

ufiSpace

2025

Sustainability Report

Content

Foreword

About This Report 2
Chairman's Message 3
About UfiSpace 4
Value Chain 5
Honors of the Year 6
Annual Sustainability Performance Highlights 6

1 Sustainability Management

Sustainable Development Committee 8
ESG Objectives and Action Plan 9
Stakeholder Engagement 10
Identification of Material Topics 12

2 Innovative Technology and Services

Operational Performance 21
Innovative R&D and Green Products (Circular Economy) 25
Customer Service 29

3 Corporate Governance

Corporate Governance Structure 33
Risk Management System 35
Information Security and Trade Secret Protection 38
Ethics and Integrity 39
Sustainable Supply Chain 41

4 Environmental Sustainability

Climate and Environmental Governance (TCFD) 45
Natural Environment Governance (TNFD) 50
Sustainable Operating Environment (Green Office) 61

5 Happy Workplace,Sustainable and Co-Prosperity

Employee Information 67
Remuneration and Benefits 70
Talent Cultivation 75
Inclusive and Friendly Workplace and Human Rights Protection 78
Occupational Safety and Healthcare for All Ages 85
Social Participation 91

6 Appendix

Appendix1 GRI Content Index 96
Appendix2 SASB 104
Appendix 3 Sustainability Disclosure Indicators 106
Appendix 4 Climate-Related Information of Listed Companies 107
Appendix 5 Independent Third-Party Verification Statement 109

About This Report

Ufi Space Co., Ltd. (hereinafter referred to as "UfiSpace" or the "Company") published its 4th Sustainability Report in 2025 to communicate with stakeholders and review the direction of the Company's internal sustainable development through materiality survey and analysis, thereby strengthening management and fulfilling corporate sustainability accountability. This report was prepared in accordance with the 2021 Standards of the Global Reporting Initiative (GRI), with reference to the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and the Taskforce on Nature-related Financial Disclosures (TNFD), and is published concurrently in English.

Reporting Period

The data disclosed in this report covers the period from January 1, 2025 to December 31, 2025 (with some data covering different years, which will be explained separately in the report), and the Chinese/English versions of the report were published in August 2026. The previous report (Chinese and English versions) was published in September 2025.

Reporting Scope

The scope of disclosure in the report focuses on the operational activities of the Ufi Space Co., Ltd. Headquarters and includes various material topics of concern to stakeholders, as well as UfiSpace's actual performance in the areas of economy, governance, environment, and society. The financial data in this report is consistent with the Company's consolidated financial statements, which have been audited and attested by a CPA, and is presented in thousands of New Taiwan dollars. Environmental and social data are collected independently by each department, reviewed and confirmed by department heads, and presented in the form of internationally accepted indicators.

Restatements of Information

Due to adjustments to certain management and calculation methods, the relevant 2023 and 2024 data is indicated in the sections where adjustments were made.

Information Quality

To ensure the disclosure quality of this report, AFNOR International (Asia) Ltd., an external independent institution, was commissioned to verify the report at the Type I Moderate Level of Assurance according to the GRI Standards 2021 and the AA1000 Assurance Standard (AA1000AS v3). An assurance statement was obtained upon confirmation of compliance with the GRI Standards, after which the report was uploaded to the official GRI system.

Data Category	Compliance Standard	Certification/Assurance Agency
Sustainability information	GRI Standard 2021 AA1000 Assurance Standard (AA1000AS v3) Type I Moderate Level of Assurance	AFNOR International (Asia), Ltd.
Financial data	Annual financial statements	PwC Taiwan
Environmental data	ISO14064-1:2018	AFNOR International (Asia), Ltd.

Note 1: This report was prepared in accordance with the eight reporting principles of GRI Standards 2021: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. The sources of the data were reviewed by the senior manager of each unit before being provided, and the report was released after review and approval by the Sustainable Development Committee.

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優達科技官網

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Chairman's Message

In 2025, as the rise of AI reshaped the global technology landscape, the accompanying energy challenges and sustainable supply chain transformation brought both opportunities and challenges to the industry. In this rapidly changing environment, corporate resilience is undoubtedly a key factor in maintaining competitiveness. As global sustainability initiatives become increasingly pragmatic, UfiSpace continues to monitor sustainability developments in Taiwan and abroad, analyze our own opportunities and risks, identify opportunities to create positive impacts for internal and external stakeholders, fulfill its policy commitments, and further deepen our actions across the economic, corporate governance, environmental, and social participation aspects, steadily advancing on UfiSpace's own path toward sustainability.

Innovative R&D is the source of UfiSpace's core competitiveness. By leveraging our outstanding software and hardware integration capabilities, we continue to support global customers in realizing flexible network deployment. Our S9520-28DC product also received the 34th Taiwan Excellence Award. UfiSpace's solutions play a key role in enhancing transmission efficiency and driving industrial transformation. In response to the energy and climate challenges arising from the development of AI, we organized the Green Product Committee and brought together cross-departmental personnel from R&D, supply chain, project management, and other functions to track sustainability trends through monthly meetings. In 2025, the committee completed the product carbon footprint inventory for one product and obtained third-party verification. To further reduce the environmental impact of our products, we also carried out industry–academia collaboration with National Taipei University of Technology during the year and formulated the "Green Product Design Guidelines" with reference to the relevant principle-based requirements of the EU "Ecodesign for Sustainable Products Regulation" (Ecodesign for Sustainable Products Regulation, ESPR). Through active management, we aim to reduce the environmental impact of each product throughout its life cycle and inspire more environmentally friendly innovation, thereby supporting customers in realizing their environmental sustainability vision.

With respect to UfiSpace's own environmental responsibility, in 2025, we conducted an organizational greenhouse gas inventory covering Scope 1 to Scope 3 emissions and included the Hsinchu Office for the first time, making the inventory boundary more complete. To strengthen carbon reduction, we also participated in Taipower's small-volume green electricity procurement program during the year, introduced 420,000 kWh of renewable energy and achieved RE24. We are honored that these actions were recognized with a B Management Level rating in the CDP Climate Change Questionnaire. To manage environmental risks more comprehensively, in addition to applying the TCFD framework to conduct climate risk assessments, this year we also began introducing the TNFD framework to conduct nature and biodiversity risk assessments, further deepening natural environment governance.

Regarding corporate governance, to demonstrate our emphasis on sustainable development and responsible governance, the Board of Directors approved the performance evaluation regulations at the end of 2025. Going forward, directors will conduct annual performance self-evaluations. In addition, we continue to strengthen integrity management and information security. By having all employees sign the Integrity and Honesty Agreement and maintaining compliance with ISO 27001:2022 certification, we safeguard the information assets of our stakeholders.

On the social front, UfiSpace firmly believes that "talent sustainability" is the cornerstone of corporate growth. We continue to optimize remuneration and benefits, provide substantial childbirth subsidies and childcare allowances to support employees in building families, and comprehensively safeguard employee health and support employees' family care needs through the ISO 45001:2018 management system and a series of healthcare programs for all age groups. In talent cultivation, we continue to offer diverse courses and increase employees' average training hours year by year. In 2025, we further provided systematic training for employees with professional expertise, developing them into internal instructors to promote internal knowledge transfer. In response to the rise of AI, UfiSpace launched AI application training courses to enhance work efficiency and depth across all employees and strengthen each employee's digital resilience amid technological change. In 2025, we also incorporated DEIB (diversity, equity, inclusion, and belonging) into our core culture and promoted various projects based on employees' needs. We were honored to receive multiple recognitions, including the CommonWealth Talent Sustainability Award, the Friendly Employment Award, and the Gold Award for Middle-aged and Senior-friendly Workplaces. Continuing our care for society, UfiSpace continues to promote fundraising among all employees and deepen the SDG 4 Quality Education initiative by supporting the Junyi Academy Foundation and LIS Learning in Science (Taiwan Online Education Development Association) in producing digital teaching materials. Through the power of technology, we hope to provide diverse learning opportunities for teachers and students who lack resources. At the same time, through science education volunteer projects and ecological restoration activities, we invite employees to jointly bring positive impacts to society and the environment.

Looking ahead, UfiSpace will continue to uphold the spirit of "Open to Connect," embrace change, and take proactive action, making early preparations to strengthen corporate resilience. We thank all partners from various sectors for walking alongside UfiSpace as we connect the world to a better and more sustainable future.

Chairman, Ufi Space Co., Ltd.
Vincent Ho



About UfiSpace

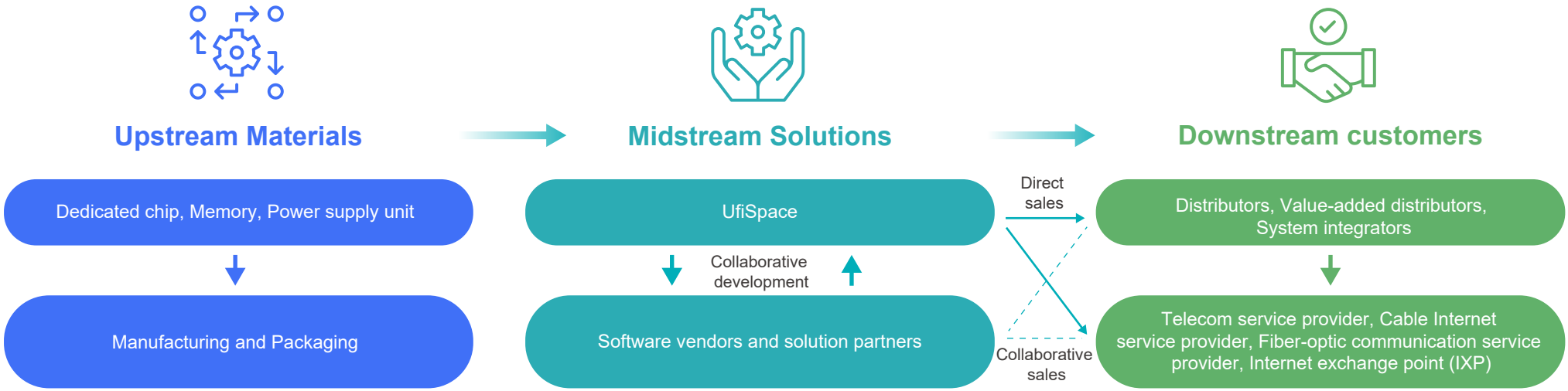
Ufi Space Co., Ltd. was established in 2012. In response to the network communication equipment white-box product trend, in 2018, the Company transformed into a provider of 5G and Beyond (B5G) open architecture solutions, and has successively launched the industry's first Disaggregated Cell Site Gateway (DCSG) and the world's first Distributed Disaggregated Chassis (DDC) system architecture. We have successfully developed a complete 5G open end-to-end telecom equipment, breaking up a monopoly and creating the emerging 5G open telecom equipment market. Meanwhile, the Company has extended product applications to data centers and continued to enhance its technology R&D capabilities to maintain its competitive edge.

In addition to pursuing excellence in technologies, products and services, UfiSpace is committed to building a partner ecosystem to drive innovation and realize the true value of open network deployment: high flexibility, openness, and compatibility. We uphold the customer-centric service philosophy, focus on core competitiveness, meet customers' potential emerging network needs, and ensure that customers can take full advantage of new technologies and innovative products. Ultimately, we help customers fulfill the comprehensive virtualization ranging from access network to core network, which effectively reduces the cost and complexity of network construction and maintenance. UfiSpace's products have been distributed in North America, Europe, Japan, Southeast Asia, India, and Africa.

Company name	Ufi Space Co., Ltd.
Industry attribute	Network Communication SASB Classification: Technology and Communication/Hardware
Headquarters location	10F, No. 300, Jianguo 1st Road, Xinzhuang District, New Taipei City 242047, Taiwan
Shareholding structure	Domestic corporations: 53.46%; foreign institutions and individuals: 46.54%
Capital	NTD 348,450 thousand
Number of full-time employees	172
Business locations	Headquarters: 10F, No. 300, Jianguo 1st Road, Xinzhuang District, New Taipei City 242047, Taiwan Hsinchu Office: 8F.-8, No. 12, Taiyuan 2nd St., Zhubei City, Hsinchu County 302082, Taiwan
Main products/services	Professional services of open network solutions
Participation in associations	Member of the Broadband Forum Member of the Innovative Optical and Wireless Network (IOWN) Member of the Telecom Infra Project (TIP) Member of the Open Compute Project Member of the Ultra Ethernet Consortium Member of the Cloud Computing & IoT Association in Taiwan(2026) Member of the National Innovation and Entrepreneurship Association Member of the Taiwan Electrical and Electronic Manufacturers' Association



Value Chain


Upstream Materials
Midstream Solutions
Downstream customers
Dedicated chip, Memory, Power supply unit
Manufacturing and Packaging
UfiSpace
Collaborative development
Software vendors and solution partners
Direct sales
Collaborative sales
Distributors, Value-added distributors, System integrators
Telecom service provider, Cable Internet service provider, Fiber-optic communication service provider, Internet exchange point (IXP)

Honors of the Year

- Recognized as one of the Top 100 Mid-sized Enterprises for Talent in the 2025 CommonWealth Talent Sustainability Awards
- Received the Emerging Model Award (Non-manufacturing) in the 2025 Healthy Workforce Sustainable Leadership Enterprise Awards
- Received the 79th Golden Merchant Award – Excellent Businessperson (awarded on October 31, 2025)
- Received the 2025 Friendly Employment Award from the Ministry of Labor – Workplace Leadership Category (Small and Medium-sized Enterprises
- Received the 2025 Gold Award for the Middle-aged and Senior-Friendly Workplace from the Department of Labor, New Taipei City Government.
- Received the 34th Taiwan Excellence Award for S9520-28DC (400G Disaggregated Cell Site Gateway Router)

Annual Sustainability Performance Highlights

Aspect	Highlights
Economic and Governance Aspect	• The Board of Directors approved the performance evaluation regulations, and directors conducted the 2025 performance self-evaluation in the first quarter of 2026.
Environment	• Published the Green Product Design Guidelines. • Completed third-party verification of the greenhouse gas inventory in accordance with ISO 14064-1:2018. • Completed the carbon footprint report for one product and passed third-party verification in accordance with ISO 14067:2018. • Purchased 420,000 kWh of renewable energy and achieved RE24.
Society	• Friendly and healthy workplace initiatives received the Safe Place Certification, the Gold Award for Middle-aged and Senior-friendly Workplaces, the "Emerging Model Award" in the Healthy Workforce Sustainable Leadership Enterprise Awards for Small and Medium-sized Enterprises, and the "Workplace Leadership Award" in the Friendly Employment Awards. • UfiSpace and its employees jointly supported 12 non-profit organizations in Taiwan through fundraising, with total donations amounting to NT$258,600. • In addition, NT$200,000 was donated for domestic and international emergency relief, including disaster relief in Hualien and Yilan.



1 Sustainability Management

Sustainable Development Committee

ESG Objectives and Action Plan

Stakeholder Engagement

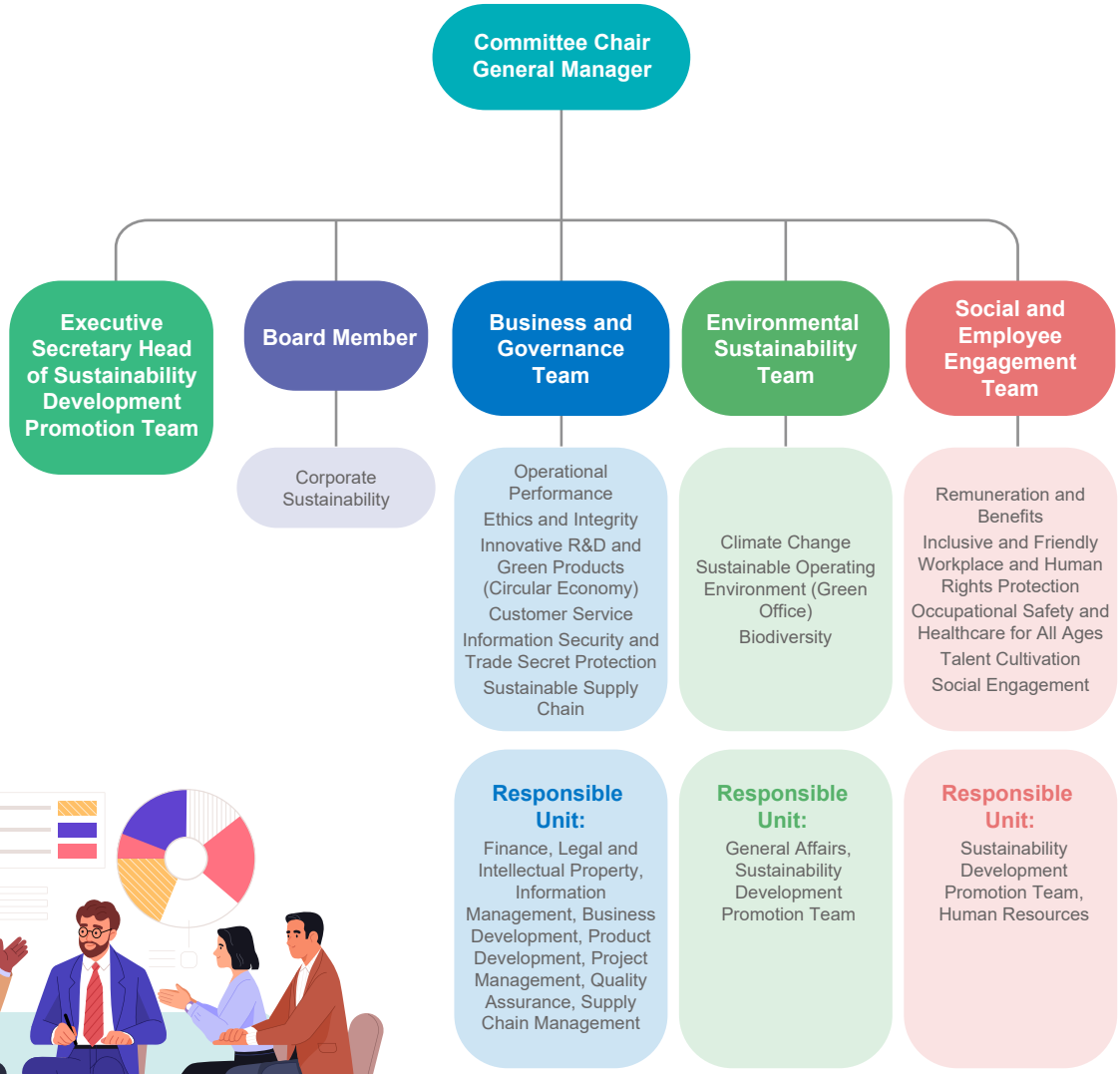
Identification of Material Topics

1.1 Sustainable Development Committee

UfiSpace follows the recommendations of the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" to promote sustainable corporate development and values the rights and interests of stakeholders. While actively pursuing operational performance and rapid growth, UfiSpace also places importance on the internal and external impact in environmental, social, economic, and governance aspects, and incorporates them into the scope of the Company's management guidelines and operating activities. To effectively promote sustainable development and conduct management evaluation, the Company formed the Sustainable Development Committee in 2022. The General Manager serves as the Chairperson, and the head of the Sustainability Development Promotion Team serves as the Executive Secretary. The committee is divided into groups based on the environmental, social, economic, and governance aspects, with the heads of accountable departments serving as committee members. The committee also includes one board member, who jointly participates in the impact analysis and decision-making for material topics.

The Sustainable Development Committee formulates the Company's sustainable development policy to be implemented upon the General Manager's approval, integrating the concept of sustainable development into UfiSpace's corporate culture. The General Manager convenes the Sustainable Development Committee meeting once a year. Each committee member assists in collecting suggestions from stakeholders and conducting impact analysis, and material topics are jointly discussed and decided upon during the meeting. After the meeting, each department provides information to the Sustainability Development Promotion Team for the preparation of the Sustainability Report, which is then submitted to the General Manager for confirmation that it covers the material topics and management policies identified for the current year. Thereafter, the General Manager reports on the ESG implementation results of the current year to the Board of Directors once a year.





1.2 ESG ESG Objectives and Action Plan

Materiality Analysis and Stakeholder Engagement:

Materiality analysis is an important cornerstone for UfiSpace in compiling its sustainability report and formulating its sustainability policies. We assess the impacts of sustainability issues on our corporate operations, as well as on the economy, the environment, and human rights, according to the methodology of the GRI Standards 2021. We identify material topics based on a double materiality assessment, formulate relevant management policies accordingly, and review their implementation on a regular basis. At the same time, we take the initiative to showcase the Company's sustainable development progress to stakeholders in order to move toward a future that benefits everyone together.

Double Materiality Analysis Process

Step 1: Identify sustainability issues

With reference to international sustainability norms and standards, sustainability ratings, stakeholders' expectations, and global sustainability trends, and through expert consultation meetings, UfiSpace selected 14 sustainability issues, including 3 environmental issues, 5 social issues, and 6 economic and governance issues.

Environmental Aspect	Social Aspect	Economic and Governance Aspect
• Climate Change • Sustainable Operating Environment (Green Office) • Biodiversity	• Remuneration and Benefits • Inclusive and Friendly Workplace and • Human Rights Protection • Occupational Safety and Healthcare for All Ages • Talent Cultivation • Social Engagement	• Operational Performance • Ethics and Integrity • Innovative R&D and Green Products • (Circular Economy) • Customer Service • Information Security and Trade Secret Protection • Sustainable Supply Chain

In the environmental aspect, in response to the international community's growing emphasis on biodiversity risks, the 2024 sustainability issue of "Biodiversity (Ecological Conservation)" was adjusted to "Biodiversity," with a stronger focus on corporate management and accountability for biodiversity risks. In the social aspect, to highlight initiatives related to physical and mental healthcare for all ages, "Occupational Safety and Employee Health" was adjusted to "Occupational Safety and Healthcare for All Ages," while "Diversity, Equity and Inclusion in Workplace" and "Human Rights Protection" were combined into "Inclusive and Friendly Workplace and Human Rights Protection." In the economic and governance aspect, following the recommendation of the Center for Sustainability Innovation and Assessment of National Taipei University of Technology, "Innovative R&D and Green Products" was adjusted to "Innovative R&D and Green Products (Circular Economy)" to present UfiSpace's actions to reduce environmental impact throughout the life cycle of each product.

Step 2: Identify stakeholder engagement

Following the resolution of the Sustainability Committee meeting, UfiSpace decided to retain the 7 major types of stakeholders identified in the 2023 Sustainability Report: government agencies, shareholders/investors, customers, employees, suppliers, media, and local communities (including NPOs). "Academic institutions" were newly added as stakeholders for this engagement (eight types in total). The Company engages with stakeholders through diverse channels, including distributing questionnaires to assess their level of concern, in order to confirm that the listed sustainability issues are valued by stakeholders.

Step 3: Analyze operational impacts

A questionnaire was sent to the Sustainability Committee, asking its members (i.e. the heads of each department) to rate the positive and negative impacts of the 14 sustainability issues on the Company's operations. The results of the assessment were used as a reference for determining the significance of each issue's impacts.

Step 4: Analyze impacts on the economy, environment and human rights

A questionnaire was sent to the Sustainable Development Committee for the committee members to assess the positive and negative impacts of UfiSpace's 14 sustainability issues on the economy, environment, and people (including human rights) based on the Company's business practices, products and services.

Step 5: Identify material topics based on double materiality assessment

The double materiality matrix analysis was conducted based on the impact assessment results of the 14 sustainability issues on the Company's operations and the external economy, environment, and people (including human rights), resulting in 11 double material topics (including 6 economic and governance issues, 1 environmental issue, and 4 social issues). UfiSpace will follow the GRI Standards to present the management policies for the double material topics and the results thereof.

1.3 Stakeholder Engagement

UfiSpace used diverse communication channels to understand stakeholders' issues of concern, and took such issues as an important reference for management policies and implementation plans. Responses have been made to the stakeholders through this report.

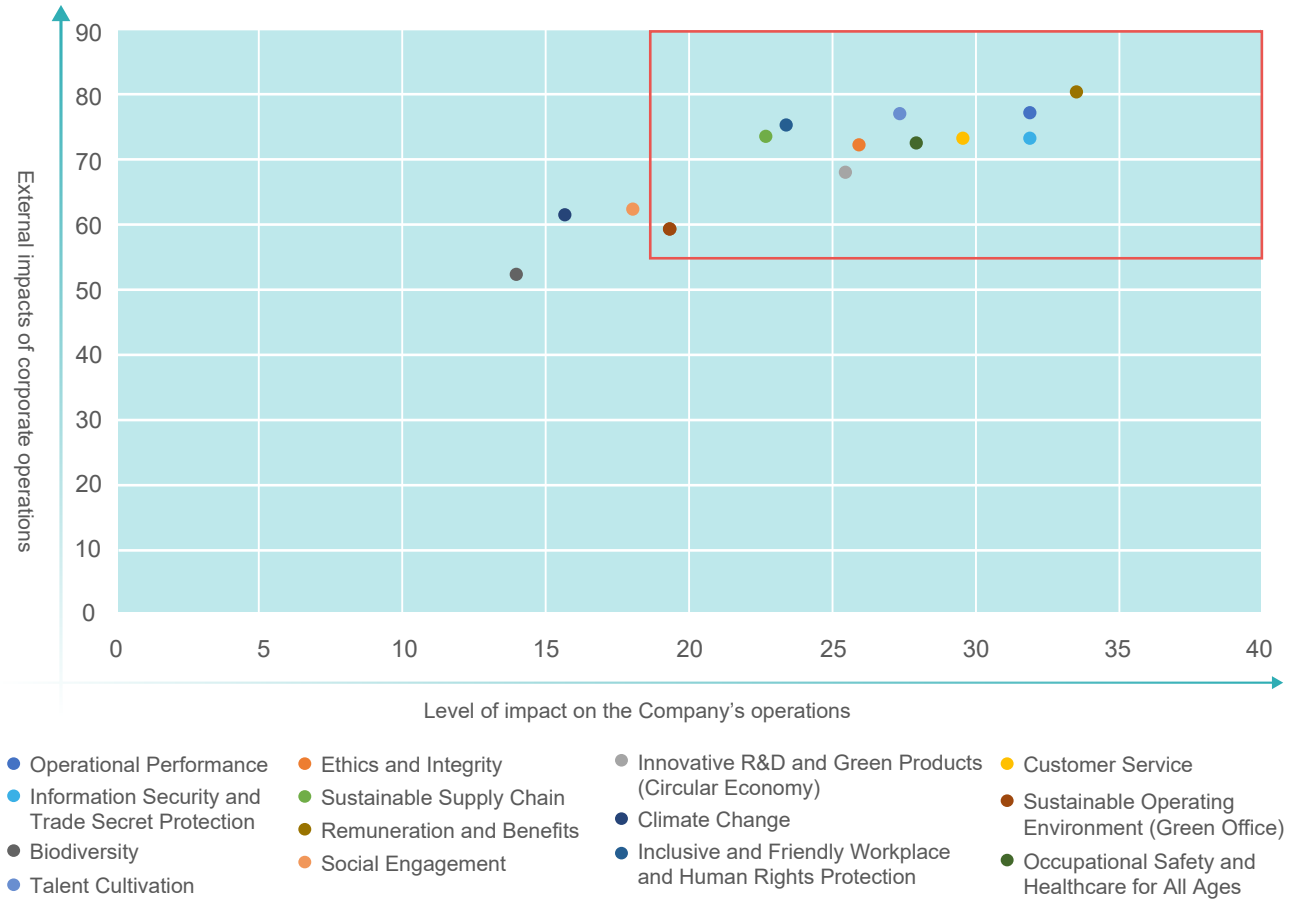
Stakeholders	Significance to UfiSpace	Issues of Concern	Communication Channel/ Frequency	Responsible Unit/ Contact Channel	2025 Communication Performance
Government Agencies	Government agencies supervise and audit the Company's compliance practices for various laws and regulations. UfiSpace strictly adheres to government laws and regulations, and actively keeps in line with government policies.	• Information Security and Trade Secret Protection • Ethics and Integrity • Operational Performance • Remuneration and Benefits • Sustainable Operating Environment (Green Office) • Climate Change	Competent authority policy advocacy meeting/as needed Company website/as needed Telephone, email, official correspondence/ as needed	Responsible Unit: Business Development 2 Contact: +886-2-7730-1188	• Participated in government-sponsored awards. (Golden Merchant Award, Taiwan Excellence Award, Healthy Workforce Sustainable Leadership Enterprise Awards, Friendly Employment Awards, etc.) • Shared the Company's practices at the Healthy Workforce Sustainable Leadership Enterprise Awards ceremony. • Participated in the ministerial forum after the Friendly Employment Awards ceremony and engaged in face-to-face exchanges with officials from the Ministry of Labor.
Shareholders/ Investors	The support of shareholders and investors drives the Company's steady growth. UfiSpace treats all shareholders fairly and protects their rights.	• Customer Service • Operational Performance • Remuneration and Benefits	AGM/annually	Responsible Unit: Financial and Accounting Contact: Tel +886-2-7730-1188	• Convened 5 Board meetings.
Customers	UfiSpace places importance on customers' needs and establishes win-win service partnerships with customers to create value together.	• Ethics and Integrity • Operational Performance • Talent Cultivation • Remuneration and Benefits • Customer Service	Customer meetings/quarterly Business visits/monthly Customer satisfaction survey/ annually Telephone, email/as needed	Responsible Unit: Business Development Contact: Company telephone +886-2-7730-1188 / official website for business inquiries	• Visited 15 countries to develop markets and meet with customers. • Participated in 23 international business exhibitions. (3 independent exhibitions, 20 collaborative exhibitions)
Employees	Talents are UfiSpace's important asset and the key to corporate competitiveness. The Company provides a workplace that ensures the physical and mental health and diverse development of employees, so that they can achieve personal accomplishments in their positions.	• Ethics and Integrity • Operational Performance • Information Security and Trade Secret Protection • Inclusive and Friendly Workplace and Human Rights Protection	Email: HR mailbox/as needed Labor-management meeting/ quarterly Employee complaint channels/as needed	Responsible department: Human Resources Contact Information: +886-2-7730-1188 ext. 1016 Email: hr@ufispace.com	• Convened 4 labor–management meetings and 4 employee welfare committee meetings.
Suppliers	Suppliers are important partners to UfiSpace not only in operations but also in realizing the industry's sustainable development.	• Information Security and Trade Secret Protection • Customer Service • Ethics and Integrity • Occupational Safety and Healthcare for All Ages	Supplier/outsourced manufacturer audits/annually Supplier/outsourced manufacturer meetings/as needed Telephone, email/as needed	Responsible department: Operations Management Center Contact: +886-2-7730-1188	• Conducted self-assessment surveys for 10 key suppliers. • Conducted on-site audits for 2 outsourced manufacturers.

Stakeholders	Significance to UfiSpace	Issues of Concern	Communication Channel/ Frequency	Responsible Unit/ Contact Channel	2025 Communication Performance
Media	The advice and suggestions made by the media on behalf of the general public to the Company will inspire UfiSpace to make continuous progress.	• Climate Change • Sustainable Operating Environment (Green Office) • Biodiversity • Remuneration and Benefits • Inclusive and Friendly Workplace and Human Rights Protection • Occupational Safety and Healthcare for All Ages • Talent Cultivation • Social Engagement • Operational Performance • Ethics and Integrity • Innovative R&D and Green Products • (Circular Economy) • Customer Service • Information Security and Trade Secret Protection • Sustainable Supply Chain	LinkedIn/as needed Media interviews/as needed Press conferences/as needed	Responsible department: Marketing Contact: +886-2-7730-1188 Company website: www.ufispace.com LinkedIn: www.linkedin.com/company/ufispace	• Participated in the 2025 CommonWealth Corporate Citizenship Awards organized by CommonWealth Magazine.
Local communities (NPOs)	UfiSpace aims to bring a positive impact to society and create a common good with local communities and non-profit organizations.	• Sustainable Supply Chain • Information Security and Trade Secret Protection • Ethics and Integrity • Operational Performance • Climate Change	Email, telephone/as needed	Responsible department: Sustainability Development Promotion Team Contact Channels: Company Tel: +886-2-7730-1188 ext. 1192 Email: ESG@ufispace.com	• Held 2 annual collaboration meetings with public welfare partners. • Tracked the progress of public welfare projects on a quarterly basis. • Participated in the kickoff briefing for the LIS Seed Teacher Training Workshop and the 2025 Science Education Co-creation Forum.
Academic institutions	UfiSpace exchanges the latest sustainability knowledge with academic institutions to ensure that its sustainable development keeps pace with the times.	• Sustainable Supply Chain • Customer Service • Innovative R&D and Green Products (Circular Economy) • Ethics and Integrity • Operational Performance • Talent Cultivation • Remuneration and Benefits • Biodiversity • Sustainable Operating Environment (Green Office) • Climate Change	Email, in-person meetings, telephone/as needed	Responsible department: Sustainability Development Promotion Team Contact Channels: Company Telephone: +886-2-7730-1188 ext. 1192 Email: ESG@ufispace.com	• National Taipei University of Technology participated in Green Product Committee meetings online each month to provide guidance. • The National Taipei University of Technology team conducted one training session on greenhouse gas inventory. • Held one in-person consultation meeting with National Taipei University of Technology.

1.4 Identification of Material Topics

UfiSpace selected 14 sustainability issues with reference to international sustainability norms and standards, sustainability ratings, stakeholders' expectations, and global sustainability trends, and further conducted a stakeholder questionnaire survey to understand stakeholders' level of concern about the sustainability issues. During the preparation of this report, questionnaires on the level of concern were distributed to various stakeholders, with 150 copies retrieved. All sustainability issues were of concern to stakeholders. Based on this fact, the Sustainability Committee assessed the internal and external impacts of the 14 sustainability issues and identified 11 double material topics (including 1 environmental issue, 4 social issues, and 6 economic and governance issues) through double materiality matrix analysis.

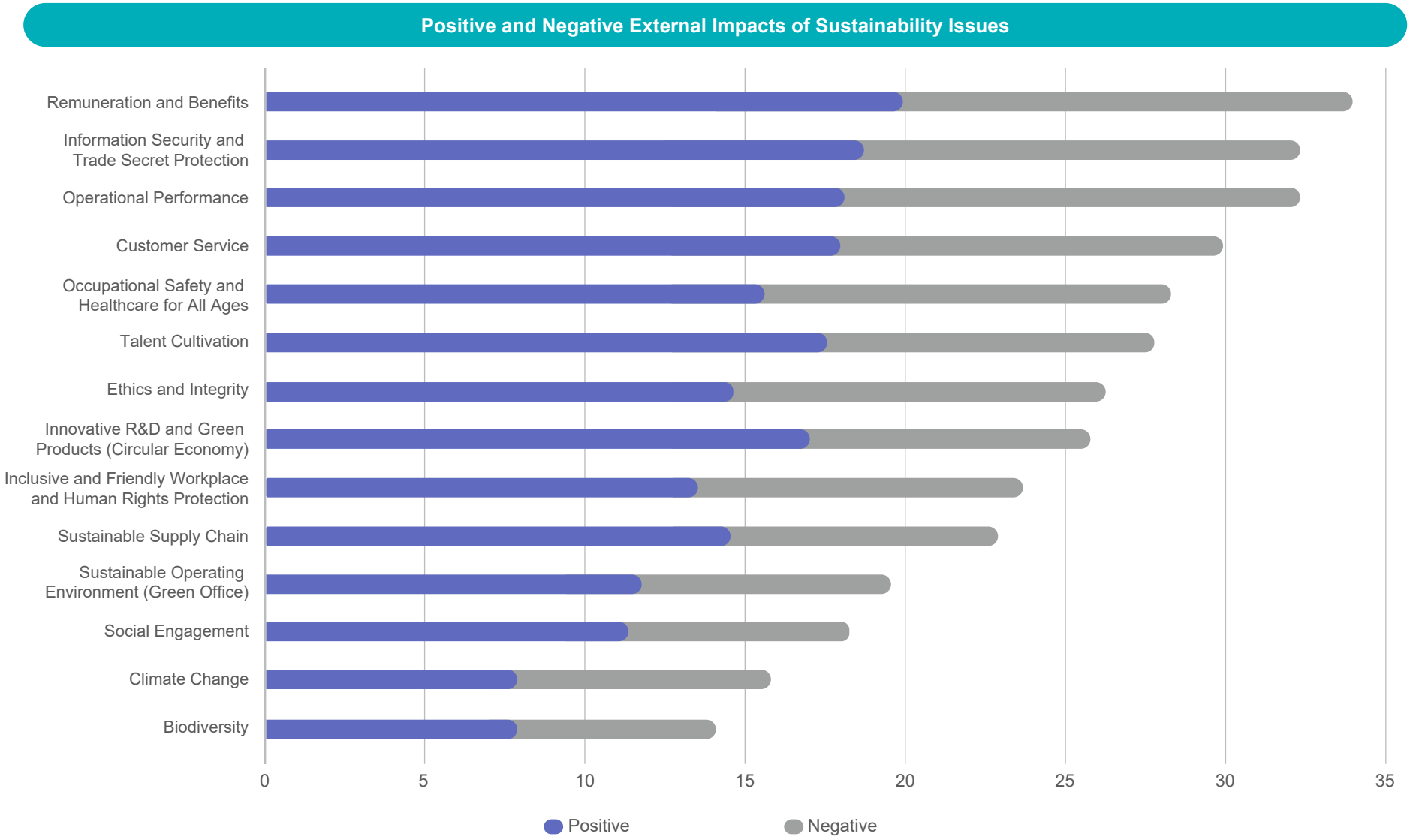
Double Materiality Analysis



List of Double Materiality Topics

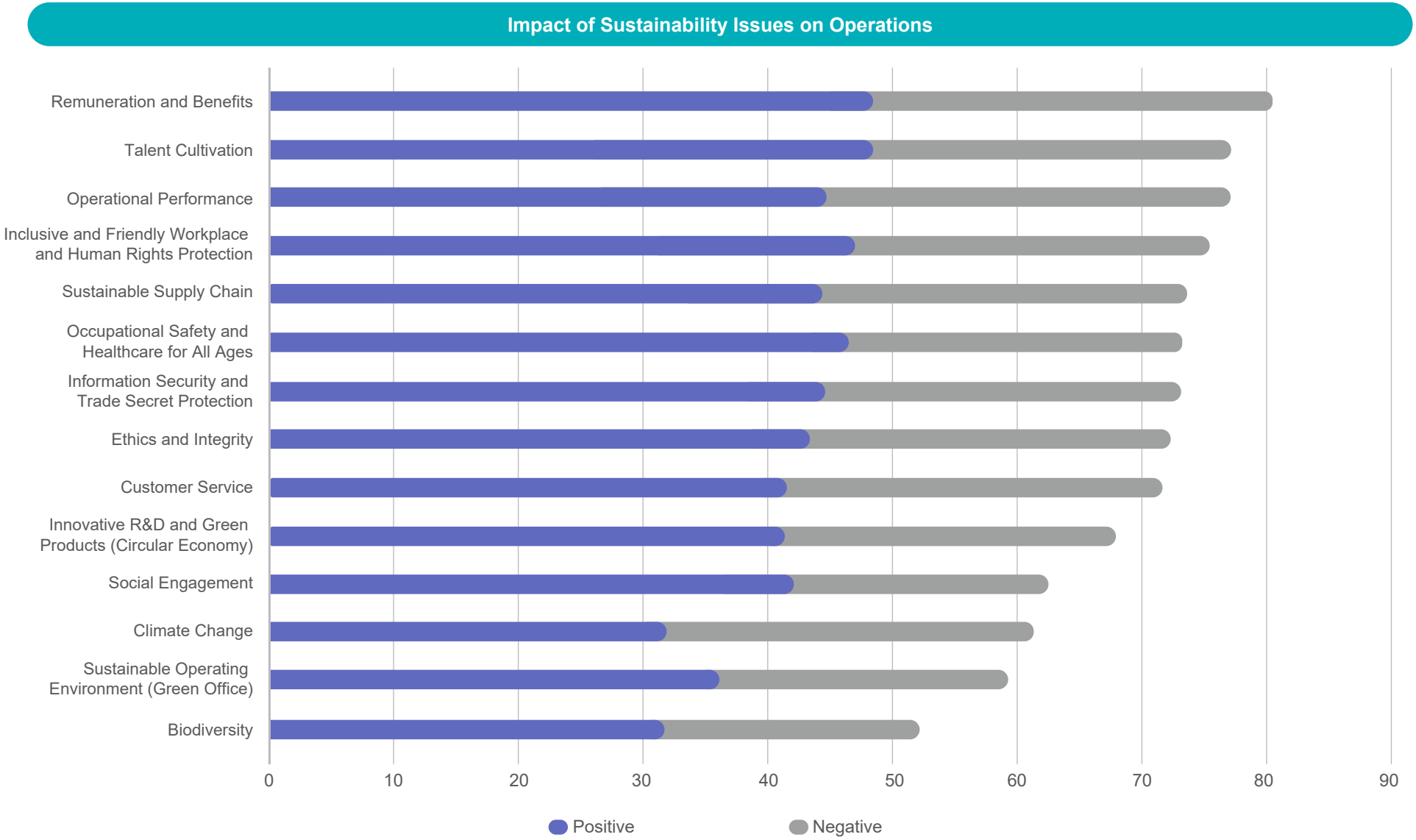
Environmental Aspect	Sustainable Operating Environment (Green Office)
Social Aspect	Remuneration and Benefits Occupational Safety and Healthcare for All Ages Talent Cultivation Inclusive and Friendly Workplace and Human Rights Protection
Economic and Governance Aspect	Operational Performance Information Security and Trade Secret Protection Customer Service Ethics and Integrity Innovative R&D and Green Products (Circular Economy) Sustainable Supply Chain

Impact of Sustainability Issues on Operations



Note 1: Very low impact = 1 point; very high impact = 5 points; very low likelihood = 1 point; very high likelihood = 5 points.
Note 2: Scoring of the impact of sustainability issues on operations: average positive impact level of the aspect × average likelihood of occurrence + average negative impact level of the aspect × average likelihood of occurrence.
Note 3: The negative impact of "Climate Change" on operations is greater than its positive impact. Although it was not included as a material topic in the double materiality analysis, relevant actions are disclosed in Chapter 2: Innovative Technology and Services and Chapter 4: Environmental Sustainability to demonstrate accountability.

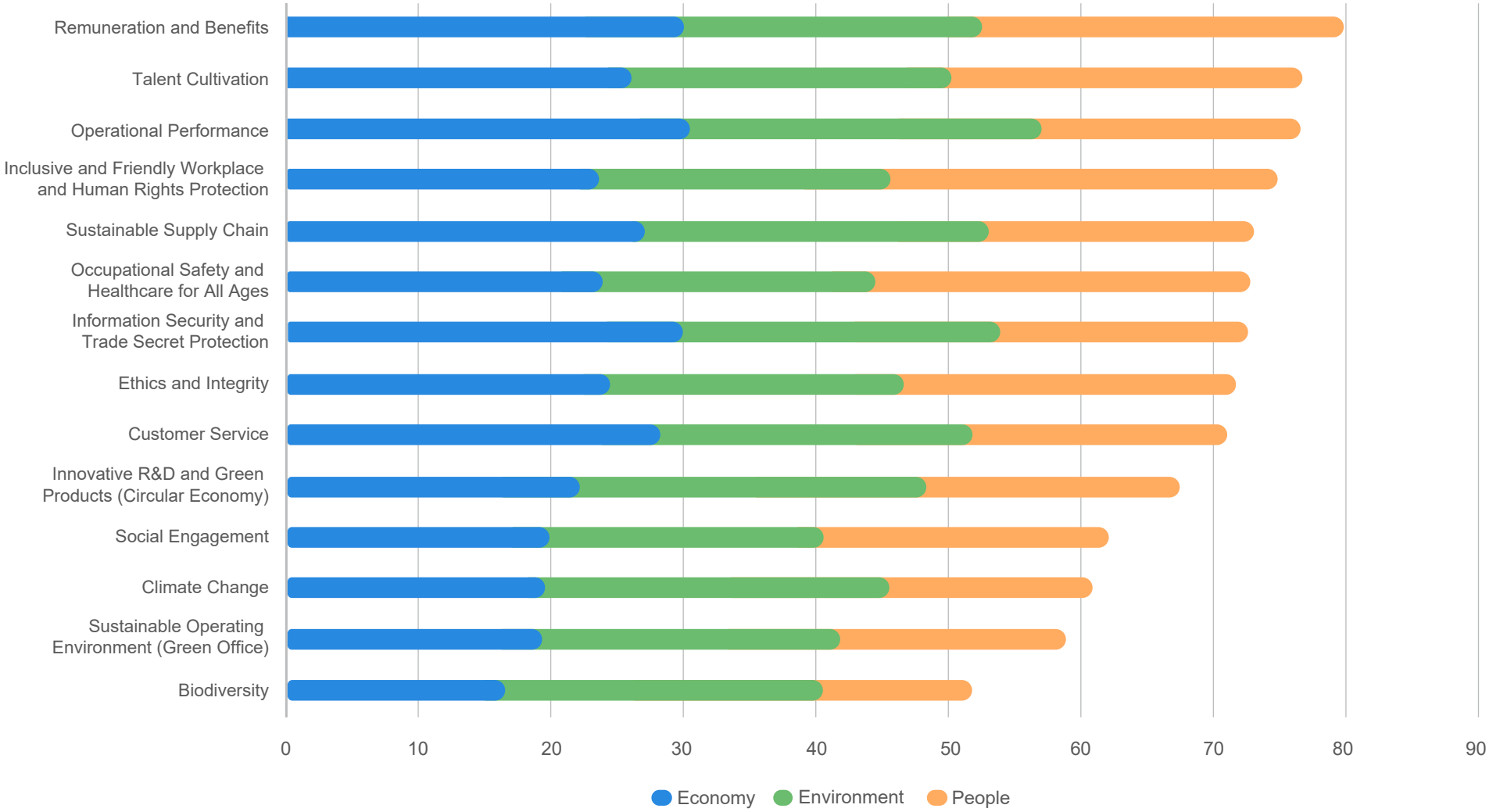
Impact of Sustainability Issues on the External Economy, Environment, and People



Note 1: Very low impact = 1 point; very high impact = 5 points; very low likelihood = 1 point; very high likelihood = 5 points.
Note 2: Scoring of the external impact of each issue: average positive impact level of the aspect × average likelihood of occurrence + average negative impact level of the aspect × average likelihood of occurrence.

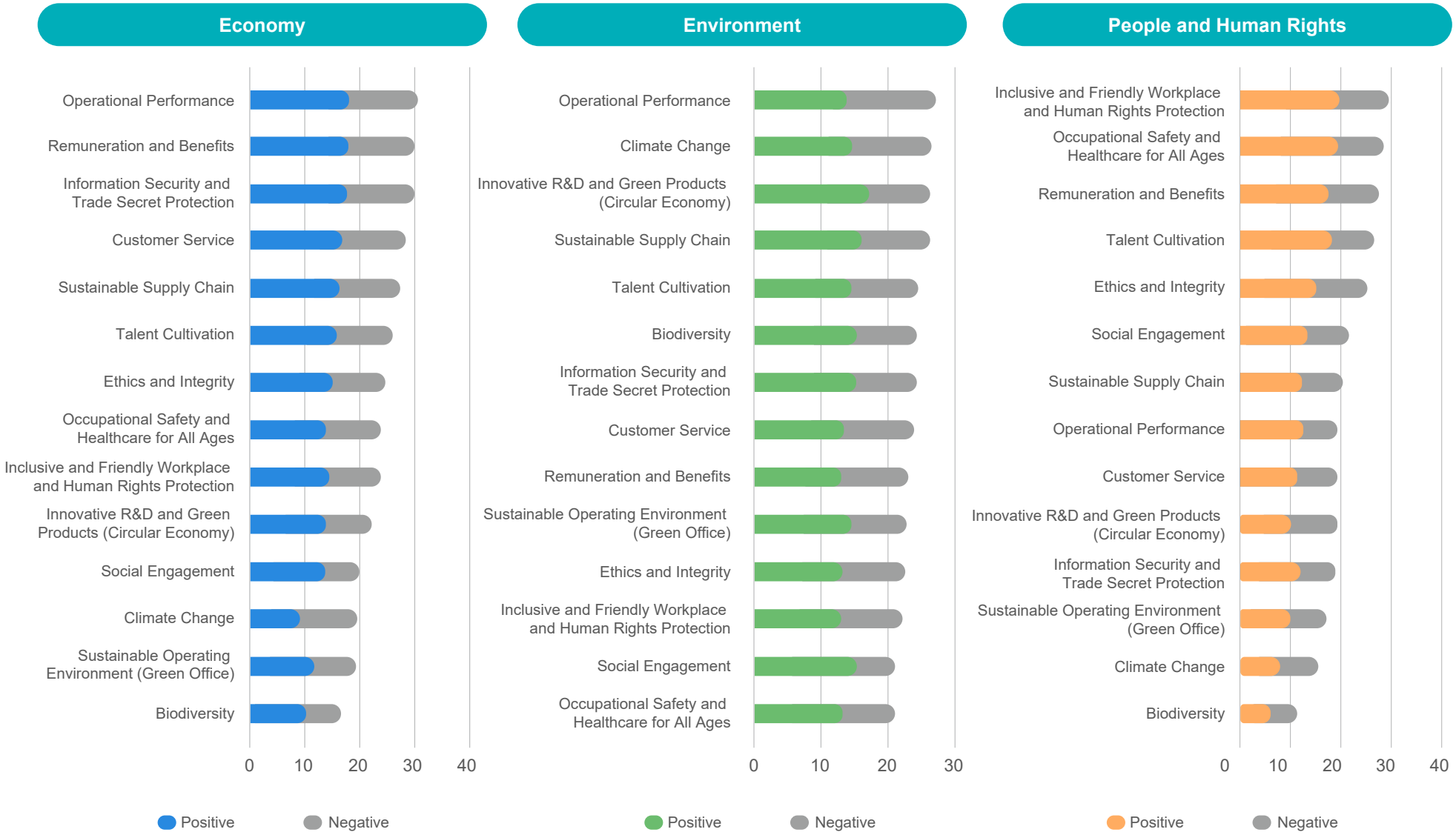
Positive and Negative External Impacts of Sustainability Issues

Impact of Sustainability Issues on the External Economy, Environment, and People



Note 1: Very low impact = 1 point; very high impact = 5 points; very low likelihood = 1 point; very high likelihood = 5 points.
Note 2: Scoring of the positive and negative impacts of each issue: SUM: (average positive impact level of each aspect × average likelihood of occurrence) & SUM: (average negative impact level of each aspect × average likelihood of occurrence).

Ranking of Sustainability Issues in Terms of the Impacts on the Economy, Environment, and People (Including Human Rights)



Note 1: Very low impact = 1 point; very high impact = 5 points; very low likelihood = 1 point; very high likelihood = 5 points.
Note 2: Scoring of the positive and negative impacts of each issue in each aspect: SUM: (average positive impact level of each aspect × average likelihood of occurrence) & SUM: (average negative impact level of each aspect × average likelihood of occurrence).

Correlations Between Double Material Topics and the Company's Value Chain

Aspect	Ranking of Double Material Topics (Internal Impact X External Impact)	Operations	Supply Chain	Customers	Local Communities	Corresponding GRI Indicator	Report Chapters
Social Aspect	Remuneration and Benefits	V			*	2-30 Collective bargaining agreements 201-3 Defined benefit plan obligations and other retirement plans 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees 401-3 Parental leave	Chapter 5: Happy Workplace, Sustainable and Co-Prosperity – Remuneration and Benefits
Economic and Governance Aspect	Operational Performance	V	O	O	*	201-1 Direct economic value generated and distributed 201-4 Financial assistance received from government 203-1 Infrastructure investments and services supported 203-2 Significant indirect economic impacts	Chapter 2: Innovative Technology and Services – Operational Performance
Economic and Governance Aspect	Information Security and Trade Secret Protection	V	O	O		Custom Topic	Chapter 3: Corporate Governance – Information Security and Trade Secret Protection
Social Aspect	Talent Cultivation	V	O	O	*	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	Chapter 5: Happy Workplace, Sustainable and Co-Prosperity – Talent Cultivation
Economic and Governance Aspect	Customer Service	V	O	O		Custom Topic	Chapter 2: Innovative Technology and Services – Customer Service

Aspect	Ranking of Double Material Topics (Internal Impact X External Impact)	Operations	Supply Chain	Customers	Local Communities	Corresponding GRI Indicator	Report Chapters
Social Aspect	Occupational Safety and Healthcare for All Ages	V				403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-10 Work-related ill health	Chapter 5: Happy Workplace, Sustainable and Co-Prosperity – Occupational Safety and Healthcare for All Ages
Economic and Governance Aspect	Ethics and Integrity	V	O	O		2-26 Mechanisms for seeking advice and raising concerns 2-27 Compliance with laws and regulations 205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	Chapter 3: Corporate Governance – Ethics and Integrity
Social Aspect	Inclusive and Friendly Workplace and Human Rights Protection	V	O	O		2-25 Processes to remediate negative impacts 406-1 Incidents of discrimination and corrective actions 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 408-1 Operations and suppliers at significant risk for incidents of child labor 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor 414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	Chapter 5: Happy Workplace, Sustainable and Co-Prosperity – Inclusive and Friendly Workplace and Human Rights Protection
Economic and Governance Aspect	Innovative R&D and Green Products (Circular Economy)	V	O	O		Custom Topic 302-5 Reductions in energy requirements of products and services	Chapter 2: Innovative Technology and Services – Innovative R&D and Green Products (Circular Economy)

Aspect	Ranking of Double Material Topics (Internal Impact X External Impact)	Operations	Supply Chain	Customers	Local Communities	Corresponding GRI Indicator	Report Chapters
Economics and Governance/ Environment	Sustainable Supply Chain	V	O	O		308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	Chapter 3: Corporate Governance – Sustainable Supply Chain
Environmental Aspect	Sustainable Operating Environment (Green Office)	V		O	*	102-1 Transition plan for climate change mitigation 102-2 Climate change adaptation plan 102-3 Just transition 102-4 GHG emissions reduction targets and progress 102-5 Scope 1 GHG emissions/305-1 Direct (Scope 1) GHG emissions 102-6 Scope 2 GHG emissions/305-2 Energy indirect (Scope 2) GHG emissions 102-7 Scope 3 GHG emissions 102-8 GHG emissions intensity/305-4 GHG emissions intensity 103-1 Energy policy and commitments 103-2 Energy consumption within the organization and self-generated electricity/302-1 Energy consumption within the organization 103-4 Energy intensity/ 302-3 Energy intensity 103-5 Reduction of energy consumption 201-2 Financial implications and other risks and opportunities due to climate change (TCFD)	Chapter 4: Environmental Sustainability – Climate and Environment Governance (TCFD) Chapter 4: Environmental Sustainability – Sustainable Operating Environment (Green Office)

V Direct impact O Impact caused by business relationships *Impact not caused by business relationships

Note 1: In response to internal and external negative impacts, UfiSpace convenes strategy meetings each year, at which first-level managers report on the current status of each department and engage in exchanges and discussions to jointly formulate improvement directions. The action plans and remediation measures for each material topic are detailed in the respective chapters.



2 Innovative Technologies and Services

Operational Performance

Innovative R&D and Green Products (Circular Economy)

Customer Service

2.1 Operational Performance

Item	Content	Notes
Significance to the Company	With outstanding R&D technologies and excellent innovative services, we maintain customer loyalty and establish long-term partnerships with our customers for mutual benefit. Also, with internationalized operations, we maintain our leading position in the open network communication architecture equipment market.	
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	UfiSpace's products and technologies have the potential to transform productivity across the overall economic system. Alongside the development and application of 5G networks and AI artificial intelligence, our products and services will increase data transmission rates and support the advancement of IoT and data centers, thereby facilitating greater innovation in industries and services and the revolutionary application of 5G/AI technologies. They will also open up new business opportunities and create opportunities for economic growth, demonstrating positive impacts over the medium term of development.	
Commitment and policy	• Master key new technologies and drive new product applications. • Provide timely and high-quality technical services to enhance customers' trust in products. • Extend new perspectives in the market and expand domestic and international customer base.	
Responsible department	Business Development 1/Marketing	
Contact information/ grievance mechanism	Business Department Email: sales@ufispace.com	
Goals for 2025	• Expand domestic and international markets and increase product and brand visibility. • Stabilize product production quality and delivery schedules: achieve a first-pass yield of ≥ 80% for high-end products and ≥ 85 % for mid-range products in mass production processes, and achieve an on-time delivery (OTD) rate of ≥ 90% for product mass production. • Strengthen collaboration with business partners and deepen regional market development. • Advance AI solutions to establish a leading position.	

Item	Content	Notes
Investment in 2025 (funds, manpower, projects promoted, etc.)	• Visited 15 countries to develop markets and meet with customers. • Participated in 23 international business exhibitions. (Exhibited independently at 3 booths and collaboratively at 20 booths)	
Achievements in 2025	• The throughput yield of mass production processes reached 83% for high-end products, and 83% for mid-range products. • The Company achieved 100% on-time delivery (OTD) rate for mass-produced products.	Explanation for not meeting the first-pass yield target for mid-range products: A material concentration issue was identified in mid-range products. Corresponding measures have been confirmed and are pending implementation.
Short-term goals (2026)	• Expand domestic and international markets and increase product and brand visibility. • Stabilize product production quality and delivery schedules: achieve a first-pass yield of ≥ 80% for high-end products and ≥ 85 % for mid-range products in mass production processes, and achieve an on-time delivery (OTD) rate of ≥ 90% for product mass production. • Strengthen collaboration with business partners and deepen regional market development. • Advance AI solutions to establish a leading position.	
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2028; long-term goals are calculated as 5 years, i.e., 2030)	• Continue operations in the telecommunications industry. • Expand into the AI architecture and cloud service provider fields. • Provide customer-centric service and solutions. • Diversify the product portfolio to effectively disperse single-market risks, enhance brand image, and increase customer satisfaction.	

Direct Economic Value Generated and Distributed

Item	2023	2024	2025
Income	3,000,000-4,000,000	3,000,000-3,500,000	5,000,000-6,000,000
Operating costs	2,000,000-3,000,000	2,000,000-3,000,000	3,000,000-4,000,000
Employee salary and benefits	300,000-400,000	300,000-400,000	300,000-400,000
Payments to funders	200,000-250,000	150,000-200,000	100,000-150,000
Payments to the government	50,000-100,000	50,000-100,000	50,000-100,000
Community investment	2,000-3,000	2,000-3,000	1,000-2,000

Unit: NT$ thousands

Financial Assistance Received from Government

Subsidy Program	Amount (NT$)
Subsidy income from the Workforce Development Agency, Ministry of Labor's 2024 Enterprise Human Resources Improvement Plan	137,491
Subsidy from the National Treasury Administration, Ministry of Finance (Ministry of Labor) – 2024 Work–Life Balance Subsidy Program	98,000
Subsidy from the Workforce Development Agency, Ministry of Labor – Youth Employment Flagship Program	54,000
Income from the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of Workforce Development Agency, Ministry of Labor – 9960017 Youth (Unemployed Persons) Workplace Program	269,600
Workforce Development Agency, Ministry of Labor's 2025 Youth Unemployment Program	54,000
Prize money from the 9th National Industrial Innovation Award	200,000
Subsidy from the Workforce Development Agency, Ministry of Labor – Youth Employment Flagship Program	108,000
Subsidy from the Workforce Development Agency, Ministry of Labor's 2025 Youth Employment Flagship Program	54,000
2025 Ministry of Labor – Work–Life Balance Subsidy	64,800
Incentive payment for New Taipei City Middle-aged and Senior-friendly Workplace Certification	50,000
Subsidy income from the Workforce Development Agency, Ministry of Labor – Youth Employment Flagship Program	216,000
Total	1,305,891



Outstanding R&D Technologies and Excellent Innovative Services

UfiSpace is committed to maintaining a leading position in the R&D of technology and innovative services to meet the constantly changing needs of customers. Through continuous investment in R&D and innovation, we ensure that our products and services continue to maintain a competitive edge. UfiSpace has established and continues to invest in an R&D and innovation center in line with the latest B5G (Beyond 5G) network specifications. This includes investing in laboratories and performance verification equipment applicable to B5G network scenarios to ensure the modernization and sustainability of R&D facilities. In the face of climate change and energy consumption, we are committed to developing products with greater energy efficiency and lower environmental impact. We also actively engage in sustainable supply chain management and work with suppliers/outsourced manufacturers to promote environmental protection and social responsibility, helping customers achieve their carbon reduction goals. At the same time, we were engaged in continuous R&D of AI-related network communication equipment to meet market demands and provide more advanced integrated solutions.

UfiSpace is not only committed to maintaining its leadership in communications technology, but also regards its R&D momentum as a key cornerstone for driving social and industrial transformation. In addition to helping customers realize their vision for network deployment, UfiSpace's products and technologies have the potential to transform productivity across the entire economic system. Coupled with the development and application of B5G (Beyond 5G) networks and AI high-speed transmission technologies, our products and services will increase data transmission rates, promote the development of the Internet of Things and data centers, enable more innovation in industries and services, facilitate the integration of various industries, realize cross-industry digital transformation, and improve overall operational efficiency. The high speed, low latency, and massive connectivity of 5G enable revolutionary applications, such as augmented reality (AR), virtual reality (VR), artificial intelligence computing (AI), telemedicine, and autonomous driving. In addition to opening up new business models, the implementation of B5G scenarios and applications also brings positive impacts to people's lives. For example, telemedicine reduces transportation and medical access costs for residents in remote areas, while autonomous driving technology can streamline logistics routes and reduce emissions. These developments also create substantial demand for software R&D, information security maintenance, and digital management, drive employment for local technology talent, and help traditional technical workers transition into the field of digital technology, thereby enhancing the overall competitiveness of the labor market. Through the flexible deployment features of B5G, UfiSpace helps governments and organizations provide stable communication services in areas with weaker infrastructure, such as remote or low-income communities, improving access to information services and narrowing the digital divide.

Establishment of Long-Term Partnerships of Mutual Benefit

Recognizing the importance of customer loyalty, UfiSpace is committed to building long-term and mutually beneficial partnerships with customers. We provide quality products and services and work with customers to satisfy enterprise customer needs and grow together. For after-sales service, UfiSpace provides 24/7 technical support to ensure the normal operation of its products and smooth network communications. The Company has also adopted an advanced customer service system, including an online support platform and product repair status display, allowing customers to easily track product repair status and seek assistance in real time through the online platform. In addition, UfiSpace provides training on an ad hoc basis for local engineers in the locations of its international customers, helping them master core skills such as high-speed transmission equipment and information security maintenance. This enables knowledge to be retained locally, effectively narrows technical gaps, and improves the professional capabilities of the overall workforce.

Internationalized Operations

To stay ahead of the competition in the global market, UfiSpace has actively promoted the internationalization of operations. By expanding market shares and exploring new markets, UfiSpace has ensured its constant business growth and leading position in the global network market. Each year, the UfiSpace team actively participates in international network communications trade shows to enhance brand exposure and influence, allowing more people to become familiar with the brand and the Company's outstanding products. Our goal is to expand marketing activities to other overseas markets and promote the international development of our business. In 2025, UfiSpace participated in 23 international network communications trade shows (exhibited independently at 3 exhibitions and collaboratively at 20 exhibitions).

List of 2025 Exhibitions

International Exhibitions	Date and Location
MWC GSMA	March 3 to March 6, 2025 Barcelona, Spain
Data Center Japan	March 18 to March 19, 2025 Tokyo, Japan
Peering Day	March 25 to March 27, 2025 Croatia
OFC	April 1 to April 3, 2025 San Francisco, USA
Computex	May 20 to May 23, 2025 Taipei, Taiwan
ISC	June 10 to June 13, 2025 Hamburg, Germany
Interop Tokyo	June 11 to June 13, 2025 Tokyo, Japan
OCP SEA	July 9 to July 10, 2025 Singapore
JANOG 56	July 30 to August 1, 2025 Shimane Prefecture, Japan
OCP APAC	August 5 to August 6, 2025 Taipei, Taiwan
OCP Korea	August 12, 2025 Seoul, Korea
SCTE Tech Expo	September 29 to October 1, 2025 Washington D.C., United States
Big Data & AI World	October 8 to October 9, 2025 Singapore
IMC	October 8 to October 11, 2025 New Delhi, India
Gitex	October 13 to October 17, 2025 Dubai, United Arab Emirates
OCP Global Summit	October 14 to October 16, 2025 San Jose, USA
Network X	October 14 to October 16, 2025 Paris, France
KES	October 21 to October 24, 2025 Seoul, Korea
FYUZ	November 3 to November 5, 2025 Dublin, Ireland
Tech Show Paris	November 5 to November 6, 2025 Paris, France
DENOG	November 9 to November 11, 2025 Essen, Germany
Super Computing 2025	November 18 to November 21, 2025 St. Louis, United States
IEEE Globecom 2025	December 8 to December 12, 2025 Taipei, Taiwan

2.2 Innovative R&D and Green Products (Circular Economy)

Item	Content	Notes
Significance to the Company	• Ensure market eligibility: Meet the mandatory requirements of telecommunications operators, cloud hyperscalers, and national regulations for energy conservation and carbon footprint management to ensure eligibility for tenders. • Enhance product premiums: Reduce electricity costs for customers' data centers through low power consumption and thermal innovation, creating a technical moat and higher gross margins compared to peers. • Reduce operational risks: Reduce hazardous substances and resource waste, avoid regulatory fines, and optimize material costs. • Attract talent: Build an image of technological leadership and social responsibility to attract top R&D talent. • Green transformation is not an "additional expense," but a "prerequisite for survival" that determines whether the Company can survive in a low-carbon economy.	
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	• Green R&D drives the "energy-saving economy" by reducing the computing costs of global data centers while fostering green supply chains and low-carbon technology transformation. • High-performance chips and thermal technologies can significantly reduce electricity consumption. • Modular design reduces development time and increases the reuse rate of modules.	
Commitment and policy	• Reduce the energy consumption of new products during the use phase year by year. • Increase product recyclability and introduce a certain percentage of recycled materials into hardware enclosures and packaging. • Ensure that no products use minerals from conflict-affected areas, and safeguard labor rights and environmental standards in the supply chain. • Require the implementation of the Green Product Design Guidelines during the R&D stage to reduce risks at each stage of the product life cycle. • Comply with RoHS/REACH requirements and establish a restricted substances list to eliminate highly polluting chemicals at the source.	
Responsible department	R&D Center	
Contact information/ grievance mechanism	Technical Service Department Email: support@ufispace.com, Tel: +886-2-7730-1188	
Goals for 2025	• Formulate the Green Product Design Guidelines and establish R&D guidelines for low environmental impact. • Share resources through modular design, and continue to optimize or use the low-energy and high-efficiency modular power supplies already developed. • Carry on the reduction in energy consumption of production and testing. • Use non-toxic recycled plastics and reduce plastic usage. • In accordance with the Waste Electrical and Electronic Equipment Directive (WEEE), increase the Reuse/ Recycling Rate to at least 90%, and the Recovery Rate to at least 95%. • Continue to optimize liquid cooling technology, improve cooling efficiency, and reduce power consumption and noise.	Supplementary description: Under the Waste Electrical and Electronic Equipment Directive (WEEE), the Reuse/Recycling Rate of electronic products shall reach 80%, and the Recovery Rate shall reach 85%. In addition to regulatory compliance, UfiSpace also carried out related optimization for products newly developed in 2025 (excluding extension projects), and plans to increase the Reuse/Recycling Rate to at least 90% and the Recovery Rate to at least 95%.

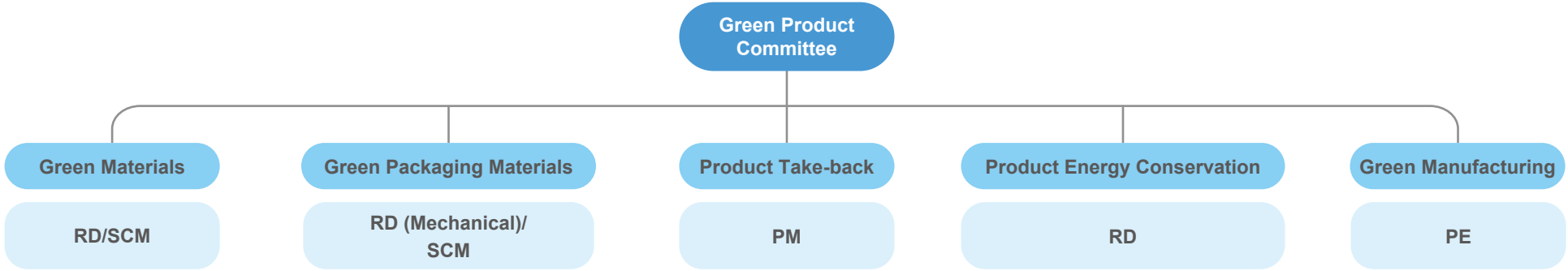
Item	Content	Notes
Investment in 2025 (funds, manpower, projects promoted, etc.)	For new product development projects in 2025, to implement the Green Product Design Guidelines, resources were invested in developing low-energy modular designs, high-efficiency modular power supplies, equipment energy-saving mechanisms, and liquid cooling technology.	
Achievements in 2025	• Completed the green product design guidelines. • In 2025, all projects adopted modular DC-DC design, and the newly developed low-energy/high-efficiency PDB was used in the TH5 ORV3 model. • Modular design and low-energy, high-efficiency PSUs were introduced in all new product development projects. • High-efficiency power supply equipment was adopted to continue reducing energy consumption in production and testing. • Non-toxic recycled plastics were used and reduced in usage, and all products complied with environmental regulations in each country. • Completed the R&D of hybrid water-cooled products to improve cooling efficiency and reduce power consumption and noise.	For the target of "in accordance with the Waste Electrical and Electronic Equipment Directive (WEEE), increasing the Reuse/Recycling Rate to at least 90% and the Recovery Rate to at least 95%," as the products newly developed in 2025 have not yet entered the WEEE verification stage, no related results are currently available for disclosure. Certification is expected to be obtained in 2027.
Short-term goals (2026)	• Begin with the power-saving and dynamic switching mechanisms supported by processors, chips, and optical modules, and integrate these mechanisms with actual network application scenarios through the operating system. Real-time detection, management, and feedback adjustments will be conducted through the remote management system. Target setting and feasibility assessment have been completed. • Plan to adopt ENERGY STAR Certified Large Network Equipment to demonstrate that products meet energy efficiency standards. • Follow the Company's Green Product Design Guidelines, continuously monitor global energy policies and research energy solutions, and design and develop green products that are sustainable, lightweight, environmentally friendly, low-carbon, and highly efficient. • Increase the overall power supply capacity of the ORV3 PDB to 6 kW to address the higher power consumption requirements of future products. • Conduct design planning for ±400 VDC & 800 VDC high-voltage DC power modules (PDB & PSU) and related peripheral accessories. • New project power modules are expected to introduce next-generation magnetic components and optimize capacitor combinations to improve overall efficiency and reduce layout space. • Develop a 100% fully liquid-cooled high-speed network switch project to address PUE (Power Usage Effectiveness) optimization and energy conservation in AI data centers.	
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2029; the long term is calculated as 5 years, i.e. 2030)	Medium-term goals: • Begin with the power-saving and dynamic switching mechanisms supported by processors, chips, and optical modules, and integrate these mechanisms with actual network application scenarios through the operating system. Real-time detection, management, and feedback adjustments will be conducted through the remote management system. Target setting and feasibility assessment have been completed. Integrated design and long-term implementation are expected to be completed within two years, with dynamic adjustments to be made. Energy consumption is expected to be reduced by more than 10% within three years. • Develop outdoor products to meet adaptability requirements for extreme climates. • Invest in the development of ±400 VDC & 800 VDC high-voltage DC power modules and related peripheral accessories to improve energy efficiency. • Continue to develop 100% fully liquid-cooled product designs and immersion cooling products to provide various energy optimization solutions and address the diverse energy consumption needs of HPC or AI data centers. Long-term goals: Work with customers, partners, and suppliers/outsourced manufacturers toward the goal of achieving net zero by 2050.	

Accumulation of experience is the key to successfully propelling UfiSpace into the field of high-end technology. The Company actively invests in product research and development to ensure that the products are unique and have market competitiveness that balances performance and price, as well as that the products are currently flexible while adaptable to future upgrade, and compatible to the surrounding environment of proprietary system. We stick to the original design intention of white-box network communication products and cooperate with network operating system (NOS) partners to enhance the flexibility and performance of hardware and software combinations, allowing the same hardware design to be combined with different software settings to meet the needs of the greatest number of end customers possible.

Green Product Committee: Green Design Guidelines

In response to market requirements for product energy conservation, UfiSpace not only actively enhances product performance and quality, but also invests in green R&D to proactively reduce the environmental impact of products at each stage of the life cycle. While meeting customer needs, these efforts also secure the Company's future business opportunities in the low-carbon economy. To effectively manage environmental risks in product R&D, UfiSpace established the Green Product Committee to connect departments, facilitate communications, and develop relevant practices. In 2025, the Green Product Committee carried out industry–academia collaboration with the Sustainability, Innovation and Assessment Center of National Taipei University of Technology. With reference to the Ecodesign for Sustainable Products Regulation (ESPR) adopted by the EU, UfiSpace formulated its internal Green Product Design Guidelines and established strategies beginning from the product design stage to reduce negative environmental impacts and conserve natural resources, thereby contributing to stakeholders' net-zero goals. Although the products currently sold by UfiSpace on a regular basis have not yet been listed by the EU as regulated items, the early deployment of relevant management and review mechanisms will help the Company capture market opportunities. Starting from 2026, the Green Product Committee will implement annual management and review in accordance with the Guidelines, while closely monitoring developments in domestic and international environmental regulations and making relevant adjustments in line with sustainability trends.

Organizational Structure of the Green Product Committee



Framework of the Green Product Design Guidelines

Life Cycle Assessment Stage	Raw Material Acquisition	Production and Manufacturing	Product Use	End-of-life Treatment
Management Topics	Green Materials	Low-carbon Processes	Energy Efficiency Optimization	Circular Sustainability
Management Details	• Regulatory Compliance (REACH/RoHS) • Conflict Minerals Management • Green Procurement of Recycled Materials and Materials with Low Environmental Impact • Green Packaging Materials	• Process Optimization • Sustainability Audits of Outsourced Manufacturers (Including the Use of Renewable Energy by Outsourced Manufacturers)	• Energy-Saving Designs for Power Supply Units (PSUs) • Promote Energy-saving Projects Based on Product Needs • Collection of Energy Consumption Monitoring Data	• Modular Design • Process Waste Management • Chemical Waste Management • WEEE Regulatory Compliance

Select Green Materials to Improve Product Reuse and Recyclability

In the management of green materials, UfiSpace works closely with its outsourced manufacturers and requires raw material suppliers to provide relevant information for review, ensuring that products comply with REACH and RoHS requirements. In 2025, UfiSpace completed third-party certification for key materials in 3 products in accordance with customer requirements to confirm compliance with RoHS. For recycled materials, UfiSpace's product materials are mainly metal components. In 2025, recycled steel accounted for 11% of raw material usage. Going forward, the Company will continue to monitor the raw material market and select materials with low environmental impact that meet its needs. In terms of packaging materials, recycled packaging materials were used for the TH4 product, replacing traditional foam materials with recycled paper materials to reduce plastic use. In terms of product recycling and reuse, UfiSpace's new products all comply with the Waste Electrical and Electronic Equipment Directive (WEEE). In 2025, WEEE certification was completed for 8 products. In addition to regulatory compliance, products newly developed in 2025 are planned to increase the Reuse/Recycling Rate to at least 90% and the Recovery Rate to at least 95%. However, as the products newly developed in 2025 have not yet entered the certification stage, no related results are currently available for disclosure. Certification is expected to be obtained in 2027.

Green R&D to Reduce Energy Consumption

In terms of product energy consumption, modular low-energy PSUs were introduced in all new product development projects in 2025 (all meeting 80 PLUS Platinum or Titanium requirements). Modular DC-DC design was adopted in all projects, and the newly developed low-energy/high-efficiency power distribution board (PDB) was used in the TH5 ORV3 model. Liquid cooling technology was also developed to improve cooling efficiency and reduce product power consumption and noise. During R&D testing, power consumption sensors were added to effectively observe and record system power consumption data over an extended period, enabling continuous optimization of product energy efficiency performance.

R&D Manpower and Expenses in the Past 3 Years

	2023	2024	2025
R&D expenses	300,000-350,000	350,000-400,000	450,000-500,000
R&D/revenue ratio	10%	11.1077%	8.80%
R&D manpower	99	95	108
Ratio of personnel with a master's degree or above/R&D personnel	64.9%	67%	67%

Number of Patents Obtained in the Past 3 Years

Statistics/Year	2023	2024	2025
Number of obtained patents	5	5	5
Cumulative number of valid patents	19	21	26

Note: As either utility model applications or invention applications were retained, the total number for 2024 was adjusted to 21.

Proactive Reduction of Energy Consumption in Product Manufacturing Processes

As an R&D-oriented asset-light enterprise, UfiSpace mainly has its products manufactured by OEMs. In addition to creating outstanding designs, the Company also stays on top of the manufacturing quality through rigorous management and actively reviews the environmental impact of manufacturing processes. In product manufacturing processes, "testing" is the most important stage for quality control, while also being the most time-consuming and energy-intensive. In addition to adopting high-efficiency power supply equipment to continuously reduce energy consumption in production and testing, UfiSpace's product engineering team implemented a "cycle time reduction" project for product testing in 2025 to effectively reduce energy consumption while maintaining quality. The team reviewed the cycle time of mass-produced products, identified items requiring longer processing times, and explored opportunities to shorten the cycle. In 2025, the cycle time of the Large Emux series products was reduced by 45%, while that of the QAX-Lite series products was reduced by 9.76%. In 2026, in line with the management and review of the Green Design Guidelines, the Company will track the use of renewable energy by outsourced manufacturers through audits, with the aim of further reducing greenhouse gas emissions from production.

2.3 Customer Service

Item	Content	Notes
Significance to the Company	Proper customer quality management can earn customers' trust, create more opportunities for collaboration, and help the Company seek more partners.	
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	Under economic pressure, customers may require shorter delivery times and timely technical support, which can also promote institutionalized and standardized management within the Company.	
Commitment and policy	• Put customers first to become the best in the industry. • Provide customers with better system management solutions, such as customer service platforms and RMA service centers (including inventory management systems). • Actively cooperate with customers to improve the defects of old products, develop more products of better performance in a constant manner, and keep improving the quality of customer service.	
Responsible department	Technical Service Department/Quality Assurance Department	
Contact information/ grievance mechanism	Email: support@ufispace.com;TAC system: https://support.ufispace.com	
Goals for 2025	• Shorten TAT to 25 days. • Establish complete data connectivity between FAE and QA. Currently, data from FAE/QA/Repair Center is connected through weekly meetings to ensure that customer issues are clearly handed over and properly repaired. • Plan to introduce a new RMA system in the first half of 2025 to digitize all data, ensure data connectivity without human error, and effectively improve repair quality. • The Quality Assurance Department (QA) established dedicated customer quality contact points to assist customers in addressing quality concerns and proposing preventive improvements for abnormalities. The number of personnel is expected to increase to 3 in 2025.	
Investment in 2025 (funds, manpower, projects promoted, etc.)	• Optimized RMA operating procedures and standards. • Added 2 QPM positions and strengthened the dedicated QPM mechanism. • Digitized RMA data. • Integrated the TAC and E-service systems and connected information. • Added 2 technical service personnel.	

Item	Content	Notes

Achievements in 2025	• The actual average turnaround time (TAT) for repairs in 2025 was 46 days.
	• Defined RMA operating standards to improve operating time and process management:
	  • Confirmed tickets and provided RMA numbers within 48 hours
	  • Confirmed return shipping information
	  • Provided CID reports
	  • Confirmed shipment information within 24 hours
	• Strengthened the analysis process and shortened repair time:
	  • Defined QPM account responsibilities to accelerate issue analysis and equipment return operations.
	  • Added coordination between QPM and the repair center to improve repair accuracy and repair efficiency.
	  • QPM worked cross-functionally with the product engineering, R&D, and technical service teams to accelerate repair output.
	  • Held regular meetings with the repair center twice a week to track repair progress.
	• Completed RMA data upload and system implementation to improve the completeness of RMA information.
	• In October 2025, the TAC system and RMA system were integrated into the new TAC system, making information system connectivity more direct. Weekly meetings were also used to ensure that information remained connected and to provide more comprehensive services.
	• In August 2025, the number of dedicated customer quality contact points in the Quality Assurance Department (QA) increased to 3, and 2 technical service personnel were added by the end of the year.
		Explanation for Not Meeting the TAT Target (2025 Actual TAT was 46 days)
		Explanation for not meeting the TAT target: The definitions of operating process standards and responsible personnel, as well as information tracking, were not yet complete, resulting in the failure to meet the time management target.
		Improvement Measures for Unmet Targets
		1. Define RMA operating standards to improve operating time and process management: (Introduced at the end of 2025 and continuously tracked)
		2. Strengthen the analysis process and repair time. (Introduced at the end of 2025 and continuously tracked)

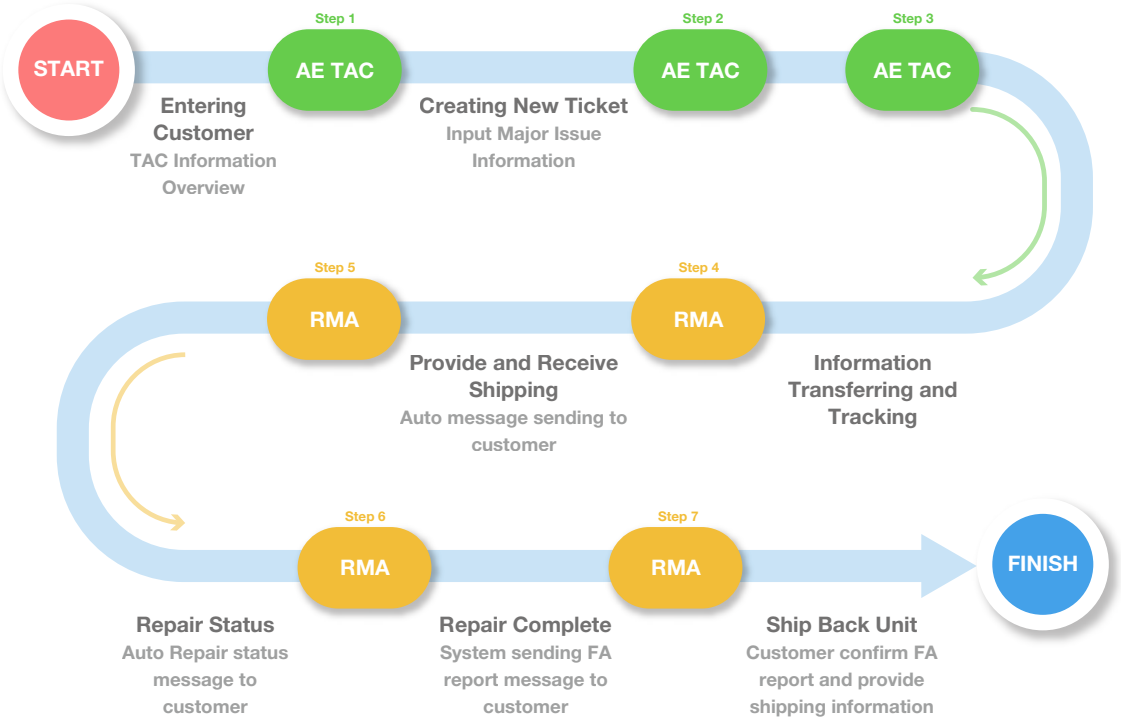
Short-term goals (2026)	• Provide timely updates of customer-side information, including return shipping information, machine repair status, repair completion notices, shipment notices, and other information. • Standardize the classification of repair data and establish repair big data and data analysis. • Automate alerts for key process control points to prevent overdue handling. • Meet service level agreements (SLAs) to improve customer satisfaction. • Assign 2 Technical Service Department personnel to be stationed in the United States to improve real-time service efficiency in the Americas.	
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2029; the long term is calculated as 5 years, i.e. 2030)	Improve customer satisfaction with our products by reducing abnormalities in product quality through one-stop quality management and prevention under which feedback is given to the units of design, manufacturing, and raw materials based on the analysis of customers' abnormality cases, etc.	

Customer service and quality management are two key factors in the Company's revenue growth. UfiSpace is committed to building a customer-centered business model; the Sales Department understands customers' needs and provides solutions, while the Technical Service Department (FAE) works in tandem with the Quality Assurance Department to jointly deliver after-sales services that better meet customer needs. As UfiSpace's customers are mainly located in Europe and the United States, in addition to establishing the CTU repair center in the United States, UfiSpace established the European repair center (GSSD) in 2024, effectively shortening the time required for repairs, replacements, and analysis for international customers. In 2025, UfiSpace assigned two technical service personnel to provide on-site service. The Company plans to assign 2 technical service personnel to be stationed in the United States in 2026 to improve service efficiency in the Americas. For the RMA system, the Quality Assurance Department optimized operating procedures and standards, strengthened the analysis process, and improved repair efficiency. Through collaboration with the R&D, product engineering, and other departments, repair output was accelerated. In 2025, the new RMA system was established and data uploads were completed to facilitate progress tracking.

To continuously improve service efficiency, UfiSpace established the Technical Assistance Center (TAC) system in 2023. Together with dedicated customer quality contact points, the system enables the Company to respond promptly to customer needs. In 2025, the TAC system and RMA system were integrated into the new TAC system, making information system connectivity more direct. Weekly meetings were also used to ensure that information remained connected. The actual average turnaround time (TAT) for repairs was 46 days, and the customer satisfaction score was 98. As the definitions of operating process standards, responsible personnel, and information tracking were not yet complete, the time management target was not met. Relevant optimization measures were introduced at the end of 2025 and will continue to be tracked and adjusted as needed.

Customer Satisfaction Survey

Statistics/Year	2023	2024	2025
Customer Satisfaction Rating	98	100	98







3 Corporate Governance

Corporate Governance Structure

Risk Management System

Information Security and Trade Secret Protection

Ethics and Integrity

Sustainable Supply Chain

3.1 Corporate Governance Structure

Board of Directors

UfiSpace has 3 directors and 1 supervisor, each serving a term of 3 years. They are nominated by the Board of Directors, elected by the shareholders' meeting, and may be re-elected. In 2024, the Board of Directors submitted the "re-election of directors and supervisors" proposal to the shareholders' meeting, completing the selection of directors and supervisors. Each year, at least 1 Board meeting is held every quarter. The Chairman serves as the highest-ranking leader in corporate governance and regularly communicates closely and thoroughly with all directors on the Company's latest operations and planned policies to implement corporate governance. The Company's Chairman is primarily responsible for supervising impact management and concurrently serves as the General Manager to improve operational efficiency and decision-making execution. At present, the Company has not yet found a suitable professional manager to serve as General Manager. Currently, UfiSpace does not have independent directors.

Job Title	Name	Term of Office	Actual Attendance Rate (%)	Number of Directors Concurrently Serving as Director of Other Companies	Industry and ESG-related Background/Experience	Profile
Chairman	Wen-Yu Ho	113.6.27-116.6.26	100	-	Network communications industry	General Manager, Ufi Space Co., Ltd.
Director	Fang-Ming Lu	113.6.27-116.6.26	100	-	Network communications industry	Chairman, Dynami Vision Ltd.
Director	Chi-Ting Kao	113.6.27-116.6.26	100	11	Network communications industry	President & Partner, WK Innovation Ltd.
Supervisor	You-Chi Tsai	113.6.27-116.6.26	100	3	Network communications industry	Partner of Darwin Venture Management Corporation

Diversified Statistics/Year			2022		2023		2024		2025	
			Number of people	Percentage	Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
Director	Gender	Male	4	80%	5	100%	3	100%	3	100%
		Female	1	20%	0	-	0	-	0	-
	Age	Under 50	2	40%	1	20%	1	33%	1	33%
		50–59	3	60%	3	60%	1	33%	1	33%
		60 and above	0	-	1	20%	1	33%	1	33%
	Educational background	Graduate school	5	100%	5	100%	3	100%	3	100%

Note: Percentage of female directors = (number of female directors at the end of the year / number of directors at the end of the year) * 100%.
Percentage of male directors = (number of male directors at the end of the year / number of directors at the end of the year) * 100%.
The sum of the percentage of female directors and the percentage of male directors should be 100%.

To avoid conflicts of interest, Article 15 of the Rules of Procedures for Board of Directors Meetings stipulates that if directors or the juristic persons they represent have an interest in relation to the proposals under discussion in the meeting, they shall explain important contents of their own interests at the current Board meeting. If such matters are harmful to the interests of the Company, the directors shall not participate in the discussion and voting, shall recuse themselves from the discussion or voting, and shall not exercise voting rights as proxy for any other directors. Where the spouse or a blood relative within the second degree of kinship of a director, or any company that has a controlling or subordinate relationship with a director has interests in a proposal under discussion in the meeting as mentioned in the preceding paragraph, such director shall be deemed to have a personal interest in relation to the proposal. Regarding Board resolutions, directors who are prohibited from exercising voting rights under the preceding two paragraphs are not counted in the number of votes cast by directors present at the meeting. For employee remuneration and director remuneration, if the Company makes a profit in a fiscal year, it shall appropriate no less than 1% of the pre-tax profit of the current period before deducting employee remuneration and director remuneration as employee remuneration. The employee remuneration may be distributed by stock or in cash upon the Board's resolution, and the recipients thereof shall include the employees of affiliated companies who meet certain criteria. The Company may allocate no more than 1% of the aforementioned profit as the remuneration to directors and supervisors upon the resolution of the Board of Directors. The distribution of employee remuneration and director/supervisor remuneration shall be reported to the shareholders' meeting; however, if the Company still has accumulated losses, an amount shall be reserved in advance to make up for it, and then the employee remuneration and director/supervisor remuneration may be allocated subject to the aforesaid proportions. If there is a surplus in the annual final accounts, the Company shall first pay taxes and cover the accumulated losses, and then set aside 10% as the legal reserve; however, no further provision is needed when the legal reserve has accumulated to the same amount as the Company's paid-up capital. If there is any surplus, the Board of Directors shall formulate a proposal for distribution to be resolved at the shareholders' meeting. As of 2025, the Company's Board of Directors has resolved not to distribute Board remuneration. As UfiSpace is not yet listed on the Taipei Exchange, functional committees such as the Audit Committee and the Remuneration Committee have not been established.

In 2023, the Company formulated the "Corporate Sustainable Development Best Practice Principles," which were implemented after the Board of Directors' approval. The Company will follow the Principles to progressively fulfill its responsibilities in governance, environment and society as well as its responsibility as a corporate citizen, enhancing the contribution to the national economy while protecting the environment and human rights and improving the quality of life of employees, communities and the society. Directors should also exercise the due care of good administrators to urge the corporate sustainable development, and constantly review the implementation results and make continuous improvements to ensure the application of sustainable development policies. ESG-related performance has not yet been linked to the individual remuneration of the Board of Directors or managers. However, the Company will continue to monitor this issue and further evaluate it in the future. All departments at UfiSpace interact with stakeholders through routine channels. If stakeholders or related sustainability issues may have a potentially significant negative impact on the Company, the responsible department will conduct due diligence on such stakeholders or sustainability issues from the aspects of finance, legal compliance, environmental protection, and labor rights and interests. The findings will be further reported to the Chairman, who will assess the necessity of reporting to the Board of Directors depending on whether the investigation findings could cause significant harm to the Company's operations. The Board of Directors will then make relevant resolutions on the Company's investigation report and delegate them to the responsible departments for action. In 2025, there were no potentially significant negative incidents.



3.2 Risk Management System

At UfiSpace, internal senior executives conduct risk assessments based on the level of impact the sustainability issues may have on the Company, and formulate relevant risk response measures and management guidelines. In the future, UfiSpace will assess the maturity of its operations and consider whether to report the responses to major risks during the Board of Directors' meeting.

Material Topics and Risk Management

Aspect	Material Topic	Potential Risk Assessment	Potential Opportunity Assessment	Corresponding Action
Economic and Governance Aspect	Operational Performance	Insufficient market competitiveness and declining revenues will impact corporate operations, thereby affecting shareholders' profits and employees' employment rights.	• Master key technologies to gain a first-mover advantage in the market. • Deliver outstanding quality and services to create more business collaboration opportunities. • Build a strong brand image to drive product sales.	• Updating and optimizing the Company's official website and managing the LinkedIn community to promote the brand image. • Participate in international trade shows to increase the brand's international exposure. • Extend new perspectives in the market and expand domestic and international customer base. • Master key new technologies and drive new product applications.
	Innovative R&D and Green Products (Circular Economy)	• Under the global trend of sustainability, products with high energy consumption or high carbon emissions will be eliminated as they do not meet customer and market needs. • Violations of environmental regulations may result in penalties or compensation. • Investments in new technologies with wrong application positioning or in wrong direction will result in investment losses.	• Reduce electricity costs for customers' data centers through low-power consumption and thermal innovation, creating a technical moat and higher gross margins compared to peers. • Improve ESG ratings to attract investment. • Build an image of technological leadership and social responsibility to attract top R&D talent.	• Develop low-energy modular designs, high-efficiency modular power supplies, equipment energy-saving mechanisms, and liquid cooling technology. • Establish the Green Product Committee to build sustainability consensus among the R&D and process teams and jointly promote the Green Product Design Guidelines.
	Customer Service	Poor customer service quality may reduce trust and damage brand image.	Proper customer quality management can earn customers' trust, create more opportunities for collaboration, and help the Company seek more partners.	• Optimized RMA operating procedures and standards. • Increase QPM staffing and strengthen the dedicated QPM management mechanism. • Digitized RMA data. • Integrated the TAC and E-service systems and connected information. • Add technical service personnel to improve service quality.
	Ethics and Integrity	The integrity and ethics of a company will affect its image and goodwill; the poor performance thereof will harm the interests of important stakeholders such as customers and shareholders.	Maintain sound ethics and integrity to earn customer trust and facilitate business collaboration.	• Currently follow the Work Rules as the basis, and refer to industry standards to formulate more detailed management guidelines. • Proactively promote the inclusion of integrity and honesty clauses in supplier and customer contracts. For cases where this cannot be achieved, continue to seek alternative solutions to expand integrity coverage. • Require all new employees to sign employment contracts containing integrity clauses upon onboarding to deepen compliance awareness.

Aspect	Material Topic	Potential Risk Assessment	Potential Opportunity Assessment	Corresponding Action
Economic and Governance Aspect	Information Security and Trade Secret Protection	The security of the Company's information assets will affect the rights and interests of stakeholders and trade secrets, which might damage the commercial rights and interests of the Company and customers.	• Sound information asset management helps optimize work efficiency. • A high level of information asset security enhances stakeholders' trust in the Company.	Devising information security policies, and regularly organizing awareness-raising campaigns as well as employee education/training in relation to information security, in order to keep in line with international information security management trends and respond to customer information security requirements.
	Sustainable Supply Chain	• In light of the rising global awareness of sustainability, the lack of management mechanisms related to governance, environment, human rights, etc. in the supply chain may affect the order volume. • Governments around the world are becoming increasingly strict with regulations related to the environment and human rights. Failure to comply strictly with the regulations may result in fines and cause financial and reputational losses.	• Sustainable supply chain management can reduce business risks and prevent impacts on shipments. • Sustainable supply chain management helps improve governance, environmental, and human rights performance across the industry.	• Formulate a sustainable supply chain policy. • Establish and implement an ESG audit system for suppliers/ • outsourced manufacturers • Formulate a policy to eliminate the use of conflict minerals and ensure that no conflict minerals are used in materials.
Environmental Aspect	Sustainable Operating Environment (Green Office)	Customers have increasingly stringent requirements for suppliers' carbon reduction and environmental performance. Enterprises that do not take corresponding measures might not be able to secure orders.	• Enhancing energy conservation can save related costs. • Corporate environmental actions help reduce external environmental impacts and contribute to climate change mitigation.	• Conduct greenhouse gas inventories for the operating environment and formulate corporate carbon reduction strategies and targets. • Procure green electricity from Taipower. • Implement green office practices.
Social Aspect	Remuneration and Benefits	• Amid a declining birthrate and rapid changes in industry experience and the market, the lack of sound remuneration and benefits may lead to talent loss and lower organizational stability, affecting the Company's growth and development and potentially causing the outflow of industrial talent from Taiwan. • The rapid development of information technology accelerates social change. Without corresponding support programs, human rights may be adversely affected.	• Sound remuneration and benefits support health and family care, helping reduce the public burden on society. • Stable remuneration and benefits strengthen talent retention and help the Company and Taiwan's technology industry enhance competitiveness. • Adaptive programs provided for different needs can promote the implementation of equality within the Company.	• Expand the coverage of group insurance to include employees, their spouses, and children, and increase medical claim limits. • Provide high-level full-body health examinations that exceed regulatory requirements. • Employ a full-time occupational health nurse beyond regulatory requirements, and regularly invite occupational medicine physicians to provide on-site healthcare services. • Allocate more than NTD 200,000 in subsidies to establish diverse employee clubs. • Organize 2 employee trips and one food and agriculture education activity. • Provide substantial childbirth subsidies, childcare allowances, and various holiday bonuses. • Complete regular performance and career development reviews for all employees to ensure that salary adjustment and career advancement mechanisms are fair and transparent. • Conduct annual reviews and optimization of remuneration and benefits. • Convene four labor–management meetings and four employee welfare committee meetings.
	Talent Cultivation	Amid the rise of AI, Taiwan has become an important strategic location for the global technology industry. However, factors such as population aging and the declining birthrate in Taiwan have made advanced development technology talent increasingly scarce.	• Support talent development to promote the Company's continued growth, jointly create a positive and better work environment, and provide customers with outstanding technologies and services, enabling the Company to maintain strong competitiveness in the industry. • Continue to enhance talent growth and support the transformation of Taiwan's talent into development talent, rather than only manufacturing talent.	• Build a learning framework and design various training programs based on the framework. • Provide all employees with knowledge on the proper use of AI tools and how to improve their work efficiency through AI, thereby reducing repetitive tasks and increasing the depth of work. • Systematically train employees with professional expertise and develop them into internal instructors to promote internal knowledge transfer.

Aspect	Material Topic	Potential Risk Assessment	Potential Opportunity Assessment	Corresponding Action
Social Aspect	Occupational Safety and Healthcare for All Ages	The absence of good occupational safety and health management will affect the safety and health of employees at work, resulting in a brain drain and impacting the Company's productivity.	• Implement preventive maintenance and precise risk assessments to stabilize and continuously grow human capital as the foundation of organizational resilience. • Investment in preventive health can transform health risks into health momentum for the Company and society, thereby reducing the burden on public healthcare resources. • A safe and healthy workplace environment can support decent work and the implementation of an inclusive corporate culture.	• Introduce the ISO 45001:2018 occupational health and safety management system. • Hiring full-time nurses beyond legal requirements and forming an "Occupational Safety and Health Implementation Team" with occupational safety personnel to promote and implement occupational safety and health initiatives. • Provide high-level full-body health examinations that exceed regulatory requirements, with a full-time occupational health nurse conducting one-on-one follow-up management for high-risk employees after the examinations. • Revitalize unused space at the headquarters by building a gym to encourage employees to develop exercise habits. • Introduce diverse health promotion courses, such as strength training, fascia yoga, communication, and stress relief skills, to comprehensively safeguard employees' physical and mental health. • Pay group insurance premiums and fully extend coverage to employees' spouses and children.
	Inclusive and Friendly Workplace and Human Rights Protection	An unfriendly workplace may create human rights risks and make talent retention difficult, while a lack of diverse perspectives and effective communication may lead to decision-making bias.	• Implementing human rights protection in value chain management effectively recognizes the value of employees across all age groups, eliminates ethnic discrimination, and significantly reduces human rights risks. • An inclusive and friendly workplace environment helps attract and retain talent from diverse backgrounds, and further enables teams to eliminate decision-making bias through cross-functional and cross-cultural exchanges. • Strengthen corporate influence and enhance global competitiveness through psychological identification from within.	• Organize DEIB training for new employees and multicultural courses to enhance relevant knowledge and skills and build consensus. • Organize employee activities and clubs to promote cross-departmental exchanges and enhance team belonging. • Support the health, well-being, and family care needs of employees across all age groups through office facilities and all-age care programs, implementing an age-friendly workplace. • Implement management measures and procedures related to human rights protection to eliminate all forms of discrimination. • Implementing a workplace unlawful infringement prevention plan (including questionnaire survey and education and training) to protect the physical and mental health of employees.

3.3 Information Security and Trade Secret Protection

Item	Content
Significance to the Company	To ensure the confidentiality, integrity, availability, and legality of the information assets of UfiSpace, and to prevent the intentional or accidental threats (internal or external), the Company has established an information security policy and regularly conducts information security awareness promotion, employee education and training, etc. to keep in line with international information security management trends and respond to customer information security requirements.
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	The information security policy serves as the basis of daily operations to protect the rights and interests of stakeholders and trade secrets. Moreover, we regularly conduct internal self-inspections and interviews with external certification bodies to ensure the effectiveness of system operations.
Commitment and policy	Construct an Information Security Management System (ISMS) and integrate the PDCA cycle through a systematic approach, and obtain ISO27001:2022 as the cornerstone of the Company's information security on an annual basis.
Responsible department	Information Security Promotion Team
Contact information/ grievance mechanism	ethic@ufispace.com
Goals for 2025	• Maintain compliance with ISO/IEC 27001:2022 certification and make full preparations for the external recertification audit in 2025. • Enhance employees' information security awareness and promote information security training for all employees, with 1 hour of training per person each year. • Arrange ISO/IEC 27001:2022 lead auditor training for seed members of the promotion team to strengthen the maturity of independent system operations.
Investment in 2025 (funds, manpower, projects promoted, etc.)	• In September 2025, seed members of the promotion team completed the ISO/IEC 27001:2022 lead auditor training course and obtained the qualification. • In November 2025, Wazuh, an open-source security platform, was implemented as the security monitoring tool. • In December 2025, information security training for all employees was completed. • In December 2025, social engineering drills for all employees were completed. • Total investment in information security amounted to NT$2 million.

Item	Content
Achievements in 2025	• From February 24 to 25, 2026, the Company passed ISO/IEC 27001:2022 certification conducted by BSI.
Short-term goals (2026)	Keep passing third-party verification on an annual basis in terms of our Information Security Management System (ISMS).
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2028; the long term is calculated as 5 years, i.e. 2030)	Optimize the Information Security Management System (ISMS) according to the international information security management trends and customer information security requirements to protect the rights and interests of stakeholders and trade secrets.

UfiSpace improves operational and management efficiency through digitization and proactively strengthens information security management to ensure the confidentiality, integrity, availability, and legality of the information assets of the Company and stakeholders, and to prevent intentional or accidental threats, whether internal or external. UfiSpace has introduced ISO 27001:2022, since 2022. In accordance with its 21 policies and management procedures, the Company has organized the Information Security Promotion Team, the Information Security Implementation and Emergency Response Sub-team, and the Information Security Audit Sub-team to implement relevant management measures and protect the confidentiality and integrity of the Company's information assets. Related grievances are managed by the Information Department and may be submitted through the whistleblowing mailbox at ethic@ufispace.com.

In 2025, seed members of the promotion team completed the ISO/IEC 27001:2022 lead auditor training course and obtained the qualification, and Wazuh was implemented as the security monitoring tool. In December, information security training and social engineering drills for all employees were completed. On February 24 to 25, 2026, the Company passed ISO/IEC 27001:2022 certification conducted by BSI. Apart from protecting corporate secrets through information security management, the Company also requires all employees to sign the Integrity and Intellectual Property Agreement to ensure the security of trade secrets such as confidential information and intellectual property. In 2025, the ratio of employees signing the Integrity and Intellectual Property Agreement reached 100%.

3.4 Ethics and Integrity

Item	Content
Significance to the Company	Ethics is the foundation for creating profitability. Most consumers are willing to pay higher prices to purchase products from companies with integrity and honesty. Therefore, companies that value integrity and ethics will ultimately become the greatest beneficiaries.
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	Since the global financial crisis triggered by the U.S. subprime mortgage crisis, the impact of companies' disregard for ethics and integrity on the national economy has been no less significant than that of corruption among public officials. In addition, many high-profile corporate fraud cases in Taiwan and abroad have caused losses ranging from billions to tens of billions of New Taiwan dollars, affecting not only employees' livelihoods but also causing substantial losses to a large number of investors. Corporate corruption has had far-reaching negative impacts on democracy, the economy, and the rule of law. Therefore, preventing and eliminating corruption has become a shared responsibility of governments, companies, and every individual.
Commitment and policy	The Company places great importance on reputation and is committed to maintaining the highest ethical standards and professional competence. It also strictly requires all employees and business partners to comply with the applicable anti-corruption and anti-bribery laws and regulations of the countries in which they conduct business. To achieve this goal, we formulate relevant rules, promote education and training, and establish smooth communication channels to ensure that all employees and business partners comply with these requirements, jointly fulfill corporate social responsibility, and promote the sustainable development of the economy, society, and environment.
Responsible department	Legal
Contact information/ grievance mechanism	The Company has established a whistleblowing channel via email at ethic@ufispace.com, which is handled by Legal Affairs. The identity of whistleblowers and the contents of reports are kept strictly confidential.

Item	Content
Goals for 2025	• Establish clear reward and disciplinary mechanisms to strengthen incentives and constraints for integrity and ethical conduct. • Continue to include integrity and ethics clauses in supplier and customer contracts to ensure that partners jointly follow high standards of business ethics. • Provide integrity management training to new employees upon onboarding to enhance employees' compliance awareness and professional ethics.
Investment in 2025	• Currently follow the Work Rules as the basis, and refer to industry standards to formulate more detailed management guidelines. • Proactively promote the inclusion of integrity and honesty clauses in supplier and customer contracts. For cases where this cannot be achieved, continue to seek alternative solutions to expand integrity coverage. • Require all new employees to sign employment contracts containing integrity clauses upon onboarding to deepen compliance awareness.
Achievements in 2025	No bribery or unfair competition incidents occurred during the year.
Short-term goals (2026)	• Organize integrity and honesty seminars. • Maintain the target of zero major violations.
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2028; the long term is calculated as 5 years, i.e. 2030)	Establish an online integrity management section or anonymous reporting platform.

We value our reputation and are committed to maintaining the highest ethical standards and professional competence. All employees of the Company and its business partners are strictly required to comply with applicable anti-corruption and anti-bribery laws and regulations in the countries where we operate. Meanwhile, we monitor various regulations that may affect the Company's financial performance and operations to ensure that all business activities are conducted in compliance with applicable laws. We have also established relevant policies, provided extensive education and training, and maintained open communication channels for all employees and business partners to follow, enabling us to jointly fulfill corporate social responsibility and promote sustainable economic, social, and environmental development. In 2022, UfiSpace's Legal and Intellectual Property Department established the "Ethical Corporate Management Best Practice Principles," which were promulgated and implemented upon the Board of Directors' approval and apply to all employees (including the Xinzhuang headquarters and Hsinchu Office). The documents of the Principles are made available on the Company's intranet website for employees' reference at any time. Each year, anti-corruption education is enhanced during general meetings and orientation for new employees, and case studies are disseminated from time to time. Since 2025, the Company has proactively promoted the inclusion of integrity and honesty clauses in supplier and customer contracts. For cases where this cannot be achieved, the Company will continue to seek alternative solutions to expand integrity coverage. In 2025, no risk assessments were conducted for operating sites.

In addition to ethics-related regulations, the Human Resources Department provides new employees with an Integrity and Intellectual Property Agreement for review upon onboarding. All employees (including those at the Xinzhuang headquarters and Hsinchu Office) are required to sign the agreement upon employment. The latest version was revised in 2022, and the employee signing rate in 2025 was 100%. For violations of relevant rules, employees may report them through the fraud reporting mailbox. Reports should, in principle, be filed under the whistleblower's real name, and the whistleblower's personal information will be protected. The Company will not impose any adverse punishment on the whistleblower thereafter. Anonymous reports are allowed as an exception, provided that specific evidence is submitted, such as audio recordings, video recordings, or photos. In 2025, no reports of corruption or fraud were received.

For major violations, with reference to the definition of major violations of environmental protection or labor-related laws under the Directions for Determining Major Violations of Environmental Protection, Labor, or Food Safety and Sanitation Laws in Applications for Tax Incentives, Subsidies, or Awards by the Ministry of Economic Affairs, UfiSpace defines a major incident as one in which the Company is fined NTD 3 million or more, either in a single case or cumulatively in the same year, for violations of occupational safety and health laws; or is fined NTD 1 million or more cumulatively in the same year for violations of the Labor Standards Act, with at least one single fine of NTD 500,000 or more. Such major incidents must be publicly disclosed in the Sustainability Report for that year. Based on the aforementioned criteria, no major incidents occurred in 2025.



3.5 Sustainable Supply Chain

Item	Content	Notes
Significance to the Company	The Company can establish a firm foothold in the international market and seize the opportunities of the green economy by strengthening its sustainable supply chain and reducing its environmental impact in response to international customers' carbon reduction goals and the environmental policies of various governments, thereby jointly reducing the impacts and risks of climate change on the industry.	
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	Through a responsible supply chain management mechanism and collaboration, the Company exchanges information with supply chain partners and incorporates ESG sustainability assessments into supplier evaluation. This enables its management practices to better align with evolving sustainability trends and helps the Company gain an advantage in a changing and competitive environment, with the aim of enhancing the positive impacts of the supply chain on the environment, human rights, and the economy.	
Commitment and policy	• Formulate a sustainable supply chain policy and implement sustainable supply chain management. • Formulate a policy to eliminate the use of conflict minerals and regularly review material sources to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn) are not mined or obtained through armed groups, illegal organizations, or high-risk conflict-affected areas.	
Responsible department	Operations Management Center	
Contact information/ grievance mechanism	Contact points of the Supply Chain Management Department. Tel: +886-2-7730-1188 ext. 1076	
Goals for 2025	Arrange audits for 10 suppliers in 2025.	
Investment in 2025 (funds, manpower, projects promoted, etc.)	• Require 10 key material suppliers (3 PCB suppliers, 3 PSU suppliers, 3 memory suppliers, and 1 HSK supplier) to complete sustainability risk self-assessments. • Complete on-site ESG audits of two outsourced manufacturers in January 2026. • At the end of 2025, adjust the supplier/outsourced manufacturer ESG self-assessment and audit items with reference to the Responsible Business Alliance Code of Conduct Version 8.0, ISO 20400:2017 Sustainable Procurement Guidance, and other standards, while incorporating biodiversity issues.	• In 2025, audits of key material suppliers are conducted through self-assessments, while audits of outsourced manufacturers are conducted through on-site audits. • The ESG audit/ assessment items adjusted in 2025 will be implemented in 2026.
Achievements in 2025	• Completed risk analysis assessments for 10 suppliers, with a 100% self-assessment response rate and a 100% pass rate. • Completed on-site ESG audits of two outsourced manufacturers, with a 100% pass rate.	
Short-term goals (2026)	• Increase the number of assessed suppliers to 15 in 2026. • Implement audits of outsourced manufacturers.	
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2029; the long term is calculated as 5 years, i.e. 2031)	Conduct evaluations of 3 to 5 additional material suppliers each year to manage supply chain risks.	

UfiSpace shares information with suppliers through supply chain management mechanisms and collaborative partnerships to understand supply and demand conditions. For supplier selection, the Company has established standard procedures to evaluate and assess supplier qualifications based on factors such as business nature, transaction terms, and product quality. During the business relationship, internal units provide feedback on issues and deficiencies related to quality, delivery schedules, and stock preparation, allowing suppliers to review and improve deficiencies. If a supplier is rated as unqualified in the supplier assessment, cooperation will be terminated. In 2025, sustainability self-assessment surveys were conducted for 10 key suppliers and 2 outsourced manufacturers, covering assessment items such as labor, health and safety, environment, and ethics. The annual self-assessment response rate reached 100%, and the pass rate reached 100%.

Supply Chain Management Flow chart



Regarding potential suppliers, the Company assesses whether they are qualified in terms of their nature, transaction terms, product quality, and more. When purchasing from a supplier for the first time, the Company manages the supplier data thereof according to the dynamic supplier management list, and has the Supply Chain Management Department assess its quality, technology, and supply capacity. A supplier is qualified upon the approval of the responsible manager before being engaged in transactions.

Qualified inventory suppliers that conduct business with UfiSpace are selected for assessment in accordance with the assessment criteria or at the request of the responsible supervisor.

Every quarter, the operation team reports the problems with the quality, delivery, preparation of goods, etc. for the suppliers to review the deficiencies and for keeping the QBR records.

If a supplier is determined to be disqualified after the supplier evaluation, the Company will not purchase from it.

Through the formulation of the Sustainable Supply Chain Policy and the Sustainable Procurement and Supplier Management Procedures, UfiSpace emphasizes labor and human rights in supply chain management and the procurement process, ensuring that its cooperating contractors comply with the principles of sustainable procurement and social responsibility. For some suppliers, the Company conveys the concept of social responsibility and promotes various international social responsibility standards on an irregular basis, provides such suppliers with the information on the Company's "Sustainable Development Policy" (including labor and human rights protection), "Sustainable Supply Chain Policy," and "Non-use of Conflict Minerals Policy," and requests them to sign and send back the Letter of Commitment relating to the Company's relevant sustainable development policies.

In 2023, UfiSpace began implementing the supplier/outsourced manufacturer ESG audit system, conducting annual ESG sustainability performance assessments of key suppliers and outsourced manufacturers across the three aspects of environment, social, and governance. In 2025, on-site ESG audits of suppliers/outsourced manufacturers covered two outsourced manufacturers, with a 100% pass rate. In 2025, no outsourced manufacturers were classified as disqualified suppliers or had their cooperation terminated due to violations of regulations related to material sustainability issues. In the future, we will continue to optimize the supply chain sustainability evaluation through irregular investigations and analyses to include more diverse items and ensure that we, along with our suppliers and outsourced manufacturers, are aware of emerging ESG issues and risks. UfiSpace's supplier ESG audit system currently applies to key suppliers and outsourced manufacturers with which the Company conducts business. In 2025, the Company did not sign contracts with any new suppliers. Going forward, the Company plans to incorporate environmental, social, and human rights clauses into supplier screening assessments and future contracts. Based on industry characteristics, vendors with higher environmental, health and safety, or labor and human rights risks will be prioritized for audits, and annual audit plans will be established to continuously strengthen the implementation of a sustainable supply chain. To keep pace with sustainability trends, at the end of 2025, UfiSpace adjusted its supplier/outsourced manufacturer ESG self-assessment and audit items with reference to the Responsible Business Alliance (RBA) Code of Conduct Version 8.0, ISO 20400:2017 Sustainable Procurement Guidance, and other standards, while incorporating biodiversity issues. The relevant assessment items will be implemented in 2026.

Sustainable Supply Chain Management Flow Chart



UfiSpace has formulated the "Policy to Eliminate the Use of Conflict Minerals" and regularly reviews material sources to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn) are not mined or obtained through armed groups, illegal organizations, or high-risk conflict-affected areas. In addition to disclosing the policy on its website, UfiSpace also requires partners to guarantee and comply with the "Policy to Eliminate the Use of Conflict Minerals" during cooperation, sign a conflict minerals-free commitment, and provide relevant investigation reports on an ad hoc basis. In 2025, all outsourced manufacturers cooperating with the Company conducted conflict minerals investigations of raw material suppliers in accordance with the requirements and submitted due diligence self-declaration forms.



4 Environmental Sustainability

Climate and Environmental Governance (TCFD)

Natural Environment Governance (TNFD)

Sustainable Operating Environment (Green Office)

UfiSpace is committed to responding to domestic and international carbon reduction goals, with the ultimate goal of achieving net-zero emissions for its offices by 2050, and is gradually advancing carbon reduction and environmental actions in its own operating environment. In 2025, in addition to continuing to use the Task Force on Climate-related Financial Disclosures (TCFD) framework for climate risk management and strategic planning, UfiSpace also attempted to introduce the Taskforce on Nature-related Financial Disclosures (TNFD) framework to conduct risk assessments related to nature and biodiversity, further reviewing its potential impacts and opportunities for action in response to changes in the external environment.

4.1 Climate and Environmental Governance (TCFD)

Climate and Environmental Governance Organizational Structure

In recent years, in response to global climate change, increasingly stringent international environmental management regulations, and growing awareness of sustainable consumption, governments and enterprises around the world have begun to pay attention to climate governance. UfiSpace understands the impacts of climate change and actively responds to the government's environmental protection and energy conservation policies. The Company has identified climate change response as an important action. By regularly reviewing its approach to addressing climate change, and with reference to the TCFD framework and IFRS S2 Climate-related Disclosures under the IFRS Sustainability Disclosure Standards, the Company identifies climate-related risks and opportunities and establishes metrics for target management based on the identification results, in order to reduce the financial impacts of climate risks on operations.

Responsible department	Job Responsibilities
Board of Directors	The Board oversees the Company's work effectiveness on climate change topics.
Sustainable Development Committee	The Sustainable Development Committee is chaired by the General Manager, the highest-ranking manager of UfiSpace's operations, and serves as the executive committee for various sustainable development issues and goals. The Committee Chair reports the implementation results to the Board of Directors regularly each year.
CEO's Office	Formulate strategies and policies for climate and environmental affairs, subject to review by the Sustainable Development Committee.
Sustainability Development Promotion Team	Conduct assessments of climate-related risks and opportunities, and implement climate and environmental affairs.

Climate Risk Management and Strategy

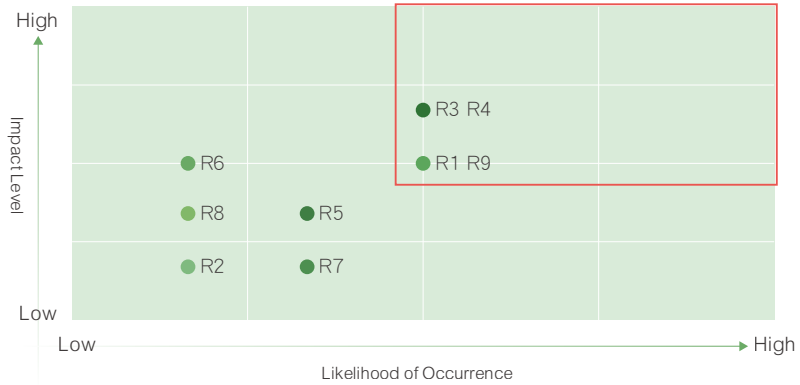
Identification of Climate-Related Risks and Opportunities

UfiSpace considered its business model, industry issues, and international sustainability trends, and compiled a list of 15 climate-related risk and opportunity issues, including 9 climate-related risks and 6 climate-related opportunities. Based on the principle of double materiality, the Company considered "likelihood of occurrence" and "impact level." A higher score indicates a higher likelihood of occurrence and a higher impact level. Priority material issues were ranked by preparing risk and opportunity matrices and calculating numerical scores for each issue. The final analysis identified "enhanced carbon emissions reporting obligations," "transition to low-carbon technologies," "changes in demand for low-carbon products and services," and "rise in average temperature" as material climate-related risks requiring priority attention. "Implementing green office practices," "using renewable energy," and "developing low-carbon products and services" were identified as material climate-related opportunities requiring priority attention. UfiSpace further developed corresponding management measures and set relevant climate targets to strengthen corporate climate resilience.

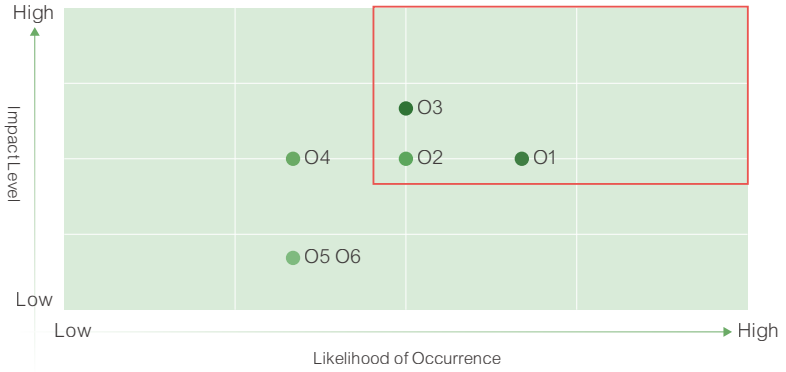
List of Climate-related Risks and Opportunities

Risk/Opportunity Type	Subcategory	Risk/Opportunity Issue	Risk/Opportunity Number
Transition Risk	Policies and Regulations	Enhanced carbon emissions reporting obligations	R1
		Carbon pricing mechanisms (carbon trading, carbon fees, and carbon taxes)	R2
	Technology	Transition to low-carbon technologies	R3
	Market	Changes in demand for low-carbon products and services	R4
		Increased market demand for renewable energy	R5
	Reputation	Poor international sustainability ratings and sustainability performance	R6
Physical Risk	Acute	Increased severity of extreme weather events	R7
	Chronic	Changes in precipitation patterns (droughts, floods)	R8
		Rise in average temperatures	R9
Opportunities	Resource Efficiency	Implementing green office practices	O1
	Energy Source	Using renewable energy	O2
	Products and Services	Developing low-carbon products and services	O3
		Adopting recycled materials	O4
	Market	Responding to public sector net-zero and energy conservation policies	O5
	Resilience	Strengthening supply chain resilience	O6

Climate Risk Matrix



Climate Opportunity Matrix



Scenario Analysis

Based on the climate risk assessment results, "rise in average temperature" is a material physical risk that UfiSpace may face over the long term (more than 5 years). The annual increase in average temperature may lead to higher summer temperatures and longer summers, resulting in increased use of air-conditioning equipment and higher operating costs. To further measure the financial impact of this risk, UfiSpace referred to the IPCC Sixth Assessment Report (AR6) and Climate Change in Taiwan: National Scientific Report 2024, jointly published by the National Science and Technology Council (NSTC) and the Ministry of Environment. To comprehensively assess the range of potential impacts, this report referred to the TCFD recommendations and selected the following two climate scenarios for testing:

- SSP1-2.6 (low-carbon/sustainable development scenario): This scenario is consistent with the goal of the Paris Agreement to limit global warming to below 2° C. It represents a climate pathway in which the world actively reduces carbon emissions and serves as the baseline for risk assessment.
- SSP5-8.5 (extreme high-carbon emissions scenario): This scenario assumes global reliance on fossil fuels with no further actions. This scenario is used as the worst-case scenario to examine the Company's maximum physical risk exposure under the most severe climate conditions.

In addition, considering the longer time span of climate science models, the "near-term" scenario defined by the IPCC (2021–2040) covers and corresponds to the Company's defined long-term risk and opportunity assessment period (more than 5 years). Based on the final calculations, under the SSP1-2.6 near-term scenario, UfiSpace may incur approximately NTD 170,000 in additional electricity expenses each year. Under the SSP5-8.5 near-term scenario, UfiSpace may incur approximately NTD 180,000 in additional electricity expenses each year.

Note 1: This physical risk assessment adopts linear regression. The analysis results are intended to present the impact of climate change on energy consumption and potential financial risks, and are only preliminary financial projections.

Note 2: Electricity expenses are based on 2025 electricity rates as the basic assumption, without considering future fluctuations in electricity prices.

Management of Material Climate-Related Risks and Opportunities

Considering industry characteristics, organizational assets, the useful life of infrastructure, and whether climate-related issues occur frequently, UfiSpace classifies the identified material climate-related risks and opportunities into short term (0–3 years), medium term (3–5 years), and long term (more than 5 years), evaluates their potential financial impacts, and manages them and formulates response measures in accordance with the risk and opportunity management procedures. The relevant identification results are reviewed and integrated by the General Manager's Office, which also makes risk-related decisions. Internal communication is then carried out with the Sustainable Development Committee and the Board of Directors to oversee appropriate management actions.

Risk/Opportunity Subcategory	Risk/Opportunity Issue	Risk/Opportunity Description	Time Horizon	Potential Financial Impact	Response Measures
Policies and Regulations	Enhanced carbon emissions reporting obligations	In response to the requirements under the Financial Supervisory Commission's Sustainable Development Roadmap for TWSE and TPEx Listed Companies, all TWSE and TPEx listed companies are required to complete greenhouse gas inventory assurance by 2029, with the assurance scope consistent with the scope of the financial statements. In addition, major international rating organizations, such as CDP and EcoVadis, also require organizations to disclose carbon emissions data.	Medium Term	• Increase in operating costs	To mitigate this risk, UfiSpace has conducted greenhouse gas inventories each year since 2022 and has worked to improve the efficiency of energy and resource use, implementing low-carbon offices. In 2025, UfiSpace included the Hsinchu Office in the inventory scope, establishing a data foundation for future carbon reduction strategies and target setting.
Technology	Transition to low-carbon technologies	Amid low-carbon transitions across industries and the development of AI, demand for networking and communications equipment with low environmental impact and low energy consumption has gradually increased. If the Company is unable to provide the low-carbon and low-energy products required by customers, its revenue performance may be affected.	Short Term	• Decrease in operating revenue • Increase in R&D investment	New product development projects are all committed to technologies such as reducing product power consumption, improving product energy efficiency, and introducing green design. In addition, in 2025, UfiSpace promulgated the Green Product Design Guidelines through the Green Product Committee to continue improving the management of green products.

Risk/Opportunity Subcategory	Risk/Opportunity Issue	Risk/Opportunity Description	Time Horizon	Potential Financial Impact	Response Measures
Market	Changes in demand for low-carbon products and services	Customers have incorporated climate-related requirements into their supplier scoring mechanisms and have also listed product power consumption and product carbon footprints as procurement considerations. If UfiSpace fails to meet these requirements, its revenue may be affected.	Short Term	• Decrease in operating revenue	UfiSpace is committed to improving product energy efficiency and, in 2025, promulgated the Green Product Design Guidelines through the Green Product Committee to continue optimizing the management of green products. At the same time, the Company conducted a product carbon footprint inventory for one product in accordance with ISO 14067:2018 and obtained external certification to continue improving its carbon reduction actions.
Chronic	Rise in average temperatures	An increase in average temperature will lead to higher indoor temperatures, which may damage machinery and equipment and affect employees' work comfort and health.	Long Term	• Increase in operating costs (Approximately NTD 170,000 to NTD 180,000 in additional electricity costs may be incurred each year in the future)	Plan to have renewable energy account for 25% of electricity consumption by 2030 to reduce carbon emissions and mitigate the greenhouse effect. We also implement green office practices to reduce the environmental impacts of operations.
Resource Efficiency	Implementing green office practices	By promoting paperless operations and replacing equipment with energy-saving models, the Company can directly reduce operating costs and energy and resource consumption, while also building an internal sustainability culture and enhancing employees' sustainability awareness.	Short Term	• Decrease in operating costs	Internally implement green office policies. At the same time, green the office environment through plants.
Energy Source	Using renewable energy	The use of renewable energy can significantly reduce Scope 2 carbon emissions. This will not only meet international customers' carbon reduction requirements, but also reduce future financial impacts caused by fluctuations in energy prices.	Medium Term	• Increase in operating revenue	Plan to have renewable energy account for 25% of electricity consumption by 2030 to reduce carbon emissions and mitigate the greenhouse effect.
Products and Services	Developing low-carbon products and services	Invest in the R&D of low-power and high-efficiency networking and communications equipment, and introduce green design at the product design stage to meet customers' demand for sustainable procurement.	Short Term	• Increase in operating revenue • Increase in R&D investment	UfiSpace is committed to improving product energy efficiency and, in 2025, promulgated the Green Product Design Guidelines through the Green Product Committee to continue optimizing the management of green products. At the same time, the Company conducted a product carbon footprint inventory for one product in accordance with ISO 14067:2018 and obtained external certification to continue improving its carbon reduction actions.

Climate-Related Metrics and Targets

Climate-Related Metrics		2025 Targets	2025 Results	2026 Targets
Energy Management	Percentage reduction in energy intensity (MJ/NT$ thousand) compared to the 2025 base year (%) Note1	NA	NA	3%
	Renewable energy ratio (%) Note2	20	24	20 Note 4
Greenhouse Gas Management	Percentage reduction in Scope 1+2 emissions compared to the 2025 base year (%) Note3	NA	NA	Net-zero emissions by 2050
	Percentage reduction in Scope 1+2 emissions compared to the 2025 base year (%) Note3	NA	NA	Net-zero emissions by 2050
Sustainable Supply Chain Management	Supplier ESG audits (No. of suppliers)	10	10 key suppliers (self-assessment) + 2 outsourced manufacturers (on-site audit)	15 key suppliers (self-assessment) + 2 outsourced manufacturers (on-site audit)
Green Products	Percentage of new products (above 1,000 W) meeting 80 PLUS® Platinum-level or higher requirements (%)	100	100	100
Climate Awareness Enhancement	ESG Training (number participants)	30	58	35

Note 1: Energy intensity = energy consumption (MJ)/annual revenue (NTD thousand). Annual revenue is calculated based on the average of the revenue range. To align with international sustainability disclosure standards and more accurately reflect UfiSpace's operating efficiency, the denominator for calculating energy intensity was adjusted from "floor area" to "annual revenue."
Note 2: To make the green electricity target more proactive, the original target of "renewable energy purchased" was adjusted to "renewable energy ratio."
Note 3: The Hsinchu Office was included in the greenhouse gas inventory in 2025; therefore, the organizational boundary was adjusted. Relevant reduction targets will be set based on the new boundary going forward.
Note 4: Considering the Company's overall business growth, the relative ratio may be affected by the increase in total electricity consumption. Therefore, the short-term target is set based on a prudent and pragmatic approach. In addition, the total amount of green electricity actually purchased in 2026 will not be lower than the 2025 level, and UfiSpace will continue to move firmly toward the RE25 target by 2030.



4.2 Natural Environment Governance (TNFD)

Natural Environment Governance Organizational Structure

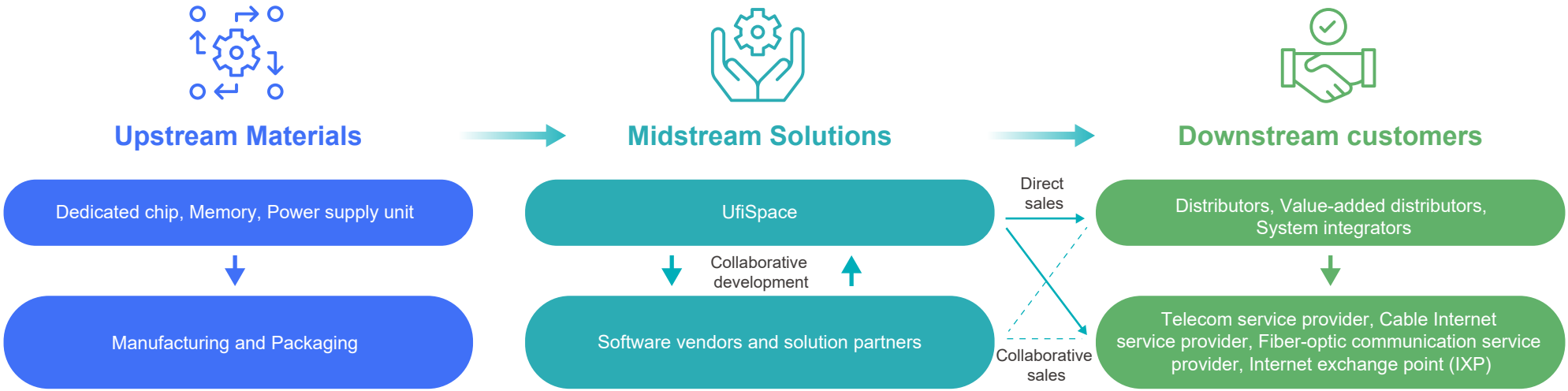
In recent years, the international community has placed increasing emphasis on the systemic risks arising from biodiversity loss. The release of the TNFD framework further marks a new milestone for companies in nature-related information disclosure. Upholding the spirit of sustainable management, UfiSpace deeply recognizes the importance of natural habitats and species diversity in maintaining industry resilience. To implement natural environment governance, the Company referred to the Taskforce on Nature-related Financial Disclosures (TNFD) framework and adopted the LEAP (Locate, Evaluate, Assess and Prepare) assessment approach to comprehensively inventory its operational dependencies and impacts on nature. The Company aims to protect the natural ecosystem while pursuing economic growth, and to establish a long-term and resilient business model.

Responsible Department	Job Responsibilities
Board of Directors	Oversee the Company's implementation performance on natural environment issues.
Sustainable Development Committee	The Sustainable Development Committee is chaired by the General Manager, the highest-ranking manager of UfiSpace's operations, and serves as the executive committee for various sustainable development issues and goals. The Committee Chair reports the implementation results to the Board of Directors regularly each year.
CEO's Office	Formulate strategies and policies for natural environment affairs, subject to review by the Sustainable Development Committee.
Sustainability Development Promotion Team	Conduct assessments of nature-related risks and opportunities, and implement natural environment affairs.

Nature Risk Management and Strategy: Introduction of the LEAP Approach

Locate: Corporate Value Chain and Boundaries

To identify the impacts of the organization's and supply chain's activities on nature and biodiversity, we mapped the Company's overall value chain. UfiSpace's value chain can be divided into upstream material suppliers and outsourced manufacturers, UfiSpace's direct operations, and downstream customers. Upstream suppliers mainly provide materials and components, as well as product manufacturing services. UfiSpace's own operating sites include the Xinzhuang and Hsinchu offices, which provide professional services for open networking equipment solutions to meet the needs of downstream customers and create value for them. Considering the characteristics of its business model, UfiSpace prioritized its own operating sites and two upstream outsourced manufacturers as the primary sites for subsequent assessment of dependencies and impacts on environmental ecosystems.



Identifying the Natural Environment Sensitivity of Operating Sites

Natural environment sensitivity is assessed based on two major criteria, "ecosystem sensitivity" and "species sensitivity," and priority sites of concern are identified through the natural sensitivity matrix.

1. Own operating sites

Ecosystem sensitivity analysis: With reference to the four major functional zones classified under the Spatial Planning Act (national conservation, marine resources, agricultural development, and urban-rural development), UfiSpace established ecosystem sensitivity grading criteria. The Company then used public information from county and city governments to determine the functional zone of each operating site, and assessed the ecosystem sensitivity level of each site based on the corresponding grading criteria.

Species sensitivity analysis: UfiSpace referred to data from the Taiwan Biodiversity Network (TBN) of the Taiwan Biodiversity Research Institute, Ministry of Agriculture to analyze the species sensitivity of its operating sites. A radius of 1 kilometer was used to assess whether critically endangered (CR), endangered (EN), or vulnerable (VU) plants and animals exist around each operating site. The number of threatened species in all data grids across Taiwan was divided into quartiles to establish species sensitivity grading criteria. The number of threatened species recorded in the grid where each operating site is located was then matched with the grading criteria to determine the species sensitivity level of each site. The analysis results show that UfiSpace's Xinzhuang Office and Hsinchu Office are not located in areas with high natural environment sensitivity.

Natural Environment Sensitivity		Ecosystem Sensitivity			
		Very High (VH)	High (H)	Medium (M)	Low (L)
Species Sensitivity	Very High (VH)	VH	VH	H	M
	High (H)	VH	H	M	L
	Medium (M)	H	M	M	L
	Low (L)	M	L	L	L

Natural Environment Sensitivity of Xinzhuang Office

Sensitivity Level	Ecosystem Sensitivity Criteria	Ecosystem Sensitivity	Species Sensitivity Criteria	Species Sensitivity	Natural Environment Sensitivity
Very High (VH)	• National conservation area category 1 • National conservation area category 3 • Marine resources area category 1-1		Number of threatened species > 5 Note 1	V Note1	M
High (H)	• National conservation area category 2		5 ≥ Number of threatened species > 2		
Medium (M)	• National conservation area category 4		2 ≥ Number of threatened species > 1		
Low (L)	• Non-national conservation area • Non-marine resources area category 1-1	V	1 ≥ number of threatened species		

Note 1: Although this site is located within the buffer zone of the Dahan River, most of the species concerned are riverside wetland birds and migratory birds. However, considering that the site is located in an urban industrial area with highly developed concrete-paved surroundings, it does not provide the habitats required by these species, such as wetlands, mudflats, green spaces, or shrublands. Therefore, the risk of actual operational impacts on the aforementioned sensitive species is low.

Natural Environment Sensitivity of Hsinchu Office

Sensitivity Level	Ecosystem Sensitivity Criteria	Ecosystem Sensitivity	Species Sensitivity Criteria	Species Sensitivity	Natural Environment Sensitivity
Very High (VH)	• National conservation area category 1 • National conservation area category 3 • Marine resources area category 1-1		Number of threatened species > 5		L
High (H)	• National conservation area category 2		5 ≥ Number of threatened species > 2		
Medium (M)	• National conservation area category 4		2 ≥ Number of threatened species > 1	V	
Low (L)	• Non-national conservation area • Non-marine resources area category 1-1	V	1 ≥ number of threatened species		

2. Outsourced Manufacturer Sites

For the two upstream overseas outsourced manufacturers, to ensure the environmental compliance of the supply chain, the Company used the Integrated Biodiversity Assessment Tool (IBAT) to conduct site screening and risk assessment. Through spatial overlay analysis, the outsourced manufacturer sites were compared against authoritative institutional map data, including the World Database on Protected Areas (WDPA) to assess ecosystem sensitivity and Key Biodiversity Areas (KBAs) to assess species sensitivity. The analysis confirmed that neither of the two outsourced manufacturers' operating sites is located within or adjacent to the aforementioned protected areas or biodiversity hotspots within a radius of 1-kilometer, indicating that their operating activities have no significant negative impact on local ecosystems or habitats of sensitive species.

Evaluate: Operating Sites' Dependencies and Impacts on Nature

UfiSpace referred to the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) database and considered current operations to identify the nature-related dependency and impact pathways of its own operations and the two outsourced manufacturers. "Dependencies" refer to the need of business operations for ecosystem services. When changes occur in the natural environment or the supply of resources, the Company may face potential nature-related risks or opportunities. "Impacts" refer to changes in the state of the natural environment caused by business operations, which may in turn give rise to related nature-related risks or opportunities.

UfiSpace's Nature-related Dependency and Impact Pathways

Natural Resources	Corresponding ENCORE Ecosystem Service	Description of Nature Dependency Pathway
Water Sources	Water supply Rainfall pattern regulation Local climate regulation	Air-conditioning cooling in office areas and employees' domestic water use rely on the tap water system. Water resources are highly dependent on related ecosystem services such as "water supply." "Water supply" provides a stable water source to ensure sufficient water volume, while "rainfall pattern regulation" and "local climate regulation" affect the spatial and temporal distribution and availability of water resources.
Energy and Electricity	Global climate regulation Local climate regulation Flood mitigation Storm mitigation	The operation of lighting, air conditioning, and information equipment depends on stable energy and electricity. Electricity supply relies on multiple ecosystem services, including "global climate regulation" and "local climate regulation," which maintain stable temperature and humidity to ensure the reliable operation of power generation, transmission, and distribution systems. Additionally, "Flood mitigation" and "storm mitigation" can protect electricity infrastructure from disasters such as floods and strong winds.
Paper Materials	Water supply	Paper is used for daily administrative affairs. Wood, the raw material for paper, is highly dependent on "water supply," which ensures a stable supply of wood and supports the pulp production process.
Land	Soil and sediment retention Water flow regulation	The construction of office buildings relies on stable foundations and geological conditions to avoid the impacts of geological disasters. The ecosystem services on which it depends include "soil and sediment retention," which prevents foundation loosening and soil loss, and "water flow regulation," which helps maintain the hydrological environment and enhances the stability of the overall site and infrastructure.

Impact Factor	Corresponding ENCORE Impact Driver	Description of Nature Impact Pathway
Wastewater Discharge	Emissions of toxic pollutants into water and soil Water use	Domestic wastewater is discharged after treatment and has a minor impact on surrounding water bodies. If wastewater is not treated, it may affect nearby water bodies. In addition, large volumes of water use may also affect the storage capacity of water bodies.
Domestic Waste	Emissions of non-GHG air pollutants Generation and release of solid waste	General domestic waste generated from office activities must be treated through landfill or incineration, which may affect land and air quality and cause environmental pollution.
GHG Emissions	GHG Emissions	Indirect greenhouse gas emissions from purchased electricity for air-conditioning and lighting increase the concentration of greenhouse gases in the atmosphere and affect climate stability.
Land Use	Land area use	Long-term use of land as a base for office operations may reduce the area's ability to provide biological habitats or soil conservation functions.

Outsourced Manufacturers' Nature-related Dependency and Impact Pathways

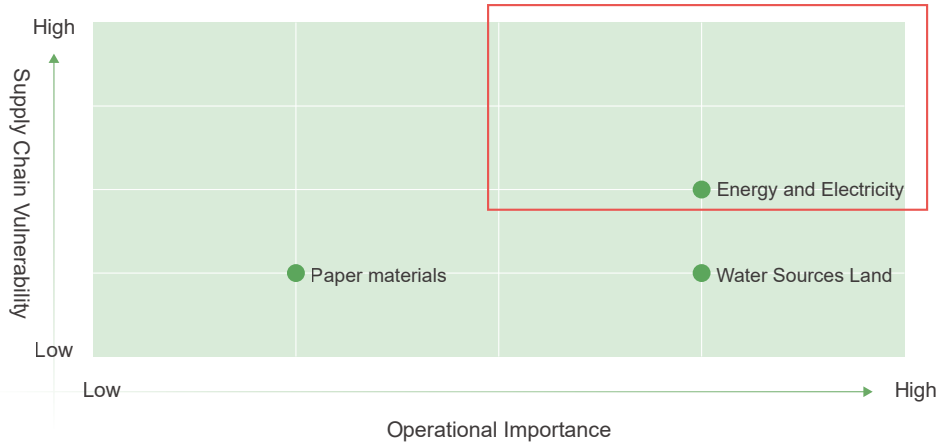
Natural Resources	Corresponding ENCORE Ecosystem Service	Description of Nature Dependency Pathway
Water Sources	Water supply Rainfall pattern regulation Local climate regulation Water quality purification	Domestic water use at plant sites relies on a stable supply of water resources, which are highly dependent on related ecosystem services such as "water supply" and "water quality purification." "Rainfall pattern regulation" and "local climate regulation" affect the spatial and temporal distribution and availability of water resources.
Energy and Electricity	Global climate regulation Local climate regulation Flood mitigation Storm mitigation	Production line operations rely on a continuous and stable supply of energy and electricity. Electricity supply depends on multiple ecosystem services, including "global climate regulation" and "local climate regulation," which maintain stable temperature and humidity to ensure the reliable operation of power generation, transmission, and distribution systems. Additionally, "Flood mitigation" and "storm mitigation" can protect electricity infrastructure from disasters such as floods and strong winds.
Paper Materials	Water supply	Paper products are required for product packaging and administrative operations. Wood, the raw material for paper, is highly dependent on "water supply," which ensures a stable supply of wood and supports the pulp production process.
Land	Erosion control Water flow regulation	The establishment of production facilities and plants requires the use of physical space, and plants rely on geological stability to ensure structural safety. The ecosystem services on which they depend include "erosion control," which prevents foundation loosening and soil loss, and "water flow regulation," which helps maintain the hydrological environment and enhances the stability of the overall site and infrastructure.

Impact Factor	Corresponding ENCORE Impact Driver	Description of Nature Impact Pathway
Wastewater Discharge	Emissions of toxic pollutants into water and soil Water use	Domestic wastewater is discharged after treatment and has a minor impact on surrounding water bodies. If wastewater is not treated, it may affect nearby water bodies. Large volumes of water use may also affect the storage capacity of water bodies.
Domestic Waste	Emissions of non-GHG air pollutants Generation and release of solid waste	General waste generated from personnel activities at plant sites must be treated through landfill or incineration, which may affect land and air quality and cause environmental pollution.
GHG Emissions	GHG Emissions	Indirect greenhouse gas emissions from purchased electricity used for air-conditioning, lighting, and production line operations increase the concentration of greenhouse gases in the atmosphere and affect climate stability.
Land Use	Land area use	Plant construction and facility operation and maintenance result in long-term land use, which may reduce the area's ability to provide biological habitats or soil conservation functions.

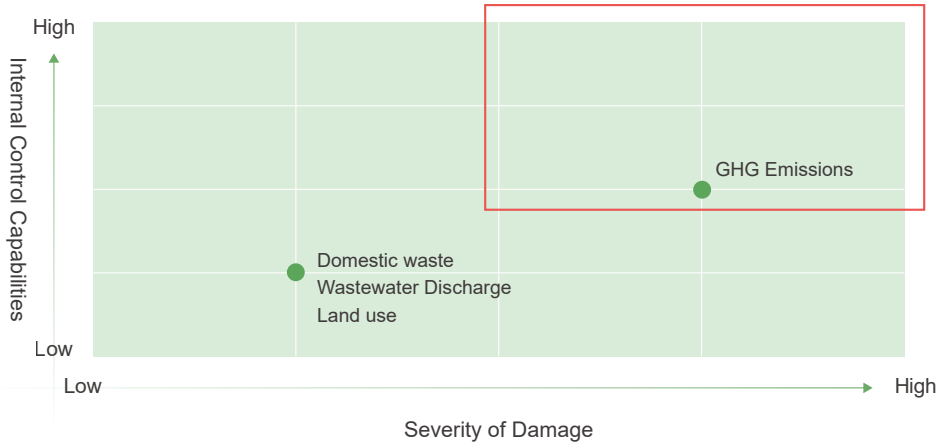
Nature Dependency and Impact Assessment Analysis

Based on the nature-related pathways identified above, UfiSpace further conducted an assessment and analysis of nature-related dependencies and impacts for its own operations and outsourced manufacturers to identify material natural resources and impact factors. The analysis results show that "energy and electricity" is a material natural resource for UfiSpace and its outsourced manufacturers. "Greenhouse gas emissions" is a material impact factor for UfiSpace and its outsourced manufacturers because it has long-term impacts on climate stability and still presents many challenges in terms of reduction.

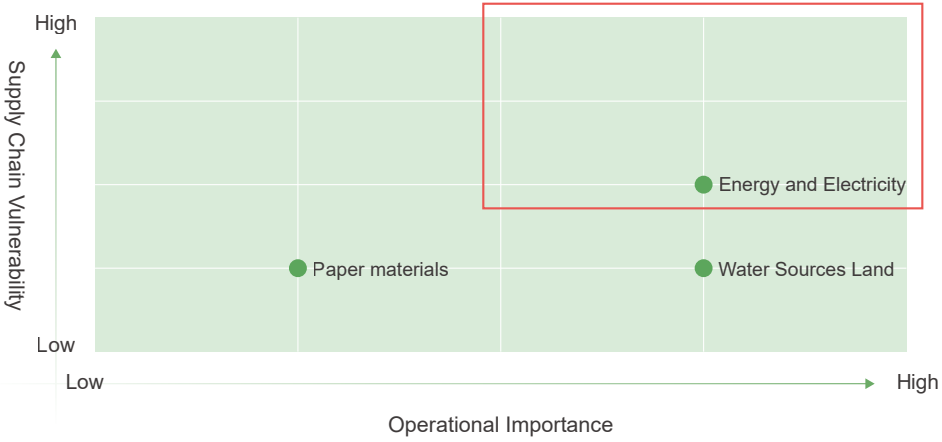
UfiSpace Dependency Matrix



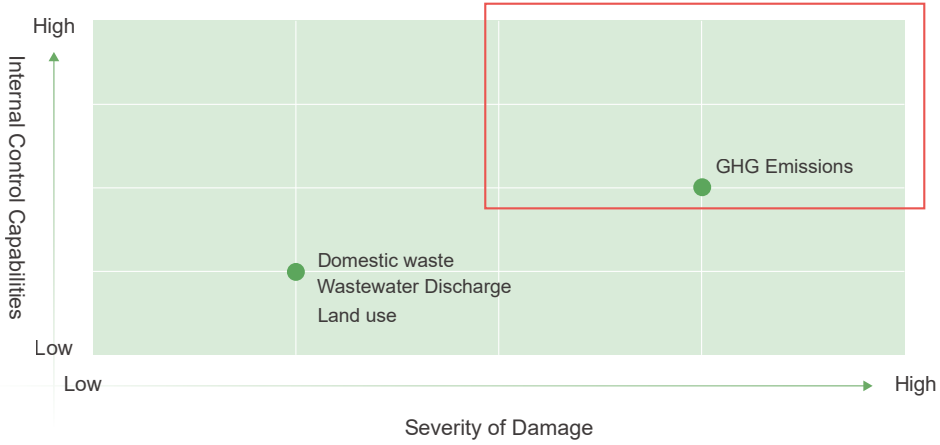
UfiSpace Impact Matrix



Outsourced Manufacturer Dependency Matrix



Outsourced Manufacturer Impact Matrix



Note 1: Dependency assessment: "operational importance" × "supply chain vulnerability" = dependency level score.
Note 2: Impact assessment: "severity of damage" × "internal control capability" = impact level score.

Assess: Identify and Assess Nature-related Risks and Opportunities

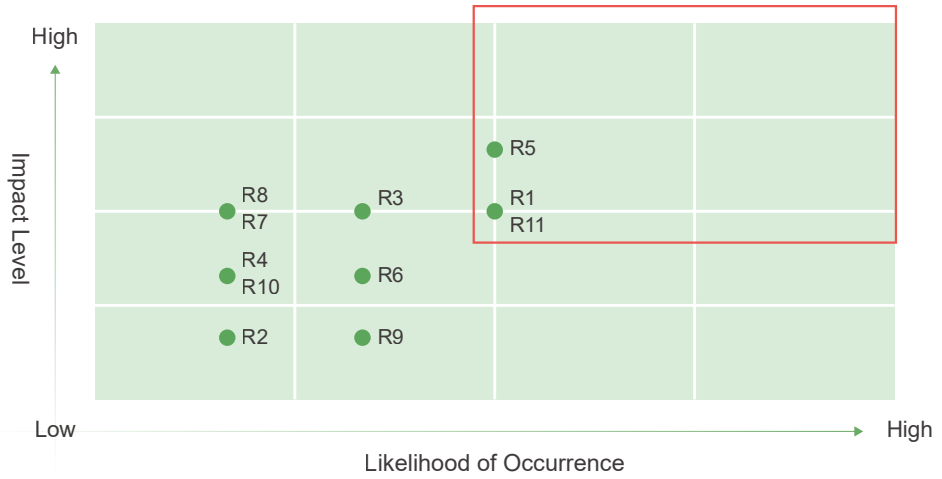
To comprehensively identify nature-related risks and opportunities, in the Assess phase, UfiSpace conducted an in-depth analysis of the correlations between the previously identified material dependency and impact items, namely energy and electricity and greenhouse gas emissions, and its business activities, financial impacts, and potential benefits. The Company also collected potential risk and opportunity issues and compiled them into a complete "list of nature-related risks" and "list of nature-related opportunities." Finally, the Company measured and scored the issues based on "likelihood of occurrence" and "impact level" to rank material nature-related risks and opportunities requiring priority attention.

The analysis identified "enhanced carbon emissions reporting obligations," "customers' preferences for products or services shifting toward nature-friendly and low-carbon options," and "rise in average temperature" as material nature-related risk issues requiring UfiSpace's priority attention. "Implementing green office practices/process optimization," "developing low-carbon products and services," and "using renewable energy" were identified as material nature-related opportunity issues requiring UfiSpace's priority attention. For outsourced manufacturers, "increasingly stringent environmental regulations," "customers' preferences for products or services shifting toward nature-friendly and low-carbon options," and "increased severity of extreme weather events" were identified as material nature-related risk issues requiring attention. "Implementing green office practices/process optimization," "developing low-carbon products and services," and "using renewable energy" were identified as material nature-related opportunity issues requiring attention. UfiSpace will further develop corresponding management measures based on these material risks and opportunities, and set relevant nature-related targets to strengthen corporate operational resilience.

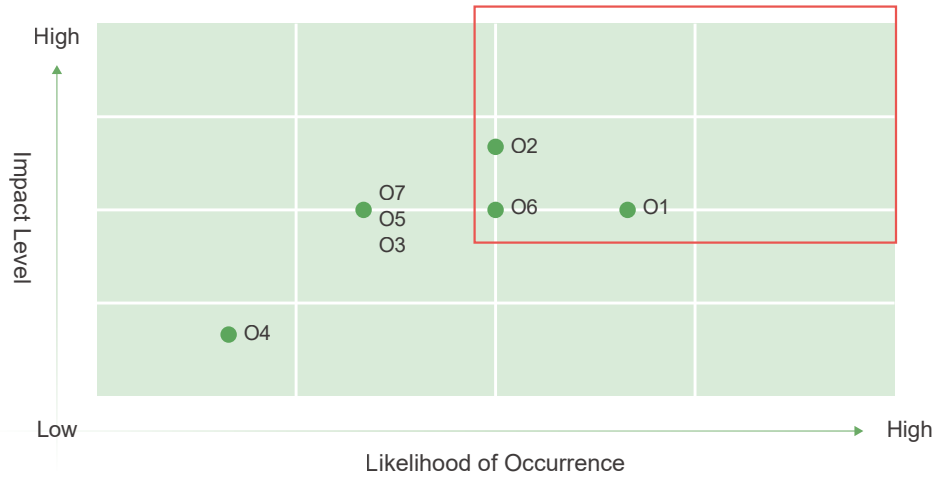
List of Nature-related Risks and Opportunities

Risk/Opportunity Type	Subcategory	Risk/Opportunity Issue	Risk/Opportunity Number
Transition Risk	Policies and Regulations	Enhanced carbon emissions reporting obligations	R1
		Carbon pricing mechanisms (carbon trading, carbon fees, and carbon taxes)	R2
		Increasingly stringent environmental regulations	R3
	Technology	Poor equipment efficiency	R4
	Market	Customer preferences for products and services are shifting toward eco-friendly and low-carbon emissions options	R5
		Increased market demand for renewable energy	R6
	Reputation	Poor international sustainability ratings and sustainability performance	R7
		Severe environmental pollution incidents	R8
Physical Risk	Acute	Increased severity of extreme weather events	R9
	Chronic	Changes in precipitation patterns (droughts, floods)	R10
		Rise in average temperatures	R11
Operational Performance Opportunities	Resource Efficiency	Implement green office practices/process optimization	O1
	Products and Services	Developing low-carbon products and services	O2
		Adopting recycled materials	O3
	Capital Flow and Financing	Obtain nature-related green bonds or loans	O4
	Reputational capital	Improved ESG rating scores	O5
Sustainability Performance Opportunities	Sustainable Use of Natural Resources	Using renewable energy	O6
	Ecosystem protection, restoration, and regeneration	Carry out ecological conservation activities	O7

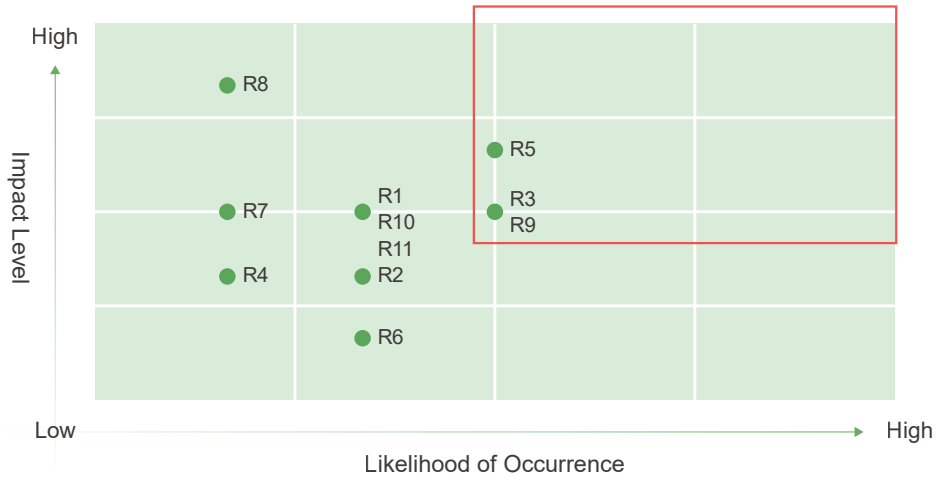
UfiSpace Nature-related Risk Matrix



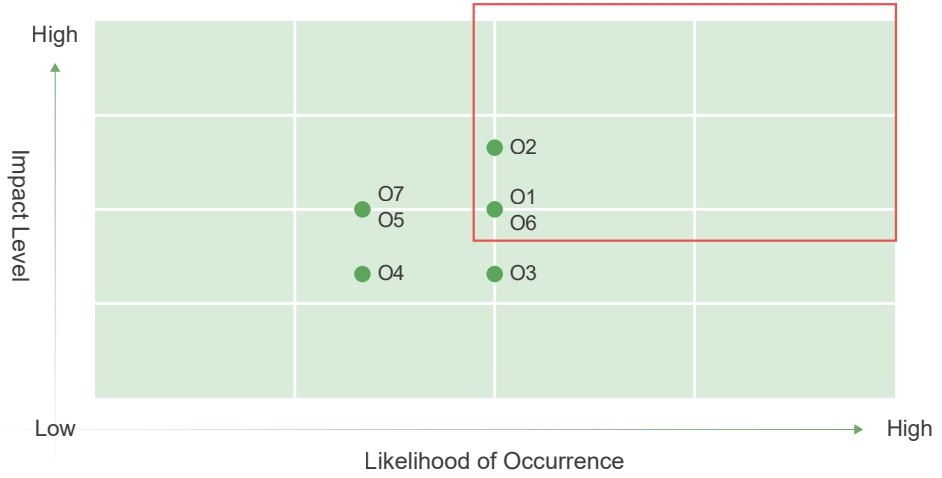
UfiSpace Nature-related Opportunity Matrix



Contract Manufacturer Nature-related Risk Matrix



Outsourced Manufacturer Nature-related Opportunity Matrix



Prepare: Risk and Opportunity Management Measures

Based on the results of the Assess analysis, UfiSpace classifies the identified material nature-related risks and opportunities into short term (0–3 years), medium term (3–5 years), and long term (more than 5 years), evaluates their potential financial impacts, and manages them and formulates response measures in accordance with the risk and opportunity management procedures. The relevant identification results are reviewed and integrated by the General Manager's Office, which also makes risk-related decisions. Internal communication is then carried out with the Sustainable Development Committee and the Board of Directors to oversee appropriate management actions.

UfiSpace Nature-related Risk and Opportunity

Risk/Opportunity Subcategory	Risk/Opportunity Issue	Risk/Opportunity Description	Time Horizon	Potential Financial Impact	Response Measures
Policies and Regulations	Enhanced carbon emissions reporting obligations	In response to the requirements under the Financial Supervisory Commission's Sustainable Development Roadmap for TWSE and TPEx Listed Companies, all TWSE and TPEx listed companies are required to complete greenhouse gas inventory assurance by 2029, with the assurance scope consistent with the scope of the financial statements. In addition, major international rating organizations, such as CDP and EcoVadis, also require organizations to disclose carbon emissions data.	Medium Term	• Increase in operating costs	To mitigate this risk, UfiSpace has conducted greenhouse gas inventories each year since 2022 and has worked to improve the efficiency of energy and resource use, implementing low-carbon offices. In 2025, UfiSpace included the Hsinchu Office in the inventory scope, establishing a data foundation for future carbon reduction strategies and target setting.
Market	Customer preferences for products and services are shifting toward eco-friendly and low-carbon emissions options	Customers have incorporated nature and climate-related requirements into their supplier scoring mechanisms and have also listed product power consumption and product carbon footprints as procurement considerations. If UfiSpace fails to meet these requirements, its revenue may be affected.	Short Term	• Decrease in operating revenue	UfiSpace is committed to improving product energy efficiency and, in 2025, promulgated the Green Product Design Guidelines through the Green Product Committee to continue improving the management of green products. At the same time, we strive to increase the use of recycled materials and environmentally friendly materials to reduce resource dependence on the natural environment.
Chronic	Rise in average temperatures	An increase in average temperature will lead to higher indoor temperatures, which may damage machinery and equipment and affect employees' work comfort and health.	Long Term	• Asset damage • Increase in operating costs	Plan to have renewable energy account for 25% of electricity consumption by 2030 to reduce carbon emissions and mitigate the greenhouse effect. We also implement green office practices to reduce the environmental impacts of operations.
Resource Efficiency	Implement green office practices/ process optimization	By promoting paperless operations and replacing equipment with energy-saving models, the Company can directly reduce operating costs and energy and resource consumption, while also building an internal sustainability culture and enhancing employees' sustainability awareness.	Short Term	• Decrease in operating costs	Internally implement green office policies. At the same time, green the office environment through plants.
Products and Services	Developing low-carbon products and services	Invest in the R&D of low-power and high-efficiency networking and communications equipment, and introduce green design at the product design stage to meet customers' demand for sustainable procurement.	Short Term	• Increase in operating revenue • Increase in R&D Investment	UfiSpace is committed to improving product energy efficiency and, in 2025, promulgated the Green Product Design Guidelines through the Green Product Committee to continue optimizing the management of green products. At the same time, the Company conducted a product carbon footprint inventory for one product in accordance with ISO 14067:2018 and obtained external certification to continue improving its carbon reduction actions.
Sustainable Use of Natural Resources	Using renewable energy	The use of green electricity can significantly reduce Scope 2 carbon emissions and reduce impacts on the natural environment. This will not only meet international customers' carbon reduction requirements, but also reduce future financial impacts caused by fluctuations in energy prices.	Medium Term	• Increase in operating revenue	Plan to have renewable energy account for 25% of electricity consumption by 2030 to reduce carbon emissions and mitigate the greenhouse effect.

Nature-related Risks and Opportunities of Outsourced Manufacturers

Risk/Opportunity Subcategory	Risk/Opportunity Issue	Risk/Opportunity Description	Time Horizon	Potential Financial Impact on UfiSpace	Response Measures
Policies and Regulations	Increasingly stringent environmental regulations	The local government has committed to achieving net-zero emissions by 2050, while environmental regulations are becoming increasingly stringent. If outsourced manufacturers fail to meet the standards, they may face risks such as substantial fines or work stoppages, which may in turn lead to supply chain disruptions and higher production costs.	Medium Term	• Increase in manufacturing costs • Decrease in operating revenue	Conduct ESG audits to ensure environmental compliance.
Market	Customer preferences for products and services are shifting toward eco-friendly and low-carbon emissions options	International brand customers have incorporated sustainability into their procurement standards. If outsourced manufacturers are unable to cooperate with requirements such as using renewable energy and improving process efficiency, they may face the risk of being removed from the qualified supplier list or having their order allocation reduced.	Short Term	• Decrease in operating revenue	Work with outsourced manufacturers to promote the development of green products.
Acute	Increased severity of extreme weather events	In recent years, the likelihood of severe typhoons and heavy rainfall has increased, which may cause damage to plant equipment and flooding, resulting in production line disruptions.	Short Term	• Increase in manufacturing costs • Decrease in operating revenue	Conduct ESG audits to ensure that outsourced manufacturers have business continuity capabilities and resilience.
Resource Efficiency	Implement green office practices/process optimization	Improving process equipment and energy efficiency will significantly enhance process efficiency and reduce costs.	Short Term	• Decrease in manufacturing costs	Work with outsourced manufacturers to promote the development of green products.
Products and Services	Developing low-carbon products and services	Develop low-carbon and resilient green products to meet market demand.	Medium Term	• Increase in operating revenue	Work with outsourced manufacturers to promote the development of green products.
Sustainable Use of Natural Resources	Developing low-carbon products and services	Increasing the use of renewable energy can reduce Scope 2 carbon emissions.	Short Term	• Increase in operating revenue	Conduct ESG audits and require outsourced manufacturers to propose targets and plans for renewable energy use.

Nature-Related Metrics and Targets

Nature-Related Metrics		2025 Targets	2025 Results	2026 Targets
Energy Management	Percentage reduction in energy intensity (MJ/NT$ thousand) compared to the 2024 base year (%) Note 1	NA	NA	3%
	Renewable energy ratio (%)	20	24	20註5
Greenhouse Gas Management	Percentage reduction in Scope 1+2 emissions compared to the 2025 base year (%) Note 2	NA	NA	Net-zero emissions by 2050
	Percentage reduction in Scope 3 emissions compared to the 2025 base year (%) Note 2	NA	NA	Net-zero emissions by 2050
Sustainable Supply Chain Management	Supplier ESG Audit (Number of Suppliers) Note 3	10	10 key suppliers + 2 outsourced manufacturers	115 key suppliers (self-assessment) + 2 outsourced manufacturers (on-site audit)
Green Products	Percentage of new products (above 1,000 W) meeting 80 PLUS® Platinum-level or higher requirements (%)	100	100	100
Environmental Awareness Enhancement	Ecological conservation activities (sessions) Note 4	NA	NA	1

Note 1: Energy intensity = energy consumption (MJ)/annual revenue (NTD thousand). Annual revenue is calculated based on the average of the revenue range.
Note 2: The Hsinchu Office was included in the greenhouse gas inventory in 2025, and the organizational boundary was adjusted accordingly. Relevant reduction targets will be set based on the new boundary going forward.
Note 3: The supplier/outsourced manufacturer ESG audit questionnaire was updated in December 2025 to include biodiversity-related content. The relevant audits will be formally implemented in 2026.
Note 4: This nature-related metric and target were established with reference to the "climate awareness enhancement" metric.
Note 5: Considering the Company's overall business growth, the relative ratio may be affected by the increase in total electricity consumption. Therefore, the short-term target is set based on a prudent and pragmatic approach. In addition, the total amount of green electricity actually purchased in 2026 will not be lower than the 2025 level, and UfiSpace will continue to move firmly toward the RE25 target by 2030.

Based on the combined TCFD and TNFD analyses, UfiSpace's climate- and nature-related risks and opportunities are mainly related to climate change. The relevant targets focus primarily on energy management, greenhouse gas management, sustainable supply chain management, green products, and environmental awareness. For related actions, please refer to the chapter of Innovative R&D and Green Products (Circular Economy) and Sustainable Operating Environment(Green Office).

Environmental and Ecological Education Activity: Ecological Restoration Activity at Shanxi Temple

On Earth Day 2025, UfiSpace employees and their family members once again visited the Tucheng community where the Company started, and worked with the Taiwan Butterfly Conservation Society at Shanxi Temple to provide volunteer services for ecological restoration, assisting with environmental restoration and the removal of invasive plants to restore a better habitat for butterflies. Through nature and ecological conservation activities, we not only allow participants to personally experience the importance of protecting the land, but also hope to instill environmental education in the next generation. Through hands-on participation across generations, employees and their families have come to deeply understand that maintaining biodiversity cannot be achieved overnight but requires long-term dedication and effort. Returning to Tucheng, the Company's "starting point," is especially meaningful for UfiSpace. It is not only an environmental service activity, but also a journey of remembering and giving back to where the Company began. Through continued local engagement, we hope to connect people with the land and transform this care for nature into a core driving force for the Company's sustainable development.



4.3 Sustainable Operating Environment (Green Office)

Item	Content	Notes
Significance to the Company	As a member of the global networking and communications supply chain, developing carbon reduction plans for the Company's operations and products will help respond to customers' carbon reduction requirements and secure orders. It will also contribute to mitigating global climate change and reducing its impacts and risks on the industry.	
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	The impact of global climate change on the environment will lead to the loss of biodiversity and threaten the survival of diverse species. For the network communication industry chain, extreme weather and rising temperatures may cause major raw material shortages, resulting in significant increase in operating costs.	
Commitment and policy	• Be committed to improving the utilization efficiency of energy, paper, water and other resources, using products made from renewable materials with low environmental impact, and properly maintaining asset use for building a low-carbon office. • Prioritize the purchase of products with environmental protection and energy saving labels, as well as reusable supplies and energy-saving equipment. • Comply with domestic environmental regulations to reduce environmental impact. • Promote environmental awareness in the workplace, deepen the understanding of sustainable development, and work with our partners in different sectors to maintain environmental sustainability.	
Responsible department	Human Resources Department/General Affairs Department Sustainability Development Promotion Team	
Contact information/ grievance mechanism	Email: Human Resources Department/General Affairs Department: hr@ufispace.com Sustainability Development Promotion Team: esg@ufispace.com	
Goals for 2025	• Conduct greenhouse gas inventories in accordance with the ISO 14064-1: • 2018 management framework and include the 15 categories defined by the GHG Protocol, while incorporating the Hsinchu Office into the inventory boundary. • Conduct a product carbon footprint inventory for one product in accordance with ISO 14067:2018 and obtain third-party certification. • Purchase 300,000 kWh of renewable energy, or green electricity, for the Xinzhuang headquarters. • Disclose environmental actions through CDP.	

Item	Content	Notes
Investment in 2025 (funds, manpower, projects promoted, etc.)	• Conduct greenhouse gas inventories in accordance with the ISO 14064-1: • 2018 management framework, including the 15 categories defined by the GHG Protocol, and incorporate the Hsinchu Office into the inventory boundary. Third-party verification is also conducted by an organization accredited by the Ministry of Environment. • Conduct a product carbon footprint inventory for one product in accordance with ISO 14067:2018 and undergo third-party verification. • Purchase 420,000 kWh of renewable energy, or green electricity.	
Achievements in 2025	• Improved the organizational inventory boundary and underwent third-party verification by an organization accredited by the Ministry of Environment. • Purchased 420,000 kWh of renewable energy (green electricity), achieving RE24 and reducing Scope 2 emissions at the Xinzhuang headquarters by 40.8672 tCO_2e compared to 2024, equivalent to a 7% reduction in emissions. • Obtained a carbon footprint report and third-party verification for one product. • Received a B management-level score on the CDP climate change questionnaire.	
Short-term goals (2026)	• Conduct greenhouse gas inventories in accordance with the ISO 14064-1: • 2018 management framework and include the 15 categories defined by the GHG Protocol. • Purchase renewable energy to increase its share of total energy consumption to 20%. • Disclose environmental actions through CDP.	Considering the Company's overall business growth, the relative ratio may be affected by the increase in total electricity consumption. Therefore, the short-term target is set based on a prudent and pragmatic approach. The total amount of green electricity actually purchased in 2026 will not be lower than that of 2025, and UfiSpace will continue to move firmly toward the RE25 target by 2030.
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2028; the long term is calculated as 5 years, i.e. 2030)	• Accumulate more complete Scope 3 data and plan reductions based on hotspots. • Conduct product carbon reduction assessments based on hotspots identified in product carbon footprint reports. • Increase the renewable energy ratio to 25% by 2030 and achieve net-zero emissions by 2050.	

Transition Plan For Climate Change Mitigation

In response to the risks and opportunities of climate change, UfiSpace actively reviews the carbon emissions and energy/resource usage across its operations to set the goals for carbon reduction and energy/resource conservation to be realized progressively in the operations. The Sustainable Management Promotion Team reports international sustainability trends and assessments of climate change- and nature-related risks/opportunities at meetings, and regularly reviews the Company's approach to addressing climate change and plans adaptation measures to reduce related impacts. The Hsinchu Office was included in the greenhouse gas inventory in 2025. Due to the adjustment of the organizational boundary, 2025 was set as the base year. Going forward, short-, medium-, and long-term reduction targets will be set based on the new boundary and base year. In 2025, more than NT$3 million was invested in the transition plan for climate change mitigation.

Through TCFD and TNFD analyses, UfiSpace identified that its climate- and nature-related risks and opportunities are mainly related to climate change. Therefore, the Company established metrics and took relevant actions in areas such as energy management, greenhouse gas management, sustainable supply chain management, green products, and environmental awareness. In addition, in 2025, the Company hired 1 ESG specialist, male, to support the promotion of environmental sustainability-related projects. No dismissals occurred during the year due to the transition. For potentially affected employees, UfiSpace also provided transition support through relevant education and training.

Target	Action metric	2026 Targets	Affected stakeholders	Transition support	Information on employees trained in 2025 Note 6
Energy Management	Percentage reduction in energy intensity (MJ/NT$ thousand) compared to the 2024 base year (%) Note 1	3%	Employees	A team from National Taipei University of Technology provided employees with training on climate change and greenhouse gas inventory.	Male: 7 employees Female: 5 employees
	Renewable energy ratio (%)	20 Note 5			
Greenhouse Gas Management	Percentage reduction in Scope 1+2 emissions compared to the 2025 base year (%) Note 2	Net-zero emissions by 2050	Employees	A team from National Taipei University of Technology provided employees with training on climate change and greenhouse gas inventory.	Male: 7 employees Female: 5 employees
	Percentage reduction in Scope 2 emissions compared to the 2025 base year (%) Note 3	Net-zero emissions by 2050			
Sustainable Supply Chain Management	Supplier ESG Audit (Number of Suppliers) Note 3	15 key suppliers (self-assessment) + 2 outsourced manufacturers (on-site audit)	Employees Outsourced manufacturer workers	Update supplier questionnaires based on sustainability trends, and communicate the latest sustainability trends through audits and self-assessments to guide outsourced manufacturers in optimizing their transition.	In 2024, circular economy courses were held, with employees from departments such as R&D, procurement, and project management receiving training. (Male: 12 employees; female: 2 employees) No related courses were held in 2025. Future courses will be arranged as needed.
Green Products	Percentage of new products (above 1,000 W) meeting 80 PLUS® Platinum-level or higher requirements (%)	100	Employees	A team from National Taipei University of Technology assisted the Green Product Committee in establishing the Green Product Design Guidelines, and shared green product trends to enhance committee members' relevant knowledge and skills.	Male: 15 employees Female: 1 employee (Based on meeting attendance statistics)
Environmental Awareness Enhancement	Ecological conservation activities (sessions) Note 4	1	Employees Community Biodiversity	Enhance employees' environmental protection awareness through volunteer services in collaboration with the Taiwan Butterfly Conservation Society, and support biodiversity conservation in the local community through ecological restoration services.	Male: 28 employees Female: 3 employees

Note 1: Energy intensity = energy consumption (MJ)/annual revenue (NTD thousand). Annual revenue is calculated based on the average of the revenue range.
Note 2: The Hsinchu Office was included in the greenhouse gas inventory in 2025, and the organizational boundary was adjusted accordingly. Relevant reduction targets will be set based on the new boundary going forward.
Note 3: The supplier/outsourced manufacturer ESG audit questionnaire was updated in December 2025 to include biodiversity-related content. The relevant audits will be formally implemented in 2026.
Note 4: This nature-related metric and target were established with reference to the "climate awareness enhancement" metric.
Note 5: Considering the Company's overall business growth, the relative ratio may be affected by the increase in total electricity consumption. Therefore, the short-term target is set based on a prudent and pragmatic approach. In addition, the total amount of green electricity actually purchased in 2026 will not be lower than the 2025 level, and UfiSpace will continue to move firmly toward the RE25 target by 2030.
Note 6: All employees trained in 2025 were full-time employees.

Climate Change Adaptation Plan

"Increased severity of extreme weather events," "changes in precipitation patterns (droughts and floods)," and "rise in average temperature" are climate- and nature-related physical risk issues identified by UfiSpace through frameworks and tools such as TCFD and TNFD. The main affected stakeholders are the Company's employees. As the headquarters and Hsinchu Office are both located in northern Taiwan, the weather events most likely to occur are typhoons and heavy rainfall. In terms of hardware, the office building where UfiSpace is located is equipped with flood barriers. In terms of management, before a typhoon, building personnel confirm that measures such as clearing building drainage ditches and placing sandbags to prevent water seepage have been properly implemented in accordance with the Disaster Prevention Measures Checklist, and notify personnel on each floor of the plant and office areas to close doors and windows, so as to jointly prevent employee injuries and property losses caused by typhoons and heavy rainfall. In the event of a typhoon day off, UfiSpace employees may also work from home and are not required to go to the office, thereby reducing commuting risks while maintaining business operations. In response to high temperatures caused by rising temperatures, heat insulation work has been applied to the glass at UfiSpace's offices to help lower indoor temperatures and provide employees with a comfortable working environment.

Greenhouse Gas Inventory and Reduction

To support customers' carbon reduction efforts and more comprehensively fulfill climate accountability, UfiSpace purchased a total of 420,000 kWh of green electricity from Taipower for wheeling in 2025, reducing emissions by 199.08 tCO2e compared to the use of gray electricity for all electricity consumption. UfiSpace conducted industry–academia collaboration on climate change with National Taipei University of Technology. The Company conducted greenhouse gas inventories in accordance with the ISO 14064-1:2018 management framework and included the 15 categories defined by the GHG Protocol to collect more complete Scope 3 data. After verification, the relevant data will be used for emissions hotspot analysis, enabling UfiSpace to promote organizational and supply chain carbon reduction more rigorously. In 2025, UfiSpace also conducted a product carbon footprint inventory for one product to review carbon emissions and environmental impacts at each stage of the product life cycle. Regarding carbon reduction targets, due to changes in the inventory boundary, the base year was redefined as 2025. Therefore, no relevant short- or medium-term carbon reduction targets have been set for the time being. Once data becomes more complete in the future, short- and medium-term carbon reduction targets will be planned based on the ultimate goal of achieving net-zero emissions by 2050.

Scope 1 + Scope 2 emissions

ISO 14064-1:2018 Categories 1 to 2	GHG Protocol Scope 1 to Scope 2	2023	2024	2025
Category 1	Scope 1	46.9357	48.2902	32.0522 (Xinzhuang) + 6.4018 (Hsinchu) = 38.4540
Category 2	Scope 2	586.2985	598.5985	557.7313 (Xinzhuang) + 72.3181 (Hsinchu) = 630.0494
Total Category 1 + Category 2 (Scope 1 + Scope 2) emissions		633.2342	646.8887	589.7835 (Xinzhuang) + 78.7199 (Hsinchu) = 668.5034

Note 1: Unit of greenhouse gas emissions: metric tons of carbon dioxide equivalent (tCO2e)

2025 Scope 3 Emissions

ISO 14064-1:2018 Categories 3 to 6	GHG Protocol Scope 3	Emissions	Total emissions by ISO 14064-1:2018 category
Category 3	C4 Upstream transportation	98.6057	2,129.5993
	C6 Business travel	103.6228	
	C7 Employee commuting	100.9139	
	C9 Downstream transportation	1,826.4569	
Category 4	C1 Purchased goods and services	13,708.8163	14,687.5124
	C3 Fuel- and energy-related activities	797.0106	
	C2 Capital goods	151.3136	
	C5 Waste management	30.3719	
Category 5	C11 Emissions from use of sold products	209,202.7292	209,431.8542
	C12 Emissions from end-of-life treatment of sold products	229.1250	
Category 6	No significant indirect greenhouse gas emissions	0	0
Total category 3 to 6 (Scope 3) emissions		226,248.9659	

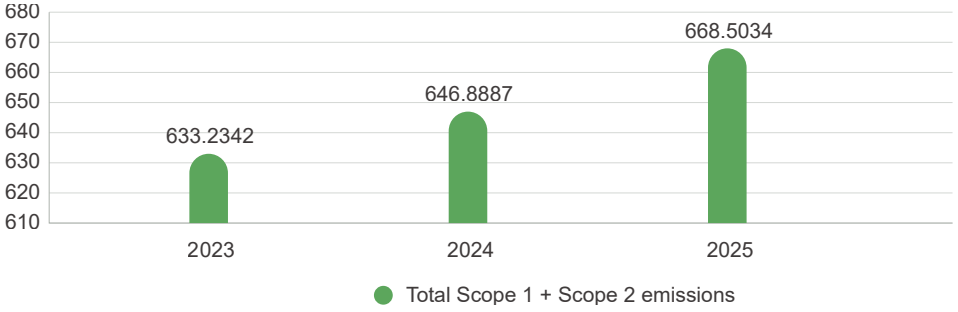
Note 1: Unit of greenhouse gas emissions: metric tons of carbon dioxide equivalent (tCO2e)
Note 2: Upstream leased assets, processing of intermediate products, downstream leased assets, franchises, investments, and other activities are not applicable and are therefore not disclosed.
Note 3: In 2025, the leased Zhubei Office, over which the Company has substantive management authority, was included in the inventory.
Note 4: Energy consumption from the use of sold products decreased. For details, please refer to Chapter 2 Innovative Technology and Services – Innovative R&D and Green Products.

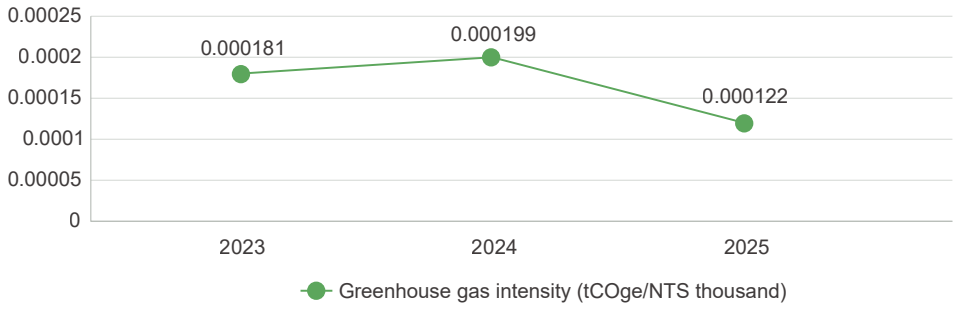
GHG Emission Intensity

Statistics/Year	2023	2024	2025
Total Scope 1 and Scope 2 emissions (tCO2e)	633.2342	646.8887	668.5034
Annual revenue (NT$ thousand)	3,500,000	3,250,000	5,500,000
Greenhouse gas intensity (tCO2e/NT$ thousand)	0.000181	0.000199	0.000122

Note 1: Greenhouse gas emissions intensity = total Scope 1 + Scope 2 emissions (tCO2e)/annual revenue (NT$ thousand). Annual revenue is calculated based on the average of the revenue range.

Note 2: To align with international sustainability disclosure standards and more accurately reflect UfiSpace's operating efficiency, the denominator for calculating emissions intensity was adjusted from "floor area" to "annual revenue." The 2023 and 2024 data were also recalculated retrospectively to ensure data comparability and consistency.



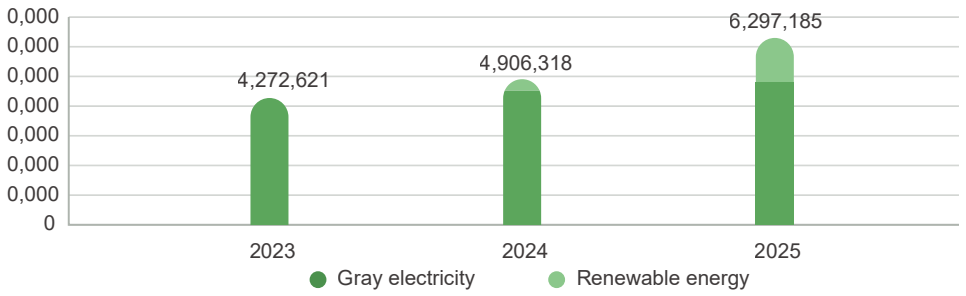


UfiSpace's operations are mainly office-based, and its primary energy use is purchased electricity. In April 2023, the Company relocated its headquarters to the National LandMark building, which obtained Silver-level green building certification, and used energy-saving lighting and household appliances during interior decoration. Regarding the use of renewable energy, UfiSpace responded to "Taipower's Small-amount Green Electricity Program" by introducing 100,000 kWh of renewable energy in 2024 and purchasing 420,000 kWh of renewable energy in 2025, further reducing greenhouse gas emissions from energy use. This also supports the government's promotion of green energy policies and participation in the renewable energy market to stimulate related development. Based on actual green electricity supply, the Xinzhuang headquarters reduced carbon emissions by 40.8672 tCO2e in 2025 compared to 2024 through the introduction of 420,000 kWh of green electricity, equivalent to a 7% reduction in emissions.

Energy Consumption

Statistics/Year	2023	2024	2025
Energy consumption (MJ)	4,272,621	4,546,318 (gray electricity) + 360,000 (renewable energy) = 4,906,318	4,785,185 (gray electricity) + 1,512,000 (renewable energy) = 6,297,185
Renewable energy ratio (%)	0	7	24

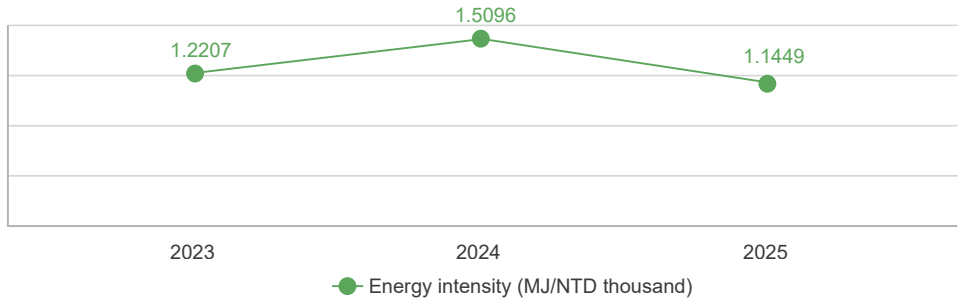
Note 1: The conversion formula for the heating value of electricity is 1kWh=3.6MJ.
Note 2: UfiSpace's energy management covers internal energy consumption, which is sourced from purchased electricity. The Company does not generate electricity for self-use. In 2025, it purchased 420,000 kWh of green electricity.



Energy Intensity

Statistics/Year	2023	2024	2025
Energy consumption (MJ)	4,272,621	4,906,318	6,297,185
Annual revenue (NT$ thousand)	3,500,000	3,250,000	5,500,000
Energy intensity (MJ/NTD thousand)	1.2207	1.5096	1.1449

Note 1: The boundary only includes the organization's electricity use.
Note 2: Energy intensity = energy consumption (MJ)/annual revenue (NTD thousand). Annual revenue is calculated based on the average of the revenue range.
Note 3: To align with international sustainability disclosure standards and more accurately reflect UfiSpace's operating efficiency, the denominator for calculating energy intensity was adjusted from "floor area" to "annual revenue." The 2023 and 2024 data were also recalculated retrospectively to ensure data comparability and consistency.



Water Resource Management

UfiSpace's product manufacturing processes do not generate industrial wastewater. The Company consumes only domestic water used by employees (for washing and environmental cleaning purposes), and domestic wastewater is disposed of through sewers. In 2025, there were no incidents of illegal pollution. Water use at the National LandMark building, where the headquarters is located, is managed by the building management committee.

Water resources

unit: 1,000 liters

Statistics/Year	2023	2024	2025
Water consumption	NA	2075.38 (Xinzhuang headquarters)	2513.433 (Xinzhuang headquarters) + 632.809 (Hsinchu Office) = 3146.242

5 Happy Workplace, Sustainable and Co-Prosperity



Employee Information

Remuneration and Benefits

Talent Cultivation

Occupational Safety and Healthcare for All Ages

Inclusive and Friendly Workplace and Human Rights Protection

Social Participation

5.1 Employee Information

As of the end of 2025, UfiSpace had a total of 173 employees, including 172 full-time employees and 1 part-time employee. All recruitment by the Company follows the internally established Recruitment and Appointment Management Procedures, and no discrimination is made based on gender, race, age, religion, marital status, political affiliation, appearance, or other factors. To attract diverse talent, the Company also recruits overseas talent. As of 2025, 4 foreign employees were working in Taiwan. As UfiSpace operates in the networking and communications technology industry, the relevant talent pool in the current labor market is predominantly male. Therefore, the proportion of male employees, approximately 72%, is higher than that of female employees, approximately 28%. Among the 10 senior executives, all were Taiwanese nationals, and 3 were women, representing 30%.

	Female	Male	Others	Not disclosed	Total
Number of employees (full-time + part-time)	49	124	0	0	173
Number of permanent employees	49	123	0	0	172
Number of temporary employees	0	0	0	0	0
Number of employees without work hours guaranteed	0	0	0	0	0
Number of full-time employees	49	123	0	0	172
Number of part-time employees	0	1	0	0	1

Unit: persons (calculated based on the number of employees in service as of December 31, 2025)

Diversified Statistics			Number of people	Percentage
Non-R&D	Gender	Male	28	23%
		Female	36	73%
	Age	Under 30	6	18%
		30 and above but under 50	47	40%
		Above 50	11	52%
	Educational background	Graduate school	31	30%
		Colleges and universities	33	49%
		Others	0	0%
R&D	Gender	Male	95	77%
		Female	13	27%
	Age	Under 30	27	82%
		30 and above but under 50	71	60%
		Above 50	10	48%
	Educational background	Graduate school	71	70%
		Colleges and universities	35	51%
		Others	2	100%

Middle-aged and Elderly Employee Statistics

	Number of male employees	Number of female employees	Total
Full-time employees aged 45 and above	45	12	57

Workers Who Are Not Employees

Non-employees Whose Work is under the Control of the Organization	Number of people	Description of Contractual Relationship	Calculation Period
Contractors	3	Third-party employment	1 year from the date of arrival
Interns	3	Currently studying in college; employed by UfiSpace during the summer break	Summer internship period (July to August, 2025)

New Employee Hires and Employee Turnover

Statistics on new hires and turnover/Year		2023		2024		2025		Relevant notes on the data
		Total	Percentage	Total	Percentage	Total	Percentage	
New hires								Notes on the Number of New Hires
Age	Under 30	16	50%	13	43%	12	36%	In response to the rapid expansion of business scale in 2025, the Company actively built a talent pool of experienced professionals who could contribute immediately. In 2025, the number of new hires aged 30 and above but under 50 doubled compared to 2024, meeting the needs of business operations and rapid development.
	30 and above but under 50	19	16%	13	12%	27	23%	
	Above 50	1	1%	1	6%	0	0%	
Gender	Male	26	21%	17	15%	24	20%	
	Female	10	23%	10	23%	15	31%	
Educational background	Graduate school	21	23%	17	18%	21	21%	
	Colleges and universities	15	21%	9	14%	18	27%	
	Others	0	0%	1	100%	0	0%	
Region	Taiwan	36%	22%	27	17%	39	23%	
Number of employees who resigned within 3 months of employment		3	8%	3	11%	7	18%	Since 2023, the Company has launched the New Employee 100-day Program to improve training and care for new employees after onboarding, helping them integrate into the Company and become familiar with their work. Interviews and feedback are conducted at 1 month and 3 months after onboarding as program checkpoints. In 2025, 4 employees resigned due to unsuitability within 1 month of employment, accounting for 10% of new hires for the year; 3 employees resigned between 1 and 3 months of employment, accounting for 8% of new hires for the year. The Company will continue to support suitable new employees and promote talent retention through the New Employee 100-day Program.

Statistics on new hires and turnover/Year		2023		2024		2025		Relevant notes on the data
		Total	Percentage	Total	Percentage	Total	Percentage	
Resigned employees								Notes on the number of resigned employees
Age	Under 30	3	9%	9	30%	2	6%	Since introducing ISO 9001, UfiSpace has incorporated the monthly turnover rate into its KPIs and quality management, with a target of no more than 3% per month. In 2025, the average monthly turnover rate was 0.75%, meeting the established standard. Explanation of the significant difference between the 2024 turnover rate and those of previous years: In 2024, to optimize employees' office environment and welfare measures, UfiSpace relocated the Hsinchu Office to Tai Yuen Hi-Tech Industrial Park. Although this helped improve the overall quality of the work environment and significantly increased supporting facilities for employees, approximately 15% of employees still chose to resign due to personal commuting factors. At the same time, in response to organizational adjustments during the year, approximately 45% of employees sought other opportunities due to considerations related to personal job fit or work efficiency.
	30 and above but under 50	9	8%	13	12%	13	11%	
	Above 50	1	6%	1	6%	1	5%	
Gender	Male	2	2%	14	12%	9	7%	
	Female	11	25%	9	21%	7	14%	
Educational background	Graduate school	8	9%	10	11%	6	6%	
	Colleges and universities	5	7%	13	21%	10	15%	
	Others	0	0%	0	0%	0	0%	
Turnover rate	Total	13	8%	23	14%	16	9%	

Note 1: New hire rate = (total number of new employees in the specific category during the year/total number of employees in the specific category at the end of the year) × 100%.
Note 2: Turnover rate = (total number of resigned employees of the specific category during the year/total number of employees of the specific category at the end of the year) × 100%.
Note 3: The calculation of the number of departing employees in 2025 excludes departures due to death, retirement, lawful dismissal, severance, end of internship, expiration of contract, or conversion from contract employment to regular employment. (The 2023 and 2024 data were recalculated and adjusted to ensure data comparability and consistency.)

Since 2023, the Company has launched the New Employee 100-day Program to improve training and care for new employees after onboarding, helping them integrate into the Company and become familiar with their work. Interviews and feedback are conducted at 1 month and 3 months after onboarding as program checkpoints. In 2025, 4 employees resigned due to unsuitability within 1 month of employment, accounting for 10% of new hires for the year; 3 employees resigned between 1 and 3 months of employment, accounting for 8% of new hires for the year. The Company will continue to support suitable new employees and promote talent retention through the New Employee 100-day Program.

In addition to actively retaining talent through internal systems, UfiSpace also participated in the Youth Employment Flagship Program organized by the Workforce Development Agency, Ministry of Labor. In 2025, the Company provided 21 job openings to welcome applications from young people and successfully hired 8 new graduates under the age of 30. Together with the mentorship system, senior employees from various departments guided new employees in becoming familiar with their duties and improving their professional skills. In 2025, a successful collaboration case between a new employee and mentor in UfiSpace's hardware development department was honored with a feature on the website of the Taipei-Keelung-Yilan-Hualien-Kinmen-Matsu Regional Branch of the Workforce Development Agency, Ministry of Labor. To further encourage knowledge transfer within departments, the Company also publicly recognized the case and awarded a bonus. In addition to the dedicated training provided by professional mentors in each department, the Human Resources Department also tracks the learning progress and adaptation of newcomers through biweekly journals and follows up with interviews after new employees have completed 100 days of employment. In 2025, the retention rate of employees hired under the Youth Employment Flagship Program reached 75%. Going forward, UfiSpace will optimize new employee training and regularly hold in-person courses. Through these learning sessions, the Company expects to encourage cross-departmental exchanges, enabling new employees to become familiar with business knowledge while also enhancing their integration into the team.

5.2 Remuneration and Benefits

Item	Content
Significance to the Company	In the face of a declining birthrate and rapid changes in industry experience and the market, in addition to recruiting new talent to expand the organization, talent cultivation and retention are key to enhancing organizational resilience. By optimizing its remuneration and benefits systems, UfiSpace enhances employees' sense of belonging and organizational identification. This also helps the Company recruit and retain talent amid the rapid expansion of its operating scale, creating opportunities for continued growth.
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	Positive impacts: • Reducing the public burden on society: Provide high-level full-body health examinations that exceed regulatory requirements and daily care that implements the concept of preventive medicine, transforming potential health risks into health momentum while reducing the burden on public healthcare and long-term care resources. For family care, support employees' family finances, health, and safety through childbirth subsidies, childcare allowances, and group insurance extended to spouses and children, reducing social costs arising from financial difficulties or illness. • Supporting employment for disadvantaged groups and the integration of diverse talent: The employee benefit of "massage services provided by visually impaired persons" provides stable employment opportunities and financial support for visually impaired disadvantaged groups. • Revitalizing the local economy: In response to SDG 11 Sustainable Cities and Communities and SDG 12 Responsible Consumption and Production, cooperate with local revitalization teams to organize employee activities and promote local economic development. • Enhancing the industry's international competitiveness: Stable and shared growth among team members drives the upgrading of Taiwan's technology industry and maintains its strategic advantages and economic momentum in the international market. • Supporting diverse groups through diverse benefit mechanisms: Provide supportive and adaptive programs based on employees' needs through diverse benefits, such as parental leave, family care leave, flexible working hours, and work from home. Combined with facility planning such as gender-friendly restrooms and accessible facilities, these measures help eliminate discrimination and promote equality from within. Potential risks: • Taiwan is facing social structural changes such as population aging and a declining birthrate, making advanced technology development talent increasingly scarce. If companies lack sound remuneration and benefits, this may lead to the outflow and loss of industry talent. • The rapid development of information technology accelerates social change. Without corresponding support programs, human rights may be adversely affected.

Item	Content
Commitment and policy	• Comply with relevant labor laws and regulations, including the Labor Standards Act and the Gender Equality in Employment Act, to ensure that employees receive fair and non-discriminatory remuneration and benefits. The Company will continue to optimize its remuneration and benefits mechanisms to ensure that its systems remain aligned with market changes, provide benefits and salary structures that exceed legal requirements, and establish a more detailed performance evaluation system that aligns individual and team goals, making remuneration relatively fairer.
Responsible department	HR
Contact information/ grievance mechanism	hr@ufispace.com
Goals for 2025	• Continue to optimize the remuneration and benefits mechanism: Make annual adjustments and optimizations based on the implementation results in 2024 to ensure that the system remains aligned with market changes. • Deepen employee development and training: Develop more targeted employee career development plans and training courses to increase internal promotion opportunities and skills growth. • Strengthen performance management: Establish a more detailed performance evaluation system so that remuneration adjustments can better reflect individual and team contributions.

Item	Content
Investment in 2025 (funds, manpower, projects promoted, etc.)	• Funding input: 1. Invested more than NTD 1 million to expand the coverage of group insurance, covering employees, their spouses, and children, and increasing medical claim limits. 2. Invested more than NTD 1 million to provide high-level full-body health examinations that exceed regulatory requirements. 3. Allocate more than NTD 200,000 in subsidies to establish diverse employee clubs. 4. Provided substantial childbirth subsidies (NTD 66,000 per birth), childcare allowances (up to NTD 15,000 per month), and various holiday bonuses. • Manpower input: 1. Invested the capacity of management and the Human Resources team to complete regular performance and career development reviews for all employees, ensuring that salary adjustment and career advancement mechanisms are fair and transparent. 2. Employed a full-time occupational health nurse beyond regulatory requirements, and regularly invited occupational medicine physicians to provide on-site healthcare services, implementing one-on-one follow-up and health management for high-risk employees. • Project promotion: 1. Employee health and well-being program: Launched a full-day "massage service provided by visually impaired persons" every Wednesday, newly established the "Power Space" gym at the headquarters, and offered health promotion courses such as strength training and fascia yoga. 2. Social co-prosperity and diverse recreation project: Organized two employee trips, one food and agriculture education activity, department meal subsidies in the first and second halves of the year, and launched the "first year of employee clubs" by subsidizing employees to establish clubs. 3. Optimization of remuneration and performance mechanisms: Conducted annual reviews and optimization of remuneration and benefits, and established a more detailed performance evaluation system and career development planning, allowing remuneration adjustments to more accurately reflect individual and team contributions and ensuring that the system remains aligned with market changes. 4. Convened 4 labor–management meetings and 4 employee welfare committee meetings.

Item	Content
Achievements in 2025	• The annual health examination participation rate reached 90%, with 123 participants; the massage service provided by visually impaired persons was used by 1,350 person-times throughout the year; and the person-time participation rate for health promotion courses in 2025 reached 88% of all employees. • The proportion of employees regularly receiving performance and career development reviews remained at 100%, ensuring a fair basis for salary adjustments and promotions. • The overall turnover rate decreased from 14% in 2024 to 9% in 2025, with an average monthly turnover rate of only 0.75%, meeting the established target of a monthly turnover rate not exceeding 3%. • 98 employees and 52 of their family members attended the employee trips in total. • Three employee clubs, namely badminton, bowling, and singing clubs, were established, with a total of 70 regular participants.
Short-term goals (2026)	• Continue to optimize the remuneration and benefits mechanism, and make annual adjustments based on the implementation results of the previous year to ensure that the system remains aligned with market changes. • Continue to strengthen performance management and develop more targeted employee career development plans to increase internal transfer opportunities, closely integrating remuneration and benefits with talent growth.
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2028; long-term goals are calculated as 5 years, i.e., 2030)	Build an inclusive, diverse, and age-friendly workplace through a market-competitive remuneration system and holistic healthcare benefits. Through stable benefits support and mutual value creation, ensure that the Company's talent and technologies maintain a leading position in the constantly changing industry environment, and drive industry chain partners to build a sustainable and co-prosperous workplace ecosystem.

In the face of a declining birthrate and rapid changes in industry experience and the market, in addition to recruiting new talent to expand the organization, talent cultivation and retention are key to enhancing organizational resilience. By optimizing its remuneration and benefits systems, UfiSpace enhances employees' sense of belonging and organizational identification. This also helps the Company recruit and retain talent amid the rapid expansion of its operating scale, creating opportunities for continued growth. Based on factors such as job details, responsibilities, and employee performance, the Company determines fair and reasonable salary levels to ensure equitable remuneration. Additionally, we conduct regular salary surveys and analyses to keep salaries competitive in the industry, so that employees receive attractive salaries and benefits. UfiSpace is committed to profit sharing. If the Company makes a profit in a fiscal year, it shall allocate no less than 1% of the current period's pre-tax net profit before deducting employee remuneration and directors' remuneration as employee remuneration. The distribution shall be made in the form of stock or cash as resolved by the Board of Directors, and eligible employees of subsidiaries who meet certain criteria are also included as recipients. The employee remuneration may be distributed by stock or in cash upon the Board's resolution, and the recipients thereof shall include the employees of affiliated companies who meet certain criteria. Each year, bonuses to employees for their individual performance are appropriated depending on the Company's annual performance and profits, and are paid based on the employees' work performance and contribution; the goal is to reflect the Company's contribution and return to employees, so that employees are motivated to go above and beyond and enhance work efficiency and quality. To ensure fairness in salary adjustments and promotions, the performance evaluation system and career development plans were optimized in 2025 to keep the system aligned with market changes and allow salary adjustments to more accurately reflect individual and team contributions. During the year, 100% of employees regularly received performance and career development reviews.

UfiSpace promotes diverse benefit measures to further support employees' health, family care, and daily lives. To support employees' health and family care, in 2025, the Company invested more than NTD 1 million to expand the coverage of group insurance, covering employees, their spouses, and children, and to increase medical claim limits. The Company also provided high-level full-body health examinations that exceed regulatory requirements. During the year, 385 people were covered by group insurance, including employees, their children, and spouses; 34 people were enrolled under the preferential add-on insurance plan; and the annual health examination participation rate increased to 90%, with 123 participants. To support employees in starting families, the Company provides wedding bonuses, childbirth subsidies (NTD 66,000 per birth), and childcare allowances (up to NTD 15,000 per month). In 2025, 5 employees got married, and 1 UfiSpace baby was born.

To further enrich employees' lives, UfiSpace actively organizes family-friendly employee trips and welcomes family members to join. In 2025, the Company organized 3 employee trips, with 98 employee participants and 52 family member participants. One of the trips was organized in collaboration with Canon Rice, a local friendly farming team in Yilan, as a parent–child food and agriculture education trip. In addition to sharing the sustainability concept of cherishing land and food, the trip also echoed SDG 11 and SDG 12, supporting a local revitalization team and local economic development. In addition to Company-organized activities, the Company also invested NTD 200,000 to subsidize the establishment of various employee clubs, encouraging employees to independently exchange interests and hobbies. In 2025, three clubs were established, namely badminton, bowling, and singing clubs, with a total of 70 regular participants. UfiSpace convenes four labor–management meetings and four employee welfare committee meetings each year to listen to employees' needs and continuously optimize benefit programs and the employee experience. The Company has not signed any collective bargaining agreements.

2025 Employee Benefits and Implementation Status

Employee Welfare Measure	Description	2025 Implementation Status
Group insurance	The corporate insurance covers the employees and their spouses and children. The annual coverage details depend on the contract signed with the insurance company.	166 employees (100%) 96 spouses (100%) 123 children (100%) Invested NT$ 1.27 million in group insurance The Company also signed a preferential plan with the group insurance company to allow employees to add coverage for their parents. A total of 34 employees' parents completed add-on coverage through the insurance company.
Wedding subsidy	NT$12,000	5 employees, totaling NT$60,000
Cash gift for 3 major festivals	An electronic cash gift of NTD 3,600 is given on the Dragon Boat Festival, Mid-Autumn Festival, and the end of the year. For those who have arrived on the job for less than 6 months, an electronic cash gift of NTD 1,200 will be given. For those who have arrived on the job for less than 1 month, no cash gift will be given.	488 recipients in total

Employee Welfare Measure	Description	2025 Implementation Status
Annual health examination	At least NTD 10,000/year.	123 employees made use of the welfare measure; the execution rate reached 90%.
Maternity allowance	NTD 66,000/child.	2 employees, totaling NT$132,000
Childcare allowance (may be claimed 2 years)	First child: NTD 6,000/month. Second child: NTD 8,000/month. Third child: NTD 15,000/month.	5 employees, totaling NT$456,000
Birthday cash gift	Electronic gift vouchers of NTD 3,000 were provided	159 employees
Employee gatherings	Subsidy of NT$1,000 every six months	313 participants
Employee trips	More than 2 times a year.	98 employees and 52 of their family members attended the trips in total.
Afternoon tea	Provide snacks and allowance for afternoon tea.	1 to 2 times per quarter, with snacks replenished regularly
Movie tickets	NTD 300 per person is provided each quarter	159 employees
New year start-of-work red envelope	2 tickets per year	146 employees
Subsidies for activities/competitions	Annual subsidy of NTD 1,000 for participation in government-organized sports competitions or arts and cultural activities	3 employees
Transportation service	Shuttle service provided once a day for commuting to work	Shuttle service provided once a day for commuting to work
Weekly massage service by visually impaired masseurs	All-day massage service provided by visually impaired masseurs every Wednesday.	1,350 participants

Note 1: As of December 31, 2025, a total of 137 employees were in service, had completed 1 year of employment, and were eligible for health examinations.

In addition to competitive salaries and benefits, UfiSpace supports employees in achieving a balance between family care, work, and life through flexible working hours, work-from-home options, paid vaccination leave, family care leave, and parental leave. In 2025, a total of 9 employees were eligible for parental leave, and 1 employee applied for parental leave. As no employees applied for parental leave in 2024, no employees were reinstated in 2025. In addition to parental leave, employees with family care needs may also apply for work from home or unpaid leave after discussion with their supervisors. In 2025, a total of 5 employees applied to work from home due to family care needs, totaling 105 hours.

Parental leave

	Gender	2023	2024	2025
Number of employees eligible for parental leave	Male	11	7	6
	Female	3	1	3
Number of employees who applied for parental leave	Male	0	0	0
	Female	0	0	1
Number of employees required to be reinstated at the expiration of parental leave	Male	0	0	0
	Female	0	0	0
Number of employees actually reinstated after the expiration of parental leave (including early reinstatement)	Male	0	0	0
	Female	0	0	1
Reinstatement rate	Male	N/A	N/A	N/A
	Female	N/A	N/A	100%
Employees still working after 12 months from the expiration of parental leave	Male	N/A	N/A	N/A
	Female	N/A	N/A	N/A
Retention rate	Male	N/A	N/A	N/A
	Female	N/A	N/A	N/A

Note: The employee who applied for parental leave in 2025 was originally expected to be reinstated in 2026, but returned to work early in 2025. Therefore, the reinstatement rate was 100%.

For pensions, the Company contributes 6% of employees' wages to their individual pension accounts each month in accordance with the Labor Standards Act. Employees are allowed to contribute within 6% of their monthly wages to their pensions voluntarily, with the voluntary contributions excluded from the calculation of the annual salary income tax. The employees who voluntarily contribute part of their wages to their pensions may adjust their contribution rate for no more than twice per year. In addition, the Company promotes dedicated counseling programs for employees preparing for retirement and organizes related seminars to support their retirement life planning. The "Tax Structure and Strategy Sharing Seminar" held in 2025 was open to all employees and attended by a total of 62 participants.



5.3 Talent Cultivation

Item	Content
Significance to the Company	UfiSpace's continued business growth and acquisition of new customers are rooted in its shared core values of Integrity, Passion, Accountability, and Collaboration. Through training, the Company implements its management philosophy of "Quality for All," "Business for All," and "ESG for All." By passing down internal knowledge, the Company builds a solid foundation for product technology development, strengthens diverse soft skills, and promotes cross-generational exchange and stimulation. These efforts support the continuous growth of both talent and the Company, jointly create a positive and better work environment, and provide customers with outstanding technologies and services, enabling UfiSpace to maintain strong competitiveness in the industry.
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	Amid the rise of AI, Taiwan has become an important strategic location for the global technology industry. However, factors such as population aging and the declining birthrate in Taiwan have made advanced development technology talent increasingly scarce. UfiSpace continues to enhance talent growth and supports the transformation of Taiwan's talent into development talent, rather than only manufacturing talent.
Commitment and policy	As the growth of employees drives the development of UfiSpace, employee cultivation and development are highly emphasized at UfiSpace. UfiSpacewill continue to provide employees with diverse learning and development channels, as well as corresponding skill development resources based on their respective positions, levels, and developmental stages.
Responsible department	HR
Contact information/ grievance mechanism	hr@ufispace.com
Goals for 2025	• Establish a complete position and job level framework so that there is a more precise and specific direction of learning and development for each position and job level. • Optimize the education and training system and process, so that the diversified training models have considerable influence under the system management. • Provide employees with AI system training and introduce AI into the Company to accelerate operating processes. • Enhance employees' ability to achieve energy conservation and carbon reduction in daily operations, and strengthen their awareness of social responsibility.

Item	Content
Investment in 2025 (funds, manpower, projects promoted, etc.)	• Build a learning framework and design various training programs based on the framework. • AI application training program: Provide all employees with knowledge on the proper use of AI tools and how to improve their work efficiency through AI, thereby reducing repetitive tasks and increasing the depth of work. • Internal expert training program: Systematically train employees with professional expertise and develop them into internal instructors to promote internal knowledge transfer.
Achievements in 2025	• A total of 1,878 training participants were recorded, with 8,035 total training hours conducted. The average training hours per employee were 46.7 hours. • Completed 11 external training courses, including information security management system lead auditor training and international business management. • Completed internal expert training courses, with 4 participants in the senior expert courses and 11 participants in the junior expert courses. • Completed internal sharing courses led by junior experts, with 162 participants and 324 total training hours. • Completed AI application training courses, with 156 participants and 156 total training hours. • Completed sustainability knowledge training courses for new employees, including employees who joined in the second half of 2024, with 43 participants and 86 total training hours.
Short-term goals (2026)	• Continue to cultivate internal expert talent through systematic training and help retain knowledge transfer materials. • Optimize the education and training process so that diverse training models can be further developed under systematic management.
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2028; the long term is calculated as 5 years, i.e. 2030)	• Expand the internal lecturer talent pool, with each department having internal lecturers in its professional field, so that lecturers have the stage to continuously pass on industry and technology-related knowledge. • Maintain a leading position in technology in the constantly changing industrial environment through talent cultivation. • Become a learning organization where every employee can independently challenge their personal performance and make breakthroughs to bring new energy to personal and corporate growth.

Outstanding talent is the cornerstone of corporate growth. Through internal knowledge transfer, UfiSpace builds a solid foundation for product technology R&D, strengthens diverse soft skills, promotes cross-generational exchange and stimulation, and supports the continuous growth of both talent and the Company, enabling the team to maintain strong competitiveness in the industry. UfiSpace introduced an education and training system in 2023. Based on data analysis of past training and assessments, the Company built a learning framework and designed various training programs accordingly. Timely and appropriate skill development resources are provided to employees and supervisors at various levels and in different positions. An online system was also introduced to track individual and overall training status, continuously optimizing the learning experience. In 2025, UfiSpace recorded a total of 1,878 training participants and 8,035 total training hours, with an average of 46.7 training hours per employee. Employees participated in 11 external training courses, including information security management system lead auditor training and international business management.

UfiSpace values employee cultivation and development. The Company will continue to provide employees with diverse learning and development channels, and offer corresponding skill development resources for different positions, levels, and development stages. To strengthen internal knowledge transfer, UfiSpace promoted the "Internal Expert Training Program" in 2025 to systematically train employees with professional expertise and develop them into internal instructors. For internal cross-departmental knowledge transfer, department heads designated technical talent with potential to receive "Junior Expert Training," enhancing their presentation and verbal communication skills. In 2025, a total of 11 employees completed the training and served as knowledge transfer instructors after completion. The courses were attended by a total of 162 participants, with 324 total training hours. For external professional sharing, the General Manager designated four employees to receive "Senior Expert Training" to strengthen their English presentation skills, enabling them to represent the Company in communicating technologies and services to domestic and overseas partners.

Amid the development of AI, Taiwan has become an important strategic location for the global technology industry. However, factors such as population aging and a declining birthrate have made advanced R&D technology talent increasingly scarce. UfiSpace continues to enhance talent growth and actively supports talent transformation. In response to AI development trends, the Company held the "AI Application Training Course" in 2025, providing all employees with knowledge on the proper use of AI tools and how to improve their work efficiency through AI, thereby reducing repetitive tasks and increasing the depth of work. A total of 156 participants attended the course, completing 156 total training hours.

In addition to supporting employees in improving their capabilities and performance in the workplace, UfiSpace also assists employees preparing for retirement with financial planning through education and training, helping them plan early for a better retirement life. In 2025, the Company held the "Tax Structure and Strategy Sharing Seminar," which was open to all employees, with a total of 62 participants.

Average hours of training per year per employee

Statistics/Year		2023	2024	2025	Explanation of differences in employee training hours in recent years
Average training hours per employee (Note 1)		35.9	37	46.7	In 2025, the Company promoted the "Internal Expert Cultivation Program," through which R&D personnel began cultivating 11 junior experts and launched knowledge transfer courses, increasing the average training hours of R&D personnel.
Average Training Hours per Employee by Gender (Note 2)	Female	36.7	40.6	44.8	
	Male	35.6	35.7	47.5	
Average Training Hours by Employee Category (Note 3)	Sales	30.4	34	45.5	
	Management	39.5	46.8	55.9	
	R&D	35.2	33.5	43.0	

Note 1: Average training hours per employee: Total training hours of all employees in the year / total number of employees at the end of the year.
Note 2: Average training hours per female/male employee: total training hours of female/male employees during the year/total number of female/male employees at the end of the year.
Note 3: Average training hours per employee of each category: Total training hours of all employees of the category in the year / total number of employees of the category at the end of the year.

To more effectively improve talent performance, UfiSpace regularly examines the developmental gaps in each employee's competencies through a comprehensive performance evaluation system. The evaluation serves as the basis for arranging education and training courses that best fit both the Company's and employees' development needs. Meanwhile, employees gain clearer direction for self-growth and development through feedback from supervisors. The percentage of employees receiving regular performance evaluation in 2025 was 100% (including newcomer evaluation within 100 days of service and annual performance evaluation).

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Employees Reviewed in 2025		Number of Employees Reviewed	Total Number of Employees	Percentage
Gender	Male	123	123	100%
	Female	49	49	100%
Employee Category	Non-R&D	64	64	100%
	R&D	108	108	100%

For talent retention, the Company has launched the New Employee 100-day Program since 2023 to improve training and support for new employees after onboarding, helping them integrate into the Company and become familiar with their work. Interviews and feedback are conducted at 1 month and 3 months after onboarding as program checkpoints. In 2025, in addition to online courses for new employees, the Company also arranged in-person sustainability courses and incorporated content related to diversity, equity, and inclusion, enhancing new employees' sustainability awareness and shared understanding of workplace inclusion. A total of 43 employees received training, including employees who joined in the second half of 2024.





5.4 Occupational Safety and Healthcare for All Ages

Item	Content
Significance to the Company	Stable and continuous growth of human capital is the foundation of organizational resilience. UfiSpace upholds "occupational safety" and "health for all ages" as its philosophy for protecting employees. Through the ISO 45001:2018 management system, the Company continuously reviews and optimizes its practices, implements preventive maintenance and precise risk assessments, and further embeds the concept of preventive medicine into employees' daily lives.
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	• Strengthening the preventive medicine value chain: Continue to provide substantial investment in preventive health, transforming health risks into health momentum for the Company and society, thereby reducing the burden on public healthcare resources. • Promoting green offices and safe workplaces: With the green building headquarters as the core, integrate the ISO 45001:2018 system with environmental monitoring to minimize energy waste and safety risks, and implement environmental sustainability.
Commitment and policy	Upholding the principle of people-oriented management and complying with Taiwan's labor-related laws and occupational safety and health policies, including the Occupational Safety and Health Act, Labor Standards Act, and Gender Equality in Employment Act, the Company has established internal policies and developed management procedures and measures based on the operating patterns of each unit. Using the PDCA cycle as the basic framework, the Company provides a sound working environment, prevents occupational accidents, extends healthcare to employees and their families, and is committed to creating a holistic healthy workplace. Internal occupational safety policies: • Compliance with laws and regulations • Safety first and accountability by all employees of the Company • Continuous improvement of risk management • Friendly environment and healthy workplace
Responsible department	Occupational Safety and Health Implementation Team
Contact information/ grievance mechanism	Occupational Safety and Health Implementation Team E-Mail: HR@ufispace.com
Goals for 2025	Continuing the preventive medicine concept of healthcare for all ages, the Company aims to create a vibrant workplace of "health and beauty." In addition to continuously building a zero-accident workplace, the following new goals have been added: • Established the "Power Space" gym at the headquarters • Established sports clubs • Introduce yoga and strength training courses

Item	Content
Investment in 2025 (funds, manpower, projects promoted, etc.)	• ISO 45001:2018 management system: Through the ISO 45001:2018 management system, the Company continuously reviews and optimizes its practices. As of the end of December 2025, the accumulated accident-free working hours exceeded 850,000 hours, achieving the target of a zero-accident workplace. • Precision health management: The Company invested NT$2.09 million to provide advanced full-body health examination services exceeding regulatory requirements. After the examinations, dedicated occupational health nurses conducted one-on-one follow-up management for high-risk employees. • Diverse health promotion: The Company introduced various health promotion courses, including strength training, fascia yoga, communication, and stress relief skills, to comprehensively protect employees' physical and mental health. It also promoted club subsidies to encourage employees to organize various clubs, including sports clubs. • Space empowerment and optimization: The Company revitalized idle space at the headquarters to build a gym. • Family well-being protection: The Company paid NTD 1.27 million in group insurance premiums, fully extending coverage to employees' spouses and children. The Company also actively promotes family support programs by allowing family members to participate in employee trips and diverse public welfare activities, creating a happy workplace that supports work–life balance.
Achievements in 2025	• Zero-accident workplace: As of December 2025, the Company had accumulated nearly 850,000 hours accident-free working hours, achieving the targets of "zero work-related injuries, zero occupational diseases, and zero fatalities." • Precision health management: The Company invested NT$2.09 million to promote an advanced health examination program exceeding regulatory requirements, with an examination implementation rate of over 90%. (Examination implementation rate calculation: number of employees who completed health examinations/number of employees in service during the year who were eligible for health examinations; 2025 examination implementation rate: 123/137=90%) • Diverse health promotion: In conjunction with the Power Space gym facilities, the Company offered strength training, fascia yoga series courses, communication and emotional stress relief skills training, and other programs, achieving a training participation rate of 88%. (Training participation rate calculation: total number of training participants/number of employees in service during the year; 2025 health promotion course training participation rate: 152/172=88%). Employees established two sports clubs through the subsidy program. • Family well-being project: A total of 44 employees and 38 family members participated in the parent–child food and agriculture education activity. • Multiple certifications and recognitions: In 2025, the Company received the Friendly Family Measures Certification from the Labor Affairs Department of New Taipei City Government, the AED Safe Place Certification from the Department of Health, New Taipei City Government, the "Emerging Role Model Award" in the Healthy Workforce Sustainability Leading Enterprise program from the Occupational Safety and Health Administration, the "Gold Award" for middle-aged and older worker-friendly workplaces from the Labor Affairs Department of New Taipei City Government, and the "Workplace Leadership Award" under the Friendly Employment Excellence Awards from the Ministry of Labor.

Item	Content
Short-term goals (2026)	• Percision medicine and health protection: Optimize annual health examination items, with all programs incorporating advanced imaging and vitamin D testing. • Healthy environment establishment: Install blood pressure monitors and InBody equipment, and continue to optimize the health management system. • Build an age-friendly workplace: Commit to establishing an inclusive and diverse work environment suitable for employees of all ages to develop and contribute. • Obtain external certifications and participate in award evaluations: the "Friendly Family Measures Certification" from the Labor Affairs Department of New Taipei City Government, the "SME Benchmark Award" under the National Occupational Safety and Health Awards from the Occupational Safety and Health Administration, and the "Employee Care Award" under the Work–Life Balance Awards from the Ministry of Labor.
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2028; the long term is calculated as 5 years, i.e. 2030)	Building a holistic and healthy workplace

ISO 45001:2018 Occupational Health and Safety Management System

UfiSpace upholds "occupational safety" and "health for all ages" as its philosophy for protecting employees. Through the ISO 45001:2018 management system, the Company continuously reviews and optimizes its practices, implements preventive maintenance and precise risk assessments, and further embeds the concept of preventive medicine into employees' daily lives. Upholding the "people-oriented" philosophy, UfiSpace goes beyond regulatory requirements and proactively aligns with international standards. The Company introduced the ISO 45001:2018 occupational safety and health management system in 2023, passed third-party audit certification in 2024, and also passed the audit review in 2025, confirming the effective operation of the system. The applicable parties and scope of protection under this system fully cover all employees at the Xinzhuang headquarters and all contractor employees performing work at the site. The management system currently covers approximately 80% of employees at the headquarters. Going forward, the Company will continue to promote an occupational safety and health culture and plans to further expand the verification scope of the management system to other offices, such as the Hsinchu Office, to achieve the goal of safety and shared well-being across all sites.

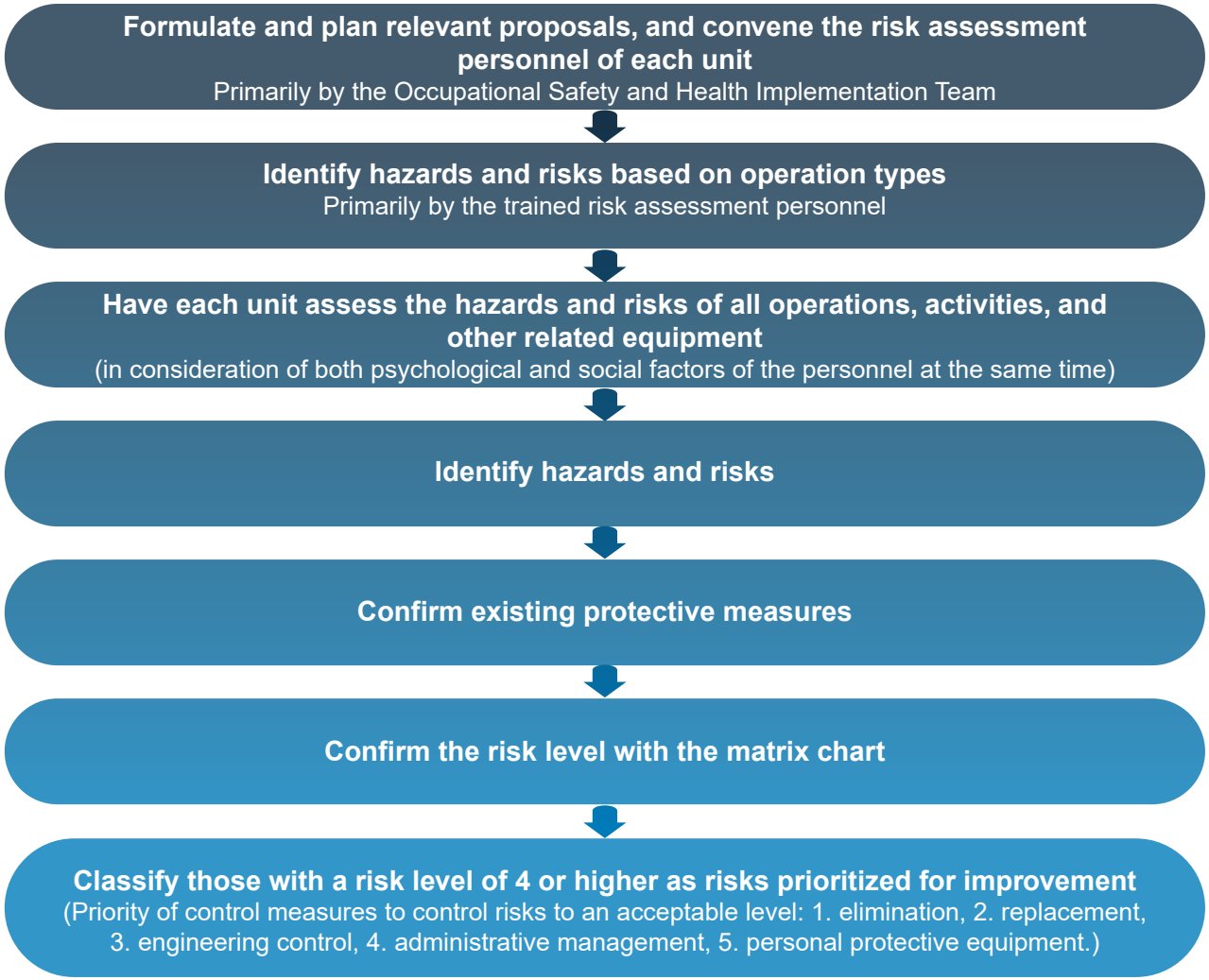
Occupational Health and Safety Risk Management and Actions

UfiSpace has established an Occupational Safety and Health Committee for occupational safety and health management, creating a transparent and inclusive communication and participation mechanism to ensure that workers can substantively participate in the occupational safety and health decision-making process. The occupational safety and health management representative serves as the committee chair. Other members include department heads, 1 safety and health personnel, 1 medical personnel, and 5 labor representatives, with a total of 12 members attending. Labor representatives accounted for 41.7% of the committee. The committee convenes regular quarterly meetings in accordance with the "Occupational Safety and Health Consultation, Participation, and Communication Management Procedures" to review and communicate occupational safety and health plans, hazard identification results, and various safety proposals. All meeting resolutions and occupational safety and health policies are transparently published on the Company intranet for all employees, ensuring no gaps in information communication. In 2025, a total of 4 meetings were held to provide recommendations on occupational safety and health policies, review various safety and health plans, propose safety and health initiatives, and implement worker communication and participation. As R&D is the key business of UfiSpace, the Company's Occupational Safety and Health Implementation Team also takes part in the Company's laboratory management meetings to join the discussions on laboratory safety and health issues or provide recommendations.

Following the spirit of the ISO 45001:2018 management system, UfiSpace established the "Occupational Safety and Health Organizational Context Risk and Hazard Identification Procedures" and developed a systematic risk assessment process. An assessment team composed of department heads and occupational safety personnel conducts hazard identification for routine and non-routine activities. In 2025, a total of 61 original risks were identified. After assessment, all were classified as "low risk." Site-wide risk assessments are conducted regularly between July and August each year. Reassessments are also conducted immediately when major changes occur, such as relocation or the introduction of new equipment, or when an occupational accident occurs. Internally, the Company has established the "Non-punitive Principle for Near-miss and Occupational Accident Reporting" to encourage employees to proactively report unsafe acts or conditions in the workplace, with the aim of eliminating potential hazards rather than assigning blame. In 2025, the Company achieved an FR (disabling injury frequency rate) and SR (disabling injury severity rate) of 0.



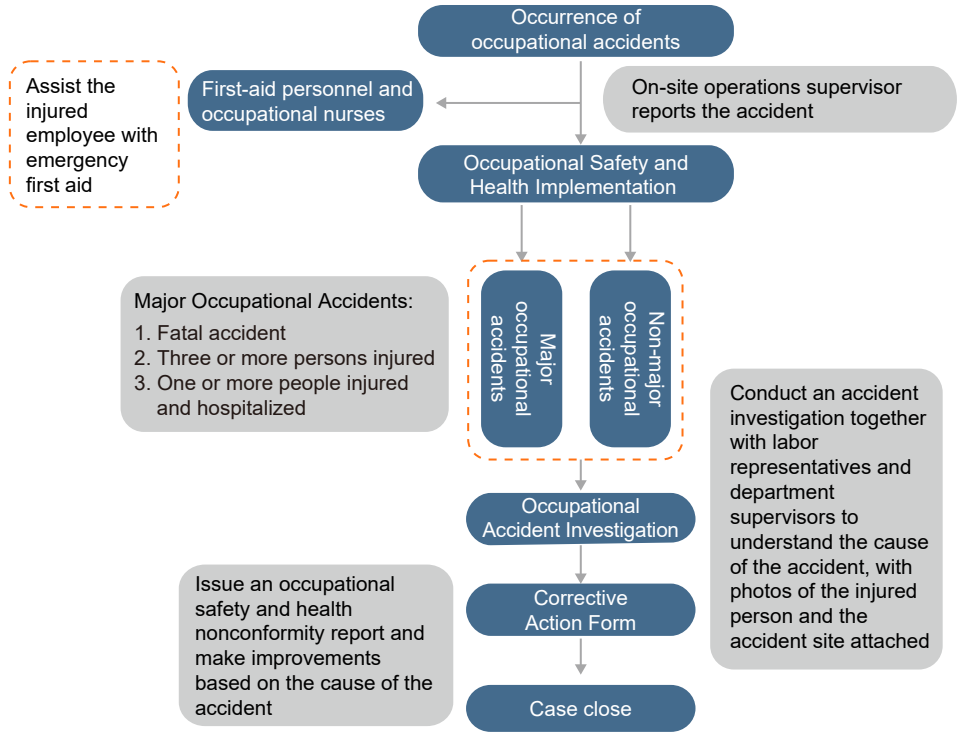
Hazard Identification and Risk Assessment Process Chart:



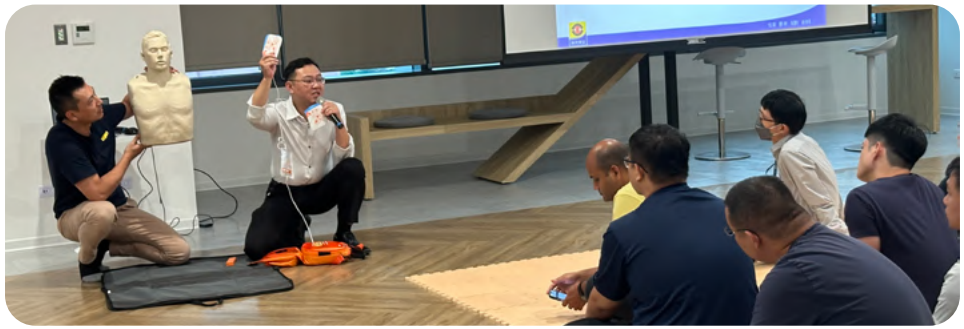
UfiSpace upholds the core policy of "Safety First and Accountability for All" and continuously improves workplace safety through the PDCA cycle under the ISO 45001:2018 management system. Since 2023, the Company has actively participated in the "accident-free working hours" activity promoted by the Occupational Safety and Health Administration, Ministry of Labor, and has established the principle of "no disciplinary action against reporting persons" to encourage employees to proactively identify and report safety concerns. As of December 2025, the Company had recorded more than 850,000 accident-free working hours. During the period, the number of occupational injuries, disabling injury frequency rate (FR), disabling injury severity rate (SR), and frequency-severity indicator (FSI) all remained at 0, effectively achieving the highest occupational safety and health targets of "zero work-related injuries, zero fatalities, and zero occupational diseases." Going forward, the Company will continue to track the effectiveness of improvements together with labor representatives through a sound accident reporting and investigation mechanism, and is committed to creating a solid and sustainable safe workplace for all employees.

In addition to providing occupational safety protection for employees, UfiSpace upholds accountable management and extends occupational health and safety management from the internal environment to the entire supply chain and business ecosystem. The Company actively prevents and mitigates occupational safety and health impacts arising from business relationships, has established the "Contractor Occupational Safety and Health Operating Guidelines," and includes contractors working at the headquarters and related sites within the scope of the management system. Through systematic hazard identification and risk assessment, such as safety issues specific to laboratories, the Company effectively reduces the risk of operational conflicts.

Accident Reporting and Investigation Management Procedure Chart



UfiSpace has established a comprehensive occupational safety and health education and training system to embed risk awareness among all employees and ensure that employees are able to accurately identify hazards and respond immediately. In 2025, 39 new employees completed the legally required 3-hour safety and health education and training on their first day of onboarding. The course covered occupational safety and health regulations, hazard identification, emergency response, and prevention of unlawful infringement in the workplace. All employees also completed at least 3 hours of on-the-job training every 3 years, achieving a 100% annual participation rate for occupational safety and health-related training. In addition, the Company regularly conducts emergency drills for the self-defense fire brigade. In 2025, one 4-hour brigade training session was held in each half of the year. A total of 13 core personnel from the reporting, fire extinguishing, evacuation guidance, safety protection, and rescue teams participated in the comprehensive fire drill. Through regular on-site fire drills, the Company ensures that all employees are familiar with evacuation routes and strengthens their practical skills in operating fire equipment, evacuation procedures, and rescue operations.







Digitalization for Holistic Healthcare

With the goal of creating a holistic healthy workplace, UfiSpace promotes workplace preventive measures through the concept of "preventive medicine" and provides annual health examinations. Since its establishment, UfiSpace has partnered with major medical institutions each year to provide advanced full-body health examinations that exceed regulatory requirements for employees who have completed one year of service, with employees visiting the medical institutions on their own. The examination allowance ranges from NTD 10,000 to NTD 50,000. In 2025, the Company invested NTD 2.09 million to promote an advanced health screening program exceeding regulatory requirements, with an examination implementation rate of over 90% (examination implementation rate calculation: number of employees who completed health examinations/ number of employees in service during the year who were eligible for health examinations; 2025 examination implementation rate: 123/137=90%). Dedicated occupational health nurses also conducted follow-ups for individual abnormal risk cases. In addition to health examination subsidies, the Company invests more than NT$1 million each year in high-standard group insurance, with coverage fully extending to employees, their spouses, and children. In 2025, the Company further optimized benefit items and substantially increased claim limits for inpatient medical care and overseas travel inconvenience insurance, ensuring that employees and their families receive the most solid and comprehensive risk protection, whether in the daily workplace or during global business travel.

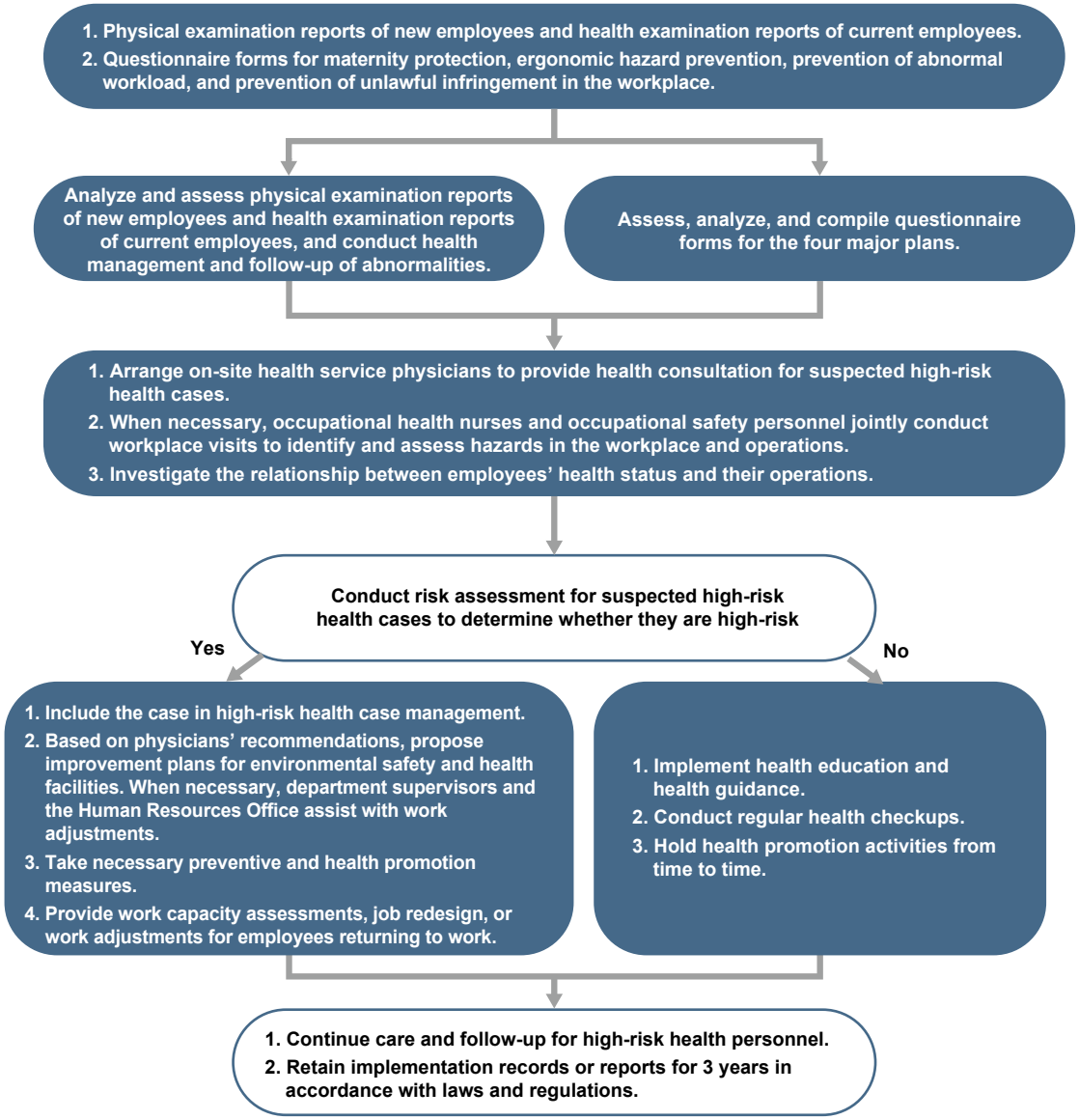
To implement holistic healthcare, UfiSpace has established a proactive health management system that integrates internal professional medical and nursing resources with external consultant teams. Going beyond legal requirements, the Company employs dedicated occupational health nurses and regularly invites occupational physicians to provide on-site services. High-risk employees identified through health examinations receive one-on-one professional follow-up and proactive intervention, effectively reducing the risk of sub-health conditions developing into acute illness. Occupational physicians also provide on-site consultations and recommendations for environmental adjustments to prevent occupational diseases at their source. To further strengthen management effectiveness, the Company introduced the "H2U Health Bank" digital platform to ensure the integrity and continuity of employees' health data under strict privacy protection. Through digital tools, the Company integrates and analyzes employees' historical health examination data and precisely classifies health risks into Levels 1 to 4. Dedicated occupational health nurses arrange one-on-one interviews and regular follow-ups for high-risk employees. By combining a systematic prevention mechanism with the application of digital tools, the Company actively eliminates potential workplace health hazards and maintained 0 occupational diseases and 0 fatalities in 2025.

In addition to professional on-site medical services, UfiSpace also plans and implements health promotion activities based on health management results and employees' needs. In 2025, the Company organized diverse health promotion courses, including strength training, fascia yoga, communication and emotional stress relief skills training, to improve employees' physical and mental health. The training participation rate for related courses reached 88% in 2025. (Training participation rate calculation: total number of training participants/number of employees in service during the year; 2025 health promotion course training participation rate: 152/172=88%) To help employees extend what they learned in class and build regular exercise habits, the Company established the Power Space gym at the headquarters in 2025, integrating exercise functions into workplace life. In the same year, the Company also supported employees in establishing two sports-related clubs through a subsidy program, encouraging employees to exercise together after work and build cross-departmental relationships.





Health Management Flowchart



Diverse Health Protection Projects to Safeguard the Physical and Mental Health of All Employees

To create a healthy workplace where all employees feel safe and to care for employees' physical and mental health, UfiSpace actively implements prevention projects for "diseases induced by abnormal workload," "ergonomic hazards," and "maternity health protection" to strengthen physical resilience and reduce the risks of musculoskeletal and cardiovascular diseases at the source. In terms of mental health, the Company achieved zero workplace complaints through the "Plan for Prevention of Unlawful Infringement in the Performance of Duties." In 2025, the Company further extended health services to dietary education by organizing a parent–child food and agriculture education activity, guiding employees and their family members to establish proper dietary concepts and understand environmental conservation knowledge, thereby achieving the goals of physical and mental stress relief and preventive medicine.

Maternity Health Protection Project

UfiSpace is committed to building a gender-equal and maternity-friendly workplace. To protect the physical and mental health of female employees during pregnancy and childbirth, the Company strictly implements the "Workplace Maternity Health Protection Plan." Once the Company becomes aware that an employee is pregnant, professional medical and nursing personnel proactively intervene to conduct hazard identification, risk assessment, and work content confirmation for the workplace, and provide precise health education information and caring guidance through in-depth prenatal and postpartum interviews. In 2025, a total of 5 employees required maternity health protection, including 3 pregnant employees and 2 postpartum employees. All completed interview records and hazard assessments during the protection period. After professional physician interviews and health status assessments, all 5 employees were confirmed to fall under Level 1 management and were able to maintain their existing work arrangements without adjustment.

Ergonomic Hazard Prevention Project

To prevent musculoskeletal injuries caused by repetitive operations, UfiSpace established the "Ergonomic Hazard Prevention Plan." Dedicated occupational health nurses collect data through questionnaires, interviews, or employees' proactive reporting, include ergonomic hazard issues in hazard and risk identification, and have professional medical and nursing personnel provide improvement recommendations and health education based on the results to remove hazard factors. UfiSpace's operations are mainly office-based. The Company provides each employee with an

ergonomic chair, a height-adjustable desk, and a massage service to actively prevent musculoskeletal-related occupational diseases. In 2025, the massage service was used by a total of 1,350 participants.

Abnormal Workload Project

To protect all employees from overwork caused by work during their employment, UfiSpace established the "Plan for Prevention of Diseases Induced by Abnormal Workload." In 2025, the Company combined overtime hour monitoring with annual health examination data and used the cardiovascular disease risk assessment scorecard, the Framingham Risk Score, to identify risks. After assessment, the Company identified 153 low-risk employees and 14 medium-risk employees during the year. Of the medium-risk employees, 8 were determined not to require interviews, while the other 6 completed one-on-one health education and guidance provided by dedicated occupational health nurses. For one employee determined to be high-risk, the Company strictly implemented mandatory protective measures required by regulations, arranged an in-depth interview and health guidance with a contracted occupational medicine physician, and implemented subsequent work adjustments and follow-up.

Unlawful Infringement Prevention Project

To build a safe and dignified working environment and strictly prevent unlawful infringement such as workplace violence, bullying, and sexual harassment, the Company's responsible person personally signed the "Written Statement on Prevention of Unlawful Infringement in the Workplace" and established the "Plan for Prevention of Unlawful Infringement in the Performance of Duties", which applies to all workers. Protection is implemented through comprehensive education and training and an early warning mechanism. In 2025, a total of 51 new employees completed unlawful infringement prevention education and training and were informed of the relevant grievance channels on their first day of employment. In addition, the Company offered the "Friendly Communication and Emotional Stress Relief Skills" special course to help employees strengthen interpersonal interaction and conflict management capabilities. The course attracted 27 participants and achieved an average satisfaction score of 4.4 out of 5. Through the above policies and practical empowerment, UfiSpace recorded 0 workplace unlawful infringement complaints in 2025.



Parent–Child Food and Agriculture Education: Eat Local, Eat Seasonal

Diet and physical and mental stress relief are important factors in maintaining health. To guide employees in establishing proper dietary concepts and awareness of environmental sustainability, the Company organized the "Canonrice Food and Agriculture Education" activity in 2025, inviting employees and their family members to Yilan's Yuanshan Township to participate in a rice harvesting experience. Parents led their children in experiencing the "from farm to table" journey of food, learning about the relationship between food and agriculture, developing proper dietary concepts, and cherishing every grain of rice grown through farmers' hard work. A total of 44 employees and 38 family members participated in the activity.





2025 Occupational Safety and Health and Employee Health-Related Certifications and Highlights

1. AED Safe Place Certification: "AED Safe Place" certification from the Department of Health, New Taipei City Government.
2. Gold Award for middle-aged and older worker-friendly workplaces: "Gold Award" under the Excellent Employer Certification for Middle-aged and Older Persons from the Labor Affairs Department of New Taipei City Government.
3. Emerging Role Model Award: "Emerging Role Model Award" in the SME selection for Healthy Workforce Sustainability Leading Enterprise by the Occupational Safety and Health Administration.
4. Workplace Leadership Award: Recognition with the "Workplace Leadership Award" under the Friendly Employment Excellence Awards by the Workforce Development Agency, Ministry of Labor.

5.5 Inclusive and Friendly Workplace and Human Rights Protection

Item	Content
Significance to the Company	In 2025, UfiSpace officially adjusted its shared goal for building a friendly workplace from"DEI" to"DEIB (diversity, equity, inclusion, and belonging)," creating a workplace with a sense of belonging as the core foundation for protecting talent and inspiring innovation. Building deep emotional connections not only attracts and retains diverse talent, but also enables teams to eliminate decision-making bias through cross-functional and cross-cultural exchange. Through internal psychological identification, the Company comprehensively strengthens its corporate influence and enhances its global competitiveness.
Impacts on the external economy, environment, and human rights (including current and potential positive and negative impacts)	• By promoting a DEIB workplace, UfiSpace not only strengthens its internal core competitiveness, but also supports the progress and upgrading of the technology industry through cross-disciplinary collaboration. • By implementing human rights protection in value chain management, the Company effectively affirms the labor value of all age groups, eliminates ethnic discrimination, and significantly reduces human rights risks.
Commitment and policy	• With reference to the United Nations Guiding Principles on Business and Human Rights, the Company also pays close attention to major human rights issues to reduce human rights risks arising from its business operations. • In accordance with Taiwan's Gender Equality in Employment Act, Employment Service Act, and other regulations, the Company has established rules such as the"Recruitment and Appointment Management Procedures,"Workplace Diversity, Anti-discrimination, and Anti-harassment Management Procedures,"Measures for Prevention, Correction, Complaint, and Punishment of Sexual Harassment at Workplace," and"Plan for Prevention of Unlawful Infringement in the Performance of Duties," ensuring that the Company does not discriminate in employee management or recruitment and protects employees from harassment. • In accordance with international and Taiwan regulations prohibiting the use of child labor, the Company has established the"Procedures for Prohibition of Child Labor and Remediation of Mistaken Use of Child Labor" to protect the rights and interests of children and youth.
Responsible department	HR
Contact information/ grievance mechanism	E-Mail: HR@ufispace.com
Goals for 2025	• Incorporate diversity, equity, and inclusion-related content into new employee training. • Implement a middle-aged and age-friendly workplace in conjunction with health promotion programs.

Item	Content
Investment in 2025 (funds, manpower, projects promoted, etc.)	• DEIB Culture Building: Through daily operational management and procedures, diverse soft skills training, and various club subsidies extended to shared prosperity activities, the Company fosters a shared understanding of respect and inclusion through internal communication. • Friendly environment optimization: The ISO 45001:2018 management system is integrated with environmental monitoring mechanisms to create an age-friendly environment through both cultrual and phyiscal environment. • Corporate co-prosperity and influence: The Company translates diverse public issues, such as environmental sustainability, educational equity, and care for disadvantaged groups, into concrete actions, and calls on employees' families and other enterprises to actively fulfill corporate social responsibility together. • Conducted on-site ESG audits of 2 outsourced manufacturers and self-assessment surveys of 10 key suppliers.
Achievements in 2025	• Implemented the"Plan for Prevention of Unlawful Infringement in the Performance of Duties" and a confidential complaint mechanism, achieving 0 workplace unlawful infringement complaints in 2025. • 2025 marked the Company's first year of employee clubs. The Company invested more than NTD 200,000 in subsidies and established 3 diverse clubs, including badminton, bowling, and singing clubs, with a total of 70 regular participants. • Incorporated the core concept of DEIB into mandatory new employee training, with 43 employees trained in 2025. • Held a Southeast Asian migrant worker culture lecture, with a total of 30 participants. • Employee activities during the year centered on sustainability, immersive experience, and exploration. The 5 activities achieved an annual average satisfaction score of 4.3 out of 5. • The participation rate for health promotion courses reached 88%. • Multiple certifications and recognitions: The"Emerging Role Model Award" in the Healthy Workforce Sustainability Leading Enterprise program from the Occupational Safety and Health Administration, the"Gold Award" for middle-aged and older worker-friendly workplaces from the Labor Affairs Department of New Taipei City Government, and the"Workplace Leadership Award" under the Friendly Employment Excellence Awards from the Ministry of Labor. • The self-assessment rate of 10 key suppliers reached 100%, with a 100% pass rate. The self-assessment rate and audit rate of 2 outsourced manufacturers both reached 100%, with a 100% pass rate.
Short-term goals (2026)	• Review the 2025 employee health index and provide corresponding support programs based on different needs. Through health education, awareness, activities, and competitions, the Company aims to achieve an annual health promotion participation rate of over 85% and implement an all-age friendly workplace for health across all ages. • For new-generation employees who have been in the workplace for approximately 5 years, interpersonal communication and emotional management have generally been weakened by the impact of AI technology, information overload, and the pandemic during their schooling years. Through 2 courses and psychological empowerment activities, as well as diverse internal communication channels, the Company will strengthen the soft leadership skills of supervisors at all levels, enhance all employees' sense of organizational identification, and jointly build a resilient workplace ecosystem.

Item	Content
Medium- and Long-term Targets (The medium term is calculated as 3 years, i.e. 2028; the long term is calculated as 5 years, i.e. 2030)	• Include human rights policy clauses in contracts with new suppliers and customers. • Share the Company's experience in implementing a friendly workplace to drive joint growth among industry chain partners and related enterprises, and build a sustainable and mutually beneficial workplace ecosystem through sharing and value reciprocity.

As part of the global networking and communications supply chain, UfiSpace fully understands the importance of diversity, equity, inclusion, and belonging (DEIB) to long-term corporate success and sustainable development. The Company is committed to creating a diverse, inclusive, and equitable work environment where every employee can leverage their expertise and achieve self-realization based on equal opportunities. UfiSpace also integrates these values into its services and external business activities, while upholding human rights protection in supply chain management.

Multicultural Learning

In 2025, UfiSpace officially adjusted its shared goal for building a friendly workplace from "DEI" to "DEIB (diversity, equity, inclusion, and belonging)," creating a workplace with a sense of belonging as the core foundation for protecting talent and inspiring innovation. Building deep emotional connections among teams not only attracts and retains diverse talent, but also reduces decision-making bias in cross-functional and cross-cultural exchanges. Through psychological identification from within, the Company comprehensively strengthens its corporate influence and enhances its global competitiveness. In 2025, the Company incorporated basic DEIB knowledge into mandatory new employee training, including introductions to various diversity issues and practical approaches to workplace inclusion. A total of 43 employees received training in 2025. To help more employees understand diverse cultures, UfiSpace also worked with the non-profit organization 1095 Migrant Workers Cultural Association, which has long focused on Southeast Asian migrant worker issues, to hold a Southeast Asian migrant worker culture course. Through understanding and empathy building, employees from different backgrounds, age groups, and nationalities can gain recognition and a sense of belonging in the workplace. A total of 30 employees participated in the course.





Employee Activities That Foster the Sense of Belonging

To promote cross-departmental exchanges and enhance organizational cohesion, UfiSpace holds employee team-building activities every year, enabling employees to support and cooperate with one another through shared experiences and create memories together. In 2025, employee activities centered on sustainability, immersive experience, and exploration, receiving positive feedback from employees and achieving an annual average satisfaction score of 4.3 out of 5. High-quality activity experiences not only strengthened cross-level interaction mechanisms, but also effectively translated into a strong sense of organizational identification and cohesion. In addition, 2025 marked UfiSpace's first year of employee clubs. The Company invested more than NTD 200,000 in subsidies and established 3 diverse clubs, including badminton, bowling, and singing clubs, with a total of 70 regular participants. Through stable activity frequency and resource support, the Company encourages employees to interact through activities and lays the foundation for a corporate culture of co-prosperity.



Implementation of an All-age Friendly Workplace

According to Taiwan's Middle-aged and Elderly Employment Promotion Act, middle-aged persons refer to those aged 45 to 65. In 2025, middle-aged full-time employees accounted for 33% of UfiSpace's workforce. Through an accessible office environment, ergonomic hardware planning, and projects related to care for all ages, the Company supports the health and well-being of employees and their families. It also holds health promotion activities and courses for strengthening physical and mental health to enhance employees' attention to their own health. In 2025, the Company's training participation rate reached 88%. These efforts were recognized with the "Workplace Leadership Award" under the Friendly Employment Excellence Awards from the Ministry of Labor, the "Emerging Role Model Award" in the Healthy Workforce Sustainability Leading Enterprise program from the Occupational Safety and Health Administration, and the "Gold Award" for middle-aged and older worker-friendly workplaces from the Labor Affairs Department of New Taipei City Government. In the future, UfiSpace will continue to track employees' health indices and safeguard employee health through active health promotion services. The Company will also organize psychological empowerment activities to enhance employees' psychological resilience, strengthen the soft leadership skills of supervisors at all levels, facilitate smoother cross-generational communication, promote the exchange of diverse ideas, enhance employees' sense of organizational belonging, and jointly build a resilient workplace ecosystem.

Eliminate Discrimination and Harassment and Implement Human Rights Protection

To demonstrate its emphasis on human rights, UfiSpace has established internal management and remediation procedures in accordance with Taiwan's Labor Standards Act, Gender Equality in Employment Act, Employment Service Act, and other laws and regulations, including the "Measures for Prevention, Correction, Complaint, and Punishment of Sexual Harassment at Workplace," "Workplace Diversity, Anti-discrimination, and Anti-harassment Management Procedures," "Freedom of Association Management Procedures," and "Procedures for Prohibition of Child Labor and Remediation of Mistaken Use of Child Labor." These measures actively create a dignified working environment for internal employees, ensure that there is no discrimination or harassment in employee management and recruitment, and more comprehensively protect employees' rights and interests through education and training as well as the establishment of complaint and remedy channels, thereby concretely implementing a friendly workplace. In 2025, the Company implemented the "Plan for Prevention of Unlawful Infringement in the Performance of Duties" and a confidential complaint mechanism. There were 0 workplace unlawful infringement complaints, and no incidents of discrimination, harassment, employment of child labor, forced labor, or unlawful infringement occurred. In the event of any related incident, employees may file a complaint with the legal and human resources managers by email at ethic@ufispace.com.

Management procedures related to human rights protection	Content
Measures for Prevention, Correction, Complaint, and Punishment of Sexual Harassment at Workplace	• Supervisors at all levels of the Company shall not engage in sexual harassment toward their subordinates, nor shall employees engage in sexual harassment toward one another or toward job applicants. Sexual harassment is defined as follows: 1. Making sexual requests or using words or conduct of a sexual nature or with gender discrimination that creates a hostile, intimidating, or offensive working environment for other employees, infringes upon or interferes with their personal dignity or personal freedom, or affects their work performance. 2. A supervisor explicitly or implicitly making sexual requests toward a subordinate or job applicant, or using words or conduct of a sexual nature or exhibiting gender discrimination as a condition for the establishment, continuation, or modification of a labor contract, or for assignment, placement, compensation, performance evaluation, promotion, demotion, reward, or discipline. • Complaint channels: For complaints involving sexual harassment, the Company has established a dedicated hotline at 02-7730-1188 ext. 1016 and an email address at HR@ufispace.com, and has assigned dedicated personnel to receive complaints. Complaints are handled confidentially, and the complainant's name or any other information sufficient to identify the complainant shall not be disclosed. 1. In principle, a sexual harassment complaint shall be filed by completing a sexual harassment complaint form. If the complaint is made verbally, the receiving personnel or unit shall make a record, read it aloud to the complainant or have the complainant read it, and after confirming that the content is accurate, have the complainant sign or affix a seal. 2. The sexual harassment complaint form shall be signed or sealed by the complainant and state the following matters: the complainant's name, service unit and job title, residence, contact telephone number, and complaint date. If the complainant has an agent, a power of attorney shall be attached, and the agent's name, residence, and contact telephone number ,and the facts and content of the complaint shall be stated. • Handling of sexual harassment: 1. Sexual harassment complaints shall be handled in a confidential and non-public manner, and complaint investigation records shall be prepared. When necessary, a complaint handling committee may be formed to resolve and handle the matter. 2. Personnel involved in the handling, investigation, and resolution of sexual harassment complaints shall keep the content of the complaints they become aware of confidential. In the event of a violation, the Company may impose disciplinary action and pursue relevant liability in accordance with applicable regulations depending on the severity of the circumstances. 3. If any personnel involved in the handling, investigation, or resolution of a sexual harassment complaint is a party to the case, or is the spouse, former spouse, blood relative within the fourth degree, relative by marriage within the third degree, head of household, or family member of a party, such personnel shall recuse themselves. 4. A complaint case shall be concluded within 2 months from the date it is filed. When necessary, the period may be extended by 1 month, and such extension shall be limited to one time. If the complainant or the respondent disagrees with the resolution of the complaint case, they may file a written appeal with reasons attached within 20 days from the day following receipt of the written notice. Where the case was resolved by the complaint handling committee, the complaint handling committee shall convene another meeting to resolve and handle the appeal. After a complaint case is concluded through the appeal process, no further complaint may be filed on the same matter. 5. For a sexual harassment complaint that has entered judicial proceedings, the complaint handling committee may suspend the investigation and resolution after informing the complainant, and the processing timeline shall not be subject to the preceding provision. • Complaint handling committee: 1. The complaint handling committee shall have 3 to 5 members. In addition to the head of the Human Resources Department serving as an ex officio member, the remaining members shall be designated or selected by the General Manager from among the Company's current employees for each complaint case, and female members shall account for more than one-half of the members. 2. The General Manager shall designate one member of the complaint handling committee as the chairperson, who shall also chair the meeting. If the chairperson is unable to preside over the meeting for any reason, another member may be designated to act on the chairperson's behalf. 3. Meetings of the complaint handling committee may be held only when more than one-half of the members are present, and resolutions may be adopted only with the consent of more than one-half of the attending members. In the event of a tie, the chairperson shall cast the deciding vote. 4. The complaint handling committee shall issue resolutions with reasons attached. Such resolutions shall be notified in writing to the complainant, the respondent, and the General Manager. • Discipline: 1. If a sexual harassment act is confirmed through investigation, the Company may discipline the respondent in accordance with the Company's reward and discipline management procedures/work rules and other relevant regulations, depending on the severity of the circumstances. 2. The Human Resources unit shall follow up on, evaluate, and supervise sexual harassment cases to ensure the effective implementation of disciplinary or handling measures and prevent the recurrence of similar incidents or retaliation. 3. These measures shall be announced and implemented after approval by the General Manager. The same shall apply to amendments. Matters not covered herein shall be governed by the relevant laws and regulations of the Republic of China(Taiwan).

Management procedures related to human rights protection	Content
Workplace Diversity, Anti-discrimination, and Anti-harassment Management Procedures	• The Company protects equal employment rights regardless of gender, race, place of origin, religion, or other factors. Recruitment is conducted based on the principles of fairness, openness, and merit. The Company respects diversity and inclusion while fostering team creativity and eliminating all forms of discrimination. • Recruitment advertisements shall not include any restrictions unrelated to professional skills or abilities, such as gender or age. Interviews and document reviews shall focus on the assessment of work ability and occupational qualifications, rather than personal characteristics, such as height or weight, or personal privacy, such as marital status, that may affect the evaluation results. • The Company shall not apply any discriminatory or unequal evaluation criteria in employment, training, compensation, promotion, dismissal, retirement, or other matters. • When recruiting employees or conducting regular health examinations, the Company shall follow the items prescribed by laws and regulations and shall not require employees to undergo any discriminatory health examination items or use such examinations as recruitment conditions, such as tests for sexually transmitted diseases, pregnancy, or virginity. • Regardless of employees' gender, the Company shall not discriminate against or unfairly treat employees due to pregnancy, application for maternity leave/paternity leave, or family planning. When necessary, the Company shall assess and adjust work content to prevent impacts on health. • The Company shall not interfere with employees' rights to observe beliefs, norms, or requirements related to race, social class, nationality, religion, disability, gender, sexual orientation, or labor unions. • The Company does not allow sexual harassment involving coercive, threatening, abusive, or exploitative conduct, including gestures, language, or actual physical contact. Prevention and management of sexual harassment shall be handled in accordance with the "Measures for Prevention, Correction, Complaint, and Punishment of Sexual Harassment at Workplace." • In the event of discrimination, harassment, unequal treatment, or related incidents, personnel may file complaints through internal complaint channels. Once verified, such conduct will be subject to Company disciplinary action, and serious cases will be reported to the competent government authority. The Human Resources unit shall also develop remediation measures through special case review. • Training shall be provided to personnel responsible for recruitment and appointment to ensure employment equality. Awareness shall also be provided to employees to ensure that they understand their rights and that such rights are not infringed.
Freedom of Association Management Procedures	• The Company shall respect all employees'beliefs and their rights to freedom of association, club participation, labor union participation, and collective bargaining. • Where laws and regulations are not violated, employees may independently form labor unions and operate various clubs for purposes such as enhancing employee relationships, discussing Company affairs, and promoting physical and mental health. The Company shall not reject such activities, nor shall it interfere with or subsidize labor unions in a manner that impairs their operational independence, except for providing basic assistance such as meeting venue. • Established groups shall establish rules and systems and elect management personnel to properly manage the groups and achieve their founding purposes. • All groups have the right and freedom to engage in collective bargaining with the Company regarding working conditions, and may also conduct consultations through regular labor–management meetings or with the assistance of employee representatives. • When the rights to freedom of association and collective bargaining are restricted by law, the Company assists all employees in accessing independent and free association and bargaining through parallel means. • The Company guarantees that such employee representatives will not be discriminated against and may maintain contact with the employees they represent in the workplace. • The Company shall not interfere with, restrict, or compel workers in exercising their rights to express, promote, uphold, and defend their concerns and ideas individually or collectively, and fully respects employees' right to refrain from participating in the above associative activities. • When employees'right to freedom of association is infringed, they may directly report the matter to the Human Resources unit and the General Manager through complaint channels. The General Manager shall handle the matter properly in person or designate dedicated personnel to do so.

Management procedures related to human rights protection	Content
Procedures for Prohibition of Child Labor and Remediation of Mistaken Use of Child Labor	• When recruiting personnel, the Human Resources unit shall verify the identity of candidates in accordance with recruitment procedures, ensuring that their age and other information are authentic and that there is no impersonation before hiring. • During the identity review process, the following shall be confirmed: documents must be verified as originals; interviews shall be conducted for cross-verification; if there are doubts about the validity of documents proving age or other information, the applicant shall provide additional supporting information; applicants without identification documents or with forged documents shall not be hired. • Labor contracts shall be signed based on the principles of fairness and voluntariness and in accordance with regulatory requirements, and personnel files shall be established. • To prevent omissions and avoid impersonation of employees who have completed onboarding procedures, supervisors may conduct random checks at any time as appropriate. • Remediation and protective measures for inadvertently hired child workers: 1. When a child under the age of 16 is found to have been mistakenly hired, the child shall immediately stop working. The Human Resources unit shall promptly assign personnel to verify the situation, arrange a physical examination, settle all wages, and take remediation measures. Dismissing or expelling a child worker without proper remediation is strictly prohibited. 2. The Company shall contact the child's guardian and assign dedicated personnel to escort the child worker safely back to their original place of residence. 3. All expenses required to escort the child laborer back to their original place of residence shall be borne by the Company. Support shall be provided, depending on the circumstances, to enable the child laborer to receive a school education until the completion of compulsory education. 4. The Company shall assume full responsibility for medical treatment of any child worker who is ill, injured, or disabled before being sent back to the original place of residence, and shall bear all medical and living expenses during the treatment period. 5. Departments or individuals responsible for injury, disability, or death of child laborers shall be referred to the relevant labor competent authority. Where a criminal offense is involved, the case shall be referred to judicial authorities for liability to be pursued in accordance with the law.

UfiSpace products are all manufactured by outsourced manufacturers. To avoid human rights risks in the value chain, UfiSpace has developed self-assessment and audit forms for outsourced manufacturers and suppliers, listing human rights-related check items to safeguard labor safety and labor rights, including the protection of freedom of association, the prohibition of child labor, and the prohibition of forced labor. In 2025, the Company conducted on-site ESG audits of 2 outsourced manufacturers and self-assessment surveys of 10 key suppliers, and found no human rights violations. The annual audit and self-assessment rates of outsourced manufacturers reached 100%, with a 100% pass rate, while the supplier self-assessment response rate reached 100%. To continue aligning with international trends in human rights protection, at the end of 2025, UfiSpace revised its supplier and outsourced manufacturer ESG self-assessment and audit criteria by referencing the Responsible Business Alliance (RBA) Code of Conduct Version 8.0, ISO 20400:2017 Sustainable Procurement Guidance, and other standards, while also incorporating biodiversity issues. The relevant assessment items will be implemented in 2026. In 2025, the Company did not sign contracts with new suppliers. Going forward, it will evaluate the inclusion of relevant clauses in contractual documents.

5.6 Social Participation

By adhering to the spirit of "giving back what is taken from the society," UfiSpace extends its emphasis on talent development and family care within the enterprise to local communities, connecting internal employees and external public welfare partners to jointly transform warmth into positive influence on the society.

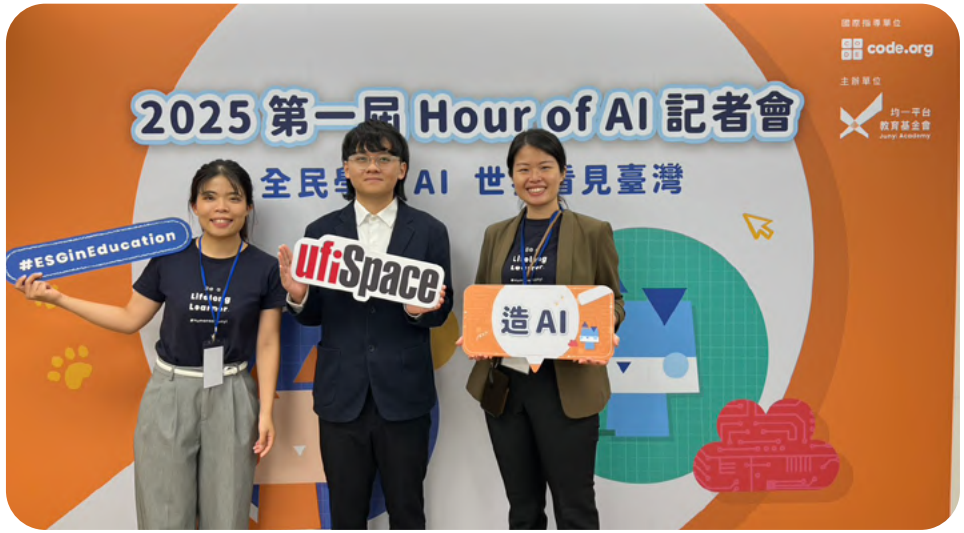
Focus on Empowerment: Use Digital Tools To Support Disadvantaged Students in the Classroom

Continuing its quality education initiative from 2023, UfiSpace continues to invest in education in Taiwan and deepen collaboration with education innovation organizations, including Junyi Academy and LIS Learning in Science (Taiwan Online Education Development Association). Together, they put the spirit of supporting the disadvantaged into practice, using digital tools to help teachers who lack teaching resources and guide frustrated children in rebuilding their confidence in learning.

UfiSpace x Junyi: Use technology to create differentiated instruction and help students in remedial learning regain confidence

With the development of technology, digital learning tools that break through the limitations of time and space have become a powerful means of reducing educational inequality. However, challenges in the teaching field are not limited to access to educational resources. Diverse and differentiated instruction is even more critical to helping disadvantaged learners succeed.

According to the 2022 PISA results, although Taiwan's rankings in all literacy domains improved compared to 2018, as many as 12% to 16% of students still did not reach basic proficiency in reading, mathematics, and science. Amid the trend of an M-shaped learning gap, supporting disadvantaged learners has become key to reducing educational inequality. In the course of supporting children's learning, Junyi Academy found that most teaching materials on the market target students with medium to high proficiency, while resources for students with weaker academic performance are relatively limited. To provide teachers and children with more suitable materials, UfiSpace has supported Junyi Academy since 2024 in producing basic lecture videos and exercises for junior high school mathematics. In 2025, basic lecture videos and exercises for Grade 9 mathematics for both the first and second semesters were completed, thereby completing the learning resources for all junior high school grades. A total of 182 instructional videos, 560 interactive exercises, and 4 basic handouts were produced. As of January 2026, the basic handout section had been used 21,714 times; Grade 9 first-semester videos had 113,176 uses, and exercises had 137,043 uses; Grade 9 second-semester videos had 35,556 uses, and exercises had 30,991 uses. Users were located across Taiwan and the outlying islands, with Tainan City accounting for the largest share at 17.55%, followed by New Taipei City at 10.61%, demonstrating that Junyi's deep engagement with Tainan as a demonstration area has achieved effective promotion results. To make it easier for teachers to use the basic materials in class, this collaboration also designed printed supplementary materials, allowing online content to connect more smoothly with offline classroom teaching. Centered on Tainan, 43 on-site promotion activities and 2 in-depth follow-up workshops on the use of Junyi were also held to encourage teachers to apply the relevant resources and implement differentiated instruction in the classroom. According to backend data from the Junyi platform, peak usage of the dedicated section occurred from 8:00 to 12:00 and from 13:00 to 16:00, indicating that the relevant resources were effectively used in classrooms and helped students learn.



Ufispace × LIS (Learning in Science): Online Materials and Offline Empowerment to Help Non-specialist Teachers Prepare Engaging Science Classes

Amid the wave of labor shortages, industries across Taiwan have entered a competition for talent, and the education sector is also facing a shortage of teachers. The actual number of university students admitted to teacher education programs has declined year by year, with the science field facing even greater challenges. At the elementary school level, 70% of teachers in Taiwan didn't acquire formal training in the field of scinece. As a result, they often need to spend more time preparing science classes and, under the pressure of teaching schedules, may miss opportunities to inspire children's curiosity about science and motivate active learning.

To preserve children's interest in science, UfiSpace continued its public welfare collaboration with LIS (Learning in Science), with a stronger focus on supporting elementary school teachers who lack science teaching resources, helping them optimize their classes and guide children to think like scientists. In 2025, the Company continued to support LIS in producing elementary school science materials, including videos, worksheets, and other teaching resources. Since 2023, 5 units of digital science materials for elementary and junior high schools have been accumulated, with total views exceeding 100,000. The materials have also been licensed to the Ministry of Education's Adaptive Learning Platform, the National Taiwan Science Education Center, and Junyi Academy for expanded use, forming an impact model of "one-time investment and long-term use." The program has also driven 2,243 elementary school natural science teachers to register as LIS members, accounting for 25.8% of teachers nationwide, indirectly reaching more than 250,000 elementary school students each year. (Estimated based on the Ministry of Education's standard: an average of 23 students per teacher × 5 classes)

In addition to producing teaching materials, to further help natural science teachers across Taiwan improve their teaching, UfiSpace supported LIS in training science teachers to become seed instructors in 2025. The Company also helped seed instructors and non-specialist teachers organize teacher communities similar to a mentorship system. A total of 15 seed instructors were certified, and 5 seed instructors went on to hold 6 in-school workshops, serving more than 80 teachers, including 44 non-specialist teachers and 34 teachers in rural areas, with data counted as of December 31, 2025. Together with the counseling mechanism of the teacher communities, empowerment has gradually shifted from one-time workshops to a deeper support system, providing long-term assistance to local teachers and enhancing their teaching confidence and capabilities.

Ufispace × LIS (Learning in Science): Science Volunteer Project

During the collaboration with LIS, UfiSpace engineers used their scientific expertise to assist in teaching material development and provide technology application cases, helping teachers conduct extended sharing in class. To further expand the audience and impact of the materials, the Company extended its education collaboration with LIS to employees by jointly organizing "Science Volunteer Training" and "Science Workshops" for the public. These programs provided relevant training for employees interested in volunteering, while also sharing related education resources with more people through public services. During the training, in addition to introducing basic scientific principles and experimental methods, LIS also shared the spirit of "inquiry-based teaching," which it has long promoted in classrooms. This helped employees build the basic concepts needed to guide learners in thinking and trying, thereby improving the quality of their teaching services. In August 2025, the project trained 20 UfiSpace employees to become science volunteers, and 16 volunteers went to the National Taiwan Science Education Center to serve 27 elementary school students. Through co-creation among the Company, the non-profit organization, and the Science Education Center, professional teachers and UfiSpace volunteers successfully guided students in learning optical principles through exhibit experiences and themed courses at the center, while helping them gain a deeper understanding of the properties of light through a projector-making experiment.

Participating in science volunteer training and services not only helped employees improve their communication, expression, and information translation skills, but also enabled them to gain a deeper understanding of the Company's advocacy on education issues through collaboration. Volunteers who are also parents can further bring the training content back into their daily family lives for parent–child learning, continuing to expand the value of science education. Looking ahead to 2026, the two parties will further engage volunteers to provide and promote science activities at the Science Education Center, while integrating the industry knowledge of UfiSpace volunteers to develop digital science materials over the long term and reach more students.

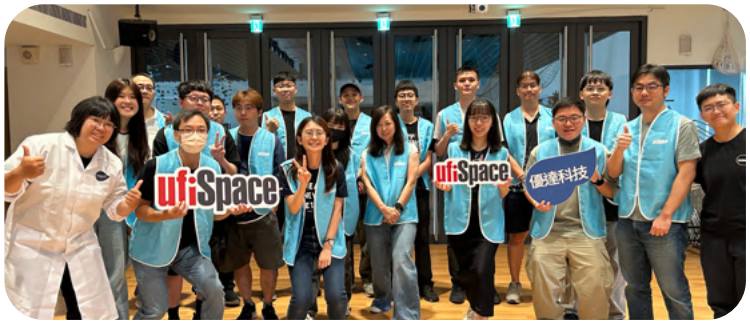




UfiSpace × Bethany: The Scientist's Magic Museum

Since 2022, UfiSpace has collaborated with Bethany Children's Home to launch the "B with U" adoption project, under which our employees send handwritten cards and gifts to the children for annual festivals to show our caring. In 2025, the Company continued to extend its quality education initiative to the sponsorship project, adding value to companionship through educationally meaningful activities.

Continuing the science knowledge sharing held in 2024, UfiSpace worked with the education organization Black Hole Science in 2025 to organize the "Scientist's Magic Museum" half-day science camp. The activity combined science experiments with magic performances, guiding the children to learn basic scientific principles through fun magic. A total of 18 UfiSpace employees served as volunteers in this activity, accompanying 15 children from Bethany Children's Home as they experienced the joy of learning science together under the guidance of professional natural science teachers.



Sustainability Initiatives Inspiring More Actions for Common Good

To build a culture of sustainability among all employees, UfiSpace has arranged a diversity of activities for employees to understand the United Nations Sustainable Development Goals (SDGs) and related issues through fun and relaxing experiences, with a reward mechanism integrated to encourage employees to take actions for the environment and society as a global citizen with sustainability competence. In 2025, UfiSpace employees participated in the National Geographic Run – RUN FOR EARTH, putting the spirit of loving the Earth and sustainability into action through an eco-friendly running event.



2025 ESG Day: Keelung – Sustainable Port City Adventure

Since 2022, UfiSpace has been annually organizing the ESG Day Team Building activity for employees to understand the United Nations Sustainable Development Goals via fun experience. In 2025, the Company focused on sustainability goals including SDG 14 Life Below Water, SDG 9 Industry, Innovation and Infrastructure, SDG 11 Sustainable Cities and Communities, and SDG 12 Responsible Consumption and Production. UfiSpace worked with Keelung For A Walk, a local revitalization group in Keelung, to arrange four city puzzle-solving routes with scenario-based stories. Employees walked into everyday scenes familiar to Keelung residents and hidden places unknown to tourists, seeing the history of the port city of Keelung and its new developments today through its architecture and alleyways. Through team interaction, employees also created shared memories and gained a deeper appreciation for the rare beauty of local landscapes.



Ecological Restoration

On Earth Day 2025, UfiSpace employees and their family members once again visited the Tucheng community where the Company started, and worked with the Taiwan Butterfly Conservation Society at Shanxi Temple to provide volunteer services for ecological restoration, assisting with environmental restoration and the removal of invasive plants to restore a better habitat for butterflies. A total of 31 employees and 4 family member volunteers enthusiastically participated in this activity.



Charitable Fundraising

UfiSpace and its employees continue to show strong compassion. Since 2024, fundraising has been organized quarterly, with employees serving as fundraising ambassadors advocating the causes close to their hearts. In order to support the goodwill, the Company made the additional donations based on the amount raised during the quarter. Throughout 2025, UfiSpace and its employees supported 12 non-profit organizations in Taiwan, donating a total of NT$258,600. In addition to local care, UfiSpace also supported domestic and international emergency relief by donating NT$200,000 to disaster relief efforts in Hualien and Yilan, hoping that affected areas can rebuild and regain prosperity as soon as possible.

2025 Fundraising:

	Taiwan Hsin Chu Lun Service Association	Green Miracle Public Welfare Service Network Association	Taiwan Fund for Children and Families	Childhood Cancer Foundation of R.O.C.	Animal Protection Association of the Republic of China	Eden Social Welfare Foundation
Total employee donations	6,400	4,400	7,400	13,600	9,900	7,600
Ufi Space Co., Ltd.	6,400	4,400	7,400	13,600	9,900	7,600
Total donations	12,800	8,800	14,800	27,200	19,800	15,200

	Youshi Care Association	Baby Green Box Social Welfare Association	Leopard Cat Association of Taiwan	United Way of Taiwan	Taiwan Foundation for Rare Disorders	Andrew Food Bank
Total employee donations	10,500	14,000	5,000	11,500	18,500	20,500
Ufi Space Co., Ltd.	10,500	14,000	5,000	11,500	18,500	20,500
Total donations	21,000	28,000	10,000	23,000	37,000	41,000

Total amount: NT$258,600



6 Appendix

Appendix 1 GRI Content Index

Appendix 2 SASB

Appendix 3 Sustainability Disclosure Indicators

Appendix 4 Climate-Related Information of Listed Companies

Appendix 5 Independent Third-Party Verification Statement

Appendix 1 GRI Content Index

使用聲明	UfiSpace Co., Ltd. has reported the information quoted in the GRI Content Index for the period [01/01/2025 – 12/31/2025] in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About UfiSpace	4	
	2-2 Entities included in the organization's sustainability reporting	About This Report	2	
	2-3 Reporting period, frequency, and contact point	About This Report	2	
	2-4 Restatements of information	About This Report	2	
	2-5 External assurance	About This Report	2	
	2-6 Activities, value chain and other business relationships	About UfiSpace	4	
	2-7 Employees	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Employee Information	67	
	2-8 Workers who are not employees	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Employee Information	67	
	2-9 Governance structure and composition	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-10 Nomination and selection of the highest governance body	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-11 Chair of the highest governance body	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-13 Delegation of responsibility for managing impacts	Chapter I: Sustainability Management - Sustainable Development Committee	33	
	2-14 Role of the highest governance body in sustainability reporting	Chapter I: Sustainability Management - Sustainable Development Committee	8	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-16 Communication of critical concerns	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-17 Collective knowledge of the highest governance body	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-18 Evaluation of the performance of the highest governance body	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-19 Remuneration policies	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-20 Process to determine remuneration	Chapter III : Corporate Governance - Corporate Governance Structure	33	
	2-21 Annual total compensation ratio			Confidentiality regulations/ Remuneration falls within the Company's scope of confidentiality.
	2-22 Statement on sustainable development strategy	Message from the Chairman	3	
	2-23 Policy commitments	Message from the Chairman	3	
	2-24 Embedding policy commitments	Message from the Chairman	3	
	2-25 Processes to remediate negative impacts	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	
	2-26 Mechanisms for seeking advice and raising concerns	Chapter III: Corporate Governance - Ethics and Integrity	39	
	2-27 Compliance with laws and regulations	Chapter III: Corporate Governance - Ethics and Integrity	39	
	2-28 Membership associations	About UfiSpace	4	
	2-29 Approach to stakeholder engagement	Chapter I: Sustainability Management - Stakeholder Engagement	10	
	2-30 Collective bargaining agreements	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Employee Information	70	Labor–management meetings
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter I: Sustainability Management - Identification of Material Topics	12	
	3-2 List of material topics	Chapter I: Sustainability Management - Identification of Material Topics	12	
	3-3 Management of material topics	See in follwing chapters.		

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
GRI 3: Material Topics 2021				
Operational Performance	GRI 201: Economic Performance 2016			
	Disclosure 201-1 Direct economic value generated and distributed	Chapter II: Innovative Technologies and Services - Operational Performance	21	
	Disclosure 201-4 Financial assistance received from government	Chapter II: Innovative Technologies and Services - Operational Performance	21	
	GRI 203: Indirect Economic Impacts 2016			
	Disclosure 203-1 Infrastructure investments and services supported	Chapter II: Innovative Technologies and Services - Operational Performance	21	
	Disclosure 203-2 Significant indirect economic impacts	Chapter II: Innovative Technologies and Services - Operational Performance	21	
Ethics and Integrity	GRI 205: Anti-corruption 2016			
	Disclosure 205-1 Operations assessed for risks related to corruption	Chapter III: Corporate Governance - Ethics and Integrity	39	
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Chapter III: Corporate Governance - Ethics and Integrity	39	
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	Chapter III: Corporate Governance - Ethics and Integrity	39	
Customer Service	Custom topics	Chapter II: Innovative Technologies and Services - Customer Service	29	
Information Security and Trade Secret Protection	Custom topics	Chapter III: Corporate Governance - Information Security and Trade Secret Protection	38	
Employee Information	GRI 401: Employment 2016			
	401-1 New employee hires and employee turnover	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Employee Information	67	
Talent Cultivation	GRI 404: Training and Education 2016			
	Disclosure 404-1 Average hours of training per year per employee	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Talent Cultivation	75	
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Talent Cultivation	75	
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Talent Cultivation	75	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
3-3 Management of material topics				
Remuneration and Benefits	GRI-201 ：經濟績效2016			
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Remuneration and Benefits	70	
	GRI 401: Employment 2016			
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Remuneration and Benefits	70	
	Disclosure 401-3 Parental leave	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Remuneration and Benefits	70	
Occupational Safety and Healthcare for All Ages	GRI 403: Occupational Health and Safety 2018			
	Disclosure 403-1 Occupational health and safety management system	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-3 Occupational health services	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-5 Worker training on occupational health and safety	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-6 Promotion of worker health	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-8 Workers covered by an occupational health and safety management system	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-9 Work-related injuries	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	
	Disclosure 403-10 Work-related ill health	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity- Occupational Safety and Healthcare for All Ages	78	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
3-3 Management of material topics				
Inclusive and Friendly Workplace and Human Rights Protection	GRI 406: Non-discrimination 2016			
	Disclosure 406-1 Incidents of discrimination and corrective actions taken	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	
	GRI 407: Freedom of Association and Collective Bargaining 2016			
	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	
	GRI 408: Child Labor 2016			
	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	
	GRI 409: Forced or Compulsory Labor 2016			
	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	
	GRI 414: Supplier Social Assessment 2016			
	Disclosure 414-1 New suppliers that were screened using social criteria	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	No new vendor contracts were signed in 2025; the relevant contract documents are currently being planned.
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Chapter V: Happy Workplace, Sustainable and Co-Prosoerity-Inclusive and Friendly Workplace and Human Rights Protection	85	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
3-3 Management of material topics				
Sustainable Supply Chain	GRI 308: Supplier Environmental Assessment 2016			
	Disclosure 308-1 New suppliers that were screened using environmental criteria	Chapter III: Corporate Governance - Sustainable Supply Chain	41	No new vendor contracts were signed in 2025; the relevant contract documents are currently being planned.
	Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	Chapter III: Corporate Governance - Sustainable Supply Chain	41	
	GRI 414: Supplier Social Assessment 2016			
	Disclosure 414-1 New suppliers that were screened using social criteria	Chapter III: Corporate Governance - Sustainable Supply Chain	41	No new vendor contracts were signed in 2025; the relevant contract documents are currently being planned.
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	Chapter III: Corporate Governance - Sustainable Supply Chain	41	
Innovative R&D and Green Products (Circular Economy)	GRI 302：Energy 2016			
	GRI Disclosure 302-5: Reduction of energy requirements of products and services	Chapter II: Innovative Technologies and Services - Innovative R&D and Green Products (Circular Economy)	25	
Sustainable Operating Environment (Green Office)	GRI 102：Climate Change 2025			
	Disclosure 102-1 Climate change mitigation transition plan		45、61	
	Disclosure 102-2 Climate change adaptation plan	Chapter IV: Environmental Sustainability-Climate and Environmental Governance (TCFD) Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	45、61	
	Disclosure 102-3 Just transition	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 102-4 GHG emissions reduction targets and progress	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 102-5 Scope 1 GHG emissions	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 102-6 Scope 2 GHG emissions	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 102-7 Scope 3 GHG emissions	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 102-8 GHG emissions intensity	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
3-3 Management of material topics				
Sustainable Operating Environment (Green Office)	Disclosure 102-9 GHG removals in the value chain			Information unavailable.
	Disclosure 102-10 Carbon credits			No related actions.
	GRI 103: Energy 2025			
	Disclosure 103-1 Energy policies and commitments	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 103-2 Energy consumption and self-generation within the organization	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 103-3 Upstream and downstream energy consumption			Information unavailable.
	Disclosure 103-4 Energy intensity	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 103-5 Energy reduction	Chapter IV: Environmental Sustainability-Climate and Environmental Governance (TCFD) Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	45、61	
	GRI 201: Economic Performance 2016			
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	Chapter IV: Environmental Sustainability-Climate and Environmental Governance (TCFD)	45	
	GRI 302: Energy 2016			
	Disclosure 302-1 Energy consumption within the organization	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 302-3 Energy intensity	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	GRI 305: Emissions 2016			
	Disclosure 305-1 Direct (Scope 1) GHG emissions	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	isclosure 305-2 Energy indirect (Scope 2) GHG emissions	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	
	Disclosure 305-4 GHG emissions intensity	Chapter IV: Environmental Sustainability-Sustainable Operating Environment (Green Office)	61	

Topic	Disclosure	Chapter	Page	Omitted
Social Engagement	GRI 203: Indirect Economic Impacts 2016			
	Disclosure 203-1 Infrastructure investments and services supported	Chapter V: Happy Workplace, Sustainable and Co-Prosperity - Social Engagement	91	
Biodiversity	GRI 101: Biodiversity 2024			
	Disclosure 101-2 Management of biodiversity impacts	Chapter IV: Environmental Sustainability-Natural Environment Governance (TNFD)	50	
	Disclosure 101-3 Access and benefit-sharing	Chapter IV: Environmental Sustainability-Natural Environment Governance (TNFD)	50	
	Disclosure 101-4 Identification of biodiversity impacts	Chapter IV: Environmental Sustainability-Natural Environment Governance (TNFD)	50	
	Disclosure 101-7 Changes to the state of biodiversity			Fisrt evaluation conducted in 2025
	Disclosure 101-8 Ecosystem services			Environmental volunteer event with supplier in plan in 2026.

Appendix2 SASB

Topic	Code	Indicator Description	Nature	Description
Product Security	TC-HW-230a.1	Methods for and description of identifying and addressing data security risks in products: 1. Describe the methods for identifying data security vulnerabilities in systems and how such vulnerabilities are handled. 2. Describe the products and services used to enhance data security (if none, please specify). 3. Disclose whether there are data risks in the supply chain and, if so, provide details. 4. The following information may be disclosed flexibly: A. Types of attacks observed; B. Frameworks for managing data security.	Qualitative	1. Regularly monitor security information websites for Common Vulnerabilities and Exposures (CVE) events, while also receiving security advisory notifications from chip or firmware manufacturers. Solutions for vulnerabilities with critical CVSS (Common Vulnerability Scoring System) scores are implemented and verified by the SQA unit. 2-1. Follow the tracking results of public vulnerabilities and exposures to make up for major security vulnerabilities with software patches or firmware updates. 2-2. Follow the security guidelines of the processor providers (e.g. Intel) and ensure that the system is secure and free of any hidden backdoors. 3. No material data risks were identified. 4-A. Based on the observation results, a common type of attack is the memory-resident malware attack, which usually causes the system to fail to work normally, or even run malware and become the attacking host. 4-B. The Company conducts automated and continuous scanning and tracking of Common Vulnerabilities and Exposures (CVE), and promptly implements solutions.
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Please refer to the following tables: "Employee gender ratio" and "Employee nationality ratio."
Product Life Cycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	UfiSpace products comply with the requirements of RoHS and REACH.
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Quantitative	Not applicable to UfiSpace's products.
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	Quantitative	Not applicable to UfiSpace's products.
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Quantitative	UfiSpace has not yet established a product take-back and disposal mechanism, and therefore has no relevant statistics.
Product Life Cycle Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities that have completed the RBA Validated Assessment Program (VAP) or an equivalent audit: (a) all facilities and (b) high-risk facilities	Quantitative	(a)100% (b)100% Based on UfiSpace's operating model, the Company manages two outsourced manufacturers, both of which passed UfiSpace's outsourced manufacturer audits. One passed external verification in 2025, which will expire in 2027. The old site of the other outsourced manufacturer passed external verification in 2024, which will expire in 2026, while its new site relocated in 2025 is expected to undergo external verification in 2027.
Supply Chain Management	TC-HW-430a.2	For Tier 1 suppliers: (1) nonconformance rate with the RBA Validated Assessment Program (VAP) or an equivalent audit, and (2) rate of associated corrective actions for (a) priority nonconformances and (b) other nonconformances	Quantitative	Based on UfiSpace's operating model, the Company manages two outsourced manufacturers, both of which passed UfiSpace's outsourced manufacturer audits. One passed external verification in 2025, which will expire in 2027. The old site of the other outsourced manufacturer passed external verification in 2024, which will expire in 2026, while its new site relocated in 2025 is expected to undergo external verification in 2027. (2)(a) 0% (Neither of the two outsourced manufacturers had any priority nonconformances; therefore, no corresponding corrective actions were required.) (2)(b) 100% (The two outsourced manufacturers had a total of 4 other nonconformances, all of which have been corrected.)

Topic	Code	Indicator Description	Nature	Description
Material Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Qualitative	The Company follows RoHS and REACH requirements in materials procurement and conducts conflict minerals management to reduce risks.
Activity Metric	TC-HW-000.A	Number of units produced by product category	Quantitative	As UfiSpace's products fall under a single product category, this metric involves certain confidential information of the Company; therefore, this activity metric is not disclosed.
	TC-HW-000.B	Area of manufacturing facilities: Factory area	Quantitative	Not applicable as the Company has no production lines.
	TC-HW-000.C	Percentage of production from own facilities	Quantitative	Not applicable as the Company has no production lines.

Note: Product lifecycle management and supply chain management disclosures for 2023 and 2024 were previously based on outsourced manufacturer audit management conducted by UfiSpace. Starting from 2025, the RBA third-party certification results of outsourced manufacturers are also disclosed.

Employee Gender Ratio

	Female	Male
Management	3	7
R&D Technical Personnel	13	93
All other employees	33	23

Employee Nationality Ratio

	R.O.C. Nationals	Foreign Nationals
Management	10	0
R&D Technical Personnel	105	1
All other employees	53	3



Appendix 3 Sustainability Disclosure Indicators (semiconductor industry, computer and peripheral equipment industry, optoelectronic industry, communications and internet industry, electronic parts/components industry, electronic distribution industry, and other electronic industry)

Code	Indicator	Indicator Type	Annual Disclosure Status	Unit	Remark
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Total energy consumption: 6,297.185 GJ Percentage of purchased electricity: 100% Renewable energy usage rate: 24%	Gigajoules (GJ), percentage (%)	Please refer to the "Sustainable Operating Environment (Green Office)" section.
2	Total Water Withdrawal and Total Water Consumption	Quantitative	3.146242	thousand cubic meters (1,000 m^3)	2.513433 (Xinzhuang headquarters) + 6.32809 (Hsinchu Office) = 3.146242
3	Weight of Hazardous Waste Generated and Recycling Percentage	Quantitative	NA	Metric tons (t), Percentage (%)	UfiSpace's operating sites are office-based and mainly generate domestic waste.
4	Description of occupational accident types, number of persons, and rate	Quantitative	0	Quantity, Percentage (%)	
5	Product lifecycle management disclosure: weight of scrapped products and electronic waste and recycling percentage (Note 1)	Quantitative	NA	Metric tons (t), Percentage (%)	All new UfiSpace products comply with WEEE requirements. UfiSpace has not yet established a product take-back and disposal mechanism, and therefore has no relevant statistics.
6	Description of risk management related to the use of critical materials	Qualitative description	The Company follows RoHS and REACH requirements in materials procurement and conducts conflict minerals management to reduce risks.	NA	Please refer to the "Innovative R&D and Green Products (Circular Economy)" section.
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	0	Reporting currency	No related legal proceeding.
8	Production volume of major products by product category	Quantitative	NA	Varies by product type	As UfiSpace's products fall under a single product category, this metric involves certain confidential information of the Company; therefore, this activity metric is not disclosed.

Appendix4 Climate-Related Information of Listed Companies

Implementation Status of Climate-Related Information

Item	Implementation Status
1. Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	The Board of Directors is the highest governance body for climate-related issues. The Sustainable Development Committee is chaired by the General Manager and composed of senior executives. It serves as the executive unit for various sustainable development issues, and the committee chair reports implementation results to the Board of Directors on a regular basis each year. The Sustainable Development Promotion Team under the General Manager's Office is responsible for assessing climate-related risks and opportunities, and reports implementation results to the General Manager's Office to confirm progress toward targets.
2. Describe how the identified climate risks and opportunities affect the Company's business, strategy, and finance over the short, medium, and long term.	UfiSpace classifies the identified material climate-related risks and opportunities into short term (0–3 years), medium term (3–5 years), and long term (more than 5 years); evaluates their potential financial impacts; and manages them by formulating response measures in accordance with the risk and opportunity management procedures. For related impacts and response measures, please refer to Section 4.1 Climate and Environment Governance (TCFD), "3. Management table for significant climate-related risks and opportunities."
3. Describe the financial impacts of extreme climate events and transition actions.	Based on the principle of double materiality, UfiSpace considers "likelihood" and "impact severity" and prepares a risk and opportunity matrix to derive numerical scores for each issue and prioritize significant issues. Although "increased severity of extreme weather events" is not a primary significant risk, the Company remains committed to reducing carbon emissions and adopting renewable energy to reduce the likelihood of this risk.
4. Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	Through double materiality analysis, the Sustainable Development Committee identifies the positive and negative impacts of various sustainability issues, including economic governance, environmental, and social issues. When formulating related management approaches, significant environmental topics are extended to climate change. Through the TCFD framework, the Committee further comprehensively considers the business model, industry issues, and international sustainability trends, and compiled a list of 15 climate risks and opportunities. Based on "likelihood" and "impact severity," the Committee prepared a matrix to identify prioritized significant climate risks and opportunities, which are disclosed in the Sustainability Report.

Item	Implementation Status
5. If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analysis factors, and major financial impacts used.	UfiSpace refers to the IPCC Sixth Assessment Report (AR6) and Climate Change in Taiwan: National Scientific Report 2024, jointly published by the National Science and Technology Council and the Ministry of Environment. To comprehensively assess the range of potential impacts, this report referred to the TCFD recommendations and selected the following two climate scenarios for testing: SSP1-2.6 (low-carbon/sustainable development scenario): This scenario is consistent with the goal of the Paris Agreement to limit global warming to below 2° C. It represents a climate pathway in which the world actively reduces carbon emissions and serves as the baseline for risk assessment. SSP5-8.5 (extreme high-carbon emissions scenario): This scenario assumes global reliance on fossil fuels with no further actions. This scenario is used as the worst-case scenario to examine the Company's maximum physical risk exposure under the most severe climate conditions. This physical risk assessment uses linear regression. The analysis results are intended to present the impact of "rising average temperature" on energy consumption and potential financial risks. Electricity costs are based on 2025 electricity rates as the underlying assumption, without considering future fluctuations in electricity prices. Based on the final calculation, under the short-term SSP1-2.6 scenario, UfiSpace may incur approximately NT$170,000 in additional annual electricity expenses; under the short-term SSP5-8.5 scenario, it may incur approximately NT$180,000 in additional annual electricity expenses.
6. If there is a transition plan for managing climate-related risks, describe the content of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	In response to the risks and opportunities arising from climate change, UfiSpace actively reviews carbon emissions and energy and resource use generated from its operations, such as by introducing the use of renewable energy and formulating product carbon reduction measures based on the product lifecycle. For the metrics and targets related to relevant risks and opportunities, please refer to Section 4.1 Climate and Environment Governance (TCFD), the climate-related metrics and targets chart.
7. If internal carbon pricing is used as a planning tool, describe the basis for price setting.	Internal carbon pricing has not yet been used as a planning tool.

Item	Implementation Status
8. If climate-related targets have been set, describe the activities covered, greenhouse gas emission scopes, planning schedule, annual progress, and other information. If carbon offsets or renewable energy certificates (RECs) are used to achieve relevant targets, describe the source and quantity of the carbon reduction credits offset or the number of RECs.	1. UfiSpace targets net-zero emissions by 2050. In response to changes in its operational boundaries, the Company will reset its Scope 1+2 carbon reduction targets using 2025 as the base year. The targets cover the Xinzhuang headquarters and Hsinchu Office. 2. Renewable energy consumption was 100,000 kWh in 2024 and 420,000 kWh in 2025, with a cumulative total of 525 renewable energy certificates.
9. Greenhouse gas inventory and assurance status, reduction targets, strategies, and specific action plans (to be completed separately in 1-1 and 1-2).	Please see the columns below

1-1 Greenhouse Gas Inventory and Assurance Status For the Most Recent Two Years

1-1-1 Greenhouse gas inventory information: Describe greenhouse gas emissions for the most recent two years (metric tons CO2e), intensity (metric tons CO2e/NTD million), and the scope of data coverage.

Greenhouse Gas Inventory Information		2024	2025
Emissions (tCO2e)	Scope 1	48.2902	38.4540
	Scope 2	598.5985	630.0494
	Scope 3	194,457.4738	226,248.9659
Scope 1 and Scope 2 Intensity (tCO2e/NT$ million)		0.199	0.122
Scope of Data Coverage		Xinzhuang Headquarters	Xinzhuang Headquarters + Hsinchu Office

1-1-2 Greenhouse gas assurance information: Describe the assurance status for the most recent two years, including the assurance scope, assurance provider, assurance criteria, and assurance opinion.

GHG Assurance Information	2024	2025
Assurance Scope	Xinzhuang Headquarters	Xinzhuang Headquarters + Hsinchu Office
Assurance Provider	AFNOR International (Asia), Ltd.	AFNOR International (Asia), Ltd.
Assurance Criteria	ISO 14064-1:2018	ISO 14064-1:2018
Assurance Opinion	Scopes 1 and Scope 2: Reasonable assurance level	Scopes 1 and Scope 2: Reasonable assurance level

1-2 Greenhouse gas reduction targets, strategies, and specific action plans: Describe the greenhouse gas reduction base year and its data, reduction targets, strategies, specific action plans, and progress toward reduction targets.

Greenhouse Gas Reduction Base Year	2025
Greenhouse Gas Data (Scope 1 and 2)	668.5034
Reduction Targets	In response to changes in operational boundaries, the base year has changed, and targets will be reset going forward.
Strategy	Green Operation
Specific Action Plan	In 2025, the Company used 420,000 kWh of renewable energy, accounting for 24% of total electricity consumption.
Progress toward reduction targets	Targets have been reset in response to changes in operational boundaries.

Appendix5 Independent Third-Party Verification Statement

Greenhouse Gas Verification Report Opinion

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Report No.：(TH24-057 / Version 7)

Greenhouse Gas Verification Report Opinion
THGHG24057-02

Verification Scope:	Ufi Space Co., Ltd. 10F. & 11F., No. 300, Jianguo 1st Road, Xinzhuang District, New Taipei City, Taiwan
Verification Criteria:	ISO 14064-1：2018
Verification Objectives：	According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).
Data Period：	From 01 01, 2025 to 12 31, 2025 (The data being viewed is historical in nature)
Verification Data：	Direct GHG Emissions (Category 1): 38.4540 tCO_2e Energy Indirect GHG Emissions (Category 2): 630.0494 tCO_2e Indirect GHG Emissions (Category 3~6): 226,248.9659 tCO_2e

Global Warming Potential (GWP)：Refer to IPCC The 06 assessment report 2021 Year

Statement Basis：This statement must be interpreted as a whole with the following.

GHG Inventory Report (Version： 7 ；Date： 05 12, 2026)
GHG Inventory (Version： 7 ；Date： 05 12, 2026)

Materiality： 5% (Category 1 and Category 2)

Type of Opinion： ☒Unqualified ☐Qualified (see the subsequent page) ☐Disclaim the issuance

Verification Conclusion: To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.
Declares that the reasonable assurance level of the inventory data is Category 1 and Category 2; the limited assurance level of the inventory data is Category 3 to Category 6.

Date of Issuance: 07 21, 2026

APPROVED BY

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

Page 1 of 4
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Report No.：(TH24-057 / Version 7)

The Geographical Location of Multiple Sites：

Site	Address
Xinzhuang Headquarters	10F & 11F, No. 300, Jianguo 1st Rd., Xinzhuang Dist., New Taipei City, Taiwan
Hsinchu Office	8F-8, No. 12, Taiyuan 2nd St., Zhubei City, Hsinchu County, Taiwan

Emissions Data for Each Category：

Category	Description of Content	GHG Emissions (tCO_2e)	Note
(Category 1) Direct GHG emissions	Fugitive emissions	38.4540	
(Category 2) Indirect GHG emissions from imported energy	Electricity	630.0494	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Upstream transportation of raw materials, Downstream transportation of products, Employee commuting, Business travel	2,129.5993	
(Category 4) Indirect GHG emissions from products used by the organization	Purchased goods, Capital goods, Waste treatment	14,687.5124	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	Use of sold products, End-of-life treatment of sold products	209,431.8542	
(Category 6) Indirect GHG emissions from other sources	NA	NA	

Biomass Burning Emission： 0.0000 tCO_2e

Note: The presentation of data after the decimal point in this Verification Report Opinion shall follow the definition of the inventory procedures and other documents of the organization being verified; if not defined, it shall be presented by the provisions of the organizational level of MOENV: 4 decimal places.

Page 2 of 4
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Report No. : (TH24-057 / Version 7)

Other Related Verification Information

Organization Boundaries :	Operational control
GHG Type :	Carbon dioxide (CO_2), Methane (CH_4), Nitrous oxide (N_2O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF_6), Nitrogen trifluoride (NF_3)
Purpose of Intended Use:	Voluntarily understanding the status of greenhouse gas emissions as a basis for developing reduction strategies. (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Purchased Power Factor:	Refer to the 2024 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on 04 14 , 2025
Data Sources :	☒ The primary data is collected from on-site operation activities. ☒ Category 3~6 emissions are calculated with estimated data. The secondary data sources are: Ministry of Environment Carbon Footprint Information Platform, Ecoinvent 3.10, EF Database 3.1, International Civil Aviation Organization (ICAO) ☐ Others :
Verification Method:	☒ On-site ☐ Other_____
Qualified Opinion :	NO
Others :	NO
Verification Date :	04 27, 2026 05 11～12 , 2026
Report Date & Version :	05 12, 2026, Version : 07

113 2024/06

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Report No. : (TH24-057 / Version 7)

Verification Team and Technical Review

Lead Verifier :	Tseng Hsiang Hung	Signature : Tseng Hsiang Hung
Verifier :	Chen Chun-Wei	Signature : Chen Chun-Wei
Independent Review :	Lu, Mu-Cheng	Signature : Lu, Mu-Cheng

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

113 2024/09

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Independent Assurance Opinion Statement on the 2025 Sustainability Report

Independent Assurance Statement

UfiSpace 2025 Sustainability Report

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and UFI SPACE CO., LTD. (hereinafter referred to as UfiSpace) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA LTD. is not involved in the preparation process of the sustainability report of UfiSpace.

RESPONSIBILITIES

UfiSpace is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to UfiSpace and its stakeholders in accordance with the described scope and method. This statement is for UfiSpace use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between UfiSpace and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the "UfiSpace 2025 Sustainability Report".
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating UfiSpace's compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating UfiSpace's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
   - GRI Standards.

METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Guidelines for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ **AA1000 Accountability Principles**

Inclusivity

UfiSpace has established a positive workplace environment, fostering a diverse, multi-generational, and collaborative economy. Its transparent, two-way communication and participation mechanisms meet the expectations of stakeholders. In the future, the organization can quantify stakeholder participation and empowerment efforts to demonstrate its core performance in the substantive social dimension.

Materiality

UfiSpace has deeply integrated material topics into the company's value chain ecosystem through a Double Materiality analysis and assessment process, showcasing its cross-generational knowledge capital and innovative strategic assets. In the future, the organization can construct key indicators for each material topic and clear short-, medium- and long-term data-driven goals to drive accurate overall performance evaluation.

Responsiveness

UfiSpace has demonstrated its response to stakeholder expectations and feedback in the report, including reports on stakeholder participation and channels for feedback. Driven by customer service and quality management, the company is leading its supply chain in responding to the global trend of sustainable value chain prosperity. In the future, under the guidance of the Green Products Committee, the company can continue to promote its products and services to achieve forward-looking sustainable performance.

Impact

UfiSpace has conducted risk assessments based on the extent of the impact of each sustainability issue and has taken action to mitigate and reduce the negative impacts on all aspects of sustainability. In the future, the organization can continue to transform qualitative goals into substantive quantification and monitoring, and quantify the degree of impact to strengthen the effective management of impacts.

◆ **Global Reporting Initiative Sustainability Reporting Standards**

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to integrate international reporting requirements and provide stakeholders with information on sustainability management performance through cross-departmental collaboration.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by UfiSpace and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. We have summarized the contents of the Report to provide a fair view of UfiSpace's relevant operations and specific performance. We believe the focuses on economic, social, and environmental indicators in UfiSpace in 2025 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a Moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR：

Dr. August Tsai
The Director for Certification and Assessment
Jul.09.2026
Verification team: PEI TONG HUANG (Lead Verifier).

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