 financial statements: None.

Note 1: Nine directors (including three independent directors) were re-elected at the annual general shareholders' meeting held on May 24, 2023.
Note 2: Corporate representative: Mon-Han, Wu resigned on August 6, 2024.
Note 3: Corporate representative: Chiang-Yuan, Chen appointed on August 14, 2024.
Note 4:Fill in the amount of directors’ remuneration and employee remuneration allocated in 2024 has not yet been approved by the remuneration committee.

(II). Remuneration paid to President and Vice Presidents

Unit: NT$ thousand

Job title	Name	Salary (A)		Severance Pay and Pensions (B)		Bonus and Allowance (C)		Employee's compensation (D)				(A+B+C+D) as a % of Net Income		Compensation paid to directors from non-consolidated affiliates or parent company
		The Company	From all consolidated entities	The Company	From all consolidated entities	The Company	From all consolidated entities	The Company		From all consolidated entities		The Company	From all consolidated entities	
								Cash	Stock (fair market value)	Cash	Stock (fair market value)			
President	Chien Wen, Yeh	8,251	8,251	324	324	1,010	1,010	1,070	0	1,070	0	10,655 8.31%	10,655 8.31%	-
Executive Vice President	Yao-Ming Wang													
Vice President	Ko-Ju Lin													
Vice President	Tzu-Yun Hsu													

＊ All personnel who hold positions equivalent to president or executive vice president (such as chairman, executive, business director, etc) must be disclosed.

Note 1: The remuneration information is for president and vice president in 2024.

Note 2: Fill in the amount of employee remuneration allocated in 2024 has not yet been approved by the remuneration committee.

Tiers of Remuneration of President and Vice Presidents of the Company	Name of President and Vice Presidents	
	The Company	From all consolidated entities
Less than NT$1,000,000	-	-
NT$1,000,000 (inclusive) - NT$2,000,000 (exclusive)	Tzu-Yun Hsu	Tzu-Yun Hsu
NT$2,000,000 (inclusive) - NT$3,500,000 (exclusive)	Yao-Ming Wang 、Ko-Ju Lin	Yao-Ming Wang 、Ko-Ju Lin
NT$3,500,000 (inclusive) - NT$5,000,000 (exclusive)	Chien Wen, Yeh	Chien Wen, Yeh
NT$5,000,000 (inclusive) - NT$10,000,000 (exclusive)	-	-
NT$10,000,000 (inclusive) - NT$15,000,000 (exclusive)	-	-
NT$15,000,000 (inclusive) - NT$30,000,000 (exclusive)	-	-
NT$30,000,000 (inclusive) - NT$50,000,000 (exclusive)	-	-
NT$50,000,000 (inclusive) - NT$100,000,000 (exclusive)	-	-
More than NT$100,000,000	-	-
Total	4 persons	4 persons

(III). Employees' Profit Sharing Paid to Management Team

	Job title	Name	Stock (fair market value)	Cash	Total	Percentage of net profit after tax (%)
Managerial Officer	President	Chien Wen, Yeh	0	1,320	1,320	1.03%
	Executive Vice President	Yao-Ming Wang				
	Vice President	Ko-Ju Lin				
	Vice President	Tzu-Yun Hsu				
	Chief Legal Officer	Qiong-Ru Chou				
	Senior Director	Ya-Ching Lee				

(IV) An analysis of the proportion of the total remuneration paid to the Directors, Supervisors, President and Vice Presidents of the company and all the companies in the consolidated statements to the net profit after tax in the last two years, and an explanation of the policy, standard and combination of the remuneration, the procedures for setting the remuneration, and the relevance to the business performance and future risks:

1. Analysis of the percentage of net income stated in the parent company only financial reports or individual financial reports

Item / Job title	Total remuneration as a percentage of the net profit after tax			
	2024		2023	
	The Company	From all consolidated entities	The Company	From all consolidated entities
Director	13.63%	13.63%	18.56%	18.56%
President and Vice Presidents	8.31%	8.31%	11.32%	11.32%

2. The policy, standard and combination of the remuneration, the procedures for setting the remuneration, and the relevance to the business performance and future risks:

(1) The total amount of remuneration to directors and supervisors is allocated in accordance with the Company's Articles of Incorporation. It shall be reviewed by the Remuneration Committee, resolved and approved by the Board of Directors, and reported to the shareholders' meeting.

(2) Employees' compensation and remuneration to directors and supervisors shall be allocated when the Company makes profit in the year, and no less than 6% of the profit in the year shall be allocated to employees' compensation and no more than 4% to remuneration to directors and supervisors.

(3) When the Company allocates the employees' compensation and remuneration to directors and supervisors, the Company shall conduct annual performance evaluation for each director and manager (including employees) in accordance with the "Regulations Governing the Remuneration to Directors and Supervisors" and the "Regulations Governing the Evaluation of Employees", and shall pay reasonable remuneration to directors and supervisors and managers (including employees) based on their individual performance results.

(4) In order to achieve the Company's operating objectives, the Company conducts annual performance evaluations on each manager (including employees) according to its regulations, and pays reasonable compensation to managers (including employees) based on their individual performance results. The performance evaluation criteria are

based on the company's business objectives and the evaluation results are determined whether or not the objectives have been accomplished. The Company takes into account the remuneration system of the peer companies and the company's employee benefit policy to evaluate and formulate the remuneration policy. Compensation standard is determined based on the manager's (including employees') job performance and contribution, job value, the company's operating condition, and salary standard in the industry.

(5) The Company has established a Remuneration Committee to review and revise the policies, systems, standards and structures of performance evaluation and remuneration for directors and managers on a regular basis.

III. Corporate Governance Status:

(I) Operation of the board of directors:

In the last year, the board of directors held 9 meetings and attendance of directors is as follows:

Job title	Name	Number of actual (voting and non-voting) attendance B	Number of attendance by proxy	Actual attendance rate (%) (B/A)	Remarks
Chairman	Corporate representative: Chiang-Yuan, Chen	4	0	100%	Re-elected
Chairman	Corporate representative: Mon-Han, Wu	5	0	100%	Resignation
Director	Chien Wen, Yeh	9	0	100%	
Director	Corporate representative: Yao-Min Wang	9	0	100%	
Director	Ko-Ju Lin	9	0	100%	
Director	Chien-Yi, Yang	8	1	88.89%	
Director	Hsiu-Mei, Yeh	7	2	78%	
Independent Director	Hung-Chu, Hsu	9	0	100%	
Independent Director	Chuan-Kuo, Yang	9	0	100%	
Independent Director	Tsang-Der, Ni	8	1	88.89%	

Other issues to be noted:

I. The date of the meeting, session, content of the motion, expressed by all independent Directors, and the Company’s response to such opinions shall be specified when there is a matters listed in Article 14-3 of the Securities and Exchange Act and any matter about which an independent director expresses an objection or reservation that has been included in records or stated in writing regarding the resolution of the Board of Directors' meeting:

1. Matters listed in Article 14-3 of the Securities and Exchange Act:
   All independent Directors had attended the board meetings and approved all matters specified in Article 14-3 of the Securities and Exchange Act without objection in 2022 and as of the date of this report's publication.

2. In addition to the matters above, other resolutions of the board meeting with objections or reservation of independent directors and records or written statements: None.

II. For the implementation of avoidance of motions by directors due to a conflict of interest involved, state the name of the director, the content of the motion, the reason for withdrawal from the meeting for interest avoidance and the voting results:

Meeting date	Director's name	Proposal Contents	Reasons for avoiding conflict of interest	Participation in voting process
6th meeting of the 12th term on Jan 23, 2024	Directors Chien Wen, Yeh、Yao-Min Wang and Ko Ju, Lin	Disbursed 2023 year-end bonus	Directors Chien Wen, Yeh、Yao-Min Wang and Ko Ju, Lin are concurrently served as managers of the Company	Recused from voting in accordance with the law
6th meeting of the 12th term on Jan 23, 2024	Chairman Mon-Han, Wu	Distribution of special Spring Festival bonus for the chairman of the board in 2023	Chairman Mon-Han, Wu is related to this case	Recused from voting in accordance with the law
7th meeting of the 12th term on Feb 23, 2024	Chairman Mon-Han, Wu	Hire a strategy chief	Chairman Mon-Han, Wu is related to this case	Recused from voting in accordance with the law
12th meeting of the 12th term on Nov 08, 2024	Chairman Chiang-Yuan, Chen	Salary of current chairman of the board	Chairman Chiang-Yuan, Chen is related to this case	Recused from voting in accordance with the law
13th meeting of the 12th term on Jan 10, 2025	Directors Chien Wen, Yeh、Yao-Min Wang and Ko Ju, Lin	Disbursed 2024year-end bonus	Directors Chien Wen, Yeh、Yao-Min Wang and Ko Ju, Lin are concurrently served as managers of the Company	Recused from voting in accordance with the law

III. A listed or OTC company shall disclose information such as the evaluation cycle, period, scope, method and content of the board of directors' self (or peer) evaluation:

In order to implement corporate governance and enhance the functions of the board of directors, the company established performance goals to enhance the operational efficiency of the board of directors, and formulated the "Board of Directors Performance Evaluation Method" in accordance with Article 37 of the Code of Practice for Corporate Governance of Listed OTC Companies, and after May 4, 2021 , the board of directors revised and approved it.

The performance evaluation of the internal board of directors is carried out once a year, including directors' self-evaluation, peer evaluation and functional committee operation evaluation. ; The performance evaluation of the external board of directors shall be carried out by an external professional independent agency or a team of external experts and scholars every three years, and the annual performance evaluation shall be carried out at the end of the year.

The performance evaluation results of the internal board of directors in 2023 ranged from 4.73 to 4.84 points, and the evaluation of the overall operation of the board of directors was good. The performance evaluation results of the internal board of directors in 2024 ranged from 4.73 to 4.79 points, and the evaluation of the overall operation of the board of directors was good. At the end of 2022, an external organization "China Corporate Governance Association" was entrusted to conduct an evaluation of the effectiveness of

the board of directors for the period from Dec. 2021 to Nov.2022 . The agency appointed experts to conduct open-ended questionnaires and on-site investigations on the eight aspects of the board of directors' composition, guidance, authorization, supervision, communication, internal control, risk management, and self-discipline to evaluate the effectiveness of the board of directors. The agency and executive experts have no business dealings with the company and are independent and submitted an evaluation report in March 2023, and the company reported the results to the board of directors on March 31, 2023. The Chinese Corporate Governance Association issued the "Certificate of Performance Evaluation of the Board of Directors", the general comments, suggestions and the company's improvement and implementation are as follows:

General comments:

1. The meeting atmosphere of your company's board of directors is open-minded. The chairman attaches great importance to the discussion culture of brainstorming and accepting suggestions, so that all members of the board of directors can fully express their opinions and improve the quality of decision-making. In addition, your company will re-elect 2 independent directors whose term of office has expired for three terms in the next board of directors, in order to pursue the independence of the board of directors.
2. The company attaches great importance to the communication between the board of directors and the management team. After the quarterly board meeting, R&D supervisors and business supervisors are arranged to give special reports, so that directors can fully understand the company's overall operation and future development direction, so that board members can play a guiding role.
3. In order to actively respond to sustainable development issues, your company has established an ESG promotion committee and set phased implementation goals, and regularly reports the implementation results to the board of directors. In terms of carbon inventory, your company has a special team responsible for supervising the implementation of the greenhouse gas inventory operation earlier than the legally regulated schedule, and entrusted an external professional organization to provide education and training for the general manager and department heads, so as to lay the foundation for sustainable development.
4. The independent directors of your company actively take responsibility, supervise the fairness of the salary structure through the remuneration committee, strictly control the distribution ratio of remuneration between senior managers and ordinary employees, and reconfirm the rationality of incentive bonuses. At the same time, in order to promote the performance of grassroots employees, a special budget is prepared to issue special bonuses for outstanding personnel to give full play to the incentive effect.

Suggestion：

1. In your company, the general manager leads the management team to form the "Business Strategy Committee", which discusses risk-related issues after quarterly business meetings. It is recommended that the audit committee of your company assume the responsibility of assisting the board of directors in supervising risk management-related businesses, and instruct the management team to regularly report the status of risk management operations to the board of directors, so that the board of directors can fully grasp the overall risk and respond to the changing and complex business environment.
2. The meeting atmosphere of your company's board of directors is open, and the directors make a resolution after fully discussing the proposal. It is suggested that your company can record the discussion of the proposals of the board of directors and functional committees in the form of speech summaries, so as to highlight the interaction status of the participating members and facilitate the tracking and investigation of resolutions.

3. Your company deeply recognizes that talent cultivation is an important key to the company's sustainable development, and the "Talent Development Committee" is formed by the management team to plan and implement relevant training work. It is recommended that the board of directors of your company regularly review the operation of the committee to effectively supervise the development, training and succession planning of managers.
4. The annual performance of the head of the audit office of your company is assessed by the general manager. It is recommended that your company consider the audit committee to first express its opinion on the work performance of the audit supervisor, and then submit it to the chairman for approval, so as to implement the independence and eligibility of internal audit.
5. Your company has set up a special area for interested parties on the corporate website to provide channels for interested parties to communicate and report, and report cases to the general manager level. It is recommended that your company set up an exclusive communication channel on the official website to directly contact independent directors; or allow independent directors to simultaneously receive whistleblower letters to further strengthen the whistleblower mechanism.
6. In recent years, your company's corporate governance evaluation results have declined slightly. It is recommended that your company review the corporate governance evaluation results, formulate a refined improvement plan, and submit it to the board of directors for supervision, so as to demonstrate the ambition to improve corporate governance.

IV. Goals to improve the functions of the Board of Directors in the current and previous fiscal years (e.g. establishing an Audit Committee, promoting financial transparency, etc.) and an assessment of the implementation.

1. The Company has established the Company's "Regulations Governing Board Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies" and has disclosed the attendance of directors on the Market Observation Post System.
2. The Company has established a "Remuneration Committee" to regularly evaluate and prescribe the remuneration of directors and managers and to periodically review the performance review and remuneration policy, system and standards for directors and managers to assist the Board of Directors in carrying out its duties.
3. The Company has stipulated the "Procedures for Handling Material Inside Information" and has informed all directors, supervisors, managers and all employees.
4. The Company has purchased liability insurance coverage for its directors, supervisors and managers, which has been approved by the Board of Directors.
5. Training courses for directors and supervisors

The Company has arranged continuing education courses for directors and supervisors according to their needs. The details of continuing education courses are listed in the latest annual attendance and continuing education table for directors and supervisors, with a total of 54 training hours. The organizers of the training course are the Securities and Futures Institute and the Accounting Research and Development Foundation of the Republic of China. The courses include "Directors and Supervisors Practice Course", "Directors and Supervisors Advanced Course", "Legal Responsibilities and Obligations of Directors and Supervisors", etc. The information on training hours for directors and supervisors have been uploaded to the Market Observation Post System. The Finance Department is responsible for informing the directors and supervisors whenever there is an update of the relevant laws and regulations on corporate governance.

Job title	Name	Date	Course title	Training hours	Host by
Chairman	Corporate representative: Chiang-Yuan, Chen	2024/09/27	Sustainable development strategies and plans for listed companies	3	Securities and Futures Market Development Foundation
Chairman	Corporate representative: Chiang-Yuan, Chen	2024/09/06	Publicity and briefing session on insider equity of listed companies, Taichung	3	Taipei Exchange，TPEx
Director	Chien Wen, Yeh	2024/09/09	How to apply "Robotic Process Automation" (RPA) to improve internal control effectiveness	6	Accounting Research and Development Foundation
Director	Corporate representative: Yao-Min Wang	2024/07/18	Legal risks in corporate operations and management and internal auditors that should be responded	6	The Institute of Internal Auditors
Director	Ko-Ju Lin	2024/06/13	It is important to know the key points and impact of IFRS S1/S2 on internal control and internal audit that should be considered	6	The Institute of Internal Auditors
Director	Chien-Yi, Yang	2024/05/30	Practical discussion and countermeasures on insider trading and false financial reports	6	The Institute of Internal Auditors
Director	Hsiu-Mei, Yeh	2024/07/04	"Internal Audit Digital Transformation" Practical Seminar	6	The Institute of Internal Auditors
Independent Director	Hung-Chu, Hsu	2024/05/30	Practical discussion and countermeasures on insider trading and false financial reports	6	The Institute of Internal Auditors
Independent Director	Chuan-Kuo, Yang	2024/03/15	International financial security supervision trends and challenges	3	Securities and Futures Market Development Foundation
Independent Director	Chuan-Kuo, Yang	2024/03/14	Corporate governance trends and sustainable development of companies	3	Securities and Futures Market Development Foundation
Independent Director	Tsang-Der, Ni	2024/09/11	Publicity and briefing session on insider equity of listed companies , Hsinchu	3	Taipei Exchange，TPEx
Independent Director	Tsang-Der, Ni	2024/09/19	Development Trends of Silicon Photonics (Siph) and Co-Packaged Optics (CPO)	3	Securities and Futures Market Development Foundation

(II) Information on the Operation of the Audit Committee

The Company has established an Audit Committee on May 29, 2020 to perform the functions and powers of the supervisor as stipulated in the relevant laws and regulations. The Audit Committee consists of three independent directors (term of office from June 1, 2023 to May 31, 2026).

The Audit Committee met seven times as of the publication date of the annual report in 2025, and the attendance of the Audit Committee members was as follows：

Job title	Name	Number of actual attendance	Number of attendance by proxy	Attendance rate in person (%)	Remarks
Convener	Hung-Chu, Hsu	7	0	100%	
Member	Chuan-Kuo, Yang	7	0	100%	
Member	Tsang-Der, Ni	6	1	85.71%	

Other issues to be noted:

I. In case of any of the following circumstances in the operation of the Audit Committee, state the date of the audit committee meeting, the meeting session, the contents of the proposal, the objections, reservations or major recommendations of the independent directors, the resolution of the Audit Committee members and the company's handling of the opinion of the Audit Committee:

(I) Matters listed in Article 14-5 of the Securities and Exchange Act

(II) Except for the matters previously mentioned, the other matters that have not been approved by the Audit Committee but approved by more than two-thirds of all directors: None.

Audit Committee Meeting Date/Term	Participants	Proposal Contents	Results of Audit Committee Resolutions and the Board of Directors' Handling of Audit Committee Opinions
2024/02/23 5th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Accounting Supervisor Liu Kunquan Chief Internal Audit Wen-Chi Chang Governance leader Chen, Li-Hung	Approved the Company's 2023 Statement of Internal Control System. Approved the Company’s 2023 Business Report and Final Accounts. Approved the Company's 2023 earnings distribution plan. Approved the evaluation of external auditor’s competence and independence. Approved the bank credit line application proposed by the Company for its business needs	1. Accountant's report annual audit results 2. Chief internal auditor reported on the internal audit. 3.Other attending members passed the proposals unanimously.
2024/05/03 6th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Governance leader Chen, Li-Hung	Approved change of accountant through internal rotation of Deloitte & Touche Approved the company appointed Deloitte & Touche to check the appointment contract and service fees of the 2024 annual financial statements. Approved the Company’s consolidated financial report for the first quarter of 2024. Apprvoed providing non-assurance services to the company and its subsidiaries through pre-approved certification accountants, their firms and firm-related companies	All attending members passed the proposals unanimously.

Audit Committee Meeting Date/Term	Participants	Proposal Contents	Results of Audit Committee Resolutions and the Board of Directors' Handling of Audit Committee Opinions
2024/08/02 7th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Governance leader Chen, Li-Hung	Approved the Company’s consolidated financial report for the second quarter of 2024. Approved The "2023 Corporate Sustainability Report" issued by the company is the first corporate sustainability report. Approved apply for a credit line from the bank.	All attending members passed the proposals unanimously.
2024/11/08 8th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Governance leader Chen, Li-Hung	Approved the Company’s consolidated financial report for the third quarter of 2024. Approved accounts receivable from related parties, the balance as of September 30, 2024 was US$833,415.97 converted into NT$26,378,000, which was a fund loan . Approved apply for a credit line from the bank. Approved the draft organizational rules of the company’s sustainable development committee. Approved passed the establishment of "operating procedures for the preparation and assurance of sustainability reports". Approved updated the internal control system and internal audit implementation details of "Sustainable Information Management". Approved passed the company’s 2025 annual audit plan. Approved the revision of the company’s organizational chart. Approved the revision of the Company’s “Code of Corporate Governance Practice” Approved the revision of the "Seal Management Measures"	1.Accountant's report audit results. 2.Chief internal auditor reported on the internal audit. 3.Other attending members passed the proposals nanimously.
2025/01/10 9th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Governance leader Chen, Li-Hung	Approved entered into a USD/NTD forward contract with Taishin International Commercial Bank. Approved liquidation and dissolution of Firsthill Limited, a subsidiary of URT.	All attending members passed the proposals unanimously.

Audit Committee Meeting Date/Term	Participants	Proposal Contents	Results of Audit Committee Resolutions and the Board of Directors' Handling of Audit Committee Opinions
2025/02/21 10th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Governance leader Chen, Li-Hung	Approved the company's 2024 business report and final accounts Approved the 2024 annual earnings distribution Approved evaluated the competency and independence of the company's certified accountants Approved provided non-assurance services to the company and its subsidiaries through pre-approved certification accountants, their firms and firm-related companies Approved to apply for a credit line from the bank for business needs. Approved 100%-owned subsidiary URT(HK), it borrowed US$100,000 from the parent company URT for operational needs and extended it for one year. Approved the company's 2024 internal control system statement.	1. Accountant's report annual audit results. 2. Other attending members passed the proposals unanimously.
2025/03/18 11th meeting of the 2st term	Independent Director Kao-Ming, Tsai Hsiu-Mei, Yeh Tsang-Der, Ni Certified Public Accountant Li-Wei Liu Governance leader Chen, Li-Hung	Approved the amendment to the Company's 2024 earnings distribution on February 21, 2025	All attending members passed the proposals unanimously.

II. For the implementation of avoidance of motions by independent directors due to a conflict of interest involved, the name of the independent director, the content of the motion, the reason for withdrawal from the meeting for interest avoidance and the voting results shall be stated: None.

III. Communication between independent directors and the internal audit director and the accountant (including major matters, methods and results of communication on the company's finance and business conditions):

Independent directors communicate directly and smoothly with internal auditors and CPAs since the Audit Committee was established on May 29, 2020. The chief internal auditor reports on the annual audit plan and its implementation status, as well as the communications with the independent directors to the Audit Committee at the quarterly Audit Committee meetings. In addition, the chief internal auditor provides monthly written reports to each independent director and communicates with them as necessary. CPAs also attend quarterly audit committee meetings to communicate independently and interact with each other regarding the review or audit of financial reports or issues related to financial, tax or internal control matters. The important content of the communication and interaction among the independent directors, financial supervisor, accounting supervisor, chief internal auditor and external auditors in Audit Committee is recorded in Audit Committee meeting minutes, and report it at the 2025 regular shareholders meeting.

(III) The operation of corporate governance and the difference from the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
I. Does the Company establish and disclose the Corporate Governance Best Practice Principles based on the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies"?	V		The Company has established the "Corporate Governance Best Practice Principles" in accordance with the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies". These principles have been disclosed on the Company's website.	No difference.
II. Equity structure and shareholders' equity of the Company				
(I) Does the Company have internal operation procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If so, have these procedures been implemented accordingly?			(I) The Company has a spokesman and an acting spokesman who are responsible for handling shareholders' suggestions or issues. There is also an investor relations section with contact information and e-mail available on the company's website.	No difference.
(II) Does the Company have a list of major shareholders and ultimate controllers of major shareholders who actually control the Company?	V		(II) The Company has appointed a stock transfer agent to handle share-related matters. The Company has been reporting and disclosing the information on the shareholdings of directors, managers and shareholders who hold more than 5% of the shares on a monthly and quarterly basis in accordance with the law.	No difference.
(III) Has the company established and implemented risk control and firewall mechanisms with affiliated enterprises?			(III) The Company has established the "Rules Governing Financial and Business Matters Between the Group and its Affiliated Enterprises" (for the management of related party transactions, endorsement and guarantee, and lending of funds) and the "Regulations on Control and Management of Subsidiaries" to establish appropriate risk control mechanisms and firewalls.	No difference.
(IV) Does the company have internal regulations			(IV) The Company has stipulated "Procedures for Handling	No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
that prohibit insiders of the company from buying and selling securities using non-public information?			Material Inside Information" and "Procedures for Ethical Management and Guidelines for Conduct" to clearly control insiders' trading in securities using undisclosed information in the market. The Company keeps reviewing the situation from time to time to comply with the current laws and regulations and to meet the practical management needs, and to educate current and new employees through presentations and videos.	
III. Composition and Responsibilities of the Board of Directors				
(I) Has the Board of Directors established a diversity policy, set goals, and implemented them accordingly?	V		(I) On May 24, 2023, the Company elected three independent directors for the 12th term of the Board of Directors. Two of the Board members are females. All members are capable in making judgments about operations, operational management, risk management, knowledge of the industry, international market perspective, leading and decision-making. The Board of Directors' decisions are evaluated from an objective and professional perspective with different professional backgrounds. The Company's directors who concurrently serve as employees account for 33% of the total directors; independent directors account for 33% of the total directors; female directors account for 22% of the total directors; one independent director has term of office of 7-9 years or less; two independent directors have term of office of 1-3 years; one directors are aged 41-50; three are aged 51-60; five are aged 61-70. The Company pays attention to gender equality in the composition of the Board of Directors. The target is to have 20% or more female directors.	No difference.
(II) In addition to setting up the Compensation Committee and the Audit Committee			(II) The Company has set up an Audit Committee in 2023 as required by the law. In May of the same year, the Board of	No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
according to law, has the Company voluntarily set up other functional committees?			Directors approved to appoint three remuneration committee members for the fifth term of the Remuneration Committee to review the policies, systems, standards and structure of performance evaluation and remuneration in compliance with the spirit of the Corporate Governance Best Practice. The Company expects to establish other functional committees in the future according to its operational needs.	
(III) Has the Company established a methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of the performance to the Board of Directors, and used the results as reference for directors' remuneration and renewal ?	V		(III) The Company has established the " Regulations for Self-Evaluation or Peer Evaluation of the Board of Directors" and the "Regulations for Remuneration to Directors and Supervisors" to be the guidelines for conducting performance evaluation of internal committees annually and to be evaluated by external independent professional bodies in every three years. At the end of 2022, an external organization "China Corporate Governance Association" was entrusted to conduct the effectiveness evaluation of the board of directors for the period from Dec.2021 to Nov. 2022. Overall, the Board members participate actively in the Company, regularly improve their professional skills, and provide adequate advice on the Company's operation; therefore, the overall performance of the Board is considered good. The Company uses the evaluation results as a basis to determine the 2023 remuneration to Board members.	No difference.
(IV) Does the Company regularly evaluate the independence of the independent auditor?			(IV) The board of directors regularly refers to the audit quality indicators (AQIs) to evaluate the independence and suitability of certified accountants .The Company's certified public accountant for the year 2024 is Deloitte Touche. We have acquired the " Statement of Independence of Certified Public	No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
			Accountants" "2023 AQI audit quality index report" and conducted a review in accordance with Article 46 and Article 47 of the Accountants Act with respect to the suitability and independence of the certified public accountant. At the 14th meeting of the 12th term of the Board of Directors held on February 21, 2025, the Directors evaluated the independence of the CPAs and found no exceptions in the evaluation of the CPA's independence, in that the firm and the firm's affiliates have no mutual financing or guarantee, no close business relationship, no potential employment relationship with the Company, and have not served as directors or supervisors of the Company, been involved in the management functions of the Company, made decisions on behalf of the Company, or affected the independence of the Company in the past two years. (Note 1)	
IV. For a listed or OTC company, is it equipped with a competent and appropriate number of corporate governance personnel, and has it designated a corporate governance director to be responsible for corporate governance related matters (including but not limited to providing information required by directors and supervisors to carry out business, assisting directors and supervisors in complying with laws and regulations, managing related matters of the board meeting and shareholders' meeting in accordance with laws, taking minutes of the	V		The corporate governance of the Company is led by the Chairman to enhance the functions of the Board of Directors, while the President's Office, Finance Department, Legal Department, Internal Audit Office and Human Resources Department serve as the corporate governance team and are in charge of handling matters related to corporate governance. The team provides information on matters related to the board meetings and shareholders' meetings as required by law, and assists the Company to comply with the laws and regulations related to the board meetings and shareholders' meetings. The team also helps the directors to comply with the law by providing them with information necessary and the latest legal updates related to the operations of the company when the directors perform their duties.	No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
board meeting and shareholders' meeting, etc.)?			The team is also responsible for making real-time information available to shareholders on the Market Observation Post System or the Company's website. The Company plans to setup a corporate governance officer in the future.	
V. Has the Company established a communication channel with stakeholders (including but not limited to shareholders, employees, customers and suppliers), set up a stakeholder area on the company's website, and properly responded to major corporate social responsibility issues of concern to stakeholders?	V		The Company's website is : https://www.urt.com.tw. The external email at appeal@urt.com.tw is available for stakeholders to contact us when they have questions or suggestions. So the Company can communicate with our stakeholders effectively. (Note 2)	No difference.
VI. Has the Company appointed a professional agency to handle the affairs of the shareholders' meeting?	V		The Company has appointed the Stock Agency Department of SinoPac Securities to handle share-related matters.	No difference.
VII. Information Disclosure				
(I) Has the Company set up a website to disclose financial and corporate governance information?	V		(I) Financial information is regularly updated for investors' reference on the Investor Relations section of the Company's website at https://www.urt.com.tw. For more information on our business, our website has a dedicated section for product information and R&D to provide real-time information on our products and technologies. We also upload the latest information on our business activities and link to the Market Observation Post System to disclose relevant information. Information on corporate governance, board of directors, committees, and important corporate governance rules are disclosed on the company's website.	No difference.
(II) Does the Company adopt other ways of			(II) The Company has designated a staff to collect and disclose	No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
information disclosure (such as setting up an English website, appointing a dedicated person to be responsible for the collection and disclosure of the company's information, implementing the spokesperson system, and placing on the company's website the process of the seminar for institutional investors)?			information that affects shareholders' and stakeholders' decisions promptly. In addition, we have selected qualified personnel to serve as spokesman and acting spokesman in accordance with the law. The Company has set up a website in English and Japanese to provide information on the actual operation of the Company and to make it available to the public.	
(III) Does the Company announce and declare the annual financial report within two months after the end of the fiscal year, and announce and declare the first, second and third quarter financial report and the operation of each month ahead of the required time limit?			(III) The Company announced its 2024 annual financial report on February 27, 2025, and announce and declare the first, second and third quarter financial report and the operation of each month ahead of the required time limit.	No difference.
VIII. Does the Company have other important information to help understand the operation of corporate governance (including but not limited to employee rights and interests, employee care, investor relations, supplier relations, rights of interested parties, the status of directors' and supervisors' further education, the implementation of risk management policies and risk measurement standards, the implementation of customer policies, the company's purchase of liability insurance policy for directors and	V		(I) The Company complies with the Labor Standards Act, Act of Gender Equality in Employment, Prevention Measures for Sexual Harassment, and other related laws and regulations. All employees are enrolled in labor insurance, national health insurance, and are entitled to various leaves. The Company also provides employee retirement plans, pension contributions for new and old systems, menstrual leave, parental leave, family care leave, and establishes a Sexual Harassment Complaint Committee and organized various educational trainings, held regular annual meetings between the Company and employees, and held year-end seminars for employees to establish a smooth communication channel for employees to ensure their rights and interests.	No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
supervisors, etc.)?			(II) The Company encourages its employees to actively participate in community activities to care for the disadvantaged groups such as the Tong Tsz Association and the volunteer activities in the Processing Zone. Employees are entitled to receive regular annual health checkups, enjoy fitness facilities, receive childbirth or marriage subsidies, and receive annual travel subsidies. (III) Relationship with suppliers: The Company has established the " Regulations on Supplier Development Management and Procedures" to conduct supplier management, quality management, green products, environmental and social responsibility, RoHS and other items related to suppliers' materials and processes. The relevant internal departments will conduct auditing procedures and make comprehensive judgments on our partners. In order to ensure sustainable operation, suppliers should commit to corporate governance and various social responsibility related matters. (IV) Investor relations and stakeholders:The Company has dedicated personnel to publicly disclose monthly operating results and information on finance, business, and insider shareholding changes on the Market Observation Post System (MOPS) in accordance with the relevant regulations, so that the Company can make the information available and transparent to the public. The Company's spokesman is responsible for assisting the Company's employees, shareholders and stakeholders in communicating . (V) In 2018 and 2019, the Company was awarded the "Excellent Labor Relations Enterprise Award" by the Export Processing	No difference. No difference. No difference. No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
			Zone Administration, Ministry of Economic Affairs for the second consecutive year; in February 2007, the Company was certified with OHSAS 18001 to be able to focus on environmental safety and health matters; in March 2007, the Company was certified by the Labor Affairs Commission of the Ministry of Economic Affairs as a Employee-Friendly Workplace. (VI) The Company has setup Audit Committee in 2020 as required by law. The Company has arranged continuing education courses for directors according to their needs. The details of continuing education courses are listed in the latest annual attendance and continuing education table for directors and supervisors. The information on the training hours for the directors and supervisors has been uploaded to the Market Observation Post System. Finance Department is responsible for keeping the directors informed of any updates to the laws and regulations related to corporate governance. The attendance status of the Company's directors and supervisors at the Board of Directors' meetings is normal, and the Board of Directors' meetings are not allowed to vote on the motions listed if there is a risk of harming the Company's interests due to the interest involved. The Company has purchased liability insurance coverage for its directors, supervisors and managers, which has been approved by the Board of Directors. (VII) Implementation status of risk management policies and standards of risk measurement: Please refer to (VII) the review and analysis of financial position and financial	No difference. No difference.

Assessment items	Implementation status			Difference from the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and reasons
	Yes	No	Explanation	
			performance and risk matters in this year's report.	
IX. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures.	V		The Company has completed the 2024 self evaluation in accordance with the "Corporate Governance Evaluation System" of the Taiwan Stock Exchange before January 31, 2025. This is the report on current operations and performance of the Company under each of the corporate governance self-evaluation items, as assessed and explained by the Company itself. The 2024 Corporate Governance Rating System ranking: As of the publication date of the annual report, the results were not yet announced. The following are the priorities for execution Items in 2025: 1. Disclose information on greenhouse gas emissions, water consumption and total weight of waste every year. 2. We hold investor meetings to communicate with investors. 3. Launch specific promotion plan and implementation of sustainable development (ESG). 4. Prepare a sustainability report. 5. Planning to install solar panels.	No difference.

Note 1: Assessment of external auditor’s independence

Assessment items	Result
1. The members of the audit team and their families, other co-accountants and their families, the firm and the firm's affiliates do not have significant direct or indirect material financial interests with the Company.	■ Yes □ No
2. The members of the audit team and their families, other co-accountants and their families, and the firm and the firm's affiliates are not involved in any financing or financial guarantee agreements involving the Company, its directors or supervisors (except for normal loan transactions with financial institutions).	■ Yes □ No
3. There is no close business relationship between the accounting firm or audit team members with the Company or its affiliated companies.	■ Yes □ No
4. At present, the members of the audit team do not have any potential employment relationship with the Company.	■ Yes □ No
5. The members of the audit team are not currently serving as Company directors, supervisors, or in positions that have major impact on Company audits, and have not done so over the past 2 years.	■ Yes □ No
6. The audit fees paid by the Company to the accountants are fixed amounts, not contingent fees. There are no overdue fees that would affect the independence of the audit.	■ Yes □ No
7. The non-audit services, including inventory services, provided by the CPA firm and its affiliates to the Company did not directly affect the material subjects of the audit cases, did not involve the Company's management functions, did not replace the Company in making decisions, and did not affect the independence.	■ Yes □ No
8. The members of the audit team are not engaged in defending the Company, or representing the Company to have conflicts with third parties.	■ Yes □ No
9. After this year's appointment, the number of years of service of the accountant will be five year, and will not exceed seven years. (started in 2019)	■ Yes □ No
10. The member of audit team do not have family relationship with the Company’s directors, supervisors, managers or those who have a significant influence on an audit case	■ Yes □ No
11. The directors, supervisors and managers of the Company do not give gifts worth significant amounts to members of the audit team.	■ Yes □ No
12. There are no directors, supervisors, managers, or persons with significant influence on the audit cases who have retired/left the accounting firm for less than one year.	■ Yes □ No
13. The Company's independent directors did not work for the accounting firm two years before and during their term of office. The Company's Remuneration Committee members did not provide any business, legal, financial or accounting services or consulting services to the Company two years prior to their appointment and during their term of office.	■ Yes □ No
14. The Company does not cause the members of the audit team to experience any threats from the Company that would prevent them from maintaining objectivity and clarifying professional doubts. For example: (1) The Company's management makes improper requests for accounting policy selections or financial statement disclosures. (2) The Company has not asked to reduce the amount of auditing work to be performed in order to reduce the audit fee.	■ Yes □ No

Note 2: Stakeholder concerns, communication channels and response methods:

Stakeholder	Concerns	Communication Channels and Response Method
Employee	Welfare measures, continuing education, talent retention and development, working environment, personal safety	Employee Welfare Committee, Labor-Management Meeting, President's Mailbox, Complaint Hotline, Safety and Health Committee, establishment of various task teams, and Company Website
Customer	Product quality, service attitude, new model development, greenhouse gas emission, green products	Customer Satisfaction Survey, Dedicated Mailbox, Complaint Channel, Business Meeting, Management Meeting, Company Website
Shareholder	Corporate Governance and financial performance	Annual Report, Shareholders' meeting, Spokesman and Company's website Investor Relations and Email appeal@urt.com.tw.
Supplier	Supplier Management, Quality Management, Green Products, RoHS, Pollution Prevention	Management procedures for supplier development, quarterly supplier counseling meetings, supplier quality meetings, company website

(IV) Remuneration Committee Meeting Status

1. Information of Remuneration Committee members

Title (Note 1)	Criteria / Name	Professional Qualification and Experience (Note 2)	Independence Status (Note 3)	Number of compensation committee member position concurrently held at other public offering companies
Independent Director Convener	Tsang-Der, Ni	With more than 30 years of work experience in commerce, legal affairs, finance, accounting or disciplines required for the company's business. Not been a person of any conditions defined in Article 30 of the Company Act.	1. Including himself, none of his spouse, relatives within the second degree of kinship is a director, supervisor or manager of the Company or its affiliates. 2. The number and proportion of shares of the Company not held by self, spouse, relatives within the second degree of kinship (or under the name of others). 3. Not being a director, supervisor or employee of a company with a specific relationship with the Company (as stipulated in Article 6, Paragraph 1, Paragraphs 5~8 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange). 4. No remuneration received for business, legal, financial or accounting services provided by the Company or its affiliates in the last three years.	0
Independent Director	Chuan-Kuo, Yang	With more than 40 years of work experience in commerce, legal affairs, finance, accounting or disciplines required for the company's business. Not been a person of any conditions defined in Article 30 of the Company Act.		0
Independent Director	Hung-Chu, Hsu	With more than 40 years of work experience in commerce, legal affairs, finance, accounting or disciplines required for the company's business. Not been a person of any conditions defined in Article 30 of the Company Act.		0

Note 1. Please specify the related seniority, professional qualifications, experiences, and independence of each Remuneration Committee member in the Table. In the Title field, each member is specified either as independent director or other (please mark the role of convener, if any)

Note 2: Professional qualifications and experience: Please specify the professional qualifications and experience for each member of the Remuneration Committee.

Note 3: Compliance with the independence requirements: Please specify the Remuneration Committee members' compliance of independence, including but not limited to, whether they or their spouses or

relatives within the second degree of kinship serve as directors, supervisors, supervisors or employees in the Company or any of its affiliates; the number and percentage of the Company's shares held in their own names or names of the spouses, relatives within the second degree of kinship (or proxy shareholder); whether they serve as directors, supervisors, or employees in any company engaged in specific relationship with the Company (please refer to the subparagraphs 5–8, Paragraph 1 of Article 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); and the amount of remuneration received in the last three years for providing commercial, legal, financial, accounting or other professional services to the Company and its affiliates.

2. Status of Remuneration Committee meetings
   (1) There are three members on the Remuneration Committee of the Company.
   (2) The current term of the Remuneration Committee members is from June 01, 2023 to May 31, 2025. The Remuneration Committee held four meetings (A) in the most recent year and the qualifications and attendance record of members are as follows:

Job title	Name	Number of actual attendance(B)	Number of attendance by proxy	Actual attendance rate (%)(B/A)	Remarks
Convener	Tsang-Der, Ni	6	0	100%	
Member	Chuan-Kuo, Yang	6	0	100%	
Member	Hung-Chu, Hsu	6	0	100%	

Other issues to be noted:

I. If the board meeting does not adopt or amends the recommendation of the Remuneration Committee, state the date, period, content of the proposal, resolution results of the board meeting, and the Company's handling of the opinions of the Remuneration Committee (if the compensation adopted by the board meeting is better than the proposal of the Remuneration Committee, state the difference and reason): None.

II. In case of any objection or reservation of any member to the resolution of the Remuneration Committee with a record or written statement in place, please state the date, period, proposal content, opinions of all members and the handling of the opinions of the members:

Meeting date	Proposal Contents	Resolution
January 23, 2024 3th meeting of the 5th term	Approved the 2023 year-end bonuses Approved issued the special Spring Festival bonus for the chairman in 2023	All members attended the meeting agreed to adopt the proposal without any other opinions, and then the proposal was submitted to the board of directors for discussion and approved by all directors present without any objection.
February 23, 2024 4th meeting of the 5th term	Approved to pay the 2023 employees' compensation and directors' remuneration	
May 21, 2024 5th meeting of the 5th term	Approved to pay the 2023 Disbursement of directors' remuneration Approved the 2023 Disbursement of employee compensation to persons with director or manager status	
November 08, 2024 6th meeting of the 5th term	Approved Salary of the newly appointed chairman through this by-election Approved passed the establishment of employee stock ownership trust case	
January 10, 2025 7th meeting of the 5th term	Approved the 2024 year-end bonuses	
February 21, 2025 8th meeting of the 5th term	Approved amendments to some provisions of the company's "Articles of Association" Approved the payment of employee and director remuneration for 2024	

(V) Sustainable Development Implementation Status and differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons:

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
I. Does the Company have a governance structure for sustainability development and a dedicated (or ad-hoc) sustainable development organization with Board of Directors authorization for senior management, which is reviewed by the Board of Directors?	V		The Company has established a CSR management system with follow SA8000 (Social Accountability Management Systems), and is always aware of the latest developments in social responsibility, and has established systems for environmental protection, community involvement, social contribution, social services, social welfare, consumer rights, human rights, safety and health, and other social responsibility activities that are in line with the various initiatives of the Securities and Futures Commission. We have completed the planning and establishment of the CSR management handbook, standardize labor rights and corporate ethical management as required for the company's highest management policy, and have started to prepare the operating documents for each implementation detail in accordance with this policy, which will be operated internally. The implementation status will be reviewed by internal audit unit and reported to the President and Board of Directors. The Director of the Quality Control Department is responsible for establishing the CSR system and will implement it throughout the company.	No difference.
II. Does the Company follow materiality principle to conduct risk assessment for environmental, social and corporate governance topics related to company operation, and establish risk management related policy or strategy?	V		(I) Operation We plan and implement the social responsibility system according to ISO14001, ISO45001and other standards. The company's [Environmental Safety and Health Handbook] and [CSR Handbook] are prepared to set the highest policy and implementation direction. According to the policy and direction of the CSR Handbook, we have completed detailed operational documents (procedures /SOPs/ regulations) including air pollution, waste water, energy saving, risk management in work safety, labor rights, working hours, compensation overtime, non-discrimination, sexual harassment prevention, personal data protection, integrity requirements and supplier management. (II) Environmental Issue We review the company's potential risks and opportunities for improvement on a semi-annual basis. We select topic and carry out project (green investment, digitalization) and track the performance, and report to the top	No difference. No difference.

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
			management. A dedicated auditing team is formed every six months to conduct internal audits. A third-party verification body will certify the environmental and safety and health systems every year. (III) Social issues Specify in writing the rules for all matters. We have a comprehensive system to protect the rights of employees and ensure a safe working environment and work with our suppliers to enhance corporate social responsibility and sign contracts. We have established various task teams, for example, sexual harassment prevention team, and corporate ethical management team. The audit office is responsible for auditing, finding problems and following up on those problems. (IV) Corporate Governance The Company maintains a stable growth based on the "Corporate Governance Best Practice Principles" in order to fulfill its corporate responsibility for sustainable operation and to enhance the Company's business performance. We report to the top management on the implementation and review periodically, and the audit office performs audits regularly and reports to the board of directors.	No difference. No difference.
III. Environmental Issues (I) Has the Company established an appropriate environmental management system according to its industrial characteristics?	V		(I) The company has been certified with ISO14001 environmental management system, and periodically identifies the environmental aspects of the company's processes, operations, products and services to evaluate the environmental impact on employees, stakeholders, hazardous substances, workplaces and the environment, and uses it as a basis for setting environmental impact control measures for safety and health objectives, operational control or education and training. We review our goals annually, taking into account environmental impact, safety and health risk levels, regulatory and international requirements, technical feasibility, economic viability and stakeholders' comments, including our commitment to continuous improvement and pollution prevention.	No difference.
(II) Is the Company committed to improving energy use efficiency and using renewable materials with low impact on the			(II) Implement water recycling, monitor water consumption and recycling rate every month, and implement energy-saving measures for office lighting to save energy, and choose the disposal method for resource	No difference.

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
environment?			reuse based on the qualified waste disposal policy. We discontinue to use packing material that contains substances banned by RoHS and REACH, which cause impact on the environment. Control hazardous substances to protect the environment.	
(III) Does the Company assess the potential risks and opportunities of climate change for the enterprise now and in the future and take measures to deal with climate-related issues?			(III) Designate dedicated personnel to handle air pollution, water pollution, waste, and toxic chemicals to maintain the proper operation of pollution treatment. We are actively using automated equipment to add or modify pipes to manage and improve the utilization of energy resources and utilities. Implement energy saving and carbon reduction measures, and regularly conduct greenhouse gas emission inventory for the purpose of formulating energy saving strategies to mitigate global warming. Greenhouse Gas Policy: Improve energy efficiency, reduce carbon dioxide emissions, limit hydrofluorocarbons and perfluorocarbons, and continuously improve operations that affect all greenhouse gases.	No difference.
(IV) Does the Company prepare statistics of greenhouse gas emissions, water consumption and the total weight of waste in the past two years, and formulate policies for greenhouse gas reduction, water consumption reduction or other waste management?			(IV) Reduce CO2 emissions. Since 2009, we have been making improvement measures to reduce CO2 emissions year by year. 2023, the intensity of greenhouse gas emissions：4.1522 metric tons of CO2e/million yuan, Annual emissions: 6,648 metric tons-CO2e. In 2024, the intensity of greenhouse gas emissions：4.2709 metric tons of CO2e/million yuan, Annual emissions: 6,643 metric tons-CO2e.,which is lower than the initial implementation in 2009; We will continue to make efforts to reduce CO2 emission , and we have completed Gree house Gas report (ISO-14064) in 2022, and the ISO-50001 energy management system had certified in October 2023 and follow-up plans will be developed. Complete the 2023 sustainability report in 2024.	No difference.
IV. Social Issues (I) Has the Company formulated relevant management policies and procedures in accordance with relevant laws and regulations and International Human Rights Conventions?	V		(I) The Company complies with the relevant labor regulations and laws, formulates its management rules and systems, and makes relevant information available to employees to ensure employees are fully aware of their legal rights and interests through public channels, while respecting the fundamental labor human rights principles recognized worldwide. The Company's recruitment policy is free of discrimination and does not	No difference.

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
			endanger basic labor rights. We have been certified with ISO45001 for occupational safety and health management to provide a safe working environment for our employees and to reduce the safety and health hazards associated with business operations. We conduct regular education and training on labor safety and health for new and current employees, and hold a number of employee health management activities to raise employee safety awareness.	
(II) Has the Company established and implemented reasonable employee welfare measures (including compensation, vacation and other benefits)and properly reflected the operating performance or results in employee compensation?			(II) The Company determines employees' salary based on their academic background, work experience, professional knowledge, seniority and personal performance which is in compliance with the law. The basic salary for employees does not differ on the basis of gender, race, religion, political party and marital status. The employee performance evaluation system will be handled in accordance with the regulations on HR and performance bonuses of the Company.	No difference.
(III) Does the Company provide a safe and healthy work environment for employees and regularly provide health and safety training for employees?			(III) The Company complies with relevant regulations and has been certified with ISO45001 Occupational Health and Safety Management System (the former OHSAS18001 international standard was revised to ISO45001) to provide a safe and healthy working environment for all employees. In order to effectively raise the awareness of all employees on environment, safety and health, we hold regular education and training courses, including "Environmental Protection": REACH+RoHS+Conflict Minerals, "Safety and Health": "Fire Drill and Escape Training", monthly traffic safety promotion. We have a full-time nurse, who is responsible for holding regular health checkups , provide regular AED and CPR operation education and training,cancer prevention diet health seminars and providing health consultation and advice. "Emergency Response": Conduct emergency response (incident) education training & drills once in every six months; hold regular meetings: Environmental Safety and Health Management Meeting and Occupational Safety and Health Meeting**.** In 2016, we were certified by the Ministry of Health and Welfare as a "accredited healthy workplace". The company had 5 occupational accidents in 2024, involving 5 people and a ratio of 0.01 to the total number of employees.	No difference.

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
(IV) Has the Company established an effective career development training program for its employees?			(IV) The Human Resources Department is responsible for integrating the demands from all departments and formulating company-wide education and training resources/programs for departmental and cross-departmental training; each department also conducts the employee training for the second specialty, and the internal recruitment system provides employees with the most suitable positions according to their own specialty and characteristics when there are job vacancies.	No difference.
(V) Does the Company follow relevant laws and regulations and international standards for customer health and safety, customer privacy, marketing and labeling of products and services, and formulate relevant policies and grievance procedures to protect the rights and interests of consumers?	V		(V) The Company has established a procedure to control substances that are subject to environmental concerns. The purpose of this procedure is to establish guidelines for the Company's suppliers, procurement and R&D/design teams to check whether substances that are subject to environmental concerns are contained and meet the standards in order to comply with legal/regulatory requirements, to prevent raw materials, components, parts and products containing hazardous substances from entering the Company, and to reduce the impact of hazardous substances on the ecosystem. The supply contract must be committed to environmental protection and hazardous substance management in the sustainable operation, the product should comply with RoHS, REACH. In addition, if there is any other impact on the environment, we should commit, evaluate and discontinue it. Although our customers are not the end consumers, we are still committed to the reduction of harmful substances in our products to ensure the consumers' safety. The Company has established the "Procedures for Supplier Development and Management" and has included CSR clauses in the Regulations on Procurement and Evaluation of New Suppliers. The purpose is to work together with suppliers to jointly promote CSR. We also value the opinions from our customers and conduct customer satisfaction surveys every six months to communicate with them on issues related to "Services provided by Sales Representative", "New Model development", "Quality", "Service Attitude" and "Defect Rate". An exclusive email address is also available for filing complaints at appeal@urt.com.tw.	No difference.

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
(VI) Does the Company have a supplier management policy that requires suppliers to follow relevant specifications and their implementation in environmental protection, occupational safety and health or labor human rights issues?			(VI) When the Company evaluates the new supplier, it shall include the ISO14001 environmental management system and social responsibility system of the supplier in the evaluation. In addition, the Company provides information on its environmental/safety and social responsibility policies to suppliers through questionnaires. The key points of the system should be separately verified in addition to certification, including pollution emission status, wages and labor rights, personal data management, sexual harassment prevention, safety and disaster prevention. Provide the [Statement of Integrity] to the supplier, indicating the Company's policy that it will not accept or provide improper benefits. We also request the supplier to sign a statement for legal purposes. We provide [non-disclosure contract] and also require the supplier to sign back to ensure that the company and the customer's confidentiality is protected from disclosure, which is governed by an explanatory and legal contract. By signing a Master Purchase Agreement, we will not only specify the purchase items, payment and quality, but also make sure that they are clearly expressed. > The management of environmentally hazardous substances should be in compliance with RoHS and REACH regulations and towards the goal of low halogen/no halogen, without the use of substances such as PFOA, PFOS, and fluorinated chlorine bromides. > Promote ISO14001 environmental management system. > Promote ISO45001 occupational safety and health management system. (OHSAS1800 or ISO45001, the updated version) > Promote social responsibility, value labor rights, and establish systems and management for ethical management and integrity in the company. > Comply with Conflict Minerals. Our suppliers should plan to implement ISO14001 and ISO45001 systems as soon as possible. They should also make plans for corporate social responsibility, corporate ethical management, and labor rights. When a supplier fails to comply with the rules, the supplier shall be responsible for damages occurred and the Company reserves the right to terminate the contract.	No difference.

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
V. Does the Company prepare the sustainability report and other reports that disclose the company's non- financial information in accordance with the international reporting standards or guidelines? Is the aforesaid report confirmed or guaranteed by a third-party verification unit?	V		(I) The Company discloses CSR related information that is relevant and reliable on the website at https://www.urt.com.tw. (II) The Company has established a social responsibility management system.	No difference.
VI. If the Company has its own sustainable development best practice principles in accordance with the "Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies," please state the implementation status and the differences: 1. The Company has established a social responsibility management system in compliance with RBA and SA8000 (Social Accountability 8000), and has included labor, environment, occupational safety and health, and ethical issues in the system management according to the PDCA framework in ISO. 2. Ever since the Company was founded, we have been complying with all laws and regulations,taking care of the lives and safety of our employees,and actively participating in various social activities, for instance, environmental protection issues,environmental system management, RoHS material management, workplace safety management, and other labor rights are explicitly protected and respected and thoroughly implemented. We take care of details such as wages, working hours, various powers and regulations, sexual harassment prevention and complaints, work protection for pregnant employees, baby care,and setting up breastfeeding rooms. 3. The Company is committed to implementing the corporate social responsibility, maintaining the ecological environment, practicing energy conservation and carbon reduction, actively participating in community activities to contribute to society and providing a safe and healthy working environment for employees. As a role model for the society, we pay special attention to the integrity requirements of our employees and external related organizations. We have established strict control on personal data management for internal and external privacy and information, and have developed patents related to various products and processes, complied with intellectual property rights and prohibited illegal software. The Company has also made every effort to serve and give back to the community and society, including inviting or donating to disadvantaged groups, encouraging employees to participate in charitable organizations or donating for charity sales, all of which are consistent with the Corporate Social Responsibility Best Practice Principles for TWSE/TPEx Listed Companies.				
VII. Any other important information that may help to understand the operation of sustainable development: 1.Environmental protection and mind protection: (1) Improve waste water purification to allow reuse the water resources. (2) Enhance waste management and reduction, resource recycling, waste sorting, and promote e-office to reduce the paper use. (3) We actively develop and use green materials so that the impact and influence on the environment from our products can be minimized and eventually to achieve mutual harmony with nature and to produce earth-friendly products. (4) We encourage our employees to participate in the environmental protection campaign and develop the habit to protect the environment. The environment protection activity starts from the people's mind, and the greatest environmental protection is the purifying in the mind.				

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
2.Community participation: Encourage employees to actively participate in social and educational volunteer activities in the Tanzi Export Processing Zone, the Tong Tsz Association and the Export Processing Zone Book Club. 3.Contribution to society: (1) Improve the R&D for LCD product efficiency to minimize the waste in resources. (2) We are committed to corporate social responsibility. (3) Contract with rice farmers: The Company contracted with a rice farmer recommended by Taiwan Rice Farmers Corporation to adopt the Hualien rice crop. In 2024, we purchased a total of 26,063 bags of rice from local rice farmers at a total cost of NT$1,615,906. (4) Encourage employee to participate in the Tong Tsz Association in Export Processing Zone to help the disadvantaged groups or provide emergency relief services to show the love of our employees. (5) Join "Donate blood to save a life" blood donation campaign. (6) Generate power by ourselves: invest in LEADRAY ENERGY and actively innovate value-added green energy. By October 2021, the capacity for energy installation is 1,424.1 KW, the estimated annual power generation is 1,625,000 kWh/year, the annual CO2 emission reduction is 827.8 tons/year, the annual carbon reduction is equivalent to planting 69,000 trees/year, and the installation area is equivalent to 1.6 soccer fields. 4.Social services and social welfare (1) We actively participate in the charity activities organized by Tong Tsz Association in the Processing and Export Zone. In 2024, the total number of Tong Tsz Association members is 46 and the total donation is NT$66,800. Social and educational volunteer activities and book club in Tamzi Export Processing Zone. (2) Continuously promote the ISO-14001 environmental management system to avoid the risk of environmental pollution and hazards to our neighbors. (3) Handle the "Blood Donation Little Angel" activity on Aug. 27, 2024. To help those in need, all colleagues in the company rolled up their sleeves and donated blood together. (4) Epidemic prevention measures: Encourage staff to get screened and vaccinated for COVID-19 In 2021, there were 440 employees received the rapid test for COVID-19, and the company spent NT$352,000 for the rapid test. In May 2022, 98.8% of the employees were administered the 2nd COVID-19 vaccine; 96.9% of the employees were administered the 3rd COVID-19 vaccine. We offer NT$500 cash for employees who administer the third COVID-19 vaccine in the specified time. The Company had 512 employees in 2021, and the total employee bonus for vaccine was NT$254,500. 5.Human Rights: We maintain good labor relations with our employees and provide the following benefits (1) Provide national health insurance, labor insurance, medical insurance and accident insurance for employees. (2) Establish an Employee Welfare Committee. (3) Provide comprehensive continuing education and training programs. (4) Offer comprehensive retirement system. (5) In 2014, 2013, 2012 and 2008, the Company was awarded the "Excellent Labor Relations Enterprise Award" by the Export Processing Zone Administration, Ministry of Economic Affairs. (6) In March, 2007, we were certified by the Labor Affairs Commission of the Ministry of Economic Affairs as a Employee-Friendly Workplace. (7) In January 2017, we were awarded the "Badge of Accredited Healthy Workplace" issued by the Health Promotion Administration, MOHW.				

Assessment Items	Implementation Status			Differences from the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies and the reasons.
	Yes	No	Explanation	
(8) In 2018, the Company was awarded the Outstanding Performance Award by the Export Processing Zone of the Ministry of Economic Affairs for [2017 Annual Plant Safety and Protection Work]. (9) For two consecutive years in 2018 and 2019, the Company was awarded the "Excellent Labor Relations Enterprise Award" by the Export Processing Zone Administration, Ministry of Economic Affairs. (10) In November 2020, the Company applied for TTQS certification from the Workforce Development Agency, MOL, and passed the (enterprise version). 6. The CSR report has been verified by the relevant verification body. Continued to be certified by TUV Rheinland for ISO14001 environmental management system (Since the initial certification in 2002 to present) Continued to be certified by TUV Rheinland for ISO45001 Occupational Safety and Health Management System (Since the initial certification of OHS18001 in 2006 to present) Continued to be certified by TUV Rheinland for Taiwan Occupational Safety and Health Management Systems “TOSHMS” (Since the initial certification in 2009 to the present) Continued to be certified by TUV Rheinland for ISO9001 Quality Management System (Since the initial certification in 1995 to present) Continued to be certified by TUV Rheinland for IATF16949 Quality Management System for Automotive (Special Requirements for Automotive) (Since the initial certification in 2003 to present) Continued to be certified by TUV Rheinland for ISO50001 energy managenment system (Since the initial certification in 2003 to present)				

Note 1: If "Yes" is checked under implementation, please describe the key policies, strategies, and measures and results adopted. If "No" is checked under implementation, please give reasons and describe relevant strategies and measures to be adopted in the future. However, regarding promotion projects 1 and 2, listed OTC companies should describe the governance and supervision structure of sustainable development, including but not limited to management guidelines, strategy and goal formulation, review measures, etc. It also describes the company's risk management policies or strategies for environmental, social and corporate governance issues related to operations, and its assessment status.

Note 2: The materiality principle refers to environmental, social, or corporate governance issues that have a material impact on the investors or other stakeholders of the company.

Climate-related information of listed OTC companies

1. Implementation of climate-related information

Item	Execution situation
1.Describe board and management supervision and governance of climate-related risks and opportunities.	The Sustainable Management Committee holds regular management meetings every year to formulate and promote relevant energy-saving policies and plans. Plan and make detailed progress reports to the board of directors every quarter.
2.Describe how the identified climate risks and opportunities affect the business,strategy and finances (short, medium and long term).	Perpetual Strategy Group - Strategic Direction: Increase new market development and establish R&D direction. Design Group-Strategic Direction: Emphasize the design side's attention to production personnel and the savings in product materials and the improvement of energy efficiency. Manufacturing Group-Strategic Direction: Strengthen communication strategies and methods, promote division of labor through communication meetings, and reduce communication costs. Business Group-Strategic Direction: Establish a CRM system to directly understand market demand.
3.Describe the financial impact of extreme climate events and transitional actions.	Reduced or interrupted production capacity (such as production stoppages, transportation difficulties or supply chain disruptions), impact on labor management and planning, write-off and premature retirement of existing assets, increased operating costs, increased infrastructure costs (such as damage to facilities), and increased premium rates.
4.Describe how climate risk identification, assessment and management processes are integrated into the overall risk management system.	Pay attention to issues related to climate change → identify risks and opportunities → analyze financial impacts → formulate response measures → track and evaluate results.
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 explained.	None
6.If there is a transition plan for managing climate-related risks, describe the contentof the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	Target: Reduce greenhouse gas emissions compared to a base year Strategy: Through the establishment of ISO greenhouse gas inventory, we will promote energy conservation and carbon reduction measures from top to bottom, create corporate energy value, and build a sustainable corporate culture.Indicators and goals: Through equipment upgrades and technological process innovations, with 2021 as the base year for inventory, we aim to reduce total carbon emissions by 50% by 2050, and continue to create 50% carbon offsets to achieve the goal of net zero emissions.
7. If internal carbon pricing is used as a planning tool, the basis for setting the priceshould be stated.	None.
8. If climate-related goals are set, the covered activities, scope of greenhouse gas emissions, planning schedule, annual progress and other	Inspect the entire company to find out the equipment and process that are most likely to save energy, water and electricity, and plan the project to be executed

information should be stated; if carbon offsets or renewable energy certificates (RECs) are used to achieve relevant goals, the offset should be stated Replace it with the source and quantity of carbon reduction credits or the quantity of renewable energy certificates (RECs). 9. Greenhouse gas inventory and assurance, reduction goals, strategies and specific action plans (fill in 1-1 and 1-2 separately).	by a dedicated person. Actively use automation equipment to increase or modify pipelines to manage and improve the use of energy resources and water and electricity, and regularly track the results and report to the management. https://www.urt.com.tw/zh-TW/esg/36 See attachments 1-1 and 1-2

1-1 Company greenhouse gas inventory and confirmation status in the last two years：1-1-1 Greenhouse gas inventory information

Describe the emission volume (metric tons CO2e), intensity (metric tons CO2e/million yuan) and data coverage of greenhouse gases in the past two years.

Basic information of the company □Companies with a capital of more than 10 billion yuan, the steel industry, and the cement industry □Companies with a capital of more than 5 billion but less than 10 billion yuan ▓Companies with a capital of less than 5 billion yuan	According to the regulations of the sustainable development road map of listed companies, at least ▓Parent company individual check▓Inventory of consolidated financial reporting subsidiaries □The parent company is convinced□Consolidated Financial Reporting Subsidiaries Convinced

Item	2023		2024		Confident rganization	Confirmation statement
scope 1	Total emissions (metric tons O2e)	Intensity (metric tons of CO2e/million yuan)	Total emissions (metric tons CO2e)	Intensity (metric tons of CO2e/million yuan)	Confident organization	Confirmation statement
Parent company	106.0537	0.0681	206.9883	0.1331	-	-
subsidiaries	0	0	0	0	-	-
tol	106.0537	0.0681	206.9883	0.1331	URT Internal Verification	After verification, the problem has been improved
scope 2	Total emissions (metric tons CO2e)	Intensity (metric tons of CO2e/million yuan)	Total emissions (metric tons CO2e)	Intensity (metric tons of CO2e/million yuan)	Confident organization	Confirmation statement
Parent company	6,213.6459	3.9887	6,361.4554	4.0895	-	-
subsidiaries	0.0054	0.0000034	0	0	-	-
tol	6,213.6513	3.9887	6,361.4554	4.0895	URT Internal Verification	After verification, the problem has been improved
scope 3	148.5811	0.0954	75.1219	0.0483	URT Internal Verification	After verification, the problem has been improved

Note 1: Direct emissions (Category 1, that is, directly from emission sources owned or controlled by the company), indirect energy emissions (Category 2 refers to indirect greenhouse gas emissions from input electricity, heat or steam.) and other indirect emissions (Category 3, emissions resulting from corporate activities, not indirect

emissions from energy, but from emission sources owned or controlled by other companies).

Note 2: Coverage of direct emissions and indirect energy emissions data, it shall be handled in accordance with the timetable specified in the order stipulated in Article 10, Paragraph 2 of this Code, other indirect emissions information must be disclosed voluntarily.

Note 3: Greenhouse gas inventory standards：Greenhouse Gas Protocol,GHG Protocol or International Organization for Standard-ization,ISO Published ISO 14064-1.

Note 4: The intensity of greenhouse gas emissions is calculated per unit of product/service or turnover，however, at least the data calculated in terms of turnover (NT$ million) should be stated.

1-1-2 Greenhouse Gas Confirmation Information

Describe the confidence situation in the last two years as of the publication date of the annual report, including the scope of the confidence, the organization of the confidence, the criteria for the confidence and the opinion of the confidence.
The description of the confident situation for the most recent two years as of the publication date of the annual report is as set out in the table above.

Note 1: It should be handled in accordance with the timetable specified in the order stipulated in Article 10, Paragraph 2 of this Code, If the company fails to obtain a complete greenhouse gas assurance opinion by the publication date of the annual report, It should be noted that "full confidence that the information will be disclosed in the sustainability report", If the company does not prepare a sustainability report, It should be noted that "I am fully convinced that the information will be disclosed in the public information observatory." And disclose complete and reliable information in the next annual report.

Note 2: Confirmed institutions should comply with the relevant requirements for confirmed institutions in sustainability reports stipulated by the Taiwan Stock Exchange Co., Ltd. and the Securities Over-the-Counter Trading Center of the Republic of China.

Note 3: For disclosure content, please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

Note 4: The intensity of greenhouse gas emissions can be calculated per unit of product/service or turnover, but at least the data calculated in terms of turnover (NT$ million) should be stated.

1-2 Greenhouse gas reduction goals, strategies and specific action plans

Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans and achievement of reduction targets.
Through each project plan, implement centralized production/automatic power on/off/equipment improvement and other measures, electricity consumption: From 21.68 million degrees in 2009 (production volume 3.75KK), reduced to 12.87 million degrees in 2024 (production volume 3.75KK)。Greenhouse gases in electricity sector: The annual emissions of CO2e decreased from 13,316 tons in 2011 to 6,643 tons of CO2e in 2024. Base year: 2021. Energy saving target: 4% electricity saving in 2025, 9% electricity saving in 2030, and 29% electricity saving in 2050. 2022年Q1: The ESG promotion committee is established by the general manager 2022年Q2: Establish short/medium/long-term plans and goals： > ISO14064 Greenhouse Gas Inventory：Execution status: Completed by the end of 2022。 > Energy Management System CertificationISO 50001：Execution status: Launched in June 2023，Passed certification in October。 > Complete the ESG report in 2024. Commitment goals: 2021: Carbon inventory as baseline value. 2025: Greenhouse gas reduction by 20%. Specific action plan：Equipment optimization、Device updates. 2030: Greenhouse gas reduction by 30% .Specific action plan：New process technology. 2050: Achieve net zero emissions。Specific action plan：Continue to create 50% carbon offsets to achieve net zero emissions.

Note 1: It should be handled in accordance with the timetable specified in the order stipulated in Article 10, Paragraph 2 of these Guidelines.

Note 2: The base year should be the year in which the inventory is completed based on the boundaries of the consolidated financial report. For example, according to the

provisions of Article 10, Paragraph 2 of this Code, companies with a capital of more than 10 billion yuan should complete the review of the consolidated financial report of 2013 in 2014. Therefore, the base year is 113 years. If the company has completed the review of the consolidated financial report in advance, the earlier year can be used as the base year. In addition, the data in the base year can be calculated as the average of a single year or several years.

Note 3: For disclosure content, please refer to the Best Practice Reference Examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

The major objectives and management plans of the Company are summarized as follows:

Item	Goal/Target	Project	Dedicated personnel	Current Status	Implementation Status
Air pollution improvement project	Prevent liquid leakage from affecting the environment	Improvement of liquid barrel leakage in acid gas treatment tower	Factory Affairs Department	The liquid tank (liquid alkali) is leaking	December 2024~January 2025 A PVC water tray and drainage pipeline are added below the liquid tank to prevent leakage and pollution.
Energy saving and carbon saving	Reduce energy consumption, achieve an annual power saving rate of more than 1% (the annual power saving rate in 2024 was 1.06%, and the average from 2015 to2024 years was 1.47%, which is 1% greater than the regulatory requirement)	Vacuum pump startup quantity management		The vacuum system originally opened 3 units (7.5HP+7.5HP+10HP), and the vacuum degree can reach 530~550mmHg (70~73kPa)	Adjusted to open 2 units (7.5HP+10HP), the vacuum degree can reach 460~520mmHg (61~69kPa), which is enough for the production line. Power saving (kWh/year): 21,120 kWh/year
		Ice water main unit condenser cleaning		The approach temperature of the ice water main unit condenser has reached 7°C, and the heat exchange effect is poor.	Arranged cleaning of condensers of 2 ice water machines. Power saving (kWh/year): 57,600 kWh/year
		FFU (fan filter unit) changed from AC to DC		FFU is now AC power supply type (176.2W)	The existing DC power supply type (60W) is available, and 2 units will be replaced. To save electricity costs. Power saving (kWh/year): 2,036 kWh/year
Conduct internal testing to make sure the electronic parts and components are 100% HSF free of toxic substances.	Electronic product components are 100% compliant with HSF specifications.	1. The purchasing department requires third-party RoHS test reports from suppliers for review of electronic product components. 2. Regularly conduct RoHS project random testing on materials.	Quality Control Department	Complies with RoHS specification.	Implemented in accordance with the Supplier Development Management Procedure and Environmental Consideration Substance Procedure.
Supplier conduct hazardous substance management to be in compliance with ROHS regulations	100% of the material complies with ROHS specification.	1. IQC conducts supplier RoHS compliance review on incoming materials. 2. Regularly conduct RoHS project random testing on materials.	Quality Control Department	Complies with RoHS specification.	According to the factory incoming material inspection and material RoHS inspection standard operation instructions.
Process waste and toxic waste treatment project	Legal disposal of process waste liquids	Processed by government-approved and certified removal and disposal vendors	Safety and Health Office	2024 processing weight 3.71 tons processing fee NT$83,490 2023 handling weight 4.64 tons Processing fee NT$95,460	In 2023 and 2024, removal and treatment vendors approved and certified by the government will handle process waste liquid waste.
Wastewater Treatment	Comply with management regulations and handle related matters	Regular testing (once every six months)	Factory Affairs Department	Conduct testing and declaration every six months in accordance with regulations	Testing and declaration operations will be completed in July 2024 and January 2025
		Regular calibration of wastewater discharge flow meter (once a year)		Calibrate every year according to regulations	Correction completed on March 25, 2024

(VI) Performance of ethical corporate management and differences from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons:

Assessed Items	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons
	Yes	No	Explanation	
I. Establishment of Corporate Conduct and Ethics Policy and Implementation Measures				
(I) Does the Company have a clear ethical corporate management policy approved by its Board of Directors, and bylaws and publicly available documents addressing its corporate conduct and ethics policy and measures, and commitment regarding implementation of such policy from the Board of Directors and the top management team?			(I) The Company operates its business in compliance with laws and regulations and has established various operating procedures and regulations. The "Procedures for Ethical Management and Guidelines for Conduct" have been developed and are disclosed on the Company's website at https://www.urt.com.tw. The Ethical Management Team shall report to the Board of Directors on the complaint, its handling and subsequent review and improvement measures.	No difference.
(II) Whether the Company has established an assessment mechanism for the risk of unethical conduct; regularly analyzes and evaluates within a business context, the business activities with a higher risk of unethical conduct; has formulated a program to prevent unethical conduct with a scope no less than the activities prescribed in paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies?	V		(II) The Company's Procedures for Ethical Management and Guidelines for Conduct are designed to prevent unethical behavior such as bribery or accepting bribes, offering or accepting improper benefits, offering or accepting facilitating payments, and to restrict the amount of political contributions and charitable donations or sponsorships; in addition, the Procedures include prohibiting the infringement of intellectual property rights, the disclosure of business secrets, and the engagement in unfair competitive practices. The Company has stipulated and disclosed on the Company's website its policy on the protection of the rights of consumers or other stakeholders in order to prevent products or services from directly or indirectly harming the rights, health and safety of consumers or other stakeholders.	No difference.
(III) Whether the Company has established relevant policies that are duly enforced to prevent unethical conduct, provided implementation procedures, guidelines, consequences of violation and complaint procedures, and periodically reviews and revises such policies?			(III) The Company has established Procedures for Ethical Management and Guidelines for Conduct that provide clear guidelines for the whistle-blowing system, the handling procedures, rewards and penalties, the complaint system, and disciplinary actions to be followed by all employees. The Board of Directors and the management of the Company are committed to implement the ethical management policy. The Company clearly defines its policy on ethical management in its	No difference.

Assessed Items	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons
	Yes	No	Explanation	
			internal regulations, company website and annual report, so that suppliers, customers and other business-related organizations and personnel can clearly understand the Company's ethical management principles and standards.	
II. Implementation of ethical corporate management				
(I) Whether the Company has assessed the ethics records of whom it has business relationship with and include business conduct and ethics related clauses in the business contracts?			(I) Before developing a commercial relationship with another party, such as an agent, supplier, customer, or other counterparty in commercial dealings, the Company shall evaluate the legality and ethical management policy of the party and ascertain whether the party has a record of involvement in unethical conduct, in order to ensure that the party conducts business in a fair and transparent manner and will not request, offer, or take bribes. We review the counterparty with which we will have commercial dealings with respect to the enterprise has adopted an ethical management policy, and the status of its implementation in order to understand its ethical management.	No difference.
(II) Whether the Company has set up a unit which is dedicated to promoting the Company's ethical standards and regularly (at least once a year) reports directly to the Board of Directors on its ethical corporate management policy and relevant matters, and program to prevent unethical conduct and monitor its implementation?	V		(II) In order to improve the ethical management of the Company, the President's Office coordinates with the human resources and finance departments to revise, implement, explain, provide consultation services, and file the report and supervise the implementation of these procedures and guidelines (hereinafter referred to as the Company's Ethical Management Team), which is subordinate to the Board of Directors and reported the implementation status to the Board of Directors at the 22th meeting of the 11th term on January 5, 2023.	No difference.
(III) Whether the Company has established policies to prevent conflict of interests, provide appropriate communication and complaint channels and implement such policies properly?			(III) Any personnel of the Company, when engaging in commercial activities, shall make a statement to the trading counterparty about the Company's ethical management policy and related rules, and shall clearly refuse to provide, promise, request, or accept, directly or indirectly, any improper benefit in whatever form or name. All personnel of the Company shall avoid business transactions with an agent, supplier, customer, or other counterparty in commercial interactions that is involved in unethical conduct. When the counterparty	No difference.

Assessed Items	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons
	Yes	No	Explanation	
			or partner in cooperation is found to have engaged in unethical conduct, the personnel shall immediately cease dealing with the counterparty and blacklist it for any further business interaction in order to effectively implement the Company's ethical management policy.	
(IV) To implement relevant policies on ethical conducts, has the Company established effective accounting and internal control systems, audit plans based on the assessment of unethical conduct, and have its ethical conduct program audited by internal auditors or CPA periodically?			(IV) The Company has established an "internal control system". The internal audit unit regularly evaluates the risks and prepares audit plans, performs relevant audits in accordance with its plans, and performs special audits as needed, and reports audit results to the Board of Directors on a regular basis so that management team can understand the implementation status of the Company's internal controls for management purposes.	No difference.
(V) Does the Company provide internal and external ethical conduct training programs on a regular basis?			(V) The Company promotes ethical management and conduct to current and new employees by using presentations and videos.	No difference.
III. Operation of the company's complaint procedures				
(I) Does the Company establish specific complaint and reward procedures, set up conveniently accessible complaint channels, and designate responsible individuals to handle the complaint received?	V		(I) Whistleblowing channels: The Company establishes and publicly announces an internal separate whistleblowing mailbox and hotline on the Company's website at https://www.urt.com.tw and on its internal website which are available to internal and external personnel of the Company. The President's Office coordinates with the HR and Finance departments to execute and supervise the implementation of the relevant operations such as registration and filing of the reports.	No difference.
(II) Whether the Company has established standard operation procedures for investigating the complaints received, follow-up measures after investigation are completed, and ensuring such complaints are handled in a confidential manner?			(II) If a person being informed of is confirmed to have indeed violated the applicable laws and regulations or the Company's policy and regulations of ethical management, the Company shall immediately require the violator to cease the conduct and shall make an appropriate disposition. When necessary, the Company will report to the competent authority, refer said person to judicial authority for investigation, or institute legal proceedings and seek damages to safeguard its reputation and its rights and interests. If any personnel of the Company seriously violates ethical conduct,the Company shall dismiss the personnel from his or her position or terminate his or her employment in accordance with	No difference.

Assessed Items	Implementation status			Differences from the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies and the reasons
	Yes	No	Explanation	
(III) Does the Company adopt proper measures to prevent a complainant from retaliation for his/her filing a complaint?			applicable laws and regulations or the personnel policy and procedures of the Company. If any personnel of the Company discovers that another party has engaged in unethical conduct towards the Company, and such unethical conduct involves alleged illegality, the Company shall report the relevant facts to the judicial and prosecutorial authorities; where a public service agency or public official is involved, the Company shall additionally notify the governmental anti-corruption agency. (III)Personnel of the Company handling whistle-blowing matters shall represent in writing they will keep the whistleblowers' identity and contents of information confidential. The Company also undertakes to protect the whistleblowers from improper treatment due to their whistleblowing. The Ethical Management Team is subordinate to the Board of Directors and reports to the Board when necessary.	No difference.
IV. Enhancement of information disclosure Does the Company disclose its guidelines on business ethics as well as information about implementation of such guidelines on its website and Market Observation Post System (MOPS)?	V		The Board of Directors and the management team of the Company shall actively implement the ethical management policy, and shall do so in the internal management and external business activities. The Company clearly defines its policy on ethical management in its internal regulations, company website (https://www.urt.com.tw) and annual report, so that suppliers, customers and other business -related organizations and personnel can clearly understand the Company's ethical management principles and standards.	No difference.
V. If the Company has established corporate governance policies based on Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, please describe any discrepancy between the policies and their implementation: None.				
VI. Other important information to facilitate better understanding of the Company's corporate conduct and ethics compliance practices: (e.g., review the Company's corporate conduct and ethics policy) The Company has signed a clause stipulating that it will not accept kickbacks or other unlawful benefits from its customers, in order to declare the Company's determination and policy on ethical management.				

(VII) Other important information which may improve the understanding of the operation of the company's corporate governance: Please refer to the Company's website and the Market Observation Post System (MOPS).

(VIII) Implementation status of internal control system:

1. Statement of internal control system

https://mops.twse.com.tw/mops/#/web/t06sg20

United Radiant Technology Corporation
Internal Control System Statement

Date: March 4, 2025

Based on the results of the self-assessment of the Company's internal control system in 2024, the Company hereby states the following:

I. The Company's Board of Directors and management are responsible for establishing, implementing, and maintaining an adequate
internal control system. Internal control system is designed to provide reasonable assurance over the effectiveness and efficiency of our operations (including profitability, performance and safeguarding of assets), reliability, timeliness, transparency and regulatory compliance of our reporting, and compliance with applicable rulings, laws and regulations.

II. The internal control system has its inherent limitations. No matter how well designed, an effective internal control system can only provide reasonable assurance for the achievement of the above three objectives. Moreover, due to the change of environment and situation, the effectiveness of the internal control system may change accordingly. However, the Company's internal control system has a self-monitoring mechanism. Once a shortcoming is identified, the Company will immediately take corrective action.

III. The Company judges the effectiveness of the design and implementation of the internal control system in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies" (hereinafter referred to as the Regulations). The judgment items of the internal control system adopted in the "Regulations" are the process of management control, and the internal control system is divided into the following five components: 1. control environment, 2. risk assessment, 3. control operation, 4. information and communication, and 5. supervision operation. Each component includes several items. Please refer to the "Regulations" for these items.

IV. The Company has adopted the aforesaid internal control system judgment items to assess the effectiveness of the design and implementation of the internal control system.

V. Based on the findings of such evaluation, the Company believes that, on December 31, 2024, it has maintained, in all material respects, an effective internal control system (that includes the supervision and management of our subsidiaries), to provide reasonable assurance over our operational effectiveness and efficiency, reliability, timeliness, transparency and regulatory
compliance of reporting, and compliance with applicable rulings, laws and regulations

VI. This Statement will be the company's annual report and prospectus' main content and will be made public. If the above-mentioned contents are false or concealing, the legal liability under Articles 20, 32, 171 and 174 of the Securities and Exchange Act shall be involved.

VII. This Statement has been approved by the board meeting of the company on February 21, 2025. Of the nine directors present, there was no objection, and the rest agreed with the contents of this Statement.

United Radiant Technology Corporation

Chairman:Chiang-Yuan, Chen

President: Chien Wen, Yeh

2. If an independent auditor is entrusted with auditing the internal control system, the independent auditor's report shall be disclosed: None

(IX) Significant resolutions of the Board of Directors and shareholders' meetings for the most recent year

1. Shareholders' Meeting: 2024 Annual General Shareholders' Meeting held on May 21, 2024
   - Adoption of the 2023 Business Report and Financial Statements
     Implementation Status: Resolution adopted
   - Adopted 2023 earnings appropriation (cash dividend of NT$0.80 per share)
     Implementation status: The ex-dividend date was set on July 7, 2024 and the dividends were paid on July 29, 2024.

2. Board Meeting

Jan. 23, 2024	Approved the 2023 year-end bonuses Approved Distribute special Spring Festival bonus to the chairman of the board of directors in 2023
Feb. 23, 2024	Approved the Company's distribution of remuneration of employees and directors for 2023. Approved the Company’s 2023Business Report and Final Accounts. Approved the Company’s 2024 Business Plan. Approved the cash dividends distributions from the Company's 2023 earnings. Approved The date, location and agenda of the 2024 regular shareholders’ meeting convened by the company Approved to set the time and location for the Company to accept proposals and nominations for discussion at ordinary shareholders meeting from shareholders holding more than one percent of the total number of issued shares. Approved to give out souvenirs to shareholders holding more than 1,000 shares who attended the shareholders' meeting in person or by proxy. Approved the evaluation of external auditor’s competence and independence. Approved bank credit line application. Approved the Company's 2023 Statement of Internal Control System. Approved the revision of the Company’s “Measures of Procedures of the Board of Directors” Approved the revision of the Company’s “Organizational Rules of the Audit Committee” Approved hire a strategy chief Approved Change of accountant through internal rotation of Deloitte ＆ Touche Certified Public Accountants
May. 03, 2024	Approved the company appointed Deloitte & Touche Certified Public Accountants to review the appointment contract and public service expenses of the 2024 annual financial statements. Approved Pre-approval of cases where certified accountants, their firms and firm-affiliated companies provide non-assurance services to the company and its subsidiaries Approved the company's consolidated financial report for the first quarter of 2024 and reviewed the report. Apprvoed 2024 cash dividend ex-dividend date and payment date

May 21, 2024	Approved Disbursement of directors' remuneration for 2023 Approved Disbursement of employee compensation for 2023 years to persons with director or manager status
Aug. 02, 2024	Approved the company's consolidated financial report for the second quarter of 2024 and reviewed the report. Approved issued the "2023 Corporate Sustainability Report", it is the company's first corporate sustainability report Approved United Radiant Technology Co., Ltd.Hong Kong, a 100%-owned subsidiary of the company, borrowed funds from its parent company United Radiant Technology Corp. Approved to apply for a credit line from the bank
Aug. 14, 2024	Approve the appointment of the company's chairman of the board.
Nov. 08, 2024	Approved the company's consolidated financial report for the third quarter of 2024 and reviewed the report. Approved the accounts receivable from related parties with a balance of US$833,415.97 as of September 30, 2024, translated into NT$26,378 thousand, which is a loan of funds . Approved bank credit line application. Approved the draft organizational rules of the company's sustainable development committee Approved the appointment of members of the first Sustainable Development Committee Passed the establishment of "operating procedures for the preparation and assurance of sustainability reports" By updating the internal control system and internal audit implementation details of "Sustainable Information Management" Adopted the revision of the company's organizational chart Approved the 2024Audit Plan of the Company. Approved entered into a USD/NTD forward foreign exchange contract with Taishin International Commercial Bank.
Jan 10, 2025	Approved liquidation and dissolution of Firsthill Limited, a subsidiary of URT. Approved the 2024 year-end bonuses Approved the Company's distribution of remuneration of employees and directors for 2024.
Feb 21, 2025	Approved the Company's 2024Business Report and Final Accounts. Approved the Company's 2025 Business Plan. Approved the cash dividends distributions from the Company's 2024 earnings. Approved The date, location and agenda of the 2025 regular shareholders' meeting convened by the company Approved to set the time and location for the Company to accept proposals and nominations for discussion at ordinary shareholders meeting from shareholders holding more than one percent of the total number of issued shares. Approved to give out souvenirs to shareholders holding more than 1,000 shares who attended the shareholders' meeting in person or by proxy. Approved the evaluation of external auditor's competence and independence.

Approved Pre-approval of cases where certified accountants, their firms and firm-affiliated companies provide non-assurance services to the company and its subsidiaries
Approved bank credit line application.
Approved 100%-owned subsidiary URT(HK), it borrowed US$100,000 from the parent company URT. for operational needs and extended it for one year.
Approved the Company's 2024 Statement of Internal Control System.
Approved the revision of the Company's "Articles of Association"

(X) In the most recent year and as of the date of printing the annual report, if the directors or supervisors have different opinions on the important resolutions passed by the board of directors' meeting with recorded or written statements in place, the main contents are: None.

IV. Independent Auditor Fee Information:

Unit: NT$ thousand

Accounting Firm	Name of independent auditor	Audit period	Audit fee	Non-audit fee	Total	Remarks
Deloitte Taiwan	Wegle-L Liu	January 1 to December 31, 2024	3,330	389	3,719	Other audit fees include inventory service fee, tax payment on behalf of the company, and registered agency fee.
	Shian-Ming Wang					

Please specify the non-audit services: (e.g., tax audit, verification or other financial advisory services)

Note: If the CPAs or public accounting firms for the Company were replaced during the year, the duration of their audit engagement should be separately disclosed, and the reason for replacement should be explained in the remark section, and information such as audit and non-audit fees paid should be disclosed in said sequence. Detailed explanations to non-audit service should be provided.

(I) When the company changes its accounting firm and the audit fees paid for the fiscal year in which such change took place are lower than those for the previous fiscal year, the amounts of the audit fees before and after the change and the reasons shall be disclosed: None.

(II) When the audit fees paid for the current fiscal year are lower than those for the previous fiscal year by 10 percent or more, the reduction in the amount of audit fees, reduction percentage, and reason(s) therefor shall be disclosed: None.

V. Change of Independent Auditor: None.

VI. Whether the chairman, president, or manager in charge of financial or accounting affairs of the company has worked in the firm of the independent auditor or its affiliated enterprises in the past year: None.

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

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

Unit: share

Job title	Name	2024		As of March 31, 2025	
		Increase (decrease) of shares held	Increase (decrease) of shares pledged	Increase (decrease) of shares held	Increase (decrease) of shares pledged
Corporate director	Yi Bei Yi Investment Co., Ltd.	188,000	-	-	-
Representative of corporate director	Mon-Han, Wu	-150,000	-	-	-
Director, Vice Chairman and President	Chien Wen, Yeh	-	-	-	-
Director	Chien-Yi, Yang	-	-	-	-
Corporate director	NESTECH Investment Co., Ltd.	-	-	-	-
Representative of corporate director、Executive Vice President	Yao-Ming Wang	-	-	-	-
Director	Hsiu-Mei, Yeh	-	-	-	-
Independent Director	Tsang-Der, Ni	-	-	-	-
Independent Director	Hung-Chu, Hsu	-	-	-	-
Independent Director	Chuan-Kuo, Yang	-	-	-	-
Director、Vice President	Ko-Ju Lin	-	-	-	-
Vice President	Tzu-Yun Hsu	-	-	-	-
Vice President	Yao-Ming Wang	-	-	-	-
Chief Legal Officer	Qiong-Ru Chou				
Director	Ya-Ching Lee	-92,000	-	-	-
Corporate Governance Officer	Li-hong Chen	-	-	-	-
Accounting Supervisor	Kun-quan Liu	-	-	-	-

Note: Included the persons who held the positions as of the publication date of the annual report.

(II) Where the counterparty in any such transfer of equity interests is a related party: **None.**

(III) Where the counterparty in any such pledge of equity interests is a related party: **None.**

VIII. Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another.

Information of Related Parties of the top ten shareholders

March 21, 2025

Name	The shareholder's own shareholding		Shareholdings of spouse and minor children		Shareholdings in the names of others		Names and relationships of the top ten shareholders who are related persons, spouses or second-tier relatives		Remarks
	Number of shares	Shareholding ratio %	Number of shares	Shareholding ratio %	Number of shares	Shareholding ratio %	Name	Relationship	
Bank of Liechtenstein under the custody of Standard Chartered	3,848,000	3.62	-	-	-	-	-	-	Regular shareholder
Representative of Yi Bei Yi Investment Co., Ltd.: Chiang-Yuan, Chen	3,688,000	3.47	-	-	-	-	Chiu Rang, Yeh Chien Wen, Yeh Yi Wen, Yeh	Relative within first degree of kinship Relative within second degree of kinship Relative within second degree of kinship	Corporate director
Citi custody Berkeley Capital SBL/PB investment account	2,646,000	2.49	-	-	-	-	-	-	Regular shareholder
Chiu Rang, Yeh	2,488,000	2.34	-	-	-	-	Yi Wen, Yeh Chien Wen, Yeh Mon-Han, Wu	Relative within first degree of kinship	Director
Representative of NESTECH Investment Co., Ltd.: Yao-Min Wang	2,188,000	2.06	-	-	-	-	Chien Wen, Yeh	President	Corporate director
Yi Wen, Yeh	2,002,000	1.88	-	-	-	-	Chiu Rang, Yeh Chien Wen, Yeh	Relative within first degree of kinship Relative within second degree of kinship	Regular shareholder
Chien Wen, Yeh	1,788,000	1.68	-	-	-	-	Chiu Rang, Yeh Yi Wen, Yeh	Relative within first degree of kinship Relative within second degree of kinship	Director
Yu-Jie Huang	1,611,000	1.51	-	-	-	-	-	-	Regular shareholder
Chien-Yi, Yang	1,600,000	1.50	-	-	-	-	-	-	Director

Name	The shareholder's own shareholding		Shareholdings of spouse and minor children		Shareholdings in the names of others		Names and relationships of the top ten shareholders who are related persons, spouses or second-tier relatives		Remarks
	Number of shares	Shareholding ratio %	Number of shares	Shareholding ratio %	Number of shares	Shareholding ratio %	Name	Relationship	
Citi custody UBS European SE investment account	1,147,000	1.08	-	-	-	-	-	-	Regular shareholder

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

Unit: thousand shares; %

Reinvested enterprises	Investment of the company (2024.12.31)		Investment by directors, supervisors, managers and enterprises directly or indirectly controlled by the Company (2024.12.31)		Total number of investments	
	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio	Number of shares	Shareholding ratio
UNITED RADIANT TECHNOLOGY (H.K.) CO.,LTD.(Note 1)	36,495	99.99%	5	0.01%	36,500	100%
FIRSTHILL LIMITED (Note 1)	10,000	100%	-	-	10,000	100%
BRIGHT YEH LTD. (Note 1)	2	100%	-	-	2	100%
Chungyo Department Store (Note 2)	3	-	-	-	3	-
Yoyi Department Store (Note 2)	56	-	-	-	56	-
Miortech Holding B.V. (Note 2)	22	9%	-	-	22	9%
LEADRAY ENERGY CO., LTD. (Note 2)	567	2%	-	-	567	2%
Hongyi Optical Co. Ltd	2,500	18.14%	-	-	2,500	18.14%
Immense Oak Technology Inc.	10,000	32.53%	-	-	10,000	32.53%

Note 1: The Company's investments accounted for using the equity method.
Note 2: Financial assets at fair value through other comprehensive income.
Note 3: Affiliated enterprises.

III. Fund Raising Status

Capital and shares

I. Capitalization

March 21, 2025; Unit: NT$ thousand

Types of share	Authorized share capital			Remarks
	Outstanding shares	Unissued shares	Total	
Common share	1,063,518,320	2,091,481,680	3,155,000,000	OTC stocks

Share Capital Formation

March 21, 2025; Unit: shares; NT$ thousand

Year/ Month	Issue price	Authorized share capital		Capital stock		Remarks		
		Number of shares	Amount	Number of shares	Amount	Capitalization	Share capital paid with assets other than cash	Others
1990.06	10	15,000,000	150,000,000	7,510,000	75,100,000	Incorporation	–	–
1990.09	10	15,000,000	150,000,000	7,490,000	74,900,000	Incorporation	–	–
1992.05	10	19,500,000	195,000,000	19,500,000	195,000,000	Cash capital increase 45,000,000	–	–
1994.10	10	30,970,000	309,700,000	30,970,000	309,700,000	Cash capital increase 114,700,000	–	(83) Tai Cai Zheng (Yi) Letter No. 31945
1995.06	10	35,982,000	359,820,000	35,982,000	359,820,000	Capitalization of retained earnings 50,120,000	–	(84) Tai Cai Zheng (Yi) Letter No. 35386
1996.05	10	45,365,000	453,650,000	45,365,000	453,650,000	Capitalization of retained earnings 93,830,000	–	(85) Tai Cai Zheng (Yi) Letter No. 30387
1997.10	43	80,025,000	800,250,000	80,025,000	800,250,000	Capitalization of retained earnings 90,250,000 Cash capital increase 256,350,000	–	(86) Tai Cai Zheng (Yi) Letter No. 55284
1998.05	10	180,000,000	1,800,000,000	105,927,000	1,059,270,000	Capitalization of retained earnings 178,995,000 Capitalization of capital reserve 80,025,000	–	(87) Tai Cai Zheng (Yi) Letter No. 43598
1999.07	10	180,000,000	1,800,000,000	134,973,000	1,349,730,000	Capitalization of employee bonus 15,050,000 Capitalization of retained earnings 169,483,000 Capitalization of capital reserve 105,927,000	–	(88) Tai Cai Zheng (Yi) Letter No. 54643
2000.09	10	218,962,200	2,189,622,000	148,470,300	1,484,703,000	Capitalization of capital reserve 134,973,000	–	(89) Tai Cai Zheng (Yi) Letter No. 66534
2002.08	11.5	218,962,200	2,189,622,000	188,470,300	1,884,703,000	Cash capital increase 400,000,000	–	(91) Tai Cai Zheng (Yi) Letter No. 109689
2003.09	11.41	218,962,200	2,189,622,000	209,013,605	2,090,136,050	Conversion of convertible bonds 205,433,050	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09200400940.

Year/ Month	Issue price	Authorized share capital		Capital stock		Remarks		
		Number of shares	Amount	Number of shares	Amount	Capitalization	Share capital paid with assets other than cash	Others
2004.03	10	298,962,200	2,989,622,000	209,013,605	2,090,136,050	Increase authorized share capital	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09300400340.
2005.01	10	298,962,200	2,989,622,000	209,132,651	2,091,326,510	Conversion of convertible bonds 1,190,460	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09400400090.
2005.08	10	315,500,000	3,155,000,000	213,291,304	2,132,913,040	Capitalization of stock dividends 41,586,530	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09400400760.
2006.04	13.2	315,500,000	3,155,000,000	240,003,321	2,400,033,210	Conversion of convertible bonds 267,120,170	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09500400310.
2008.03	10	315,500,000	3,155,000,000	238,803,321	2,388,033,210	Cancelation of treasury stock 12,000,000	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09700400200.
2008.11	10	315,500,000	3,155,000,000	236,303,321	2,363,033,210	Cancelation of treasury stock 25,000,000	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09700401040.
2009.09	10	315,500,000	3,155,000,000	235,158,321	2,351,583,210	Cancelation of treasury stock 11,450,000	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09800401010.

Year/ Month	Issue price	Authorized share capital		Capital stock		Remarks		
		Number of shares	Amount	Number of shares	Amount	Capitalization	Share capital paid with assets other than cash	Others
2010.07	10	315,500,000	3,155,000,000	158,948,566	1,589,485,660	Capital reduction of NT$762,097,550 to offset loss	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 09900400650.
2013.11	10	315,500,000	3,155,000,000	158,351,832	1,583,518,320	Capital reduction on treasury stock 5,967,340	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 10200400960.
2014.06	10	315,500,000	3,155,000,000	106,351,832	1,063,518,320	Capital reduction of NT$520,000,000 to offset loss	–	The change of registration was approved by the Export Processing Zone Administration of the Ministry of Economic Affairs by letter Chia Shou Chung Zi No. 10300400570 .

The Company has no change in share capital from 2015 up to the date of publication of the annual report

If approval has been granted to offer and issue securities by shelf registration, additionally disclose the approved amount and information regarding securities to be issued or already issued: Not applicable.

II. List of major shareholders

March 21, 2025; Unit: share

Shares / Name of major shareholder	Number of shares held	Shareholding ratio (%)
Bank of Liechtenstein under the custody of Standard Chartered	3,848,000	3.62
Yi Bei Yi Investment Co., Ltd.	3,688,000	3.47
Citi custody Berkeley Capital SBL/PB investment account	2,646,000	2.49
Chiu Rang, Yeh	2,488,000	2.34
NESTECH Investment Co., Ltd.	2,188,000	2.06
Yi Wen, Yeh	2,002,000	1.88
Chien Wen, Yeh	1,788,000	1.68
Yu-Jie Huang	1,611,000	1.51
Chien-Yi, Yang	1,600,000	1.50
Citi custody UBS European SE investment account	1,147,000	1.08

III. Company dividend policy and implementation status:

1. Dividend policy as stipulated in the Company's Articles of Incorporation:
   If there are any earnings in the annual final accounts of the Company, it shall pay the tax and make up for the accumulative losses, and the allocate 10% of the balance as the legal reserve; however, the requirement does not apply when the accumulated legal reserve has reached the total capital of the Company. The remainder shall be set aside or reversed as a special reserve in accordance with the laws and regulations. The Board of Directors shall prepare a proposal for the appropriation of earnings and submit it to the shareholders to resolve the distribution of dividends to shareholders if there is still a balance available, together with the accumulated undistributed earnings.
   The Company's dividend policy is to distribute dividends to shareholders at a rate of not less than 30% of available earnings for the year, taking into account current and future development plans, the investment environment, capital requirements, domestic and international competition, and the shareholders' interests. The dividend may be distributed in cash or in shares; the cash dividend shall not be less than 20% of the total dividends paid.
2. Dividend distribution proposal at the shareholders' meeting:
   The proposal to distribute 2024 cash dividends at NT$1.5per share was approved by the Board of Directors on February 21, 2025. This proposal was submitted to the Audit Committee for approval and reported to the shareholders' meeting, which authorized the Board of Directors to determine a separate distribution record date.

United Radiant Technology Corporation
2024 Earnings Distribution Table

Unit: NT$

Undistributed earnings at the beginning of the period	$216,483,553
Net profit after tax of the year	128,272,369
Remeasurement of defined benefit plans recognized in retained earnings	11,211,891
After-tax net income for the year and items adjusted to the current year's undistributed earnings other than after-tax net income for the year	139,484,260
Provision of statutory surplus reserve (10%)	(13,948,426)
Set aside special surplus reserve according to law	50,764,542
Distributable earnings	392,783,929
Distribution item	
Dividend to shareholders (NT$1.5 per share)	(159,527,748)
Undistributed earnings at the end of the period	$233,256,181

Note 1: The total amount of fractional dividend less than NT$1 shall be combined into other income of the Company.

Note 2: If the Company's outstanding shares are subsequently changed due to the repurchase of shares, transfer of treasury stock, exercise of stock options by employees, or conversion of convertible bonds into common stock, which affects the dividend or stock distribution rate, the total amount of dividends to be distributed will be allocated in proportion to the number of outstanding shares.

Note 3: The ex-dividend date and the payment date will be determined by the board of directors after the approval of the shareholders' meeting and the board of directors is authorized to set the distribution date.

Note 4: The dividend distribution to shareholders is determined based on the earnings of the most recent year.

(IV) Impact of the stock dividend distribution proposed by the shareholders' meeting on the Company's operating performance and earnings per share: Not applicable.

(V) Remuneration of employees, directors and supervisors

1. The amount or range of the remuneration of employees, directors and supervisors as stated in the company's articles of association:
   The Company established an Audit Committee in 2020, so the remuneration to Company's directors and supervisors is determined in accordance with the "Regulations

Governing the Remunerations to Directors and Supervisors" as stipulated by the Company.

(1) Article 29 of the Company's Articles of Incorporation stipulates that the Chairman, Directors and Supervisors of the Company may receive monthly compensation in an amount determined by the Board of Directors based on the peer standard in the industry. Shareholders or directors of the Company who serve as managers or employees are paid as if they were ordinary employees.

(2) When the Company makes profit, it shall set aside at least 6% of the Company's annual profit as employee compensation, which shall be distributed in shares or cash as resolved by the Board of Directors. Qualification requirements of employees, including the employees of subsidiaries of the Company meeting certain specific requirements; the Company may set aside up to 4% of the above-mentioned profit as remuneration to directors and supervisors as resolved by the Board of Directors. Employee compensation and remuneration to directors and supervisors should be submitted to the shareholders' meeting for reporting. However, when the Company has accumulated losses, the Company shall reserve the amount to cover the losses before making any appropriation for the compensation of employees and directors and supervisors according to the aforementioned ratio.

2. The basis for the estimated amount of remuneration for employees, directors and supervisors in the current period, the calculation basis for the number of shares of employees’ remuneration distributed in stock, and the accounting treatment if the actual distribution amount is different from the estimated amount:

   The employees' compensation and remuneration to directors and supervisors are reasonably estimated and recognized as expenses in accordance with the Company's Articles of Incorporation.

   If the actual distribution amount is different from the estimated amount in the subsequent resolution, it is handled as a change in accounting estimate.

3. Remuneration distribution approved by the board meeting:

   In accordance with Article 25 of the "Articles of Incorporation". The Board of Directors approved to appropriate 3.5% and 6.49% of the 2024 pre-tax profit before deducting employees’ compensation and remuneration to directors and supervisors, in the amount of $6,172,846 as remuneration to directors and supervisors, and NT$11,458,111 as employees’ compensation. These remunerations are paid in cash and are not different from the estimations recognized in the accounts.

4. The actual distribution of employee, director, and supervisor compensation for the previous fiscal year (with an indication of the number of shares, monetary amount, and stock price, of the shares distributed), and, if there is any discrepancy between the actual distribution and the recognized employee, director, or supervisor compensation, additionally the discrepancy, cause, and how it is treated:

   The Company appropriated 3.67% and 6.82% of the 2023 pre-tax income before deducting employees' compensation and remuneration to directors and supervisors, in the amount of NT$4,613,165 as remuneration to directors and supervisors, and NT$8,572,470 as employees' compensation. These remunerations are paid in cash and are not different from the estimations recognized in the accounts.

(XI) The company's buyback of its common shares:

(I) Share bought back by the Company (already done)

Buyback period	Fourth buyback of treasury shares	Fifth buyback of treasury shares
Purpose of the share buyback	Shares transferred to employees	Shares transferred to employees
Buyback period	2017/06/10~2017/08/09	2020/03/17~2020/05/13
Buyback price range	NT$20 to NT$32 per share	NT$10 to NT$20 per share
Type and Number of Shares Bought Back	3,000,000 common shares	3,000,000 common shares
Total monetary amount of shares bought back	NT$63,598,828	NT$36,121,765
Number of Shares Bought Back as a Percentage of the Approved Number of Shares to be Bought Back (%)	60%	100%
Number of Shares Cancelled and/or Transferred	3,000,000 shares	3,000,000 shares
Cumulative Number of the Company's Treasury Shares Held	0 shares	0 shares
Cumulative Number of the Company's Treasury Shares as a Percentage of the Total Number of the Company's Issued Shares (%)	0%	0%

(II). Issuance of corporate bonds:

(1) Issued corporate bonds: None.

(2) Convertible Bond: None.

(3) Exchangeable Bond: None.

(4) The company adopts the shelf registration method for the raising and issue of common corporate bonds: None.

(5) Corporate bond with warrant: None.

(III). Issuance of Preferred Shares: None.

(IV). Issuance of Global Depositary Receipt: None.

(V). Issuance of Employee Stock Option: None.

(VI). Issuance of New Restricted Employee Shares, Issuance of New Shares in connection with Mergers or Acquisitions or with Acquisitions of Shares of Other Companies: None.

(VII). Implementation of the company's capital allocation plans: Analysis of the previous cash increase capital allocation plan: Not applicable.

IV. Operation Overview

I. Business Content

(I) Business Scope

1. The scope of the business as listed in the Articles of Incorporation:
   1. CC01040 Lighting Equipment Manufacturing
   2. CC01080 Electronics Components Manufacturing
   3. CC01110 Computer and Peripheral Equipment Manufacturing
   4. CC01990 Other Electrical Engineering and Electronic Machinery Equipment Manufacturing
   5. E603090 Lighting Equipment Construction
   6. F401010 International Trade
   7. E601010 Electric Appliance Construction
   8. E607010 Solar Thermal Energy Equipment Installation Engineering
   9. D101060 Self-usage power generation equipment utilizing renewable energy industry
   10. IG03010 Energy Technical Services
   11. CB01010 Mechanical Equipment Manufacturing
   12. ZZ99999 All business items that are not prohibited or restricted by law, except those that are subject to special approval.

2. The business proportions of the main products of the company in 2024 are as follows:

Unit: NT$ thousand; %

Product	2024	
	Sales revenue	Proportions (%)
LCD	31,772	2.04
LCM	1,507,081	96.88
Others	16,708	1.08
Total	1,555,561	100.00

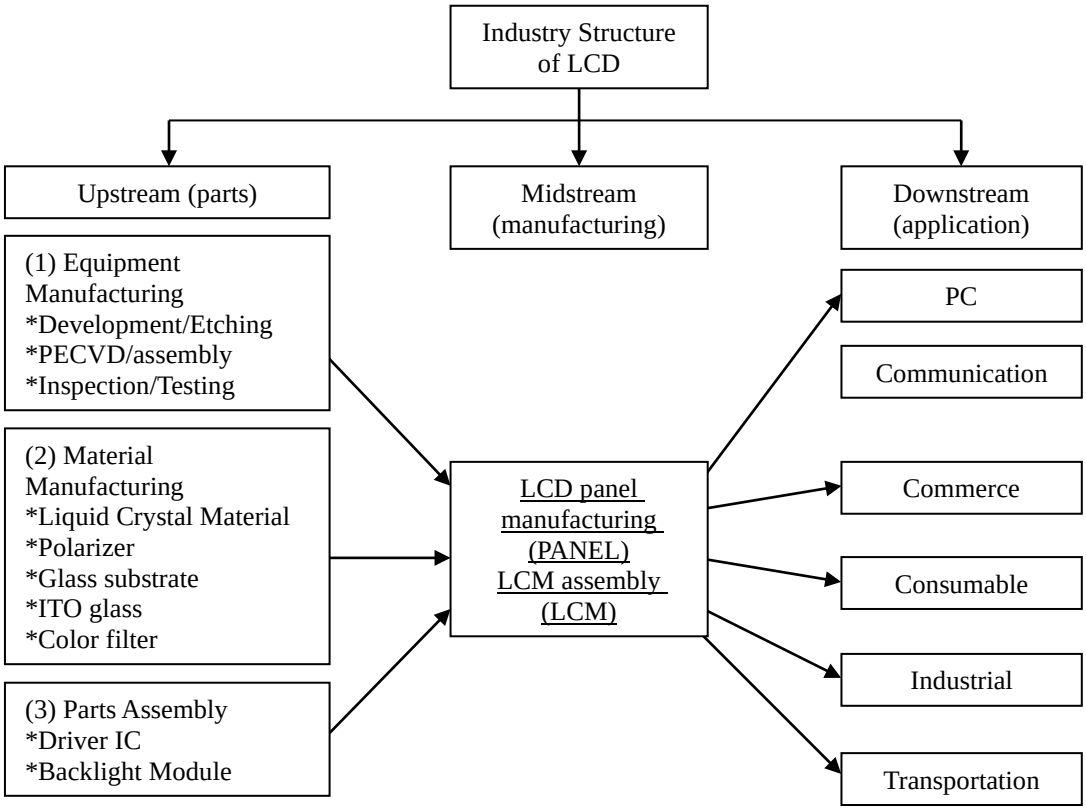
3. New products and services planned for development:
   (1) TFT-LCD display module with in-cell touch function.
   (2) Display module with hovering touch function.
   (3) Optical bonding with high precision alignment.
   (4) LC smart window with adjustable transparency.
   (5) Reflective display module for outdoor digital signage with using electrowetting technology.
   (6) System board and display module with widget library for fast HMI development.
   (7) Quantum dot electro luminescence device in dot matrix.
   (8) White background display to match up with white goods.
   (9) EPD display module.
   (10) Round display module.

(II) Industry overview -Overall business environment and industry trends

A. In 2024, the global economy will bear geopolitical risks, the economy will show a moderate recovery, supply chain restructuring and the wave of AI applications will drive strong demand for related products. Inflation in the United States has declined and the labor market has cooled; China has maintained loose policies to support the economy due to a weak housing market and slow recovery in domestic demand. In 2024, the panel industry will strictly control supply, supply and demand will maintain a good trend, and panel output value will grow slightly. Looking forward to 2025, the economic outlook still

faces many uncertainties. The escalating trade war in the United States, rising geopolitical risks, extreme climate and energy transition, and the application of AI technology, etc., all bring many challenges and opportunities to corporate operations. The inventory and inflation problems in the panel industry are no longer a problem, which is beneficial to the performance of consumption power. Coupled with the expected steady growth of the global economy in 2025, although the total panel cost will increase, the average unit price of the product will increase, and the order volume will increase, causing the gross profit margin to rise. It is expected that in 2025, with both price and volume rising, my country's panel industry will show a growth trend.

B. Links between the upstream, midstream, and downstream segments of the industry supply chain



a. Upstream (parts)
In Taiwan, we still rely on other countries for the manufacturing technology in the upstream LCD materials, except for the backlight and polarizer, which are produced by local manufacturers. Most of the materials, especially the key materials, are still need to be imported from overseas.

b. Midstream (manufacturing)
The main task of the panel factory is to take the purchased ITO glass substrates and color filters and cut them into small pieces by using photolithography and etching on the glass substrate sealant and infusing them into liquid crystal through the reticle with designed lines. Since the manufacturing process is very similar to the semiconductor process, the product must be manufactured in a clean room.
The main business of panel module plant is to package TFT, STN LCD panels, driver ICs, backlight modules, FPC flexible cables and some plastic parts into a complete module. Then we ship them to the customers that make end products such as mobile phones, computers and instruments. At present, most of the end products are consumer

products that are available in small quantities but with a wide variety of specifications, so we usually design these products to fit customers' requirements.

c. Downstream (application)
Our products are widely used in film and television products (LCD TV/VCD Player), information products (digital cameras/notebooks/LCD monitors), communication devices (mobile phones/car navigation/video phones), instrumentation products (industrial instruments/flight instruments/medical instruments) and consumer electronics products (home appliances/watches/ computers). The LCD market in general has been booming due to the mature development and continuous innovation in LCD-related technologies, as well as the rapid growth in the global computer market, communication equipment market, consumer electronics market and transportation equipment market.

C. Various Development trends for products

Display technology development trends:

1. Diversification of Display Technologies: Panel manufacturers are continuously introducing various types of displays, such as OLED with multi-layer structures, foldable OLED, LCD + quantum dot film (QD film), LCD + KSF phosphor LED, transflective LCD, reflective LCD, in-cell touch LCD, circular LCD, electronic paper displays (EPD), micro-LED displays, and more. Customers continue to demand improved display performance, which accelerates the development of display technologies.
2. Display Specification Improvements:
   (a) High Resolution: There is a development toward clearer images and finer details with high-resolution products such as FHD, 2K, 4K, and 8K.
   (b) Thinner Design: Display panel manufacturers continue to develop thinner and lighter panels, which helps reduce the thickness and weight of electronic products. This makes them suitable for use in portable devices like smartphones, tablets, and ultrathin laptops.
   (c) High Refresh Rate: Due to the demand for gaming monitors, display panel manufacturers and IC companies continuously improve refresh rate technology to address screen tearing in games. A lower refresh rate can cause flickering or stuttering. Therefore, increasing the refresh rate reduces screen flicker and helps protect the eyes. As a result, high refresh rate panel specifications such as 90Hz, 120Hz, 144Hz, and 240Hz have been introduced to the market.
   (d) High Color Saturation: Wider color gamuts and better color performance allow for a broader color range and more accurate colors. To improve color saturation (NTSC up to 100%), panel manufacturers adopt quantum dot materials or KSF materials.
   (e) Low Power Consumption Technology: The development of low-power display technologies improves display performance while reducing energy consumption, aligning with energy-saving and environmentally friendly trends. To meet low-power requirements, panel manufacturers have introduced technologies such as transflective LCD, reflective LCD, and electronic paper displays (EPD).
   (f) High Brightness and High Contrast: High brightness and contrast provide clearer, sharper images and text, making them suitable for applications that require precise details, such as medical imaging, aviation instruments, and engineering drawings. High brightness displays remain visible under direct sunlight or in bright environments, making them ideal for outdoor use, such as digital advertising billboards, outdoor navigation devices, and portable devices. OLED and micro-LED displays have high contrast, so LCD panel manufacturers are adopting mini-LED backlight technology and integrating high dynamic range (HDR) imaging to improve contrast.

(g) Flexible and Rollable Displays: The development of more flexible display technologies allows displays to be bent or rolled, offering more design possibilities for end products, such as foldable smartphones and wearable devices.
(h) Touch Technology: Touch technology, primarily based on capacitive touch panels, is evolving to meet different needs, such as multi-touch, glove touch, and haptic feedback touch.

These trends represent the continuous evolution of display technology to meet the ever-changing market demands.

Display Market and Supply Chain Trends:

1. Market Size and Demand Trends: The display industry has been in a phase of growing demand. With the increasing demand for electronic products, especially the popularity of artificial intelligence computers, the Internet of Vehicles (IoV), smartphones, tablets, and televisions, the display market is experiencing steady expansion.
2. Expansion of Application Areas:
   (a) New Applications: Display technology is gradually being applied in various fields, such as refrigerators, coffee machines, and water dispensers. These devices are transitioning from button-based controls to touch displays combined with human-machine interfaces (HMIs), representing new and emerging applications for display technology.
   (b) Increase in Display Quantity in Various Fields: In automotive displays, vehicles, which originally only had instrument panels and central information displays (CID), now increasingly feature multiple displays. These include head-up displays, instrument clusters, center consoles, and rear-seat entertainment displays.
   (c) Vertical Integration: Customers continue to demand total solutions and one-stop shopping. As a result, display manufacturers are integrating upstream and downstream processes and combining human-machine interface (HMI) systems to provide customers with the products they require.
3. Cost Competition and Supply Chain:
   (a) Display Manufacturing and Supply Chain: With the cost-reduction demands from customers, the display industry, including panel manufacturers, module manufacturers, and assembly plants, is experiencing intense competition. This has driven companies to continually optimize production processes and control material costs.
   (b) Sustainability and Environmental Considerations: Facing environmental pressure, the display industry is beginning to seek more sustainable manufacturing methods and materials to reduce its environmental impact. Energy-saving, emission reduction, and the use of green materials have become important directions for industry development.
   (c) International Trade and Supply Risks: The display industry is significantly affected by international trade environments and raw material supply risks. Global trade fluctuations and supply chain disruptions could create volatility in the industry.

Overall, the display industry faces both opportunities and challenges in terms of technology, applications, and sustainable development. As technology continues to advance, industry participants need to stay agile in responding to market changes and continue innovating to meet the evolving demands.

D. Competition for products:

The competition in the display product market is fierce, mainly in the following areas:

1. Price Competition: As LCD displays are a mature industry and with the rise of Chinese manufacturers, price competition has become intense in the market, leading to a

continuous price war. Manufacturers strive to reduce costs in order to offer more competitive prices.

2. Technological Innovation: Manufacturers are actively pursuing technological innovation by launching displays with higher resolution, faster refresh rates, and better color performance to attract consumer attention and expand market share. Those who fail to innovate technologically may be eliminated from the market.
3. Supply Chain and Production Efficiency: Effective supply chain management and efficient production processes are key competitive factors. Manufacturers who can lower production costs and quickly meet market demand are positioned to gain a competitive advantage.
4. Sustainability and Environmental Concerns: There is growing attention to sustainability and environmental impact in today's market. Manufacturers can win market support by offering low-power, eco-friendly materials, and recyclable products.
5. Market Differentiation: Display manufacturers introduce different products for various regional markets and applications to meet the diverse needs of customers. This helps create differentiation in the competition.

Overall, the competition in the display market drives manufacturers to continuously improve product quality, performance, and innovation to meet the ever-changing market demands.

(III) Technology and R&D Overview:

1. TFT-LCD display module with high contrast ratio.
2. TFT-LCD display module with high color gamut.
3. TFT-LCD display module with ultra-high luminance.
4. Anti-vandalism capacitive touch panel.
5. Various materials, including OCA/OCR/PVB, and the corresponding technologies available for panel lamination.
6. Embedded system boards.
7. Adapters for various display interfaces.
8. EWD production and materials / processes optimization.
9. Manufacturing process of ultra-thin glass panels and modules.
10. Panel lamination with ultra-low stress.
11. Round display module.

(IV) Long-term and Short-term Business Development Plans

Short-Term Development Plan - Marketing Strategies:

(1)New Technology Applications: Launch display products utilizing the latest technologies, such as higher resolution, faster refresh rates, and broader color gamuts, to enhance product competitiveness.

(2)System Integration Solutions (Total Solutions) Products: Introduce Total Solutions products to increase the average selling price (ASP) of company products and help customers address issues related to multiple suppliers and long supply chains.

(3)Market Segmentation: Offer customized products targeting different market segments, including consumer electronics, professional displays, and automotive displays, to meet a wide range of application needs.

(4)Sustainability and Environmental Focus: Emphasize product sustainability, including low power consumption and the use of eco-friendly materials, to meet the growing demand for sustainable development.

(5)Increase Market Penetration and Focus on Niche Markets: Enhance market penetration and focus on niche markets to secure sustainable profits.

(6)Market Marketing: Through proactive marketing and brand promotion, increase brand

awareness and attract more consumers. Strengthen established global distributor channels and position the company as an integrated problem solver and system integrator, combining hardware and software resources to assist customers in developing new products and providing complete solutions, thereby expanding market share and fostering mutually beneficial relationships with channel partners.

(7)Technical Services: Maintain close contact with customers to understand their product development directions and feedback market information to internal R&D and design teams. Through high-quality business and technical services, promptly and accurately meet customer needs. If technical discussions are required, coordinate R&D/design teams to visit customers for technical discussions.

(8)After-Sales Service: Strengthen after-sales service and promptly address quality-related issues to improve customer satisfaction.

Long-Term Development Plan - Marketing Strategies:

(1)Medium and Large-Sized LCD Applications: Expand the application of medium and large-sized LCD displays, including access control security, ordering systems, and gaming machines, to meet the growing demands of the entertainment, education, and commercial markets.

(2)Smart Function Integration: Integrate artificial intelligence (AI) functions into display products, providing streaming media services, voice assistants, touch controls, and real-time information on smart devices such as refrigerators, washing machines, and TVs.

(3)Partnership Development: Build partnerships with other relevant industries, such as electronic device manufacturers and software developers, to jointly promote the development of integrated solutions.

(4)Global Market Expansion: Expand market share in emerging markets through global channels, enhance international competitiveness, and meet the growing global consumer demand.

II. Overview of Market, Production and Sales

(I) Market Analysis - Industry Outlook for Small and Medium-Sized Panels in 2025

1. Areas/regions of sales of the company's major products

   The Company mainly engages in the manufacturing, system design and integrated processing and sales of various types include large, medium and small size of LCD , touch panels and LCM.

   The main sales areas are Europe, America, Japan and Taiwan.

   The U.S.-China trade war in recent years has driven production lines back to Taiwan, significantly boosting the growth in the Taiwan market.

2. Market share:

   Rank in 2024 "Top 5000 Large Companies in Taiwan" by China Credit Information Service:

   939th in the overall manufacturing business performance. 1234th in the consolidated financial report.

3. Market’s future supply and demand situation and growth

   Market applications continue to increase, with display products moving towards personalization and customization, while adding more value. URT continues to focus on customized products and has successfully transformed into a provider of complete, high-value-added system integration solutions (total solutions), creating differentiated business opportunities. In recent years, URT has achieved good results with its differentiated strategy.

In the future, it will still face the test of severe challenges from strong competitors in the ompetitive market, and will also face the continued squeeze from the Chinese government's subsidies for its competitors' huge production capacity. Although the differentiated strategy has made URT can survive healthily, but the market is changing rapidly. URT must still pursue physical improvement at all times and advance towards greater product differentiation and integration in order to remain invincible. Future development direction of the company：

(1) Take the perfect timing of the excess supply of LCD panel in the post-epidemic era to obtain lower-priced and more diverse panel sources.
(2) Discard the consumer market with slim profit and large volume, and focus on the high value-added market with our strong R&D Team.
(3) Provide customers with hardware and software system integration solutions through strategic partners, extending from LCD modules to barebones, to systems which integrate hardware and software.
(4)Accelerate the development of high-brightness panels in response to the surge in outdoor applications, and meet the demand for the applications of industrial control, automotive, home appliances, and medical products.
(5)Expand the sources of revenue and accelerate the realization of diversified innovative products, such as QLED、electro-wetting display (EWD), color e-book displays, AI medical displays, AI transportation displays, smart street lamp, LiDAR, charging device, and smart window.
(6) Cooperate with strategic partners to promote power-saving color display, and enter the outdoor transportation application and huge advertising billboard market.
(7) Develop smart displays and provide household windows, aviation industry, and smart windows for transportation vehicles.
(8) Accelerate research and mass production plus development of electro-wetting (EWD) display technology with power saving and high reflection effect, etc., which will dominate the outdoor large-scale signage market.
(9) Integrate the Internet of Things and AI to develop wearable low power consumption STN LCD, soft LCD and curved touch panel to meet the market demand in wearable product applications.
(10) Integrate the medical network and AI application to develop multi-functional screening devices, blood glucose meters, blood pressure monitors, and other displays for medical devices.
(11) Continue to cultivate the Internet of Vehicles and artificial intelligence (AI) applications, continue to develop capacitive touch products that meet automotive specifications EMI, EMC, and wide-temperature requirements to enter the automotive market.
(12)Develop niche, competitive products through technological innovation and enhancements: The small- and medium-sized panel industry will continue to pursue technological innovations, such as improved resolution, enhanced color performance, and reduced power consumption. This will involve new display technologies like OLED, Transflective LCD, Reflective LCD, In-cell touch LCD, Circular LCD, EPD, Micro LED, etc.

4.Challenges and Opportunities

(1) Intense Market Competition: The display industry is currently experiencing a price war, especially in standard products, due to competition from Chinese manufacturers.
(2)Addressing Global Supply Chain Challenges: The industry faces challenges in the global supply chain, including raw material procurement and transportation issues, necessitating flexible supply chain management capabilities. Impact of Global Economic Conditions: Changes in the global economy may influence the demand for

medium and small-sized panels, prompting manufacturers to closely monitor global economic trends.

(3) Potential Opportunities

(a)With the widespread application of medium and small-sized panels, market competition is expected to intensify. The company plans to concentrate on brand development, competitive pricing, and product differentiation to capture a larger market share.

(b) With clients needing to lower costs and streamline supply chain management, the company's Total Solutions offerings can gain traction.

(c)Panels will increasingly incorporate AI functionalities and support technologies such as artificial intelligence and voice assistants to enhance user experience. The company's HMI technology can help customers quickly adopt products and win business opportunities.

(d)The company possesses key technologies in the display industry and provides complete solutions that integrate hardware and software, establishing long-term, close relationships with clients.

(e)The company avoids low-margin business models that offer only single display modules and focuses on adding value to products.

(f)With growing awareness of environmental sustainability (ESG), the company continues to focus on sustainable development and reducing environmental impact during production, which will help attract more orders from European and American customers.

(g)Building on leadership in display technology, the company actively expands into new products, including HMI, smart medical displays, smart transportation displays, quantum dot high-saturation color displays, high-resolution displays, curved capacitive touch panels, waterproof capacitive touch panels, EWD, dynamic focus LCD lenses, antibacterial touch panels, smart windows, charging station displays, automotive/marine displays, industrial equipment/instruments, professional audio, high-end cooking appliance displays, etc.

(h)Continuously improving product competitiveness and diversification to meet the market's ever-changing demands. By combining product design/process technology and procurement capabilities, the company can quickly adapt to market trends and develop advanced products that meet emerging market needs.

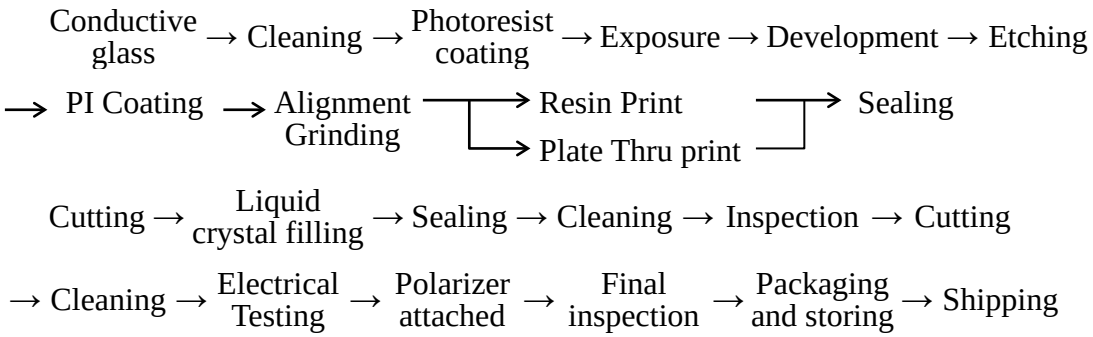
(II) Important Applications and Production Process of Main Products:

1. Important Applications and Services of Main Products

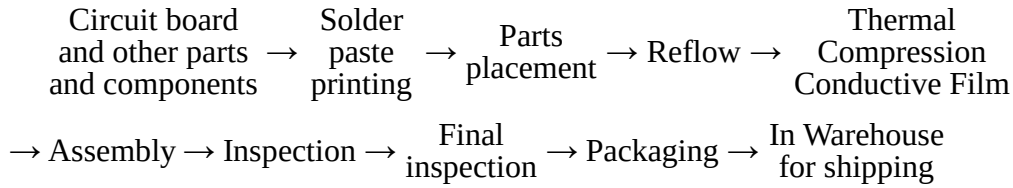
Main Products	Application and Service
LCD	Audio, instruments, toys, computers, communication equipment, fax machines, medical supplies, watches, cell phones, other equipment
LCM	Electronic dictionaries, electronic books, OA machines, communication equipment, computer displays, medical supplies, digital cameras and mobile phones with touch panels, digital cameras, MP3 players, etc.
Touch Panel	Food processor, refrigerator, microwave oven, coffee maker, web pad, NB, electronic dictionary, washing machine, OA machine, communication equipment, medical supplies, digital camera and touch panel of cell phone, digital camera, ATM, GPS, POS, industrial control panel, etc.

2. Production process for the major products

(1)LCD



(2)LCM



(3)Touch Panel OLGS Type

ITO Glass Tempering → Printing → ITO Coating → Etching → Glass Sensor Cutting → External Edge Grinding → Flexible circuit board hot pressing → functional test → final inspection → packing in stock → shipping

(III) Supply status of the major raw materials

1. LCD

Major Raw Materials	Supply Area	Status
Glass	USA, Japan, Korea, Hong Kong, Taiwan	Normal
Liquid Crystal	Europe and Japan	Normal
Polarizer	Japan and Taiwan	Normal
Color filter	Japan, Taiwan and China	Normal
Glass powder	Japan	Normal

2. LCM

Major Raw Materials	Supply Area	Status
LCD	Taiwan	Normal
IC	Taiwan and Japan	Normal
PCB	Taiwan	Normal
Resistor and Capacitor	Taiwan	Normal
Conductive rubber	Taiwan	Normal

3. Touch Panel

Major Raw Materials	Supply Area	Status
ITO film	Taiwan and Japan	Normal
Conductive adhesive	Taiwan and Japan	Normal
FPC	Taiwan and Japan	Normal
Resistor and Capacitor	Taiwan	Normal

Major Raw Materials	Supply Area	Status
Glass	Taiwan and China	Normal
Optical cement	Taiwan and Japan	Normal
IC	Taiwan	Normal
-	-	-

(IV) List of principal suppliers and customers

1. The list of suppliers accounting for more than 10% of net purchases in the last two years

Unit: NT$ thousand

Year	2024				2023			
Item	Name	Amount	Percentage of Annual Net Purchase (%)	Relationship with the Issuer	Name	Amount	Percentage of Annual Net Purchase (%)	Relation to the Company
1	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-
3	Others	1,033,630	100.00	-	Others	861,347	100.00	-
	Net purchase amount	1,033,630	100.00	-	Net purchase amount	861,347	100.00	-

Reason for the change: Change the source of material for mass production in new products

2. The list of customers accounting for more than 10% of net sales in the last two years

Unit: NT$ thousand

Year	2024				2023			
Item	Name	Amount	Percentage of Annual Net Sales (%)	Relationship with the Issuer	Name	Amount	Percentage of Annual Net Sales (%)	Relation to the Company
1	Company L	722,677	46.46	None	Company L	607,800	39.02	None
2	Company N	202,187	13.00	None	-	-	-	-
3	Others	630,696	40.54	-	Others	950,023	60.98	-
	Net sales amount	1,555,561	100.00	-	Net sales amount	1,557,823	100.00	-

Reason for the change: Key customers' business are growing.

III. Employee

Unit: number of employee

Year		2024	2023	March 31, 2025
Number of employees	Direct labor	303	261	293
	Indirect labor	151	169	152
	Total	454	430	445
Average age		43.25	48.04	43.14
Average years of service		14.51	16.84	13.89
Distribution of education level	PhD	0.4%	0.47%	0.4%
	Master	7.27%	6.98%	7.27%
	College	23.57%	41.63%	36.83%
	High school	61.23%	43.25%	48.31%
	Under high school	8.60%	7.67%	7.19%

IV. Information on environmental protection expenditures:

(I) According to laws and regulations if it is required to apply for a permit for installing anti-pollution facilities, or permit of pollution drainage, or to pay anti-pollution fees, or to organize and set up an exclusively responsible unit/office for environmental issues, the description of the status of such applications, payment or establishment shall be made:

In accordance with Article 12 of the Water Pollution Control Act, the Company has a dedicated personnel for wastewater treatment. The approved documents are (105) Huan Xun Zheng Zi No. GB080486 and GB150865. The wastewater discharge permit has been approved by the Taichung City Government with permit No. 00416-06 and 11983-01. The Company has been awarded the "Excellent Pollution Control Performance Award" by the Export Processing Zone Administration, Ministry of Economic Affairs.

The implementation status of wastewater treatment is described as follows:

	Goal/Target	Project	Dedicated personnel	Current Status	Implementation Status
Waste water Treatment	Comply with management regulations and handle related matters	Regular testing (once every six months)	Factory Affairs Department	Conduct testing and declaration every six months in accordance with regulations	Testing and declaration operations will be completed in July 2024 and January 2025
		Regular calibration of wastewater discharge flow meter (once a year)		Calibrate every year according to regulations	Correction completed on March 25, 2024

(II) Describing the process undertaken by the company on environmental pollution improvement for the most recent 2 fiscal years and up to the prospectus publication date. If there had been any pollution dispute, its handling process shall also be described: The Company has not had any pollution disputes up to date. Only change the pH operating range for the surge tank.

(III) Losses arising as a result of environment pollution in the last year up till the publication date of this annual report (including violations against environment protection law found during a inspection and the damage; explain the date of penalty, reference number, the laws violated, the violating action, and the nature of penalty). Please quantify the estimated losses and state any response actions, and state reasons if losses cannot be reasonably estimated: None.

(IV) Current condition of pollution and the impact of its improvement to the profits, competitive position and capital expenditures of the company, as well as the projected major environment-related capital expenses to be made for the coming 2 fiscal years:

1. Current pollution status of the company: None.
   (1)In 2008, Plant 1 received a special merit award for greening project organized by the Ministry of Economic Affairs.
   (2)In 2014, we were ranked third place for water saving achievement for the Park by the Ministry of Economic Affairs.
   (3)The estimated expenditure for the next two years is NT$10,684 thousand for periodic testing of the air pollution sources, sewerage treatment in the management office, and wastewater treatment and maintenance fees.
2. The impact of the improvement on the Company's earnings, competitive position and capital expenditure: None.

(V) RoHS related green information and social responsibility:

Since the EU first proposed the 2002/95/EC directive/announcement/implementation in 2002, the Company has been paying close attention and planning to complete the material and finished product management in order to make sure they comply with the directives. The Company has also been paying attention to their updates and development. Therefore, we were able to comply with the updated version of the 2011/65/EU Directive version 2 in 2011 promptly or earlier in response to the changes. In addition to paying attention to regulatory updates, we periodically take the initiative to confirm whether there are any changes and industry trends, and to clarify and announce regulatory compliance on our website. The details are described below:

1. The European Union (EU) has taken the environmental issues related to hazardous substances seriously and announced the RoHS (Restriction of Hazardous Substances Directive) for electrical and electronic equipment on February 13, 2003. In order to make more efforts to protect the earth, the Company has been planning to introduce the lead-free solder process since January 2005, and established the control procedure of environmental consideration substances in 2005 to enhance our international competitive advantage. EU has required all electrical and electronic products entering the European market from July 1, 2006 must not exceed the limit concentrations for hazardous substances (lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs)) mentioned in the RoHS Directive.
2. Our products are exported directly or indirectly to Europe, and we are an important supplier in the international green supply chain for the world's most famous brands, which are originally committed to green, and are even active advocates in green, and have always been subject to strict regulations and examinations in all aspects of research and development, design, procurement, manufacturing and marketing of related products before they can be included in the green supply chain system. We have been working with these world-renowned brands for many years, and have met the required standards for the global green initiatives, such as the EU RoHS directive. We follow the strict requirements set by these world-renowned manufacturers, which are different but similar to each other. The Company's products were completed on June 30, 2006, as required by the regulations, which should provide a strong niche for business promotion and help to increase the market share, and therefore, there is no negative impact on the Company's financial position.
3. On July 1, 2006, the EU RoHS (Restriction of Hazardous Substances Directive) was implemented. In addition to revising the above control procedures, we have also taken the initiative to understand the requirements from our customers and passed on the relevant information to the management members in all departments and plants to

ensure that our products comply with the EU directives or customer requirements. Since it is a worldwide trend to restrict the use of hazardous substances, other countries outside the EU have been promulgating individual regulations, so it is our important responsibility to keep track of the relevant laws.

4. We have been paying attention to the latest and updated version of the EU and international regulations since they were implemented, and with the cooperation and efforts made by all employees, the company's operation has not caused any problems associated with the implementation of RoHS. As the environmental requirements arising from global warming and greenhouse gases continue to intensify in the future, we will continue to adjust our business structure and strive for business opportunities while taking into account the environmental requirements, and maximize profits for all shareholders and contribute to society.
5. RoHS Version 2 was effective on January 3, 2013; the original Directive 2002/95/EC was replaced by 2011/65/EU. We have completed the conformity assessment for all products and materials in 2011 to make sure that they are in compliance. In 2011, we formally announced to customers that we are in compliance with the new version, so that customers can be assured. Our business cards, presentations, reports and posters have been converted to Directive 2011/65/EU. The new version of the Directive will include medical and surveillance devices that were previously not included, and the new version will have no effect on the Company.
6. REACH control items SVHC is also the EU environmental control substances directive, the Company also take the same as the RoHS system control, products are in line with the REACH directive requirements, and continue to update, and gradually add new substances control, such as PFOS, PFOA, halogen-free and other requirements. We always meet the industry and customer demands as quickly as possible.
7. RoHS was updated to (EU)2015/863 directive in 2015, which increased from the original 6 substances to 10 substances. The Company has prepared the response ahead of time, and explained and announced the compliance status on the website to assure the customers.
8. In addition to the RoHS, REACH and other well-known and important environmental protection regulations described in the above, the Company has been taking the initiative to gradually add controls on substances that are more frequently asked by customers or have increased control around the world in recent years, such as halogens, PFOS (perfluorooctane sulfonic acid), PFOA (perfluorooctanoic acid), PAHs (polycyclic aromatic hydrocarbons) and other key substances. We request our suppliers to cooperate and change their materials. At present, all of our products are in compliance with the requirements, and the compliance status is clearly announced on our website and various channels to let our customers know about it, so that our customers can have more confidence in our products and we can also contribute to the environment and society through our manufacturing process and production.

V. Employee Relationship

(I) Various employee welfare measures, advanced studies, training, retirement systems and their implementation status, as well as the agreements between labor and management and various employee rights protection measures:

1. Welfare measures and their implementation status:
   (1) When the Company started production in May 1991, an Employee Welfare Committee was established to be in charge of the employee welfare matters of the Company. Employees are entitled to receive annual festival gift certificates, birthday gift certificates, travel subsidies, wedding and funeral subsidies or condolences. The staff welfare committee is elected by all employees from among themselves, and is committed to working hard for the welfare of our employees; the company also has contracted vendors to provide discounts to employees.
   (2) All employees of the Company are covered by labor insurance and national health insurance and group insurance.
   (3) The Company organizes annual employee outings or get-togethers to encourage employees to actively participate in group activities and motivate them to have a strong body for better life.
   (4) The company has a staff cafeteria available to provide meals for the employees, as well as a library, fitness facilities, and recreational facilities for the employees
   (5) Employees are given a health check once every two years after starting to work at the plant; dormitories for men and women are available for the employees who come from far away; the plant actively promotes energy saving and carbon reduction, promotes aerobic exercise, and provides weight loss competition and sport contest prizes to reward employees who have achieved weight loss and excellent competition results.
   (6) We host employee gatherings or annual party, honor annual outstanding employees, select the May 1st Exemplary Laborer, award patent inventions, yield improvement, performance achievement and other significant contributions, and recognize senior employees and thank them for their long term contributions to the company.
   (7) We propose an improvement system and award prize for excellent proposals; we promote 6S campaign for competition, and strive to create a clean space that meets quality requirements.
   (8) The company provides pregnant women armbands to be worn by pregnant employees to prevent from collision in order to protect pregnant women and fetuses; female employees on night shift who are pregnant will be transferred to day shift work. The Company will assist pregnant workers to change their working environment or job if the environment or job they perform is harmful to them or their fetus. The Company also has a lactation room to provide a privacy and comfortable space for female employees to collect breast milk; we also provide seven paid days for pregnancy checkup and seven paternity leave for male employees in accordance with the law.
2. Continuing training system and its implementation status:
   Our company has established employee training methods. The Human Resources Department arranges new employee training for new employees to help them adapt to the work environment and understand the organizational culture and system. Each department arranges internal and external education and training for employees according to work needs. Each department arranges a full-year education and training plan every year to enhance the professional knowledge and skills of colleagues in each department. The cost of both internal and external training courses is borne by the company. Employees are important assets of the company, and strengthening professional quality and functions is also our goal of sustainable development.

Item	Number of courses	Number of attendees	Total hours (hr)	Total expense
1. New employee training	39	117	90.5	0
2. Professional Training	146	3,533	563	115,200
3. Executive training	12	480	72	288,000
4.ESG sustainable development education and training	9	402	50	350,000
5.Customer needs and business development key skills workshop training	4	81	24	416,000
Total	210	4,613	799.5	1,169,200

3. Retirement system and its implementation status:
   (1)The Company has established the Employee Retirement System to ensure that employees can work comfortably during their employment and secure their post-retirement life. All employees who meet the requirements of the Act are entitled to receive a pension upon retirement. The Company has been making contributions to the pension fund since 1991 at a rate of 2% of the monthly salary, which is deposited in a bank account designated by the government.
   (2)The Company invited an actuary to explain the rules of the new pension system to its employees in order to facilitate their selection in accordance with the new pension system which was launched on July 1, 2005.
   (3)The Company has appointed an actuary to evaluate and calculate the labor retirement reserve and prepare an actuarial evaluation report.
   (4)Comply with Article 56(2) of the Labor Standards Act, which requires the employer to conduct a year-end review and make full contributions to the labor retirement reserve by the end of March of the following year.
4. Agreements between employees and employers and measures to protect employees' rights and interests:
   (1)Labor relations are always smooth as employees can respond directly to their supervisors to express their personal opinions. The Company has also set up various communication channels to protect employees' rights and interests and promote harmonious labor relations, such as the president's mailbox at each factory to receive letters from employees; the president's hotline and the workplace violence complaint hotline to provide a channel for employees' complaints; the Sexual Harassment Prevention Committee, regular labor-management meetings, the Safety and Health Committee, the Employee Welfare Committee, and foreign employee meetings to provide a platform for communication. The Company's Articles of Incorporation stipulate that if the Company makes a profit in a year, it shall set aside not less than 6% as employee compensation, and the Board of Directors shall resolve to distribute it in shares or cash to employees who meet certain criteria to protect the welfare of employees. Since the establishment of the plant, the labor relations have been pleasant.
   (2)The Company strongly encourages its employees to participate in charitable organizations, and advocates involvement in charitable activities, and provides necessary relief to the disadvantaged groups or handicapped people.
   (3)For the last two years and as of the publication date of the annual report, the Company has not suffered any losses from labor disputes, so the Company is not required to disclose the estimated amount of current and potential future losses and measures to address them.
5. Employee Code of Conduct
   (1)The Company has established this Code in accordance with the Labor Standards Act and related laws and regulations in order to establish a management system to improve organizational functions.

(2)Employee Rules:

For the development of the Company and for the welfare of all employees, all employees of the Company shall abide by the following rules:

(a)We shall distinguish between public and private affairs, respect each other's personality, and treat each other sincerely, and work together to achieve the goal of the Company.

(b)To obey the reasonable instructions and supervision given by supervisors at all levels.

(c)Be truthful and honest in their daily behavior, and refrain from debauchery, extravagance, gambling, etc., which may damage the reputation of the Company.

(d)Not to be engaged in any outside business that is harmful to the Company.

(e)Do not disclose business or technical secrets of any unit to external parties.

(f) Do not read documents, correspondence, design drawings, and information that are not managed by you.

(g)Take care of all public property and do not waste it.

(h)Perform duties with diligence and will not be afraid, evasive or unreasonably delayed.

6. Work environment and employee safety protection measures:

The Company emphasizes on safety, hygiene and occupational health management. In 2006, we were certified with the OHSAS18001 occupational safety and health system. In order be in line with the amendment to the international standard, the Company were successfully certified with the new version of ISO45001 occupational safety and health system by TUV in August 2019. We conduct regular education and training on labor safety and health for new and current employees, and hold a number of employee health management activities to raise employee safety awareness. The Company has established employee work rules in accordance with the Article 25 of the Occupational Safety and Health Act and the "Rules for Occupational Safety and Health" published by the Industrial Safety and Health Association of the Republic of China.

(1)The purpose is to assist our employees to understand how to prevent the occurrence of hazards and to protect the health and safety of employees and the Company's property.

(2)If any employee of the Company causes an accident arising from disloyalty or negligence in his or her duties, or extends the scope of the accident to cause damage to public property or harm to public safety, he or she shall be subject to penalty in accordance with the work rules and the law if necessary. The Company shall be liable for any and all occupational accidents caused by improper facilities of the Company.

(3)The content includes general safety and health code / health / workplace general safety and health code / material storage and operation safety code / electrical and air pressure operation safety code / fire prevention code / hazardous chemicals and organic solvents operation safety code / evacuation code.

(4)Safety and health slogans: (a) Go to work with joy and go home safely. (b) Be careful when working, and your family members are waiting (c) Strengthen the automatic inspection and ensure the safety in the plant. (d) Keep the environment clean and maintain safety and health. (e) Preventing accidents and protecting family well-being. (f) Safety first, respect for everyone. (g) Wear all kinds of protective equipment. (h) Prevention is more important than remediation. (i) Everyone works together to prevent accidents.

The company has established a friendly and safe working environment in order to make sure that our employees can work safely and securely based on the importance of working environment and employee safety protection measures. Please refer to page 50 of this Annual Report for the major objectives and management plans of the Company.

7. Corporate Social Responsibility:
   (1)Establish a CSR management handbook to address the Company's management philosophy, including the labor rights refered to SA8000 and the Company's ethical management to establish the Company's top management policy.
   (2)Include air pollution, waste water, energy saving, risk management in work safety, labor rights, working hours, compensation, overtime, non-discrimination, sexual harassment prevention, personal data protection, integrity requirements and supplier management.
   (3)Environment and Safety: We review the potential risks and opportunities for improvement every six months, select topics to conduct projects and track the performance, and report to the top management.
   (4)Labor rights and corporate ethical management: Written regulations on various matters are clearly defined, and employees are informed, and suppliers are required to sign contracts. We have established various task teams, for example, sexual harassment prevention team, and corporate ethical management team.
   (5)The Company is committed to implementing the corporate social responsibility, maintaining the ecological environment, practicing energy conservation and carbon reduction, actively participating in community activities to contribute to society and providing a safe and healthy working environment for employees.
   (6)Operating with integrity and transparency, the Company has established the Procedures for Ethical Management and Guidelines for Conduct.
8. Organizational structure of risk management:
   (1)For the assessment and management of the Company's risk matters, please refer to the Risk Matters and Assessment as of the Publication Date of the Annual Report.
   (2)The Company has an organizational structure for emergency response and disaster prevention.
   General Commander for Response and Disaster Prevention → On-site Commander (Unit Supervisor/Substitute) → Rescue Team (Incident Unit)/ Plant Equipment Evacuation Guidance Team/ Fire Fighting Team/ Coordination Team
   (3)Procedures for emergency response:
   In case of a communicable disease announced by the government and immediately endangering the production of the company, person who discovered shall notify the supervisor → the epidemic prevention commander instructs all departments and safety and health management team to convene a meeting to discuss countermeasures → each department adopts measures to prevent the spread of the epidemic outside the factory from endangering the Company's production and other operational activities → suspicious or possible cases found in the plant → Response to Level 2 and 3 of the epidemic preventive measures → The commander directs that all emergency measures must be initiated to prevent the spread of the epidemic → Isolate and disinfect people, things, and objects in contact with infected persons → Take the body temperature, wear a mask, and disinfect people, things, and objects not in contact with infected persons and isolate them from contact with infected persons, things, and objects → Epidemic prevention commander shall → 1. notify the President 2. notify the health authorities 3. take all necessary epidemic prevention measures in cooperation with the epidemic prevention operations conducted by the county and city → The Company is approved by the competent health authority to be in a non-infected zone → Taiwan is declared a non-infected country by the World Health Organization (WHO) before terminating the relevant epidemic prevention measures.

9. Issues related to greenhouse gases and carbon emissions:
   (1) Under the leadership of the general manager, the ESG Committee had established in 2022, dedicated to greenhouse gas carbon emissions and energy related issue, focus on education and training, and a follow-up plan had been made in June 2022.
   (2) Completed the ISO-50001 energy management system certification in Q3 in 2023.
   (3) Complete the 2023 ESG report in 2024.

(II) List all losses arising as a result of employment disputes in the last year up till the publication date of this annual report (including violations against Labor Standards Act found during a labor inspection; explain the date of penalty, reference number, the laws violated, the violating action, and the nature of penalty). Please quantify the estimated losses and state any response actions, and state reasons if losses cannot be reasonably estimated: The Company had no labor disputes in the most recent year and as of the date of publication of the annual report.

VI. Information Security Management

Describe the information security risk management framework, information security policies, specific management plans, and resources invested in information security management.

Planning and constructing the company's information management system, responsible for network and system information security control and protection measures, in order to reduce the company's operation and information security risks. Improper security control, operation, and backup of the information system cause risks to the enterprise, such as System barriers, crashes, data deletion, security protection or computer virus prevention and treatment, etc. Specific management measures：

Account authority control, daily backup of information system and operational data, system backup mechanism.

Internal threat prevention: virus and network threat protection, cloud system access control, file operation behavior record, email audit. External threat prevention: set up firewalls to block external attacks, spam and malicious emails.

VII Important Contracts

Contract nature	Counterparty	Contract start and end dates	Main content	Restrictions
Land lease contract	Export Processing Zone Administration, MOEA, Taichung Branch	2020.06.01~ 2030.05.31	Lease of land on Chien Kuo Road	Restricted to use for end-enterprise only
		2018.12.01~ 2028.11.30	Lease of land on S. 2nd Road	Restricted to use for end-enterprise only
		2015.10.01~ 2025.09.30	Lease of land on S. 2nd Road	Restricted to use for end-enterprise only
		2020.12.01~ 2030.11.30	Lease of land on S. 2nd Road	Restricted to use for end-enterprise only
		2021.06.01~ 2031.05.31	Lease of land on Bei Huan Road	Restricted to use for end-enterprise only
		2017.08.01~ 2027.07.31	Lease of land on Fuxing Road	Restricted to use for end-enterprise only
		2016.12.27~ 2026.12.26	Lease of land on E. 2nd Road	Restricted to use for end-enterprise only

There are no material restrictions on the Company's other ongoing sales or agency contracts.

V. Review and Analysis of Financial Position and Performance and Risk Issues

I. Consolidated Financial Position

Main reasons for any material change in the company's assets, liabilities, or equity during the past 2 fiscal years, and describe the effect thereof.

Comparative Analysis of Financial Position

Unit: NT$ thousand

Item \ Year	December 31, 2024	December 31, 2023	Difference	
			Amount	%
Current assets	1,840,025	1,548,837	291,188	18.8
Financial assets at fair value through other comprehensive income or loss - non-current	23,508	24,584	(1,076)	(4.4)
Property, plant and equipment	146,479	133,334	13,145	9.9
Intangible assets	5,134	6,602	(1,468)	(22.2)
Other assets	131,958	175,585	(43,627)	(24.8)
Total assets	2,147,104	1,888,942	258,162	13.7
Current liabilities	394,423	276,646	117,777	42.6
Non-current	38,896	56,090	(17,194)	(30.7)
Total liabilities	433,319	332,736	100,583	30.2
Share capital	1,063,518	1,063,518	0	0.0
Additional paid-in capital	42,251	37,883	4,368	11.5
Undistributed earnings	559,975	505,572	54,403	10.8
Other equity	48,041	(50,767)	98,808	(194.6)
Treasury stock	0	0	0	0
Non-controlling interests	0	0	0	0
Total equity	1,713,785	1,556,206	157,579	10.1

Explanation:

I. The decrease in intangible assets was mainly due to the periodic amortization of computer software costs in 2024.

II. The decrease in other assets was mainly caused by investment losses using the equity method and recovery of long-term accounts receivable in 2024

III. The increase in current liabilities was mainly due to the increase in accounts payable at the end of 2024.

IV. The decrease in non-current liabilities was mainly due to the decrease in net defined benefit liabilities.

V. The increase in total liabilities was mainly due to the increase in accounts payable at the end of 2024.

VI. The increase in other equity was mainly due to investment in listed stocks and the recovery in fair value at the end of the year is recognized as unrealized appraisal benefits.

II. Financial Performance

Main reasons for any material change in operating revenues, net operating income, or income before tax during the past 2 fiscal years, provide a sales volume forecast and the basis therefor, and describe the effect upon the Company's financial operations as well as measures to be taken in response.

1. Comparative Analysis of Financial Performance

Unit: NT$ thousand

Item	2024	2023	Increase (decrease) amount	Change ratio (%)
Net operating income	1,555,561	1,557,823	(2,262)	(0.1)
Operating cost	1,301,173	1,297,570	3,603	0.3
Operating margin	254,388	260,253	(5,865)	(2.3)
Operating expenses	162,541	167,296	(4,755)	(2.8)
Net Operating income	91,847	92,957	(1,110)	(1.2)
Non-operating income and expenditure	66,938	19,566	47,372	242.1
Net profit before tax of continuing business units	158,785	112,523	46,262	41.1
Income tax benefits (expenses)	(30,513)	(22,302)	(8,211)	36.8
Net profit	128,272	90,221	38,051	42.2

Analysis of the change in the increase/decrease ratio:

1. The increase in non-operating income tax was mainly due to the increase in foreign currency exchange benefits in 2024.
2. The increase in net profit before tax was Mainly due to the increase in foreign currency exchange benefits in 2024.
3. The increase in income tax expense was mainly due to the increase in pre-tax net profit in 2024.
4. The increase in Net profit for this period was Mainly due to the increase in foreign currency exchange benefits in 2024.

2. The sales volume forecast and the basis therefor, and the description of the effect upon the Company's financial operations as well as measures to be taken in response:

The Company's sales for 2025 are based on actual operating conditions, the forecast from the business department on the future economic trend and customer orders, and the basic assumptions on the product development progress and changes in production capacity to estimate the sales volume of each product. The potential effect on the Company's future financial operations is that the increase in new product production will lead to an increase in sales volume, which will require more labor efforts in terms of capacity control schedule. The Company's value of sales volume table is detailed below:

Unit: thousand pcs

Main Products	Estimated sales volume in 2025
LCD	752
LCM	2,972
Total	3,724

III. Review and Analysis of Cash Flow

(I) Liquidity analysis of the last two years

Item \ Year	2024	2023	Percentage of Increase (decrease) %
Cash flow ratio (%)	22.94	64.24	(64.29)
Cash flow adequacy ratio (%)	78.37	90.72	(13.61)
Cash reinvestment ratio (%)	0.17	(0.43)	139.53

Analysis of the change in the increase/decrease ratio:
The decrease in cash flow ratio: mainly due to the decrease in net cash flow from operating activities in 2024 compared with last year.
The increase in cash reinvestment ratio: mainly due to the fact that the net cash flow from operating activities in 2024 is higher than the number of cash dividends paid.

(II) Cash flow analysis for the coming year:

Unit: NT$ thousand

Beginning cash balance (1)	Annual net cash flow from operating activities (2)	Net cash outflow for full year (3)	Cash surplus (shortage) amount (1)+(2)+(3)=	Remedies for cash shortage	
				Investment plan	Financial plan
$356,609	$137,971	-$159,527	$335,053	Not applicable	Not applicable

Explanation:
1. Analysis of cash flow changes for the year (in the upcoming year):
   (A) Operating activities: Operating activities are expected to generate net cash inflows in 2025 as a result of increased working capital from daily operating activities.
   (B) Investing activities: The net cash outflow from investing activities arises from investments in financial assets and ongoing capital expenditures for new technologies, automation and investment projects.
   (C) Financing activities: It is expected that the 2024 dividends will be paid.
2. Expected remedies for cash shortfalls and liquidity analysis: Not applicable.

IV. Impact of Major Capital Expenditures on Financial Operations in the Last Year

(I) The utilization of significant capital expenditures in recent years and the sources of funds and the nature of capital expenditures to be invested in the next five years:

Unit: NT$ thousand

Item	Actual or expected source of funds	Total funds needed	The actual or expected use of funds		
			2025	2026	2027
Production and Plant Equipment	Working Capital	$104,952	$104,952	-	-
R&D Equipment	Working Capital	10,347	10,347	-	-
Total		$115,299	$115,299	-	-

(II) Potential benefits: In the trend of digitization, creating multiplier value and enhancing efficiency will help maximize the company's efficiency and improve profitability in 2025.

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

(I) Reinvestment Policy

The Company has established the "Regulations Governing the Financial and Business Matters Between the Group Enterprises, Specified Companies and Related Parties" and established procedures for the management of its subsidiaries in the investment cycle to be followed in future daily transactions with the investees.

(II) Main reason for its profit or loss, improvement plan and investment plan for the next year

The Company incurred a profit of NT$705 thousand for the year 2024 from its investment in UNITED RADIANT TECHNOLOGY (H.K.) Co., Ltd. and a profit of NT$840 thousand for the year 2024 from its investment in Bright Yeh Technology (Huizhou) Co., Ltd.

It seems that there is still a need to retain a processing base in the Huizhou, Guangdong, so the Company still maintains its OEM production in Bright Yeh Technology (Huizhou) Co., Ltd. in order to differentiate the demands from different customers.

(III) Main reasons for the profit or loss of the investment in excess of 5% of the paid-in capital, the plan for improving re-investment profitability, and investment plans for the coming year:

Unit: In thousand NT$ or Foreign currency

Name of investee	Main businesses	Paid-in capital	Investment gains (losses) recognized in the year
UNITED RADIANT TECHNOLOGY (H.K.) Co., Ltd.	Manufacture, processing and sales of all kinds of liquid crystal displays and their modules	$ 152,525 (HKD 36,500).	$ 705

Investment losses in recent years are mainly attributed to the fact that the production and operation of the investee's business has not reached economic scale. The Company will focus on the growth of its core businesses and continue to provide guidance to its subsidiary to accelerate its profitability goals and to dispose of the related investments that do not meet the economic efficiency and non-core projects accordingly.

VI. Risks matters and Assessments for the Most Recent Year and up to the Publication Date of the Annual Report

Finance: Market risk:

The main financial risks to which the Group is exposed from its operating activities are changes in foreign currency exchange rates and changes in interest rates.

(1) The Group had foreign currency sales and purchases, which exposed the Group to exchange rate risk. Exchange rate exposures were managed within approved policy parameters utilizing derivative financial instruments. The amount of pre-tax income that would be recognized as a result of a 1% change in the New Taiwan dollar exchange rate relative to each foreign currency. The impact on the company’s profit and loss from the fluctuation of the exchange rate was NT$35,219 thousand and NT$6,223 thousand in 2024and 2023, respectively.

(2) Interest rate risk: The Group has been exposed to interest rate risk due to the deposits and borrowings at fixed and floating interest rates. According to the sensitivity analysis of interest rate risk, a 1% change in interest rate would result in a change of NT$2,272 thousand and NT$1,364 thousand in pre-tax income for 2024 and 2023, respectively.

Credit risk:
Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Group. The Group's maximum exposure to credit risk, which would cause a financial loss to the Group due to failure of counterparties to discharge an obligation and financial guarantees provided by the Group could arise from the carrying amount of the respective recognized financial assets as stated in the balance sheets. The credit risk is mainly concentrated in the Group's five largest customers. The accounts receivable from these customers for 2024 and 2023 accounted for 83% and 70% of the total amounts, respectively.

Liquidity risk:
The Group manages liquidity risk by monitoring and maintaining a level of cash deemed adequate to finance the Group's operations and mitigate the effects of fluctuations in cash flows. In addition, management monitors the utilization of financing facilities and ensures compliance with loan covenants. As of December 31, 2024 and 2023, the Group had available unutilized bank loan facilities are NT$320,000 and NT$405,000 respectively.

Operating Risks:
We manage property risk, cargo transportation, product liability and other risks to ensure that the relevant departments and plants are fully aware of the risk sources and to eliminate the risks and reduce the potential losses as early as possible. In the future, companies must consider the calculation of carbon costs as well. Therefore, it is important for companies to clarify the carbon tax rules in order to have a better understanding on the actual carbon cost incurred internally, and to manage the carbon cost more effectively in the future.

Accounting Risk: Financial Statement Audit and Internal Control of Information Operations
The accounting firm conducts regular information operation audits based on the current information operation system and financial statement auditing requirements, considers risk management and other factors, and conducts risk assessment in the information environment and necessary control tests to evaluate the effectiveness of the company's internal controls over information operations.

Audit:
A series of circular audits are conducted to provide risk recommendations and guidance, implement annual audit plans, evaluate the effectiveness in the design and implementation of internal control systems, assist operating units in risk management-based control operations, and report risk assessment and implementation results to the Board of Directors.

Legal risks: Contract completeness and validity
Responsible for legal risk assessment, including identifying contract risks and recommending control measures through the contract review process; providing legal advice and recommendations on dispute and intellectual property rights management, etc. The risks that may arise from the completeness and validity of the contract, including the legality of the business, the knowledge of foreign language contracts and foreign laws. We manage the legal risks and do our best to control, adapt and avoid the legal risks effectively. The key to legal risk management is to prevent it in advance.

Information Risk
Plan and build the information management system for the Company, and be responsible for managing and protecting the information security of network and system to reduce the risk to the Company's operation and information security. Risks associated with information system security, operation, and backup malfunction, including system failure, crash, data destruction, and security protection or computer virus prevention and management. Specific management measures:

- Account authorization control

- Internal threat prevention: virus and network threat protection, cloud system access control, file operation activity log and email auditing. External threat prevention: Set up a firewall to block external attacks, spam and malicious emails
- Backup data for information systems and operations on a daily basis
- System backup mechanism

(I) Impact of interest rate and exchange rate changes, and inflation for the most recent year on the company's profit and loss and future countermeasures:

Unit: NT$ thousand %

Item \ Year	2024
Exchange gains	35,219
Exchange losses	-
Net operating income	1,555,561
Net profit before tax	158,785
Exchange gains as a percentage of net operating income	2.26%
Exchange gain as a percentage of net income before tax	22.18%
Exchange losses as a percentage of net operating income	-
Exchange loss as a percentage of net income before tax	-
Interest income	18,284
Interest income as a percentage of net operating income	1.18%
Interest income as a percentage of net income before tax	11.51%
Interest expense	132
Interest expense as a percentage of net operating income	0.01%
Interest expense as a percentage of net income before tax	0.08%

1. Impact from interest rate changes
   Stronger-than-expected U.S. economic data has prompted the central bank to act more aggressively to curb inflation. High inflation affects the Fed's monetary policy, which will keep interest rates at the peak for a long time, and the monetary policy should not turn loose so quickly. The Company maintains good relationships with its banks which will allow it to secure relatively low-cost capital in the future. The Company is currently using its free cash and bank facilities to expand its operations. The percentage of interest income to net operating income was 1.18% and the percentage of interest expense to net operating income was 0.01% in the most recent year. The Finance Department will observe the fluctuation of fixed or floating interest rates to hedge the risk arising from the fluctuation of interest rates, therefore, the impact of interest rate fluctuation on the Company is not expected to be significant.
2. Impact from exchange rate changes
   Our company's products are mainly sold in Europe and the United States, and are quoted in US dollars. Affected by the strengthening of the international US dollar from 2024 to the present，since the beginning of this year, the exchange rate of the New Taiwan Dollar against the US dollar has depreciated by 6.77%, and the exchange rate trend of the New Taiwan Dollar show depreciation. The trend of the U.S. dollar exchange rate is closely related to the changes in the Company's exchange gains and losses. The Company's exchange profits of NT$35,219 thousand accounted for 2.26% of net operating revenues in 2024 as compared to an exchange losses of NT$6,223 thousand accounted for 0.40% of net operating revenues in 2023. In the recent year, which resulted in an exchange gains for the year. In response to the impact from exchange rate fluctuations, the shareholders' meeting approved the Company's "Rules Governing the Acquisition or Disposal of Assets", which allows the Company to engage in derivative transactions up to $20 million. These transactions are used for the future pre-sale of foreign exchange forward. The Company currently makes appropriate hedges based on the estimated foreign exchange rates.

In addition to use foreign currency to do transactions, the Company also adopts general hedging instruments to minimize the impact on profit or loss from exchange rate fluctuations. The Company's specific measures in response to foreign exchange rate fluctuations are as follows:

(1)Use the real-time exchange market information provided by our bank to keep track of the foreign currency exchange rate.

(2)Natural hedge: We use purchase and sales items to make hedges against each other, so that exchange rate fluctuations can have a certain degree of natural hedging effect. In addition, we make adjustments to the difference in time to hedge the exchange rate risk.

(3)We use pre-purchase or pre-sale of foreign exchange forwards to secure the purchase cost or ensure export profits.

(4)We use options to replace foreign exchange forwards to avoid exchange rate fluctuations in order to ensure export profits.

3. Effects of inflation:

Due to slowing growth and sluggish demand, the global inflation rate in 2025 will be approximately 3.41%, continuing to slow down. Taiwan's CPI increased by 2.1% annually in December 2024, bringing the annual growth rate to 2.18%, breaking through the 2% inflation warning line for three consecutive years. Price growth will be flat in 2025, and the annual CPI growth rate in 2025 is estimated to be 1.93%, which is slower than in 2024. The effect on the Company's profit or loss: The increase in raw material prices and wages has increased the Company's cost of goods sold and administrative costs.

(II) Policies for engaging in high-risk or high-leverage investments, loans to others, endorsement guarantees, and derivatives trading, main reasons for profit or loss, and future countermeasures

1. The Company did not engage in high-risk and highly leveraged investments.
2. The Company's strategy for derivative transactions has always followed the Article 11 "Procedures for the Acquisition or Disposal of Derivative Transactions" under the "Regulations Governing the Acquisition or Disposal of Assets" as the implementation policy.
3. The endorsement and guarantee of the Company are strictly for the Company's own general business and shall be in accordance with the "Regulations for the Implementation of Endorsement and Guarantee".
4. The Company always follows the "Procedures for the Lending of Funds to Others" when it engages in funding to others' activities. The Company's lending of funds to others for the most recent year was as follows: As of December 31, 2023, the balance of NT$30,603 thousand was the other receivables from UNITED RADIANT TECHNOLOGY (H.K.) Co., Ltd.

(III) Future R&D plans and estimated R&D expenses

Our R&D activities continue to focus on the development of various optoelectronics-related products, including high color saturation display modules, hovering touch, EWD and other new products, as well as various customized LCD modules and TP modules. The following table summarizes the R&D expense in 2024 and the 2025 estimated R&D expense as a percentage of revenues:

Unit: NT$ thousand; %

Year	R&D expenses	Percentage to operating revenue (%)
2024	30,453	1.96
2025	36,413	1.82
The current year as of March 31	2,632	1.50

Future R&D Plan	Estimated R&D Expense
1. Dye doped LC panels for smart lighting in automotive applications	Equipment expense, labor expense, and too and jig expenses
2. Optical lamination process for medium and large size panels	Equipment expense, labor expense, and too and jig expenses
3. Highly durable display modules	Equipment expense, labor expense, and too and jig expenses
4. Color EWD with TFT backplane	Equipment expense, labor expense, and too and jig expenses
5. System board and signal converter board	Equipment expense, labor expense, and too and jig expenses
6. Manufacturing process of ultra-thin glass panels and modules.	Equipment expense, labor expense, and too and jig expenses

(IV) Impact of important domestic or foreign policies and legal changes on the company's financial operations and corresponding measures

Impact of important domestic or foreign policies and legal changes on the company's financial operations:

The Company mainly sells its products in the Americas and Europe, where the laws and major policies are more stable than other countries. However, recently the geopolitical risks have increased due to the U.S. and European countries' economic sanctions to Russia as a result of Russia's invasion in Ukraine. The Company conduct its business in accordance with important domestic and foreign policies and laws, and is always aware of the changes in important domestic and foreign policies and laws, as well as taking appropriate measures to respond to the changes, so there is no material impact on the Company.

(V) Effect on the company's financial operations of developments in science and technology as well as industrial change, and measures to be taken in response:

1. Effect on the company's financial operations of developments in science and technology
   (1)People's lifestyle continues to improve, and LCD product applications are expanding rapidly when the economy gets better, all these factors have made LCD product applications become an important indicator of whether our society is modern.
   (2)As consumers' expectations for image quality have become more demanding in recent years, various display manufacturing technologies have been introduced in the market to meet market demands. We are actively expanding our capacitive touch panel business and integrating the safety features in our vehicle products in order to respond to the highly competitive display market in the future.
2. Countermeasures
   (1) We actively integrate upstream, midstream and downstream supply chains for production and marketing, and engage in strategic alliances with other tech companies in the supply chain to reduce production and marketing costs, to secure reasonable profitability and strengthen competitive advantages, and to reduce overall operational risks.
   (2) We keep watch on business, technology and industry reports through periodicals and internet information, and regularly send our staff to participate in exhibitions, technology seminars, conferences and overseas training. The Company pays close attention to the changes in technology related to the industry and keeps track of the market trends.

(VI) Impact of corporate image changes on corporate crisis management and countermeasures

1. Our company's corporate image is based on the management philosophy of "stable growth, practical management, customer service, employee care, return to shareholders, and social responsibility".

2. Establish internal control and internal audit procedures in accordance with the regulations set by the competent authority to control risks and prevent the crisis from occurring.
3. The Company has conducted its business under steady management. We have appointed a professional accounting firm with credibility to audit all accounts and disclose relevant information to improve the financial statement transparency.
4. We always aim to improve customer satisfaction, insist on producing high quality products and providing best reasonable price to our customers, and strictly adhere to on-time delivery to ensure perfect after-sales service.

(VII) Expected benefits and possible risks associated with any merger and acquisitions: The Company currently has no plans to engage in mergers and acquisitions.

(VIII) Expected benefits and possible risks concerning plant expansion: Not applicable.

(IX) Risks from the concentration of purchase or sales

The revenue from the Company's top 1 customer accounted for 46.46% of total sales. Most of the main raw materials have more than two suppliers to ensure that the supply source is secure. The Company is actively seeking new customers and strives to diversify its product range. Therefore, there is no concentration and risk associated with sales and purchases.

(X) Effect upon and risk to the company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken:

As of the date of publication of the annual report, there was no significant transfer of ownership by the directors or substantial shareholders holding more than 10% of the shares of the Company.

(XI) Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken:

The Company has strengthened its corporate governance measures, established a comprehensive internal control system, and set up independent directors, an audit committee, and a remuneration committee for the purpose of overseeing the management team's business execution on behalf of shareholders, in order to protect shareholders' rights and interests. Therefore, the change in the control of the Company's business should not have a significant impact or risk on the Company.

(XII) If there are major litigation, non-litigation or administrative disputes that the company's directors, supervisors, president, substantive persons in charge, major shareholders with more than 10% shareholding or subsidiary companies have been sentenced or are currently undergoing:

A dispute arose between United Radiant Technology (HK) and Guangdong Province Boluo County Boyi Electronics Factory (Boyi Electronics Factory) over the land use rights and the above-ground property (accounting for the right-of-use assets and real estate, plant and equipment), the two parties signed a settlement agreement on November 27, 2023, and both parties are required to fulfill their confidentiality obligations regarding the agreement. The merged company assesses that there will be no significant impact on the operations of United Radiant Technology (HK).

(XIII) Other important risks: None.

VII. Oher Important Matters: None.

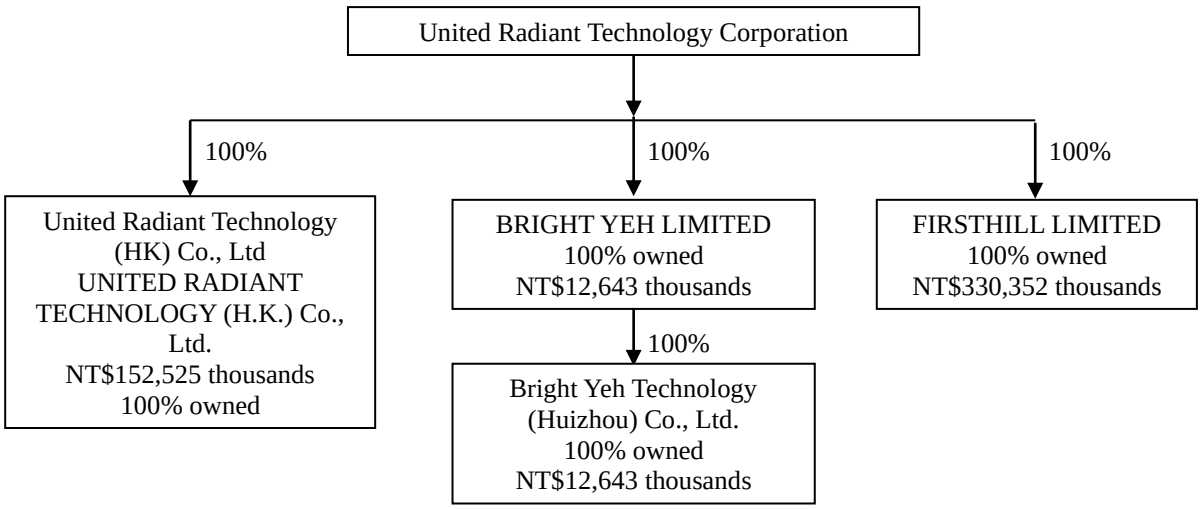
VI. Special Items To Be Included

I. Information of Affiliated Enterprises

https://doc.twse.com.tw/server-java/t57sb01?step=1&colorchg=1&co_id=5315&year=&mtype=K&isnew=true

(I) Consolidated business report of affiliated enterprises:

1. Affiliates Chart:



2. Shareholdings, shares and actual investment amounts

Unit: share; in thousand dollars

Name	Relationship with the Company	Shareholding ratio		Number of shares held		Investment amount	
		Percentage of the Company's ownership of the subsidiary	Percentage of subsidiary's ownership of the Company	Number of shares of the subsidiary held by the Company	Number of shares of the Company held by the subsidiary	Amount invested by the Company in the subsidiary	Amount invested by the subsidiary in the Company
United Radiant Technology (HK) Co., Ltd	The Company holds more than 50% of the voting shares or invested more than 50% of the capital of the entity	100%	–	36,495,000	–	152,525	–
FIRSTHILL LIMITED	The Company holds more than 50% of the voting shares or invested more than 50% of the capital of the entity	100%	–	10,000,000	–	330,352	–
BRIGHT YEH LIMITED	The Company holds more than 50% of the voting shares or invested more than 50% of the capital of the entity	100%	–	2,000	–	12,643	–

3. Basic information of affiliated enterprises:

Company name	Date of establishment	Address	Paid-in capital	Scope of business/production
UNITED RADIANT TECHNOLOGY (HK) CO., LTD	1994.10.27	Workshop B 12/F V GA Bldg 532 Castle Peak Rd.	HKD36.5 million	Manufacture, processing and sales of all kinds of liquid crystal displays and their modules
FIRSTHILL LIMITED	2006.02.27	3rd Floor,Omar Hodge Building,Wickhams CayI,P.O.Box 362 Road Town ,Tortola,B.V.I	USD10 million	Investment
BRIGHT YEH LIMITED	2014.03.07	Portcullis Chambers 4th Floor, Ellen Skelton Building 3076 Sir Francis Drake Highway Road Town, Tortola British Virgin Islands VG1110	USD400 thousand	Investment
Bright Yeh Technology (Huizhou) Co., Ltd.	2014.07.15	No.695, East Bo Luo Boulevard, Bo Luo County, Huizhou City, Guang Dong Province	USD400 thousand	Manufacture, processing and sales of all kinds of liquid crystal displays and their modules

4. Information of the same shareholders of entities which are presumed to have control and subordination relationship: None.

5. The key businesses of the overall affiliates and a description of the mutual dealings and division of work among them

Name of Affiliates	Scope of Business
UNITED RADIANT TECHNOLOGY (HK) CO., LTD	Manufacture, processing and sales of all kinds of liquid crystal displays and their modules
FIRSTHILL LIMITED	Investment
BRIGHT YEH LIMITED	Investment
Bright Yeh Technology (Huizhou) Co., Ltd.	Manufacture, processing and sales of all kinds of liquid crystal displays and their modules

6. Information on directors, supervisors and presidents of affiliated enterprises:

Unit: share

Company name	Job title	Name or representative	Number of shares held	
			Number of shares	Shareholding ratio
UNITED RADIANT TECHNOLOGY (HK) CO., LTD.	Director	United Radiant Technology Corporation	36,495,000	99.99%
		Yao-Min, Wang	-	-
	Director	United Radiant Technology Corporation	-	-
		Li-Hung, Chen	-	-
FIRSTHILL LIMITED	Director	United Radiant Technology Corporation	10,000,000	100%
		Chiu Rang, Yeh and Yao-Min, Wang	-	-
BRIGHT YEH IMITED	Director	United Radiant Technology Corporation	2,000	100%
		Chiu Rang, Yeh and Yao-Min, Wang	-	-
Bright Yeh Technology (Huizhou) Co., Ltd.	Chairman Director Director Supervisor	BRIGHT YEH LIMITED	1,000,000	100%
		Chiu Rang, Yeh Yao-Min, Wang Li-Hung, Chen Yiwei, Lin	-	-

7. Operation Overview and Financial Performance of Affiliates - Operation Overview of Affiliates

Unit: In Thousands of New Taiwan Dollars, Except Earnings Per Share

Company name	Capital	Total assets	Total liabilities	Net worth	Operating income	Operating profit (loss)	Profit (loss) for the year	Loss per share (after tax)
UNITED RADIANT TECHNOLOGY (HK) CO., LTD	152,525	12,912	29,021	(16,109)	0	(1,209)	705	0.02
FIRSTHILL LIMITED	330,352	22,638	0	22,638	0	(334)	12,260	1.23
BRIGHT YEH LIMITED	12,643	1,288	385	903	0	(52)	840	420.00
Bright Yeh Technology (Huizhou) Co., Ltd.	12,643	1,288	385	903	0	(52)	840	0.84

(II) Consolidated financial statements of affiliated enterprises: Not applicable.

(III) Relationship report: Not applicable.

II. Handling of private placement securities in the last year and as of the date of publication of the annual report: None.

III. Status of holding or disposal of the company's shares by subsidiaries in the last year and as of the date of publication of the annual report: None.

IV. Other necessary supplementary explanations: None.

V. In the most recent year and as of the date of publication of the annual report, if there is any matter that has a significant impact on shareholders' rights and interests or the price of securities as specified in subparagraph 2, paragraph 3, Article 36 of the Regulations Governing Information to be Published in Annual Reports of Public Companies: None.

Quality Policy

Respect Specification to ensure the quality can be achieved
Strengthen communication to satisfy the customer's expectation
Continuous improve for total customer satisfaction

Environment, Occupation Safety and Health policy

Prevent pollution and comply with regulations
Prevent occupational accident and establish a safe workplace
Promote the consultation and participation of occupational safety and health
Fulfill the responsibility and continuous improvement

ESG corporate sustainable development policy

Implement corporate governance and fulfill corporate social responsibilities

Protect labor rights and provide employees with a safe and healthy working

Contribute to the economic development and public welfare

Develop a sustainable environment and commit to energy resource utilization and greenhouse gas improvement

Support the 2030 SDGs sustainable development goals

Strengthen corporate sustainable development information disclosure

United Radiant Technology Corporation
Responsible Person: Chen, Chiang-Yuan

April 25, 2025

U.R.T.

UNITED RADIANT TECHNOLOGY CORPORATION

光聯科技股份有限公司

創　新　INNOVATION
速　度　SPEED
承　諾　COMMITMENT