



ufiSpace

2024

Sustainability Report

Content

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About This Report

Ufi Space Co., Ltd. (hereinafter referred to as UfiSpace or the Company) has been publishing the Sustainability Report annually since 2023 to communicate with stakeholders and review the direction of internal sustainable development through materiality survey and analysis, thereby strengthening management and fulfilling corporate sustainability responsibility. This report is a translated version from the original Chinese version. The original report was prepared in accordance with the Global Reporting Initiative Standards (GRI Standards), the Task Force on Climate-Related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB).

Reporting Period

The data disclosed in this report covers the period from January 1, 2024 to December 31, 2024 (with some data covering different years, which will be explained separately in the report), and the Chinese/English versions of the report will be published on the Company's official website in September 2025. The previous report was published in September 2024 (with the full text in Chinese and English).

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 are consistent with those of the Company's financial statements, which have been audited and attested by PwC Taiwan, and are expressed in NTD thousand. 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.

Information Quality

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

Data Category	Compliance Standard	Certification/Assurance Agency
Sustainability information (Chinese Version)	GRI Standards AA1000 Assurance Standard (AA1000AS v3) Type I	AFNOR International (Asia), Ltd
Financial data	Annual financial statements	PwC Taiwan
Environmental data	ISO14064-1	AFNOR International (Asia), Ltd

Note: 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 first reviewed by the senior manager of each unit before being used in the report preparation. The report was released after the review and approval of the Sustainable Development Committee.

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Chairman's Message

Facing continuously escalating international sustainability regulatory requirements, coupled with rapid geopolitical and economic changes, 2024, a year full of transformative challenges, continuously tested corporate resilience and highlighted the importance of various sustainability issues in business operations. In 2024, UfiSpace not only focused on technological research and development, striving for excellence in products and services, but also continued to deepen actions across economic, corporate governance, environmental, and social participation aspects. We actively responded to the opportunities and risks presented by various issues, looking both inward and outward to balance the interests of all stakeholders, walking side-by-side amidst major environmental changes, and moving towards a future of shared success.

By virtue of excellent R&D technology and innovative services, UfiSpace continued to maintain a leading position in the 5G/B5G open architecture market, supporting global customers in realizing their vision for network deployment. Our products were further recognized with the Taiwan Excellence Award in 2024. Amidst the waves of 5G network and AI artificial intelligence development, UfiSpace's products also increase data transmission rates, support the promotion of IoT and data centers, thereby facilitating more innovation in industries and services, promoting the integration of various industries, achieving cross-industry digital transformation, and improving overall operational efficiency. In addition to continuously refining product performance, UfiSpace also paid attention to the environmental impact risks of its products. In 2024, the company established the 'Green Product Committee,' jointly organized by departments including R&D, Supply Chain Management, Product Engineering, and Project Management. This committee collaborated on projects to reduce the product's environmental impact, such as conducting product carbon footprint inventories, optimizing product energy consumption, and implementing eco-friendly packaging materials. Through these efforts, we successfully obtained ISO 14067 carbon footprint reports and third-party verification for two products, and completed the adoption of eco-friendly packaging for one product, replacing traditional foam packaging with recycled cardboard.

Regarding corporate governance, to respond to increasingly stringent sustainability regulatory mechanisms and demonstrate its commitment to corporate sustainable development, UfiSpace elevated its sustainability management level in 2024, adding one board member to participate in the impact analysis and decision-making for material topics, allowing new perspectives to be integrated into the identification of opportunities and risks for sustainability issues. We also continued to strengthen our integrity management and information security management.

Regarding the environment, UfiSpace actively responded to the challenges of climate change. We purchased 100,000 kWh of green electricity in 2024. In the future, we plan to continue introducing renewable energy and simultaneously focus on our own energy conservation to reduce the impact of organizational operations on climate change. Furthermore, in 2024, we expanded the inventory of Scope 3 emissions data, including the categories listed in GHG protocol, and passed verification by an institution certified by the Ministry of Environment in accordance with ISO14064-1, hoping to identify emission hotspots to facilitate future collaboration with value chain partners in promoting carbon reduction and achieving the goal of net-zero emissions.

On the social front, UfiSpace has always firmly believed that "talent sustainability" is the cornerstone of corporate growth. We continued to invest resources in talent development, optimizing new employee onboarding programs, building a learning organization with a culture of lifelong learning. Simultaneously, we safeguarded employees' physical and mental well-being through ISO45001 management systems and diverse health protection plans. We were honored to receive recognition as one of the Top 100 Mid-sized Enterprises for Talent Sustainability and obtained the Healthy Corporate Citizen Award in 2024 from CommonWealth Magazine. To further create a sustainable career platform, UfiSpace promoted the "Diversity, Equity, and Inclusion" initiative in 2024. We organized 'A Different Sports Day' featuring disability and aging simulation experiences, along with long-term care seminars, to initiate dialogue between colleagues of different generations.

We also provided health promotion and long-term care information tailored to employees' needs, supporting their diverse family care requirements, and further fostering empathy and an inclusive culture. Extending care to employees and their families, we also gave back to the local community through public welfare actions. In 2024, UfiSpace continued to promote company-wide fundraising and disadvantaged adoption programs, and deepened the initiative for SDG4 Quality Education. We collaborated with public welfare education startup partners to provide quality teaching materials for resource-deficient teachers and students in need of learning assistance, utilizing digital tools to optimize the teaching environment and help every child regain their motivation and confidence in learning.

In 2024, UfiSpace was honored to receive recognition as one of the Top 100 Mid-sized Enterprises for Sustainability in the CommonWealth Corporate Citizenship Awards. In the future, we will continue to uphold the spirit of "Open to Connect", embrace all opportunities and challenges, continue to provide high-quality products and services to our customers, provide robust technical support for industrial development, and also bring positive impacts to the environment and society. Within the Company's sustainable culture of "Quality, Business and ESG with all employees," we will cultivate corporate resilience and steadily progress on the path of sustainable development.

Chairman of UfiSpace Co., Ltd.
Vincent Ho




About UfiSpace

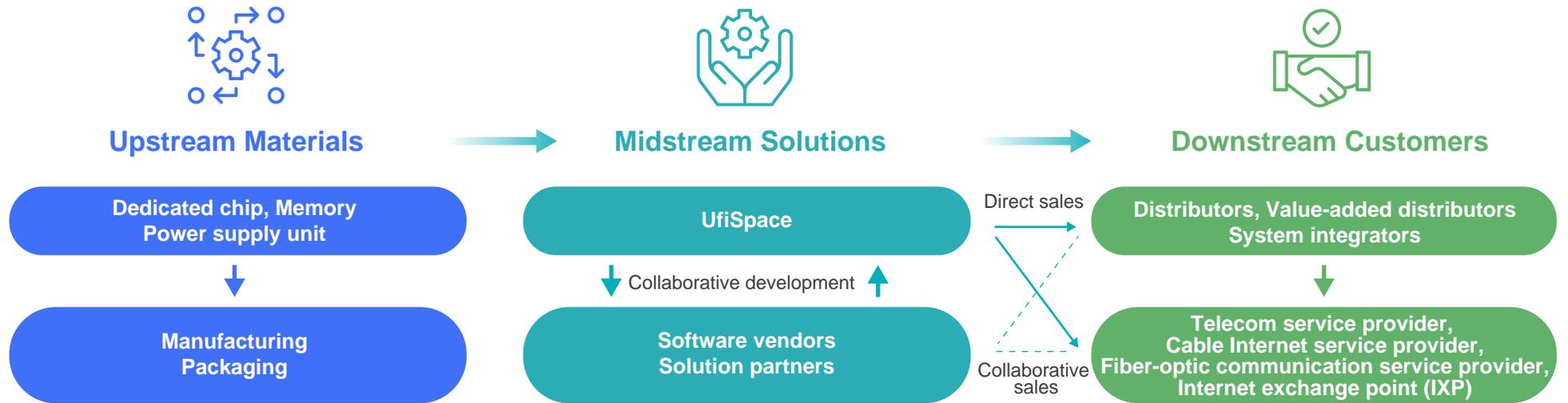
Ufi Space Co., Ltd. was established in 2012. In response to the network communication equipment white-box product trend, in 2018, the Company transformed into a provider of 5G and Beyond (B5G) open architecture solutions, and has successively launched the industry's first Disaggregated Cell Site Gateway (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 were 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: 53.22%; foreign institutions and individuals: 46.78%
Capital	NTD 348,493 thousand
Number of employees	159
Business locations	New Taipei City Headquarters: 10F, No. 300, Jianguo 1st Road, Xinzhuang District, New Taipei City 242047, Taiwan Hsinchu Office: 8 F.-8, No. 12, Taiyuan 2nd St., Zhubei City, Hsinchu County 302082, Taiwan (R.O.C.)
Main products/services	Professional services of open network solutions
Participation in associations	Open Compute Project, OCP, Membership Telecom Infra Project, TIP, Membership Innovative Optical and Wireless Network, IOWN, Membership Ultra Ethernet Consortium, UEC, Membership Broadband Forum Membership Open XR Forum Membership Taiwan Electrical and Electronic Manufacturers' Association Membership National Innovation and Entrepreneurship Association Membership National Association of Small & Medium Enterprises Membership



Value Chain



Honors of the Year



Awarded the 7th Annual Outstanding Mid-sized Enterprise
(Awarded on January 30, 2024)



Recognized as one of the Top 100 Mid-sized Enterprises for Talent in the 2024 Commonwealth Talent Sustainability Awards



Recognized as one of the Top 100 Mid-sized Enterprises for Sustainability in the 2024 Commonwealth Corporate Citizenship Awards



Received the 33rd Taiwan Excellence Award for S6500-12SM/16SMT (Fanless DCSG)



Received the Bronze Award in the 2024 Buying Power, an award held by the Ministry of Economic Affairs for purchase of socially innovative products and services



Obtained the 2024 New Taipei City Family-Friendly Enterprise Certification



Participation in 2024 TALENT, in Taiwan, Sustainable Talent Alliance, Commonwealth Magazine



Received the 33rd Taiwan Excellence Award for M3000-14XC (Fronthual Multiplexer, FHM)



Recognized as one of the Top 99 in 2024 Corporate Health Responsibility Awards

Sustainability Performance Highlights

Aspects	Highlights
Economic and Governance	<ul style="list-style-type: none"> In 2024, UfiSpace elevated its sustainability management level, adding 1 new board member to participate in the impact analysis and decision-making for material topics.
Environment	<ul style="list-style-type: none"> Obtained ISO14064-1 third-party certification. Introduced 100,000 kWh of renewable energy. Obtained carbon footprint reports and third-party verification for two products. Organized a Green Product Committee. Introduced eco-friendly packaging for one new product, replacing traditional foam packaging with recycled cardboard.
Social	<ul style="list-style-type: none"> Obtained certification for the "Healthy Workplace Promotion". UfiSpace and its employees jointly supported 13 Taiwanese and international non-profit organizations, with total donations amounting to NTD 355,000.

1 Sustainability Management

Sustainable Development Committee

ESG Objectives and Action Plan

Stakeholder Engagement

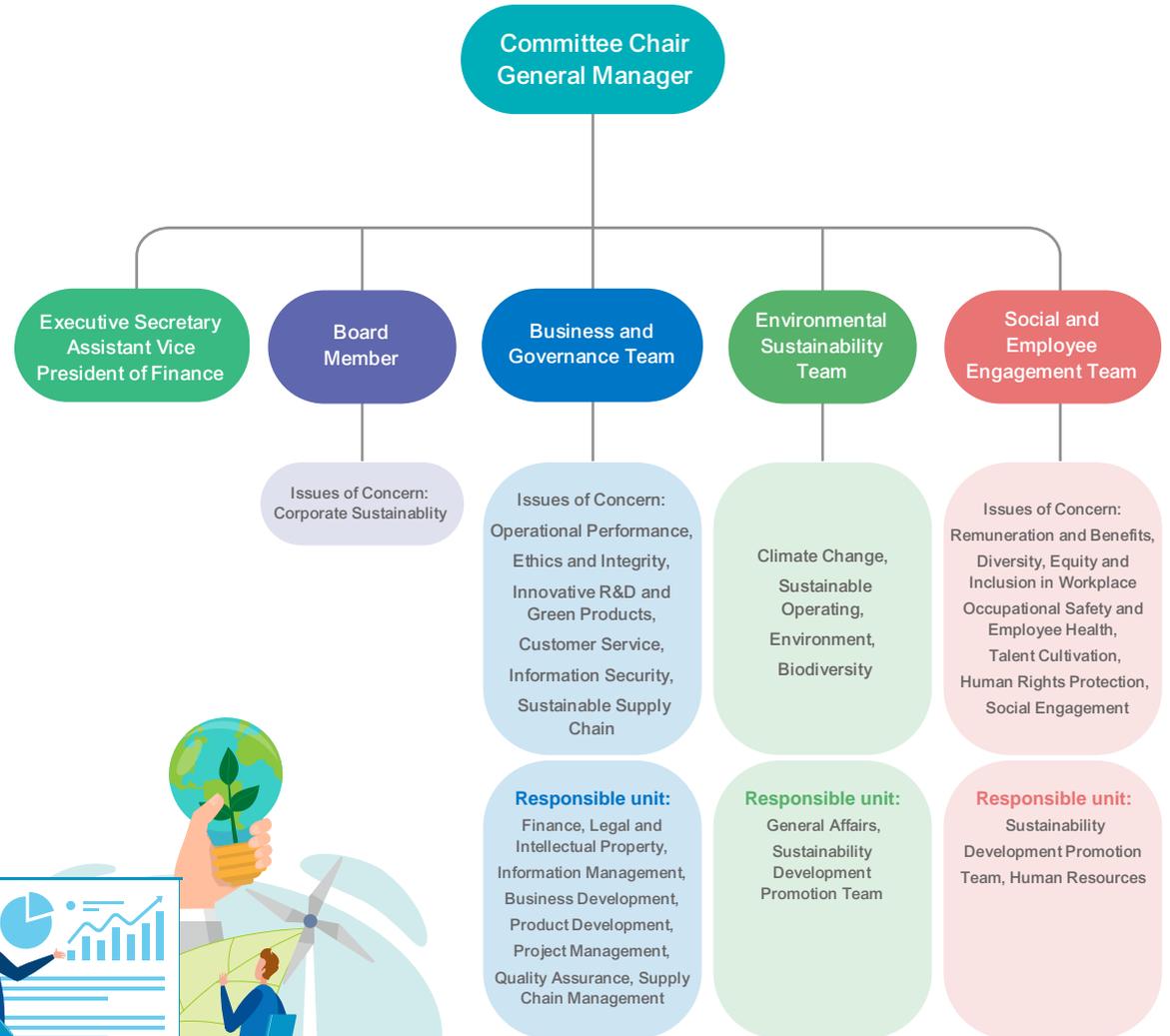
Identification and Management of Material Topic



1.1 Sustainable Development Committee

UfiSpace promotes corporate sustainable development in accordance with the recommendations of the "Corporate Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies". 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 an ESG Committee in 2022 and changed its name to the Sustainable Development Committee in 2023. The General Manager serves as the Chairperson, and the Financial Assistant Manager serves as the Executive Secretary. The committee members are comprised of the responsible department heads from the environmental, social, economic, and governance aspects. In 2024, to elevate the level of sustainability management, an additional board member was added to participate in the impact analysis and decision-making for material topics.

The Sustainable Development Committee formulates the Company's sustainable development policies, which are then implemented after approval by the General Manager, 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 major topics are jointly discussed and decided upon during the meeting. After the meeting, each team provides information for the Sustainability Development Promotion Team to compile a sustainability report and submit it to the General Manager for confirmation that the material topics identified for the current year are covered. Thereafter, the General Manager reports on the ESG implementation results of the current year to the Board of Directors once a year, with the Board offering corresponding suggestions or opinions on the sustainability report.



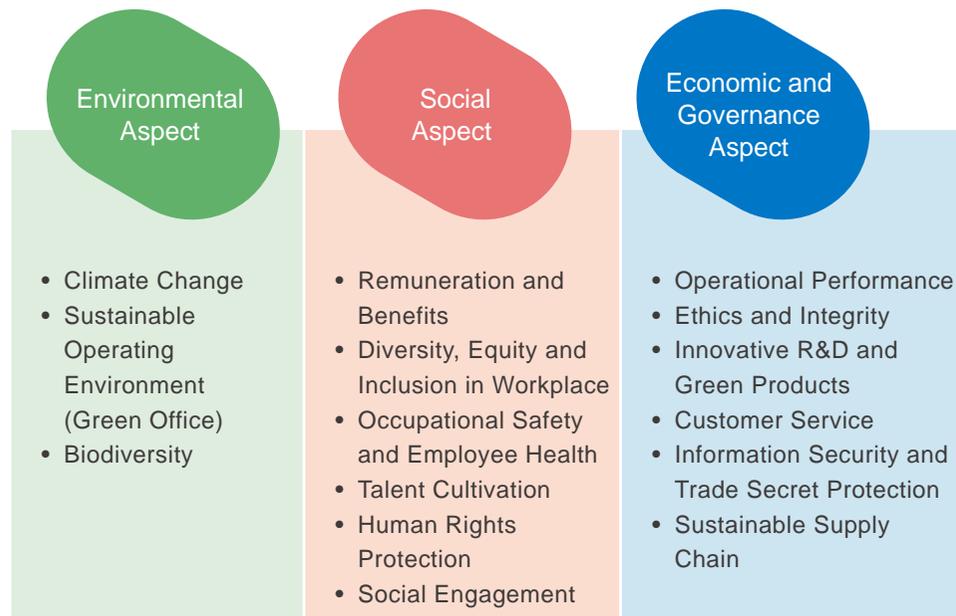
1.2 ESG Objectives and Action Plan

Materiality analysis is an important cornerstone for UfiSpace to compile its sustainability report and formulate its sustainability policies. We assess the impacts of the sustainability issues on our corporate operations as well as the economy, environment and human rights according to the GRI methodology, identify material topics based on double materiality assessment, formulate relevant management policies accordingly and review the implementation on a regular basis. At the same time, we take the initiative to showcase the Company's sustainable development progress to stakeholders so as to move towards a future featuring the common good for all together.

Materiality Analysis Process

Step 1: Identify sustainability issues

With reference to international sustainability norms and standards, sustainability ratings, stakeholders' expectations, and global sustainability trends, UfiSpace selected 15 sustainability issues, including 3 environmental issues, 6 social issues, and 6 economic and governance issues.



The labor shortage challenges in a society with a declining birthrate and aging population have sparked heated discussion on topics related to DEI (Diversity, Equity, and Inclusion). To further emphasize the diversity and inclusivity of a friendly workplace, the 2024 sustainability issue has been adjusted from "Gender Equality and Friendly Workplace" (as presented in the 2023 report) to "Diversity, Equity and Inclusion in Workplace", fostering a more inclusive discussion on workplace diversity.

Step 2: Identify stakeholder engagement

UfiSpace, following the resolution of the Sustainability Committee meeting, decided to continue with the identification of seven major types of stakeholders from its 2023 Sustainability Report: government agencies, shareholders/investors, customers, employees, suppliers, media, and local communities (including NPOs). The company engages with stakeholders through diverse channels, including distributing questionnaires on the level of concern, to confirm that the listed sustainability issues are valued by stakeholder.

Step 3: Analyze operational impacts

A questionnaire was sent to the Sustainable Development Committee for the committee members (i.e. top managers of different departments) to rate the impact of the 15 issues on the Company's operations. The rating results were used as a reference for the level of impact of the issues.

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 15 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 assessment was conducted based on the impact assessment results of the 15 sustainability issues on the Company's operations and external economy, environment, and people (including human rights); 11 material topics (including 6 economic and governance issues, 1 environmental issue and 4 social issues) were accordingly identified. UfiSpace will follow the GRI Standards to explain the management policies for the 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	Contact Person/ Contact Information	2024 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 governmental policies.	<ul style="list-style-type: none"> • Climate Change • Operational Performance • Ethics and Integrity • Innovative R&D and Green Products • Customer Service • Occupational Safety and Employee Health 	<ul style="list-style-type: none"> • Coordination activities/ policy advocacy meeting/ as needed • Company website/ as needed • Telephone, email, official documents/as needed 	Responsible department: Business Development 2 Contact: Company telephone 02-7730-1188	<ul style="list-style-type: none"> • Participated in government-organized meetings and courses. • Participated in government-sponsored award evaluations.
Shareholders/ Investors	The support of shareholders and investors drives the Company's steady growth. UfiSpace treats all shareholders fairly and protects their rights.	<ul style="list-style-type: none"> • Climate Change • Sustainable Operating Environment (Green Office) • Biodiversity (Ecological Conservation) • Remuneration and Benefits • Occupational Safety and Employee Health • Human Rights Protection • Operational Performance • Ethics and Integrity • Innovative R&D and Green Products • Customer Service • Information Security and Trade Secret Protection • Sustainable Supply Chain 	<ul style="list-style-type: none"> • AGM/annually 	Responsible department: Financial and Accounting Contact: Company telephone 02-7730-1188	<ul style="list-style-type: none"> • Convened 2 shareholder meetings. • Completed stakeholder questionnaires.
Customers	UfiSpace places importance on customers' needs and establishes win-win service partnerships with customers to create value.	<ul style="list-style-type: none"> • Talent Cultivation • Human Rights Protection • Ethics and Integrity • Innovative R&D and Green Products • Climate Change • Occupational Safety and Employee Health • Operational Performance • Information Security and Trade Secret Protection 	<ul style="list-style-type: none"> • Customer meetings/ quarterly • Business visits/monthly • Customer satisfaction survey/annually • Official website and social media operations/annually • Telephone, email/as needed 	Responsible department: Business Development Contact: Company telephone 02-7730-1188 / official website for business inquiries	<ul style="list-style-type: none"> • Conducted regular in-person visits. • Regularly updated the company's official website and LinkedIn social media. • Participated in 6 international trade shows. • Completed stakeholder questionnaires.

Stakeholders	Significance to UfiSpace	Issues of Concern	Communication Channel	Contact Person/ Contact Information	2024 Communication Performance
Employees	Talents are UfiSpace's important asset and the key to corporate competitiveness. We are committed to providing a workplace that ensures the physical and mental health and diverse development of employees, so that they can achieve personal accomplishments in their work.	<ul style="list-style-type: none"> Operational Performance Occupational Safety and Employee Health Ethics and Integrity Information Security and Trade Secret Protection Remuneration and Benefits Diversity, Equity and Inclusion in Workplace Human Rights Protection 	<ul style="list-style-type: none"> Email: HR mailbox/as needed Labor-management meeting/quarterly Employee complaint channels/as needed 	Responsible department: Human Resources Contact: Company telephone 02-7730-1188 ext. 1016 / email: hr@ufispace.com	<ul style="list-style-type: none"> Convened 4 labor-management meetings and employee welfare committee meetings. Labor representatives established and held 2 occupational safety committee meetings. Completed stakeholder questionnaires.
Suppliers	Suppliers are important partners to UfiSpace not only in operations but also in realizing the industry's sustainable development.	<ul style="list-style-type: none"> Ethics and Integrity Information Security and Trade Secret Protection Diversity, Equity and Inclusion in Workplace Occupational Safety and Employee Health Customer Service Operational Performance 	<ul style="list-style-type: none"> Factory audits/ quarterly Supplier meetings/ monthly Telephone, email/ as needed 	Responsible department: Operations Management Center Contact: Company telephone 02-7730-1188	<ul style="list-style-type: none"> Selected 2 contracted manufacturers for audits. Completed stakeholder questionnaires.
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.	<ul style="list-style-type: none"> Ethics and Integrity Operational Performance Occupational Safety and Employee Health Information Security and Trade Secret Protection Remuneration and Benefits Customer Service Diversity, Equity and Inclusion in Workplace Human Rights Protection 	<ul style="list-style-type: none"> LinkedIn/as needed Media interviews/ as needed Press conferences/ as needed 	Responsible department: Marketing Contact: Company telephone 02-7730-1188 / LinkedIn Company page	<ul style="list-style-type: none"> Completed stakeholder questionnaires.
Local Communities (Including NPO)	UfiSpace aims to bring a positive impact to society and create a common good with local communities and non-profit organizations.	<ul style="list-style-type: none"> Sustainable Operating Environment (Green Office) Biodiversity (Ecological Conservation) Remuneration and Benefits Diversity, Equity and Inclusion in Workplace Talent Cultivation Social Engagement Sustainable Supply Chain 	<ul style="list-style-type: none"> Email, telephone/as needed 	Responsible department: Sustainability Development Promotion Team Contact: Email: ESG@ufispace.com Company telephone 02-7730-1188 #1192	<ul style="list-style-type: none"> Collaborated with 5 non-profit organizations. Organized 2 external public welfare events and 1 internal public welfare advocacy event. Completed stakeholder questionnaires.

1.4 Identification and Management of Material Topics

UfiSpace selected 15 sustainability issues by referring 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. The preparation of this report involves distributing questionnaires to various stakeholders, with 127 copies retrieved. All sustainability issues were of high concern to stakeholders; based on this fact, the Sustainable Development Committee assessed the internal and external impacts of the 15 sustainability issues, and eventually identified 11 material topics (including 6 economic and governance issues, 1 environmental issue, and 4 social issues) through double materiality assessment.

Double Materiality Assessment

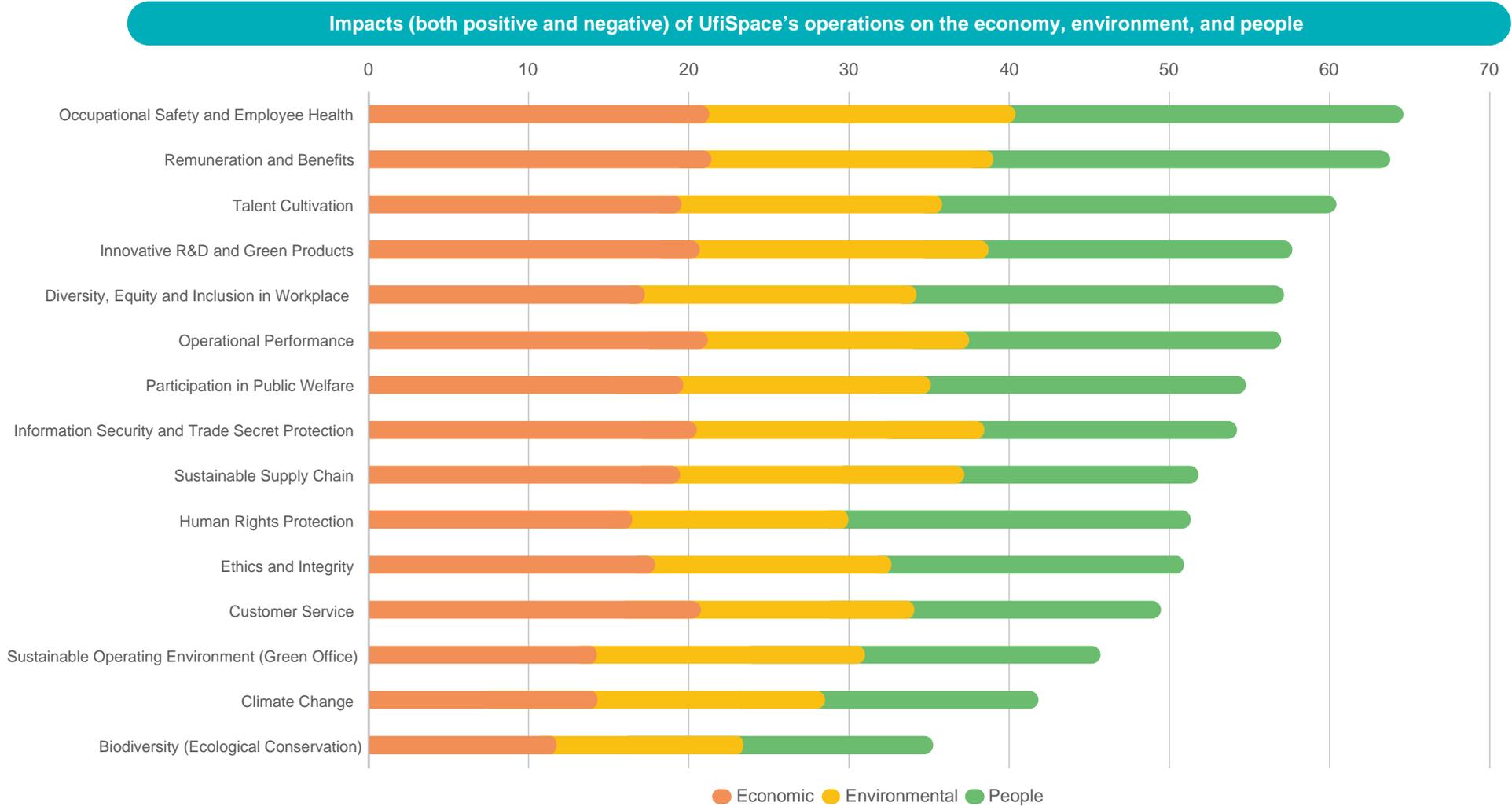


- Climate Change
- Sustainable Operating Environment (Green Office)
- Biodiversity (Ecological Conservation)
- Remuneration and Benefits
- Diversity, Equity and Inclusion in Workplace
- Occupational Safety and Employee Health
- Talent Cultivation
- Human Rights Protection
- Participation in Public Welfare
- Operational Performance
- Ethics and Integrity
- Innovative R&D and Green Products
- Customer Service
- Information Security and Trade Secret Protection
- Sustainable Supply Chain

List of Material Topics for 2024

Environmental Aspect	Climate Change
Social Aspect	Remuneration and Benefits Diversity, Equity and Inclusion in Workplace Occupational Safety and Employee Health Talent Cultivation
Economic and Governance Aspect	Operational Performance Customer Service Innovative R&D and Green Products Ethics and Integrity Information Security and Trade Secret Protection Sustainable Supply Chain

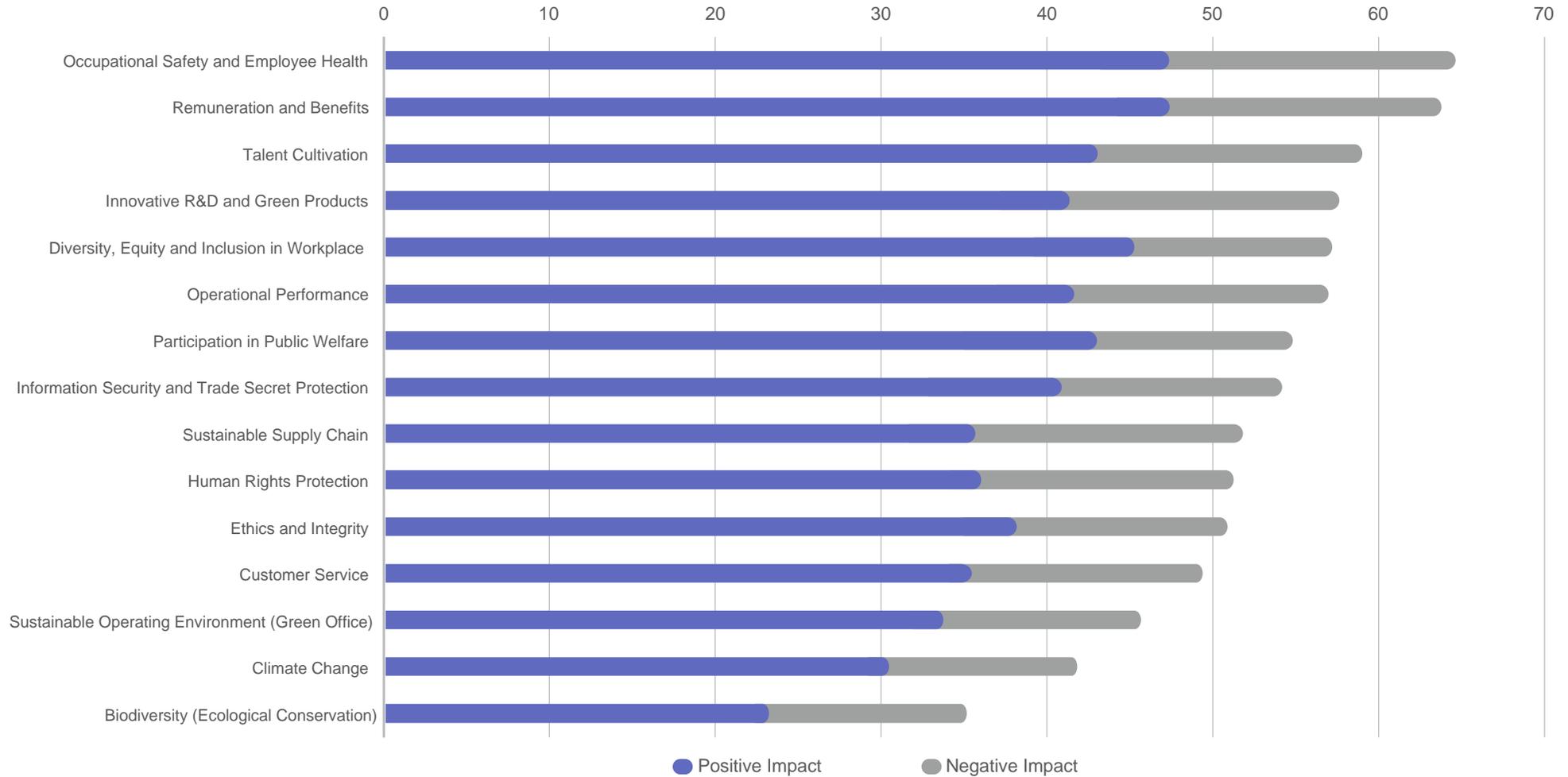
Impact Assessment Results



Note: The impacts of UfiSpace's operations on the economy, environment, and people are ranked by summing up the average scores of positive and negative impacts of each item in these aspects, with 5 representing the extremely high level and 1 representing the extremely low level.

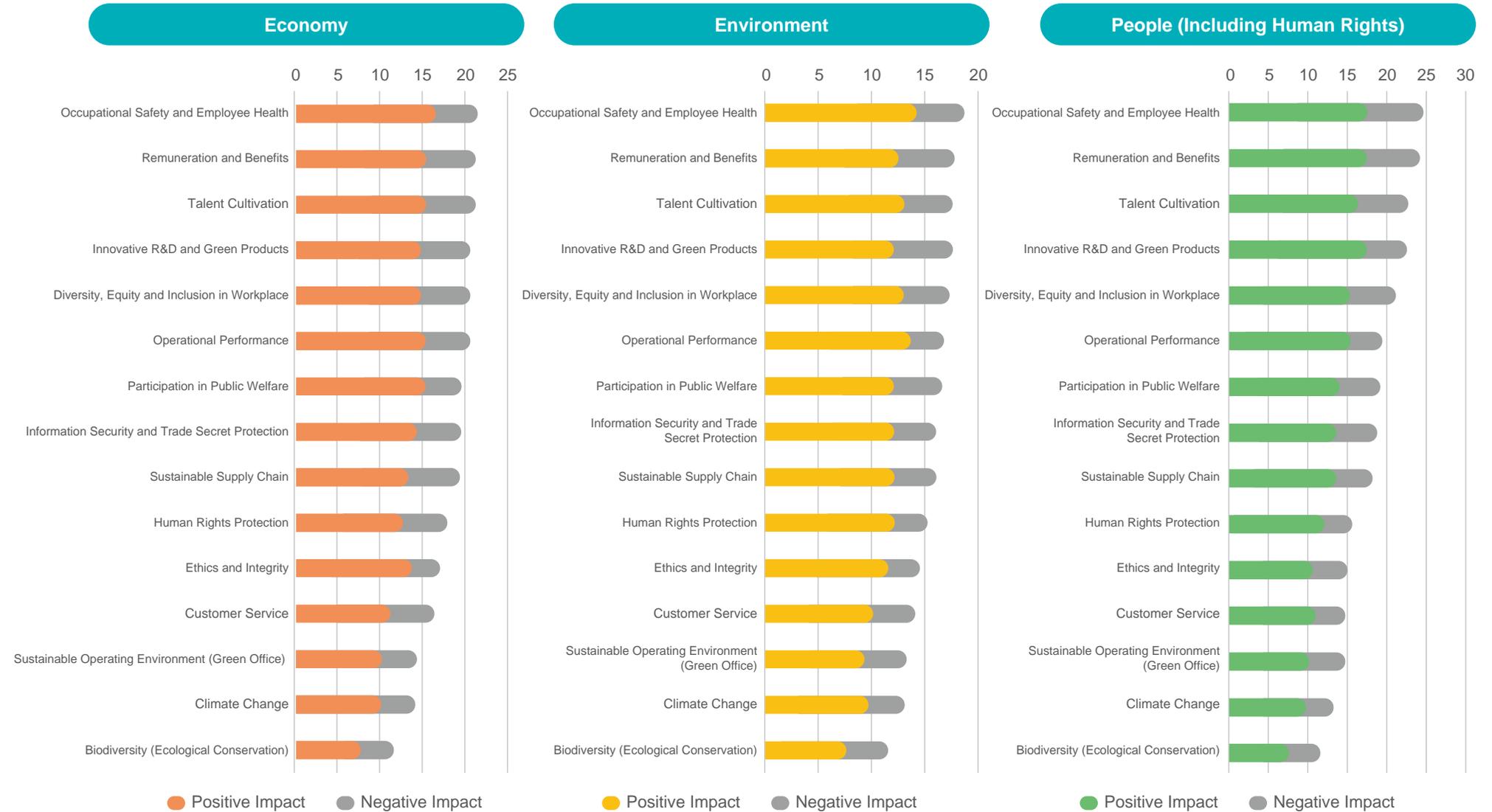
Impact Assessment Results

Impacts (both positive and negative) of UfiSpace's operations on the economy, environment, and people



Note: The positive and negative impacts of UfiSpace's operations on the economy, environment, and people are calculated based on the average scores in these aspects, with 5 representing the extremely high level and 1 representing the extremely low level.

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



Note: The positive and negative impacts of UfiSpace's operations on the economy, environment, and people are calculated based on the average scores in these aspects, with 5 representing the extremely high level and 1 representing the extremely low level.

Correlations between Material Topics and the Company's Value Chain

Aspect	Ranking of Sustainability Issues (Internal Impact X External Impact)	Operations (Midstream)	Supply Chain (Upstream)	Customers (Downstream)	Local Communities	Corresponding GRI Indicator	Report Chapters
Social Aspect	Remuneration and Benefits	V			*	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 V: Happy Workplace for Sustainability 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 II: Innovative Technologies and Services - Operational Performance
Social Aspect	Occupational Safety and Employee Health	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 V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health
Economic and Governance Aspect	Innovative R&D and Green Products	V	O	O		302-5 Reduction of energy consumption of products and services	Chapter II: Innovative Technologies and Services - Innovative R&D and Green Products
Social Aspect	Talent Cultivation	V		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 V: Happy Workplace for Sustainability and Co-prosperity - Talent Cultivation

Aspect	Ranking of Sustainability Issues (Internal Impact X External Impact)	Operations (Midstream)	Supply Chain (Upstream)	Customers (Downstream)	Local Communities	Corresponding GRI Indicator	Report Chapters
Economic and Governance Aspect	Information Security and Trade Secret Protection	V	O	O		Custom topic	Chapter III: Corporate Governance - Information Security and Trade Secret Protection
Economic and Governance Aspect	Customer Service	V	O	O		Custom topic	Chapter II: Innovative Technologies and Services - Customer Service
Economic and Governance Aspect/ Environmental Aspect	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 III: Corporate Governance-Sustainable Supply Chain
Economic and Governance Aspect	Ethics and Integrity	V	O	O		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 III: Corporate Governance - Ethics and Integrity
Social Aspect	Diversity, Equity and Inclusion in Workplace	V	O		*	406-1 Incidents of discrimination and corrective actions taken 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 V: Happy Workplace for Sustainability and Co-prosperity-Diversity, Equity and Inclusion in Workplace
Environmental Aspect	Climate Change	V	O	O	*	201-2 Financial implications and other risks and opportunities due to climate change (TCFD) 302-1 Energy consumption within the organization 302-3 Energy intensity 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-4 GHG emissions intensity	Chapter IV: Environmental Sustainability – Climate Change

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

**** In response to internal and external negative impacts, UfiSpace annually convenes strategic meetings where first-level managers report on the current status of their respective departments, engage in discussions, and jointly formulate optimization strategies. Action plans and remedial measures for each material topic are detailed in their respective chapters.****

2 Innovative Technology and Services

Operational Performance

Innovative R&D and Green Products

Customer Service



2.1 Operational Performance

Item	Content
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.
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	UfiSpace's products and technologies have the potential to transform the productivity of an entire economic system. Coupled with the development and application of 5G networks and AI technology, our products and services will increase data transfer rates and expedite the promotion of the Internet of Things, further driving more innovations in industries and services as well as the revolutionary application of 5G technology and AI technology, opening up new business opportunities, and bringing economic growth.
Commitment and policy	<ul style="list-style-type: none"> Master key new technologies and drive new product applications. Strengthen the Redmine project management system to improve service capacity and quality. 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 2024	<ul style="list-style-type: none"> Expand domestic and international markets and increase product and brand visibility. Stabilize product production quality and delivery time: Achieve a throughput yield of $\geq 85\%$ in mass production processes, and achieve an on-time delivery (OTD) rate of $\geq 90\%$ for massproduced products

Item	Content
Investment in 2024	<ul style="list-style-type: none"> Participation in 6 international business exhibitions in 6 countries. Participation in 1 international webinar
Achievements in 2024	<ul style="list-style-type: none"> The throughput yield of mass production processes reached 71.1-80.1% for high-end products, and 85.7% for mid-end products. The Company achieved 100% on-time delivery (OTD) rate for mass-produced products.
Short-term goals (2025)	<ul style="list-style-type: none"> Expand domestic and international markets and increase product and brand visibility. Stabilize product production quality and delivery time: Achieve a throughput yield of $\geq 80\%$ for high-end product and $\geq 85\%$ for mid-end products in mass production processes, and achieve an on-time delivery (OTD) rate of $\geq 90\%$ for massproduced products. Strengthen business partnership and deepen regional market cultivation. Develop AI solution and establish a leading position in business.
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> Meet the needs of different telecom data center operators, develop diversified versions based on new technologies and existing products, and reinforce the breadth of product applications and customer diversity for higher market share. Optimize integrated services and strengthen long-term partnerships of mutual benefit with customers.

Outstanding R&D Technologies and Excellent Innovative Services

Outstanding R&D technologies and excellent innovative services have enabled UfiSpace to gain a head start in the white-box 5G market. In addition to helping customers realize their vision of network deployment, UfiSpace's products and technologies have the potential to transform the productivity of an entire economic system. Coupled with the development and application of 5G networks and AI artificial intelligence, our products and services will increase data transfer rates and expedite the promotion of the Internet of Things and data centers. This will further drive more innovations in industries and services, promote the integration of various industries, achieve cross-industry digital transformation, and enhance overall operational efficiency. In new 5G application scenarios such as AI computing, augmented reality (AR), virtual reality (VR), and remote healthcare, these advancements will open up new business opportunities and bring economic growth. At the same time, 5G's high speed, low latency, and large connectivity make revolutionary applications like autonomous driving and industrial robots possible, further changing production methods.

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 stay consistently competitive. UfiSpace established and continued to invest in an R&D and innovation center in line with the latest B5G (Beyond 5G) network standards; this included investing in laboratories and performance verification equipment applicable to B5G network scenarios to ensure the modernization and sustainability of the R&D facilities. Meanwhile, to protect the sensitive data of customers and the Company, we deployed information and communication systems to support corporate operations, data management, communication needs, and enhanced data security and privacy protection by implementing ISO27001. In the face of climate change and energy consumption, we devoted ourselves to developing more energy-efficient products to help businesses achieve the goals of reducing energy consumption and carbon emissions. 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.

Establishment of Long-Term Partnerships of Mutual Benefit

Recognizing the importance of customer loyalty, we are committed to building long-term partnerships with our customers for mutual benefit. We offer quality products and services and work with customers to satisfy their needs and grow together. For after-sales service, UfiSpace provides 24/7 technical support to ensure the normal operation of products and smooth network communication, which, along with the adoption of the advanced customer service system, enables customers to easily track the product return and repair status in real time on the online platform and seek immediate help. In addition, UfiSpace provides training programs to its clients to ensure they understand how to use and maintain the products, while internally, it establishes a knowledge transfer database to ensure the passing down of key technologies and experiences, thereby delivering stable and high-quality services.

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. Our team actively participates in international network communication exhibitions every year, aiming to enhance brand exposure and influence, allowing more people to recognize the brand and the company's outstanding products. We aim to expand our marketing activities to other foreign markets and facilitate the internationalization of our business. In 2024, we participated in network communication exhibitions in a total of 6 countries.

Conference/Exhibition	Date of Participation/Region	Conference/Exhibition	Date of Participation/Region
MWC Barcelona 2024	February 26 - 29, 2024 Venue: Barcelona, Spain	Interop Tokyo 2024	Dates: June 12 - 14, 2024 Venue: Makuhari Messe, Japan
Mobile Carriers Show (CCA)	Dates: Apr 16 - Apr 18, 2024 Venue: Palm Springs, California	India Mobile Congress	Date : 15 -18 October 2024 Venue : New Delhi, India
CommunicAsia 2024	Date: May 29 - 31, 2024 Singapore Expo, Singapore	FUYZ 2024	Date: November 11 - 13, 2024 Venue : Dublin, Ireland

Financial Information

Item	2022	2023	2024
Income	5,000,000-6,000,000	3,000,000-4,000,000	3,000,000-3,500,000
Operating Costs	3,000,000-4,000,000	2,000,000-3,000,000	2,000,000-3,000,000
Employee Salary and Benefits	400,000-500,000	300,000-400,000	300,000-400,000
Payments to Funders	50,000-100,000	200,000-250,000	150,000-200,000
Payments to the Government	150,000-200,000	50,000-100,000	50,000-100,000
Community Investment	0-1,000	2,000-3,000	2,000-3,000

Currency: NTD thousand

Subsidies

Subsidy Name	Amount of Subsidy
2024 Work-Life Balance Subsidies	98,000
2024 Enterprises Human Resource Upgrade Program	137,491
2024 On-site Health Counseling Service for SMEs	131,250

Currency: NTD



2.2 Innovative R&D and Green Products

Item	Content
Significance to the Company	To create a sustainable and healthy living environment, UfiSpace is responsible for designing and building high-quality products that meet customer needs. These products must have low energy consumption, high energy efficiency, zero pollution, high recyclability, and be suitable for various climate conditions. Low-energy consumption and low-carbon-emission products are a market trend. Following global energy policies and researching energy solutions to develop green products is key to seizing market opportunities. If products cannot be optimized, they may be eliminated due to failure to meet customer expectations and market demands. If investment positioning and direction in new technologies are incorrect, it will lead to losses.
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	<p>Adopting energy-saving designs in product development or application services will help reduce energy waste and carbon emissions at a global level, thereby lessening the impacts of climate change on the economy, environment, and human rights.</p> <p>We eliminate the use of low-cost, high-pollution materials, adopting low-environmental impact materials and low-energy consumption manufacturing processes to avoid environmental damage and impacting labor human rights. High-energy consumption designs and outdated production and testing equipment must also be prohibited and replaced, utilizing new material technologies to improve energy efficiency and new equipment to enhance production efficiency and energy recovery.</p>
Commitment and policy	<ul style="list-style-type: none"> • Create high-quality products for customers starting from the design firmly based on the concept of "quality comes from design". • Consider environmental impacts at all stages of the product life cycle. • Design products that are compliant with environmental regulations, lightweight, recyclable, and highly energy-efficient and ensure they are easy to install, operate, and disassemble, with a high degree of reliability and a long lifespan. Also, utilize optimal load-bearing and reusable packaging materials to create products that are simple to take apart and sort at their end-of-life stage to reduce environmental impact throughout all phases.
Responsible department	R&D Center
Contact information/grievance mechanism	Technical Service Department Email/Tel: 02-7730-1188

Item	Content
Goals for 2024	<ul style="list-style-type: none"> • Improve energy efficiency by 2% and introduce modular power supplies with low-power consumption and high-efficiency. • Cut the energy consumption of production and testing. • Use recyclable packaging materials to reduce waste. • Comply with the Waste Electrical and Electronic Equipment Directive (WEEE) to achieve a reuse and recycling rate of at least 80% and a repair rate of at least 85%
Investment in 2024	<ul style="list-style-type: none"> • In 2024, all new product development projects were strategically focused on minimizing product power consumption, enhancing energy efficiency, and integrating green design principles. • Organized Green Product Committee.
Achievements in 2024	<ul style="list-style-type: none"> • In product design, new materials and new technologies were developed to reduce energy consumption, including equipping high-efficiency DC/DC modules on system board and the 80 PLUS certification was obtained for our AC/DC PSUs. • Efficiently streamlined production time and replaced outdated equipment to reduce energy consumption. • New product packaging utilizes recyclable and reusable materials to minimize waste generation. • All products comply with international environmental regulations, including RoHS, WEEE, and REACH. • The development of liquid cooling technology enhances cooling efficiency, thereby reducing product power consumption and noise. • Power consumption sensors have been integrated to enable the long-term collection of average power consumption data, providing critical insights for optimizing system power consumption.
Short-term goals (2025)	<ul style="list-style-type: none"> • Formulate green design guidelines and establish R&D standards aimed at minimizing environmental impact. • Leverage modular design and continuously optimize or utilize existing low-power, high-efficiency modular power solutions. • Persistently reduce energy consumption in production and testing processes. • Utilize non-toxic recycled plastics and reduce their overall consumption. • Comply with the Waste Electrical and Electronic Equipment Directive (WEEE) to achieve a reuse and recycling rate of at least 90% and a repair rate of at least 95%. • Continuously optimize liquid cooling technology to enhance cooling efficiency and further reduce power consumption and noise levels.

Item	Content
<p>Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)</p>	<p>Medium-term goals:</p> <ul style="list-style-type: none"> • Following our company's green design guidelines, continuously monitor and integrate global energy policies and research energy solutions to design and develop sustainable, lightweight, eco-friendly, low-carbon, and high-efficiency green products. • Collaborate with our customers, partners, and suppliers to establish carbon footprint inventories, proactively addressing carbon pricing management. <p>Long-term goals:</p> <ul style="list-style-type: none"> • Work with our customers, partners, and suppliers to achieve net-zero emissions 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. 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 Development

UfiSpace is committed to not only meeting customer expectations for product quality and performance but also proactively minimizing the environmental impact of its products. In 2024, all product lines achieved compliance with international environmental regulations, including EU RoHS, WEEE, and REACH.

Regarding energy efficiency, 65% of UfiSpace's Product Power Supply Units (PSUs) currently meet 80 PLUS Platinum or Titanium requirements. Furthermore, in 2024, all newly developed product PSUs are designed to fully comply with 80 PLUS Platinum or Titanium standards. Our system boards utilize high-efficiency DC/DC modules, and replaceable AC/DC & DC/DC PSUs also adhere to 80 PLUS Platinum or Titanium requirements, optimizing power conversion efficiency and thereby reducing overall energy consumption. For example, the advanced switch S9710-76D, operating for 24 hours under typical usage scenarios, reduces electricity consumption by 0.32016 kilowatt-hours (kWh), equivalent to a 1.152576 megajoules (MJ) reduction in energy consumption, when using a Platinum/Titanium-grade PSU compared to one that does not.

Beyond the integration of high-efficiency modules, UfiSpace has also implemented liquid cooling technology, which effectively enhances cooling efficiency while simultaneously lowering product power consumption and noise levels. To continually improve product energy performance, UfiSpace's R&D team is actively conducting multi-mode testing experiments. By incorporating additional power consumption sensors, they can effectively collect system power consumption data over extended periods, facilitating thorough observation, analysis, and optimization during the design phase.

Green Product Committee: Fostering a Shared Commitment to Sustainability

To systematically reduce environmental impact across all product lifecycles, UfiSpace organized a Green Product Committee in 2024. This committee is composed of managers and colleagues from the R&D Center, Supply Chain Management, Product Engineering, and Project Management departments. The committee convenes monthly to focus on green product R&D directions and foster a shared sustainability consensus for product development. During these sessions, the Sustainable Development Promotion Team informs the committee of pertinent sustainability trends and leading corporate practices. They also facilitate circular economy training to enhance the committee's understanding and capabilities. Following this, each sub-group develops and proposes strategic actions aimed at reducing the environmental impact of products throughout their entire lifecycle. During 2024, the Green Product Committee held 11 meetings and a circular economy training session, demonstrating a proactive approach to sustainability. These efforts culminated in the successful implementation of eco-friendly packaging for a new product, replacing EPE buffer packaging material with recycled cardboard boxes.

For 2025, UfiSpace's Green Product Committee has initiated a strategic industry-academia collaboration with the National Taipei University of Technology's Net-Zero Carbon Emissions and Corporate Sustainability Center. This partnership is designed to advance critical projects, including Scope 3 greenhouse gas inventories, detailed product carbon footprint inventory and hotspot analysis, and green product design consulting. The ultimate goal of this collaboration is to establish robust green design guidelines, contributing to the goal of net-zero emissions by 2050. This initiative will not only support UfiSpace's internal Scope 3 reduction targets but also empower us to deliver green products that significantly reduce our customers' operational carbon emissions.

Structure of Green Product Committee



2024 Highlight of Research and Development

 <p>100% of products undergo multi-mode power consumption testing.</p>	 <p>Optimized PSU production aging time based on yield rates, and replaced outdated equipment with low-energy, renewable energy aging test equipment.</p>	 <p>New product packaging utilizes recyclable and reusable materials to reduce waste.</p>	 <p>Development of liquid cooling technology enhances cooling efficiency, reducing product power consumption and noise.</p>	 <p>Integrated additional power consumption sensors for effective long-term recording and monitoring of system power consumption data.</p>
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Manpower and Expenses Invested in R&D in the Past 3 Years

	2022	2023	2024
R&D expenses	350,000-400,000	300,000-350,000	350,000-400,000
R&D/revenue ratio	7%	10%	11.1077%
R&D manpower (persons)	86	99	95
Ratio of personnel with a master's degree or above/R&D personnel	62.8%	64.9%	67%

Number of Patents Obtained in the Past 3 Years

Statistics/Year	2022	2023	2024
Number of obtained patents	9	5	5
Cumulative number of valid patents	14	19	21 (Note)

Note: The total for 2024 has been adjusted to 21 due to the selection of either the new utility model or the invention patent.

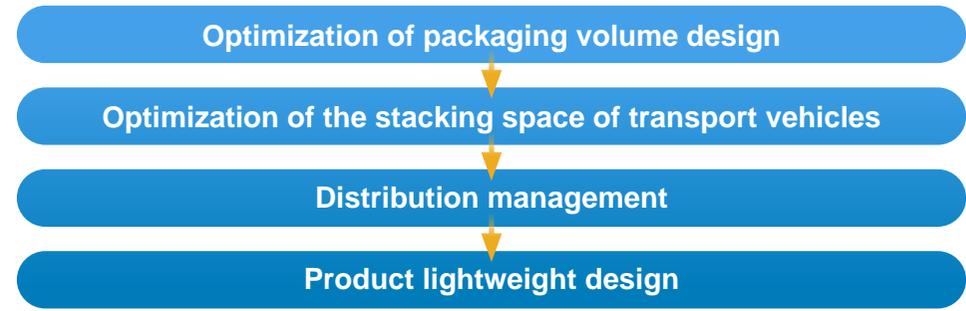
Reducing Energy Consumption in Product Manufacturing

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 the product manufacturing processes, "testing" is the most critical stage of quality control, and also the most time and energy-consuming part. To effectively reduce energy consumption while maintaining quality, UfiSpace's Product Engineering team launched a "Cycle Time Reduction" project in 2024. This initiative reviewed the cycle times of mass-produced products to identify time-consuming items and opportunities for optimization. As a result, cycle time for the S9500-30XS product series was reduced by 37.74%, and by 56.36% for the S9700-53DX, S9700-23D, and S9705-48D product series.

Distribution and Transportation of Environmentally Friendly Products

UfiSpace's products are mostly sold abroad. They are transported to the countries by air and sea, and then delivered to the locations designated by customers by road or other transportation methods. To reduce the environmental impact of the process, we have prioritized suppliers that are committed to environmentally friendly and sustainable measures to cut transportation emissions. UfiSpace has mainly been working with logistics service providers who have calculated the carbon footprint of air freight, adopted sustainable aviation fuel (SAF) and biofuels, and used more efficient aircrafts. For ground transportation, shipments to the same receiving customer are transported by the same truck to reduce the number of trips, and full container load (FCL) is used instead of less than container load (LCL) to avoid the waste of container space. Since some customers require specific modes of transportation, they can mostly obtain relevant information from shipping companies' public information. UfiSpace also follows up on the sustainability progress of shipping companies to ensure that they can provide services that meet customer needs and disclose related sustainability reports.

Environmentally Friendly Product Distribution and Transportation Management Structure



2.3 Customer Service

Item	Content	Notes
Significance to the Company	Customer service and quality management help earn customers' trust, consolidate long-term partnerships with customers, and open up more business cooperation opportunities.	
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	Reliable and excellent customer service will strengthen UfiSpace's operations and expand service scope, bringing a positive impact on local economic development and network transmission infrastructure improvements.	
Commitment and policy	<ul style="list-style-type: none"> Put customers first to become the best in the industry. Provide customers with better and more comprehensive system management solutions, such as customer service platforms, RMA service centers, and 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	FAE/ QA	
Contact information/ grievance mechanism	Email, phone, TAC system, e-Services system	
Goals for 2024	<ul style="list-style-type: none"> Establish a complete data chain between FAE and QA to share customer exception information and shorten the problem handling time. Ensure a professional customer contact that handles customers' concerns about quality and proposes improvements to prevent abnormalities, with the CRM system adopted to manage RMA product returns. Expect the turnaround time (TAT) time to be reduced to 25 days. 	

Item	Content	Notes
Investment in 2024	<ul style="list-style-type: none"> Establishment of the Technical Assistance Center (TAC) system to introduce systematic management with a view to solving customer problems faster. Staffing of 10 personnel from FAE Department and arranged a three-phase training program for new hires, encompassing the information of product functionality and operation, in-depth project understanding and problem analysis, and independent product problem analysis and technical service. Assignment of FAE personnel to client office rotations to enhance service quality. (FAE Department) Establishment of quality liaison. (Quality Assurance Department) Facilitation of data integration among FAE, QA, and the Repair Center via weekly meetings, ensuring client-reported anomalies are clearly documented, efficiently transitioned, and accurately resolved. 	
Achievements in 2024	<ul style="list-style-type: none"> Implemented the FAE Department's TAC system in October 2023; processed 844 cases and connected with 50 clients in 2024. Deployed technical service personnel for over 666 man-days on-site at client locations in shifts in 2024. Established the European Repair Center (GSSD), effectively reducing time for client repair, replacement, and analysis. Decreased the average Turnaround Time (TAT) for Return Merchandise Authorization (RMA) from 40 days to 36 days. Expanded the Quality Assurance (QA) Department's quality liaison team from 1 to 2 personnel in 2024, enhancing services for quality concern resolution and preventive improvement proposals. 	<p>2024 Target for TAT reduction to 25 days not met: reasons and 2025 countermeasures</p> <p>Reasons for not meeting the 25-day TAT target in 2024:</p> <ol style="list-style-type: none"> Insufficient customer liaison points <p>>>2025 Countermeasure: Plan corresponding strategies and expand staffing for customer quality liaison.</p> <ol style="list-style-type: none"> Excessive logistics time <p>>>>2025 Countermeasure:</p> <ol style="list-style-type: none"> Plan corresponding strategies and increase the number of repair centers. Increase PCBA spare parts at the CTU repair center.

Item	Content	Notes
Short-term goals (2025)	<ul style="list-style-type: none"> Expect the turnaround time (TAT) time to be reduced to 25 days. Establish a complete data chain between FAE and QA to share customer exception information to ensure client-reported issues are clearly handed over and accurately repaired. A new RMA (Return Merchandise Authorization) system will be implemented in the first half of 2025 to digitize all data, which will eliminate human error in data transfer and significantly enhance repair quality. Expanded the Quality Assurance (QA) Department's quality liaison team to 3 people, enhancing services for quality concern resolution and preventive improvement proposals. 	
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	Improve customer satisfaction with our products by reducing abnormalities in the quality of shipments 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 of the keys to the Company's revenue growth. UfiSpace is dedicated to building a customer-centric operating model. The sales department understands customer needs and provides solutions at the sales end, while the Field Application Engineering (FAE) and Quality Assurance (QA) departments work closely together to deliver post-sales services that closely align with customer needs.

As UfiSpace 's client base is primarily located in Europe and North America, we've continuously enhanced our service efficiency. Starting in 2023, UfiSpace implemented a Technical Assistance Center (TAC) system. This systemized management approach, coupled with dedicated professional client quality liaison points, effectively improves service efficiency and allows us to respond to customer needs in real time. To further reduce repair, replacement, and analysis times for our international clients, we established the CTU repair center in the United States and, in 2024, set up the European Repair Center (GSSD).

In 2024, FAE department, comprising 10 personnel, assisted clients with 844 cases and established connections with 50 customers. Notably, 2 team members rotated at client offices for over 666 person-days, providing immediate technical support. The QA department increased its staff from 1 to 2 in 2024, leading to a decrease in the average Return Merchandise Authorization (RMA) turnaround time (TAT) from 40 days to 36 days, and an increase in customer satisfaction from 98 to 100 points. In 2025, we plan to expand the QA team to 3 personnel to further reduce average RMA TAT, thereby enhancing service quality and maintaining high customer satisfaction.

Customer Satisfaction Survey

Statistics/Year	2022	2023	2024
Customer Satisfaction Rating	100	98	100

Note: The total score is 100 points. Data collection and establishment began in 2022.



3 Corporate Governance

Governance Structure

Risk Management

Ethics and Integrity

Information Security and Trade Secret Protection

Sustainable Supply Chain



3.1 Governance Structure

Corporate Governance Structure



The Board

The Board of UfiSpace has 3 directors and 1 supervisor, each with a term of office for 3 years. They shall be elected from candidates with adequate capacity in the shareholders' meeting, and shall be eligible for re-election. The Chairman serves as an individual director, while the remaining 2 directors are appointed by corporations. Each year, at least 1 Board meeting is held every quarter. The Chairman communicates closely and fully with the other directors on the Company's operating status, plans and policies on a regular basis to implement corporate governance. The Company's Chairman concurrently serves as the General Manager for the purpose of enhancing operational efficiency and decision-making performance, and for the reason that no manager has been found suitable for the position of General Manager so far. Currently, UfiSpace does not have independent directors.



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

Diversified Statistics/Year			2022		2023		2024	
			Number of people	Percentage	Number of people	Percentage	Number of people	Percentage
The Board	Gender	Male	4	80%	5	100%	3	100%
		Female	1	20%	0	-	0	-
	Age	Under 50	2	40%	1	20%	1	33%
		50 ~ 60	3	60%	3	60%	1	33%
		Above 60	0	-	1	20%	1	33%
	Educational background	Graduate School	5	100%	5	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 2024, 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. At present, the ESG performance has not been linked to the personal remuneration of the Board of Directors and managerial officers. However, the Company will continue to pay attention to

this issue and hold a discussion on it when the ESG practices are mature. 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 to report to the Board of Directors depending on whether the investigation findings will cause significant harm to the Company's operations, and the Board of Directors will make relevant resolutions on the Company's due diligence report and hand them over to the responsible departments for actions. In 2024, there were no relevant potentially negative major incidents.



3.2 Risk Management

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 details of the responses to major risks during the Board of Directors' meeting.

Risk Management System

Aspect	Material Topic	Potential Risk 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.	<ul style="list-style-type: none"> Updating and optimizing the Company's official website and managing the LinkedIn community to promote the brand image. Participating in international business exhibitions and online seminars to enhance the international exposure of the brand. Gaining new market perspectives and expand domestic and international customer bases. Mastering key new technologies to drive new product applications.
	Innovative R&D and Green Products	<ul style="list-style-type: none"> 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. Investments in new technologies with wrong application positioning or in wrong direction will result in investment losses. 	<ul style="list-style-type: none"> Increasing product energy efficiency through research and development (R&D). Forming a Green Product Committee to unite the R&D and manufacturing teams' sustainability awareness, jointly promoting green design guidelines.
	Customer Service	The lack of proper customer service and quality management will lead to the loss of customer trust and destroy long-term partnerships with customers, further impacting our business operations.	<ul style="list-style-type: none"> Strengthening the Redmine Project TAC (Technical Assistance Center) system to enhance service capacity and quality. Establishing a Technical Assistance Center system and implement systematic management to accelerate customer issue resolution. Arranging personnel to rotate shifts at client factories to improve service quality. Creating dedicated professional customer quality contact windows.
	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.	<ul style="list-style-type: none"> Formulating ethics-related norms, popularizing education and training, and ensuring smooth communication channels for all employees and business partners.
	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.	<ul style="list-style-type: none"> 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.

Aspect	Material Topic	Potential Risk Assessment	Corresponding Action
Economic and Governance Aspect	Sustainable Supply Chain	<ul style="list-style-type: none"> 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. 	<ul style="list-style-type: none"> Developing a sustainable supply chain policy in response to the United Nations Sustainable Development Goals (SDGs). Establishing a complete supplier self-evaluation and audit form according to the ISO 9001 supplier management procedure. Establishing and implementing the supplier ESG audit system. Formulating the Non-use of Conflict Minerals Policy and following the due diligence guidelines of the Organization for Economic Co-operation and Development (OECD) to ensure that no conflict minerals are used in materials.
Environmental Aspect	Climate Change	<ul style="list-style-type: none"> Customers are increasingly demanding about supplier carbon reduction and environmental performance. Without corresponding actions, companies may find it difficult to secure orders. For the network communications industry supply chain, extreme weather and rising temperatures could lead to significant raw material shortages, causing a substantial increase in operating costs. 	<ul style="list-style-type: none"> Conducting carbon inventory in the operating environment and determining corporate carbon reduction strategies and goals. Purchasing renewable energy from Taiwan Power Company. Implementing green office practices.
Social Aspect	Remuneration and Benefits	<ul style="list-style-type: none"> Substantial competitiveness in salary and remuneration is the basis for talent recruitment. Intangible training and benefits are the glue to stabilize the organization. Failure to do so may lead to talent loss and impact the Company's productivity. 	<ul style="list-style-type: none"> Providing competitive remuneration. Adopting a thorough salary adjustment system. Offering flexible working hours. Devising special welfare programs, including employee transportation, subsidies for sports activities and competitions, company trips, group insurance, wedding gifts, maternity and childcare allowances, and gift cash and gift-cards for annual festivals.
	Talent Cultivation	<p>Internationally, the technology industry is highly competitive and rapidly advancing, necessitating the continuous development and updating of technologies. In addition, factors such as Taiwan's aging population and low birth rate have led to an increasingly scarce technical talent pool. The lack of a talent training mechanism may result in a lag in technological development and difficulty in talent recruitment.</p>	<ul style="list-style-type: none"> Introducing the online education and training system and importing videos on multiple topics for trainees to learn on their own. Promoting the management optimization project of the supervisors, and improving the leadership of the heads. Launching the elite training project to strengthen the organization's capabilities in relation to cross-departmental cooperation and external communication.
	Occupational Safety and Employee Health	<p>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.</p>	<ul style="list-style-type: none"> Applying the ISO 45001 Occupational Safety and Health Management System. Hiring full-time nurse, which is better than the legal requirements, and forming an "Occupational Safety and Health Implementation Team" composed of the occupational safety personnel to promote and implement occupational safety and health matters. Introducing a team of professional nursing consultants to support the employees in health management.
	Diversity, Equity and Inclusion in Workplace	<ul style="list-style-type: none"> An unfriendly workplace creates human rights risks and leads to difficulty retaining talent. A lack of diverse perspectives and effective communication can result in biased decision-making. 	<ul style="list-style-type: none"> Implementing the Company's management regulations and procedures related to human rights protection. Conducting diverse trainings on the protection of human rights (including training sessions for newcomers). 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.
External impacts on the 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 ISO 27001 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 2024	<ul style="list-style-type: none"> • Maintain ISO 27001:2022 certification compliance, fully preparing for the external re-audit in 2025. • Enhance employee cybersecurity awareness, promoting one hour of cybersecurity education and training for every employee annually. • Introduce security monitoring automation tools to strengthen threat intelligence management capabilities.
Investment in 2024	<ul style="list-style-type: none"> • Launch the ISO 27001:2022 three-year re-audit project in 2024/10 • Finalize the deployment of the Wazuh security monitoring tool 2024/11. • Issue 4 information security awareness announcements in 2024. • Conclude information security education and training for all employees in 2024/12 • Investment amount: NTD 2.1 million.

Item	Content
Achievements in 2024	<ul style="list-style-type: none"> • Completed implementation of ISO 27001:2022-related information security measures (re-certified by BSI on February 13-14, 2025).
Short-term goals (2025)	<ul style="list-style-type: none"> • Keep passing third-party verification on an annual basis in terms of our Information Security Management System (ISMS).
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> • 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. Since 2022, UfiSpace has implemented ISO 27001 and complied with its 21 policies and management regulations, and organized the Information Security Promotion Team, Information Security Implementation and Emergency Response Group, and Information Security Audit Group for proper management to protect the confidentiality and integrity of the Company's information assets. The IT Department is responsible for managing related complaints which may be reported through email: ethic@ufispace.com. In 2024, UfiSpace launched the ISO 27001:2022 three-year re-certification project and implemented the Wazuh security monitoring tool. By December, we had completed company-wide information security education and training. Subsequently, on February 13-14, 2025, BSI successfully completed our ISO 27001:2022 re-certification.

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 2024, 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 serves as a path to prosperity. A majority of consumers are prepared to pay a premium for goods from enterprises known for their honesty and integrity. Consequently, companies that value integrity and ethics will ultimately reap the greatest rewards.
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	Today, the neglect of ethics and integrity by enterprises could impact the national economy in no way inferior to civil servant corruption. Domestic cases have shown that corporate corruption can cause significant damage to democracy, the economy, and the rule of law. How to prevent and eradicate corruption has become a matter of concern for the government, enterprises, and individuals of the society.
Commitment and policy	We value our reputation and are committed to maintaining the highest ethical standards and professional competence. Our employees and business partners are strictly required to comply with applicable anticorruption and anti-bribery regulations in the countries where we operate. For the aforementioned purposes, we have formulated relevant regulations, popularized education and training, and created smooth communication channels for all employees and business partners to engage and jointly fulfill corporate social responsibilities to promote sustainable economic, social, and environmental development.
Responsible department	Legal and Intellectual Property Department
Contact information/ grievance mechanism	The legal department handles relevant matters by email (ethic@ufispace.com), with the identity of the whistleblower and the content of the report kept confidential.
Goals for 2024	Implement an Integrity Management System.

Item	Content
Investment in 2024	<ul style="list-style-type: none"> Continue to incorporate ethical clauses in supplier and customer contracts to ensure commercial partnerships adhere to moral and regulatory standards. Irregular advocacy and training sessions for employees to elevate their ethical awareness and ability to comply with regulations.
Achievements in 2024	<ul style="list-style-type: none"> Establish a grievance channel to ensure employees and relevant stakeholders can safely and freely report issues.
Short-term goals (2025)	<ul style="list-style-type: none"> Formulate an explicit system of incentives and disciplinary actions to strengthen the encouragement and deterrence of integrity and ethical conduct. Persistently include integrity and ethical provisions within supplier and client agreements, thereby ensuring collaborative partners collectively uphold elevated benchmarks of commercial morality. Deliver business ethics education and training to new hires upon their arrival, aiming to elevate employees' awareness of compliance and their professional moral cultivation.
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> Develop an operational feedback mechanism to guarantee immediate identification and interdiction of illicit behaviors like graft, bribery, and blackmail. Incorporate ethical integrity into performance evaluation criteria, fostering a corporate culture that truly embodies honest business practices.

UfiSpace values its reputation and is dedicated to maintaining the highest ethical standards and professional competence. Our employees and 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 pay attention to various regulations that may have an impact on the Company's finance and operations so as to ensure that none of the Company's operating activities are illegal. We have also formulated relevant regulations, popularized education and training, and created smooth communication channels for all employees and business partners to engage and jointly fulfill corporate social responsibilities to 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. 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. In addition to the ethics-related regulations, the HR unit also provides new employees with an Integrity and Intellectual Property Agreement to read when they first report for duty; all employees are required to sign the agreement when they arrive on the job. The latest version of the agreement was revised in 2022, and the employee signing rate was 100% in 2024.

Employees can report violations of the regulations through the email: ethic@ufispace.com. The Company accepts the reports with the whistleblowers' names provided in principle while committed to protecting the whistleblower's personal data. Anonymous reporting is acceptable for certain exceptions (specific evidence required, such as audio recordings, videos, photos, etc.). The Company also promises not to impose unfavorable penalties on whistleblowers afterwards. No corruption or fraud reporting cases were submitted for processing as of 2024.



3.5 Sustainable Supply Chain

Item	Content	Note
Significance to the Company	The Company can establish a firm foothold in the international market to seize the opportunities of the green economy by strengthening its sustainable supply chain and reducing its impact on the environment. This is done with responses to the carbon reduction goals of international customers and the environmental policies of various governments to jointly reduce the impacts and risks of climate change on the industry.	
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	Through a responsible supply chain management mechanism and collaboration, the Company shares information with supply chain partners. In addition, ESG is included in the scope of supplier evaluation to keep better track of the supply and demand situation in line with the trend of the times, so that the Company gains competitive advantages in a changing and competitive environment. We aim to thereby enhance the positive impact of the supply chain on the environment, human rights and the economy.	
Commitment and policy	<ul style="list-style-type: none"> Develop a sustainable supply chain policy in response to the United Nations Sustainable Development Goals (SDGs), and refer to ISO 20400 Sustainable Procurement Guidelines to implement sustainable supply chain management. Formulate the Non-use of Conflict Minerals Policy and comply with the due diligence guidelines of the Organization for Economic Co-operation and Development (OECD) for regular review of material sources, to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), and tin (Sn) are not sourced through mining by anarchist armies or illegal groups, or from high-risk conflict areas. 	
Responsible department	Operations Management Center	
Contact information/grievance mechanism	Contact points of the Supply Chain Management Department. Tel: 02-7730-1188 #1086 #1076	
Goals for 2024	<ul style="list-style-type: none"> Arrange with 7 suppliers to complete the 2024 annual audit. Additionally require one OEM to obtain ISO 50001 certification. 	
Investment in 2024	<ul style="list-style-type: none"> Implement an ESG audit system for suppliers/outsourced manufacturers, conducting annual sustainability performance assessments across Environmental, Social, and Governance (ESG) dimensions. 	

Item	Content	Note
Achievements in 2024	<ul style="list-style-type: none"> In 2024, 2 outsourced manufacturers were audited. The outsourced manufacturers self-evaluation rate and audit rate both reached 100%. The supplier audit qualification rate reached 100%. There were no major deficiencies or violations of significant sustainability clauses identified during supplier audits, and no outsourced manufacturer were classified as non-compliant or had the partnership terminated. 1 OEM factory obtained ISO 50001 certification. 	Due to the absence of significant deficiencies in the 2023 material supplier audit, the material supplier audit frequency has been adjusted to once every two years. Therefore, no supplier audit is scheduled for 2024. The 2025 audit will be scheduled and managed according to the set targets.
Short-term goals (2025)	<ul style="list-style-type: none"> Arrange with 10 suppliers to complete the 2025 annual audit. 	
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> Assess the sufficiency of material suppliers on an annual basis. 	

UfiSpace exchanges information through a supply chain management mechanism and collaboration to keep abreast of the supply and demand situation. On the selection of suppliers, the Company has established a standard process to assess the suppliers' qualification in terms of nature, transaction terms, product quality, etc. and conducted supplier evaluation every year. Our operation team provides information on the problems and deficiencies in the quality, delivery, preparation of goods, etc. during business dealings for the suppliers to review their deficiencies accordingly. If a supplier is determined to be a disqualified supplier, the cooperation will be suspended. In 2024, 2 outsourced manufacturers were audited. The annual self-evaluation rate and audit rate both reached 100%.

Supply Chain Management Flow Chart



As a part of the global supply chain of the network communication industry, UfiSpace has developed a sustainable supply chain policy and the procedures for sustainable procurement and supplier management, thereby showing our commitment to valuing labor rights in the supply chain management and procurement process, and ensuring that our suppliers are consistent with the spirit 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.

Sustainable Supply Chain Management Flow Chart



In 2023, UfiSpace began to implement the ESG supplier audits, evaluating the ESG sustainability performance of key suppliers in the year in terms of environmental, social, and governance aspects. With reference to the latest RBA7.1, ISO 20400 Sustainable Procurement Guidelines, and key supply chain sustainability issues of concern to the customers, we determined the supplier ESG audit/evaluation items, including 22 in the environmental aspect (32%), 31 in the social aspect (45%), and 16 in the governance aspect (23%). In 2024, the ESG supplier audit covered 2 outsourced manufacturers, and the qualification rate was 100%. In 2024, no supplier/outsourced manufacturer was listed as a disqualified supplier or subject to termination of cooperative relationship due to violating any of the standards regarding material sustainability issues. In the future, we will continue to optimize the supply chain sustainability evaluation through irregular investigation and analysis to include more diverse items and ensure that we and our suppliers are aware of emerging ESG issues and risks.

2024 Audit	Number of Audited Suppliers	Audit Implementation Achievement Rate	Qualification Rate (Qualification criteria: 90 points or more and no major deficiencies)
Outsourced manufacturers	2	100%	100%

Currently, the ESG supplier audit of UfiSpace is limited to the key suppliers/outsourced manufacturers that we have business dealings with. In the future, we plan to include environmental, social, and human rights terms in the assessment and future contracts during the supplier selection process, prioritize suppliers with relatively high risks in EHS (environment, health and safety) or labor/human rights aspects for audits based on the industry attributes, and develop an annual audit plan for constant enhancement of the sustainable supply chain.

To strengthen the sustainability-related knowledge of the supply chain department and procurement personnel, UfiSpace provides training on environmental and social issues to optimize the implementation of sustainable supply chain management. In 2024, a total of one Circular Economy training session was conducted, amounting to 1.5 hours..

Training Topic	Number of Hours	Participating Department
Circular Economy	1.5	SCM, RD, PE

UfiSpace has established the "Non-use of Conflict Minerals Policy" and complied with the due diligence guidelines of the Organization for Economic Co-operation and Development (OECD) for regular review of material sources, to ensure that metals such as gold (Au), tantalum (Ta), tungsten (W), tin (Sn) are not sourced through mining by anarchist armies or illegal groups, or from highrisk conflict areas. Besides announcing relevant information on the official website, UfiSpace also requires partners to give guarantee and adhere to the "Non-use of Conflict Minerals Policy," sign the Letter of Commitment to non-use of conflict minerals, and provide relevant investigation reports on an irregular basis.



4 Environmental Sustainability

Climate and Environment Governance (TCFD)

Climate Change



4.1 Climate and Environmental Governance (TCFD)

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. Aware of the impacts of climate change, UfiSpace actively follows the government's environmental protection and energy conservation policies, and lists climate change response as an important action goal. We regularly review our guidelines to combat climate change, and identify climate risks and opportunities according to the TCFD framework, with measurement indicators set based on the identification results for management by objectives (MBO); the purpose is to reduce the financial impact of climate risks on operations.

Climate and Environmental Governance Organizational Structure

Responsible department	Job Responsibilities
Board of Directors	The Board oversees the Company's work effectiveness on climate change topics.
Sustainable Development Committee	UfiSpace established the ESG Committee in 2022, with the top management (CEO) of UfiSpace as the chairperson. In 2023, the committee's name was changed to the Sustainable Development Committee. It serves as the executive committee for climate change issues and climate-related risks and opportunities targets. The chairperson reports the implementation results to the Board of Directors year.
CEO's Office	The CEO's Office formulates strategies, policies, and implementation plans for climate environmental affairs, which are reviewed by the Sustainable Development Committee.
Sustainability Development Promotion Team	This team conducts climate-related risk and opportunity assessments.

Climate Risk Management

With the characteristics of the industry, the useful life of the organizational assets and infrastructure, and the frequency of occurrences of climate-related issues taken into account, UfiSpace assesses climate-related risks and opportunities based on the short term (0-3 years), medium term (3-5 years) and long term (more than 5 years), and follows the risk and opportunity management procedures to identify, assess and control climate-related risks and opportunities, assess potential financial impacts, and formulate countermeasures.

According to the risk and opportunity management procedures, the assessment for the probability of occurrence and level of impact of risks are conducted based on the risk identification and assessment standards, and the scope of assessment covers the events that affect the Company's management system. As the responsible unit, the Sustainability Development Promotion Team assesses climate change specific issues in accordance with the risk assessment mechanism of TCFD to understand the potential financial impacts and adopt relevant countermeasures. Existing and emerging climate change laws and regulations (such as emission controls) and other relevant factors are considered during the identification and assessment process, and relevant identification results are reviewed and integrated by the CEO's Office for risk-related decision making. The Sustainable Development Committee and the Board of Directors then implement internal communication and supervise appropriate management actions.

Type of Risks	Aspect	Risk Identification	Time Horizons	Potential Financial Impacts	Countermeasures
Transition Risks	Policy and Legal Risks	UfiSpace operates in Taiwan, where climate-related regulations are the primary source of risk. Taiwan's current "Climate Change Response Act" sets a goal of achieving net-zero greenhouse gas emissions by 2050. It also establishes principles for improving energy efficiency and promoting resource circularity to reduce environmental pollution and greenhouse gas emissions. The "First Batch of Emission Sources Required to Inventory and Register Greenhouse Gas Emissions" announced under this act mandates that specific industries and entities with annual greenhouse gas emissions reaching 25,000 metric tons of carbon dioxide equivalent (CO ₂ e) must register their carbon emission data. UfiSpace does not meet the criteria for these regulated entities, so the risk is not yet significant.	Medium term	<ul style="list-style-type: none"> • Increase of operating costs 	To mitigate future risks, since 2022, UfiSpace has been conducting annual greenhouse gas inventories and is committed to improving the utilization efficiency of energy, paper, water, and other resources. We also use renewable materials with low environmental impact and properly maintain asset usage, integrating green practices into the workplace.
	Technology Risks	With the low-carbon transformation across various industries and the advancement of AI, the demand for networking equipment with low environmental impact and low energy consumption is steadily increasing. Failure to provide customers with the required products in this area would negatively impact our business.	Short term	<ul style="list-style-type: none"> • Decrease of revenue • Increase of R&D investment • Increase of manufacturing cost 	In 2024, all new product development projects were dedicated to reducing product power consumption, increasing product energy efficiency, and implementing green design. Furthermore, UfiSpace also formed a Green Product Committee to continuously refine the practice of green product development.
	Market Risks	The climate-related requirements have been included in the supplier scoring mechanism of UfiSpace's European telecom carrier customers, and such customers have taken product power and product carbon footprint as part of the required information for tenderers and converted these two indicators into procurement costs. If UfiSpace falls short of the requirements, the revenue might be impacted.	Short term	<ul style="list-style-type: none"> • Decrease of revenue 	UfiSpace conducted product carbon footprint inventories for two products following ISO 14067 and had them verified by a third party. Additionally, echoing the United Nations Sustainable Development Goals (SDGs), we formulated a sustainable supply chain policy and implemented sustainable supply chain management by referencing ISO 20400 Sustainable Procurement Guidelines.
	Reputational Risks	The sustainability scoring for European telecommunications clients' suppliers includes Scope 1 to 3 greenhouse gas inventories. If UfiSpace fails to meet their disclosure requirements, it could impact our reputation and future business opportunities.	Short term	<ul style="list-style-type: none"> • Decrease of revenue 	UfiSpace performs an annual organizational greenhouse gas inventory in accordance with ISO 14064-1 management framework, incorporating all 15 categories of the GHG Protocol. The inventory result was third-party verified by an agency certified by the Ministry of Environment. In 2024, we also purchased 100,000 kWh of green electricity, significantly reducing greenhouse gas emissions.
Physical Risk	Acute Risks	UfiSpace identifies "increased frequency and intensity of typhoons/hurricanes" as an extreme climate risk. The impact of this risk on our company includes: increased maintenance and replacement costs for operational bases, data centers, and base station equipment due to strong winds and flooding.	Short term	<ul style="list-style-type: none"> • Damage of assets • Increase of manufacturing cost • Decrease of revenue 	An extreme weather emergency response plan is in planning.
	Chronic Risks	UfiSpace categorizes "rising average temperatures" as a long-term climate risk. The increase in average temperatures can lead to higher temperatures in equipment rooms, potentially causing damage to base station equipment circuits.	Long term	<ul style="list-style-type: none"> • Damage of assets • Increase of operating cost 	UfiSpace plans to integrate 25% renewable energy by 2030 and achieve carbon neutrality by 2050.

Climate-related Indicators

Climate-related Indicators		2024 Performance	2025 Goal
Energy Management	Energy Intensity ^(Note1) (MJ / m ²)	1,573	Note 3
	Purchased Renewable Energy (Electricity) (kw*hr)	100,000	300,000
GHG Management	Scope 1+2 (Ton CO ₂ e)	646.8887	Note 3
	Scope 3 (Ton CO ₂ e)	194,457.4738	Note 3
Sustainable Supply Chain Management	Supplier ESG Audit (number of supplier)	2	10
Green Product	PSU of new product (over 1000W) that meet 80 PLUS Platinum requirement (%)	100	100
Climate awareness	ESG Training (Attendees)	22 ^{Note 2}	30

Note 1 : Energy Intensity= Energy consumption (MJ) / Floor Area (m2)

Note 2 : Training: Circular Economy

Note 3 : The Hsinchu location was not included in the 2024 inventory scope because it's a shared space. In December 2024, the Hsinchu location relocated to a leased office. UfiSpace plans to include it in future inventories and set relevant reduction targets with a more complete inventory boundary.



4.2 Climate Change

Item	Content	Note
Significance to the Company	As part of the global supply chain of the network communication industry, the Company does carbon reduction planning for corporate operations, which will be helpful in responding to customers' carbon reduction requirements and winning orders. At the same time, we also contribute to mitigating global climate change and minimizing its impact on and risks to the industry.	
External impacts on the 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	<ul style="list-style-type: none"> • Be committed to improving the utilization efficiency of energy, paper, water and other resources, using 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	E-mail: Human Resources Department/General Affairs Department: hr@ufispace.com Sustainability Development Promotion Team: esg@ufispace.com	

Item	Content	Note
Goals for 2024	<ul style="list-style-type: none"> • Optimize greenhouse gas management methods. • Manage energy equipment to identify electricity consumption hotspots. • Implement 10% renewable energy. 	
Investment in 2024	<ul style="list-style-type: none"> • Completion of organizational greenhouse gas inventory and obtained third-party verification from a Ministry of Environment-certified institution in accordance with ISO 14064-1. • Purchased 100,000 kWh of renewable electricity. • Conducted following ISO 14067 and verified by a third party. 	
Achievements in 2024	<ul style="list-style-type: none"> • Completion of the organizational GHG inventory, with the thirdparty certification for ISO 14064-1:2018 • Purchased 100,000 kWh of renewable electricity, achieving RE7. • Obtained carbon footprint reports and third-party verification for two products: S9510-28DC and S9510-30XC. 	The amount of renewable energy procured will be increased in 2025 to raise its overall proportion.
Short-term goals (2025)	<ul style="list-style-type: none"> • Conduct an organizational greenhouse gas inventory following the ISO 14064-1 management framework, also incorporating all 15 categories of the GHG Protocol. Hsinchu office will be included within the inventory boundary. • Conduct carbon footprint inventory of one product following ISO 14067 and obtain third-party certification. • Purchase 300,000 kWh of renewable electricity for the Xinzhuang headquarters. • Disclose environmental actions to CDP. 	

Item	Content	Note
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> Accumulate more complete Scope 3 data, redefine the baseline year, and plan reductions based on hotspots. Conduct product carbon reduction assessments targeting hotspots identified in product carbon footprint reports. Aim to integrate 25% renewable energy by 2030 and achieve carbon neutrality by 2050. 	

To address the risks and opportunities presented by climate change, UfiSpace actively reviews its operational carbon emissions and energy and resource consumption. This helps us plan carbon reduction and energy-saving goals, which are then progressively implemented in our operations. To support our clients' carbon reduction efforts and more comprehensively fulfill our climate responsibilities, UfiSpace participated in the "Taipower 2023 Small-Scale Green Power Sales Pilot Program," procuring 100,000 kWh of green electricity in 2024.

By the end of 2024, UfiSpace collaborated with National Taipei University of Technology on a climate change industry-academia partnership. We conducted a greenhouse gas inventory following the ISO 14064-1 management framework, incorporating all 15 categories of the GHG Protocol. This initiative aims to collect more comprehensive Scope 3 data. After verification, this data will undergo emission hotspot analysis, enabling UfiSpace to more rigorously promote carbon reduction across its organization and supply chain.

Furthermore, UfiSpace also conducted product carbon footprint inventories for two products. This allowed us to examine carbon emissions and environmental impact at various stages of the product lifecycle, assisting clients in their carbon reduction efforts while also strengthening our internal green product research and development.



Carbon Emissions and Energy/Resource Management

In accordance with the goals and measures to address climate risks, UfiSpace reviews the carbon emissions and energy/resource usage of the operating environment annually to set the sustainability goals for the organization's operating environment.

Energy Consumption

The scope of UfiSpace's energy management is the internal energy consumption, and the source is externally-purchased electricity. 100,000 KwHr of renewable energy is procured in 2024.

Statistics/Year	2022	2023	2024
Energy consumption (MJ)	2,844,688	4,272,621	4,546,317.72(Non-renewable Energy) + 360,000(Renewable Energy) = 4,906,318
Percentage of Renewable Energy (%)	0	0	7

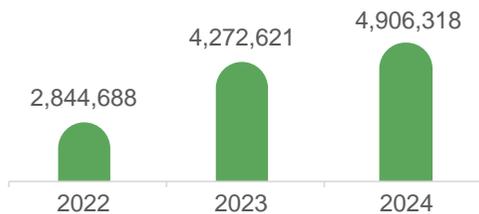
Note: The conversion formula for the heating value of electricity is 1kWh=3.6MJ.

Energy Intensity

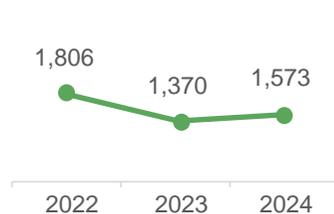
Statistics/Year	2022	2023	2024
Energy consumption (MJ)	2,844,688	4,272,621	4,906,318
Total floor area (square meters)	1,574.78395	3,119.06	3,119.06
Energy intensity	1,806	1,370	1,573

Note: Calculation formula for intensity: Energy consumption (MJ)/floor area (square meters)

Energy Consumption (MJ)



Energy Intensity (MJ/m²)



GHG Emissions

The first inventory conducted according to ISO 14064-1 took place in 2021, the year when the Company had a fixed operating location at the then Tucheng headquarters. Hence, the base year was set as 2021, with the operational control method adopted to conduct inventory on the emission sources owned or controlled by UfiSpace. Due to an organizational relocation in April 2023, the inventory boundary changed, leading to an adjustment of the base year to 2024.

To support client carbon reduction efforts and strengthen climate accountability, in 2024, UfiSpace incorporated all 15 categories of the GHG Protocol within the ISO 14064-1 framework to conduct a greenhouse gas inventory. This allowed us to collect more comprehensive Scope 3 data. The inventory boundary was set as the Xinzhuang headquarters, adhering to the operational control approach.

Scope 1+ Scope2 Emission

ISO14064-1 Category 1-2	GHG Protocol Scope 1-2	2022	2023	2024
Category 1	Scope 1 (tCO ₂ e)	25.4047	46.9357	48.2902
Category 2	Scope 2 (tCO ₂ e)	391.1444	586.2985	598.5985
Total emissions (tCO ₂ e)		416.5491	633.2342	646.8887

GHG Emission Intensity

Statistics/Year	2022	2023	2024
Total emissions (tCO ₂ e)	416.5491	633.2342	646.8887
Floor area (square meters)	1,574.78395	3,119.06	3,119.06
Emission intensity (tCO ₂ e/ square meters)	0.27	0.20	0.21

Total Emission (tCO₂e)



Emission Intensity (tCO₂e / m²)



Scope3

ISO14064-1 Category 3-6	GHG Protocol Scope 3 Category	Emission (tCO ₂ e)	Total (tCO ₂ e)
ISO14064-1 Category 3	C4 Upstream Transportation	36.0280	1,292.8480
	C9 Downstream Transportation	1,104.4751	
	C7 Employee Commuting	65.0567	
	C6 Business Travel	87.2881	
ISO14064-1 Category 4	C1 Purchased Goods and Services	10,104.5823	10,339.9550
	C2 Capital Goods	90.6881	
	C3 Fuel- and Energy-Related Activities	123.8379	
	C5 Waste Generated in Operations	20.8468	
ISO14064-1 Category 5	C11 Use of Sold Products	182,678.1342	182,824.6708
	C12 End-of-Life Treatment of Sold Products	146.5366	
ISO14064-1 Category 6	No significant Emission	N/A	N/A
ISO14064-1 Category 3-6 Total Emission	Total Emission of Scope 3		194,457.4738

Note 1: In 2024, UfiSpaces operations did not involve upstream leased assets, processing of intermediate products, downstream leased assets, franchises, or investments. Therefore, Scope 3 C 8: Upstream Leased Assets, C10: Processing of Sold Products, C13: Downstream Leased Assets, C14: Franchises, and C15: Investments emissions under the GHG Protocol are not disclosed.

Note 2: At the end of 2024, the Hsinchu office relocated from a shared space in Hsinchu Science Park to a leased office in Zhubei City. As UfiSpace did not have operational control over the Hsinchu Science Park shared space, it was not included in the 2024 inventory. The Zhubei leased office, where UfiSpace has operational control, will be included in the 2025 inventory.

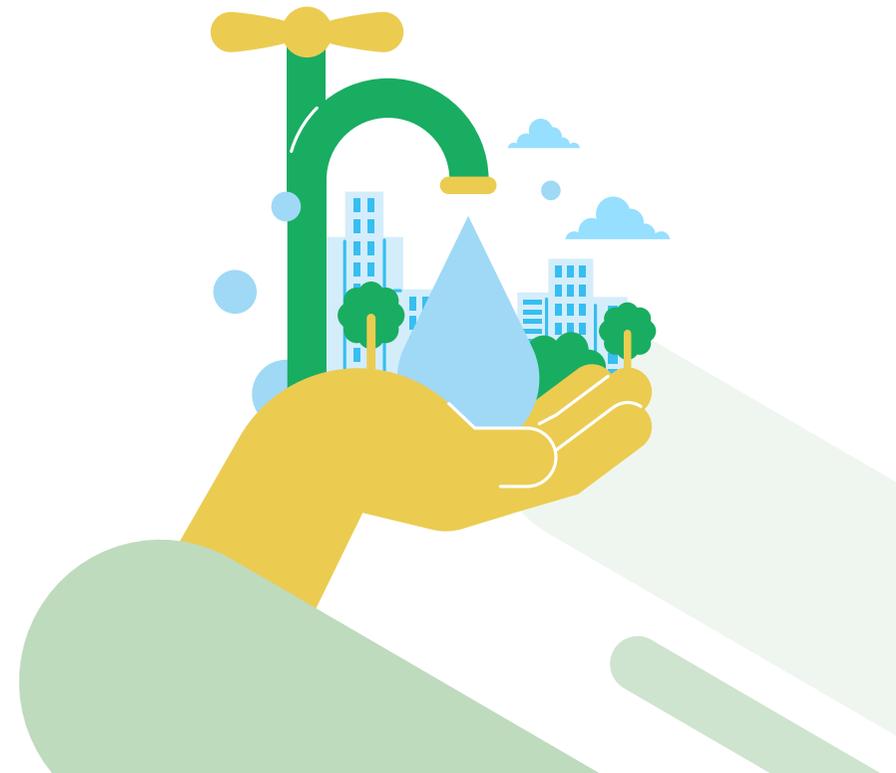
Note 3: For details on the reduction in energy consumption from the use of sold products, please refer to Chapter 2, "Innovative Technology and Services - Innovation, Research and Development, and Green Products."

Water Resource Management

UfiSpace's product manufacturing processes do not generate industrial wastewater. The company's water usage is limited to domestic purposes for employees (such as washing and environmental cleaning). All domestic wastewater is treated via the sewage system, and there were no incidents of illegal pollution in 2024.

Product Carbon Footprint

In 2024, UfiSpace completed the product carbon footprint assessment for two products within the same series, following ISO 14067, and obtained third-party verification. In addition to helping clients track their Scope 3 carbon emissions data, these carbon footprint reports were submitted to the Green Product Committee for hotspot analysis, aiming to reduce future product emissions from materials and manufacturing processes.



Green Office and Green Living (Greener UFI)

UfiSpace's Xinzhuang headquarters is located in an office building certified as a national silver-grade green building. The entire office area utilizes LED energy-efficient lighting and energy-saving appliances. Lighting and air conditioning are automatically shut off at scheduled times to reduce electricity waste. Additionally, the company actively promotes green office practices, diligently enforcing lights-off during lunch breaks and paper reduction. We also encourage employees to embrace green living through occasional awareness campaigns and events.

In 2024, UfiSpace launched the "2024 Greener UFI – 21-Day Eco Challenge," encouraging employees to take eco-friendly actions in the 21 days leading up to Earth Day. Colleagues were invited to team up with friends and family to carry out sustainable practices that are kind to the planet. During the campaign, UfiSpace employees and their loved ones collectively completed 218 eco-friendly actions, showcasing the company's commitment to integrating green practices into both the workplace and daily life.



5 Happy Workplace, Sustainable and Co-Prosperity

Employee Information

Remuneration and Benefits

Talent Cultivation

Occupational Safety and Employee Health

Diversity, Equity and Inclusion in Workplace

Social Engagement



5.1 Employee Information

As of the end of 2024, UfiSpace had a total of 160 employees, including 1 part-time employee. All employees of the Company are recruited in accordance with the internal "Recruitment and Appointment Procedures" without being discriminated on the grounds of gender, race, age, religion, marital status, partisan affiliation, appearance, etc. To have a diverse range of talents, the Company also recruits overseas manpower; as of 2024, there were 4 foreign employees working in Taiwan. Since UfiSpace belongs to the information and communications technology (ICT) industry where males are the majority in the labor market, the proportion of male employees (approximately 73%) is higher than that of female employees (approximately 27%); among the 9 senior executives who are all natives, 2 of them are female, accounting for 22% of the total.

	Female	Male	Other	Non-Disclose	Total
Number of employees (total number)	43	116	0	0	159
Number of permanent employees	43	116	0	0	159
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	43	116	0	0	159
Number of part-time employees	0	1	0	0	1

Middle-aged and Elderly Employee Statistics

Age \ Gender	Male	Female	Total
45 and Above	39	13	52
Total	116	43	159
Middle-aged and Older Employees Statistics Percentage			33%

Diversified Statistics			Number of Employees	Percentage
Non-R&D	Gender	Male	32	28%
		Female	32	74%
	Age	Under 30	9	30%
		30-49	45	41%
		50 and Above	10	56%
	Educational background	Graduate schools	31	33%
		Colleges and universities	32	51%
		Others	1	100%
	R&D	Gender	Male	84
Female			11	26%
Age		Under 30	21	70%
		30-49	66	59%
		50 and Above	8	44%
Educational background		Graduate schools	64	67%
		Colleges and universities	31	49%
		Others	0	0%

Calculation method of percentage: Non-R&D: Headcount of a category of diversified statistics/ total number of non-R&D employees.

R&D: Headcount of a category of diversified statistics/total number of R&D employees

Non-employees Whose Work is under the Control of the Organization	Number	Description of Contractual Relationship	Calculation Period
Contractors	2	Third-party employment	1 year from the date of arrival
Interns	1	Currently studying undergraduate program; employed by UfiSpace during the summer break	Summer internship period (2024/07-08)

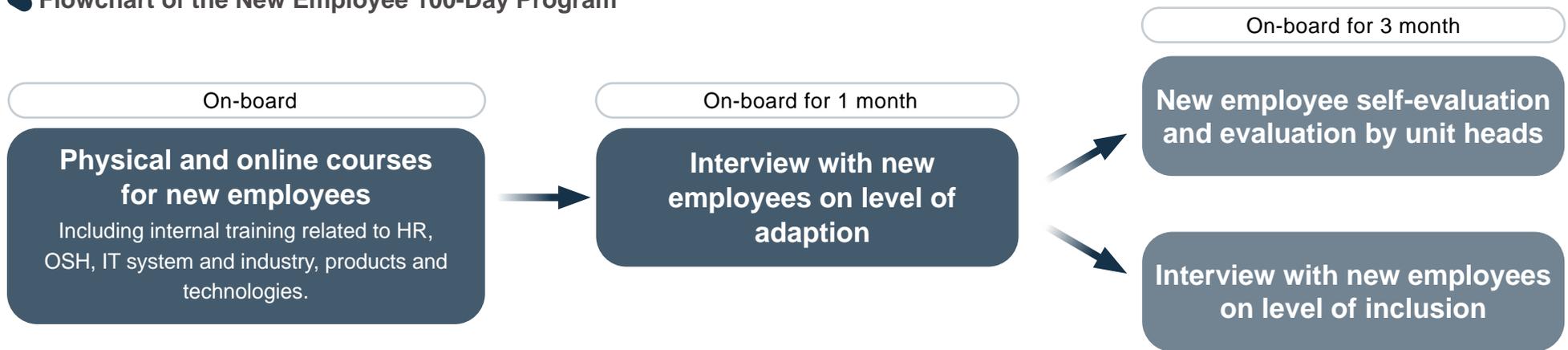
Employee Resignation		2022		2023		2024	
		Total	Percentage (%)	Total	Percentage (%)	Total	Percentage (%)
Age	Under 30	5	17%	6	19%	11	37%
	30-49	13	12%	11	9%	19	17%
	50 and Above	5	63%	1	7%	2	11%
Gender	Male	17	16%	5	4%	21	18%
	Female	6	15%	13	30%	11	26%
Educational background	Graduate schools	13	16%	10	11%	15	16%
	Colleges and universities	10	16%	8	11%	16	25%
	Others	0	0%	0	0%	1	100%
Total		23	16%	18	11%	32	20%

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%

Statistics on New Employees/Year		2022		2023		2024	
		Total	Percentage	Total	Percentage	Total	Percentage
Age	Under 30	14	47%	16	50%	13	43%
	30-49	28	26%	19	16%	13	12%
	50 and Above	3	38%	1	1%	1	6%
Gender	Male	32	30%	26	21%	17	15%
	Female	13	33%	10	23%	10	23%
Educational background	Graduate schools	23	28%	21	23%	17	18%
	Colleges and universities	22	34%	15	21%	9	14%
	Others	0	0%	0	0%	1	100%
Total		45	31%	36	22%	27	17%

New employee hiring rate = (total number of new employees of the specific category during the year/total number of employees of the specific category at the end of the year)*100%

Flowchart of the New Employee 100-Day Program



Statistics on New Employee Resignation/Year	2022		2023		2024		Measures for resignation of new employees
	Total	Percentage	Total	Percentage	Total	Percentage	
Turnover rate of those on-board for less than 3 months	5	11%	3	8%	3	11%	Since 2023, a New Employee 100-Day Program has been implemented to enhance post-onboarding training and support, helping new employees get accustomed to the Company and the job. In 2024, this plan continues to be executed and optimized by providing more training resources, regular interviews, and feedback, thereby continuously supporting new hires and promoting talent retention.

New Employee Turnover rate = (total number of resigned new employees of the specific category during the year/total number of new employees of the specific category at the end of the year)*100%

Since 2023, UfiSpace has implemented a "New Employee 100-Day Program" This initiative enhances post-onboarding training and support through new employee courses and HR interviews. The company's official LINE account also provides immediate responses to new hires' various questions, helping them get accustomed to the Company and the job. In 2024, the turnover rate for new employees with less than three months of service is 11%.

In addition to actively retaining young talent through internal programs, UfiSpace also participates in the "The Youth's Employment Ultimate Program" organized by the Ministry of Labor's Workforce Development Agency. In 2024, 20 job openings were posted to welcome young applicants, leading to the successful hiring of 10 new graduates under 30 years old. A mentor system, involving 8 senior colleagues from various departments, guides these new hires in familiarizing themselves with job responsibilities and enhancing their professional skills. The Human Resources department also uses bi-weekly journals to track the new hires' learning progress and adaptation, followed by a follow-up interview after 100 days of employment. The retention rate for personnel hired under the Youth's Employment Ultimate Program reached 90% in 2024. In the future, UfiSpace plans to optimize new hire training and will consistently hold in-person courses each quarter. The goal is to encourage cross-departmental interaction through classroom group activities, allowing new employees to not only gain business knowledge but also enhance their integration into the company.



5.2 Remuneration and Benefits

Item	Content
Significance to the Company	Establishing a competitive compensation structure is key to attracting top talent and enhancing both employee retention and job satisfaction. Furthermore, performance-oriented incentive measures encourage employees to unleash their full potential, thereby driving improvements in innovation and efficiency. Fair and attractive benefits policies strengthen the company's positive image and brand recognition. However, compensation and benefits are fixed company expenditures that can impact overall operating performance. Given the significant variations in skills and experience within the market talent pool, new hires require a dedicated investment in training and development.
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	<p>External Economy</p> <ul style="list-style-type: none"> • Positive Impact: Stable and competitive compensation and benefits boost employee purchasing power. Sending gift cards from domestic businesses as benefit also indirectly stimulating local economic development. • Potential Risk: Market inflation could limit the variety of future benefits the company can offer. <p>Environment</p> <ul style="list-style-type: none"> • Positive Impact: Diverse and varied benefit designs can support sustainable development. Initiatives like work-from-home policies, shuttle services can reduce carbon emissions and promote a more employee-friendly workplace. • Potential Risk: Poorly planned benefits might lead to unnecessary resource waste. <p>Human Rights</p> <ul style="list-style-type: none"> • Positive Impact: Implementing fair compensation, equal opportunities, and employee participation helps promote workplace dignity and human rights protection. • Potential Risk: A lack of fair compensation policies could lead to gender, racial, or other forms of pay discrimination, harming employee rights.

Item	Content
Commitment and policy	<p>UfiSpace is committed to compensation and benefits management centered on fairness and performance, striving to create a diverse, inclusive, and competitive work environment. We strictly adhere to local labor laws, meticulously implementing regulations concerning working hours, gender equality, anti-discrimination, and other relevant legal requirements. Our provided wages also exceed the statutory minimum wage standards. In addition, we set up internal policies to carry out our commitment:</p> <ul style="list-style-type: none"> • Performance Incentive Mechanism: Established clear and fair performance evaluation standards, with annual adjustments to bonuses and promotions based on assessment results. • Employee Participation Mechanism: Built feedback and communication platforms to encourage employees to participate in the formulation and adjustment of benefit policies. • Regular Review and Improvement: Compensation and benefits policies are reviewed annually and continuously optimized based on market trends and internal conditions.
Responsible department	Human Resource
Contact information/grievance mechanism	HR@ufispace.com
Goals for 2024	<ul style="list-style-type: none"> • Optimize Compensation Structure: Complete a comprehensive market salary survey and adjusted salaries for key positions to ensure external competitiveness and internal equity. • Boost Employee Satisfaction: Aim to increase employee satisfaction and reduce employee turnover rate. • Establish Sustainable Incentive Mechanisms: Integrate ESG engagement indicators (such as participation in various activities and contributions to corporate social impact projects etc.) into performance reviews to promote corporate sustainable development. • Strengthen Digital Management: Drive the digital transformation of compensation and benefits to enhance management efficiency and data transparency.

Item	Content
Investment in 2024	<p>Financial Investment:</p> <ul style="list-style-type: none"> Overall compensation and benefits increased by 10% to support market competitiveness and the implementation of new welfare programs. <p>Human Resources Investment:</p> <ul style="list-style-type: none"> Expanded the HR team, especially in compensation analysis and employee care specialists, to ensure project implementation and subsequent follow-up. <p>Project Initiatives:</p> <ul style="list-style-type: none"> Employee Health and Well-being Program: Launched diverse welfare measures including health examinations, psychological counseling, and flexible work arrangements. <p>Digital Transformation Program:</p> <ul style="list-style-type: none"> Invested resources in developing or introducing advanced compensation management systems to achieve data integration and transparency. <p>New Performance Incentive Mechanism:</p> <ul style="list-style-type: none"> Performance evaluations incorporated ESG activities and training programs participation for comprehensive assessment, encouraging colleagues to embrace sustainability and self-directed learning.
Achievements in 2024	<ul style="list-style-type: none"> Optimized Compensation Structure Results: Completed market salary surveys and adjusted salaries for key positions, resulting in a narrower internal pay gap and increased employee identification with the company. Performance and Incentive: Implemented the new performance incentive mechanism, leading to positive improvements in both employee motivation and overall business performance. Benefit Program Implementation: Launched several new employee care measures, such as remote work flexibility, health examination subsidies, and career development plans, and received positive internal feedback. Digital Management Progress: Digitized the compensation management system, significantly improving management efficiency and decision-making transparency.
Short-term goals (2025)	<ul style="list-style-type: none"> Continuous Optimization of Compensation and Benefits Mechanism: Based on the implementation in 2024, annual adjustments and optimizations will be made to ensure the system keeps pace with market changes. Deepen Employee Development and Training: Develop more targeted employee career development plans and training courses to enhance internal promotion opportunities and skill growth. Strengthen Performance Management: Establish a more detailed performance assessment system, allowing compensation adjustments to better reflect individual and team contributions.

Item	Content
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<p>Mid-Term Goals (2027)</p> <ul style="list-style-type: none"> Mature Compensation and Benefits System: Complete a comprehensive review of compensation and benefits, and establish long-term incentive and reward/punishment mechanisms to maintain a leading market position. Fully Digitalized Performance Management: Promote company-wide digitalization of the performance management system to achieve real-time data monitoring and decision support. Culture of Internal Equity and Transparency: Establish a regular internal communication platform to ensure transparency and employee participation in the compensation and benefits policy-making process. <p>Long-Term Goals (2029)</p> <ul style="list-style-type: none"> Globally Leading Compensation and Benefits System: Aim to become the benchmark in the industry for compensation and benefits management, integrating sustainable development and corporate social responsibility into compensation incentives. Complete Digital Transformation: Achieve full digitalization of compensation and benefits management, enabling data-driven precise decision-making. Corporate Sustainability and Social Contribution: Through a robust compensation and benefits policy, further strengthen the company's commitment to environmental protection, social equity, and human rights protection, promoting the harmonious development of society as a whole.



A well-planned remuneration and welfare policy not only meets the needs and expectations of employees, but also improves employees' job satisfaction and loyalty, thereby enhancing the Company's competitiveness and development potential. Based on factors such as the job details, responsibilities, and performance of employees, UfiSpace determines fair and reasonable salary levels to ensure the fairness of employees' remuneration. Additionally, we conduct regular salary survey and analysis to keep salaries competitive in the industry, so that employees can have attractive salaries and benefits.

UfiSpace is committed to profit sharing. 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 directors' 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. 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.

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 to competitive salaries, UfiSpace also supports employees in achieving a balance between family care, work and life through flexible working hours, work-from-home, paid vaccination leave, family care leave, and parental leave. In 2024, 8 employees were eligible for parental leave, but none applied. No one applied for parental leave in 2023, and consequently, no one returned from such leave in 2024. In addition to parental leave, employees with family care needs can discuss with their supervisors to request remote work or leave without pay. In 2024, 5 employees applied for remote work due to family care, totaling 88 hours. In the same year, 1 employee applied for leave without pay for family care reasons (and returned to work in March 2025).

	Gender	2022	2023	2024
Number of employees eligible for parental leave	Male	9	11	7
	Female	2	3	1
Number of employees that applied for parental leave	Male	0	0	0
	Female	1	0	0
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	1	0	0
Reinstatement rate	Male	N/A	N/A	N/A
	Female	100%	N/A	N/A
Employees still working after 12 months from the expiration of parental leave	Male	N/A	N/A	N/A
	Female	1	N/A	N/A
Retention rate	Male	N/A	N/A	N/A
	Female	100%	N/A	N/A

Full-Time Employee Welfare

Employee Welfare Measure	Description	Employee Welfare Measure Description Implementation Status in 2024
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.	About NTD 2.7 million was invested to the group insurance that covered all employees and some of their spouses (91 people) and children (120 people). We have also signed a preferential plan with the group insurance company to provide the parents of the employees with insurance schemes at a preferential price; a total of 36 parents of the employees were covered by the policy.
Wedding cash gift	NTD 12,000	The recipients totaled 3 persons
Cash gifts 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.	The recipients totaled 468 persons
Annual health examination	At least NTD 10,000/year	125 employees made use of the welfare measure; the execution rate reached 90.5%. (Number of employees who received health examination / 138 employees eligible for health check-ups (employed for one year or more) as of December 31, 2024)
Maternity allowance	NTD 66,000/child.	4 employees applied for the allowance.
Childcare allowance	First child: NTD 6,000/month. Second child: NTD 8,000/month. Third child: NTD 15,000/month.	4 employees applied for the allowance.
Birthday cash gift	NTD 3,000	The recipients totaled 160 persons.
Employee gatherings	NTD 1,500/biannually	295 employees benefited from the welfare measure in total
Employee trips	More than 2 times a year	60 employees and 20 of their family members attended the trips in total
Afternoon tea	Provide snacks and NTD 300 per person quarterly allowance for afternoon tea.	Provided as per the regulations
Movie tickets	2 tickets/annually	The recipients totaled 151 persons.
Red envelope (Given on the first official workday after the Lunar New Year)	NTD 1,000	The recipients totaled 156 persons.
Subsidies for activities/competitions	NTD 2,000/year for government organized sports competitions/ artistic events.	The applicants totaled 2 persons
Transportation service	Shuttle service provided twice a day for commuting to work.	This service was provided every day as per the regulations.
Weekly massage service by visually impaired masseurs	All-day massage service provided by visually impaired masseurs every Wednesday.	The service was delivered to 24 employees per week.

Health Examination Execution Rate: Number of employees who received health check-ups / 138 employees eligible for health examination.

5.3 Talent Cultivation

Item	Content
Significance to the Company	<p>Since the corporate establishment, UfiSpace's operational growth has been driven by cutting-edge technologies and services which can be attributed to our talents. Therefore, talents have always been an important asset to UfiSpace, and the continuous growth of talents is the driving force for UfiSpace's growth.</p> <p>A comprehensive training system can prevent the risk of poor quality and implement the business philosophy of "Quality with all employees" to provide customers with perfect services and gain customer trust. Meanwhile, diversified training brings new stimulation to the talents, pushing them to keep growing so that better technical services are constantly developed to maintain UfiSpace's excellent competitiveness in the industry.</p>
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	Taiwan's development focuses on the technology industry. In light of the fierce international competition in the technology industry and the rapid technological advancement, the Company must keep improving and updating the technologies to remain competitive and seize opportunities earlier than the peers. In Taiwan, where factors such as Taiwan's aging population and low birth rate have resulted in talent scarcity, UfiSpace continues to help talents grow, which not only contributes to operational growth, but also enables Taiwan's technology industry to gain development advantages internationally.
Commitment and policy	As the growth of employees drives the development of the Company, employee cultivation and development are highly emphasized at UfiSpace. The Company will 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	Human Resource
Contact information/grievance mechanism	Email: hr@ufispace.com, or the Company's telephone: 02-7730-1188
Goals for 2024	<ul style="list-style-type: none"> Establish a complete structure to provide more precise and clear learning and development directions for each job grade. Optimize the education and training system process to allow diverse training models to flourish under systematic management. Implement AI system training sessions for employees to accelerate operational processes within the company. Enhance employees' ability to achieve energy saving and carbon reduction in their daily operations, and strengthen their awareness of social responsibility.

Item	Content
Investment in 2024	<ul style="list-style-type: none"> Establish a learning framework and design various training programs. Supervisor Management Optimization Program: Enhance the management and leadership capabilities of junior, mid-level, and senior managers and cultivate their strategic leadership and subordinate coaching abilities. Optimize the New Employee 100-Day Program: Provide comprehensive training and regular support for new hires to help them integrate and adapt, while simultaneously increasing retention rates. ESG Green Energy Knowledge Cultivation Program: For employees to gain in-depth understanding of the core concepts of ESG responsibility and international trends to gradually promote the company as an ESG role model.
Achievements in 2024	<ul style="list-style-type: none"> Total training participants reached 1,832, with a total of 5,892 hours of education and training completed. Each employee received an average of 37 hours of training. Completed external education and training certification courses, resulting in 3 certifications obtained. Completed the Green Energy Knowledge Circular Economy course, with 22 participants and the total cumulative attendance reached 44 man-hours..
Short-term goals (2025)	<ul style="list-style-type: none"> Complete AI system training for employees, enhancing the functionality and AI capabilities of our self-developed BI data decision management system. Optimize the education and training system processes, allowing diverse training models to thrive under systematic management.
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> Expand the internal lecturer talent pool, with each department fostering internal lecturers in various professional fields. This provides a platform for lecturers to continuously pass on industry and technology-related knowledge. Maintain the company's leading position in technology within the constantly changing industry environment through talent cultivation. Become a learning organization where every employee can autonomously challenge their personal performance and break through limitations, bringing new energy for both individual and company growth.

Employees are UfiSpace's most important asset and the cornerstone of the Company's development. We have talents from various fields that work together as a team to deliver our industry-leading technologies and services. Meanwhile, a complete talent cultivation system has been adopted to constantly enhance the competitiveness of our employees and supervisors; this enables the Company to maintain a leading position in the ever-changing environment and prevent the risk of quality deterioration, which corresponds to the business philosophy of "Quality with all employees" based on which we continue to offer comprehensive services and earn customers' trust. In the face of the challenges brought by the industrial talent scarcity, UfiSpace increased its investment in talent cultivation in 2023; the increased investment has not only strengthened team performance, but also supported the growth of Taiwan's technology industry talents. We look forward to keeping the international advantages of Taiwan's technology industry, and creating a prosperous future together. UfiSpace has set up a dedicated education and training unit to construct a learning framework based on the analysis of training and evaluation data in the past. A variety of training projects were designed according to the said framework to provide timely and corresponding skill development resources for employees and supervisors at different levels and with different duties. In addition, an online system for tracking individual and overall training status was introduced to continuously optimize the learning experience. In 2024, UfiSpace continually invested resources and education and training hours for talent cultivation, with the total cost amounting to NTD 277,750 namely NTD 1,746 of training expense per person on average. In terms of course arrangement, the Company integrated digital transformation to promote blended learning and micro-course learning; the arrangement covered 44 sessions of in-person courses and 3 online courses that provided 5,892 training hours in total and with the average training hours per employee reaching 37 hours. In addition to internal training courses, UfiSpace also arranges external training based on employees' job requirements. In 2024, 13 employees participated in external training and obtained 3 certifications

To more effectively improve the performance of talents, UfiSpace regularly examines the developmental gaps in each employee's personal competencies through a comprehensive performance evaluation system, with the evaluation used as the basis for arranging education and training courses that best fit the Company and personal development needs. Meanwhile, employees can have a clearer direction for self-growth and development through feedback from supervisors. The percentage of employees receiving regular performance evaluation in 2024 was 100% (including newcomer evaluation within 100 days of service and annual performance evaluation).

Average Hours of Training per Year per Employee

Statistics/Year		2022	2023	2024
Average training hours per employee ^(Note 1)		4.3	35.9	37
Average training hours by gender ^(Note 2)	Female	5.8	36.7	40.6
	Male	4.3	35.6	35.7
Average training hours by category ^(Note 3)	Sales	4.3	30.4	34
	Management	6.1	39.5	46.8
	R&D	3.9	35.2	33.5

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 male/female employee: Total training hours of all male/female employees in the year / total number of male/female 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

Percentage of Employees Receiving Regular Performance and Career Development Reviews

Employees Reviewed in 2024		Number of Employees Reviewed	Total Number of Employees	Percentage
Gender	Male	116	116	100%
	Female	43	43	100%
Employee Category	Sales	22	22	100%
	Management	42	42	100%
	R&D	95	95	100%

5.4 Occupational Safety and Employee Health

Item	Content
Significance to the Company	Each worker spends one-third of the day at the workplace. With good occupational safety and health management, UfiSpace strives to improve the safety and health of employees at work in order to attract and retain talents.
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	Failure to perfect occupational safety measures will increase the number of government occupational accident insurance claims, and the staff taking sick or injury leave may also lead to inferior service quality and indirectly impact economic development.
Commitment and policy	Comply with Taiwan's labor-related laws and occupational safety and health policies (including the Occupational Safety and Health Act, Labor Standards Act, Gender Equality in Employment Act, etc.) to formulate internal policies, devise management procedures and regulations based on the operation type of each unit, and provide a decent working environment where occupational accidents are prevented through the basic structure of P→D→C→A cycle model. Internal occupational safety policies: <ul style="list-style-type: none"> • Friendly environment and healthy workplace • Compliance with laws and regulations • Continuous improvement of risk management • Safety first and accountability by all employees of the Company
Responsible department	Occupational Safety and Health Implementation Team
Contact information/grievance mechanism	Email: hr@ufispace.com, or the Company's telephone: 02-7730-1188
Goals for 2024	<ul style="list-style-type: none"> • Maintain a zero-disaster workplace. • Obtain the Badge of Accredited Healthy Workplace. • Reach an OSH education and training participation rate of 100%. • Build an age-friendly workplace.

Item	Content
Investment in 2024	<ul style="list-style-type: none"> • More than NTD 10,000 of health examination subsidy for each employee, and adoption of a digital health management platform system. • Introduction of a professional medical consultant team to provide on-site services, including workplace risk and hazard identification and improvement suggestions, and health education. • Continued participation in the "No-Disaster Working Hours" campaign organized by Industrial Safety and Health Association (ISHA) of the R.O.C. • Organization of multiple health promotion activities to build a friendly and healthy workplace. • Implementation of the ISO 45001 management system.
Achievements in 2024	<ul style="list-style-type: none"> • Continuing to build a zero-hazard workplace: Accumulating a total of 501,544 no-disaster hours as of December 2024. • Obtained "Healthy Workplace Promotion Certification." • 100% participation rate in occupational safety and health education and training, with a total of 200 participants. • Building an age-friendly workplace for middle-aged and older employees: Hosted 2 retirement seminars with 159 total attendees. Held 1 long-term care seminar with 42 total attendees.
Short-term goals (2025)	Continuing our preventative medicine philosophy for all-age care, we aim to create a vibrant "Health and Beauty" workplace. In addition to maintaining a zero-hazard environment, we are adding the following new goals: <ul style="list-style-type: none"> • Establish a gym, "Power Space," at headquarters. • Form sports-related clubs. • Introduce yoga and strength training courses.
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> • Achieve a holistic healthy workplace.

UfiSpace adheres to the people-centered safety and health philosophy, prioritizing prevention in the first place to create a safe workplace. At the same time, we have introduced holistic preventive care to protect the physical and mental health of our employees.

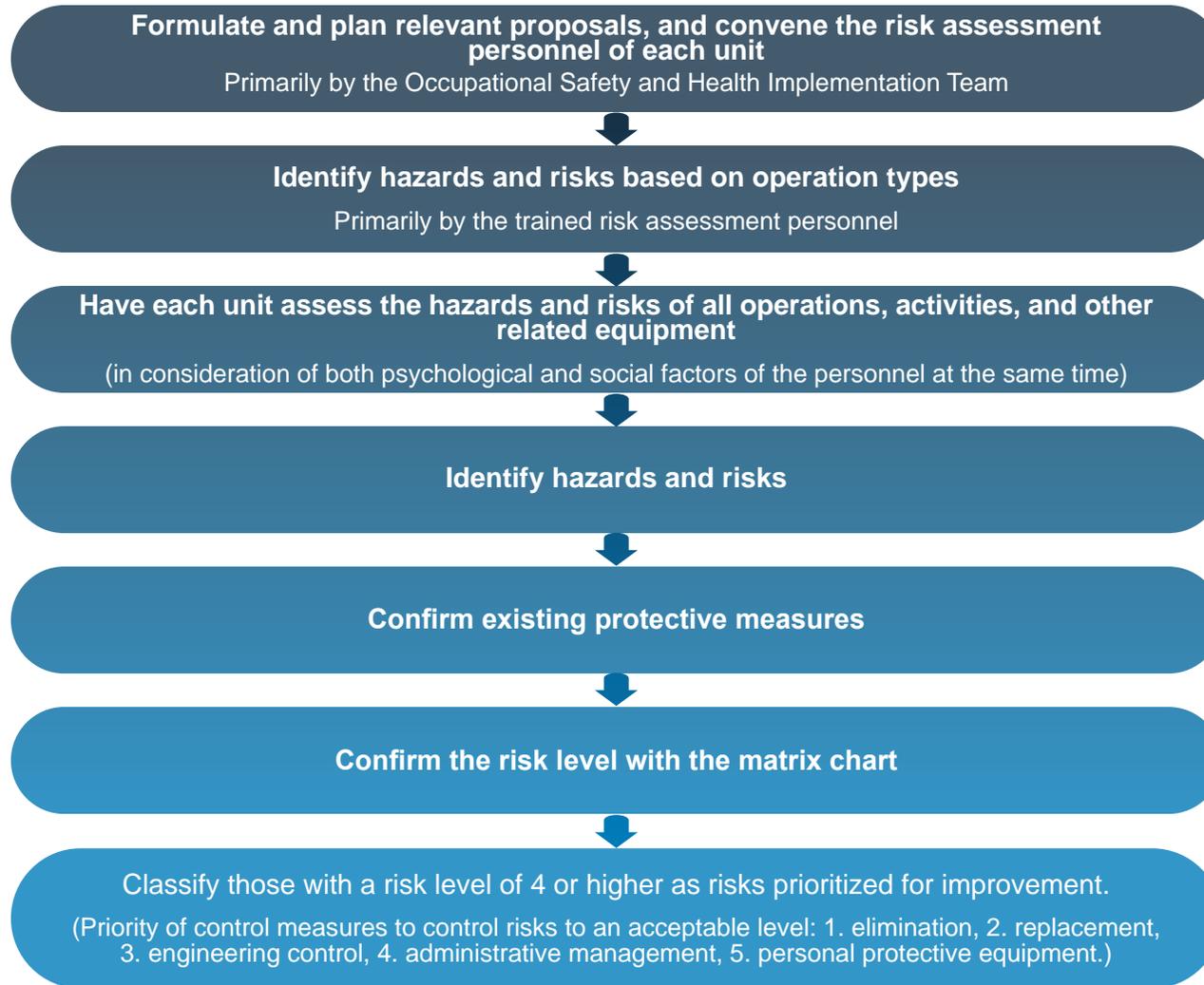
ISO45001

To provide a safe, healthy, and friendly workplace that exceeds the legal requirements, UfiSpace has implemented the ISO 45001 management system since 2023 and pass third-party audits. The audit scope and targets include the employees of UfiSpace's Xinzhuang Headquarters (approximately 75%) and related contractor's employees. The Company will endeavor to promote occupational safety and health in the future and extend the management system to other offices (Hsinchu office)

In 2023, UfiSpace established the "Occupational Safety and Health Committee" to coordinate worker safety and health-related affairs and confirm occupational safety related matters, which was beyond the requirements under the Occupational Safety and Health Management Regulations. The representative of occupational safety and health management acts as the chair of the Committee, and the remaining committee members are formed by 12 persons consisting of the unit heads, 1 health and safety personnel, 1 medical personnel and 5 labor representatives; the labor representatives accounted for more than 40% of the total. In accordance with the "Occupational Safety and Health Consultation, Participation, and Communication Management Procedures" developed by UfiSpace, the Occupational Safety and Health Committee meets on a quarterly basis(4 meetings were held in 2024) to make recommendations on the occupational safety and health policy, review various safety and health plans, make safety and health proposals, and promotes worker communication and engagement. 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. To prevent any occupational injury from causing damage to the safety and health of the employees or to the Company's finances, UfiSpace has established the "Hazard Identification and Risk Assessment Procedures" in line with the spirit of ISO 45001 management systems, and regularly performs safety and health hazard identification and risk assessment to control risks to an acceptable level. To ensure the quality of implementation, the Occupational Safety and Health Implementation Team arranges education and training on hazard identification and risk assessment for personnel to improve their relevant knowledge. In 2023, 40 hours of education and training were held for hazard identification and risk assessment personnel, with a total of 20 participants trained.



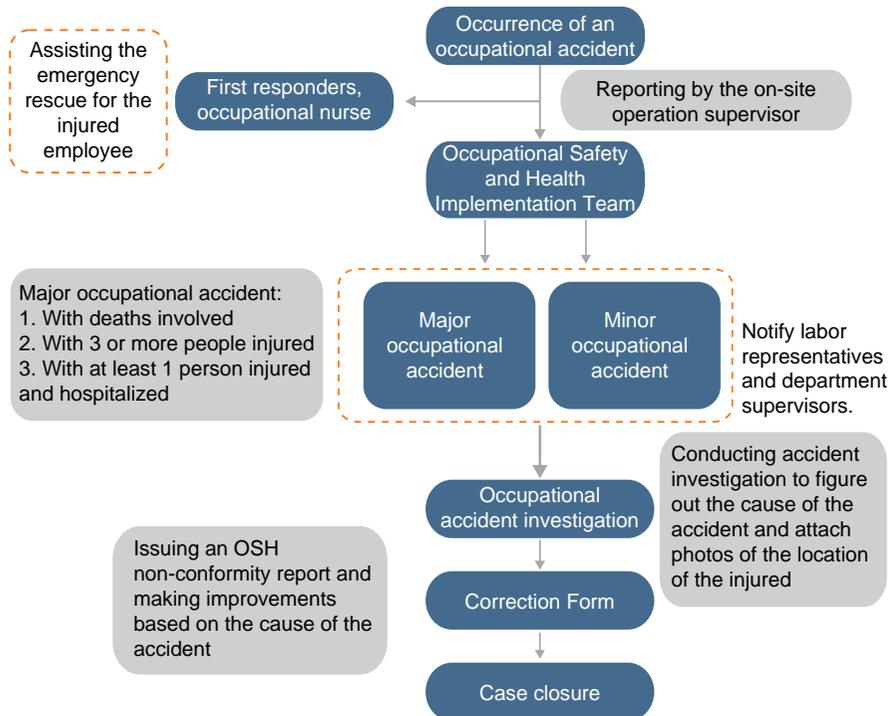
● **Flowchart of the Hazard Identification and Risk Assessment Procedures:**



By following the "Hazard Identification and Risk Assessment Procedures," a total of 63 risks were identified in 2024, including 1 medium risk and 62 low risks. The medium risk identified may become a low risk through education, training and awareness promotion.

To respond to occupational safety incidents in a timely manner, the Occupational Safety and Health Implementation Team coordinates the investigation and handling of occupational accidents according to the "Accident Notification and Investigation Management Procedures," makes subsequent reports according to the type of incidents, and tracks the effectiveness and improvement of incident prevention measures together with the labor representatives. It then reports the improvement results to the Occupational Safety and Health Committee for follow-ups. As UfiSpace attaches great importance to the safety of workers, those who report occupational safety-related incidents will not be punished. If an incident may lead to injury or illness and cause the necessity to leave work, an employee can report it directly to the unit supervisor or workplace responsible person and leave; the Company will protect the workers from being punished for leaving the workplace. Since 2023, UfiSpace has participated in the "No-Disaster Working Hours" campaign organized by the Industrial Safety and Health Association (ISHA) of the R.O.C. As of December 2024, the total number of no-disaster hours reached 501,544.

Occupational Accident Reporting Process



2024 Statistics on Occupational Accident Incidence Rates (SR, FR, FSI) and Occupational Diseases

Item	Statistics
Total working hours in 2024	331,608 hours
Number of occupational accidents	0
Total number of days lost due to occupational accidents	0
Disabling injury frequency rate (FR)	0
Disabling injury severity rate (SR)	0
Frequency-severity indicator (FSI)	0
Occupational diseases	0

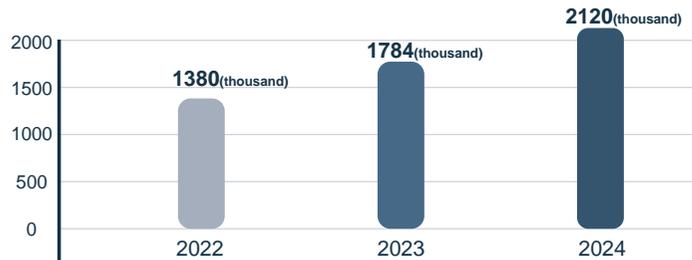
Internal Courses

Course	Number of Hours	Number of Participants
New employee Occupational Safety and Health training	78 hours	26 persons
ISO 45001 Hazard identification and risk assessment training	40 hours	20 persons
Training for the Fire and Emergency Response Team	48 hours	16 persons

Holistic Preventive Care Implemented through Health Examination, Group Insurance, and Medical Consultation

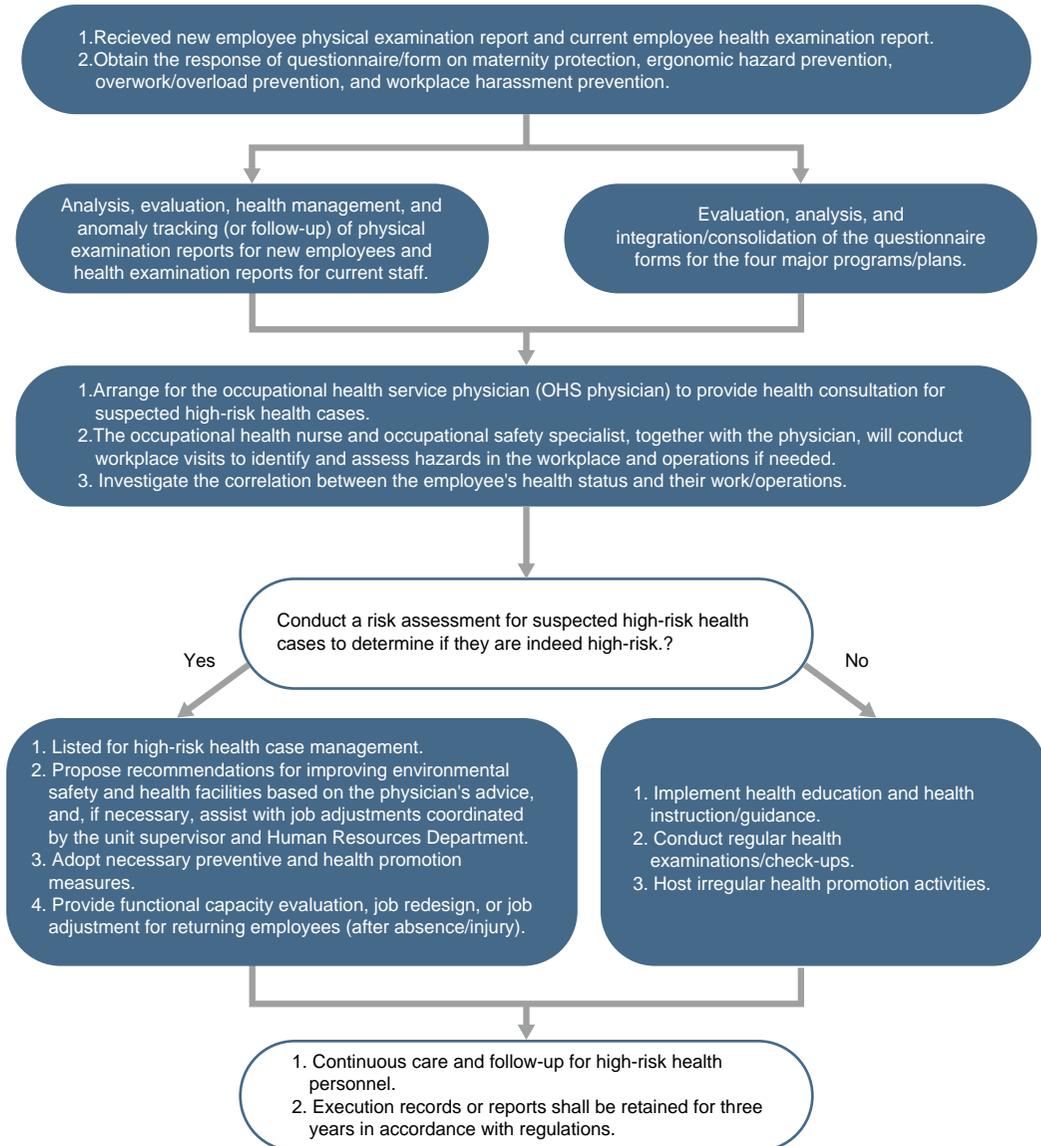
UfiSpace aims to build a holistic and healthy workplace. With the concept of three-stages and five-levels in the preventive care, we promote workplace preventive measures such as annual health examination to control health risks in the secondary preventive care and achieve "early detection and early treatment." Since the establishment of the Company, we have collaborated with major medical institutions every year to provide the employees who have served for more than 1 year with a full health examination program which is better than the legal requirements. The employees may schedule the health examination on their own, and enjoy a subsidy ranging from NTD 10,000 to NTD 50,000. In 2024, a total of 125 employees underwent the annual health examination; the health examination rate reached 90.5%. (Number of employees who received health check-ups / 138 employees eligible for health check-ups (employed for one year or more) as of December 31, 2024)

Total Investment in Annual Health Examination in Recent Years



In addition to actively providing the health examination program, UfiSpace has also offered group insurance, and decided to arrange contracted medical consultant service and hire a full-time occupational nurse since 2023 to ensure more comprehensive support for the health of our employees. By introducing a digital health management system, we have integrated employee health examination reports and data analysis to keep track of the health check-up items stipulated by the "Labor Health Protection Regulations". Based on Ministry of Health and Welfare standards and the recommendations of on-site physicians, the analysis results into levels 1 to 4 to identify the group with high health risks. The occupational nurse will assist in arranging one-on-one interviews with the special medical consultants, track the employees' health status, and work with physicians to assess and prevent occupational injuries and diseases.

Flowchart of Employee Health Management



2024 Health Management (Employees complete health examination: 125)

Level of Risk	Number of employees under case management	Percentage (Number of employees under case management /Numbers of employees complete health examination)	Number of cases closed after interview
Level 1	14	11%	0
Level 2	50	40%	4
Level 3	52	42%	6
Level 4	9	7%	2

Apart from the professional on-site medical services, UfiSpace also plans and executes health promotion activities tailored to the needs of employees based on the health management results. Moreover, relevant information and health knowledge are shared through electronic promotion materials, posters, and electronic bulletin boards to encourage employees to improve their health through daily activities.



Health Protection for All Employees with Diversified Health Protection Projects

To create a healthy workplace where all employees feel safe, UfiSpace launches diversified health protection projects according to the needs of employees, and ensures that all employees can work with a peace of mind through office hardware planning and friendly policies. In 2024, we obtained Badge of Accredited Healthy Workplace from Health Promotion Administration, Ministry of Health and Welfare (HPA).

Maternal Health Protection Project

To protect the health and safety of all female workers at work, UfiSpace has established the "Workplace Maternal Health Protection Project." When the Company is aware of an employee's pregnancy, professional medical staff will conduct hazard identification, risk assessment, and confirmation of work details in the workplace, and give prenatal and postpartum interviews and attention to provide health education related to pregnancy and postpartum knowledge. In 2024, there is no pregnant employee requiring maternal health protection. However, UfiSpace continues to promote its policy, providing substantial maternity benefits when employees give birth, along with a monthly childcare subsidy of NT\$6,000 for a period of two years.

Ergonomic Hazard Prevention Project

To prevent workers from musculoskeletal injuries due to repetitive work, UfiSpace has established the "Ergonomic Hazard Prevention Project," under which the designated occupational nurse collects relevant data through questionnaires, interviews, or voluntarily notification by employees to include ergonomic hazards in hazard and risk identification. Professional medical staff will provide improvement suggestions and health education based on the results to eliminate the hazard factors. Since UfiSpace's operation is mainly office work, we have provided an ergonomic chair, height-adjustable desk and weekly massage service for each employee to actively prevent musculoskeletal-related occupational diseases. In 2024, 1,269 persons received massage service.

Exceptional Workload Prevention Project

UfiSpace has developed the "Exceptional Workload-Induced Disease Prevention Project" to ensure that employees do not overwork at the workplace. In 2024, the questionnaire on overworking was compared against the health examination results to make calculation using the Framingham Risk Score to identify the groups exposed to related risks; 125 employees with risk were identified, including 74 persons with low risk and 50 person with medium risk(not suggested to have medical interview: 33, suggested to have medical interview: 17) and 1 person with high risk that is required to have medical interview with the contracted medical consultant for assessment and further protective measures. As the suggested interview for such employees wasn't legally mandatory, those who were unwilling to seek consultation were given relevant health education and instructions by the occupational nurse instead.

Unlawful Infringement Prevention Project

To prevent workplace violence, bullying, sexual harassment, and other illegal acts, we are committed to promoting a friendly workplace as our goal. The responsible person of the Company has signed the "Written Statement on the Prevention of Workplace Unlawful Infringement" and established the "Unlawful Infringement Prevention Project for Employees During the Performance of Duties," which are applicable to all workers in the workplace. In 2024, no workplace unlawful infringement complaints were filed.

Holistic Well-being: Prioritizing Physical and Mental Health

UfiSpace is deeply committed to fostering a holistic approach to employee well-being. We actively encourage participation in physical activities, evidenced by our annual support for employee involvement in local Taiwanese marathon events and the provision of subsidies for individual sports endeavors. This dedication was formally recognized in 2023 with the Ministry of Education Sports Administration's i Sports Enterprise certification.

Recognizing the interconnectedness of physical and mental health, UfiSpace expanded its health promotion initiatives in 2024 to explicitly include employee psychological well-being. Through carefully designed stress-relief programs, we empower colleagues to practice relaxation techniques, restore their mind-body balance, and enhance their personal psychological resilience. In 2024, these mental wellness and stress-relief activities encompassed three distinct events, engaging a total of 90 participants.

Mental Wellness and Stress-Relief Activities	Number of Participant
Yoga and Meditation: Combining yoga stretches with mindfulness meditation allows employees to exercise their bodies and minds simultaneously.	28
Meditation Challenge: In collaboration with the social startup Couchspace, we organized a 7-day Meditation Challenge. This initiative encouraged employees to explore mindfulness meditation through guided content delivered via an app.	29
Aromatherapy Essential Oil Course for Stress Relief	33

All-Age Care: Fostering an Ageless Workplace

UfiSpace is deeply committed to cultivating an inclusive and sustainable workplace that supports employees across all life stages. In alignment with Taiwan's "Middle-aged and Elderly Employment Promotion Act" (defining this demographic as individuals aged 45 to 65), our workforce demographics reflect this commitment, with 33% of our employees falling into this category as of 2024.

To realize our vision of an ageless workplace, UfiSpace has meticulously designed an accessible office environment, ensuring features such as level flooring and unobstructed pathways. We further enhance employee well-being by providing standing desks and ergonomic chairs, proactively mitigating health risks associated with prolonged sedentary work.

Beyond physical infrastructure, our comprehensive approach to well-being includes differentiated health examination programs and personalized health consultations. These initiatives offer tailored support for post-operative recovery, medication management, and mental health. We also proactively support long-term planning through retirement and long-term care seminars, empowering employees of all ages with resources for their personal and family care considerations. In 2024, we facilitated 2 retirement seminars, engaging 159 participants, and 1 long-term care seminar, attended by 42 participants.



5.5 Diversity, Equity and Inclusion in Workplace

Item	Content
Significance to the Company	A diverse, equitable, and inclusive (DEI) workplace is crucial for attracting and retaining diverse talent. It fosters the exchange of varied perspectives within teams, helps to mitigate decision-making biases, and ultimately boosts organizational innovation, enhancing both corporate brand image and competitiveness.
External impacts on the economy, environment, and human rights (including current and potential positive and negative impacts)	Promoting Diversity, Equity, and Inclusion (DEI) initiatives will help companies boost their innovation capabilities, thereby supporting advancements in the technology industry. Furthermore, implementing employee-friendly workplace policies will safeguard labor rights both internally and across the supply chain, reducing human rights risks.
Commitment and policy	<ul style="list-style-type: none"> Comply with the United Nations Guiding Principles on Business and Human Rights (UNGPs) while paying attention to major human rights issues to reduce human rights risks caused by corporate operations. Establish the "Recruitment and Appointment Procedures," the "Management Procedures for Diversity in the Workplace and AntiDiscrimination and Harassment," and the "Workplace Sexual Harassment Prevention and Management Procedures" in accordance with the "Gender Equality in Employment Act" and the "Employment Service Act" of Taiwan, to ensure the Company implements nondiscriminatory practices in employee management and recruitment while protecting employees from harassment. Adhere to international and national laws and regulations on the prohibition of child labor, and establish the "Non-Use of Child Labor and Remedial Procedures for Accidental Employment" to protect the rights and interests of children and youth.
Responsible department	Human Resource, Legal
Contact information/ grievance mechanism	E-mail:ethic@ufispace.com
Goals for 2024	<ul style="list-style-type: none"> Promote a holistic caring all-age friendly workplace.
Investment in 2024	<ul style="list-style-type: none"> Executed the All-Age-Friendly Project for Middle-Aged and Senior Employees, organizing 2 retirement seminars and one long-term care seminar. Hosted the A Different Sports Day promoting DEI initiatives through disability experience activities.

Item	Content
Achievements in 2024	<ul style="list-style-type: none"> In 2024, 2 retirement seminars were held, with a total of 159 participants. Additionally, one long-term care seminar was conducted, with 42 participants. "A Different Sports Day" saw a total of 154 participants.
Short-term goals (2025)	<ul style="list-style-type: none"> Integrate Diversity, Equity, and Inclusion (DEI) content into new hire training. Implement an age-friendly workplace in conjunction with health promotion programs.
Medium- and long-term goals (Medium-term goals are calculated as 3 years, i.e., 2027; long-term goals are calculated as 5 years, i.e., 2029)	<ul style="list-style-type: none"> Include human rights policy clauses in supplier and customer contracts.

As an integral component of the global networking and communications supply chain, UfiSpace profoundly recognizes the strategic imperative of Diversity, Equity, and Inclusion (DEI) for enduring organizational success and sustainable development. We are steadfastly committed to cultivating a workplace ecosystem that is inherently diverse, inclusive, and equitable, enabling every employee to leverage their distinct expertise and achieve self-actualization through equitable opportunities. Concurrently, UfiSpace systematically integrates these core values into our service offerings and external business engagements, rigorously upholding human rights protections throughout our comprehensive supply chain management framework.

Prohibit Discrimination and Harrassment

To fulfill our commitment to valuing human rights, UfiSpace complies with the "United Nations Guiding Principles on Business and Human Rights" and the "Labor Standards Act," Gender Equality in Employment Act," "Employment Service Act" and other laws and regulations of Taiwan to formulate internal management measures and remedial procedures, including the "Workplace Sexual Harassment Prevention and Management Procedures," "Management Procedures for Diversity in the Workplace and Anti-Discrimination and Harassment," "Freedom of Association Management Procedures," and "Non-Use of Child Labor and Remedial Procedures for Accidental Employment," to actively create dignified working environment for internal employees and ensure that there is no discrimination and harassment in employee management and recruitment. At the same time, the rights and interests of employees are more thoroughly protected through education and training as well as the setup of complaint and remedy channels, demonstrating the implementation of a friendly workplace. In 2024 no discrimination, harassment, and unlawful infringement incidents occurred in that year. If any incidents occur, complaints may be filed to the legal affairs and human resources supervisors by email: ethic@ufispace.com.

Human Right Protection Management Procedures and Polices	Content
Workplace Sexual Harassment Prevention and Management Procedures	<ul style="list-style-type: none"> • Anti-Sexual Harassment Policy <ol style="list-style-type: none"> 1. Prohibited Conduct: Company supervisors at all levels, employees among themselves, and employees with job applicants are strictly prohibited from engaging in sexual harassment. Sexual harassment is defined as follows: <ol style="list-style-type: none"> 2. Making sexual or gender-discriminatory remarks or behaviors that create a hostile, intimidating, or offensive work environment for other employees, infringing upon or interfering with their personal dignity, liberty, or affecting their work performance. 3. Explicitly or implicitly using sexual demands, sexual remarks, or gender-discriminatory behaviors as a condition for the establishment, continuation, modification, assignment, placement, compensation, performance evaluation, promotion, demotion, or disciplinary action involving subordinates or job applicants. • Reporting Channels: For sexual harassment complaints, the company has established a dedicated hotline at 02-7730-1188 ext.1016 and an email address at HR@ufispace.com. A designated person is responsible for handling complaints, which are processed confidentially. The complainant's name or any identifying information will not be disclosed.

Human Right Protection Management Procedures and Polices	Content
Workplace Sexual Harassment Prevention and Management Procedures	<ul style="list-style-type: none"> • Complaint Application: <ol style="list-style-type: none"> 1. Sexual harassment complaints should, in principle, be submitted in writing using a specific complaint form. If a complaint is made verbally, the receiving personnel or department must create a record. This record must be read to or reviewed by the complainant, confirmed for accuracy, and then signed or stamped by the complainant. 2. The sexual harassment complaint form must be signed or stamped by the complainant and include the following information: complainant's name, department and title, address, contact number, and date of complaint. If there is a proxy, a power of attorney must be attached, specifying the proxy's name, address, and contact number. The complaint must also clearly state the facts and content of the alleged harassment. • Sexual Harassment Handling: <ol style="list-style-type: none"> 1. Sexual harassment complaints shall be handled confidentially, and an investigation record must be created. If necessary, a Complaint Handling Committee may be formed to deliberate and resolve the matter. 2. Personnel involved in the handling, investigation, and resolution of sexual harassment complaints must maintain confidentiality regarding the content of the complaint. Violators may face disciplinary action and relevant liability in accordance with company regulations, depending on the severity of the circumstances. 3. Personnel involved in the handling, investigation, and resolution of a sexual harassment complaint must recuse themselves if they are a party to the complaint, or a spouse, former spouse, relative within four degrees of kinship by blood, relative within three degrees of kinship by marriage, or head of household/family member of a party. 4. Complaints should be resolved within two months from the date of submission. An extension of one month may be granted if necessary, but only once. If the complainant or the accused has an objection to the resolution of the complaint, they may submit a written appeal with reasons within 20 days from the day after receiving the written notification. If the resolution was made by the Complaint Handling Committee, the Committee shall reconvene to deliberate and resolve the appeal. Once a complaint is resolved after an appeal process, no further complaints may be filed for the same matter. 5. For sexual harassment complaints that have entered judicial proceedings, the Complaint Handling Committee may, after informing the complainant, suspend the investigation and resolution. The processing timeline will not be subject to the restrictions of the preceding article.

Human Right Protection Management Procedures and Polices	Content
Workplace Sexual Harassment Prevention and Management Procedures	<ul style="list-style-type: none"> Complaint Handling Committee: <ol style="list-style-type: none"> The Complaint Handling Committee shall consist of three to five members. The Head of the Human Resources Department shall be an ex-officio member. Other members shall be appointed or selected by the General Manager from among the company's current employees on a case-by-case basis. At least half of the committee members must be female. The General Manager shall designate one member as the Chairperson, who will preside over meetings. If the Chairperson is unable to preside for any reason, another member may be designated to act on their behalf. A meeting of the Complaint Handling Committee requires the attendance of more than half of its members to convene and the consent of more than half of the attending members to pass a resolution. In case of a tie, the Chairperson's decision shall prevail. The Complaint Handling Committee's resolutions must be accompanied by reasons. These resolutions shall be communicated in writing to the complainant, the accused, and the General Manager. Disciplinary Action: <ol style="list-style-type: none"> If a sexual harassment act is confirmed through investigation, the company may take action against the accused in accordance with the company's Disciplinary Management Regulations/Work Rules and other relevant provisions, depending on the severity of the circumstances. The Human Resources department shall conduct follow-up, evaluation, and supervision of sexual harassment incidents to ensure the effective implementation of disciplinary or handling measures and to prevent the recurrence of similar incidents or retaliatory acts. This policy shall be announced and implemented after approval by the General Manager. The same applies to any modifications. Any matters not covered herein shall be governed by relevant Republic of China laws and regulations.
Management Procedures for Diversity in the Workplace and Anti-Discrimination and Harassment	<ul style="list-style-type: none"> Equal Opportunity: Our company guarantees equal employment rights regardless of gender, race, origin, religion, etc. Our recruitment principles are fair and transparent, prioritizing merit and fostering diversity and inclusion to spark team creativity and eliminate all forms of discrimination. Non-Discriminatory Recruitment: Job advertisements must not include any non-technical restrictions (e.g., gender, age). Interviews and resume reviews must focus solely on job capabilities and professional qualifications, not on personal characteristics (e.g., height, weight) or privacy (e.g., marital status) that could skew evaluation results. Fair Employment Practices: The company will not impose any discriminatory or unequal evaluation criteria in matters of hiring, training, compensation, promotion, termination, or retirement. Non-Discriminatory Health Checks: During recruitment or routine health check-ups, only legally mandated items will be screened. Employees will not be required to undergo any discriminatory health checks, such as those for sexually transmitted diseases, pregnancy tests, or virginity tests, as a condition of employment.

Human Right Protection Management Procedures and Polices	Content
Management Procedures for Diversity in the Workplace and Anti-Discrimination and Harassment	<ul style="list-style-type: none"> Protection Against Pregnancy/Parental Discrimination: Employees, regardless of gender, will not be discriminated against or treated unfairly due to pregnancy, applying for maternity/ paternity leave, or family planning. If necessary, work duties will be adjusted to prevent health impacts. Freedom of Belief: The company will not interfere with employees' right to adhere to beliefs, norms, or requirements related to race, social class, nationality, religion, disability, gender, sexual orientation, or union affiliation. Zero Tolerance for Harassment: The company prohibits any coercive, threatening, demeaning, or exploitative sexual harassment, including gestures, language, and physical contact. The prevention and management of sexual harassment will be handled according to the "Workplace Sexual Harassment Prevention Measures and Management Regulations." Reporting and Remedies: Any instances of discrimination, harassment, or unequal treatment can be reported through internal complaint channels. Once verified, the individuals involved will face company disciplinary action. Severe cases will be reported to government authorities, and the Human Resources department will develop remedial measures through a dedicated project. Training and Awareness: Recruitment and hiring personnel will receive training to ensure employment equality. Employees will be educated to ensure they are aware of and can protect their rights.
Freedom of Association Management Procedure	<ul style="list-style-type: none"> Respect for Rights: Our company respects all employees' rights to freedom of belief, freedom of association, participation in clubs and societies, union membership, and collective bargaining. Freedom of Association: Employees can, without violating legal regulations, independently organize unions and various types of clubs. These groups can serve purposes such as fostering employee camaraderie, discussing company affairs, and promoting physical and mental well-being. The company will not refuse such organizations, nor will it interfere with or finance unions (limited to assistance like providing meeting venues) in a way that affects their operation. Governance of Groups: Established groups should create their own rules and regulations and elect management personnel to ensure proper governance toward achieving their stated objectives. Collective Bargaining: All groups have the right and freedom to engage in collective bargaining with the company regarding working conditions. This can also be facilitated through regular labor-management meetings and with the assistance of employee representatives. Alternative Channels: Where freedom of association and collective bargaining rights are legally restricted, the company will assist all employees in accessing independent, free association, and negotiation through similar channels. Protection of Representatives: The company guarantees that employee representatives will not face discrimination and can maintain contact with the employees they represent at the workplace. Non-Interference: The company will not interfere with, restrict, or compel workers in exercising their right to express, promote, assert, and defend their concerns and ideas individually or collectively. It also fully respects employees' right to refuse or not participate in the aforementioned associative activities. Grievance Channel: If an employee's freedom of association rights are infringed upon, they can report it directly to the Human Resources department and the General Manager through the established complaint channels. The General Manager will personally, or assign a dedicated person, to handle the matter appropriately.

Human Right Protection Management Procedures and Polices

Content

Non-Use of Child Labor and Remedial Procedures for Accidental Employment

- Identity Verification During Recruitment: When recruiting personnel, the Human Resources department must adhere to recruitment procedures to verify the applicant's identity. This ensures that their age and other provided information are authentic and that they are not impersonating anyone else before employment.
- Identity Verification Process: The identity review process must include:
 1. Verifying original documents.
 2. Conducting interviews for secondary review.
 3. If the validity of age or other supporting documents is questionable, the applicant must provide additional corroborating evidence. Individuals without identification or those possessing forged documents will not be hired.
- Labor Contracts: Labor contracts must be signed in accordance with fair, voluntary principles and legal requirements, and personnel files must be established.
- Preventing Impersonation: To prevent oversights and avoid instances of individuals impersonating employees who have completed onboarding, supervisors may conduct spot checks at any time as needed.
- Measures for Mis-Hired Child Labor:
 1. Should a child under the age of 16 be found to have been wrongly hired, their employment must be immediately terminated. The Human Resources department must promptly send personnel to verify the situation, arrange for a medical examination, settle all their wages, and implement remedial measures. Irresponsible dismissal of child labor is strictly prohibited.
 2. Contact the child's guardian and assign personnel to assist in returning the child laborer to their place of origin.
 3. All costs associated with escorting the child laborer back to their place of origin will be borne by the company. Depending on the circumstances, support will also be provided to encourage the child laborer to attend school until they complete their compulsory education.
 4. The company is responsible for the medical treatment of child laborers who become ill or disabled before being returned to their place of origin, and will bear all medical and living expenses during the treatment period.
 5. Departments or individuals responsible for the injury, disability, or death of a child laborer will be reported to the corresponding labor authorities. If a crime is constituted, the case will be handed over to judicial authorities for legal prosecution.

For external suppliers, UfiSpace has formulated a supplier self-evaluation and audit form, and listed the human rights-related audit items to ensure the labor safety and labor rights of suppliers (including the protection of freedom of association, prohibition of child labor, prohibition of forced labor, etc.). In 2024, the supplier ESG audit covered 2 outsourced manufacturers, with a qualification rate of 100%; no major human rights violations were found.

DEI Advocacy : A Different Sports Day

In Taiwan, the " Middle-aged and Elderly Employment Promotion Act " defines middle-aged individuals as those aged 45 to 65. As of 2024, 33% of UfiSpace's workforce falls into this demographic. Beyond supporting the health and well-being of our employees and their families through office hardware and all-age care services, UfiSpace organized "A Different Sports Day in September 2024. This event aimed to enhance employees' awareness of their own health and foster intergenerational communication and empathy.

Through simulated experiences, employees gained an understanding of the challenges faced by older adults and individuals with disabilities. The event also facilitated group discussions, allowing colleagues to share experiences and ideas on aging and family long-term care. We believe that sharing diverse life experiences will inspire greater empathy in the workplace, thereby promoting friendly communication and collaboration, and ultimately building an enduring team that stays true to its original aspirations.



5.6 Social Engagement

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.

SDG4 Quality Education Initiatives Based on Collaboration with Educational Startups to Transform the Education in Taiwan

As a leader in 5G network communication technology, UfiSpace values talent cultivation. We not only establish a culture of self-learning among all employees, but also hope to promote quality education initiatives through corporate resources, change the educational environment in Taiwan, and continue to nurture the next generation of talents to facilitate the industry development in Taiwan in the future. Focusing on the problems of insufficient academic performance and lack of learning motivation of students in Taiwan due to educational inequality, UfiSpace collaborated with 2 new education startups, Junyi Academy Foundation and LIS(Learning in Science, Taiwan Online Education Development Association), in 2023 to overcome the limitations of time and space and support teachers across Taiwan in optimizing teaching with innovative digital tools, and attract students to learn on their own through interesting learning content. Accordingly, we helped children regain self-confidence and joy in learning and thereby develop lifelong learning skills.

UfiSpace X Junyi: Using the Power of Technology to Create Differentiated Instruction and Help Disadvantaged Students Regain Their Learning Confidence

With the advancement of technology, digital learning tools that transcend time and space have become powerful instruments for reducing educational inequality. However, challenges in the classroom go beyond access to resources. Diversification and differentiation in teaching are critical to supporting students who are academically disadvantaged.

According to the 2022 PISA results, although Taiwan showed improvement in overall rankings across literacy, mathematics, and science compared to 2018, a significant 12% to 16% of students still did not meet basic proficiency levels in these subjects. Amid the growing M-shaped polarization of academic achievement, addressing the needs of underperforming students is key to narrowing the educational gap.

The Junyi Academy Foundation has found that most learning materials on the market are geared toward students with average to above-average performance, leaving a lack of resources tailored for students with weaker academic abilities. In 2024, UfiSpace supported the Foundation in producing foundational learning material for Math and a learning support platform for 7th and 8th-grade students. These resources aim to help teachers better support students in need of academic assistance by strengthening their foundational knowledge and gradually rebuilding their confidence in learning.

By 2024, the foundational learning material for junior high students was in use across all counties and outlying islands of Taiwan. New Taipei City had the highest number of users (26,847), followed by Tainan City (24,784). Even remote areas such as Penghu County (854 users), Kinmen County (588 users), and Lienchiang County (112 users) showed active engagement. The 7th and 8th-grade materials supported by UfiSpace reached a total of 834,675 views, with 1,280 data imports on the learning support platform and 8,016 recorded student uses.

UfiSpace X LIS : Online and Offline Empowerment, Supporting Non-Science Teachers to Deliver Engaging Science Classes

Facing a wave of labor shortages, all industries in Taiwan are engaged in a talent war. The education sector is also grappling with a teacher shortage, with the number of enrolled students in university teacher training programs decreasing year by year. The challenges faced by science fields are particularly severe. At the elementary school level, 70% of teachers across Taiwan did not major in science-related fields. They often need to spend more time preparing for science classes. Under the pressure of curriculum progress, they may miss the opportunity to spark children's curiosity in science and stimulate their proactive learning motivation. To preserve children's interest in science, UfiSpace continues its collaboration with LIS (Learning in Science, Taiwan Online Education Development Association) . They focus on supporting elementary school teachers who lack science teaching resources, helping them optimize their classrooms and guide children to think like scientists. In 2024, UfiSpace supported the production of two units of "Electromagnetic Interactions" science teaching materials, which include 8-12 minute instructional videos, two teaching presentations, and two worksheets. As of September 2024 (one month after the materials went online), Elementary School Material - Electromagnetic Interactions EP1 had 2,666 views, reaching 55,000 unique users, and Elementary School Material - Electromagnetic Interactions EP2 had 3,140 views, reaching 65,000 unique users. In addition to online materials, the company also supported one teacher workshop in Yilan. This workshop trained a total of 25 participants, including 10 non-science teachers and 4 elementary school science teachers from remote or peri-urban/rural schools. In 2024, through the development of LIS elementary school science digital teaching materials and the organization of in-person teacher workshops, a cumulative total of 833 elementary school teachers became LIS members, and 167 teachers received in-depth training, indirectly impacting over 95,000 elementary school students.



UfiSpace x Bethany: "B with U" Summer Learning Initiative

Since 2022, UfiSpace has formed a relationship 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 warmth. In 2024, we took this commitment a step further by integrating our core advocacy of quality education into the program—adding value to our sponsorship through meaningful, education-focused initiatives.

As a leading provider of end-to-end open networking solutions, UfiSpace is home to a wealth of R&D talent with strong backgrounds in science and technology. Leveraging this expertise, we organized a learning event, "Science Break", for the children of Bethany Children's Home. A team of 15 volunteers—comprising UfiSpace employees and their family members—joined 14 children and 12 staff from the Home for an interactive tour at National Taiwan Science Education Center. Through hands-on experiments and engaging exhibits, the children were introduced to scientific principles in a fun, curiosity-driven environment.

In response to the Home's previously expressed need for after-school tutoring support, we introduced the free online learning platform developed by Junyi Academy Foundation. UfiSpace employees provided guidance and training on utilizing Junyi's online learning platform, enabling the staff of the Home to independently assist the children's academic progress moving forward. Additionally, we implemented a scholarship incentive to encourage participation in Junyi's summer online learning and foster habits of self-motivated study. The initiative received enthusiastic participation from 15 students. Among them, 12 completed over 50% of the video lessons, and 4 successfully finished the entire 8-week course. Collectively, the students accumulated an impressive total of 558,846 learning points on Junyi platform—demonstrating outstanding engagement and achievement.



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.

2024 ESG Day: A Different Sports Day

Since 2022, UfiSpace has hosted an annual ESG Day team-building event designed to foster employee engagement with the United Nations Sustainable Development Goals (SDGs) and a range of sustainability topics through interactive experiences. For 2024, inspired by the spirit of Diversity, Equity, and Inclusion (DEI), we focused on SDG 3 (Good Health and Well-being) and SDG 10 (Reduced Inequalities). In line with our commitment to employee health and all-age care initiatives, we partnered with the Eden Social Welfare Foundation—dedicated to supporting persons with disabilities—and the Hondao Senior Citizens Welfare Foundation—focused on elderly welfare. Together, we created "A Different Sports Day: where employees participated in inclusive games simulating the daily challenges faced by individuals with disabilities and the elderly. These immersive experiences encouraged empathy, active listening, and collaborative problem-solving. Through accessible design and team-based activities, employees practiced assisting others and reflected on how to build a more inclusive and equitable workplace. As part of this initiative, UfiSpace supported Hondao's senior employment program by purchasing their charitable "Dreams Never Get Old T-Shirts" from Project 125. These were gifted to all employees to celebrate the idea that dreams have no age limit. Additionally, UfiSpace made a dedicated donation to Eden's 2024 Accessible Living Festival, which supported 15 instances of daytime care and enhanced independent living skills for 20 individuals with disabilities—relieving caregiving stress for many families.



Ecological Restoration

In celebration of Earth Day 2024, UfiSpace employees and their families returned to Tucheng—the company’s founding community—for a volunteer day with the Butterfly Conservation Society of Taiwan. At Shanxi Temple, they contributed to ecosystem restoration by removing invasive plant species and improving habitats for butterflies and other wild life. The day concluded with an educational biodiversity tour, led by conservation experts, where participants learned about the life cycles and environmental roles of butterflies and fireflies. The final firefly-viewing event left a deep emotional impact and renewed our collective commitment to environmental stewardship.



Corporate Giving and Community Support

UfiSpace remains committed to giving back. In 2024, employee-led fundraising ambassadors organized quarterly micro-fundraising campaigns for causes close to their hearts. UfiSpace matched these donations, and together we supported 13 local and international non-profit organizations with a total contribution of NT\$355,000. In response to urgent needs, UfiSpace also donated NT\$200,000 to assist recovery efforts for the Ishikawa Earthquake in Japan and the Hualien Earthquake in Taiwan. We hope our contributions support rapid rebuilding and community healing.

2024 Fundraising :

	Taiwan Fund for Children and Families	Dr. Rednose	TAPA	Mental Health Foundation	Heart of Taiwan Animal Care	Taiwan Breast Cancer Foundation
UFI Staff Donation (NTD)	25,400	7,400	6,700	7,300	20,700	25,200
UfiSpace Donation (NTD)	25,400	7,400	6,700	7,300	20,700	25,200
Total (NTD)	50,800	14,800	13,400	14,600	41,400	50,400

	Animal Rescue Team TAIWAN	Chung Yi Foundation	Médecins Sans Frontières	Children Are Us Foundation	Animal Protection Association of the Republic of China	South-Link Medical Foundation	Andrew Food Bank
UFI Staff Donation (NTD)	5,900	8,400	6,700	15,400	9,700	11,800	26,900
UfiSpace Donation (NTD)	5,900	8,400	6,700	15,400	9,700	11,800	26,900
Total (NTD)	11,800	16,800	13,400	30,800	19,400	23,600	53,800

Total: NT\$355,000



6

Appendix

GRI Content Index

SASB

Information Independent Assurance
Statement



Appendix1 GRI Content Index

Statement of Use	UfiSpace Co., Ltd. has reported the information quoted in the GRI Content Index for the period [01/01/2023 – 12/31/2023] 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	5	
	2-2 Entities included in the organization's sustainability reporting	About This Report	3	
	2-3 Reporting period, frequency, and contact point	About This Report	3	
	2-4 Restatements of information	About This Report	3	
	2-5 External assurance	About This Report	3	
	2-6 Activities, value chain and other business relationships	About UfiSpace	5	
	2-7 Employees	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Employee Information	53	
	2-8 Workers who are not employees	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Employee Information	53	
	2-9 Governance structure and composition	Chapter III: Corporate Governance - Governance Structure	31	
	2-10 Nomination and selection of the highest governance body	Chapter III: Corporate Governance - Governance Structure	31	
	2-11 Chair of the highest governance body	Chapter III: Corporate Governance - Governance Structure	31	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter I: Sustainability Management - Sustainable Development Committee Chapter III: Corporate Governance - Governance Structure	9、33	
	2-13 Delegation of responsibility for managing impacts	Chapter I: Sustainability Management - Sustainable Development Committee	9	
	2-14 Role of the highest governance body in sustainability reporting	Chapter I: Sustainability Management - Sustainable Development Committee	9	
	2-15 Conflicts of interest	Chapter III: Corporate Governance - Governance Structure	33	
	2-16 Communication of critical concerns	Chapter III: Corporate Governance - Governance Structure	33	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
General Disclosures				
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Chapter III: Corporate Governance - Governance Structure	32	
	2-18 Evaluation of the performance of the highest governance body	-		The information is currently unavailable. / Relevant measures will be developed and properly implemented in the future.
	2-19 Remuneration policies	Chapter III: Corporate Governance - Governance Structure	33	
	2-20 Process to determine remuneration	Chapter III: Corporate Governance - Governance Structure	33	
	2-21 Annual total compensation ratio	-		
	2-22 Statement on sustainable development strategy	Message from the Chairman	4	
	2-23 Policy commitments	Chapter III: Corporate Governance - Governance Structure	33	
	2-24 Embedding policy commitments	Chapter III: Corporate Governance - Governance Structure	33	
	2-25 Processes to remediate negative impacts	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	71	
	2-26 Mechanisms for seeking advice and raising concerns	Chapter III: Corporate Governance - Ethics and Integrity	37	
	2-27 Compliance with laws and regulations	Chapter III: Corporate Governance - Ethics and Integrity	37	
	2-28 Membership associations	About UfiSpace	5	
	2-29 Approach to stakeholder engagement	Chapter I: Sustainability Management - Stakeholder Engagement	11	
2-30 Collective bargaining agreements	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Employee Information	53		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter I: Sustainability Management - Materiality Analysis Process	10 \ 13	
	3-2 List of material topics	Chapter I: Sustainability Management - Identification and Management of Material Topics	10 \ 13	
	3-3 Management of material topics	Refer to the respective chapters for details		
General Disclosures				
Operational Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter II: Innovative Technologies and Services - Operational Performance	20	
GRI-201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Chapter II: Innovative Technologies and Services - Operational Performance	22	
	201-4 Financial assistance received from government	Chapter II: Innovative Technologies and Services - Operational Performance	22	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chapter II: Innovative Technologies and Services - Operational Performance	21	
	203-2 Significant indirect economic impacts	Chapter II: Innovative Technologies and Services - Operational Performance	21	
Innovative R&D and Green Products				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter II: Innovative Technologies and Services -Innovative R&D and Green Products	23	
GRI 302 : Energy 2016	302-5: Reduction of energy requirements of products and services	Chapter II: Innovative Technologies and Services -Innovative R&D and Green Products	24	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
General Disclosures				
Customer Service				
GRI 3: Material Topics 2021	3-3 Management of material topics	"Chapter II: Innovative Technologies and Services -Customer Service"	27	
Custom topics	Custom topics-Customer Service	"Chapter II: Innovative Technologies and Services -Customer Service"	27	
Information Security and Trade Secret Protection				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter III: Corporate Governance - Information Security and Trade Secret Protection	36	
Custom topics	Custom topics-Information Security and Trade Secret Protection	Chapter III: Corporate Governance - Information Security and Trade Secret Protection	36	
Ethics and Integrity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter III: Corporate Governance - Ethics and Integrity	37	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter III: Corporate Governance - Ethics and Integrity	38	
	205-2 Communication and training about anti-corruption policies and procedures	Chapter III: Corporate Governance - Ethics and Integrity	38	
	205-3 Confirmed incidents of corruption and actions taken	Chapter III: Corporate Governance - Ethics and Integrity	38	
Sustainable Supply Chain				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter III: Corporate Governance - Sustainable Supply Chain	39	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chapter III: Corporate Governance - Sustainable Supply Chain	42	No new vendor contracts were signed in 2024; the relevant contract documents are currently being planned.
	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	414-1 New suppliers that were screened using social criteria	Chapter III: Corporate Governance - Sustainable Supply Chain	42	No new vendor contracts were signed in 2024; the relevant contract documents are currently being planned.
	414-2 Negative social impacts in the supply chain and actions taken	Chapter III: Corporate Governance - Sustainable Supply Chain	41	
Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter IV: Environmental Sustainability - Climate Change	47	
GRI-201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change (TCFD)	Chapter IV: Environmental Sustainability - Climate and Environmental Governance (TCFD)	45	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chapter IV: Environmental Sustainability - Climate Change	49	
	302-3 Energy intensity	Chapter IV: Environmental Sustainability - Climate Change	49	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter IV: Environmental Sustainability - Climate Change	49	
	305-2 Energy indirect (Scope 2) GHG emissions	Chapter IV: Environmental Sustainability - Climate Change	49	
	305-3 Other indirect (Scope 3) GHG emissions	Chapter IV: Environmental Sustainability - Climate Change	50	
	305-4 GHG emissions intensity	Chapter IV: Environmental Sustainability - Climate Change	49	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
General Disclosures				
Remuneration and Benefits				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Remuneration and Benefits	57	
GRI-201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Remuneration and Benefits	59	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Remuneration and Benefits	60	
	401-3 Parental leave	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Remuneration and Benefits	59	
Talent Cultivation				
GRI 3 : 重大主題 2021	3-3 Management of material topics	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Talent Cultivation	61	
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Talent Cultivation	62	
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Talent Cultivation	62	
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Talent Cultivation	62	
Occupational Safety and Employee Health				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	63	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	64	
	403-2 Hazard identification, risk assessment, and incident investigation	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	65	
	403-3 Occupational health services	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	67	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	67	
	403-5 Worker training on occupational health and safety	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	66	
	403-6 Promotion of worker health	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	68	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	68	
	403-8 Workers covered by an occupational health and safety management system	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	64	
	403-9 Work-related injuries	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	66	
	403-10 Work-related ill health	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Occupational Safety and Employee Health	66	

GRI Standards/ Other Sources	Disclosure	Chapter	Page	Omitted
General Disclosures				
Diversity, Equity and Inclusion in Workplace				
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	70	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	71	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	73	
Diversity, Equity and Inclusion in Workplace				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	71 \ 73	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	71 \ 73	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	73	
	414-2 Negative social impacts in the supply chain and actions taken	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Diversity, Equity and Inclusion in Workplace	73	
General Topic				
Employee Information				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Employee Information	54 \ 55	
Social Engagement				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Chapter V: Happy Workplace for Sustainability and Co-prosperity - Social Engagement	78	



Appendix2 SASB

Topic	Code	Accounting Metric and Explanation	Type of Description	Description
Product Security	TC-HW-230a.1	<p>Description of approach to identifying and addressing data security risks in products:</p> <ol style="list-style-type: none"> Describe the methods used to identify data security vulnerabilities in systems, and how the vulnerabilities are handled. Describe the products and services used to enhance data security (if none, please specify) Whether there are data risks in the supply chain, and if so, The disclosures of the following (flexible): A. the types of attacks observed; B. the framework for managing data security 	Qualitative	<ol style="list-style-type: none"> Regularly track events on public common vulnerabilities and exposures (CVE) security information websites, receive security advisory from chip or firmware manufacturers at the same time, introduce the CVSS (Common Vulnerability Scoring System) as a critical solution, and undergo the verification of the SQA unit. <ol style="list-style-type: none"> Follow the tracking results of public vulnerabilities and exposures to make up for major security vulnerabilities with software patches or firmware updates. Follow the security guidelines of the processor providers (e.g. Intel) and ensure that the system is secure and free of any hidden backdoors. No major data risk <ol style="list-style-type: none"> Based on the observation results, a common type of attack is the memoryresident malware attack, which usually causes the system to fail to work normally, or even run malware and become the attacking host. Continue to track public vulnerabilities and exposures and implement solutions in a timely manner.
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 table below.
Product Life Cycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substance.	Quantitative	Not applicable to UfiSpace's products. 100% of UfiSpace's products are in line with the RoHS specification for product life cycle management.
	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. 100% of UfiSpace's products are in line with the RoHS specification for product life cycle management.
	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	0% 100% of UfiSpace's products have passed the WEEE certification and are recycled according to regulations. There were no recalls of products sold in 2023, so the figure is determined to be 0%.
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent	Quantitative	100%
	TC-HW-430a.2	Tier 1 suppliers' non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent = audit deficiencies (number of non-conformances) / total number of audit items.	Quantitative	With no major or minor deficiencies found.
Material Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Qualitative	RoHS and REACH are followed in the procurement of materials to reduce risks.

Topic	Code	Accounting Metric and Explanation	Type of Description	Description
Activity MetricActivity Metric	TC-HW-000.A	Number of units produced by product category	Quantitative	For a single product category, this indicator involves some of the Company's confidential information, so this activity metric is not applicable.
	TC-HW-000.B	Area of manufacturing facilities: Factory area	Quantitative	Not applicable as there was no production line.
	TC-HW-000.C	Percentage of production from owned facilities	Quantitative	Not applicable as there was no production line.

Percentage of gender for management, technical staff, and all other employee

	Female	Male
Management	1.2%(2 employees)	4.4%(7 employees)
Technical personnel	6.9% (11 employees)	51.5%(82 employees)
All other employees	18.8%(30 employees)	16.9%(27 employees)

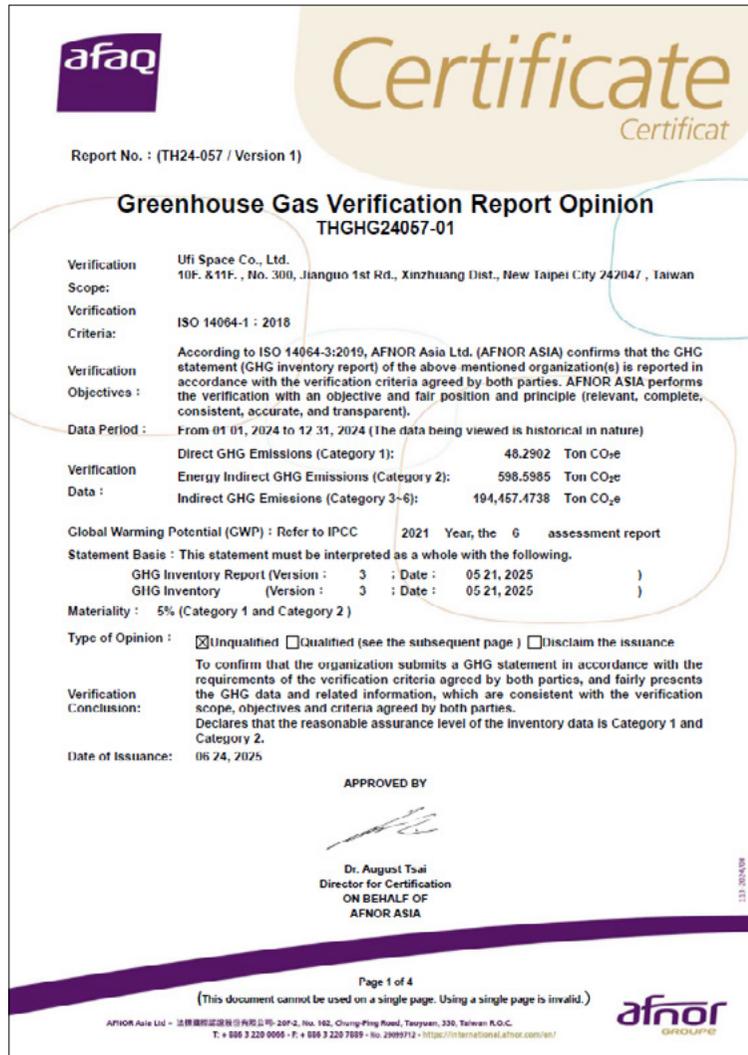
Percentage of nationality for management, technical staff, and all other employee

	Native Worker	Foreign Worker
Management	5.6% (9 employees)	0% (0 employees)
Management	57.8% (92 employees)	0.6% (1 employee)
Technical personnel	33.9%(54 employees)	1.8%(3 employees)



Appendix3 Information Independent Assurance Statement

Greenhouse Gas Verification Report Opinion



afaq Certificate

Report No. : (TH24-057 / Version 1)

Greenhouse Gas Verification Report Opinion

THGHG24057-01

Verification Scope: Ufi Space Co., Ltd.
10F, X11F., No. 300, Jianguo 1st Rd., Xinzhuang Dist., New Taipei City 242047, 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, 2024 to 12/31, 2024 (The data being viewed is historical in nature)

Verification Data :
 Direct GHG Emissions (Category 1): 48,290.2 Ton CO₂e
 Energy Indirect GHG Emissions (Category 2): 598,598.5 Ton CO₂e
 Indirect GHG Emissions (Category 3-6): 194,457.4738 Ton CO₂e

Global Warming Potential (GWP) : Refer to IPCC 2021 Year, the 6 assessment report

Statement Basis : This statement must be interpreted as a whole with the following.
 GHG Inventory Report (Version : 3 ; Date : 05/21, 2025)
 GHG Inventory (Version : 3 ; Date : 05/21, 2025)

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.

Date of Issuance: 06/24, 2025

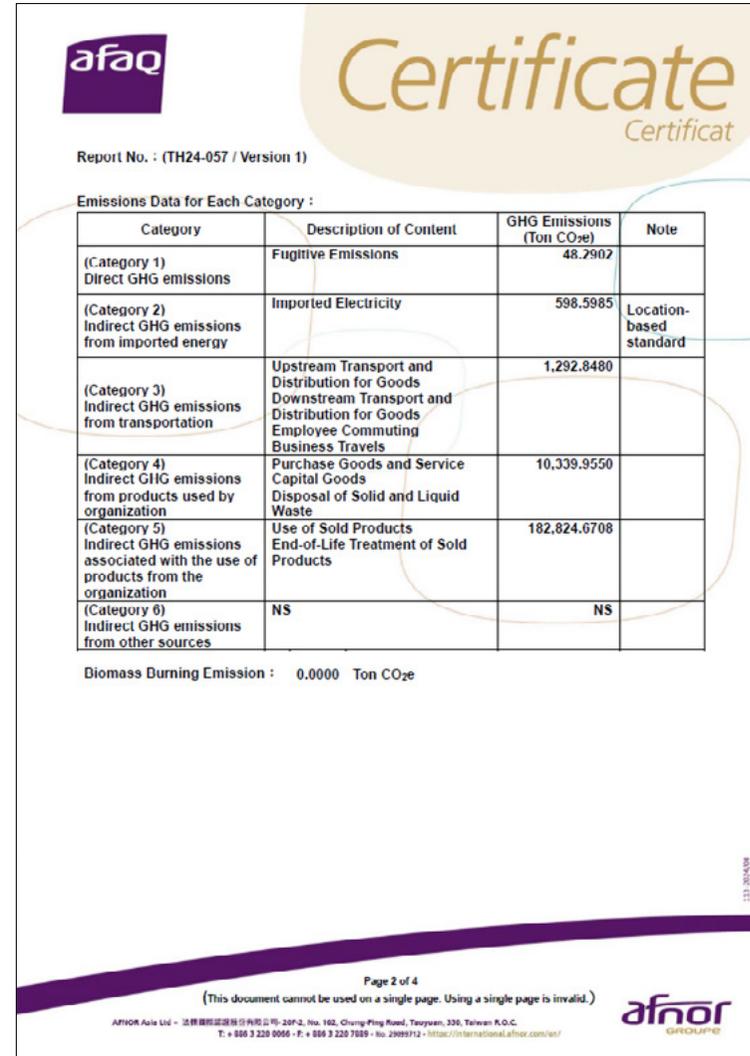
APPROVED BY

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

Page 1 of 4
 (This document cannot be used on a single page. Using a single page is invalid.)

afnor GROUP

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afaq Certificate

Report No. : (TH24-057 / Version 1)

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (Ton CO ₂ e)	Note
(Category 1) Direct GHG emissions	Fugitive Emissions	48,290.2	
(Category 2) Indirect GHG emissions from imported energy	Imported Electricity	598,598.5	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Upstream Transport and Distribution for Goods Downstream Transport and Distribution for Goods Employee Commuting Business Travels	1,292.8480	
(Category 4) Indirect GHG emissions from products used by organization	Purchase Goods and Service Capital Goods Disposal of Solid and Liquid Waste	10,339.9550	
(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	182,824.6708	
(Category 6) Indirect GHG emissions from other sources	NS	NS	

Biomass Burning Emission : 0.0000 Ton CO₂e

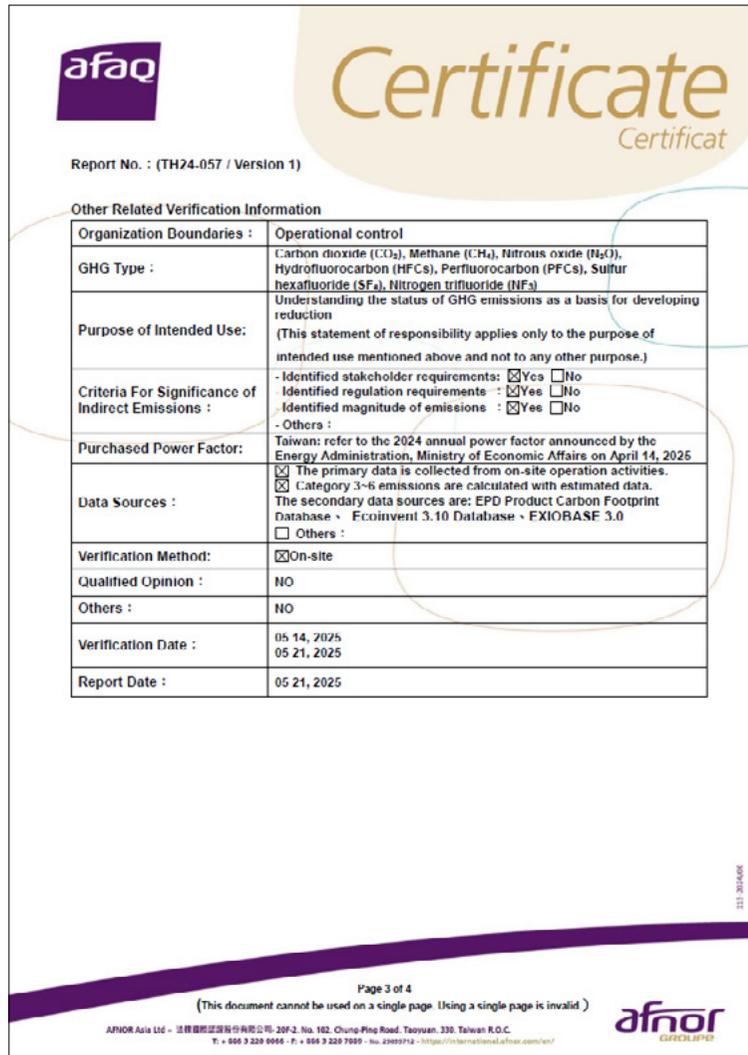
Page 2 of 4
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Appendix3 Information Independent Assurance Statement

Greenhouse Gas Verification Report Opinion



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Report No. : (TH24-057 / Version 1)

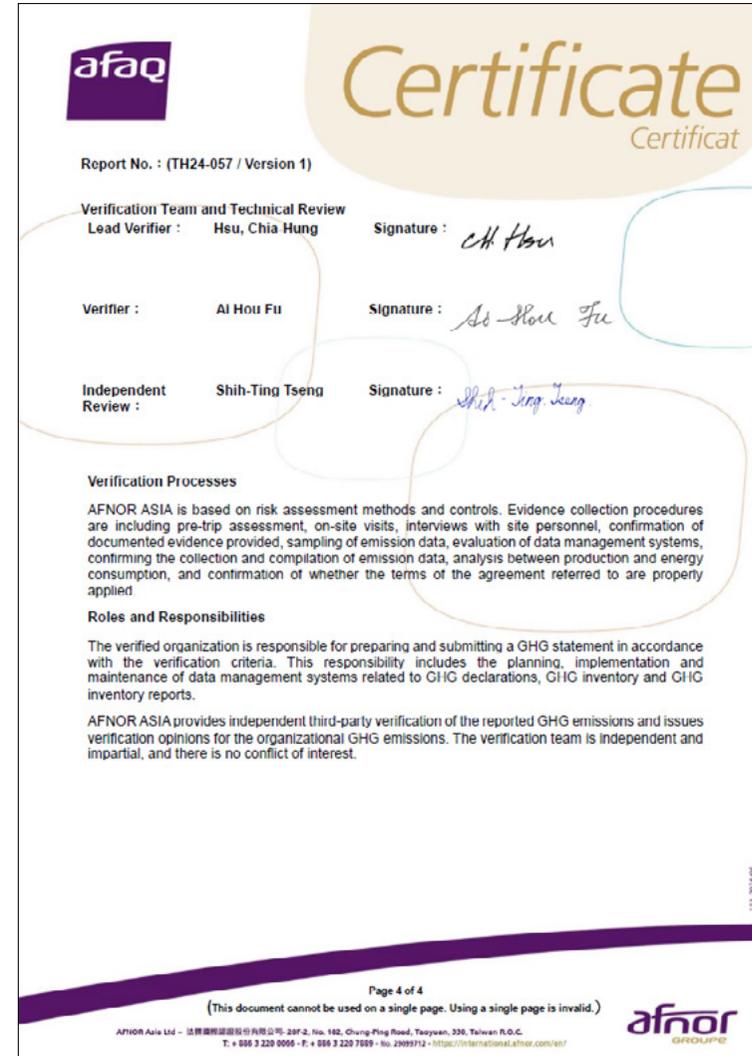
Other Related Verification Information

Organization Boundaries :	Operational control
GHG Type :	Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous oxide (N ₂ O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃)
Purpose of Intended Use:	Understanding the status of GHG emissions as a basis for developing reduction (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Criteria For Significance of Indirect Emissions :	- Identified stakeholder requirements: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Identified regulation requirements : <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Identified magnitude of emissions : <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No - Others :
Purchased Power Factor:	Taiwan: refer to the 2024 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on April 14, 2025
Data Sources :	<input checked="" type="checkbox"/> The primary data is collected from on-site operation activities. <input checked="" type="checkbox"/> Category 3-6 emissions are calculated with estimated data. The secondary data sources are: EPD Product Carbon Footprint Database \ Ecoinvent 3.10 Database \ EXIOBASE 3.0 <input type="checkbox"/> Others :
Verification Method:	<input checked="" type="checkbox"/> On-site
Qualified Opinion :	NO
Others :	NO
Verification Date :	05 14, 2025 05 21, 2025
Report Date :	05 21, 2025

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Report No. : (TH24-057 / Version 1)

Verification Team and Technical Review

Lead Verifier : Hsu, Chia Hung Signature : *Ch Chia Hung*

Verifier : Ai Hou Fu Signature : *Ai Hou Fu*

Independent Review : Shih-Ting Tseng Signature : *Shih-Ting Tseng*

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.

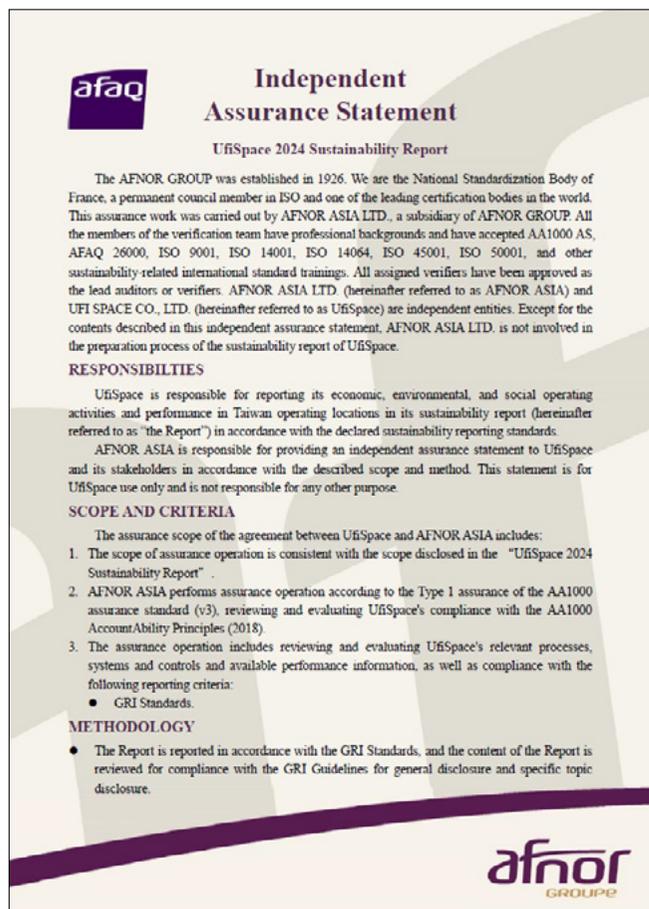
Page 4 of 4
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Appendix3 Information Independent Assurance Statement

Independent Assurance Statement for UfiSpace Co., Ltd.'s 2024 Sustainability Report (for original Chinese Version)



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Independent Assurance Statement

UfiSpace 2024 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.

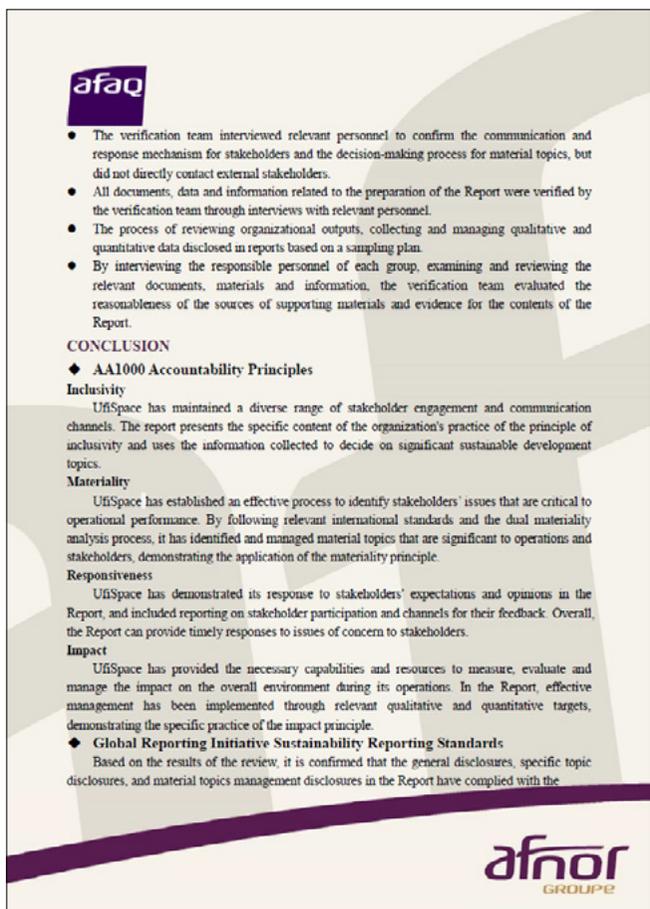
SCOPE AND CRITERIA

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

- The scope of assurance operation is consistent with the scope disclosed in the "UfiSpace 2024 Sustainability Report".
- 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).
- 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.

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- 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 maintained a diverse range of stakeholder engagement and communication channels. The report presents the specific content of the organization's practice of the principle of inclusivity and uses the information collected to decide on significant sustainable development topics.

Materiality

UfiSpace has established an effective process to identify stakeholders' issues that are critical to operational performance. By following relevant international standards and the dual materiality analysis process, it has identified and managed material topics that are significant to operations and stakeholders, demonstrating the application of the materiality principle.

Responsiveness

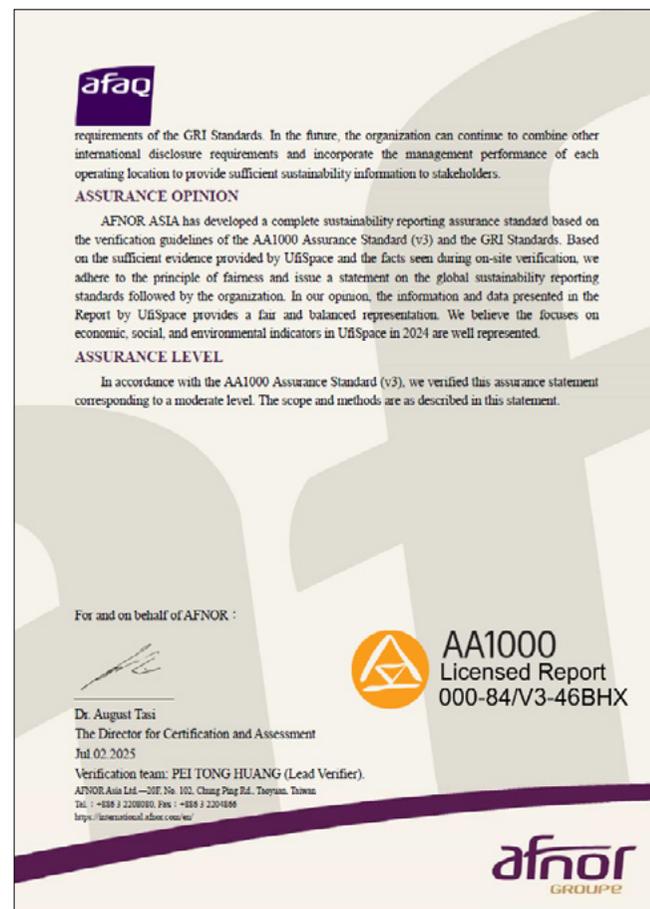
UfiSpace has demonstrated its response to stakeholders' expectations and opinions in the Report, and included reporting on stakeholder participation and channels for their feedback. Overall, the Report can provide timely responses to issues of concern to stakeholders.

Impact

UfiSpace has provided the necessary capabilities and resources to measure, evaluate and manage the impact on the overall environment during its operations. In the Report, effective management has been implemented through relevant qualitative and quantitative targets, demonstrating the specific practice of the impact principle.

◆ **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

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requirements of the GRI Standards. In the future, the organization can continue to combine other international disclosure requirements and incorporate the management performance of each operating location to provide sufficient sustainability information to stakeholders.

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. In our opinion, the information and data presented in the Report by UfiSpace provides a fair and balanced representation. We believe the focuses on economic, social, and environmental indicators in UfiSpace in 2024 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 Tasi
The Director for Certification and Assessment
Jul 02 2025

Verification team: PEI TONG HUANG (Lead Verifier).
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