

Uniform Industrial Corp.

2026 Annual Shareholders' Meeting

Meeting Handbook

Time: May 27, 2026 (Wed.) at 9:00 AM

Location : 2F., No. 1, Lane 15, Ziqiang Street, Tucheng District, New Taipei City

This meeting agenda of English version is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English version and Chinese version, the Chinese version shall prevail.

Table of Contents

	<u>Page(s)</u>
Meeting Procedure	01
Meeting Agenda	02
1. Matters to report.....	03
2. Matters for ratification	04
3. Matter for discussion.....	05
4. Election matters.....	05
5. Other proposals	05
6. Extemporaneous motions	06
Attachment	
1. Business Report.....	07
2. Audit Committee's Review Report.....	15
3. Director Remuneration of 2025	16
4. Parent Company Only and Consolidated Financial Statements and CPA Audit Report of 2025.....	17
5. Earnings Distribution Table of 2025.....	40
6. Comparison Table of Amended Articles of Incorporation	41
7. Comparison Table of Procedures for the Acquisition or Disposal of Assets	46
8. List of Candidates for Directors (including Independent Directors)	52
Appendices	
1. Rules of Procedure for Shareholders Meetings	54
2. Articles of Incorporation (before amendment)	60
3. Rules for Election of Directors	64
4. Shareholding of Director's.....	66

Uniform Industrial Corp.

Procedures for 2026 Annual Shareholders' Meeting

1. Reporting the number of shares attended
2. Announcing meeting in session and opening remark by the Chairmain
3. Matters to report
4. Matters for ratification
5. Matter for discussion
6. Election matters
7. Other proposals
8. Extemporary motions
9. Adjournment

Uniform Industrial Corp.

Agenda for 2026 Annual Shareholders' Meeting

Meeting type: Physical Shareholders' Meeting

Time: May 27, 2026 (Wed.) at 9:00 AM

Location: 2F., No. 1, Lane 15, Ziqiang Street, Tucheng District, New Taipei City

1. Matters to report

- (1) Business Report of 2025
- (2) Audit Committee's Review Report of 2025
- (3) Employees' and Directors' Compensation of 2025
- (4) Directors' Remuneration Report of 2025

2. Matters for ratification

- (1) Business Report and Financial Statements of 2025 (including consolidated statement)
- (2) Earnings Distribution of 2025

3. Matters for discussion:

- (1) Amendment to the Company's "Articles of Incorporation"
- (2) Amendment to the Company's "Procedures for the Acquisition or Disposal of Assets"

4. Election matters:

Re-election of the Company's directors.

5. Other proposals:

Lift the Prohibition on the Newly Appointed Directors from Participation in Competitive Business.

6. Extemporaneous motions

7. Adjournment

【Matters to report】

Matters to report (1)

Case: To report the Business Report of 2025.

Explanation: Please refer to Attachment 1 on Page 7 to Page 14 for the Business Report of 2025.

Matters to report (2)

Case: To report the Audit Committee Review Report of 2025.

Explanation: Please refer to Attachment 2 on Page 15 for the Audit Committee's Review Report of 2025.

Matters to report (3)

Case: To report the Employees' and Directors' Compensation of 2025.

Explanation: 1. According to Article 20 of the Company's Articles of Incorporation, if there is any profit by the end of the fiscal year, the Company should allocate no less than 5% as employees' compensation and no more than 5% as directors' compensation. No less than 20% of the employee compensation amount in the preceding paragraph shall be given to non-executive employees.

2. The Company proposes not to distribute employees'(including non-executive employees) and directors' remuneration this year due to the pre-tax loss incurred in 2025.

Matters to report (4)

Case: To report Directors' Remuneration of 2025.

Explanation: 1. The Company's Remuneration Committee, in accordance with the "Remuneration Committee Charter," evaluated the remuneration distribution for the Company's directors in 2025. The remuneration includes cash remuneration, stock options, profit-sharing stock, retirement benefits or severance payments, various allowances, and other measures with substantial incentive effects.

2. The Company's remuneration policy, system, standards, and structure for general directors and independent directors, as well as the correlation between the remuneration amount and the responsibilities undertaken, risks assumed, time invested, and other factors, are explained as follows:

The remuneration of the Company's directors is determined in accordance with Article 16 of the Company's Articles of Incorporation. The remuneration for directors performing their duties is determined individually based on each director's level of participation in the Company, performance evaluation, and contribution value. The board refers to the usual standards of peer companies (such as Castles Technology, XAC, and Flytech) to deliberate and agree upon the amount. In addition, if the Company makes a profit in the current year, no more than 5% shall be allocated as director remuneration in accordance with Article 20 of the Company's Articles of Incorporation, and such director remuneration shall be paid in cash.

The Company periodically evaluates director remuneration in accordance with the "Board Performance Evaluation Measures." The key evaluation items and their respective weighting ratios for director remuneration are as follows. All material performance assessments and the reasonableness of remuneration have been reviewed and approved by the Remuneration Committee and the boards:

A. Duties and Responsibilities: Based on directors' concurrent service on functional committees (such as audit, remuneration, and sustainability committees), positions held, and time commitment, which together account for 25% of the overall evaluation.

B. Operating Performance: Financial indicators: Taking into consideration the

Company's industry characteristics, future operating risks, and development trends, and based on revenue growth rate, pre-tax income growth rate, and shareholders' equity growth rate for the year; Non-financial indicators: Including corporate governance evaluations, ESG/sustainability performance, and the effectiveness of risk management and internal controls, which together account for 25% of the overall evaluation.

C. Attendance and Participation: Based on board meeting attendance rate, functional committee attendance rate, and substantive participation in discussions, which together account for 20% of the overall evaluation.

D. Individual Contribution: Based on the practical application of professional expertise (legal, financial, and industry-related), as well as contributions to major strategies, mergers and acquisitions, transformation initiatives, and performance in crisis management or key decision-making, which together account for 20% of the overall evaluation.

E. Industry Benchmarking: Based on average director remuneration levels of listed companies in the same industry or peer companies (such as Castles Technology, XAC, and Flytech), which together account for 10% of the overall evaluation.

3. Please refer to Attachment 3 on Page 16 for the remuneration to general directors and independent directors of the Company in 2025.

【Matters for ratification】

Matters for ratification (1)

Case: To ratify Business Report and Financial Statements of 2025 (including consolidated statements).

Proposed by the Board of Directors

Explanation: 1. The Company's Parent Company Only Financial Statements and Consolidated Financial Statements of 2025 were audited by CPAs Tseng, Wen-Cheng and Li-Chen Peng at Baker Tilly Clock & CO. The audit report has been issued and filed. The above report and statements as well as Business Report of 2025 were reviewed by the Audit Committee of the Company and approved by the Board of Directors.

2. Please refer to Attachment 1 on Page 7 to Page 14 for Business Report of 2025 and refer to Attachment 4 on Page 17 to Page 39 for Parent Company Only and Consolidated Financial Statements of 2025 and the Audit Report by CPAs.

Resolution:

Matters for ratification (2)

Case: To ratify Earnings Distribution of 2025.

Proposed by the Board of Directors

Explanation: 1. Please refer to Attachment 5 on Page 40 for the Earnings Distribution of 2025.

2. Shareholders' dividends is planned to distribute NT\$ 7,788,271 and the cash dividend per share is NT\$0.1, with priority to be distributed from the earning of 2025. The smallest unit for the cash dividend issuance is one dollar, and any figure below a dollar is rounded down. All the figures less than one dollar will be listed as the other income of the Company.

3. After receiving approval of cash dividend and bonus from the regular shareholders' meeting of 2026, Chairman is authorized to confirm the ex-dividend date, the distribution date of cash dividends, and the matters related to the implementation of dividend distributions.

4. If the Company's outstanding shares change before the ex-dividend date according to the Article 28-2 of the Securities and Exchange Act and other legal regulations, the Chairman is authorized to determine dividends based on the solution of the earnings distribution and adjust dividends per share based on the actual circulated shares on the ex-dividend date.

Resolution:

【Matters for discussion】

Matters for discussion (1)

Case: To discuss for amendment to the Company's "Articles of Incorporation"

Proposed by the Board of Directors

Explanation: 1. Amended in accordance with the provisions of the Order No.

Jin-Guan-Zheng-Fa-Zi No. 1090150022 issued by the Financial Supervisory Commission of the Republic of China on March 31, 2021.

2. Please refer to Attachment 6 on Page 41 to Page 45 for comparison table of amended Uniform Industry Corp. Articles of Incorporation.

Resolution:

Matters for discussion (2)

Case: To discuss for amendment to the Company's "Procedures for the Acquisition or Disposal of Assets"

Proposed by the Board of Directors

Explanation: 1. Amended in accordance with the provisions of the Order No.

Jin-Guan-Zheng-Fa-Zi No. 1140383333 issued by the Financial Supervisory Commission of the Republic of China on July 24, 2025.

2. Please refer to Attachment 7 on Page 46 to Page 51 for comparison table of amended Procedures for the Acquisition or Disposal of Assets.

Resolution

【Election matters】

Case: Re-election of the Company's directors.

Proposed by the Board of Directors

Explanation: 1. The term of office of the Company's current directors will expire on June 6, 2026 .

It is proposed to hold an election of directors at the 2026 Annual Shareholders' Meeting.

2. In accordance with the provisions of the Company's Articles of Incorporation, seven directors (including four independent directors) will be elected at this election. The director election shall adopt the candidate nomination system. The newly elected directors shall assume office immediately upon election at the Annual Shareholders' Meeting. The term of office of the newly elected directors shall be three years, from May 27, 2026 to May 26, 2029.

3. The list of candidates for directors (including independent directors) for this election has been reviewed and approved by resolution of the Company's Board of Directors. Shareholders shall elect directors (including independent directors) from the list of candidates. For the candidates' educational background, work experience, and other relevant information, please refer to Attachment 8 on page 52 to Page 53.

Voting Result:

【Other proposals】

Case: Lift the Prohibition on the Newly Appointed Directors from Participation in Competitive Business.

Proposed by the Board of Directors

Explanation: 1. It shall be handled according to Article 209-1 of the Company Act, "a director who does anything for himself or on behalf of another person that is within the scope of the company's business, shall explain to the meeting of shareholders the essential contents of such an act and secure its approval".

2. As the newly appointed directors of the Company may invest in or engage in other businesses that are the same as or similar to the Company's business scope and may concurrently serve as directors or managers in such companies, in order to comply

with the non-competition provisions under Article 209 of the Company Act, it is hereby proposed to seek approval at the 2026 Annual Shareholders' Meeting to lift the restriction on the newly appointed directors from engaging in competitive activities, provided that such activities do not harm the interests of the Company.

3. This proposal has been approved by the Board of Directors and will be submitted to the shareholders' meeting for resolution in accordance with the law. Prior to the discussion at the shareholders' meeting, a supplementary explanation of the competing business will be provided on-site.

Resolution:

【Extemporaneous motions】

【Adjournment】

Uniform Industrial Corp.
Business Report

Dear Shareholders,

The Company's total revenue for 2025 was NT\$495,805 thousand, Pre-tax loss NT\$102,605 thousand. The results of our operating performance in 2025 and the goals of development for 2026 are illustrated as follows:

1. Operating performance in 2025

(1) Implementation results of business plans

Unit: NT\$ Thousands

Item	2025		2024		Status of increase (decrease)	
	Amount	Percentage	Amount	Percentage	Amount	Percentage
Operating income	495,805	100%	596,577	100%	(100,772)	(17%)
Gross profit	210,280	42%	267,186	45%	(56,906)	(21%)
Operating income (loss)	(96,570)	(20%)	(24,942)	(4%)	(71,628)	287%
Pre-tax income (loss)	(102,605)	(21%)	59,281	10%	(161,886)	(273%)

(2) Budget implementation in 2025: Financial forecasting for 2025 was not disclosed, and there is no performance of budget achievement.

(3) Financial revenue and expenditure as well as profitability analysis

Unit: NT\$ Thousands

Item		2025	2024
Financial revenue and expenses	Net operating income (loss)	(96,570)	(24,942)
	Net non-operating income (expenses)	(6,035)	84,223
	Net pre-tax income (loss)	(102,605)	59,281
	Net income (loss) after tax	(84,490)	63,088
Profitability analysis	Return on assets (%)	(5.95)	3.98
	Return on shareholders' equity (%)	(7.17)	4.84
	Ratio of operating income to capital stock (%)	Net operating income(loss)	(12.40)
		Net pre-tax income(loss)	(13.17)
	Net profit margin (%)	(17.04)	10.57
	Earnings(loss) per share	(1.09)	0.81

(4) Research and development status

1. Yearly R&D expense for the most recent five fiscal years

Unit: NT\$ Thousands

Year Item	2025	2024	2023	2022	2021
Research and development expenses	72,245	77,850	89,548	76,902	101,208
Operating income	495,805	596,577	1,440,437	1,257,735	827,205
Ratio of R&D expense to the revenue	14.57%	13.05%	6.22%	6.11%	12.23%

2. Products developed for the year 2025:

Electronic trading products:

- (1) BEZEL8-S series : Completed customized products and provided them to the North and Central and South American markets for applications such as EV charging piles, self-service laundry and car wash machines.
- (2) BEZEL8-SP series : Equipped with a color display and supporting multiple integrated functions, including LAN, Wi-Fi, LTE, MSR, ICC, QR, and MDB

communication and payment interfaces, primarily serving the North American market and applied in scenarios such as electric vehicle charging stations, self-service laundromats, self-service car washes, and vending machines.

- (3) UIC680EZ : Completed customized products and provided them to the North American, Central and South American markets for EV charging pile applications.
- (4) UCH100: Completed the development of customized products, providing solutions for global POS and retail applications, and deployed them in self-checkout systems of internationally renowned chain stores.
- (5) A10/UIC680FGP: Conducted EMV certification extensions, completed updates of EMV and major card brand certifications, and continued to supply products to leading vending machine manufacturers in the European and American markets.

2. Summary of business plans and development strategies for 2026

(1) Business Plans

Department	Objectives
Product Management & Global BD & Sales	1) Operational Strategy Transformation: Value Chain Upgrade and Structural Optimization ● Deepen high-value-added business: Strategically adjust business proportions, gradually reduce reliance on traditional pure OEM business, and shift towards high-margin, high-technical-threshold cashless payment solutions to enhance the company's long-term core competitiveness. ● Strengthen profitability structure: Through optimizing product portfolios and service models, transform from one-time hardware sales to a service provider with long-term adhesion, to improve overall operational efficiency and shareholders' equity. 2) Core Solution: UIC Connect One-Stop Payment Platform ● Aggregated payment ecosystem: Build a centralized, standardized payment gateway platform. Not only supporting seamless integration with existing payment processors, but also providing diverse acquiring system choices, empowering merchants with high flexibility and autonomy. ● Turnkey Solution: Provide software-hardware integrated "turnkey" services for different vertical markets (such as retail, quick-service restaurants, gaming entertainment). Merchants only need minimal equipment investment to quickly implement payment operations, significantly lowering entry barriers. ● Kiosk Intelligent Self-Service Applications: Focus on scenario implementation for self-service kiosks, combining stable hardware with smooth payment interfaces, providing consumers with a seamless experience from ordering/selection to checkout, helping merchants address labor shortage pain points and improve operational efficiency. 3) Technological Innovation Barriers: Information Security Compliance and Next-Generation Architecture. ● Financial-grade information security standards: Fully introduce advanced encryption transmission technology, PCI-certified cloud protection, and EMV L3 certification to build a secure payment environment meeting the highest international standards, ensuring the integrity and privacy of every transaction data. ● Next-generation hardware development: Accelerate the R&D of payment terminal devices with high-performance computing and high integration capabilities to meet market demands for high processing speed and complex application scenarios.

Department	Objectives
	4) Omni-Channel Integration: Seamless Experience in Physical-Virtual Fusion (OMO) ● Cross-platform high integration: Break down barriers between online and offline, integrating physical POS systems, mobile Apps, and web ends into a single management system, achieving synchronized sales data and unified management across channels. ● Diverse payment compatibility: Fully support mainstream credit cards, debit cards, bank transfers, and various emerging digital wallets, meeting the diversified payment habits of modern consumers and maximizing merchants' collection potential. 5) Business Model: Multi-Revenue Driven Sustainable Growth ● Hybrid profitability engine: Establish a multi-revenue model combining "intelligent hardware sales" with "SaaS cloud service subscriptions" to optimize revenue structure. ● Predictable cash flow: Through continuous software subscriptions and value-added service revenues, mitigate the impact of economic cycles, establishing a stable and sustainable growth financial model.
Payment Platform Engineering	1) Based on the existing optimized and highly stable UIC Connect version, fully develop various US payment market integrations, and focus on API platformization and remote maintenance functions, providing merchants with diverse transaction and management APIs, and introducing MQTT protocol to achieve remote monitoring of card readers. Through diverse management APIs, achieve automated merchant data establishment and card reader parameter configuration plus remote device monitoring functions, building a high-efficiency, low-maintenance-cost cloud payment platform. Integrating Blockchain Technology to Develop Payment Applications 2) Conduct customized system program development in response to client project requirements.
Hardware & Manufacturing	1) Continuously promote product modular design, establish a highly scalable design platform architecture to respond to different client and diverse application field demands, and effectively shorten product development timelines, reduce certification and maintenance costs. 2) Strengthen payment security mechanisms, covering advanced encryption technology and secure payment channels to prevent theft or misuse of payment information; continuously develop Unattended Payment Terminals compliant with PCI 7.x security standards, and extend applications to multifunctional card readers in fields such as vending machines, self-service gas pumps, self-service laundromats, self-service car washes, EV charging stations, etc. 3) For the existing UIC680 / Bezel series products, continuously expand support for Touch Display and communication interfaces such as MDB, Bluetooth, Wi-Fi, LTE, etc., providing more complete and diverse I/O expansion capabilities to meet different client application needs and enhance product competitiveness. 4) In coordination with the UIC Connect (Payment Total Solution) integrated solution, combine existing hardware equipment, UIC Payment Application, and cloud services (Payment of Things) to provide end customers with higher-efficiency device management and diversified product value-added services. 5) In response to the AI era and smart manufacturing trends, enterprises must continuously improve production efficiency, reduce operational costs, and ensure product quality amid

Department	Objectives
	intensifying market competition and rapidly changing demands. By introducing and continuously updating automated equipment to replace traditional manual operations, it can effectively reduce human errors, enhance operational efficiency, and ensure the stability and consistency of product quality.
Quality & Compliance	1) Inspection Digital Transformation: Utilize RPA to connect cross-system data for automatic archiving, and introduce image-assisted recognition in phases. The first phase focuses on replacing repetitive human visual judgments, thereby improving inspection accuracy and reducing misjudgment rates caused by personnel fatigue, establishing a high-efficiency quality monitoring system. 2) Strengthen Supply Chain Resilience and Alternative Material Verification Capabilities: Introduce “part-level accelerated stress testing” to accelerate the efficiency of alternative material introduction, ensuring consistency of incoming material quality under fluctuating supply chains; continuously implement supply chain management, actively engage in supplier production quality control, and assist in process improvement, thereby enhancing incoming material quality to achieve mutual benefit and win-win outcomes. 3) Deepen Process Failure Prevention Mechanisms and Monitor Mass Production Quality Consistency through ORT: Continuously execute PFMEA and Gauge R&R to reduce process variation, while simultaneously implementing ORT (Ongoing Reliability Testing) to verify product functional stability during mass production, achieving the dual goals of production efficiency and quality risk reduction. 4) Optimize EMC Certification Process and Controllable Timeline Management: By setting EMI pre-test safety margins (Design Margin) and evaluating backup laboratory solutions, maximize the first-pass success rate of formal testing, effectively reducing certification delays caused by design iteration cycles, ensuring products are launched on schedule. 5) Build Cross-Functional Quality Diagnostic Capabilities: Promote quality control personnel to participate in entry-level SQA training to strengthen their ability to identify software and hardware anomalies; thereby improving the judgment efficiency of production-side and RMA issues, reducing unnecessary troubleshooting support demands on R&D personnel. 6) Improve Customer Satisfaction and Reduce Customer Complaint Rates: Feed quality data back to front-end design, optimize products and reliability from the source, thereby continuously reducing customer complaint rates and enhancing customer trust in the brand. 7) Sustainable Operations and Friendly Environment Framework: The Company implements “friendly environment” across four major operational dimensions. In the social dimension, deepen stakeholder communication to accurately grasp their needs and expectations; in the economic dimension, strengthen internal audit and internal control mechanisms and code of conduct to enhance operational resilience; in the environmental dimension, has fully established an environmental management system and officially launched greenhouse gas inventory guidance and training in 2025; in the disclosure dimension, comply with regulatory progress to transparently disclose corporate social responsibility and ESG performance information, ensuring timeliness and accuracy of information transmission.

Department	Objectives
	8) Environmental Policy and Greenhouse Gas Inventory Practices: The Company upholds the policy of “environmental improvement, green management, pollution prevention” and proactively aligns with international carbon fee and carbon tariff trends. To strengthen global supply chain competitiveness, the Company has partnered with professional consulting institutions to promote greenhouse gas inventory: expected to complete the inventory ledger, report preparation, and internal audit in the second quarter of 2026; complete external verification for the parent company in the third quarter. Through precise carbon data management, we will further implement energy monitoring and energy-saving improvements, enhance energy and resource utilization efficiency, and achieve substantial carbon reduction goals. 9) Deepening of Sustainable Governance Blueprint: Continue to implement the Company’s sustainable governance blueprint, deeply cultivate the three major dimensions of environment (environmental protection, circular economy, carbon neutrality), society (happy workplace, education promotion, social contribution), and governance (integrity and ethics, risk management, sustainable operations). In response to the Financial Supervisory Commission’s “Sustainable Development Action Plan for Listed Companies,” the Company officially launched and prepared its first sustainability report in 2025; in 2026, the focus will shift to optimizing the accuracy of ESG indicator data and continuously rolling revisions of sustainability strategies to ensure compliance with the latest regulatory requirements and improve the quality of information disclosure.
Human Resources & Admin	1) Strengthen Internal Operational Efficiency and Collaboration Models: Continuously strengthen internal operational management and work efficiency, and in this year, continue to promote the full introduction of a work collaboration platform, integrating document management, instant messaging, and cross-department collaboration mechanisms. Through digital tool platforms, gradually achieve an information sharing architecture, effectively improving internal communication efficiency, operational immediacy, and information transparency, and promoting cross-department collaboration. 2) Promote Work Process Inventory and Digital Optimization: In response to the Company's future development plans, continuously promote department work inventory, comprehensively review existing operational processes and management nodes, and with the assistance of digital tools, gradually evaluate the feasibility of emerging technologies in process optimization. This is a continuation of the digital transformation and intelligent development direction planned last year, continuing to be guided by practical needs, evaluating the feasibility of emerging digital technologies in internal processes, and using the aforementioned process inventory and system preparation results as an important foundation for subsequent intelligent implementation, with the aim of effectively improving operational efficiency, reducing repetitive work burdens, and assisting in reasonable control of operational costs, steadily advancing the overall operational effectiveness of the Company.
Digital & IT	1) Information Security Policy: • Preventing cybersecurity risks and minimizing the impact of security incidents. • Protecting company information from unauthorized access or modifications, ensuring data integrity & accuracy. Implementing security risk assessments to improve

Department	Objectives
	management effectiveness & response time. · Conducting cybersecurity training to raise employee awareness and responsibility regarding data protection. · Enhancing system availability & resilience to ensure stable IT operations. 2) Cloud Collaboration: Implemented a cloud-based collaboration platform framework to enhance the efficiency of cross-departmental online communication and work coordination.
Finance and Accounting	1) Leveraging automation technologies to optimize departmental efficiency, enhance operational accuracy, and reduce labor costs. Key applications include automatic extraction of report data, execution of repetitive accounting tasks, consistency checks between internal and external data, and the consolidation and generation of standardized reports. 2) Assist the corporate governance unit in managing the company in a transparent, open, and efficient manner to generate profits and reduce ESG-related risks. 3) Align with corporate governance trends and operational needs by planning and adjusting relevant processes and organizational structures to deepen governance practices. 4) Communicate ESG-related efforts to stakeholders to enhance corporate value - for example, by collecting and disclosing ongoing ESG investments to strengthen brand image. 5) Participate in ESG projects (e.g., carbon reduction investments) by providing financial analysis and recommendations.

(2) Future Development Strategy

In line with the global trend of contactless payment popularization, the Company has successfully developed a series of high-specification card readers and modules, all of which have passed stringent certifications from major international card-issuing organizations, establishing the universality and reliability of the products in the global market. In product architecture design, we highly emphasize the flexibility and efficiency of system integration, not only standardizing module interfaces to build a rapid hardware design platform but also synchronously providing complete software development kits (SDK) and application programming interfaces (API). Through this vertical integration of software and hardware one-stop support, we can effectively assist system clients in accelerating application development, significantly shortening time-to-market, and demonstrating strong technical service capabilities.

Looking ahead, the Company's development blueprint will deeply focus on three core pillars: technological innovation, market expansion, and user experience optimization. On the foundation of strictly adhering to global financial regulations and data privacy protection standards, we will continue to invest in the R&D of next-generation payment technologies, building a diverse, secure, and highly resilient payment ecosystem. By flexibly responding to market regulatory changes and continuously strengthening core competitive advantages, the Company is committed to consolidating a long-term leading position in the rapidly evolving fintech wave, creating sustainable value for shareholders and partners.

(3) Business objectives

The estimated sales volume for products in 2026 is as below:

Product	Estimated sales volume
Contactless credit card reader	70,000 units
Self-service store credit card reader	50,000 units
POS/Kiosk only card reader and encrypted pin pad	5,000 units
Financial password identifier	6,000 units
Cheque reader	2,000 units
Credit card payment terminal	1,000 units
Mobile terminal POS and credit card reader	1,000 units
Decoded IC	36,000 pcs
Others (including OEM products)	110,000 pcs

3. Impact of external competition, regulatory environment, and macroeconomic conditions

(1) Impact of external competition: Fintech Drive and Payment Scenario Reshaping

(A) Competitive-Cooperative Effects Between Fintech and Traditional Banks: Emerging

fintech companies challenge traditional banking systems through innovative technologies such as blockchain and instant payments. This prompts financial institutions to accelerate system updates, thereby driving demand for high-end card-reading equipment supporting new technology specifications (such as virtual asset interfaces and cloud payments). As a hardware manufacturer, the Company needs to provide highly compatible modules to meet the market's transitional needs for "coexistence of new and old systems."

(B) User Experience (UX) Determines Market Landscape: The focus of competition has

shifted from rate wars to "ultimate experience." With omni-channel integration (OMO) becoming mainstream, consumers rely on seamless mobile payments and biometric technologies. This requires our terminal devices to go beyond simple card-reading functions, shifting towards highly integrated peripheral applications (such as membership identification, electronic invoices), to assist clients in enhancing user adhesion.

(C) Deconstruction of Business Models and Challenges from New Entrants: Non-traditional players leverage low-cost structures and data analytics capabilities to enter niche markets such as cross-border payments or micro-payments. Facing price competition, the Company is committed to reducing clients' total cost of ownership (TCO) through "software-hardware integration," and developing high-durability products applicable to unattended devices (IoT) and self-service (Kiosk), countering low-price competition with differentiated technology.

(2) Impact of regulatory environment: Compliance Thresholds as Technological Barriers

(A) Dual Challenges of Data Privacy and Open Finance: Influenced by trends such as EU

GDPR (data protection) and PSD2 (open banking), the payment industry faces the dilemma of "data openness" and "privacy protection." This imposes higher information security requirements on the underlying firmware of hardware equipment. The Company invests in developing encryption technologies and API interfaces compliant with

international standards, ensuring absolute security during cross-institutional data transmission, assisting clients in resolving compliance pain points.

- (B) Anti-Money Laundering (AML) and Identity Verification Upgrades: Global regulatory intensity for anti-money laundering and customer due diligence (KYC) is increasing. Payment terminals need to be upgraded to support more precise identity verification mechanisms. Pre-certified equipment with high information security specifications will become the preferred choice for acquiring institutions to reduce compliance risks, which is precisely the embodiment of the Company's technological value.
 - (C) Compliance Costs Raise Industry Barriers: Although stricter regulations increase R&D and certification costs, they also significantly raise industry entry barriers, eliminating small and medium-sized competitors with insufficient technological capabilities. For UIC, which continuously invests in international certifications such as PCI and EMV, this instead represents an opportunity to expand market share.
- (3) Impact of macroeconomic conditions: Macro Fluctuations and Operational Resilience.
- (A) Economic Fluctuations and Changes in Consumer Behavior: Interest rate levels and inflationary pressures directly link to consumers' payment capabilities and credit risks. Although economic uncertainty may affect short-term capital expenditures for high-unit-price equipment, enterprises' demand for automated payment equipment (such as Kiosk) that enhances efficiency instead grows against the trend to reduce long-term operational costs.
 - (B) Geopolitical Factors and Globalization Layout: Unstable international political and economic situations and exchange rate fluctuations increase the complexity of cross-border operations. Facing potential supply chain disruptions or market access restrictions, the Company adopts flexible global layouts and diversified supply chain strategies to diversify risks from single markets, ensuring stable operations in turbulent environments.

Uniform is one of the important suppliers for global electronic and mobile payment industry. In addition to mastering these external influencing factors, we aim to keep up with the enhancement of organizational structure, personnel educational training, and technology capability to ensure our market competitiveness.

Chairman Ba Lo

Audit Committee's Review Report

The Board of Directors prepared and submitted 2025 business reports, consolidated financial statements (including parent company only financial statement), and proposal for earnings distribution. The financial statements have been audited by Baker Tilly Clock & CO and been provided with the audit report. The above business reports, financial statements, and proposal for earnings distribution have been reviewed and determined to be correct and accurate by the Audit Committee. According to Article 14-4 of the Securities and Exchange Act and Article 219 of the Company Act, we hereby submit this report.

To

Annual Shareholders' Meeting for 2026, Uniform Industrial Corp.

Uniform Industrial Corp.

Convenor of the Audit Committee: Chih-Hong Wang

March 10, 2026

Remuneration of general directors and independent directors (2025)

December 31, 2025; Unit: NT\$ Thousand; %

Title	Name	Remuneration to directors								Sum of A+B+C+D and ratio to net income (Note 8)		Remuneration received by directors for concurrent service as an employee								Sum of A+B+C+D+E+F+G and ratio to net income (%) (Note 8)		Remuneration received from investee enterprises other than subsidiaries or from the parent company (Note 9)
		Base compensation (A) (Note 2)		Retirement pay and pension (B)		Director profit-sharing compensation (C) (Note 3)		Expenses and perquisites (D) (Note 4)				Salary, bonuses, and allowances (E) (Note 5)		Retirement pay and pension (F)		Employee profit-sharing compensation (G) (Note 6)						
		The Company	All companies in the consolidated financial statements (Note 7)	The Company	All companies in the consolidated financial statements (Note 7)	The Company	All companies in the consolidated financial statements (Note 7)	The Company	All companies in the consolidated financial statements (Note 7)	The Company	All companies in the consolidated financial statements (Note 7)	The Company	All companies in the consolidated financial statements (Note 7)	The Company	All companies in the consolidated financial statements (Note 7)	The Company		All companies in the consolidated financial statements (Note 7)		The Company	All companies in the consolidated financial statements (Note 7)	
																Cash	Stock	Cash	Stock			
Chairman	Lianqing Investment Co., Ltd. Representative: Ba Lo	60	60	0	0	0	0	0	0	60 (0.07)	60 (0.07)	2,109	2,109	0	0	0	0	0	0	2,169 (2.57)	2,169 (2.57)	0
Director	Kuan-Sheng Ren(Note 10)	60	60	0	0	0	0	0	0	60 (0.07)	60 (0.07)	0	0	0	0	0	0	0	0	60 (0.07)	60 (0.07)	0
Director	Chun-Han Lin	120	120	0	0	0	0	0	0	120 (0.14)	120 (0.14)	0	0	0	0	0	0	0	0	120 (0.14)	120 (0.14)	0
Independent Director	Chih-Hung Wang	180	180	0	0	0	0	0	0	180 (0.21)	180 (0.21)	0	0	0	0	0	0	0	0	180 (0.21)	180 (0.21)	0
Independent Director	Nai-Lung Ho	120	120	0	0	0	0	0	0	120 (0.14)	120 (0.14)	0	0	0	0	0	0	0	0	120 (0.14)	120 (0.14)	0
Independent Director	Jui-Che Liu	120	120	0	0	0	0	0	0	120 (0.14)	120 (0.14)	0	0	0	0	0	0	0	0	120 (0.14)	120 (0.14)	0
Independent Director	Ching-Wen Liao(Note 11)	60	60	0	0	0	0	0	0	60 (0.07)	60 (0.07)	0	0	0	0	0	0	0	0	60 (0.07)	60 (0.07)	0

1.Please describe the policy, system, standards and structure in place for paying remuneration to directors and describe the relationship of factors such as the duties and risks undertaken and time invested by the directors to the amount of remuneration paid.:

The policy of remuneration to independent directors is based on their participation and contribution to the operation of the Company and in accordance with “Rules for Performance Evaluation of Directors and Supervisors” established by the Company. By the end of each fiscal year, evaluation items specified in the Rules, including six dimensions of mastering the Company’s goals and tasks, recognizing the duties of directors, level of participation to the operation of the Company, management and communication of internal relation, directors’ professionalism and continuous training, and internal control, shall be evaluated before submitting it to the Remuneration Committee for resolution.

2.In addition to what is disclosed in the above table, please specify the amount of remuneration received by directors in the most recent fiscal year for providing services (e.g., for serving as a non-employee consultant to the parent company /any consolidated entities / invested enterprises): None.

Note 1: The name of each director shall be stated separately (for a corporate shareholder, the names of the corporate shareholder and its representative shall be stated separately) and the names of the ordinary directors and independent directors shall be stated separately, based on the amount of the aggregated remuneration items paid to each. If a director concurrently serves as a general manager or an assistant general manager, please complete this Table (3).

Note 2: It refers to the remuneration of directors (including director salary, duty allowance, severance pay, bonuses, and incentives) in the most recent year.

Note 3: The Company’s Board of Directors resolved on March 10, 2026 not to distribute director remuneration for the year 2025.

Note 4: It refers to the business execution fees (including transportation fee, special disbursement, allowances, accommodation, and company car) from directors in the most recent year. If house, car, and other transportation tools or specific personal expenditure is provided, please disclose the nature and cost of the property provided, the actual rent or the rent calculated based on fair market price, fuel expense, and other benefits. If a driver is provided, please remark on the remuneration paid to the driver by the Company, but it will not be included in the remuneration.

Note 5: It refers to what received by the directors who are employees (including concurrent position of President, Vice President, other managers and employees) of the Company in the most recent year, including salary, duty allowance, severance pay, bonuses, incentives, transportation fee, special disbursement, allowances, accommodation, and company car). If house, car, and other transportation tools or specific personal expenditure is provided, please disclose the nature and cost of the property provided, the actual rent or the rent calculated based on fair market price, fuel expense, and other benefits. If a driver is provided, please remark on the remuneration paid to the driver by the Company, but it will not be included in the remuneration. Salary recognized according to IFRS 2 “Share-Based Payment”, including the acquisition of employee stock option certificate, restricted stock awards, and participating seasoned equity offering for shares subscription, shall also be a part of remuneration.

Note 6: This refers to employee profit-sharing compensation (including stocks and cash) received by a director for concurrent service as an employee in the most recent fiscal year (including concurrent service as general manager, assistant general manager, other managerial officer, or non-managerial employee). Disclose the amount of profit-sharing compensation approved or expected to be approved by the board of directors for distribution for the most recent fiscal year. If the amount cannot be forecasted, disclose the amount expected to be distributed by calculating pro-rata to the amount that was actually distributed in the preceding fiscal year. Table 1-3 should also be completed.

Note 7: The total amount of remuneration paid to the directors of the Company by all the companies listed in the consolidated financial statements (including the Company).

Note 8: The net profit after tax refers to the net loss after tax of NT\$84,548 thousand as reported in the 2025 Parent Company Only Financial Statements.

Note 9: a. Specify the amount of remuneration received by directors from ventures other than subsidiaries or from the parent company here.

b. If directors of the Company have received remuneration from investee enterprises other than subsidiaries or from the parent company, that remuneration shall be added into the amount in Column I of the Remuneration Range Table, and the name of that column shall be changed to “Parent company and all investee enterprises.”

c. Remuneration means remuneration received by directors of the Company for serving in capacities such as director, supervisor, or managerial officer at investee companies other than subsidiaries or at the parent company, including base compensation, profit-sharing compensation (including employee, director, and supervisor profit-sharing compensation) and expenses and perquisites.

Note 10: Director Kuan-Sheng Ren resigned on December 4, 2025.

Note 11: Ching-Wen Liao was elected as an Independent Director at the shareholders' meeting on May 28, 2025.

**This table is for information disclosure purposes only and is not intended to be used for tax purposes, as the remuneration disclosed in this table differs from the concept of income under the Income Tax Act.

INDEPENDENT AUDITORS' REPORT

No : 22341140EA

To UNIFORM INDUSTRIAL CORPORATION

Opinion

We have audited the accompanying parent company only financial statements of Uniform Industrial Corporation, which comprise the parent company only balance sheets as of December 31, 2025 and 2024, and the parent company only statements of comprehensive income, changes in equity and cash flows for the years ended December 31, 2025 and 2024, and the notes to the parent company only financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying parent company only financial statements present fairly, in all material respects, the accompanying parent company only financial position of Uniform Industrial Corporation as of December 31, 2025 and 2024, and its parent company only financial performance and its parent company only cash flows for the years then ended in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers.

Basis for Opinion

We conducted our audits in accordance with the Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and the Standards on Auditing of the Republic of China. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the parent company only Financial Statements section of our report. We are independent of Uniform Industrial Corporation in accordance with the Certified Public Accountant code of Professional Ethics in Republic of China ("the Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the parent company only financial statements for the year ended December 31, 2025. These matters were addressed in the context of our audit of the parent company only financial statements as a whole, and to in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matters of the Uniform Industrial Corporation's parent company only financial statements for the year ended December 31, 2025 are described as follows:

Impairment of property, plant and equipment, right-of-use assets and intangible assets

For the accounting policy of property, plant and equipment, right-of-use assets and intangible assets impairment, please refer to Note 4(11); for the uncertainty of accounting estimates and assumptions of the assessment of property, plant and equipment, right-of-use assets and intangible assets impairment, please refer to Note 5.

The description of the key audit matter

As of December 31, 2025, the parent company only balance sheet of Uniform Industrial Corporation recognized property, plant and equipment, right-of-use assets and intangible assets of NT\$170,082 thousand. Uniform Industrial Corporation performed property, plant and equipment, right-of-use assets and intangible assets impairment tests annually. The related tests were performed by estimating those future cash flows and the discount rate to assess the recoverable amount of property, plant and equipment, right-of-use assets and intangible assets of a cash-generating unit. Estimating future cash flows and discount rates involved management's subjective judgment and significant uncertainty. As a result, the property, plant and equipment, right-of-use assets and intangible assets impairment assessment were deemed to be a key audit matter in our audit of the parent company only financial statements of Uniform Industrial Corporation.

How our audit addressed the matter

The key audit procedures included the following:

- Obtain documents related to asset impairments that have been self-assessed by management and review whether there are any doubts about the impairments.
- When signs of impairment exist, check the correctness of the management's calculation of the recoverable amount of the cash-generating unit, and evaluate the reasonableness of the management's hypothetical data on the recoverable amount of the cash-generating unit.

Responsibilities of Management and Those Charged with Governance for the Parent Company Only Financial Statements

Management is responsible for the preparation and fair presentation of the parent company only financial statements in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers, and for such internal control as management determines necessary to enable the preparation of parent company only financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the parent company only financial statements, management is responsible for assessing Uniform Industrial Corporation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Uniform Industrial Corporation or to cease its operations, or has no realistic alternative but to do so.

Those charged with governance, (including members of the Audit Committee), are responsible for overseeing Uniform Industrial Corporation's financial reporting process.

Auditors' Responsibilities for the Audit of the Parent Company Only Financial Statements

Our objectives are to obtain reasonable assurance about whether the parent company only financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Standards on Auditing of the Republic of China will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these parent company only financial statements.

As part of an audit in accordance with the Standards on Auditing of the Republic of China, we exercise professional judgment and professional skepticism throughout the audit. We also:

1. Identify and assess the risks of material misstatement of the parent company only financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
2. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Uniform Industrial Corporation's internal control.
3. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Uniform Industrial Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the parent company only financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause Uniform Industrial Corporation to cease to continue as a going concern.
5. Evaluate the overall presentation, structure and content of the parent company only financial statements, including the disclosures and whether the parent company only financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

6. Obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within Uniform Industrial Corporation to express an opinion on the parent company only financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the parent company only financial statements for the year ended December 31, 2025 and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partners on the audits resulting in this independent auditors' report are Tseng, Wen-Cheng and Peng, Li-Chen.

Baker Tilly Clock & Co

March 10, 2026

Notice to Readers

The accompanying parent company only financial statements are intended only to present the parent company only financial position, parent company only financial performance and parent company only cash flows in accordance with accounting principles and practices generally accepted in the Republic of China and not those of any other jurisdictions. The standards, procedures and practices to audit such parent company only financial statements are those generally applied in the Republic of China. For the convenience of readers, the independent auditors' report and the accompanying parent company only financial statements have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' report and parent company only financial statements shall prevail.

UNIFORM INDUSTRIAL CORPORATION
PARENT COMPANY ONLY BALANCE SHEETS
DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	Assets	Note	December 31, 2025		December 31, 2024	
			Amount	%	Amount	%
11xx	Current assets					
1100	Cash and cash equivalents	6(1)	\$ 444,827	38	\$ 544,025	40
1110	Financial assets at fair value through profit or loss - current	6(2)	26,996	2	26,598	2
1136	Financial assets at amortized cost - current	6(4)	18,000	2	18,000	1
1170	Accounts receivable	6(5)	4,430	—	9,492	1
1180	Accounts receivable - related parties	7	119,471	11	85,961	6
1200	Other receivables		847	—	473	—
1220	Current tax assets	6(21)	4,094	—	2,011	—
130x	Inventories, net	6(6)	91,071	8	169,650	13
1479	Other current assets		1,426	—	2,147	—
11xx	Total current assets		711,162	61	858,357	63
15xx	Non-current assets					
1517	Financial assets at fair value through other comprehensive income – non-current	6(3)	91,108	8	140,211	10
1550	Investments accounted for using equity method	6(7)	104,186	9	138,179	10
1600	Property, plant and equipment	6(8)	166,220	14	172,354	13
1755	Right-of-use assets	6(9)	849	—	3,396	—
1780	Intangible assets	6(10)	3,013	—	3,416	—
1840	Deferred tax assets	6(21)	57,157	5	51,816	4
1915	Prepayment for equipment		34,733	3	572	—
1920	Guarantee deposits paid		3,584	—	3,383	—
15xx	Total non-current assets		460,850	39	513,327	37
	Total assets		\$ 1,172,012	100	\$ 1,371,684	100

Please refer to the accompanying notes to the parent company only financial statements.

(Continued)

UNIFORM INDUSTRIAL CORPORATION
PARENT COMPANY ONLY BALANCE SHEETS
DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	LIABILITIES AND EQUITY	Note	December 31, 2025		December 31, 2024	
			Amount	%	Amount	%
21xx	Current Liabilities					
2130	Contract liabilities	6(15)	\$ 3,335	—	\$ 1,659	—
2150	Notes payable		697	—	1,225	—
2170	Accounts payable		20,283	2	7,824	1
2200	Other payables	6(11)	34,288	3	48,138	3
2220	Other payables - related parties	7	248	—	78	—
2280	Lease liabilities - current	6(9)	872	—	2,581	—
2399	Other current liabilities		11,490	1	10,301	1
21xx	Total current liabilities		71,213	6	71,806	5
25xx	Non-Current liabilities					
2570	Deferred tax liabilities	6(21)	12,644	1	26,194	2
2580	Lease liabilities - non-current	6(9)	—	—	872	—
2640	Net defined benefit liabilities - non current	6(12)	1,583	—	1,849	—
25xx	Total non-current liabilities		14,227	1	28,915	2
2xxx	Total liabilities		85,440	7	100,721	7
3xxx	Equity attributable to shareholders of the parent	6(13)				
3100	Capital					
3110	Common stock		778,827	66	778,827	57
3200	Capital surplus		147,988	13	146,565	11
3300	Retained earnings					
3310	Legal reserve		82,483	7	76,116	5
3350	Unappropriated retained earnings		104,388	9	242,749	18
3400	Other equity		(27,114)	(2)	26,706	2
3xxx	Total equity		1,086,572	93	1,270,963	93
	Total liabilities and equity		\$ 1,172,012	100	\$ 1,371,684	100

Please refer to the accompanying notes to the parent company only financial statements.

UNIFORM INDUSTRIAL CORPORATION
PARENT COMPANY ONLY STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars, except for earnings/(loss) per share)

Code	Item	Note	2025		2024	
			Amount	%	Amount	%
4000	Operating revenue	6(15)	\$ 334,009	100	\$ 371,426	100
5000	Operating costs		(241,735)	(72)	(258,495)	(70)
5900	Gross profit		92,274	28	112,931	30
5920	Realized gain on the transaction		18,125	5	40,430	11
5950	Net gross profit		110,399	33	153,361	41
6000	Operating expenses					
6100	Selling and marketing expenses		(42,547)	(12)	(42,992)	(11)
6200	General and administrative expense		(56,119)	(17)	(59,595)	(16)
6300	Research and development expenses		(55,651)	(17)	(59,565)	(16)
6000	Total operating expenses		(154,317)	(46)	(162,152)	(43)
6900	Net operating loss		(43,918)	(13)	(8,791)	(2)
7000	Non-operating income and expenses					
7100	Interest income	6(16)	11,371	3	16,508	4
7010	Other income	6(17)	1,589	—	547	—
7020	Other gains and losses	6(18)	(20,638)	(6)	62,785	17
7050	Finance costs	6(19)	(117)	—	(134)	—
7070	Share of loss of subsidiaries		(50,975)	(15)	(19,356)	(5)
7000	Total non-operating income and expenses		(58,770)	(18)	60,350	16
7900	Profit/(loss) from continuing operations before income tax		(102,688)	(31)	51,559	14
7950	Income tax expenses	6(21)	18,140	6	11,530	3
8200	Net income/(loss)		(84,548)	(25)	63,089	17
8300	Other comprehensive income/(loss)					
8310	Items that will not be reclassified subsequently to profit or loss					
8311	Remeasurement of defined benefit plans	6(12)	78	—	1,317	—
8316	Unrealized loss on investments in equity instruments at fair value through other comprehensive income		(49,103)	(15)	(61,403)	(17)
8349	Income tax relating to items that will not be reclassified subsequently	6(21)	(16)	—	(263)	—
8360	Items that may be reclassified subsequently to profit or loss					
8361	Exchange differences on translating the financial statements of foreign operations		(5,896)	(2)	9,444	3
8399	Income tax relating to item that will be reclassified subsequently	6(21)	1,179	—	(1,889)	—
8300	Other comprehensive income/(loss)		(53,758)	(17)	(52,794)	(14)
8500	Total comprehensive income/(loss)		\$ (138,306)	(42)	\$ 10,295	3
	Earnings/(loss) per share	6(14)				
9750	Basic		\$ (1.09)		\$ 0.81	
9850	Diluted		\$ (1.09)		\$ 0.81	

Please refer to the accompanying notes to the parent company only financial statements.

UNIFORM INDUSTRIAL CORPORATION
PARENT COMPANY ONLY STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

		Equity attributable to shareholders of the parent company							Total equity
		Common stock	Capital surplus	Retained earnings			Other equity		
				Legal reserve	Special reserve	Unappropriated retained earnings	Exchange differences on translating the financial statements of foreign operations	Unrealized gain/(loss) on investments in equity instruments at fair value through other comprehensive income	
A1	Balance on January 1, 2024	\$ 778,827	\$ 146,565	\$ 57,463	\$ 36,691	\$ 238,919	\$ (1,085)	\$ 81,171	\$ 1,338,551
B1	Legal reserve	—	—	18,653	—	(18,653)	—	—	—
B5	Cash dividends to shareholders	—	—	—	—	(77,883)	—	—	(77,883)
B17	Reversal special reserve	—	—	—	(36,691)	36,691	—	—	—
D1	Net income in 2024	—	—	—	—	63,089	—	—	63,089
D3	Other comprehensive income (loss) in 2024	—	—	—	—	1,054	7,555	(61,403)	(52,794)
D5	Comprehensive income (loss) in 2024	—	—	—	—	64,143	7,555	(61,403)	10,295
Q1	Disposal of investments in equity instruments at fair value through other comprehensive income	—	—	—	—	(468)	—	468	—
Z1	Balance on December 31, 2024	778,827	146,565	76,116	—	242,749	6,470	20,236	1,270,963
B1	Legal reserve	—	—	6,367	—	(6,367)	—	—	—
B5	Cash dividends to shareholders	—	—	—	—	(47,508)	—	—	(47,508)
D1	Net income in 2025	—	—	—	—	(84,548)	—	—	(84,548)
D3	Other comprehensive income (loss) in 2025	—	—	—	—	62	(4,717)	(49,103)	(53,758)
D5	Comprehensive income (loss) in 2025	—	—	—	—	(84,486)	(4,717)	(49,103)	(138,306)
M7	Changes in ownership inerests in subsidiaries	—	1,423	—	—	—	—	—	1,423
Z1	Balance on December 31, 2025	\$ 778,827	\$ 147,988	\$ 82,483	\$ —	\$ 104,388	\$ 1,753	\$ (28,867)	\$ 1,086,572

Please refer to the accompanying notes to the parent company only financial statements.

UNIFORM INDUSTRIAL CORPORATION
PARENT COMPANY ONLY STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	Description	2025	2024
		Amount	Amount
AAAA	Cash flows from (used in) operating activities		
A10000	Profit from continuing operations before tax	\$ (102,688)	\$ 51,559
A20010	Adjustments:		
A20100	Depreciation expense	15,128	15,389
A20200	Amortization expense	2,093	1,832
A20400	Net profit on financial assets at fair value through profit or loss	(371)	(369)
A20900	Finance costs	117	134
A21200	Interest income	(11,371)	(16,508)
A22400	Share of loss of associates & joint ventures accounted for using equity method	50,975	19,356
A22500	Gain on disposal of property, plant and equipment	(375)	—
A22700	Gain on disposal of investment property	—	(25,009)
A23100	Loss on disposal of investments	—	840
A24000	Realized gain on the transaction	(18,125)	(40,430)
A30000	Changes in operating assets and liabilities		
A31150	Accounts receivable	5,062	(1,988)
A31160	Accounts receivable - related parties	(33,510)	142,893
A31180	Other receivables	(469)	276
A31200	Inventories	78,579	68,383
A31240	Other current assets	721	1,518
A32125	Contract liability	1,676	298
A32130	Notes payable	(528)	115
A32150	Accounts payable	12,459	(52,812)
A32160	Accounts payable - related parties	—	(6,460)
A32180	Other payables	(13,850)	(21,538)
A32190	Other payables - related parties	170	(113)
A32230	Other current liabilities	1,189	(175)
A32240	Net defined benefit liabilities	(188)	(188)
A33000	Cash inflow (used in) generated from operations	(13,306)	137,003
A33100	Interest received	11,466	16,596
A33300	Interest paid	(117)	(141)
A33500	Income taxes paid	(1,671)	(73,608)
AAAA	Net cash (used in) generated from operating activities	\$ (3,628)	\$ 79,850

(Continued)

UNIFORM INDUSTRIAL CORPORATION
PARENT COMPANY ONLY STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	Description	2025	2024
		Amount	Amount
BBBB	Cash flows from (used in) investing activities		
B00020	Proceeds from disposal of financial assets at fair value through other comprehensive income	\$ —	\$ 312
B00050	Proceeds from disposal of financial assets measured at amortized cost	—	5,000
B00100	Acquisition of financial assets at fair value through profit or loss	(5,000)	—
B00200	Proceeds from disposal of financial assets at fair value through profit or loss	4,973	—
B01800	Acquisition of investments accounted for under the equity method	(3,330)	(30,000)
B01900	Proceeds from disposal of investments accounted for under the equity method	—	529
B02700	Acquisition of property, plant and equipment	(6,400)	(6,102)
B02800	Proceeds from disposal of property, plant and equipment	900	—
B03700	Increase in refundable deposits	(201)	—
B03800	Decrease in refundable deposits	—	201
B04500	Acquisition of intangible assets	(1,690)	(939)
B05500	Proceeds from disposal of investment properties	—	41,578
B07100	Increase in prepayment of equipment	(34,733)	(572)
BBBB	Net cash (used in) generated from investing activities	(45,481)	10,007
CCCC	Cash flows from (used in) financing activities		
C01700	Repayments of long-term borrowings	—	(4,681)
C03000	Increase in guarantee deposits received	—	(146)
C04020	Payment of lease liabilities	(2,581)	(2,530)
C04500	Cash dividends	(47,508)	(77,883)
CCCC	Net cash used in financing activities	(50,089)	(85,240)
EEEE	Net (decrease) increase in cash and cash equivalents	(99,198)	4,617
E00100	Cash and cash equivalents at beginning of year	544,025	539,408
E00200	Cash and cash equivalents at end of year	\$ 444,827	\$ 544,025

Please refer to the accompanying notes to the parent company only financial statements.

INDEPENDENT AUDITORS' REPORT

No : 22341140ECA

To UNIFORM INDUSTRIAL CORPORATION

Opinion

We have audited the accompanying consolidated financial statements of Uniform Industrial Corporation and its subsidiaries, which comprise the consolidated balance sheets as of December 31, 2025 and 2024, and the consolidated statements of comprehensive income, changes in equity and cash flows for the years ended December 31, 2025 and 2024, and the notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of Uniform Industrial Corporation and its subsidiaries as of December 31, 2025 and 2024, and its consolidated financial performance and its consolidated cash flows for the years then ended in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and the International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), IFRIC Interpretations (IFRIC), and SIC Interpretations (SIC), endorsed and issued into effect by the Financial Supervisory Commission of the Republic of China.

Basis for Opinion

We conducted our audits in accordance with the Regulations Governing Financial Statement Audit and Attestation Engagements of Certified Public Accountants and the Standards on Auditing of the Republic of China. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of Uniform Industrial Corporation and its subsidiaries in accordance with the Certified Public Accountant code of Professional Ethics in Republic of China ("the Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters were those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements for the year ended December 31, 2025. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matters of the Uniform Industrial Corporation and its subsidiaries' consolidated financial statements for the year ended December 31, 2025 are described as follows:

Impairment of property, plant and equipment, right-of-use assets and intangible assets

For the accounting policy of property, plant and equipment, right-of-use assets and intangible assets impairment, please refer to Note 4(11); for the uncertainty of accounting estimates and assumptions of the assessment of property, plant and equipment, right-of-use assets and intangible assets impairment, please refer to Note 5.

The description of the key audit matter

As of December 31, 2025, the consolidated balance sheet of Uniform Industrial Corporation and its subsidiaries recognized property, plant and equipment, right-of-use assets and intangible assets of NT\$188,631 thousand. Uniform Industrial Corporation and its subsidiaries performed property, plant and equipment, right-of-use assets and intangible assets impairment tests annually. The related tests were performed by estimating those future cash flows and the discount rate to assess the recoverable amount of property, plant and equipment, right-of-use assets and intangible assets of a cash-generating unit. Estimating future cash flows and discount rates involved management's subjective judgment and significant uncertainty. As a result, the property, plant and equipment, right-of-use assets and intangible assets impairment assessment were deemed to be a key audit matter in our audit of Uniform Industrial Corporation and its subsidiaries consolidated financial statements.

How our audit addressed the matter

The key audit procedures included the following:

- Obtain documents related to asset impairments that have been self-assessed by management and review whether there are any doubts about the impairments.

- When signs of impairment exist, check the correctness of the management's calculation of the recoverable amount of the cash-generating unit, and evaluate the reasonableness of the management's hypothetical data on the recoverable amount of the cash-generating unit.

Other Matters

Uniform Industrial Corporation has additionally prepared its parent company only financial statements as of and for the years ended December 31, 2025 and 2024, on which we have issued an unmodified opinion, respectively.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers, and the International Financial Reporting Standards (IFRS), International Accounting Standards (IAS), IFRIC Interpretations (IFRIC), and SIC Interpretations (SIC) endorsed and issued into effect by the Financial Supervisory Commission of the Republic of China, and for such internal control as management determines necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Uniform Industrial Corporation and its subsidiaries' ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Uniform Industrial Corporation and its subsidiaries or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, (including members of the Audit Committee), are responsible for overseeing Uniform Industrial Corporation and its Subsidiaries' financial reporting process.

Auditors' Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Standards on Auditing of the Republic of China will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements. As part of an audit in accordance with the Standards on Auditing of the Republic of China, we exercise professional judgment and professional skepticism throughout the audit. We also:

1. Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
2. Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Uniform Industrial Corporation and its subsidiaries' internal control.
3. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

4. Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Uniform Industrial Corporation and its subsidiaries' ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause Uniform Industrial Corporation and its subsidiaries to cease to continue as a going concern.

5. Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

6. Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements for the year ended December 31, 2025 and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

The engagement partners on the audits resulting in this independent auditors' report are Tseng, Wen-Cheng and Peng, Li-Chen.

Baker Tilly Clock & Co

March 10, 2026

Notice to Readers

The accompanying consolidated financial statements are intended only to present the consolidated financial position, financial performance and cash flow in accordance with accounting principles and practices generally accepted in the Republic of China and not those of any other jurisdictions. The standards, procedures and practices to audit such consolidated financial statements are those generally applied in the Republic of China. For the convenience of readers, the independent auditors' report and the accompanying consolidated financial statements have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' report and consolidated financial statements shall prevail.

UNIFORM INDUSTRIAL CORPORATION AND SUBSIDIARIES
CONSOLIDATED BALANCE SHEETS
DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	ASSETS	Note	December 31, 2025		December 31, 2024	
			Amount	%	Amount	%
11xx	Current assets					
1100	Cash and cash equivalents	6(1)	\$ 572,239	43	\$ 639,319	43
1110	Financial assets at fair value through profit or loss - current	6(2)	26,996	2	26,598	2
1136	Financial assets at amortized cost - current	6(4)	57,652	4	55,606	4
1170	Accounts receivable	6(5)	51,102	4	34,298	2
1200	Other receivables		66,924	5	47,360	3
1220	Current tax assets	6(20)	4,143	—	2,039	—
130x	Inventories, net	6(6)	156,765	12	264,370	18
1479	Other current assets		6,173	1	14,286	1
11xx	Total current assets		941,994	71	1,083,876	73
15xx	Non-current assets					
1517	Financial assets at fair value through other comprehensive income – non-current	6(3)	91,108	7	140,211	10
1600	Property, plant and equipment	6(7)	170,072	13	174,216	12
1755	Right-of-use assets	6(8)	14,925	1	25,135	2
1780	Intangible assets	6(9)	3,634	—	5,478	—
1840	Deferred tax assets	6(20)	57,157	4	51,816	3
1915	Prepayment for equipment		34,733	3	2,615	—
1920	Guarantee deposits paid		5,317	1	5,123	—
15xx	Total non-current assets		376,946	29	404,594	27
	Total assets		\$ 1,318,940	100	\$ 1,488,470	100

Please refer to the accompanying notes to the consolidated financial statements.

(Continued)

UNIFORM INDUSTRIAL CORPORATION AND SUBSIDIARIES
CONSOLIDATED BALANCE SHEETS
DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	LIABILITIES AND EQUITY	Note	December 31, 2025		December 31, 2024	
			Amount	%	Amount	%
21xx	Current Liabilities					
2130	Contract liabilities	6(14)	\$ 34,933	3	\$ 20,516	1
2150	Notes payable		697	—	1,225	—
2170	Accounts payable		20,303	1	8,082	1
2200	Other payables	6(10)	57,383	4	64,168	4
2280	Lease liabilities - current	6(8)	8,543	1	10,016	1
2399	Other current liabilities		87,495	7	67,690	5
21xx	Total current liabilities		209,354	16	171,697	12
25xx	Non-Current liabilities					
2570	Deferred tax liabilities	6(20)	12,644	1	26,194	2
2580	Lease liabilities - non-current	6(8)	8,479	1	17,764	1
2640	Net defined benefit liabilities-non-current	6(11)	1,583	—	1,849	—
25xx	Total non-current liabilities		22,706	2	45,807	3
2xxx	Total liabilities		232,060	18	217,504	15
3xxx	Equity attributable to shareholders of the parent	6(12)				
3100	Capital					
3110	Common stock		778,827	59	778,827	52
3200	Capital surplus		147,988	11	146,565	10
3300	Retained earnings					
3310	Legal reserve		82,483	6	76,116	5
3350	Unappropriated retained earnings		104,388	8	242,749	16
3400	Other equity		(27,114)	(2)	26,706	2
31xx	Total equity attributable to shareholders of the parent		1,086,572	82	1,270,963	85
36xx	Non-controlling interests		308	—	3	—
3xxx	Total equity		1,086,880	82	1,270,966	85
	Total liabilities and equity		\$ 1,318,940	100	\$ 1,488,470	100

Please refer to the accompanying notes to the consolidated financial statements.

UNIFORM INDUSTRIAL CORPORATION AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars, except for earnings/(loss) per share amount)

Code	Item	Note	2025		2024	
			Amount	%	Amount	%
4000	Operating revenue	6(14)	\$ 495,805	100	\$ 596,577	100
5000	Operating costs		(285,525)	(58)	(329,391)	(55)
5900	Gross profit		210,280	42	267,186	45
6000	Operating expenses					
6100	Selling and marketing expenses		(97,871)	(20)	(95,877)	(16)
6200	General and administrative expense		(130,902)	(26)	(136,313)	(23)
6300	Research and development expenses		(72,245)	(15)	(77,850)	(13)
6450	Expected credit impairment loss		(5,832)	(1)	17,912	3
6000	Total operating expenses		(306,850)	(62)	(292,128)	(49)
6900	Net operating loss		(96,570)	(20)	(24,942)	(4)
7000	Non-operating income and expenses					
7100	Interest income	6(15)	13,497	3	20,439	3
7010	Other income	6(16)	2,294	—	1,957	—
7020	Other gains and losses	6(17)	(20,638)	(4)	62,821	11
7050	Finance costs	6(18)	(1,188)	—	(994)	—
7000	Total non-operating income and expenses		(6,035)	(1)	84,223	14
7900	Profit from continuing operations before income tax		(102,605)	(21)	59,281	10
7950	Income tax expenses	6(20)	18,115	4	3,807	1
8200	Net income/(loss)		(84,490)	(17)	63,088	11
8300	Other comprehensive income/(loss)					
8310	Items that will not be reclassified subsequently to profit or loss					
8311	Remeasurement of defined benefit plans	6(11)	78	—	1,317	—
8316	Unrealized loss on investments in equity instruments at fair value through other comprehensive income		(49,103)	(10)	(61,403)	(10)
8349	Income tax relating to items that will not be reclassified subsequently	6(20)	(16)	—	(263)	—
8360	Items that may be reclassified subsequently to profit or loss					
8361	Exchange differences on translating the financial statements of foreign operations		(5,896)	(1)	9,444	1
8399	Income tax relating to the item that will be reclassified subsequently	6(20)	1,179	—	(1,889)	—
8300	Other comprehensive income/(loss)		(53,758)	(11)	(52,794)	(9)
8500	Total comprehensive income/(loss)		\$ (138,248)	(28)	\$ 10,294	2
8600	Net profit/(loss) attributable to:					
8610	Shareholders of the parent		\$ (84,548)	(17)	\$ 63,089	11
8620	Non-controlling interests		58	—	(1)	—
			\$ (84,490)	(17)	\$ 63,088	11
8700	Total comprehensive income/(loss) attributable to:					
8710	Shareholders of the parent		\$ (138,306)	(28)	\$ 10,295	2
8720	Non-controlling interests		58	—	(1)	—
			\$ (138,248)	(28)	\$ 10,294	2
	Earnings/(loss) per share	6(13)				
9750	Basic		\$ (1.09)		\$ 0.81	
9850	Diluted		\$ (1.09)		\$ 0.81	

Please refer to the accompanying notes to the consolidated financial statements.

UNIFORM INDUSTRIAL CORPORATION AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

		Equity attributable to shareholders of the parent company								Non-controlling	Total equity
		Common stock	Capital surplus	Retained earnings			Other equity		Total		
				Legal reserve	Special reserve	Unappropriated retained earnings	Exchange differences on translating the financial statements of foreign operations	Unrealized gain/(loss) on investments in equity instruments at fair value through other comprehensive income			
A1	Balance on January 1, 2024	\$ 778,827	\$ 146,565	\$ 57,463	\$ 36,691	\$ 238,919	\$ (1,085)	\$ 81,171	\$ 1,338,551	\$ 4	\$ 1,338,555
B1	Legal reserve	—	—	18,653	—	(18,653)	—	—	—	—	—
B5	Cash dividends to shareholders	—	—	—	—	(77,883)	—	—	(77,883)	—	(77,883)
B17	Reversal special reserve	—	—	—	(36,691)	36,691	—	—	—	—	—
D1	Net income in 2024	—	—	—	—	63,089	—	—	63,089	(1)	63,088
D3	Other comprehensive income (loss) in 2024	—	—	—	—	1,054	7,555	(61,403)	(52,794)	—	(52,794)
D5	Comprehensive income (loss) in 2024	—	—	—	—	64,143	7,555	(61,403)	10,295	(1)	10,294
Q1	Disposal of investments in equity instruments at fair value through other comprehensive income	—	—	—	—	(468)	—	468	—	—	—
Z1	Balance on December 31, 2024	778,827	146,565	76,116	—	242,749	6,470	20,236	1,270,963	3	1,270,966
B1	Legal reserve	—	—	6,367	—	(6,367)	—	—	—	—	—
B5	Cash dividends to shareholders	—	—	—	—	(47,508)	—	—	(47,508)	—	(47,508)
D1	Net income in 2025	—	—	—	—	(84,548)	—	—	(84,548)	58	(84,490)
D3	Other comprehensive income (loss) in 2025	—	—	—	—	62	(4,717)	(49,103)	(53,758)	—	(53,758)
D5	Comprehensive income (loss) in 2025	—	—	—	—	(84,486)	(4,717)	(49,103)	(138,306)	58	(138,248)
M7	Changes in ownership inerests in subsidiaries	—	1,423	—	—	—	—	—	1,423	247	1,670
Z1	Balance on December 31, 2025	\$ 778,827	\$ 147,988	\$ 82,483	\$ —	\$ 104,388	\$ 1,753	\$ (28,867)	\$ 1,086,572	\$ 308	\$ 1,086,880

Please refer to the accompanying notes to the consolidated financial statements.

UNIFORM INDUSTRIAL CORPORATION AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	Description	2025	2024
		Amount	Amount
AAAA	Cash flows from (used in) operating activities		
A10000	Profit from continuing operations before tax	\$ (102,605)	\$ 59,281
A20010	Adjustments:		
A20100	Depreciation expense	23,076	21,417
A20200	Amortization expense	3,512	3,311
A20300	Expected credit impairment (profit) loss	5,832	(17,912)
A20400	Net profit on financial assets at fair value through profit or loss	(371)	(369)
A20900	Finance costs	1,188	994
A21200	Interest income	(13,497)	(20,439)
A22500	Gain on disposal of property, plant and equipment	(375)	—
A22700	Gain on disposal of investment property	—	(25,009)
A22800	Gain on disposal of intangible assets	—	(34)
A30000	Changes in operating assets and liabilities:		
A31150	Accounts receivable	(22,604)	62,927
A31180	Other receivables	(19,658)	(11,124)
A31200	Inventories	108,034	117,786
A31240	Other current assets	410	1,754
A32125	Contract liability	14,417	3,074
A32130	Notes payable	(528)	115
A32150	Accounts payable	12,221	(62,336)
A32180	Other payables	(6,785)	(54,299)
A32230	Other current liabilities	19,805	22,667
A32240	Net defined benefit liabilities	(188)	(188)
A33000	Cash inflow generated from operations	21,884	101,616
A33100	Interest received	13,591	20,530
A33300	Interest paid	(1,188)	(1,003)
A33500	Income taxes refund (paid)	5,594	(87,959)
AAAA	Net cash generated from operating activities	\$ 39,881	\$ 33,184

(Continued)

UNIFORM INDUSTRIAL CORPORATION AND SUBSIDIARIES
CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

(In Thousands of New Taiwan Dollars)

Code	Description	2025	2024
		Amount	Amount
BBBB	Cash flows from (used in) investing activities		
B00020	Proceeds from disposal of financial assets at fair value through other comprehensive income	\$ —	\$ 312
B00040	Acquisition of financial assets at amortized cost	(3,600)	758
B00100	Acquisition of financial assets at fair value through profit or loss	(5,000)	—
B00200	Proceeds from disposal of financial assets at fair value through profit or loss	4,973	32,785
B02700	Acquisition of property, plant and equipment	(7,694)	(6,103)
B02800	Proceeds from disposal of property, plant and equipment	900	—
B03700	Increase in refundable deposits	(194)	(3)
B04500	Acquisition of intangible assets	(1,691)	(987)
B04600	Proceeds from disposal of intangible assets	—	55
B05500	Proceeds from disposal of investment properties	—	41,578
B07100	Increase in prepayment of equipment	(34,733)	(2,615)
BBBB	Net cash (used in) generated from investing activities	(47,039)	65,780
CCCC	Cash flows from (used in) financing activities		
C01700	Repayments of long-term borrowings	—	(5,881)
C03100	Decrease in guarantee deposits received	—	(146)
C04020	Payment of lease liabilities	(9,668)	(8,032)
C04500	Cash dividends	(47,508)	(77,883)
C05800	Change in non-controlling interests	1,670	—
CCCC	Net cash used in financing activities	(55,506)	(91,942)
DDDD	Effect of exchange rate changes on cash and cash equivalents	(4,416)	8,839
EEEE	Net (decrease) increase in cash and cash equivalents	(67,080)	15,861
E00100	Cash and cash equivalents at beginning of year	639,319	623,458
E00200	Cash and cash equivalents at end of year	\$ 572,239	\$ 639,319

Please refer to the accompanying notes to the consolidated financial statements.

Uniform Industrial Corp.
Earnings Distribution Table
2025

Unit: NTD

	Amount
Retained earnings at the beginning of the period	188,873,149
Add: Changes in remeasurements of the defined benefit plans for the period	62,616
Deduct: Net loss after tax for the period	(84,547,688)
Deduct: Statutory surplus reserve withdrawn	(27,114,138)
Distributable earnings	77,273,939
Distribution item:	
Deduct: Shareholders' cash dividends (NT\$0.1/ per share)	(7,788,271)
Unappropriated earnings at the end of the period	69,485,668

Chairman: Ba Lo

Manager: Yu-Lin Tseng

Accounting Manager: Cheng-Wei Lai

Comparison Table of Amended Articles of Incorporation

Amended Provisions	Current Provisions	Explanation
Article 8: <u>The entries in shareholders' roster</u> should be suspended sixty (60) days before a routine shareholders' meeting, thirty (30) days before a special shareholders' meeting, or five (5) days before the base day scheduled by the Corporation for distributing dividends, bonuses, or other benefits.	Article 8: ~~Share transfer registration~~ should be suspended sixty (60) days before a routine shareholders' meeting, thirty (30) days before a special shareholders' meeting, or five (5) days before the base day scheduled by the Corporation for distributing dividends, bonuses, or other benefits.	Amended in accordance with the current regulations Article 165 paragraph 3 of the “ Company Act”
Article 13: The Corporation has seven to eleven directors with the term of office of three years. The Corporation adopts a candidates nomination system for the election, and shareholders shall be elected from the nominees listed in the roster of director candidates. All the candidates are eligible for re-election. For the number of directors mentioned above, it shall include at least three independent directors and should be no less than <u>one-third</u> of the number of directors in total. The Corporation complies with regulations stipulated by the securities competent authority for the professional qualification, shareholding, part-time restriction, nomination, method of election, and other regulations for the election of Independent Director. The election of independent directors and non-independent directors shall be carried out at the same time and be calculated the votes separately. The Corporation sets up an Audit Committee according to Article 14-4	Article 13: The Corporation has seven to eleven directors with the term of office of three years. The Corporation adopts a candidates nomination system for the election, and shareholders shall be elected from the nominees listed in the roster of director candidates. All the candidates are eligible for re-election. For the number of directors mentioned above, it shall include at least three independent directors and should be no less than <u>one-fifth</u> of the number of directors in total. The Corporation complies with regulations stipulated by the securities competent authority for the professional qualification, shareholding, part-time restriction, nomination, method of election, and other regulations for the election of Independent Director. The election of independent directors and non-independent directors shall be carried out at the same time and be calculated the votes separately. The Corporation sets up an Audit Committee according to Article 14-4	Amended in accordance with the current regulations Article 4 paragraph 3 of the “ Taiwan Stock Exchange Corporation Operation Directions for Compliance with the Establishment of Board of Directors by TWSE Listed Companies and the Board's Exercise of Powers”

Amended Provisions	Current Provisions	Explanation
of Securities and Exchange Act, and it is composed of all the independent directors of the Corporation. The Corporation shall take the liability insurance for all the directors based on the actual demands of the execution of business scope. The election of directors shall follow the “Director Election Regulations” established by the Corporation. The total shares held by all the directors of the Corporation must not be lower than the percentage stipulated by the competent authority. The dismissal of directors must be listed on the meeting agenda instead of proposing it as an extraordinary motions. The Company may establish various functional committees after considering the size of the company, the nature of the business, and the number of Directors. The organizational procedures of these committees shall be decided by the Board of Directors in accordance with relevant laws and regulations.	of Securities and Exchange Act, and it is composed of all the independent directors of the Corporation. The Corporation shall take the liability insurance for all the directors based on the actual demands of the execution of business scope. The election of directors shall follow the “Director Election Regulations” established by the Corporation. The total shares held by all the directors of the Corporation must not be lower than the percentage stipulated by the competent authority. The dismissal of directors must be listed on the meeting agenda instead of proposing it as an extraordinary motions. The Company may establish various functional committees after considering the size of the company, the nature of the business, and the number of Directors. The organizational procedures of these committees shall be decided by the Board of Directors in accordance with relevant laws and regulations.	
Article 20: If the Corporation has made profits in a year, no less than 5% of the profits should be allocated as employee compensation and no more than 5% of the profits shall be allocated as compensation to directors. If the Corporation has accumulated losses, the amount required for loss recovery shall be reserved first. No less than 20% of the employee compensation amount in the preceding paragraph shall be given to non-executive employees.	Article 20: If the Corporation has made profits in a year, no less than 5% of the profits should be allocated as employee compensation and no more than 5% of the profits shall be allocated as compensation to directors. If the Corporation has accumulated losses, the amount required for loss recovery shall be reserved first. No less than 20% of the employee compensation amount in the preceding paragraph shall be given to non-executive employees.	In accordance with the FSC Letter dated March 31, 2026, Jin-Guan-Zheng-Fa-Zi No. 1090150022

Amended Provisions	Current Provisions	Explanation
The said employee compensation can be paid in the form of stock or in cash, and the compensation to the directors should be paid in cash. The above compensation should be implemented through a resolution of Board of Directors in a meeting attended by more than two-thirds of directors and should be approved by more than half of the attended directors as well as be reported at the shareholders' meeting. The subjects of the issuance of employee compensation may include employees in the subsidiaries of the Corporation. The qualification shall be determined by the Board of Directors , including those applicable to non-executive employees. If there are earnings after final accounts of each fiscal year, the Corporation shall allocate 10% legal surplus reserve after paying all taxes and making up for the accumulated losses. Besides, special reserve should be allocated or reversed according to laws and regulations. Before the special reserve reverses back to retained earnings, it must not be used in the distribution of dividends and bonuses. If there are any remaining earnings, together with undistributed earnings accumulated from the previous fiscal year, it can be earnings allocatable. Board of Directors shall propose earnings distribution at the shareholders' meeting for the resolutions of dividend and bonus distribution. <u>When the Corporation allocates a</u>	The said employee compensation can be paid in the form of stock or in cash, and the compensation to the directors should be paid in cash. The above compensation should be implemented through a resolution of Board of Directors in a meeting attended by more than two-thirds of directors and should be approved by more than half of the attended directors as well as be reported at the shareholders' meeting. The subjects of the issuance of employee compensation may include employees in the subsidiaries of the Corporation. The qualification shall be determined by the Board of Directors , including those applicable to non-executive employees. If there are earnings after final accounts of each fiscal year, the Corporation shall allocate 10% legal surplus reserve after paying all taxes and making up for the accumulated losses. Besides, special reserve should be allocated or reversed according to laws and regulations. Before the special reserve reverses back to retained earnings, it must not be used in the distribution of dividends and bonuses. If there are any remaining earnings, together with undistributed earnings accumulated from the previous fiscal year, it can be earnings allocatable. Board of Directors shall propose earnings distribution at the shareholders' meeting for the resolutions of dividend and bonus distribution. The Corporation's dividend policy is as	

Amended Provisions	Current Provisions	Explanation
<u>special reserve in accordance with the law, the following shall apply:</u> <u>With respect to the “net increase in fair value of investment property for the current period” and the “net amount of other equity deductions for the current period,” an amount equal to the sum of the current period’s after-tax net profit plus the amounts of items other than current period after-tax net profit that are included in the current period’s undistributed earnings shall be appropriated as special reserve. If there is still a shortfall, the amount shall be appropriated from the undistributed earnings of prior periods.</u> <u>With respect to the shortfall in the appropriation for the “cumulative net increase in fair value of investment property from prior periods” and the “cumulative net amount of other equity deductions from prior periods,” an amount equal to such shortfall shall first be appropriated from the undistributed earnings of prior periods before the distribution of earnings. If there is still a shortfall, the remaining amount shall be appropriated from the current period’s after-tax net profit plus the amounts of items other than current period after-tax net profit that are included in the current period’s undistributed earnings.</u> The Corporation’s dividend policy is as below: The Corporation is currently at the stage of business growth plus the rapid	below: The Corporation is currently at the stage of business growth plus the rapid changes of industrial prosperity and development trend, it requires continuous funds for investment, R&D, and solid financial structure to create competitive advantages. In consideration of the Corporation’s mid- and long-term business growth and demands of investment funds as well as focusing on the goal of solid financial structure, no less than 10% of the distributable earnings shall be allocated each year as dividends to shareholders. However, if the distributable earnings are less than 5% of the paid-in capital, not earnings will be distributed. Shareholders’ dividends can be distributed in cash or in stock, but cash dividends should be no less than 10% of total dividends. No cash dividend will be issued if the cash dividend per share is lower than NTD 0.5, and it will be issued in stock instead.	

Amended Provisions	Current Provisions	Explanation
changes of industrial prosperity and development trend, it requires continuous funds for investment, R&D, and solid financial structure to create competitive advantages. In consideration of the Corporation's mid- and long-term business growth and demands of investment funds as well as focusing on the goal of solid financial structure, no less than 10% of the distributable earnings shall be allocated each year as dividends to shareholders. However, if the distributable earnings are less than 5% of the paid-in capital, not earnings will be distributed. Shareholders' dividends can be distributed in cash or in stock, but cash dividends should be no less than 10% of total dividends. No cash dividend will be issued if the cash dividend per share is lower than NTD 0.5, and it will be issued in stock instead.		
Article 22 The Articles was established on August 31, 1983. ⋮ The thirty-third revision was made on May 28, 2025. <u>The thirty-fourth revision was made on May 27, 2026.</u>	Article 22 The Articles was established on August 31, 1983. ⋮ The thirty-third revision was made on May 28, 2025.	Add revision dates (To be approved by shareholders' meeting)

Comparison Table of Procedures for the Acquisition or Disposal of Assets

Amended Provisions	Current Provisions	Explanation
Article 15: Under any of the following circumstances, the company acquiring or disposing of assets shall publicly announce and report the relevant information on the FSC's designated website in the appropriate format as prescribed by regulations within 2 days counting inclusively from the date of occurrence of the event: 1. Acquisition or disposal of real property or right-of-use assets thereof from or to a related party, or acquisition or disposal of assets other than real property or right-of-use assets thereof from or to a related party where the transaction amount reaches 20 percent or more of paid-in capital, 10 percent or more of the company's total assets, or NT\$300 million or more; provided, this shall not apply to trading of domestic government bonds or bonds under repurchase and resale agreements, or subscription or redemption of money market funds issued by domestic securities investment trust enterprises. 2. Merger, demerger, acquisition, or transfer of shares. 3. Losses from derivatives trading reaching the limits on aggregate losses or losses on individual contracts set out in the procedures adopted by the company. 4. Where equipment or right-of-use assets thereof for business use are acquired or disposed of, and furthermore the transaction	Article 15: Under any of the following circumstances, the company acquiring or disposing of assets shall publicly announce and report the relevant information on the FSC's designated website in the appropriate format as prescribed by regulations within 2 days counting inclusively from the date of occurrence of the event: 1. Acquisition or disposal of real property or right-of-use assets thereof from or to a related party, or acquisition or disposal of assets other than real property or right-of-use assets thereof from or to a related party where the transaction amount reaches 20 percent or more of paid-in capital, 10 percent or more of the company's total assets, or NT\$300 million or more; provided, this shall not apply to trading of domestic government bonds or bonds under repurchase and resale agreements, or subscription or redemption of money market funds issued by domestic securities investment trust enterprises. 2. Merger, demerger, acquisition, or transfer of shares. 3. Losses from derivatives trading reaching the limits on aggregate losses or losses on individual contracts set out in the procedures adopted by the company. 4. Where equipment or right-of-use assets thereof for business use are acquired or disposed of, and furthermore the transaction	Amended in accordance with the current regulations Article 31 of the “Regulations Governing the Acquisition and Disposal of Assets by Public Companies”

Amended Provisions	Current Provisions	Explanation
counterparty is not a related party, and the transaction amount meets any of the following criteria: A. The company's paid-in capital is less than NT\$10 billion, the transaction amount reaches NT\$500 million or more. B. The company's paid-in capital is NT\$10 billion or more <u>but less than NT\$50 billion</u>, the transaction amount reaches NT\$1 billion or more. <u>C. The company's paid-in capital is NT\$50 billion, the transaction amount reaches 5 percent or more of paid-in capital.</u> 5. Acquisition or disposal by the company in the construction business of real property or right-of-use assets thereof for construction use, and furthermore the transaction counterparty is not a related party, and the transaction amount reaches NT\$500 million. 6. Where land is acquired under an arrangement on engaging others to build on the company's own land, engaging others to build on rented land, joint construction and allocation of housing units, joint construction and allocation of ownership percentages, or joint construction and separate sale, and furthermore the transaction counterparty is not a related party, and the amount the company expects to invest in the transaction reaches NT\$500 million. <u>7. The company with paid-in capital reaching NT\$50 billion or more, transactions in government bonds,</u>	counterparty is not a related party, and the transaction amount meets any of the following criteria: A. The company's paid-in capital is less than NT\$10 billion, the transaction amount reaches NT\$500 million or more. B. The company's paid-in capital is NT\$10 billion or more, the transaction amount reaches NT\$1 billion or more. 5. Acquisition or disposal by the company in the construction business of real property or right-of-use assets thereof for construction use, and furthermore the transaction counterparty is not a related party, and the transaction amount reaches NT\$500 million. 6. Where land is acquired under an arrangement on engaging others to build on the company's own land, engaging others to build on rented land, joint construction and allocation of housing units, joint construction and allocation of ownership percentages, or joint construction and separate sale, and furthermore the transaction counterparty is not a related party, and the amount the company expects to invest in the transaction reaches NT\$500 million. <u>7. Where an asset transaction other than any of those referred to in the preceding six subparagraphs, an investment in the mainland China area reaches 20 percent or more of paid-in capital or NT\$300 million; provided, this shall not apply to the following circumstances:</u>	

Amended Provisions	Current Provisions	Explanation
<u>ordinary corporate bonds, and general bank debentures without equity characteristics (excluding subordinated debt) traded on securities exchanges or OTC markets, which do not fall under any of the circumstances listed in the proviso of subparagraph 8, and where furthermore the transaction counterparty is not a related party, and the transaction amount reaches 5 percent or more of paid-in capital. 7.8.</u> Where an asset transaction other than any of those referred to in the preceding <u>seven</u> subparagraphs, an investment in the mainland China area reaches 20 percent or more of paid-in capital or NT\$300 million; provided, this shall not apply to the following circumstances: A. Trading of domestic government bonds or foreign government bonds with a rating that is not lower than the sovereign rating of Taiwan. C. Trading of bonds under repurchase and resale agreements, or subscription or redemption of money market funds issued by domestic securities investment trust enterprises. The company shall compile monthly reports on the status of derivatives trading engaged in up to the end of the preceding month by the company and any subsidiaries that are not domestic public companies and enter the information in the prescribed format into the information reporting website designated by the FSC by the 10th day of each month.	A. Trading of domestic government bonds or foreign government bonds with a rating that is not lower than the sovereign rating of Taiwan. C. Trading of bonds under repurchase and resale agreements, or subscription or redemption of money market funds issued by domestic securities investment trust enterprises. The company shall compile monthly reports on the status of derivatives trading engaged in up to the end of the preceding month by the company and any subsidiaries that are not domestic public companies and enter the information in the prescribed format into the information reporting website designated by the FSC by the 10th day of each month. When the company at the time of public announcement makes an error or omission in an item required by regulations to be publicly announced and so is required to correct it, all the items shall be again publicly announced and reported in their entirety within two days counting inclusively from the date of knowing of such error or omission. The company acquiring or disposing of assets shall keep all relevant contracts, meeting minutes, log books, appraisal reports and CPA, attorney, and securities underwriter opinions at the company, where they shall be retained for 5 years except where another act provides otherwise. Where any of the following circumstances occurs with respect to a	

Amended Provisions	Current Provisions	Explanation
When the company at the time of public announcement makes an error or omission in an item required by regulations to be publicly announced and so is required to correct it, all the items shall be again publicly announced and reported in their entirety within two days counting inclusively from the date of knowing of such error or omission. The company acquiring or disposing of assets shall keep all relevant contracts, meeting minutes, log books, appraisal reports and CPA, attorney, and securities underwriter opinions at the company, where they shall be retained for 5 years except where another act provides otherwise. Where any of the following circumstances occurs with respect to a transaction that the company has already publicly announced and reported in accordance with the preceding article, a public report of relevant information shall be made on the information reporting website designated by the FSC within 2 days counting inclusively from the date of occurrence of the event: 1. Change, termination, or rescission of a contract signed in regard to the original transaction. 2. The merger, demerger, acquisition, or transfer of shares is not completed by the scheduled date set forth in the contract. 3. Change to the originally publicly announced and reported information. Information required to be publicly announced and reported in accordance with the provisions of the preceding	transaction that the company has already publicly announced and reported in accordance with the preceding article, a public report of relevant information shall be made on the information reporting website designated by the FSC within 2 days counting inclusively from the date of occurrence of the event: 1. Change, termination, or rescission of a contract signed in regard to the original transaction. 2. The merger, demerger, acquisition, or transfer of shares is not completed by the scheduled date set forth in the contract. 3. Change to the originally publicly announced and reported information. Information required to be publicly announced and reported in accordance with the provisions of the preceding Chapter on acquisitions and disposals of assets by the company's subsidiary that is not itself a public company in Taiwan shall be reported by the company. The paid-in capital or total assets of the company shall be the standard applicable to a subsidiary referred to in the preceding paragraph in determining whether, relative to paid-in capital or total assets, it reaches a threshold requiring public announcement and regulatory filing under Article 15, paragraph 1. For the calculation of 10 percent of total assets under these Procedures, the total assets stated in the most recent parent company only financial report or individual financial report prepared under the Regulations Governing the Preparation of	

Amended Provisions	Current Provisions	Explanation
Chapter on acquisitions and disposals of assets by the company's subsidiary that is not itself a public company in Taiwan shall be reported by the company. The paid-in capital or total assets of the company shall be the standard applicable to a subsidiary referred to in the preceding paragraph in determining whether, relative to paid-in capital or total assets, it reaches a threshold requiring public announcement and regulatory filing under Article15, paragraph 1. For the calculation of 10 percent of total assets under these Procedures, the total assets stated in the most recent parent company only financial report or individual financial report prepared under the Regulations Governing the Preparation of Financial Reports by Securities Issuers shall be used. The amount of transactions at Article15, subparagraph 1 shall be calculated as follows: 1. The amount of any individual transaction. 2. The cumulative transaction amount of acquisitions and disposals of the same type of underlying asset with the same transaction counterparty within the preceding year. 3. The cumulative transaction amount of acquisitions and disposals (cumulative acquisitions and disposals, respectively) of real property or right-of-use assets thereof within the same development project within the preceding year. 4. The cumulative transaction amount of acquisitions and disposals	Financial Reports by Securities Issuers shall be used. The amount of transactions at Article15, subparagraph 1 shall be calculated as follows: 1. The amount of any individual transaction. 2. The cumulative transaction amount of acquisitions and disposals of the same type of underlying asset with the same transaction counterparty within the preceding year. 3. The cumulative transaction amount of acquisitions and disposals (cumulative acquisitions and disposals, respectively) of real property or right-of-use assets thereof within the same development project within the preceding year. 4. The cumulative transaction amount of acquisitions and disposals (cumulative acquisitions and disposals, respectively) of the same security within the preceding year. "Within the preceding year" as used in the preceding paragraph refers to the year preceding the date of occurrence of the current transaction. Items duly announced in accordance with these Procedures need not be counted toward the transaction amount.	

Amended Provisions	Current Provisions	Explanation
(cumulative acquisitions and disposals, respectively) of the same security within the preceding year. "Within the preceding year" as used in the preceding paragraph refers to the year preceding the date of occurrence of the current transaction. Items duly announced in accordance with these Procedures need not be counted toward the transaction amount.		
Article 20: The Procedures was established on September 27, 1997. ⋮ The twelfth revision was made on June 8, 2022. <u>The thirteenth revision was made on May 27, 2026.</u>	Article 20: The Procedures was established on September 27, 1997. ⋮ The twelfth revision was made on June 8, 2022.	Add revision dates (To be approved by shareholders' meeting)

List of Candidates for Directors (including Independent Directors)

Candidate Title	Candidate Name	Education	Experience	Current Post	Shares held
Director	Lianqing Investment Co., Ltd. Representative: Ba Lo	Department of Mechanical Engineering, Lee-Ming Institute of Technology	Chairman & CEO of Uniform Industrial Corp.; Chairman of Newslane Holding Inc, Liangqing Investment Co., Ltd., and NewPOS Technology Corporation, and Fortune Investment Co., Ltd.	Chairman & CEO of Uniform Industrial Corp.; Chairman of Newslane Holding Inc, Liangqing Investment Co., Ltd., and NewPOS Technology Corporation, and Fortune Investment Co., Ltd.	13,968,338
Director	Su-Fang Yang	Master, Department of International Business, Tamkang University	Independent Director of Alar Pharmaceuticals Inc.; Supervisor of Forward Electronics Co., Ltd.; Senior Manager of the Department of Audit, Deloitte & Touche	CPA, Specialized CPA Firm; Chairperson of Yuan-Lung Technology Humanity Education Foundation; Director of Macnica Anstek Inc.; Supervisor of Governing Certified Public Accountants Acting as Income Tax Agents.; Director of Chinese Accounting, Auditing, and Taxation Professional Association.	0
Director	Ching-Te Hou	Department of Electronic and Computer Engineering, National Taiwan University of Science and Technology	General Manager of ABS Telecom; Chairman of ABST Information International Inc.; Chairman of ABST Information Telecom Service	Executive Director of ABS Telecom; Chairman of ABST Information Telecom Service; Director of Sunforce Technology Ltd and EDIMAX Technology Co., Ltd.	0
Independent Director	Chih-Hung Wang	University of Illinois at Urbana Champaign (UIUC) Master of Accounting Science (MAS)	Chief Financial Officer, Novartis (Taiwan) Co., Ltd. Chief Financial Officer, Zuellig Pharma Inc.	Chief Financial Officer, Zuellig Pharma Inc.	0
Independent Director	Nai-Lung Ho	Bachelor, Department of Law, National Taipei University	Passed the Senior Examination for Attorney in 1989; Specialized lawyer for debt clearance at Legal Aid Foundation; Managing Attorney at Zhenli Law Firm	Managing Attorney at Zhenli Law Firm	0

List of Candidates for Directors (including Independent Directors)

Candidate Title	Candidate Name	Education	Experience	Current Post	Shares held
Independent Director	Jui-Che Liu	Bachelor, Department of Chinese Literature, National Dong Hwa University	Associate Manager for Trade Marketing, Business Today; Founder and CEO of iCheck Price Comparison App; Product Manager, Roo.Cash Head of Financial Business, Gogolook Co., Ltd.	Chairman of the cat's whiskers CO., LTD.	0
Independent Director	Ching-Wen Liao	Accounting, National Taipei University	Certified Public Accountant in Jia Wei & Co., CPAs Senior Manager of the Department of Audit, Deloitte & Touche	Certified Public Accountant in CU CPAs; Chairman of Cu management consulting Co., Ltd.; Independent Director of GiantPlus Technology Co., Ltd. & Tmy Technology Inc.	0

Uniform Industrial Corp.

Rules of Procedure for Shareholders Meetings

Article 1 (Purpose of the rules)

The shareholders' meeting of our Company shall be proceeded according to the Rules. Any matter that is not specified in the Rules shall be handled according to the Company Act and other relevant laws and regulations.

Article 2 (Total number of shareholder attendance)

Attended shareholders (or proxies) shall wear attendance badges and hand in the attendance cards instead of signing in. The number of shares will be calculated based on the number of shares submitted through attendance cards and attended on the platform of video conference plus the voting rights exercised by electronic methods.

Article 3 (Shareholders' total voting number and resolution)

The presence of shareholders in a shareholders' meeting and their voting shall be calculated in accordance with the number of shares. If any shareholder proposes a headcount, the Chairman may ignore it. If the quorum was present for the vote of a proposal, the proposal shall be regarded as approved.

Article 4 (Location and time for shareholders' meetings)

The place for convening a shareholders' meeting shall be at the premises of the Company or any other place convenient for presence of shareholders and suitable for holding the said meeting. The meeting must not start before 9 am or after 3 pm.

Article 5 (Chairman of the shareholders' meeting)

If a shareholders' meeting is called by the Board of Directors, the President of the Company shall be the chairman of the meeting. In case the President is on leave or cannot exercise the duty due to any reason, the Vice President shall act in lieu of the President. If there is no Vice President or the Vice President is also on leave or cannot exercise the duty, the President shall designate a managing director to be the deputy. If there is no managing director, a director shall be designated as the deputy. If the President does not appoint a deputy, the managing directors or directors shall elect one among themselves to act as the deputy.

If a shareholders' meeting is called by any other person other than the Board of Directors who has the right to call for the meeting, the said person shall be the chairman of the meeting.

If there are more than two people who have right to call for the meeting, they shall elect one from them to be the chairman.

Article 6 (Personnel in attendance at a shareholders' meeting)

The Company may designate its lawyer, certified public accountant, or other relevant persons to attend the shareholders' meeting. Those who handle the business of a shareholders' meeting shall wear an identification card or badge.

Article 7 (Documentation of a shareholders' meeting by audio or video)

The Company shall record with an audio or video tape the whole proceedings of the shareholders' meeting, and the said video or audio tape shall be kept for at least one year.

Where a shareholders' meeting is held online, the Company shall keep records of shareholder registration, sign-in, check-in, questions raised, votes cast, and results of votes counted as well as continuously audio and video record, without interruption, the proceedings of the virtual meeting from beginning to end.

The information and audio and video recording in the preceding paragraph shall be properly kept by the Company during the entirety of its existence, and the copies of the audio and video recording shall be provided to and kept by the party appointed to handle matters of the virtual meeting.

Article 8 (Time of shareholders' meeting)

When it is time to convene the meeting, the Chairman shall immediately announce the start of the meeting, provided that if the shareholders present do not represent a majority of the total amount of the issued shares, the Chairman may postpone the meeting. However, the postponement of the meeting shall be limited to two times (the first time is 20 minutes and the second time 10 minutes), and the total time postponed shall not exceed one hour. If the meeting has been postponed for two times but the shareholders present still do not represent at least one-third of the total amount of the issued shares, a tentative resolution may be adopted in accordance with Article 175-1 of the Company Act by approval of more than half of shareholders presented. Before the close of the said meeting, if the shareholders present represent a majority of the total amount of the issued shares, the Chairman may present the tentative resolution adopted to the meeting for the recognition according to Article 174 of the Company Act.

Article 9 (Discussion of proposals)

If a shareholders' meeting is carried out by the Board of Directors, the procedures shall be established by the Board of Directors. The meeting shall be implemented in accordance with the said procedures, and nothing shall be changed without a resolution made by the shareholders' meeting. If a shareholders' meeting is called by any other person than the Board of Directors, the preceding provisions shall apply mutatis mutandis to the meeting. Before completing the procedures mentioned in above two paragraphs (including extraordinary motions), the Chairman shall not adjourn the meeting without resolution adopted by shareholders. If the Chairman declares the meeting adjourned in violation of the rules of procedure, the other members of the Board of Directors shall promptly assist the attended shareholders in electing a new Chairman to continue the meeting. After completing the meeting, shareholders shall not elect another chairman to hold another meeting at the same place or any other place.

Article 10 (Speech of shareholders)

Shareholders who wish to speak in a shareholders' meeting must fill out a slip, specifying the main points of speech, first as well as shareholder's serial number (or number of the attendance card) and the name for the Chairman to determine the order of giving the speech.

Shareholders who submit the slip for giving a speech but do not actually speak will be considered as not giving a speech. If the content of the speech is different from that specified on the slip, the content of the speech shall prevail.

When a shareholder is giving a speech, the other shareholders shall not interrupt unless they have obtained the prior consent from the Chairman and the shareholder who gives the speech. The Chairman may prevent others from interrupting.

Article 11 (Speech of shareholders)

A shareholder shall not speak more than two times for one motion unless he/ she has obtained the prior consent from the Chairman. Each speech shall not exceed five minutes. If a shareholder violates the above provisions or the speech exceeds the scope of the motion, the Chairman may prevent him/her from giving a speech.

Where a virtual shareholders' meeting is convened, shareholders attending the virtual meeting online may raise questions in writing at the virtual meeting platform from the Chairman declaring the start of the meeting until the meeting adjourned. No more than two questions for the same proposal may be raised. Each question shall contain no more than 200 words, and the above regulations do not apply.

As long as questions raised above are not in violation of the regulations or beyond the scope of a proposal, it is advisable the questions be disclosed to the public at the virtual meeting platform.

Article 12 (Speech of shareholders)

A corporate shareholder being entrusted to attend in a shareholders' meeting may designate only one representative to represent it in the meeting.

If a corporate shareholder which designates two or more representatives to represent it at the shareholders' meeting, only one of the representatives designated may speak on one motion.

Article 13 (Speech of shareholders)

After a shareholder has given a speech, the Chairman may personally or designate relevant person to respond.

Article 14 (Discussion of proposals)

Announcements and proposals that are not included in the procedure will not be discussed or voted. When the Chairman considers that the discussion for a motion has reached the extent for making a resolution, he/ she may announce discontinuance of discussion and submit the motion for resolution.

Article 15 (Votes supervising and counting personnel)

The persons supervising and counting the casting of votes for resolutions shall be designated by the Chairman, provided, however, that the person supervising the casting of votes shall be a shareholder.

Article 16 (Break and continuing the meeting)

During the proceeding of a meeting, the Chairman may consider the schedule and announce for a break.

Article 17 (Voting for proposals)

Except as otherwise provided in the Company Act and in the Articles of Incorporation, the passage of a proposal shall require an affirmative vote of a majority of the voting rights represented by the attended shareholders. At the time of a vote, for each proposal, the Chairman or the person designated by the Chairman shall first announce the total number of voting rights represented by the attended shareholders, followed by a poll of the shareholders. On the same day after the meeting, the results for each proposal, based on the numbers of votes for and against as well as the number of the abstentions, shall be entered into the MOPS.

When there is an amendment or an alternative to a proposal, the Chairman shall present the amended or alternative proposal together with the original proposal and decided the order in which they will be put to a vote. If any of them is passed, the other proposals will then be deemed rejected, and no further voting shall be required. When voting for a proposal, it will be deemed approved if the Chairman puts the matter before all directors present at the meeting and none voices an objection. It will be as effective as the resolution by votes.

Vote counting for proposals of shareholders' meetings or elections shall be conducted in public at the place of the shareholders' meeting. Immediately after vote counting has been completed, the results of the voting, including the statistical tallies of the number of votes, shall be announced on site at the meeting, and a record shall be made of the vote.

Article 18 (Voting for proposals)

Except the proposals listed in the agenda, the content of proposals may be entrusted to Chairman or the master of ceremony to read it out.

If the Company convenes a virtual shareholders' meeting, shareholders attending the meeting online shall cast votes on proposals and elections on the virtual meeting platform after the Chairman declares the meeting open. It shall be completed before the Chairman announces the end of voting session, or it will be deemed abstained from voting.

In the event of a virtual shareholders' meeting, votes shall be counted at once after the Chairman announces the voting session ends, and the results of votes and elections shall be announced immediately.

When the Company convenes a hybrid shareholders' meeting, shareholders, proxy Solicitors, or proxy agents who have registered to attend the meeting online according to the regulations decide to attend the meeting in person, they shall revoke their registration two days before the shareholders' meeting in the same manner as they registered. If their registration is not revoked within the time limit, they may only attend the shareholders' meeting online.

When shareholders exercise voting rights by correspondence or electronic means, unless they have withdrawn the declaration of intent and attended the shareholders' meeting online, except for extraordinary motions, they are not able to exercise voting rights on the original proposals or make any amendments to the original proposals or exercise voting rights on amendments to the original proposal.

Article 19 (Maintaining the order of the meeting)

The Chairman may direct picket personnel (or security personnel) to maintain the order of the meeting. For doing so, they shall wear a badge bearing the words of "picket personnel".

Article 20 (Virtual shareholders' meeting)

When the Company convenes a shareholders' meeting via video conferencing, unless otherwise specified in the Regulations Governing the Administration of Shareholder Services of Public Companies, it shall be stated in the articles of incorporation and resolved by the board of directors. The video shareholders' meeting shall be resolved by a resolution of the board of directors attended by two-thirds or more of the directors and approved by a majority of the attending directors.

The virtual shareholders' meetings held by the Company are free from the limitation of the place of meeting mentioned in Article 4.

Thirty minutes before the start of the virtual shareholders' meeting, the online conference platform for the shareholders' meeting will be open for signing in.

Shareholders who complete the signing in will be regarded as attending the meeting in person.

Shareholders who would like to attend a virtual shareholders' meeting should submit a registration to the Company two days before the meeting. The Company will upload the handbook for the annual shareholders' meeting, annual report, and other relevant information to the conference meeting platform for the shareholders' meeting at least thirty minutes before the meeting and continue disclosing them until the end of the meeting.

When the Company announces the start of the virtual shareholders' meeting, the total number of shareholders present shall be disclosed on the virtual meeting platform.

The same shall apply if a new tally of votes is released during the meeting.

Article 20-1 (Holding a virtual shareholders' meeting, and items that need to be specified on the meeting notice)

When the Company convenes a virtual shareholders' meeting, following information should be specified on the meeting notice:

1. Methods of shareholders participating the virtual meeting and how to exercise their rights.
2. If the virtual meeting platform or participation in the virtual meeting is obstructed due to natural disasters, accidents, or other force majeure events, the following items shall be included when handling it:
 - (1) The time when the above obstruction happened, and it is not able to resolve it and causes the meeting shall be postponed or resumed as well as the date of postponed or resumed meeting.
 - (2) Shareholders who fail to register attending the original shareholders' meeting will not be able to participate in the postponed or resumed meeting.
 - (3) When the Company convenes a hybrid shareholders' meeting and the virtual meeting cannot continue, if the total number of shares represented at the meeting after deducting those represented by shareholders attending the virtual shareholders' meeting meets the minimum legal requirement for a shareholders' meeting, the shareholders' meeting shall continue. Shareholders attending the virtual meeting online shall be counted towards the total number of shares represented by shareholders present at the meeting, provided these shareholders shall be deemed abstaining from voting on all proposals on meeting agenda of that shareholders' meeting.
 - (4) The handling methods when all the proposals have been announced results and there is no extraordinary motion.
3. When convening a virtual shareholders' meeting, the Company shall provide appropriate alternative measure available to shareholders with difficulties in attending a virtual shareholders' meeting online. Unless otherwise specified in Paragraph 6, Article 44 (9) of Regulations Governing the Administration of Shareholder Services of Public Companies, the Company shall provide shareholders with connection equipment and necessary assistance, and specify the period during which shareholders may apply to the Company and other relevant precautions.

Article 21 (Disclosure of information at virtual meeting)

In the event of a virtual shareholders' meeting, the Company shall disclose real-time results of votes and election immediately after the end of the voting session on the virtual meeting platform according to the regulations, and the disclosure shall continue at least 15 minutes after the Chairman has announced the meeting adjourned.

Article 22 (Location of the Chairman and secretary of virtual shareholders' meeting)

When the Company convenes a virtual shareholders' meeting, both the Chairman and secretary shall be in the same location, and the Chairman shall declare the address of their location when the meeting is called.

Article 23 (Handling of disconnection and digital divide)

In the event of a virtual shareholders' meeting, the Company may offer a simple connection test to shareholders prior to the meeting, and provided relevant real-time services before the during the meeting to help resolve communication of technical issues.

In the event of a virtual shareholders' meeting, when declaring the meeting open, the Chairman shall also declare, unless under a circumstance where a meeting is not required to be postponed to or resumed at another time under Article 44-20 of the Regulations Governing the Administration of Shareholder Services of Public Companies, if the virtual meeting platform or participation in the virtual meeting is obstructed due natural disasters, accidents or other force majeure events before the Chairman has announced the meeting adjourned, and the obstruction continues for more than 30 minutes, the meeting shall be postponed to or resumed on another date, in which case Article 182 of the Company Act shall not apply.

For a meeting to be postponed or resumed under the second paragraph, the number of shares represented by, and voting rights and election rights exercised by the shareholders who have registered to participate in the affected shareholders' meeting and have successfully signed in the meeting, but do not attend the postpone or resumed session, at the affected shareholders' meeting shall be counted towards the total number of shares, number of voting rights, and number of election rights represented at the postponed or resumed session.

During a postponed or resumed session of a shareholders' meeting held under the second paragraph, no further discussion or resolution is required for proposals for which notes have been cast and counted and results have been announced, or list of elected directors.

When the Company convenes a hybrid shareholders' meeting, and the virtual meeting cannot continue as described in the second paragraph, if the total number of shares represented at the meeting, after deducting those represented by shareholders attending the virtual shareholders' meeting still meets the minimum legal requirement for a shareholders' meeting, then the shareholders' meeting shall continue, and not postponement or resumption thereof under the second paragraph is required.

Under the circumstances where a meeting should continue as in the preceding paragraph, the shares represented by shareholders attending the virtual meeting shall be counted towards the total number of shares represented by shareholders present at the meeting, provided these shareholders shall be deemed abstaining from voting on all proposals on meeting agenda of that shareholders' meeting.

When postponing or resuming a meeting according to the second paragraph, the Company shall handle the preparatory work based on the date of the original shareholders' meeting in accordance with the requirements listed under Article 44-20, paragraph 7 of the Regulations Governing the Administration of Shareholder Services of Public Companies.

When convening a virtual shareholders' meeting, the Company shall provide appropriate alternative measures available to shareholders with difficulties in attending a virtual shareholders' meeting. Unless otherwise specified in Paragraph 6, Article 44 (9) of Regulations Governing the Administration of Shareholder Services of Public Companies, the Company shall provide shareholders with connection equipment and necessary assistance, and specify the period during which shareholders may apply to the Company and other relevant precautions

Article 24 (Implementation)

The Rules shall take effect after having been submitted to and approved by a shareholders' meeting. Subsequent amendments shall be effected in the same manner.

Article 25 (Establishment and revision)

The Rules was established on June 13, 2017.

The Rules was revised on June 8, 2022.

The Rules was revised on May 28, 2024

Articles of Incorporation Uniform Industrial Corp.

Chapter 1 General Provisions

Article 1: The Corporation shall be incorporated under the regulations of Company Act. Its name in Chinese is 連宇股份有限公司 and is Uniform Industrial Corp. in English.

Article 2: The scope of business of the Corporation is as below:

1. CC01030 Electric Appliance and Audiovisual Electric Products Manufacturing
2. CC01080 Electronic Parts and Components Manufacturing
3. CC01110 Computers and Computing Peripheral Equipment Manufacturing
4. CC01990 Electrical Engineering and Electronic Machinery Equipment Manufacturing
5. F113020 Wholesale of Electrical Appliances
6. F113050 Wholesale of Office Machinery and Equipment
7. F113990 Wholesale of Other Machinery and Equipment
8. F213010 Retail Sale of Household Appliance
9. F213030 Retail Sale of Computers and Clerical Machinery Equipment
10. F213990 Retail Sale of Other Machinery and Tools
11. F401010 International Trade
12. I301010 Software Design Services
13. I301020 Data Processing Services
14. I301030 Digital Information Supply Services
15. JE01010 Rental and Leasing
16. CC01101 Restrained Telecom Radio Frequency Equipment and Materials Manufacturing
17. I501010 Product Designing
18. F113070 Wholesale of Telecom Instruments
19. F213060 Retail Sale of Telecom Instruments
20. F401021 Restrained Telecom Radio Frequency Equipment and Materials Import
21. IZ99990 Other Industry and Commerce Services Not Elsewhere Classified
22. JZ99990 Other Services Not Elsewhere Classified
23. ZZ99999 All business activities that are not prohibited or restricted by law, except those that are subject to special approval

Article 2-1: The total amount of reinvestment invested by the Corporation is not subject to the restriction of not more than 40% of paid-in capital as specified in Article 13 of Company Act.

Article 3: The Corporation may provide external guarantees if needed for its business.

Article 4: The headquarters of the Corporation is set in New Taipei City and may set a branch company domestically or overseas with approval from the Board of Directors in a resolution.

Article 5: The public announcements made by the Corporation should follow Article 28 of Company Act.

Chapter 2 Shares

Article 6: The total capital stock of the Corporation is NTD 1,000,000,000 divided into 100,000,000 ordinary shares of NTD10 per share. It may be issued in installments. All the shares that have not been issued are authorized to the Board of Directors to issue in a resolution according to actual demands.

NTD 50,000,000 are reserved from the capital stock mentioned above separately for the issuance

of employee stock option certificates. There will be 5,000,000 ordinary shares in total of NTD 10 per share. It may be issued in installments according to the resolution from the Board of Directors.

Article 7: The Corporation's shares certificates are name-bearing, affixed with the seal or signature of the directors representing the Corporation, and issued after being certified by the competent authority or the issuance and registration agency authorized by the authority.

The Corporation does not need to print the share certificates once becoming a public company with stock listed.

The shares issued under the above regulation shall be registered in a centralized securities depository institution.

Article 8: Share transfer registration should be suspended sixty (60) days before a routine shareholders' meeting, thirty (30) days before a special shareholders' meeting, or five (5) days before the base day scheduled by the Corporation for distributing dividends, bonuses, or other benefits.

Article 8-1: The Corporation handles stock affairs in accordance with the "Regulations Governing the Administration of Shareholder Services of Public Companies" issued by the competent securities authority.

Chapter 3 Board of Directors

Article 9: Shareholders' meetings include two types. Routine meetings are held within six months after the end of each fiscal year. Special meetings are convened when needed according to relevant laws and regulations.

The above notice should specify date, location, and purpose of the meeting.

Unless it is specified in Company Act, shareholders' meetings should be convened by the Board of Directors. The rules of procedure of shareholders' meetings should follow the "Rules of Procedure of Shareholders' Meeting" established by the Corporation as well as relevant laws and regulations.

The shareholders' meetings can be held as a conference meeting or any other method announced by the central competent authority.

Article 10: Shareholders who cannot attend a shareholders' meeting can provide the power of attorney issued by the Corporation with the statement of scope of authorization to authorize a proxy to attend the meeting. Designating a proxy to attend a meeting should comply with Article 177 of the Company Act as well as "Regulations Governing the use of Proxies for Attendance at Shareholders' Meeting" published by the competent authority.

Article 11: Shareholders who hold each share of stock of the Corporation are entitled to one vote, excluding those who are subject to limitation or have no right to vote as listed in Article 179 of the Company Act.

Article 12: Unless required by laws and regulations, the resolution of shareholders' meetings will be adopted if the meeting is attended by shareholders in person or by their proxy representing more than half of the total issued shares and should be implemented if more than half of the attended shareholders approved it by vote.

Chapter 4 Directors and Audit Committee

Article 13: The Corporation has seven to eleven directors with the term of office of three years. The Corporation adopts a candidates nomination system for the election, and shareholders shall be elected from the nominees listed in the roster of director candidates. All the candidates are eligible for re-election.

For the number of directors mentioned above, it shall include at least three independent directors and should be no less than one-fifth of the number of directors in total.

The Corporation complies with regulations stipulated by the securities competent authority for the professional qualification, shareholding, part-time restriction, nomination, method of election, and other regulations for the election of Independent Director.

The election of independent directors and non-independent directors shall be carried out at the same time and be calculated the votes separately.

The Corporation sets up an Audit Committee according to Article 14-4 of Securities and Exchange Act, and it is composed of all the independent directors of the Corporation.

The Corporation shall take the liability insurance for all the directors based on the actual demands of the execution of business scope.

The election of directors shall follow the “Director Election Regulations” established by the Corporation.

The total shares held by all the directors of the Corporation must not be lower than the percentage stipulated by the competent authority.

The dismissal of directors must be listed on the meeting agenda instead of proposing it as an extraordinary motions.

The Company may establish various functional committees after considering the size of the company, the nature of the business, and the number of Directors. The organizational procedures of these committees shall be decided by the Board of Directors in accordance with relevant laws and regulations.

Article 14: The Board of Directors should be composed of directors. A chairperson shall be elected by the attendance of more than two-thirds of directors and approved by the half of the attended directors. The Chairperson represents the Corporation externally.

The Board of Directors shall be convened with a notification stating reasons, and the notification should be sent to all the directors seven days before the meeting. If there is any urgent issue, it can be convened any time. The notification of the meeting of Board of Directors can be sent in writing or by email or fax.

Article 15: If the Chairperson of the Board is on leave or absent and cannot exercise his/ her duty, a proxy should be designated according to Article 208 of the Company Act. Directors who cannot attend the meeting can provide a power of attorney, listing out the reasons for not attending the meeting and the scope of power vested, to authorize another director as a proxy. However, one director can only be a proxy for one other director.

Article 16: The remuneration of all the directors is authorized to review and approve by the Remuneration Committee of the Corporation according to the regulations of the committee. Besides, it should be submitted to the meeting of Board of Directors to approve according to the normal standards of other businesses in the same trade.

Chapter 5 Managers

Article 17: The Corporation shall establish managers, and their designation, dismissal, and compensation shall be implemented according to Article 29 of the Company Act.

Chapter 6 Accounting

Article 18: The Corporation’s fiscal year is from January 1 to December 31 of the same year.

Article 19: At the end of each fiscal year, the Board of Directors shall prepare (1) Business Report, (2) Financial Statements, and (3) Proposals for Distribution of Earnings or Compensation of losses and submit to Shareholders’ Routine Meeting for acknowledgement.

Article 20: If the Corporation has made profits in a year, no less than 5% of the profits should be allocated as employee compensation and no more than 5% of the profits shall be allocated as compensation to directors. If the Corporation has accumulated losses, the amount required for loss recovery shall be reserved first.

No less than 20% of the employee compensation amount in the preceding paragraph shall be given to non-executive employees.

The said employee compensation can be paid in the form of stock or in cash, and the compensation to the directors should be paid in cash. The above compensation should be implemented through a resolution of Board of Directors in a meeting attended by more than two-thirds of directors and should be approved by more than half of the attended directors as well as be reported at the shareholders’ meeting.

The subjects of the issuance of employee compensation may include employees in the subsidiaries of the Corporation. The qualification shall be determined by the Board of Directors , including those applicable to non-executive employees.

If there are earnings after final accounts of each fiscal year, the Corporation shall allocate 10%

legal surplus reserve after paying all taxes and making up for the accumulated losses. Besides, special reserve should be allocated or reversed according to laws and regulations. Before the special reserve reverses back to retained earnings, it must not be used in the distribution of dividends and bonuses. If there are any remaining earnings, together with undistributed earnings accumulated from the previous fiscal year, it can be earnings allocatable. Board of Directors shall propose earnings distribution at the shareholders' meeting for the resolutions of dividend and bonus distribution.

The Corporation's dividend policy is as below:

The Corporation is currently at the stage of business growth plus the rapid changes of industrial prosperity and development trend, it requires continuous funds for investment, R&D, and solid financial structure to create competitive advantages. In consideration of the Corporation's mid-and long-term business growth and demands of investment funds as well as focusing on the goal of solid financial structure, no less than 10% of the distributable earnings shall be allocated each year as dividends to shareholders. However, if the distributable earnings are less than 5% of the paid-in capital, not earnings will be distributed. Shareholders' dividends can be distributed in cash or in stock, but cash dividends should be no less than 10% of total dividends. No cash dividend will be issued if the cash dividend per share is lower than NTD 0.5, and it will be issued in stock instead.

Chapter 7 Supplementary Provisions

Article 21: Any matter that is not specified in the articles shall be handled according to the Company Act of Republic of China and other legal regulations.

Article 22: The Articles was established on August 31, 1983.

The first revision was made on September 14, 1983.

The second revision was made on September 27, 1983.

The third revision was made on November 10, 1983.

The fourth revision was made on August 20, 1984.

The fifth revision was made on December 20, 1984.

The sixth revision was made on October 28, 1987.

The seventh revision was made on November 4, 1989.

The eighth revision was made on December 21, 1992.

The ninth revision was made on August 16, 1993.

The tenth revision was made on August 16, 1993.

The eleventh revision was made on July 26, 1994.

The twelfth revision was made on October 20, 1995.

The thirteenth revision was made on May 17, 1996.

The fourteenth revision was made on September 27, 1997.

The fifteenth revision was made on June 8, 1998.

The sixteenth revision was made on November 16, 1998.

The seventeenth revision was made on June 12, 2000.

The eighteenth revision was made on May 14, 2001.

The nineteenth revision was made on May 14, 2001.

The twentieth revision was made on May 17, 2002.

The twenty-first revision was made on May 18, 2005.

The twenty-second revision was made on June 13, 2008.

The twenty-third revision was made on May 26, 2010.

The twenty-fourth revision was made on June 2, 2011.

The twenty-fifth revision was made on June 18, 2012.

The twenty-sixth revision was made on June 13, 2013.

The twenty-seventh revision was made on June 8, 2016.

The twenty-eighth revision was made on June 13, 2017.

The twenty-ninth revision was made on June 12, 2019.

The thirtieth revision was made on June 9, 2020.

The thirty-first revision was made on June 8, 2022.

The thirty-second revision was made on May 28, 2024.

The thirty-third revision was made on May 28, 2025.

Uniform Industrial Corp.

Rules for Election of Directors

- Article 1 Unless otherwise provided in the Company Act and Articles of Incorporation of the Company, the directors of the Company shall be elected in accordance with the rules specified herein.
- Article 2 The Company's directors elections shall be conducted in accordance with the candidate nomination system specified in Article 192-1 of the Company Act. It adopts a disclosed cumulative voting method. Attendance card numbers printed on the ballots may be used instead of recording the names of voting shareholders. Unless it is specified in the Company Act, each share will have voting rights in number equal to the directors to be elected, and may be cast for a single candidate or split among multiple candidates.
- Article 3 The Company adopts a candidates nomination system for the election of directors. It shall be elected from the list of candidates. The number of directors will be as specified in the Articles of Incorporation, with voting rights separately calculated for the positions of Independent Director and non-Independent Director. Those who receiving ballots representing the highest numbers of voting rights will be elected sequentially according to their respective numbers of votes. When two or more persons receive the same number of votes, which exceed the specified number of positions, they shall draw lots to determine the winner. The Chairman will draw lots on behalf of any person not in attendance.
- For an independent director's professional qualification, shareholding, concurrent serving restriction, methods of nomination and election, and other matters that need to be complied with, they shall be handled according to the regulations established by the competent authority of securities.
- The following relationships may not exist among more than half of a company's directors:
1. A spousal relationship.
 2. A familial relationship within the second degree of kinship.
- When there are some among the directors who do not meet the conditions in the preceding paragraph, the election of the director receiving the lowest number of votes among those not meeting the conditions shall be deemed invalid.
- Article 4 The Board of Directors shall prepare the number of ballots equal to the number of Directors to be elected and shall fill in the number of votes to be distributed to the attending members in a general meeting. From 2017, shareholders are entitled to exercise their voting rights through electronic methods. Please refer to the regulations established by the Company Act and by the competent authority for the methods.

Article 5 Prior to the commencement of an election, the Chairman shall appoint several ballot counters and ballot examiners from the attending shareholders to perform related duties.

Article 6 The Board of Directors shall set up a ballot box for the election of directors to be inspected by the ballot examiners prior to the casting of ballots.

Article 7 If the candidate is a shareholder of the Company, voters must remark the account name and shareholder account number of the voted on the column of “voted” on the ballot. If the candidate is not a shareholder of the Company, please provide the name and I.D. No. of the elected. However, if a government or a corporate shareholder is the candidate, the name of the government or the legal person shall be specified on the column of the name of the voted on the ballot or specified the name of the government or legal person as well as the name of its representatives. If there are several representatives, please provide the name of all the representatives.

Article 8 A ballot is deemed void if any of the following circumstances occurs:

1. Any ballot cast in violation of the Rules.
2. Blank ballots which are cast into the ballot box.
3. Scribbled and unidentifiable writing or writing which has been altered.
4. Where the candidate voted for is a shareholder of the Company, such candidate’s account name and shareholder account number filled in on the ballot is inconsistent with that on the shareholder registry. Where the candidate voted for is not a shareholder of the Company, such candidate’s name or ID number is verified to be incorrect.
5. Any ballot with characters other than the candidate’s account name and shareholder account name or I.D. number.
6. Any ballot without the candidate’s account name (name) or shareholder account number (ID number).
7. Any ballot that is cast with the names of two or more candidates.

Article 9 Ballots shall be counted upon completion of the voting procedures and the result of the ballot counting shall be announced by the Chairman immediately. The ballots shall be kept for at least one year after sealed and signed by the ballot examiners.

Article 10 The Board of Directors shall send each elected director a notice of appointment.

Article 11 Matters not specified in the Rules shall be governed by the Company Act, the Company’s Articles of Incorporation and any other relevant laws and regulations.

Article 12 The Rules and any amendments thereafter shall become effective upon resolution at the shareholders’ meeting.

Article 13 The Rules was established on September 27, 1997.
 The first revision was made on May 17, 2002.
 The second revision was made on June 15, 2007.
 The third revision was made on June 8, 2016.
 The fourth revision was made on June 13, 2017.
 The fifth revision was made on June 9, 2020.

Uniform Industrial Corp.
Shareholding of All Directors

1. The total shares issued by the book closure date on March 29, 2026 was 77,882,711 ordinary shares.
2. According to Article 26 of the “Securities and Exchange Act” and Article 2 of “Rules and Review Procedures for Director and Supervisor Share Ownership Ratios at Public Companies”, the minimum number of shares required to be held by all directors and supervisors by the book closure date on March 29, 2026 was as follows:

Unit: Shares

Title	Shares required to be held
Director	6,230,616

3. The statement of the shareholding by all directors of the book closure date on March 29, 2026

Unit: Shares; %

Title	Name	Shareholding number
Chairman	Lianqing Investment Co., Ltd. Representative: Ba Lo	13,968,338
Director	Chun-Han Lin	0
Independent Director	Chih-Hung Wang	0
	Nai-Lung Ho	0
	Jui-Che Liu	0
	Ching-Wen Liao	0
Total (shareholding by all directors)		13,968,338

Note 1: The number of shares held by the independent directors in the listed companies will not be included in the total number of shares held by all the directors.