

United Orthopedic Corporation

2025 Annual Report

Date of Publication: April 30, 2026

Annual report query website:

<http://mops.twse.com.tw>

<https://tw.United Orthopedic JapanInc.com/investor/shareholder2/>

1. Name of Spokesperson: Peng, Yu-Hsing

Title: Vice President

Tel:(02)2929-4567 ext.1168

Email: maggie.peng@unitedorthopedic.com

Name of Spokesperson: LIN Deqiong

Title: President

Tel:(02)2929-4567 ext.1168

Email: calvin.lin@unitedorthopedic.com

2. Addresses and Telephone Numbers of the Company Headquarters, Subsidiaries, and Plants:

Company	: No. 57, Yuanqu 2nd Road, Hsinchu Science Park, Hsinchu City	TEL : 03-5773351
		TEL : 02-29294567
Taipei Office	: 12F., No.80, Sec. 1, Chenggong Rd., Yonghe Dist., New Taipei City, Taiwan (R.O.C.)	
Hsinchu Plant	: No. 57, Yuanqu 2nd Road, Hsinchu Science Park, Hsinchu City	TEL : 03-5773351
Kaohsiung Plant	: No. 16, Luke 1st Rd., Luzhu Dist., Kaohsiung City 821011 , Taiwan (R.O.C.)	TEL : 07-6955850

3. Stock Transfer Handling Agency:

Fubon Financial Securities Co., Ltd. Stock Affairs Agency Department

Address: 2F No. 17, Xuchang Street, Zhongzheng District, Taipei City

Tel: (02)2361-1300

Website: <http://www.fubon.com>

4. Name of the CPA Attesting the Financial Statements for the Most Recent Year

Name of CPAs: Lin, Shih-Huan; Hsu, Jung-Huang

CPA Firm: Ernst & Young Global Limited

Address: 9F, No. 333, Sec.1, Keelung Road, Xinyi District, Taipei City

Website: <http://www.ey.com>

Tel: (02)2757-8888

5. Overseas Trade Places for Listed Negotiable Securities and the Inquire Method of Overseas Securities Information

Not Applicable

6. The Company's Website: <http://www.unitedorthopedic.com> (English)

<http://tw.unitedorthopedic.com> (Chinese)

Table of Contents

I. Letter to Shareholders	1
1. 2024 Operating Results	1
2. Business Plan Summary for Fiscal Year 2026	2
3. Future Corporate Development Strategy	3
4. Impact of the competitive environment, regulatory environment, and overall business environment	3
II. Corporate Governance Report	4
1. Information on Directors, President, Vice-President, Assistant General Managers, and Heads of Departments and Branches	4
2. Compensation Paid to Directors, President and Vice Presidents in the Most Recent Year	12
3. Operations of Corporate Governance	22
4. CPA Information Regarding Audit Fee	56
5. Information on replacement of CPA:	57
6. The Company's Chairman, General Manager, or Any Managerial Officer in Charge of Finance or Accounting Matters Having Held a Position at Its CPAs' Accounting Firm or at an Affiliate in the Most Recent Year: None.	58
7. Transfer of equity interests and/or pledge of or change in equity interests by directors, managerial officers and/or shareholders holding more than 10% of the Company's shares in the most recent year up to the publication date of the Annual Report Disclosure of the counterparty's name, relationship to the company, directors, managers, and shareholders holding more than 10% of the shares, as well as the number of shares bought or pledged, is required if the counterparty of a share transfer or share pledge is a related party.	58
8. Information on the top ten shareholders who are identified as related parties, spouse or relative within the second degree of kinship:	59
9. Information on the total number of shares and equity interests held in a single enterprise by the Company, its directors or managerial officers, and/or any companies directly or indirectly controlled by the Company.	61
10. Companies meeting certain conditions under Article 7, Paragraph 2 shall prepare and disclose sustainability-related financial information in accordance with the following items and relevant laws and regulations; matters not stipulated therein shall be handled in accordance with the International Financial Reporting Standards Sustainability Disclosure Standards recognized by this Commission.	62
III. Funding Status	64
1. Capital and shares	64
2. Issuance of Corporate Bonds (including overseas corporate bonds):	70
3. Issuance of preference shares: No such situation for the Company.	72
4. Issuance of overseas depository receipts: No such circumstances.	72
5. Issuance of employees' stock option certificate and new restricted employee shares: No such circumstances.	72
6. Issuance of new shares in connection with mergers and acquisitions or with acquisitions of shares of other companies: No such circumstances.	72
7. Implementation of capital application plans: No such circumstances.	72
IV. Operational Overview	73
1. Business Activities	73

2.	Market and Sales Overview	80
3.	Information of employees for the two most recent years and up to the publication date of the Annual Report	88
4.	Environmental Protection Expenditure	88
5.	Labor Relations	88
6.	Information and Communication Security Management	91
7.	Important Contracts	92

V. Review and Analysis of Financial Status and Financial Performance and Risk

Assessment Matters	93	
1.	Analysis of financial status	93
2.	Financial performance	95
3.	Cash Flows	98
4.	The impact of major capital expenditures in the most recent year on the Company's finance: None.	99
5.	Policy on re-investment in other companies, main reasons for profit or losses resulting therefrom, improvement plans and investment plans for the upcoming fiscal year	99
6.	Risk assessments shall evaluate the following items for the most recent year and up to the publication date of the Annual Report	101
7.	Other important matters : None.	105

VI. Special Items 106

1.	Relevant information on affiliates:	106
2.	Regarding the private placement of securities in the most recent year and up to the printing date of the annual report, the following should be disclosed: the date and amount approved by the shareholders' meeting or Board of Directors, the basis and reasonableness of price determination, the method of selecting specific persons and the necessity for the private placement, the private placement targets, their qualifications, subscription quantities, relationship with the Company, participation in company management, actual subscription (or conversion) price, difference between actual subscription (or conversion) price and reference price, impact of the private placement on shareholders' rights, utilization of funds from the private placement of securities from the time of receipt of payment until the completion of the fund utilization plan, the progress of plan implementation, and the manifestation of plan benefits: None.	110
3.	Other necessary supplementary information: None.	110

VII. Any events prescribed in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act with material impact on shareholders' equity or the price of the Company's securities that has occurred for the most recent year and up to the publication date of the Annual Report: None. 111

VIII. The information stipulated in Article 10, Paragraph 1, Subparagraph 3, Item 8, the first part of Subparagraph 7, Article 17, and Article 21, Subparagraphs 1 and 2, if already announced and reported on the information reporting website designated by the Commission, may be recorded in the annual report as an index for information inquiry, and the relevant announced and reported information shall be deemed as content recorded in the annual report. 111

I. Letter to Shareholders

Dear Shareholders,

Thank you for attending the 2026 Annual Shareholder's Meeting of the United Orthopedic Corporation. I would like to welcome everyone on behalf of the Company.

1. 2024 Operating Results

(1) Implementation results of business plan :

The Company's net operating revenue for 2025 NT\$2,830,109 thousand in 2024. The consolidated net operating revenue for 2025 was NT\$5,655,418 thousand, an increase of 21.5% compared to NT\$4,653,130 thousand in 2024. In terms of profitability, the after-tax net income for 2025 was NT\$571,471 thousand, an increase of 24.1% compared to the after-tax net income of NT\$460,381 thousand in 2024.

(2) Budget execution

The Company's undisclosed budget amount and overall operating conditions were roughly the same with the original operating plan for 2025 in accordance with the current laws.

(3) Consolidated income and expenses and profitability analysis

1. Consolidated income and expenses

Unit: NTD thousand

Item	2025	2024
Net Profit for the Period	571,471	460,381
Cash Inflow from Operating Activities	1,025,827	717,289
Cash outflow from investing activities	(714,922)	(563,600)
Cash inflow from financing activities	(238,231)	(14,339)
Effects of exchange rate changes on the balance of cash held in foreign currencies	(20,547)	22,312
Increase (Decrease) in Cash and Cash Equivalents	52,127	161,662
Opening balance of cash and cash equivalents	449,020	449,020
Ending balance of cash and cash equivalents	662,809	610,682

2. Consolidated profitability analysis

In 2025, the Group's annual revenue was NT\$5,655,418 thousand, an increase of NT\$1,002,288 thousand from the previous year's revenue of NT\$4,653,130 thousand. After-tax net profit was NT\$571,471 thousand, an increase of NT\$111,090 thousand from the previous year's after-tax net profit of NT\$460,381 thousand. Earnings per share were NT\$5.83, an increase of NT\$1.09 from the previous year's earnings per share of NT\$4.74, mainly due to the growth in revenue, gross profit, and operating profit.

(4) R&D status

In 2025, the Group's research and development expenses, including the expenditure on research and development costs under development, amounted to NT\$314,853 thousand, an increase of NT\$96,277 thousand from 2024, accounting for 5.6% of the revenue in 2025. Various new product development plans are also progressing methodically.

2. Business Plan Summary for Fiscal Year 2026

(1) Operating objectives

Within the artificial joint industry in which the Company specializes, the compound annual growth rate of the industry was approximately 6% over the five-year period from 2021 to 2025, while the Company maintained annual growth of over 20% during the same period. This indicates that the Company's revenue growth has not only benefited from the natural market growth driven by an aging population, but has also successfully gained market share, demonstrating that the Company has benefited from new product launches while also achieving significant results through market channel expansion and promotional reinforcement.

Looking ahead to 2026, the Company will build upon its existing development foundation and continue to deepen its market presence across three major business regions (Asia Pacific, Americas, and Europe, Middle East & Africa). As operations in each region gradually mature, accompanied by new products successively obtaining marketing approvals and continued expansion of new customers, this is expected to further support the Company's operational growth momentum.

Furthermore, the Company will continue to invest in product research and development and innovation, strengthen product competitiveness and optimize the product portfolio, and steadily drive growth in business scale and profitability improvement through operational efficiency enhancement and market expansion strategies, so as to strengthen overall competitive advantages and create long-term stable value for shareholders.

(2) Estimated Sales Volume and Supporting Information

Unit: pcs

Main products	Projected sales targets for 2026
	Quantity
Artificial joints	522,294
Spinal products	81,013

Note: Other product incomes are not listed because no data on the quantities are available.

The sales targets for 2026 are based on the basic presumption of the Company's future business development, product orders and market supply and demand conditions, and are formulated in accordance with the Company's production capacity.

(3) Significant Sales and Production Policies

Faced with the company's high annual growth rate of 20% in recent years, the demand for related products and surgical instruments has increased in tandem. The company has conducted a comprehensive assessment of its current and expandable future production capacity, which is sufficient to support business needs through 2027. Production planning and strategic deployment for the future have already been initiated to ensure that all capacity deployments are completed ahead of schedule under strong market demand, maintaining a stable supply chain.

3. Future Corporate Development Strategy

United Orthopedic's core products are high-end medical device artificial joint implants, which must be implanted in the human body to replace patients' joint functions, with an expected service life of 20 to 30 years. Given that physicians are responsible for the long-term well-being of their patients, they have extremely high requirements for product quality, functionality, and suitability.

As a brand independently developed and designed in Taiwan, being able to compete alongside world-class manufacturers in the international market is a remarkable achievement. After thirty years of dedicated development, United Orthopedic not only matches international leading brands in quality and functionality, but has also established the following competitive core strengths:

- **Global Direct Sales Network:** Wholly-owned subsidiaries have been established in high-income markets worldwide, engaging directly with physicians and customers to gain professional recognition and build an independently controlled marketing network.
- **Vertical Integration Advantage:** Full command of an end-to-end vertically integrated system encompassing R&D and design, manufacturing and production, through to terminal sales.
- **Global Service:** Real-time service is provided through a wholly-owned network spanning Europe, the Americas, Asia, and Australasia.

With this solid foundation, the company has secured the initiative for future development and laid an enduring cornerstone for sustainable business operations.

4. Impact of the competitive environment, regulatory environment, and overall business environment

In the overall business environment, increasingly stringent regulatory requirements have become the norm in the artificial joint industry. While this trend has raised the barriers to entry in the industry, it has also led to the concentration of resources among large enterprises with strong regulatory compliance capabilities. United Orthopedic possesses extensive practical experience in global regulatory affairs and a professional team capable of meeting various international regulatory requirements while effectively responding to changes in the external competitive environment, ensuring the company maintains long-term and stable sustainable operations even under rigorous regulatory challenges.

II. Corporate Governance Report

1. Information on Directors, President, Vice-President, Assistant General Managers, and Heads of Departments and Branches

(1) Directors

1. Director Information

April 18, 2026

Title	Nationality or Place of Registration	Name	Gender	Age	Date Elected	Term	Date First Elected	Shares Held on Election		Shares currently held		Shares currently held by Spouse and Children		Shares Held in the Name of Other Persons		Main (Educational) Working Experiences	Positions currently held in the Company and other companies	Any executive officer, director, or supervisor who is a spouse or relative within the second degree of kinship			Notes
								Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio			Title	Name	Relationship	
								Number of Preference Shares		Number of Preference Shares		Number of Preference Shares		Number of Preference Shares							
Chairman	Republic of China	Lin, Yan-Sheng	Male	71-80 years old	2023.06.16	3 years	1993.03.05	2,752,441	3.33%	2,181,441	2.26%	287,000	0.30%	0	0.00%	Bachelor in Public Relations, Shih Hsin University Manager of 3M, USA President, Chuan-Yi Investment Inc. Director, Chuan-Yi Investment Inc. Supervisor, Taiwan Home Care Co.,Ltd Chairman, UOC America Holding Corporation	Chairperson of the Strategy Committee, United Orthopedic Corporation UOC USA INC. Chairman Director, Shinva United Orthopedic Corporation President, A-Spine Asia Co., Ltd. Director, United Orthopedic Japan Inc. Chairman, UOC Europe Holding SA Director of United Orthopedic (Australia) Pty Ltd.	Directors	Lin Deqiong	Father and son	-
								42,000	0.79%	0	0.00%	0	0.00%	0	0.00%						
Directors	Republic of China	Hau, Hai-Yen	Male	61-70 years old	2023.06.16	3 years	1997.05.15	698,646	0.84%	763,646	0.79%	0	0.00%	0	0.00%	Doctor of Philosophy in Electrical Engineering, Purdue University Associate Professor of Electrical Engineering, National Taiwan University Vice President, Financial Business Group of the Institute for Information Industry Chairman, Rong Sheng Xin Cheng Co., Ltd.	Director, Rong Sheng Xin Cheng Co., Ltd. Independent director, Walton Advanced Engineering, Inc.	None.	None.	None.	-
								65,000	1.22%	0	0.00%	0	0.00%	0	0.00%						
Directors	United Kingdom	Ng Chor Wah Patrick	Male	61-70 years old	2023.06.16	3 years	2005.06.16	1,470,139	1.78%	1,670,425	1.73%	0	0.00%	0	0.00%	The Hong Kong Polytechnic University ROLM (IBM) HK LIMITED Managing Director MEDTRONIC SOFAMOR DANEK CHINA Country Manager STRYKER PACIFIC LTD Vice president Director, Only care Medical Company Ltd.	Director, Onlycare Medical Company Ltd Director, Shinva United Orthopedic Corporation	None.	None.	None.	-
								130,286	2.44%	0	0.00%	0	0.00%	0	0.00%						
Directors	Republic of China	Lin Deqiong	Male	41-50 years old	2023.06.16	3 years	2020.06.16	1,052,461	1.27%	1,913,461	1.98%	0	0.00%	0	0.00%	Bachelor in Engineering, National Taiwan University Senior Assistant General Manager of Overseas Business Department, Micro-Star International Co., Ltd. MSI Computer SARL Managing Director MSI Iberia Managing Director	General Manager, United Orthopedic Corporation General Manager, UOC USA Inc.- Director of United Orthopedic (Australia) Pty Ltd. President, UOC Europe Holding SA President Representative of corporate director, United Orthopedic Corporation (France)	Chairman	Lin, Yan-Sheng	Father and son	-
								88,000	1.65%	0	0.00%	0	0.00%	0	0.00%						
Directors	Republic of China	Yi Sheng Co., Ltd.	-	-	2025.06.17	3 years	2025.06.17	3,113,000	3.23%	3,113,000	3.23%	0	0.00%	0	0.00%	None. Master of Science in Management Science and Engineering, Columbia University, USA McKinsey & Company Consultant	None.	None.	None.	-	
		Hung, Chung-Kai	Male	31-40 years old				0	0.00%	0	0.00%	0	0.00%	0	0.00%						Strategic Planning Manager at Catcher Technology Co., Ltd. Representative of corporate director at Catcher Medtech Co., Ltd. Representative of corporate director at Ren Yi Medical Materials Technology Co., Ltd. Representative of corporate director at Ren He Medical Materials Technology Co., Ltd. Representative of corporate director at Pacific Hospital Supply Company Limited Representative of corporate director at Bioteque Medical Phil. Inc. Representative of corporate director at Yung Ming Biotechnology Investment Co., Ltd.

Title	Nationality or Place of Registration	Name	Gender Age	Date Elected	Term	Date First Elected	Shares Held on Election		Shares currently held		Shares currently held by Spouse and Children		Shares Held in the Name of Other Persons		Main (Educational) Working Experiences	Positions currently held in the Company and other companies	Any executive officer, director, or supervisor who is a spouse or relative within the second degree of kinship			Notes
							Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio			Title	Name	Relationship	
Independent Director	Republic of China	Liu, Chien-Lin	Male 71-80 years old	2023.06.16	3 years	2020.06.16	80,482	0.10%	183,000	0.19%	0	0.00%	0	0.00%	Medical Studies, National Defense Medical Center Director of Orthopedics Department and Deputy Dean of Medical Care, Taipei Veterans General Hospital Professor and Director of Orthopedics, National Yang-Ming University Dean, Lotung Poh-Ai Hospital Chairman, Taiwan Spine Society Chairman, Taiwan Orthopaedic Association	Consultant doctor, Taipei Veterans General Hospital Consultant doctor, Cheng Hsin General Hospital Professor, College of Medicine, National Yang-Ming Chiao Tung University Professor, National Defense Medical Center Chairman, Chinese Orthopaedic Promotion Society Member of Spine and Spinal Cord Professional Committee, Chinese Association of Rehabilitation Medicine Member of Orthopaedic Section of Cross-straits Medicine Exchange Association	None.	None.	None.	-
							107,505	2.01%	0	0.00%	0	0.00%	0	0.00%						
Independent Director	Republic of China	Lee, Kuen-Chang	Male 51-60 years old	2023.06.16	3 years	2020.06.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Doctor in Management, National Central University Master in Accounting, Soochow University Master of Laws, Soochow University Director, Taiwan Rule of Law and Accounting Association Committee Member, Taiwan Board Performance Advancement Association Committee Member of Taiwan Corporate Governance Association Chair, Department of Accounting, Soochow University Dean of Student Affairs, Soochow University CEO, Fintech Development Center of Business School, Soochow University	Professor, Graduate Institute of Law, Soochow University Professor, Graduate Institute of Finance and Economics Law, Fu Jen Catholic University President, Taiwan Association of Law and Accounting Independent Director, Eastern Media International Corporation Independent Director, Tatung Fine Chemicals Co.	None.	None.	None.	-
							0	0.00%	0	0.00%	0	0.00%	0	0.00%						
Independent Director	Republic of China	Wu, Meng-Da	Male 51-60 years old	2023.06.16	3 years	2020.06.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master, Graduate Institute of Accounting, National Taiwan University Accounting, National Chengchi University. Director, Taipei City CPA Association Director of PwC Taiwan Team Leader, Deloitte & Touche Member of Audit Standard Committee, Accounting Research and Development Foundation Independent Director, Gourmet Master Co., Ltd.	Partnership CPA, Crowe (TW) CPAs Independent Director, FunYours Technology Co., Ltd. Independent Director, Gourmet-KY Member of Valuation and Forensic Accounting Committee, National Federation of CPA Associations of the R.O.C.	None.	None.	None.	-
							0	0.00%	0	0.00%	0	0.00%	0	0.00%						
Independent Director	Republic of China	Chen, Li-Ju	Female 51-60 years old	2023.06.16	3 years	2023.06.16	0	0.00%	0	0.00%	0	0.00%	0	0.00%	Master of Business Administration from the College of Commerce, National Chengchi University. Accounting, National Chengchi University. Audit Team Leader, Chung Hsin Certified Public Accountants Firm. Audit Team Leader, Micro-Star International Co., Ltd. Finance manager, Mycenax Biotech Inc. Chairman, Pinnan Cable TV Co., Ltd. Supervisor, Eastern Multimedia Group. Project Finance and Accounting Consultant, Carlyle Asia Investment Ltd. Operations Manager, Comtrend Corp. Administration and Finance General Manager, Melchers Trading GmbH Taiwan Branch (Germany.)	Principle, CHEN LI JU Certified Public Accountants Office. Management Consultant, Advanced Chen International Co., Ltd.	None.	None.	None.	-
							0	0.00%	0	0.00%	0	0.00%	0	0.00%						

Note 1: If the Company's Chairman and President or equivalent position (highest-level manager) are the same person, spouses, or first-degree relatives, the reasons, reasonableness, necessity, and corresponding measures (e.g., increasing the number of independent directors, with more than half of the directors not concurrently serving as employees or managers) shall be disclosed: The Company's Chairman and President are first-degree relatives. Matters pertaining to the decision-making authority of the Board of Directors have been communicated and discussed with Board members to implement corporate governance, and more than half of the Board members do not concurrently serve as employees or managers. To strengthen the Board of Directors' supervisory functions, the Company elected 4 independent directors at the 2023 Annual General Shareholders' Meeting, in compliance with relevant laws and regulations.

2. Major shareholders of institutional shareholders

March 31, 2026

Name of Institutional Shareholder	Major shareholders of institutional shareholders:
Yi Sheng Co., Ltd.	Catcher Technology Co., Ltd. (100%)

3. Major Shareholders of Institutional Shareholders Where the Major Shareholder is Also an Institutional Shareholder

March 31, 2026

Name of Institutional Shareholder	Major shareholders of institutional shareholders (Note 2)
Catcher Technology Co., Ltd.	Capital Tip Customized Taiwan Select High Dividend ETF Securities Investment Trust Fund (6.23%), Taishin International Bank Co., Ltd. as trustee for Cathay Taiwan High Dividend Umbrella Securities Investment Trust Fund – Taiwan ESG Sustainability High Dividend ETF Securities Investment Trust Fund (5.22%), Taipei Fubon Commercial Bank Co., Ltd. as trustee for Fuh Hwa Taiwan Technology High Dividend ETF Securities Investment Trust Fund (4.26%), Yuanta Taiwan High Dividend Fund (4.17%), ClearBridge Investments (3.14%), Deneng Investment Co., Ltd. (2.88%), Kuo Su-Mei (2.59%), Taiwan Business Bank Co., Ltd. as trustee for UOB Taiwan High Dividend Recovery ETF Securities Investment Trust Fund (2.57%), Hung Wei-Hsiu (2.06%), Hung Tien-Tzu (1.8%)

4. Disclosure of Professional Qualifications of Directors and Independence of Independent Directors:

Condition Name	Professional Qualifications and Experiences (Note 1)	Independence Status	Concurrent Positions at Other Public Companies Number of Independent Directorships Concurrently Held at Other Public Companies
Lin, Yan-Sheng Chairman	<p>Chairman Lin, Yan-Shen has been involved in orthopedic device distribution for many years. With his extensive experience in orthopedic medical device marketing and operations, he founded our company and established our own brand in 1993. Over the past 30 years, our company's products have received numerous international awards and gained the trust and support of physicians and patients in 52 countries worldwide.</p> <p>Chairman Lin possesses professional qualifications and experience in leadership decision-making, business management, operational judgment, and commercial and business affairs.</p>	Not applicable.	None.
Lin Deqiong Directors	Director Lin currently serves as the President of the Company, UOC USA Inc., and UOC Europe Holding SA. Possesses professional experience in commerce, marketing, and business operations.		None.
Hau, Hai-Yen Directors	Director Hao currently serves as Director of Rong Sheng Xin Cheng Co., Ltd. and Independent Director of Walton Advanced Engineering, Inc. Possesses professional experience in commerce, marketing, and business operations.		1
Ng Chor Wah Patrick Directors	Director Wu currently serves as Director of Shandong Xinhua United Orthopedic Corporation. Possesses professional experience in commerce, marketing, and business operations.		None.
Representative of Yi Sheng Co., Ltd.: Hung, Chung-Kai Directors	Director Hung currently serves as the Strategic Planning Manager of Catcher Technology Co., Ltd., and acts as the representative of institutional directors f Possesses extensive experience in strategic planning and industrial strategy deployment.		None.

Liu, Chien-Lin Independent Director	Independent Director Liu currently serves as a Consultant Physician at Taipei Veterans General Hospital. Possesses extensive professional experience in the treatment of scoliosis, spinal fractures and trauma, as well as various types of spinal surgeries, which contributes to the development of the Company's research and development technologies.	1. Complies with relevant regulations of Article 14-2 of the Securities and Exchange Act promulgated by the Financial Supervisory Commission and the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies (Note 2). 2. Except for Independent Director Liu, Chien-Lin who holds 183,000 shares of the Company's common stock, the remaining independent directors (whether in their own name or using others' names), their spouses, and minor children do not hold any shares of the Company's common stock. 3. No compensation has been received for providing audit, business, legal, financial, accounting, or other services to the Company or its affiliated enterprises in the past two years.	None.
Lee, Kuen-Chang Independent Director	Independent Director Lee currently serves as a Professor in the Department of Accounting at Soochow University. Possesses extensive professional experience in corporate governance, financial analysis, industry development, and technology applications.		2
Wu, Meng-Da Independent Director	Independent Director Wu currently serves as a Partner at Crowe (Taiwan) CPAs. Possesses extensive professional experience in financial accounting and corporate governance.		2
Chen, Li-Ju Independent Director	Independent Director Chen currently serves as the Director of Chen Li-Ju CPA Firm. Possesses extensive professional experience in financial accounting, business management, and corporate governance.		None.

Note 1: None of the Company's directors are subject to any of the circumstances set forth in the subparagraphs of Article 30 of the Company Act.

Note 2:

1. Not elected pursuant to Article 27 of the Company Act as a government entity, juridical person, or its representative.
2. Concurrently serves as an independent director in other Taiwanese public companies, not exceeding three companies.
3. Has not experienced any of the following circumstances within two years prior to election or during the term of office:
 - (1) An employee of the company or its affiliated enterprises.
 - (2) A director or supervisor of the company or its affiliated enterprises.
 - (3) A natural person shareholder who holds shares, in the name of himself/herself or others, in an aggregate amount of 1% or more of the total number of issued shares of the company, or who ranks among the top ten shareholders in terms of shareholding.
 - (4) (1) A spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any manager listed in (1) or any of the persons listed in (2) and (3).
 - (5) A director, supervisor, or employee of a legal entity shareholder that directly holds 5% or more of the total issued shares of the company, is among the top five shareholders in terms of shareholding, or appoints a representative to serve as a director of the company in accordance with Article 27 of the Company Act.
 - (6) A director, supervisor, or employee of another company where a majority of the company's director seats or voting shares are controlled by the same person.
 - (7) A director (council member), supervisor (supervisory council member), or employee of another company or institution where the chairperson, president, or person holding an equivalent position is the same person as, or the spouse of, the chairperson, president, or person holding an equivalent position of the company.
 - (8) A director (council member), supervisor (supervisory council member), manager, or shareholder holding 5% or more of the shares of a specific company or institution with which the company has financial or business dealings.
 - (9) A professional who provides the company or any of its affiliates with commercial, legal, financial, accounting, or related services and has received compensation in an aggregate amount exceeding NT\$500,000 in the most recent two years, or an owner, partner, director (council member), supervisor (supervisory council member), manager, or their spouse of a sole proprietorship, partnership, company, or institution that provides such services.

5. Board Diversity and Independence:

The company's Board of Directors has established the Director Election Procedures, which stipulates that the selection of directors should consider the overall composition of the Board of Directors, as well as the knowledge, skills, and qualities possessed by the directors, and the overall capabilities that should be possessed. The qualifications and independence of independent director candidates must also comply with the provisions of the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies.

The specific management objective of the Company's diversification policy is for either gender to hold at least one-third of the director seats. The current Board of Directors consists of 9 members with diverse backgrounds, including expertise in different industries, academia, and accounting. The 4 independent directors account for approximately 44% of all director seats. Only 2 directors are within second-degree kinship relations, not exceeding half of the total seats. Directors concurrently serving as managers number 2, accounting for approximately 22%, which does not exceed one-third of the director seats. There is 1 female director, accounting for approximately 11% of all director seats, which has not yet reached one-third, primarily because the composition of the Board has historically emphasized professional diversity, resulting in a slower pace of gender diversification. The Company will continue to pay attention to outstanding female candidates with relevant expertise and will prioritize the nomination of female director candidates at the 2026 Annual General Shareholders' Meeting re-election, in order to achieve the goal of either gender holding at least one-third of the director seats.

The diversity policy for the company's Board members and its implementation are as follows:

Diversity Items Name	Basic composition									Core item									
	Nationality	Gender	Employee status	Age						Length of service as independent directors		Business	Accounting and	Operation	Crisis handling	Industry knowledge	International market	Leadership	Decision-making
				31-40 years old	41-50 years old	51-60 years old	61-70 years old	71-80 years old	Less than 3 years	3 to 6 years									
Lin, Yan-Sheng	Republic of China	Male	✓	-	-	-	-	✓	-	-	✓	✓	✓	✓	✓	✓	✓	✓	
Lin Deqiong	Republic of China	Male	✓	-	✓	-	-	-	-	-	✓	-	✓	✓	✓	✓	✓	✓	
Hau, Hai-Yen	Republic of China	Male	-	-	-	-	✓	-	-	-	✓	✓	✓	✓	✓	✓	✓	✓	
Ng Chor Wah Patrick	United Kingdom	Male	-	-	-	-	✓	-	-	-	✓	✓	✓	✓	✓	✓	✓	✓	
Representative of Yi Sheng Co., Ltd.:	Republic of China	Male	-	✓	-	-	-	-	-	-	✓	✓	✓	✓	✓	✓	✓	✓	

Diversity Items Name	Basic composition								Core item									
	Nationality	Gender	Employee status	Age					Length of service as independent directors		Business	Accounting and	Operation	Crisis handling	Industry knowledge	International market	Leadership	Decision-making
				31-40 years old	41-50 years old	51-60 years old	61-70 years old	71-80 years old	Less than 3 years	3 to 6 years								
Hung, Chung-Kai																		
Liu, Chien-Lin Independent Director	Republic of China	Male	-	-	-	-	-	√	-	√	√	√	√	√	√	√	√	
Lee, Kuen-Chang Independent Director	Republic of China	Male	-	-	-	√	-	-	-	√	√	√	√	√	√	√	√	
Wu, Meng-Da Independent Director	Republic of China	Male	-	-	-	√	-	-	-	√	-	√	-	√	-	-	-	
Chen, Li-Ju Independent Director	Republic of China	Female	-	-	-	√	-	-	√	-	√	√	√	-	√	-	√	

(2) Information on President, Vice President, Assistant General Managers, and Heads of Departments and Branches

April 18, 2026

Title (Note 1)	Nationality	Name	Gender	Date Elected	Shares held		Shares held under spouse or minor children's names		Shares Held in the Name of Other Persons		Main Experience (Education) (Note 2)	Positions currently held in other companies	Managers who have spousal or second-degree kinship within the Company			Remark (Note 3)
					Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio	Number of Common Stocks	Shareholding Ratio			Title	Name	Relationship	
Chairperson of the Strategy Committee	Republic of China	Lin, Yan-Sheng	Male	2008.06.30	2,181,441	2.26%	287,000	0.30%	0	0.00%	Bachelor in Public Relations, Shih Hsin University Manager of 3M, USA President, Chuan-Yi Investment Inc. Director, Chuan-Yi Investment Inc. Supervisor, Taiwan Home Care Co.,Ltd Chairman of UOC America Holding Corporation	Chairman, United Orthopedic Corporation UOC USA INC. Chairman Director, Shinva United Orthopedic Corporation President, A-Spine Asia Co., Ltd. Director, United Orthopedic Japan Inc. Chairman, UOC Europe Holding SA Director of United Orthopedic (Australia) Pty Ltd.	President	Lin Deqiong	Father and son	-
President	Republic of China	Lin Deqiong	Male	2024.07.01	1,913,461	1.98%	0	0.00%	0	0.00%	Bachelor in Engineering, National Taiwan University Senior Assistant General Manager of Overseas Business Department, Micro-Star International Co., Ltd. MSI Computer SARL Managing Director MSI Iberia Managing Director	General Manager, United Orthopedic Corporation General Manager, UOC USA Inc.- Director of United Orthopedic (Australia) Pty Ltd. President, UOC Europe Holding SA President Representative of corporate director, United Orthopedic Corporation (France)	Chairperson of the Strategy Committee	Lin, Yan-Sheng	Father and son	-
Vice President	Republic of China	Liao, Chien-Chong	Male	2016.07.01	10,214	0.01%	0	0.00%	0	0.00%	Graduate School of Engineering, School of Technology and Engineering of National Yang Ming University Project Manager, United Orthopedic Corporation Assistant Professor, National Taiwan University Director, United Orthopedic Japan Inc.	Director, President, A-Spine Asia Co., Ltd. Director, Shinva United Orthopedic Corporation	None.	None.	None.	-
Vice President and Director of Information Management Department	Republic of China	Peng, Yu-Hsing	Female	2016.10.01	109,653	0.11%	0	0.00%	0	0.00%	Statistics, Tamkang University Financial Manager, Chuan-Yi Investment Inc. President, Taiwan Home Care Co.,Ltd	Director, United Orthopedic Japan Inc.	None.	None.	None.	-
Director, Research and Developing Center	Republic of China	Ho, Fang-Yuan	Female	2016.07.01	586	0.00%	0	0.00%	0	0.00%	Graduate Institute of Materials Science & Engineering, National Taiwan University Assistant Researcher, Mackay Memorial Hospital	None.	None.	None.	None.	-
Director, Operating Center	Republic of China	Chou, Ching-Long	Male	2016.07.01	20,000	0.02%	0	0.00%	0	0.00%	Mechanical Engineering Ph.D., National Cheng Kung University Metal Industries Research & Development Center— Vice Director of Department of Medical Equipment and Optoelectronic Equipment Secretary-general, Taiwan Forging Association Secretary-General, Taiwan Titanium Metal Association	None.	None.	None.	None.	-
Director of Business Center	Republic of China	Huang, Wen-Hsuan	Female	2021.02.01	0	0.00%	0	0.00%	0	0.00%	Master in Biotechnology Advanced Management (In-service) of College of Management, Taipei Medical University Director of Domestic Business Department, United Orthopedic Corporation Manager of Spine Products Division, Synthes Medical Taiwan Ltd. Home / Directory / Johnson & Johnson Medical Taiwan Ltd. Johnson & Johnson Medical Taiwan Ltd. Manager of Spine Products Division, Johnson & Johnson Medical Taiwan Ltd. National Sales and Marketing Manager of Neurovascular Intervention Division, Medtronic (Taiwan) Ltd.	None.	None.	None.	None.	--
Director, Department of Finance and Accounting	Republic of China	Teng, Yuan-Chang	Male	2016.10.03	16,360	0.02%	0	0.00%	0	0.00%	Business Administration, Tamkang University Department of Administration, University of Illinois Finance Department, Visera Technologies Co., Ltd. Pihsiang Machinery MFG. Co., Ltd. Supervisor, A-SPINE Asia Co., Ltd. Director, United Orthopedic Japan Inc.	None.	None.	None.	None.	-

Note 1: Information on President, Vice Presidents, Assistant General Managers, heads of departments and branches shall be included. Persons who hold positions equivalent to President, Vice Presidents, or Assistant General Managers shall also be disclosed, regardless of job title.

Note 2: Experience related to the current position. If the person has worked in the auditing accounting firm or affiliated companies during the aforementioned period, their job title and responsibilities should be specified.

Note 3: When the President or equivalent position (highest manager) and the Chairman are the same person, spouses, or first-degree relatives, the reasons, rationality, necessity, and corresponding measures (such as increasing the number of independent directors, and having more than half of the directors not serving as employees or managers) should be disclosed.

2. Compensation Paid to Directors, President and Vice Presidents in the Most Recent Year

- (1) The company may choose to disclose in aggregate by compensation range with names, or individually disclose names and compensation: Our company adopts the method of individually disclosing names and compensation.
- (2) If the company has any of the following situations, it should disclose the compensation of individual directors: Our company has the situation described in item 4 below, so we adopt individual disclosure.

1. Compensation of Directors (including Independent Directors) (Individual disclosure of names and compensation)

Unit: NTD thousand; 2025

Title	Name	Remuneration Paid to Directors								Remuneration Paid to Concurrent Employees								Ratio of Total Amount of A, B, C, D, E, F, and G to Net Income (Note 10)	Compensation from investees other than United's subsidiaries or Parent Company (Note 11)							
		Remuneration (A) (Note 2)		Retirement Pension (B)		Remuneration of Directors(C) (Note 3)		Business execution fees (D) (Note 4)		Ration of Total Amount of A, B, C and D to Net Income (%) (Note 10)		Salaries, Bonuses, and Special Expenses (E) (Note 5)		Retirement Pension (F)		Employee Remuneration (G) (Note 6)										
		The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements	The Company	All companies in the financial statements	The Company	All companies in the financial statements (Note 7)	The Company	All companies in the financial statements (Note 7)	The Company				All companies in the financial statements (Note 7)		The Company	All companies in the financial statements			
																Cash Amount	Stock Amount	Cash Amount	Stock Amount							
Chairman	Lin, Yan-Sheng	0	0	0	0	4,819	4,819	0	0	4,819	4,819	0.86%	0.86%	10,098	10,098	0	0	5,257	0	5,257	0	20,174	20,174	3.59%	3.59%	None.
Directors	Chun-Sheng Lin	0	0	0	0	2,410	2,410	0	0	2,410	2,410	0.43%	0.43%	0	0	0	0	0	0	0	0	2,410	2,410	0.43%	0.43%	None.
Directors	Hau, Hai-Yen	0	0	0	0	2,410	2,410	0	0	2,410	2,410	0.43%	0.43%	0	0	0	0	0	0	0	0	2,410	2,410	0.43%	0.43%	None.
Directors	Ng Chor Wah Patrick	0	0	0	0	4,819	4,819	0	0	4,819	4,819	0.86%	0.86%	0	0	0	0	0	0	0	0	4,819	4,819	0.86%	0.86%	None.
Directors	Lin Deqiong	0	0	0	0	4,819	4,819	0	0	4,819	4,819	0.86%	0.86%	6,828	16,428	0	0	3,707	0	3,707	0	15,354	24,954	2.73%	4.44%	None.
Independent Directors	Lee, Kuen-Chang	0	0	0	0	1,560	1,560	0	0	1,560	1,560	0.28%	0.28%	0	0	0	0	0	0	0	0	1,560	1,560	0.28%	0.28%	None.
Independent Directors	Wu, Meng-Da	0	0	0	0	600	600	0	0	600	600	0.11%	0.11%	0	0	0	0	0	0	0	0	600	600	0.11%	0.11%	None.
Independent Directors	Liu, Chien-Lin	0	0	0	0	600	600	0	0	600	600	0.11%	0.11%	0	0	0	0	0	0	0	0	600	600	0.11%	0.11%	None.
Independent Directors	Chen, Li-Ju	0	0	0	0	600	600	0	0	600	600	0.11%	0.11%	0	0	0	0	0	0	0	0	600	600	0.11%	0.11%	None.

1. Please describe the compensation policy, system, standards, and structure for Independent Directors, and explain the relationship between compensation amounts and their responsibilities, risks, time commitment, and other factors:
For remuneration to Directors and Independent Directors of the Company, the Board of Directors is authorized to decide on the amount based on the extent of involvement of each Director in the Company's business and the value contributed thereby, and by referring to the normal payment standards of the peers domestically and abroad.
2. Other than disclosures in the table above, remuneration paid to directors for providing services (such as consulting services as a non-employee for the parent company/all companies in the financial statements/reinvestments) in the most recent year: None.

Executive Compensations by Level

1. Table of Remuneration Ranges for Directors	Name			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)	
	The company (Note 8)	All companies in the financial statements (Note 9) H	The company (Note 8)	All companies in the financial statements (Note 9) I
Less than NT\$1,000,000	Wu, Meng-Da Liu, Chien-Lin; CHEN, LI-JU	Wu, Meng-Da Liu, Chien-Lin; CHEN, LI-JU	Wu, Meng-Da Liu, Chien-Lin; CHEN, LI-JU	Wu, Meng-Da Liu, Chien-Lin; CHEN, LI-JU
NT\$1,000,000 (included) ~NT\$2,000,000 (not included)	Lee, Kuen-Chang	Lee, Kuen-Chang	Lee, Kuen-Chang	Lee, Kuen-Chang
NT\$ 2,000,000 (included)~NT\$ 3,500,000 (not included)	Chun-Sheng Lin; Hau, Hai-Yen	Chun-Sheng Lin; Hau, Hai-Yen	Chun-Sheng Lin; Hau, Hai-Yen	Chun-Sheng Lin; Hau, Hai-Yen
NT\$3,500,000 (included) ~NT\$5,000,000 (not included)	Lin, Yan-Shen; Ng Chor Wah Patrick; LIN Deqiong	Lin, Yan-Shen; Ng Chor Wah Patrick; LIN Deqiong	Ng Chor Wah Patrick	Ng Chor Wah Patrick
NT\$ 5,000,000 (included)~NT\$ 10,000,000 (not included)	None.	None.	None.	None.
NT\$ 10,000,000 (included)~NT\$ 15,000,000 (not included)	None.	None.	None.	None.
NT\$ 15,000,000 (included)~NT\$ 30,000,000 (not included)	None.	None.	Lin, Yan-Shen; LIN Deqiong	Lin, Yan-Shen; LIN Deqiong
NT\$ 30,000,000 (included)~NT\$ 50,000,000 (not included)	None.	None.	None.	None.
NT\$ 50,000,000 (included)~NT\$ 100,000,000 (not included)	None.	None.	None.	None.
More than NT\$100,000,000	None.	None.	None.	None.
Total	9 person	9 person	9 person	9 person

Note 1: The names of directors shall be listed separately (names of institutional shareholders and representatives shall be listed separately); directors and independent directors shall be listed separately, and the payment amounts shall be disclosed collectively. If directors concurrently serve as the president or vice presidents, please complete this table and table (3-1) or the below table (3-2-1) and (3-2-2).

Note 2: Refers to v of directors for the most recent year (includes director salary, additional compensation, severance pay, various bonuses, incentive pay).

Note 3: Refers to remuneration provided to directors as approved by the board of directors for the most recent year.

Note 4: Refers to relevant business expenses incurred by directors (including travel expenses, special disbursements, various allowances, accommodation, company car). If housing, vehicle or other means of transportation, or personal expenses are provided, the nature and cost of the assets provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. Where a driver is provided, record the remuneration paid to such driver. However, such remuneration should not be included.

Note 5: Refers to salary, bonuses, and allowances received by directors who are also employed by the Company (including as the president, vice president, other managerial officer or regular employee) over the past year and includes salary, additional compensation, severance pay, various bonuses, incentive pay, travel expenses, special disbursements, various allowances, living quarters, and company car. If housing, vehicle or other means of transportation, or personal expenses are provided, the nature and cost of the assets provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. Where a driver is provided, record the remuneration paid to such driver. However, such remuneration should not be included. Remunerations disclosed in accordance with IFRS 2 (Share-based Payment), including employee stock options, employee restricted new stock and shares subscribed from cash capital increase, shall also be calculated as part of the compensations.

Note 6: It refers to directors who also work as employees (including concurrent general managers, deputy general managers, and other managers and employees) and received employee remuneration (including stocks and cash) in the most recent year. The amount of employee remuneration that was authorized for distribution by the board of directors in the most recent year should be made public by the business. If it cannot be estimated, the proposed amount for distribution this year should be determined using the actual distribution ratio from the previous year, and Table 1-3 should also be completed.

Note 7: It should disclose the total amount of remuneration paid by all companies (including the company itself) in the consolidated financial statements to the company's directors.

Note 8: The remuneration provided by the Company to each director shall be disclosed as a range and the names of directors are disclosed by range of remuneration received.

Note 9: The consolidated financial statements should disclose the total remuneration paid to each director of the Company (including the Company itself) by all companies, with the names of the directors disclosed within their respective remuneration ranges.

Note 10: Net income refers to net income (after tax) of the parent company's financial statements or individual financial statements for the most recent year.

Note 11:a. This column should clearly list the amount of compensation that company directors receive from invested businesses other than subsidiaries or the parent company (if none, please fill in "none").

b. If a director of the Company receives remuneration from an invested company (other than subsidiaries) or the parent company, the said remuneration shall be included in Column I in Table of Remuneration Ranges and the name of the column shall be changed to "Parent Company and All Invested Companies" accordingly.

c. Remuneration refers to pay, bonuses (including bonuses to employees, directors, or supervisors) or expenses paid in the execution of business to the Company's directors who serve as director, supervisor, or managerial officer of an invested company (other than subsidiaries).

*The remuneration disclosed in this table is different from the concepts stipulated in the Income Tax Act. The purpose of this table is for information disclosure, not taxation

2. Remuneration of Supervisor: The Company has set up an audit committee from 2020. Thus, this table is not applicable.

3. Remuneration of the President and Vice President

Unit: NT\$ thousand; 2025

Title	Name	Remuneration (A) (Note 2)		Retirement Pension(B)		Bonuses and special expenses (C) (Note 3)		Employee Compensation (D)(Note 4)				Total of A, B, C and D and the percentage of net income after tax (%) (Note 8)		The parent company and all invested companies (Note 9)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chairperson of the Strategy Committee	Lin, Yan- Sheng	5,841	5,841	0	0	4,257	4,257	5,257	0	5,257	0	15,355 2.73%	15,355 2.73%	None.
President	Lin Deqiong	4,028	13,628	0	0	2,800	2,800	3,707	0	3,707	0	10,535 1.87%	20,135 3.58%	None.
Vice President	Liao, Chien- Chong	4,038	4,038	0	0	1,979	1,979	3,707	0	3,707	0	9,724 1.73%	9,724 1.73%	None.
Vice President	Peng, Yu- Hsing	3,545	3,545	0	0	1,799	1,799	3,707	0	3,707	0	9,051 1.61%	9,051 1.61%	None.

*Regardless of titles, remunerations of employees with position equivalent to General Manager and Deputy General Manager (such as president, CEO, director) shall be disclosed.

Executive Compensations by Level

Range of Remuneration Paid to President and Vice Presidents	Names of the president and vice presidents	
	The Company (Note 6)	Companies in the Consolidated Financial Statements (Note 7) E
Less than NT\$1,000,000.	None.	None.
NT\$1,000,000(inclusive) ~ NT\$2,000,000	None.	None.
NT\$2,000,000(inclusive) ~ NT\$3,500,000	None.	None.
NT\$3,500,000 (inclusive)~NT\$5,000,000	None.	None.
NT\$5,000,000 (inclusive)~NT\$10,000,000	Liao, Chien-Chong; Peng, Yu-Hsing	Liao, Chien-Chong; Peng, Yu-Hsing
NT\$10,000,000 (inclusive)~NT\$15,000,000	Lin Deqiong	None.
NT\$15,000,000 (inclusive)~NT\$30,000,000	Lin, Yan-Sheng	Lin, Yan-Shen; LIN Deqiong
NT\$30,000,000 (inclusive)~NT\$50,000,000	None.	None.
NT\$50,000,000 (inclusive)~NT\$100,000,000	None.	None.
More than NT\$100,000,000	None.	None.
Total	4 person	4 person

Note 1: Names of the President and Vice Presidents shall be disclosed separately and grouped into different remuneration levels. If a director also serves as the president or vice president, please fill in this table and the above table (1-1) or (1-2-1) and (1-2-2).

Note 2: Refers to salary, additional compensation, severance payment to the president and vice presidents for the most recent year.

Note 3: Refers to various bonuses, incentive payment, travel expenses, special disbursements, various allowances, accommodation, company car provided to the President and Vice Presidents for the most recent year. If housing, vehicle or other means of transportation, or personal expenses are provided, the nature and cost of the assets provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. Where a driver is provided, record the remuneration paid to such driver. However, such remuneration should not be included. Remunerations disclosed in accordance with IFRS 2 (Share-based Payment), including employee stock options, employee restricted new stock and shares subscribed from cash capital increase, shall also be calculated as part of the compensations.

Note 4: Refers to the amount of compensation (including stock or cash) to the general manager and deputy general managers approved for distribution by the board of directors for the most recent year. If such figure cannot be estimated, the proposed amount of compensation for distribution this year shall be based on the actual proportion distributed last year, and Table 1-3 should be completed accordingly.

Note 5: The total remuneration provided by all the companies (including the Company) to the President and Vice Presidents of the Company must be disclosed in the consolidated financial statement.

Note 6: The remuneration distributed to each President and Vice President is disclosed as a range and their names are disclosed by range of remuneration received.

Note 7: The total remuneration provided by all the companies (including the Company) to each President and Vice-President of the Company must be disclosed as a range and their names are disclosed by range of remuneration received.

Note 8: Net income refers to net income (after tax) of the parent company's financial statements or individual financial statements for the most recent year.

Note 9: a. This column should clearly list the amount of compensation received by the company's president and vice president(s) from subsidiaries other than the invested companies or the parent company (if none, please fill in "None").

b. If the president and vice presidents of the Company receive remuneration from invested companies other than subsidiaries or parent company, the remuneration received by the president and vice presidents of the Company from invested companies other than subsidiaries or parent company shall be included in Column E in the Remuneration Range Table, and the column heading shall be changed to "All Invested Companies".

c. Remuneration refers to pay, bonuses (including bonuses to employees, directors, or supervisors) or expenses paid in the execution of business to the Company's president and vice presidents who serve as director, supervisor or managerial officer of an invested company (other than subsidiaries).

* The remuneration disclosed in this table is different from the concepts stipulated in the Income Tax Act. The purpose of this table is for information disclosure, not taxation

4. Names of the managerial officer distributing employee remuneration and status of allocation

2025

	Title	Name	Stock Amount	Cash Amount	Total	The ratio (%) of total amount to the NIAT
Managers	Chairperson of the Strategy Committee	Lin, Yan-Sheng	0	26,545	26,545	4.7%
	President	Lin Deqiong				
	Vice President	Liao, Chien-Chong				
	Vice President	Peng, Yu-Hsing				
	Director, Operating Center	Chou, Ching-Long				
	Director, Research and Developing Center	Ho, Fang-Yuan				
	Director, Department of Finance and Accounting	Teng, Yuan-Chang				
	Director of Business Center	Huang, Wen-Hsuan				

Note 1: Individual names and titles shall be disclosed, but profits allocated may be disclosed as a total sum.

Note 2: Employee remunerations (including stock and cash) given to the managerial officers approved by the board of directors for the most recent year shall be disclosed. However, if an estimated figure cannot be derived, this year's budgeted compensations shall be calculated based on last year's actual compensations. Net income after tax (NIAT) refers to after-tax net income of the past fiscal year. For those adopting IFRS, NIAT refers to after-tax net income of each individual company or individual financial reports in the past fiscal year.

Note 3: The term "managerial officers" refers to the positions listed below, as provided in the Financial Supervisory Commission Memorandum No. 0920001301 of March 27, 2003:

- (1) President and its equivalent
- (2) Vice President and its equivalent
- (3) Assistant General Manager and its equivalent
- (4) Chief of Finance
- (5) Chief of Accounting
- (6) Other personnel with the authority to manage company affairs and signing authority.

Note 4: If the directors, president, and vice presidents of the Company receive employee remunerations (including stock and cash), please fill in Schedule 1-2 and this table as well.

- (3) If the Company exhibits one of the following matters, remuneration to individual director shall be disclosed:
1. For the parent company only financial statements or individual financial reports for the most recent three years that exhibit net losses after tax, remunerations to individual directors shall be disclosed. However, this does not apply to the parent company only financial statements or individual financial reports for the most recent year that exhibit net income after tax sufficient to make up for the losses: No such circumstances.
 2. If any director's shareholding has been insufficient for three or more consecutive months during the most recent fiscal year, the remuneration of individual directors shall be disclosed: This situation does not apply to the Company.
 3. For Directors who have pledged more than 50% of their shares in any of the three months of the past year, and the remuneration of the directors who have pledged more than 50% in any particular month their details be disclosed: No such circumstances.
 4. If the total remuneration received by all directors from all companies included in the financial report exceeds 2% of net income after tax, and any individual director receives remuneration exceeding NT\$15 million, the individual director's remuneration shall be disclosed: The total remuneration received by all directors of the Company exceeds 2% of net income after tax, and individual directors receive remuneration exceeding NT\$15 million; therefore, individual director remuneration is disclosed.
 5. The Company is ranked in the bottom two tiers in the corporate governance evaluation for the most recent year, or for the most recent year and up to the date of publication of the Annual Report, the Company's securities have been placed under an altered trading method, suspended from trading, delisted from the TWSE or TPEX, or the Corporate Governance Evaluation Committee has resolved that the Company shall be excluded from evaluation: The Company is ranked in the bottom two tiers for the corporate governance assessment and therefore the remuneration of the top five highest paid executives is disclosed in the following table (3).
 6. The average annual salary of the full-time non-supervisory employees in the Company is less than NT\$ 500,000: No such circumstances.
 7. For a publicly listed company whose after-tax net profit has increased by more than 10% in the most recent year, but the average annual salary of full-time employees who are not in managerial positions has not increased compared to the previous year: No such circumstances.
 8. For a publicly listed company whose after-tax profit or loss has declined by more than 10% and more than NT\$5 million in the most recent year, and the average remuneration for each director (excluding remuneration as an employee) has increased by more than 10% and more than NT\$100,000: No such circumstances.

(4) If the circumstance in the sub-item (1) or (5) of the preceding item applies to the Company, the Company shall disclose the individual remuneration paid to each of its top five management personnel:

Unit: NT\$ thousand; 2025

Title	Name	Remuneration (A) (Note 2)		Retirement Pension (B)		Bonuses and special expenses (C) (Note 3)		Employee Compensation (D)(Note 4)				Ratio of Total Amount of A,B, C and D to Net Income (%) (Note 6)		Compensation from investees other than United's subsidiaries or Parent Company (Note 7)
		The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company	All companies in the financial statements (Note 5)	The Company		All companies in the financial statements (Note 5)		The Company	All companies in the financial statements	
								Cash Amount	Stock Amount	Cash Amount	Stock Amount			
Chairperson of the Strategy Committee	Lin, Yan-Sheng	5,841	5,841	0	0	4,257	4,257	5,257	0	5,257	0	15,355 2.73%	15,355 2.73%	None.
President	Lin Deqiong	4,028	13,628	0	0	2,800	2,800	3,707	0	3,707	0	10,535 1.87%	20,135 3.58%	None.
Vice President	Liao, Chien-Chong	4,038	4,038	0	0	1,979	1,979	3,707	0	3,707	0	9,724 1.73%	9,724 1.73%	None.
Vice President	Peng, Yu-Hsing	3,545	3,545	0	0	1,799	1,799	3,707	0	3,707	0	9,051 1.61%	9,051 1.61%	None.
Division Director	Chou, Ching-Long	3,287	3,287	0	0	1,556	1,556	2,771	0	2,771	0	7,614 1.35%	7,614 1.35%	None.

Note 1: The so-called "five highest-paid executives" refer to the Company's managers, and the criteria for determining these managers shall be handled in accordance with the scope of application of "managers" as stipulated in the Order No. 0920001301 issued by the former Securities and Futures Commission of the Ministry of Finance on March 27, 2003. As for the principles for identifying the "top five highest-paid" individuals, it is based on the total amount of salaries, retirement pensions, bonuses, special allowances, and employee compensation received by the Company's managers from all companies within the consolidated financial statements (i.e., the sum of A+B+C+D), which are then ranked with the top five highest-paid individuals being identified. If the director is also the former head of office, he/she should complete this table and table (1-1) above.

Note 2: The salaries, salary increments, and severance pay of the top five highest paid executives in the most recent year are included.

Note 3: The amount of bonuses, incentives, car and travel expenses, special expenses, various allowances, dormitories, vehicles and other remuneration provided in-kind for the top five highest paid executives in the most recent year are included. If housing, vehicle or other means of transportation, or personal expenses are provided, the nature and cost of the assets provided, the rental calculated based on the actual cost or the fair market value, fuel, and other payments shall be disclosed. Where a driver is provided, record the remuneration paid to such driver. However, such remuneration should not be included. As stipulated in IFRS 2, share-based payments including obtaining employee stock options and employee restricted stock awards and participation in a cash capital increase shall be calculated as remuneration.

Note 4: The amount of employee remuneration (including stock and cash) approved by the board of directors for the top five highest paid executives in the most recent year is included, and if it is not possible to estimate, the proposed distribution for the current year in proportion to last year's actual distribution, should also be included in Schedule 1-3

Note 5: The aggregate amount of each of the remuneration paid to the top five highest paid executives of the Company by all companies in the consolidated report (including the Company) should be disclosed.

Note 6: Net income refers to net income (after tax) of the parent company's financial statements or individual financial statements for the most recent year.

Note 7: a. This column should state the remuneration received by the top 5 highest-paid managers from invested businesses other than subsidiaries or the parent company (if none, please fill in "none").
b. Remuneration refers to pay, bonuses (including bonuses to employees, directors, or supervisors) or expenses paid in the execution of business to the top 5 highest-paid who serve as director, supervisor, or managerial officer of an invested company (other than subsidiaries).

*The remuneration disclosed in this table is different from the concepts stipulated in the Income Tax Act. The purpose of this table is for information disclosure, not taxation

(5) Compare and analyze the total remuneration as a percentage of net income stated in the parent company only financial statements or individual financial reports, paid by the Company and by all consolidated entities for the most recent two years to the Company's directors, supervisors, president and vice presidents, and describe the policies, standards, and packages for payment of remuneration, procedures for determining remuneration and its linkage to business performance and future risk exposure.

1. The analysis of the total remuneration paid by the Company and all consolidated entities for the most recent two years to the Company's directors, supervisors, general manager and deputy general managers as a percentage of net income stated in the parent company only financial statements or individual financial reports:

Title		Ratio of Total Remuneration to Directors, Supervisors, President, and Vice Presidents Paid by the Company for 2024 to Net Income Stated in the Parent Company Only Financial Statements or Individual Financial Reports.	Ratio of Total Remuneration to Directors, Supervisors, President, and Vice Presidents Paid by the Company for 2024 to Net Income Stated in the Parent Company Only Financial Statements or Individual Financial Reports.	Ratio of Total Remuneration to Directors, Supervisors, President, and Vice Presidents Paid by the Company for 2025 to Net Income Stated in the Parent Company Only Financial Statements or Individual Financial Reports.	Ratio of Total Remuneration to Directors, Supervisors, President, and Vice Presidents Paid by the Company for 2025 to Net Income Stated in the Parent Company Only Financial Statements or Individual Financial Reports.
Directors	First 4 items	4.2%	4.2%	4.02%	4.02%
	First 7 items	8.3%	10.3%	8.6%	10.3%
Supervisors		0%	0%	0%	0%
President and Vice- Presidents		7.6%	9.6%	7.9%	9.7%

2. Policies, standards and packages for payment of remuneration, the procedures for determining remuneration, and its linkage to business performance and future risk exposure:

(1) Regarding directors' remuneration, the Company's director remuneration has been expressly stipulated in Article 20 of the Company's Articles of Incorporation. If the Company generates a profit in a given fiscal year, 12% shall be appropriated as employee compensation and no more than 3% as director remuneration in accordance with applicable laws. However, when the Company has accumulated losses (including adjustment on non-distributed earnings), the loss should offset first from profits. In case where the directors hold a separate position in the Company, the remuneration will be paid in accordance with the remuneration policy of the Company.

- (2) The remuneration for the President and Vice President is paid in accordance with the remuneration level in the industry, the functionality of their position and their contribution. made to the Company's operating objectives.
- (3) The procedure for determining the remuneration in the Company is based on the standards in the industry; in addition, performance bonus is distributed in accordance with the operational performance and personal contribution.
- (4) Relation to future risks: The Company has obtained liability insurance for the Directors, Supervisors and managerial officers. The financial operation of the Company are conducted under the conservative principle. There are no high risks and high leveraged investments in the two recent years, and there are no issuance of loans. Therefore, there are no risks arising from the situation.

3. Operations of Corporate Governance

(1) Operations of the Board of Directors

1. The Board met seven six times in 2025. The attendance of directors and supervisors is as follows:

Title	Name	Numbers of actual attendance	Attendance by proxy	The actual attendance rate (%)	Notes
Chairman	Lin, Yan-Sheng	6	0	100%	2023.06.16 re-elected
Directors	Chun-Sheng Lin	2	0	100%	Resignation effective 2025.06.16
Directors	Hau, Hai-Yen	6	0	100%	2023.06.16 re-elected
Directors	Ng Chor Wah Patrick	5	0	83.33%	2023.06.16 re-elected
Directors	Lin Deqiong	6	0	100%	2023.06.16 re-elected
Directors	Representative of Yi Sheng Co., Ltd.: Hung, Chung-Kai	3	1	75%	Newly elected by by-election on 2025.06.17
Independent Director	Liu, Chien-Lin	6	0	100%	2023.06.16 re-elected
Independent Director	Lee, Kuen-Chang	6	0	100%	2023.06.16 re-elected
Independent Director	Wu, Meng-Da	6	0	100%	2023.06.16 re-elected

2. Handling of Independent Director's Opinions:

(1) Matters listed in Article 14-3 of the Securities and Exchange Act:

The Company has set up an audit committee, thus the matters listed in Article 14-3 of the Securities and Exchange Act does not apply. For the description of matters listed in Article 14-5 of the Securities and Exchange Act, please refer to the Operation of the Audit Committee.

(2) Other resolutions that are objected and reserved by the Independent Directors and are documented or stated: None.

3. The implementation of recusal by directors from voting on resolutions where they have a conflict of interest is as follows:

Meeting Date	Proposal content	Recused director	Reasons for recusal	Voting
2025.03.07	The 2024 remuneration distribution plan for employees and directors	Lin, Yan-Shen; Chun-Sheng Lin; Ng Chor Wah Patrick; Hau, Hai-Yen; LIN Deqiong	Has a conflict of interest in this matter and therefore recused	Not participated
2025.03.07	Proposal on adjusting remuneration of managerial officer	Lin, Yan-Shen; LIN Deqiong		
2025.03.07	The KPI achievement and bonus calculation for Group's regional sales managers in 2024.	Lin, Yan-Shen; LIN Deqiong		
2025.08.11	The 2024 distribution plan for employee and director compensation.	Lin, Yan-Shen; Ng Chor Wah Patrick; Hau, Hai-Yen; LIN Deqiong		

4. Board of director's functional improvement goals for the current and recent years and implementation status:

(1) The Company established an Audit Committee in 2020, and the committee members' term is the same as that of the Board of Directors. After the re-election of directors at the Annual General Meeting on June 16, 2023, the Board of Directors elected four independent directors, Liu, Chien-Lin, Lee, Kuen-Chang, Wu, Meng-Da, and CHEN, LI-JU would serve as members of the Audit Committee. All committee members elected Ms. CHEN, LI-JU to serve as the convener and chairperson of the committee meetings.

- (2) The Company established a Remuneration Committee in 2020, and the committee members' term is the same as that of the Board of Directors. After the re-election of directors at the Annual General Meeting on June 16, 2023, the Board of Directors approved on June 26, 2023, that the three independent directors, Liu, Chien-Lin, Lee, Kuen-Chang, and Wu, Meng-Da, would serve as members of the Remuneration Committee. All committee members elected Mr. Lee, Kuen-Chang to serve as the convener and chairperson of the committee meetings.
- (3) The Company's Board of Directors approved the establishment of a Sustainability Development Committee on June 26, 2023, and the committee members' term is the same as that of the Board of Directors. Independent directors Lee, Kuen-Chang and Liu, Chien-Lin, as well as director LIN Deqiong were invited to serve as members of the Sustainability Development Committee, with Mr. Lee, Kuen-Chang serving as the convener and chairperson of the committee meetings.
- (4) The Company approved the establishment of the Strategic Development Committee at the Board of Directors meeting on June 18, 2024, with Chairman Lin, Yan-Shen serving as the chairperson of the committee.
- (5) All directors of the Company have completed at least 6 hours of continuing education courses on corporate governance and tax-related topics.
- (6) The Company continuously purchases liability insurance for all directors and supervisors each year, and reports to the Board of Directors the insured amount, coverage period, and other relevant information. The most recent report was submitted at the Board of Directors meeting on March 13, 2026.

5. Evaluation Implementation of Board of Directors:

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation content
Once a year	January 1, to December 31, 2025	<ol style="list-style-type: none"> 1. The Board of Directors 2. Individual Directors 3. Functional Committees (Audit Committee, Remuneration Committee and Sustainable Development Committee) 	Self-assessment through internal questionnaires	<ol style="list-style-type: none"> 1. The measurement items for the performance evaluation of the board of directors include the following five aspects: <ol style="list-style-type: none"> (1) Engagement in company operations (2) Improvement the board's decision quality (3) Board composition and structure (4) Election and continual education of directors (5) Internal control 2. The measurement items for the performance evaluation of individual directors include the following six aspects: <ol style="list-style-type: none"> (1) Mastery of the Company's goals and tasks (2) Awareness of directors' responsibilities (3) Engagement in company operations (4) Internal relationship management and communication (5) Director's expertise and continual education (6) Internal control 3. The measurement items for the performance evaluation of the functional committees include the following five aspects: <ol style="list-style-type: none"> (1) Engagement in company operations (2) Understanding of Functional Committee Responsibilities (3) Improvement the Functional Committees' Decision Quality (4) Composition and Member Selection of Functional Committees (5) Internal control

The performance evaluation of the Company's Board of Directors and functional committees for fiscal year 2025 has been submitted and reported at the Board of Directors meeting on March 13, 2026. The overall Board of Directors self-evaluation score was 4 out of 5; the average individual director self-evaluation score was 4.81 out of 5. The Board operates smoothly overall, with positive feedback from board members. Communication between the Board and Company management functions well, with average ratings of excellent across all evaluation indicators, in compliance with corporate governance standards. Regarding functional committees, the internal self-evaluation average scores for the Audit Committee, Remuneration Committee, and Sustainability Development Committee were 4.89, 4.95, and 5 out of 5, respectively, indicating that each functional committee operates smoothly with excellent evaluation results.

(2) Operations of the Audit Committee:

1. The Company established an Audit Committee in 2020, and the committee members' term is the same as that of the Board of Directors. After the re-election of directors at the Annual General Meeting on June 16, 2023, the Board of Directors elected four independent directors, Liu, Chien-Lin, Lee, Kuen-Chang, Wu, Meng-Da, and CHEN, LI-JU would serve as members of the Audit Committee. All committee members elected Ms. CHEN, LI-JU to serve as the convener and chairperson of the committee meetings.

The main items subject to deliberation include:

- (1) Formulation or amendment of internal control systems in accordance with Article 14-1 of the Securities and Exchange Act.
- (2) Assessment of the effectiveness of the internal control system.
- (3) The adoption or amendment of procedures for handling material financial or business activities, such as the acquisition or disposal of assets, derivatives trading, loans to others, and endorsements or guarantees for others, in accordance with Article 36-1 of the SEA.
- (4) Matters involving a director's own conflict of interest.
- (5) Significant asset or derivative instrument transactions.
- (6) Significant lending of funds, endorsements, or provision of guarantees.
- (7) The offering, issuance, or private placement of equity-type securities.
- (8) Appointment, dismissal, or remuneration of the certifying accountant.
- (9) The appointment or dismissal of the head of finance, accounting, or internal audit.
- (10) Annual financial reports signed or sealed by the President, managers, and chief accounting officer, and second-quarter financial reports required to be audited and certified by an accountant.
- (11) Other significant matters as required by the company or competent authorities.

The Audit Committee convened five meetings in the 2025, and the attendance is detailed below:

Title	Name	Numbers of actual attendance	Attendance by proxy	The actual attendance rate (%)	Notes
Independent Director	Chen, Li-Ju	5	0	100%	Assumed office on June 16, 2023
Independent Director	Lee, Kuen-Chang	5	0	100%	Assumed office on June 16, 2023
Independent Director	Wu, Meng-Da	5	0	100%	Assumed office on June 16, 2023
Independent Director	Liu, Chien-Lin	5	0	100%	Assumed office on June 16, 2023

2. Handling of Independent Director's Opinions:
 - (1) Matters listed in Article 14-5 of the Securities and Exchange Act:

Please refer to page 34-35 for important proposals of the Audit Committee in 2025. All independent directors unanimously approved the matters listed in Article 14-5 of the Securities and Exchange Act.
 - (2) Other matters that were not passed by the audit committee but approved by more than two-thirds of the entire board: None. When directors abstain from voting for being interested in certain resolutions, names of the directors, content of the resolutions, reasons for abstentions and voting results shall be stated: None.
3. Implementation of recusal by independent directors for proposals with conflicts of interest: None.
4. Independent directors' communication with the accountants:
 - (1) The Company's internal audit supervisor submits audit reports to each independent director for review on a monthly basis, and attends Audit Committee and Board meetings to present reports. The Company's independent directors maintain good communication with the internal audit supervisor.
 - (2) The Company's appointed accountants communicate and discuss with the Audit Committee both before and after conducting the annual audit, including the accountants' independence and related responsibilities in auditing the group's consolidated financial statements, audit planning matters, and audit results. The Audit Committee completes its review report after considering the financial statements audited by the accountants and their audit opinion. The Company's independent directors maintain good communication with the accountants.

(3) Operations of Corporate Governance and Deviations from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies

Assessed items	Current Operations			Variances from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
1. Has the Company established the Corporate Governance Best-Practice Principles based on "Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies" and disclose those principles?	V		The Company's 'Corporate Governance Code' was approved by the Board of Directors on November 8, 2023, and has been disclosed on the company's website for download and reference.	None.
2. Shareholding structure & shareholders' rights				None.
(1) Has the Company established internal operating procedure to deal with shareholders' suggestions, doubts, disputes and litigations, and implement them according to the procedure?	V		(1) The Company has appointed a spokesperson and deputy spokesperson, who work together with the Company's stock affairs agency and stock affairs personnel to handle related issues.	
(2) Has the Company possessed a list of its major shareholders as well as the ultimate owners of those shares?	V		(2) The Company keeps track of the shareholding status of directors, managers, and shareholders holding more than 5% of shares, as well as their major shareholders, and regularly discloses relevant information.	
(3) Has the Company established and implement risk control and firewall mechanism with its affiliates?	V		(3) The Company has established internal controls by formulating the Regulations Governing Financial and Business Transactions with Related Parties, Affiliated Enterprises, and Specific Companies.	
(4) Has the Company established internal rules to prevent its employees to trade marketable securities on undisclosed information in the market?	V		(4) The Company has established "Insider Trading Prevention Measures" that regulate all employees, managers, and directors, as well as anyone who knows the Company's information based on professional or control relationships, prohibiting any behavior that may involve insider trading, and conducts internal education, training, and promotion on an annual basis.	
3. Composition and Responsibilities of the Board of Directors				None.
(1) Has the Board of Directors formulated a diversification policy, substantial management objectives and implemented	V		(1) The Company has established "Director Election Procedures." The election of directors is conducted in accordance with the nomination system as well as the	

Assessed items	Current Operations		Summary	Variances from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
accordingly based on board composition?			knowledge, skills, and competencies required for the Company's operations. More than half of the current board members do not have a marital relationship or a relative within the second degree of kinship, and four independent directors have been appointed in accordance with the law to form the Audit Committee. The composition of board members has met the goal of diversity. Please refer to Section II, Corporate Governance Report, 1(1)-5 "Diversity and Independence of the Board of Directors" of this Annual Report.	
(2) In addition to the establishment of the remuneration committee and audit committee as required by law, has the Company voluntarily established committees with other functions?	V		(2) The Company has legally established a Remuneration Committee and an Audit Committee, and has additionally set up a Sustainability Development Committee and a Strategic Development Committee. In the future, the Company will evaluate the establishment of other functional committees based on legal requirements or operational needs.	
(3) Has the Company formulated rules and methods for the performance assessment of the Board of Directors and evaluate the Board performance every year? Is the outcome of performance assessment submitted to the Board of Directors and used as reference for the remuneration and re-election nomination of individual Director?	V		(3) The Company conducts regular annual performance evaluations of the overall Board of Directors, individual board members, the Audit Committee, the Remuneration Committee, and the Sustainability Development Committee. The evaluation process is conducted through self-assessment questionnaires. The Company conducted an internal performance evaluation of the Board of Directors and functional committees for the year 2025, and the evaluation results were submitted to the Board of Directors meeting on March 13, 2026, as a reference for continuously strengthening the Board's functions.	
(4) Has the Company regularly evaluate the independence of CPAs?	V		(4) In accordance with Article 29 of the 'Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies,' the Company regularly evaluates the independence and competence of accountants, and submits the evaluation to the Audit	

Assessed items	Current Operations		Summary	Variances from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
			Committee and the Board of Directors for discussion and approval. The evaluation criteria are based on the independence assessment items established under the Certified Public Accountant Act and Statement of Professional Ethics No. 10, including: reviewing the company's shareholder registry, confirming that the certifying accountant has no direct or significant indirect financial interest in the Company, has not provided audit services for seven consecutive years, and obtaining the certifying accountant's independence declaration letter; additionally referencing Audit Quality Indicators (AQIs) to confirm that the accountant and the firm have sufficient audit experience and training hours, while continuously introducing digital audit tools to enhance audit quality. The most recent evaluation results were approved by the Board of Directors on March 13, 2026, regarding the independence and competence assessment of the accountant.	
4. Has the Company have in place an appropriate number of qualified corporate governance officers, and a designated chief corporate governance manager to be responsible for corporate governance related matters (including but not limited to providing directors with the information required to conduct business, assisting directors in legal compliance, handling matters related to board meetings and shareholders' meetings in accordance with the law, and producing minutes of the board and shareholders' meetings)?	V		The Company has appointed a corporate governance officer responsible for handling corporate governance-related matters, including legally managing meetings of the Board of Directors, Audit Committee, Remuneration Committee, Sustainability Development Committee, and shareholders' meetings; assisting directors with their appointment and continuing education; providing directors with information necessary for business execution; and helping directors comply with laws and regulations.	None.
5. Has the company established a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), and	V		The Company spokesperson acts as the liaison for stakeholders, and a stakeholder section is set up on the Company website. For issues and suggestions raised by shareholders, employees, customers, and suppliers, timely responses are provided. Various communication channels are established to	None.

Assessed items	Current Operations			Variances from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
adequately responded to the issues which are of concern to the stakeholders in terms of corporate social responsibilities?			actively communicate and reduce conflicts and misunderstandings.	
6. Has the Company appointed a professional shareholder services agent to handle shareholders' meeting matters?	V		The Company's stock affairs has appointed the Stock Affairs Agency Department of Fubon Financial Securities Co., Ltd. to manage shareholders' meeting matters.	None.
7. Information Disclosure (1) Has the Company established a website to disclose financial, operational, and corporate governance information?	V		(1) The Company's website https://tw.unitedorthopedic.com regularly discloses relevant information on the Company's major business operations, financial status, corporate governance, and other related matters. In addition, the Company makes regular and irregular announcements on the Market Observation Post System as required by regulations.	None. None.
(2) Has the Company adopted other methods of information disclosure (e.g. setting up an English website, designating a specialist responsible for gathering and disclosing Company information, setting up a spokesperson system, uploading recordings of investor conferences onto the Company website)?	V		(2) The Company has designated specific personnel responsible for collecting and disclosing relevant information on the Market Observation Post System and the Company's website in accordance with regulations. The investor conferences held by the Company can be accessed on the Company's website, where presentation materials and video recordings are available.	The numerous overseas operational locations affect the audit/review processes of the consolidated financial statements.
(3) Has the Company publicly announced and registered the annual financial statements within two months after the end of the fiscal year, and publicly announced and registered the first, second and third quarter financial statements and the monthly operating results before the prescribed time limit?	V		(3) The Company announces and files its annual financial reports within three months after the end of each accounting year in accordance with the law. Due to the numerous overseas operational locations, which affect the audit/review processes of the consolidated financial statements and the timeline for accountants to issue audit/review reports, the Company is unable to announce and file reports ahead of the regulatory deadlines.	
8. Has the Corporation disclosed other information to facilitate a better understanding of its corporate governance (including, but not limited to employee rights,	V		(1) Implementation of employee rights and employee care: The Company considers human capital as an important asset and strives to provide employees with a safe, comfortable working environment with	None.

Assessed items	Current Operations		Summary	Variances from the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No		
employee care, investor relations, supplier relations, stakeholder rights, status of directors' training, risk management policies and risk measurement standards as well as the implementation of customer policies and the Company's purchase of liability insurance for its directors)?			<p>reasonable compensation through various welfare measures.</p> <p>(2) Investor relations: The Company's main goal is to protect shareholder rights. In addition to announcing important company information on the Market Observation Post System as required by regulations, such information can also be accessed in the investor section of the Company's website.</p> <p>(3) Supplier relations: The Company has established "Procurement Management Regulations" and purchases from suppliers in accordance with relevant regulations, establishing a stable and developing supply chain.</p> <p>(4) Implementation of stakeholders' rights: The Company has established a stakeholder section on its website, providing communication channels to protect the legitimate rights and interests of stakeholders.</p> <p>(5) Training Status of Directors: Please refer to (3)-1 2025 Training Status of Directors.</p> <p>(6) The risk management policy and implementation of risk measurement: The Company has implemented in accordance with the Risk Management Policies and Procedures, which approved by the Board of Directors. The Board of Directors meets at least once every quarter to oversee company operations and risk management.</p> <p>(7) The Company have purchased liability insurances for the Directors.</p>	
<p>9. Please explain improvements that have been made in response to the results of the Corporate Governance Evaluation issued by the Taiwan Stock Exchange Corporate Governance Center, and provide the priority enhancement items and measures. (Leave blank if your company was not evaluated.)</p> <p>Based on the corporate governance evaluation results, the Company reviews the feasibility of current-year and future strategies for items that did not pass the evaluation each year. Therefore, a balance is struck annually between regulatory policy development and the Company's own development, implementing improvement plans for items that can currently be improved, and setting improvement targets for items that cannot yet be improved.</p> <p>To strengthen corporate governance and promote the "ESG Corporate Sustainability Project", the Company passed a resolution at the Board of Directors meeting on June 26, 2023, to establish a Sustainability Development Committee and form the United Biomedical ESG Promotion Team responsible for promoting relevant work. At the current stage, greenhouse gas inventory and external verification have been completed, and the third-party greenhouse gas verification report for 2024 was obtained in June 2025. In the future, we will continue to promote sustainable development and enhance information transparency.</p>				

(3-1) 2025 the Training Status of Directors

Title	Name	Date	Organizer	Course Name	Training hours (hr)	Whether it is in line with the "Guidelines for Training Courses of Directors and Supervisors of Listed Companies"
Chairman	Lin, Yan-Sheng	2025/11/05	The Institute of Internal Auditors-Chinese Taiwan	Key Considerations and Practical Analysis of 'Shareholders' Meetings' and the 'Company Act'	6	Yes
Directors	Lin Deqiong	2025/04/25	Committee Member of Taiwan Corporate Governance Association	Design of Senior Executive Compensation and ESG Performance Systems	3	Yes
		2025/05/09	Taiwan Investor Relations Institute	Winning in the Capital Market: The Secret Weapon of Investor Relations in Creating Corporate Value	3	Yes
Directors	Hau, Hai-Yen	2025/07/29	Securities and Futures Institute	AI Development and Cybersecurity Risks	2	Yes
				Analysis of Fraud Techniques and Introduction to Money Laundering Regulations and Case Studies (Including Insider Trading Promotion)	2	Yes
				Integrity Management, Employee Fraud, and Whistleblowing Systems (Including Gender Equality)	2	Yes
Directors	Ng Chor Wah Patrick	2025/07/12	Hong Kong Institute of Certified Public Accountants	Soft Skills Series: Communication: Storytelling to Engage Your Audience	1.5	Yes
		2025/07/18		HKFRS 13 Fair Value Measurement	1.5	Yes
		2025/07/19		The Emergence of Board Dynamic in Governance Corporate Governance Explained	2	Yes
		2025/12/01		Virtual Meetings for Directors and Members	1.5	Yes
Directors	Representative of Yi Sheng Co., Ltd.: Hung Chung-Kai	2025/07/15	International Project Management Association	Continuing Education Courses for TWSE/TPEX Listed Company Directors – Digital Transformation and Latest Information Technology	3	Yes
		2025/07/31		Continuing Education Courses for TWSE/TPEX Listed Company Directors – Succession Team Building and Talent Development	3	Yes
Independent Director	Liu, Chien-Lin	2025/06/24	Committee Member of Taiwan Corporate Governance Association	Corporate Governance Officer and Meeting Management	3	Yes
		2025/07/18	Committee Member of Taiwan Corporate Governance Association	Practical Compliance Work for Corporate Governance Officers	3	Yes
Independent Director	Lee, Kuen-Chang	2025/07/09	Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit Forum	6	Yes

Title	Name	Date	Organizer	Course Name	Training hours (hr)	Whether it is in line with the "Guidelines for Training Courses of Directors and Supervisors of Listed Companies"
Independent Director	Wu, Meng-Da	2025/08/20	Committee Member of Taiwan Corporate Governance Association	How Taiwanese Businesses Should Respond to Changes in China's Economy	3	Yes
		2025/12/09	Taiwan CPA Association, ROC	Application of Sustainability Strategy: Risk Assessment and Financial Impact (IFRS S2)	6	Yes
Independent Director	Chen, Li-Ju	2025/09/17	Corporate Governance and Sustainable Development Association	Trump 2.0: Corporate Response Strategies for Global Tax Reform and Supply Chain Restructuring	3	Yes
		2025/10/14	Taiwan CPA Association, ROC	Mergers & Acquisitions and Due Diligence	3	Yes

(4) The composition and implementation status of the Company's Remuneration Committee or Nomination Committee, if applicable:

1. Information on the Company's Remuneration Committee members:

April 18, 2026

Identity (Note 1)	Name	Condition	Professional Qualifications and Experience (Note 2)	Independence (Note 3)	Number of other public companies where he/she is a member of the remuneration committee
Convener Independent Director	Lee, Kuen-Chang		Please refer to page 6-7 of (1) Information about Directors.	Please refer to page 6-7 of (1) Information about Directors.	3
Independent Director	Wu, Meng-Da		Please refer to page 6-7 of (1) Information about Directors.	Please refer to page 6-7 of (1) Information about Directors.	3
Independent Director	Liu, Chien-Lin		Please refer to page 6-7 of (1) Information about Directors.	Please refer to page 6-7 of (1) Information about Directors.	0

Note1: Please specify the term of services, professional qualification and experience and independence of remuneration committee members in the table. In case of independent directors, please refer to Page OO of Table 1- Information about directors and supervisors (I). For roles, please specify independent directors or others (please note in case of conveners).

Note 2: Professional Qualifications and Experiences: Please specify the professional qualifications and experience of Remuneration Committee members.

Note 3: Independence: Specify the remuneration committee members meet the conditions of independence, including but not limited to the fact that he, his spouse or his relatives within the second degree are not directors, supervisors or employees of the Corporation or its affiliates; the shares and proportion held by the members, their spouse or relatives within the second degree (or in other names); whether they are a director, supervisor or employee of a company having a particular relationship with the Corporation (subject to Article 6(1)5-8 of Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange); the remuneration obtained from providing business, legal, financial, accounting and other services to the Corporation or its affiliates in the recent 2 years.

Note 4: For the disclosure methods, please refer to the best practices on the corporate governance center website, Taiwan Stock Exchange Corporation.

2. Operation of the Company's Remuneration Committee:

- (1) The Company's remuneration committee has a total of 3 members.
- (2) Term of the term of the current Committee members: June 16, 2023, to June 15, 2026.
- (3) Attendance: From January 1 to March 31, 2026, the Remuneration Committee of the Company held one meeting, and all committee members attended in person. In 2025, the Remuneration Committee held two meetings (A) with an average attendance rate of 100%. The attendance of committee members is as follows:

Title	Name	Numbers of actual attendance (B)	Attendance by proxy	Actual attendance rate (%) (B/A) (Note)	Notes
Convener	Lee, Kuen-Chang	2	0	100%	None.
Members	Wu, Meng-Da	2	0	100%	None.
Members	Liu, Chien-Lin	2	0	100%	None.

Note: (1) For members of the Remuneration Committee who have resigned before the end of the year, the date of resignation should be noted in the remarks column. The actual attendance rate (%) should be calculated based on the number of Remuneration Committee meetings held during their tenure and their actual attendance.

(2) When an election is held for the Remuneration Committee before the end of the year, members of both the new and old committee shall be listed in separate columns and noted as new, old or reelected members, along with the date of election in the remark column. Attendance rate (%) shall be calculated based on the number of remuneration committee meetings convened and the actual presence during his/her term of service.

3. Responsibilities of the Company's Remuneration Committee:

This committee shall faithfully fulfill the following duties with the care of a good administrator, and submit its recommendations to the Board of Directors for discussion:

- (1) Regularly review these regulations and propose revision recommendations.
- (2) Establish and regularly review the performance evaluation standards, annual and long-term performance objectives for the Company's directors and managers, as well as the policies, systems, standards, and structure of remuneration.
- (3) Regularly evaluate the achievement of performance objectives by the Company's directors and managers, and based on the evaluation results obtained according to the performance evaluation standards, determine the content and amount of their individual remuneration.

4. Meeting Information of the Remuneration Committee:

The information regarding the meetings, reviews, and evaluations of the Company's remuneration by the Remuneration Committee in the past year is as follows:

Remuneration Committee	Meeting details and subsequent handling	Resolution results	The Company's handling of Remuneration Committee's opinions
2025.03.07	<ol style="list-style-type: none"> 1. Ratification of the 2024 Taiwan Region Manager Holiday Bonus and Comprehensive Performance Bonus. 2. Discussion of the allocation ratio for directors' remuneration for 2025. 3. Discussion of the adjustment on managerial officers' remuneration for 2025. 4. Review and approve the 2024 performance achievement and bonus calculation for business executives and overseas managers. 5. The ratification of the audit supervisor. 6. Discussion of the 2025 performance objectives and incentive measures for managers. 7. Discussion of the work plan for the second half of 2025 and the first half of 2026. 	All committee members unanimously approved.	Submitted to the Board of Directors and unanimously approved by all directors present.
2025.08.11	<ol style="list-style-type: none"> 1. Discussion of the distribution method for director and managerial officer compensation (employee bonuses) for 2024. 2. Discussion on the Promotion and Compensation Adjustment for Operations Center Supervisors. 	All committee members unanimously approved.	Submitted to the Board of Directors and unanimously approved by all directors present.

Other required disclosures:

- (1) If the Board of Directors choose not to adopt or revise suggestions proposed by the Remuneration Committee, the date of the Directors' meeting, session, contents discussed, results of meeting resolutions, and the Company's response to the opinions provided by the Remuneration Committee shall be specified (e.g., where the salary and remuneration approved by the Board of Directors is better than that suggested by the Remuneration Committee, the differences and the reason for the said differences shall be specified):

All the recommendations of the remuneration committee in 2025 have been passed by the board of directors.

- (2) Regarding the resolutions to be voted on by the Remuneration Committee, if there are objections or reservations among the members, and there are records or written statements, the date, number, content of the proposal, all members' opinions, and response to dissenting opinions shall be specified:

There were no opposition or reservation on the resolutions passed by the remuneration committee in 2025.

5. Members and operation of the nomination committee: The Company has not set up the nomination committee.

(5) Implementation of sustainable development promotion and discrepancies and reasons for discrepancies with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies; companies meeting certain conditions shall disclose climate-related information:

1. Sustainable Development Implementation Status and Discrepancies from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof:

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
1. Has the Company established exclusively (or concurrently) dedicated units to implement sustainable development, and the Board of Directors appointed the senior management with responsibility for sustainable development, and to report the status of the supervision to the Board of Directors?	V		<p>In alignment with the vision and mission of our ESG policy, the Board of Directors approved the establishment of the Sustainability Development Committee in 2023, serving as a cross-departmental communication platform for vertical integration and horizontal coordination, responsible for reviewing and overseeing sustainability-related matters, while appointing senior executives to lead the Sustainability Development Promotion Team. Under the Sustainability Development Committee, the Sustainability Development Promotion Team is composed of representatives from the President's Office, Operations, Research & Development, Administration, and Finance divisions, organized into three sub-groups: Corporate Governance, Sustainable Environment, and Social Welfare. The team is responsible for promoting sustainability-related initiatives, collecting and disclosing information, identifying sustainability issues relevant to company operations and stakeholders, formulating corresponding strategies and work guidelines, allocating budgets related to sustainability across departments, planning and executing annual programs, and tracking implementation outcomes to ensure sustainability strategies are fully integrated into the company's daily operations.</p> <p>The Sustainability Development Committee regularly reports to the Board of Directors on an annual basis, covering key sustainability issues, greenhouse gas inventory reports and verification status, as well as sustainability promotion results, as documented in the Sustainability Report.</p>	None.
2. Has the Company, based on the materiality principle, conduct risk assessments on environmental,	V		The Company has established risk assessment regulations pertaining to environmental, social, and corporate governance issues related to company operations within its various work rules and SOP standard operating procedures,	None.

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
social and corporate governance issues related to the Company's operations and formulate relevant risk management policies or strategies? (Note 2)			and has formulated the 'Risk Management Policy and Procedures Guidelines.' The Company conducts analysis in accordance with the materiality principle of the Sustainability Report. Through the material topic identification process (stakeholder identification, sustainability issue research, impact assessment and prioritization), the Company inventories 6 material sustainability issues affecting company operations for management and disclosure, and formulates material issue management guidelines to mitigate related risks. Information regarding material topic management and other related disclosures will be published in the 2025 Sustainability Report.	
3. Environmental issues (1) Has the Company established proper environmental management systems based on its industrial characteristics?	V		This company adheres to the relevant public safety building regulations, fire regulations, occupational health and safety regulations, waste disposal laws, energy conservation and carbon reduction management regulations established by the Science Industrial Park Administration for environmental maintenance and natural environment protection. We conduct inspections and reporting in accordance with regulations, and have established an environmental management system based on ISO 14001 and continuously passed third-party certification, with the aim of reducing waste and effectively utilizing resources. Additionally, we conduct greenhouse gas inventories according to ISO 14064-1 standards and publicly disclose them in our sustainability report.	None.
(2) Has the Company endeavored to make efficient use of resources and use renewable materials which have low impact on the environment?	V		The Company has engaged waste disposal company for recycling and reuse of the Company's waste. It has devised plans for waste water and rain water recycling devices in the new plants, designs of which are compliant with the energy saving requirements of the Bureau. To echo the green energy policy, solar panels on the top floor of the plant factory was installed. To reduce energy consumption for the Company and products, the corporation chooses equipment with high energy efficiency and energy-saving designs, hence optimizing energy usage efficiency.	None.
(3) Has the Company assessed the potential risks and opportunities in climate change with regard to the present and future of its business, and adopt appropriate measures to	V		As the top organization in charge of climate change management, the corporation maintains a Sustainable Development Committee. The group assesses the Company's climate change strategy and goals on an annual basis, manages climate change risks and opportunities, evaluates implementation progress, and discusses future plans. It simultaneously creates and executes action plans,	None.

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
address issues?			reports to the board of directors, and consistently implements energy conservation and carbon reduction measures.	
(4) Has the Company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on greenhouse gas reduction, water reduction or waste management?	V		The Company emphasizes the sustainable development, regularly prepare and issue a sustainability report, takes inventory of and monitors its energy consumption and greenhouse gas emissions, of which major energy consumption comes from purchased power and natural gas. Currently, we are pushing greenhouse gas inventory and verification in accordance with ISO 14064-1. To comply with our corporate social responsibilities to the environment, we will continue to develop policies that reduce greenhouse gas emissions, water consumption, and other waste management, as well as set energy-saving goals and implement strategies.	None.
4. Social Issues (1) Has the Company formulated appropriate management policies and procedures according to relevant laws and the International Bill of Human Rights?	V		The Company endorses and supports the human rights protection principles and fundamental tenets set forth in international human rights instruments, including the 'United Nations Universal Declaration of Human Rights,' the 'United Nations Global Compact,' the 'United Nations Guiding Principles on Business and Human Rights,' and the 'International Labour Organization,' thereby fulfilling the responsibility to respect and protect human rights while adhering to labor-related regulations in the jurisdictions where the Company operates. The personnel guidelines of the Company exceeds the Labor Standards Act. Material changes of employee rights and interests will be negotiated through labor-management meetings. The current labor-management relationship is in harmony.	None.
(2) Has the Company established and implemented reasonable employee welfare measures (including compensation, vacation, and other benefits) that appropriately reflect the operating performance or results through employee remuneration?	V		The Company's year-end bonus system is based on after-tax earnings per share, taking into account seniority and annual performance evaluations, and allocated to all employees as an incentive for all employees to work together towards the Company's goals. Employee compensation is governed by the Company's Articles of Incorporation, which stipulate that if the Company generates a profit in a given year, 12% of such profit shall be allocated as employee compensation in accordance with applicable regulations. However, when the Company has accumulated losses (including adjustment on non-distributed earnings), the loss should offset first from profits. Of the employee compensation amount referred to in the preceding paragraph, no less than 15% shall be allocated for salary	None.

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			<p>increases or compensation distribution to entry-level employees, and may be paid in the form of shares or cash. The eligible recipients may include employees of controlling or subsidiary companies who meet certain specified conditions.</p> <p>The Company has established a performance appraisal system integrated with various compensation and reward mechanisms. In 2025, the Board of Directors resolved to allocate 12% of the 2024 profits as employee compensation in accordance with applicable regulations, of which approximately 48% of such amount was distributed as compensation to entry-level employees. In addition, the Company distributes bonuses and gifts to all employees when monthly revenue reaches a new record high (distributed twice in 2025), sharing the results of the Company's operations with its employees.</p> <p>For details regarding the Company's employee welfare measures, retirement system, and their implementation, please refer to Section IV, Business Overview, Item 5, Labor Relations, in this Annual Report.</p>	
(3) Has the Company provided employees with a safe and healthy work environment and regularly implemented health and safety education programs for its employees?	V		<p>To create a healthy and pleasant workplace, our company adheres to the Occupational Safety and Health Act and related organization regulations when developing policies, and we respect the occupational safety and health needs of key stakeholders. Disaster prevention and avoidance are essential concepts for our firm. We employ relevant management tools, mature technology, and available resources to integrate occupational safety and health issues within the plant area, offer effective remedies, and constantly develop and promote occupational safety culture. To achieve a zero-accident environment, we also improve operator protection management and invest in occupational disease prevention. Furthermore, our organization has implemented quantitative measurements, broadened occupational safety and health operations to include products and related services, improved overall occupational safety and health performance, and effectively managed risks.</p> <p>The Company mandates regular health examinations for employees in accordance with applicable regulations. Each plant has a dedicated Occupational Safety and Health department reporting directly to the President, which convenes regular Occupational Safety and Health Committee meetings to evaluate employee</p>	None.

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
			working environments. The Company has obtained the international ISO 45001:2018 Occupational Health and Safety Management System certification, with the latest certificate valid from June 20, 2025 to June 19, 2028. Regular fire drills and occupational safety and health training are conducted annually to cultivate employees' emergency response capabilities and self-safety management skills, providing employees with a safe and healthy working environment.	
(4) Has the Company established an effective career skill development training program for employees?	V		The Company plans comprehensive competency training for managers and employees at all levels, including new employee training, professional advanced training, and management training. This helps employees continuously learn and grow through diverse learning methods. We also introduce the belief of corporate ethics to develop relevant training courses and cultivate employees' key competencies. Supervisors and employees collaborate to discuss and establish individual annual competency development plans during the annual performance review. By providing frequent evaluations and input, we help staff members create the most effective personal development plans. In addition, each department of the Company has devised annual education and training plan for its staff with monthly tracking on the implementation status in order to meet the competency and skills required of the position.	None.
(5) With regard to customer health and safety, customer privacy, marketing and labeling of the products and services, does the Company follow relevant laws and international standards, and formulate relevant policies and complaint procedures for consumer rights protection?	V		The Company's products are artificial joints for implantation to human bodies. The products are required to go through stringent regulatory certification procedures before launching for sale. Related operating procedures have SOP and kept records. The products are clearly marked with consumer complaint channels and the Company keeps a good communication relationship with customers. The stakeholder section is set on the Company's website for providing opinions and feedback. The Company sets up the appeal procedure internally and respond to consumers and clients.	None.
(6) Has the Company implemented supplier management policies, requiring suppliers to observe relevant regulations on	V		The suppliers of the Company should go through standard certification procedures prior to becoming eligible suppliers. For the materials that are implanted to human bodies, relevant data of product inspection should be provided by batches with follow-up tracking. The contracts with the suppliers are not long-term in nature. All	None.

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
environmental protection, occupational health and safety, or labor and human rights? If so, describe the results.			materials are to pass through quality assurance inspection before keeping as inventories. Materials that fail the inspection will be returned. The Company will regularly perform assessment and field audit on suppliers and terminate the relationship if the suppliers are found to be unscrupulous.	
5. Did the Corporation, following internationally recognized guidelines, prepare and publish reports such as its Sustainability Report to disclose non-financial information of the Corporation? Has the aforementioned report obtained any assurance or opinion from a third-party verification body?	V		The Company's '2025 Sustainability Report' primarily follows the GRI Sustainability Reporting Standards (GRI Standards 2021 edition) issued by the Global Reporting Initiative (GRI) as the disclosure standard, while also referencing the 'United Nations Sustainable Development Goals (SDGs),' the 'Medical Equipment & Supplies indicators published by the Sustainability Accounting Standards Board (SASB),' and conducting assessments and disclosures of climate-related risks. The Company has commissioned Ernst & Young Global Limited to plan and execute the engagement and issue a limited assurance report in accordance with International Standard on Assurance Engagements 3000 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information. The '2025 Sustainability Report' is expected to be uploaded and published before the end of August 2026.	None.
6. If the Company has established its own CSR principles based on the Sustainability Development Best Practice Principles for TWSE/TPEX Listed Companies, please describe the implementation and any discrepancies from the Principles: The Company has not established the sustainable development best practice principles. However, as the Company is a medical instrument company working to enhance physical health. In order to carry out corporate social responsibility, other than implementing information transparency, the Company strives to achieve labor-management harmony internally and promote the advancement of orthopedics externally. The Company holds a high bar on the quality of the products to meet customers' expectation of the Company's products. Furthermore, the Company continually promote social welfare activities. Therefore, the Company has in essence operated in line with the spirit of Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies. The Company will continuously push ahead with sustainable development and formulate sustainable development principles and regulations.				
7. Other important information to facilitate a better understanding of the Company's sustainable development practices: (1) Environmental protection: The plant has set up production waste recovery devices, including dust collection equipment, gas collection equipment, sewage, waste water, and waste oil treatment equipment, to reduce the impact on employees and social environment. The Company has introduced ISO14001 Environmental Management System in hopes of reducing waste and utilize resources effectively. (2) Social contributions: Provision of high quality artificial joints with more reasonable price, breaking of the long time monopoly of large international manufacturers in orthopedic market, reduction of medical expense for patients, improvement of the mobility inconvenience of the elders, and addition of investment in Taiwan year by year, keeping the root of technology in the region and creation of more job opportunities and business opportunities. (3) Customer rights: In addition to strict control over the quality of products during the production process, all of the Company's products have been insured with product				

Implementation Item	Implementation:			Deviations from the Corporate Governance Best Sustainable Development Practice Principles for TWSE/TPEX Listed Companies and Reasons
	Yes	No	Summary	
liability insurance.				
(4) Human rights: In addition to the relevant laws and regulations, the Company has purchased insurance for all employees and also set up labor-management meetings to protect employees' rights and interests, while taking into account the price levels and the Company's profitability status in adjustment employees' salary to share the Company's operating results.				
(5) Safety and health: The Company has set up an industrial safety department to regularly detect and improve the work environment, and regularly arranged safety education and training for employees and regularly inspected the employee health; the standard operating procedures are drafted for product manufacturing and quality inspection to ensure product safety. The international ISO 45001 occupational safety and health management systems have been introduced to provide employees with a healthy and safe work environment.				

Note 1: If "Yes" under the Current Operations is ticked off, please specify the key policies, strategies, and measures adopted and their implementation results; if "No" is ticked off, please specify the discrepancy and reasons for the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and give the reason and specify related policies, strategies, and measures to be adopted in the future.

Note 2: The principle of materiality refers to environmental, social, and governance issues that have significant impacts on the Company's investors and other stakeholders.

2. Climate-related information for listed companies

(1) Implementation of Climate-related information:

Item	Implementation:
<ol style="list-style-type: none"> 1. Describe the oversight and governance of the board of directors and management regarding climate-related risks and opportunities. 2. Describe how the identified climate risks and opportunities affect the company's business, strategy, and finances (short-term, medium-term, long-term). 3. Describe the financial impact of extreme climate events and transition actions. 4. Describe how the process of identifying, assessing, and managing climate risks is integrated into the overall risk management system. 5. If scenario analysis is used to assess resilience to climate change risks, explain the scenarios, parameters, assumptions, analysis factors, and key financial impacts used. 6. If a transition strategy is in place to manage risks associated with climate change, please describe it along with the indicators and goals that will be employed to recognize and control both physical and transition hazards. 7. If an internal carbon price is used as a planning tool, explain the basis for setting the price. 8. Provide details about the covered activities, scopes of greenhouse gas emissions, planning period, and annual progress if climate-related targets have been set. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve the targets, describe their source and quantity. 9. Greenhouse gas inventory and assurance status, reduction goals, strategies, and concrete action plans (to be filled in 1-1 and 1-2). 	<p>As the highest climate governance unit, the Board continuously supervises and strengthens sustainability management approaches, as well as develops climate change-related strategies and targets. The Board regularly discusses annual plans with the Sustainable Development Committee, monitors and reviews related measures to ensure environmental management requirements are integrated into organizational operations.</p> <p>As the top organization in charge of climate change management, the corporation maintains a Sustainable Development Committee. The group assesses the Company's climate change strategy and goals on an annual basis, manages climate change risks and opportunities, evaluates implementation progress, and discusses future plans. It simultaneously creates and executes action plans, reports to the board of directors, and consistently implements energy conservation and carbon reduction measures.</p> <p>The Company follows the TCFD (Task Force on Climate-related Financial Disclosures) recommendations published by the Financial Stability Board to assess the risks and opportunities of climate change to the Company. Through cross-departmental discussions, we have simultaneously identified feasible opportunities and formulated countermeasures. In terms of climate change mitigation, we are developing projects such as green operations, energy management, carbon information disclosure, and green buildings.</p>

(2) Company's greenhouse gas inventory and assurance status in the last two years

① Greenhouse Gas Inventory Information :

Explain the greenhouse gas emissions (tons of CO₂e), intensity (tons of CO₂e/million), and data coverage scope for the last two years.

United Orthopedic's combined Scope 1 and Scope 2 greenhouse gas emissions for 2024 and 2025 were 4,243.1197 tCO₂e (assured) and 4,537.6088 tCO₂e (assured), respectively, with intensity values of 1.499278 and 1.327708 (metric tons CO₂e/million NTD), respectively.

A-SPINE Asia's combined Scope 1 and Scope 2 greenhouse gas emissions for 2024 and 2025 were 160.8410 tCO₂e (assured) and 175.6897 tCO₂e (assured), respectively, with intensity values of 0.397188 and 0.391469 (metric tons CO₂e/million NTD), respectively.

Note 1: Direct emissions (Scope 1, directly from emission sources owned or controlled by the Company), indirect energy emissions (Scope 2, indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating, or cooling), and other indirect emissions (Scope 3, emissions resulting from the Company's activities, but not from sources owned or controlled by the Company).

Note 2: The scope of direct greenhouse gas emissions and energy indirect emissions data should be addressed following the schedule prescribed in Article 10, Paragraph 2 of these Regulations. Information on other indirect emissions may be disclosed voluntarily.

Note 3: Greenhouse Gas Inventory Standards: The Greenhouse Gas Protocol (GHG Protocol) or the ISO 14064-1 published by the International Organization for Standardization (ISO).

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

② Greenhouse Gas Assurance Information :

Explain the greenhouse gas emissions (tons of CO₂e), intensity (tons of CO₂e/million), and data coverage scope for the last two years.

United Orthopedic's combined Scope 1 and Scope 2 greenhouse gas emissions for 2024 and 2025 were 4,243.1197 tCO₂e (assured) and 4,537.6088 tCO₂e (assured), respectively; Guanya Biotech's combined Scope 1 and Scope 2 greenhouse gas emissions for 2024 and 2025 were 160.8410 tCO₂e (assured) and 175.6897 tCO₂e (assured), respectively. Complete assurance information will be disclosed in the Sustainability Report.

Note 1: Should be addressed following the schedule prescribed in Article 10, Paragraph 2 of these Regulations. If the Company has not obtained a complete greenhouse gas assurance opinion by the date of printing the annual report, it should state "Complete assurance information will be disclosed in the sustainability report." If the Company does not prepare a sustainability report, it should state "Complete assurance information will be disclosed on the Market Observation Post System," and disclose the complete assurance information in the annual report of the following year.

Note 2: The assurance institution should comply with the relevant regulations on sustainability report assurance institutions established by the Taiwan Stock Exchange Corporation and the Taipei Exchange.

Note 3: For disclosure content, refer to the best practice examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

③Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans:

Describe the baseline year and data for greenhouse gas reduction, reduction targets, strategies and specific action plans, and the progress towards achieving the reduction targets.

The Company has initiated its greenhouse gas inventory process, with 2023 serving as the preliminary inventory/data compilation reference year. However, in accordance with applicable regulations, the baseline year for emissions reduction shall be based on 'the year in which the consolidated financial reporting boundary inventory is completed.' Accordingly, the Company's greenhouse gas emissions reduction baseline year, reduction targets, and target achievement status will be established upon completion of the consolidated boundary inventory and subsequent internal approval. Prior to the establishment of targets, the Company has adopted transitional carbon reduction measures focusing on energy efficiency improvement, equipment operation optimization, electricity consumption management, and energy use reduction, while building inventory data management and internal control processes to support the subsequent formulation and tracking of reduction targets and action plans.

The Company currently employs the ISO 14064-1 methodology for its greenhouse gas inventory and plans to progressively adopt the GHG Protocol (Greenhouse Gas Protocol) in accordance with standards permitted by the competent authorities. Relevant inventory methodologies and results will be disclosed upon completion of the inventory.

Note 1: The inventory should be conducted in accordance with the schedule stipulated in Article 10, Paragraph 2 of the Regulations.

Note 2: The baseline year should be the year in which the consolidated financial report boundary is inventoried. For example, according to the regulations stipulated in Article 10, Paragraph 2, companies with capital of NT\$10 billion or more should complete the inventory of the 2024 Consolidated Financial Report in 2025. Therefore, the baseline year is 2024. If a company has completed the inventory of the Consolidated Financial Report earlier, it may use the earlier year as the baseline year. The data for the baseline year may be calculated as a single year or an average of several years.

Note 3: For disclosure content, refer to the best practice examples on the website of the Corporate Governance Center of the Taiwan Stock Exchange.

(6) Operations of Ethical Corporate Management and Deviations from the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies":

Assessed items	Current Operations (Note)			Variances from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
<p>1. Formulating policies and plans for ethical corporate management</p> <p>(1) Has the Company formulated an ethical management policy approved by the board of directors, and expressly stated in the regulations and external documents the policies and practices of ethical management, as well as the board of directors and senior management's commitment to actively implement the management policy?</p> <p>(2) Has the Company established an assessment mechanism for the risk of unethical behaviors, regularly analyzed and evaluated business activities with a higher risk of being unethical within the business scope, and formulated a plan accordingly to prevent unethical behaviors, which covers at least the preventive measures provided in Article 7, Paragraph 2 of "the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies"?</p> <p>(3) Has the Company specified the operating procedures, behavioral guidelines, disciplinary penalties, and grievance system in its plan for unethical conduct prevention, and has implemented said program while regularly reviewing and revising it?</p>	<p>V</p> <p>V</p> <p>V</p>		<p>(1) The Company's Ethical Corporate Management Operating Procedures and Code of Conduct clearly stipulates that directors, managers, employees, and others must comply with laws and regulations when performing their duties. The formulation and amendments are all approved by resolution of the Board of Directors and then reported to the annual shareholders' meeting.</p> <p>(2) The Company has established programs to prevent dishonest conduct in its Ethical Corporate Management Operating Procedures and Code of Conduct based on business activities that have been evaluated to have higher risks of dishonest behavior within the scope of operations.</p> <p>(3) The Company's Integrity Management Procedures and Code of Conduct clearly define the procedures for preventing dishonest behaviors, the code of conduct, disciplinary actions for violations, and the complaint system, all of which are effectively implemented.</p>	None.
<p>2. Implementation of Ethical Corporate Management</p> <p>(1) Has the Company evaluated business partners' ethical records and include ethics-related clauses in business contracts?</p>	V		<p>(1) The contracts between the Company and its business partners contain clear terms of ethical behaviors, requiring the business partner to comply with</p>	None.

Assessed items	Current Operations (Note)			Variances from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
(2) Has the Company set up a unit responsible for ethical corporate management on a full-time basis under the board of directors which reports the ethical corporate management policy and plans against unethical conduct regularly (at least once a year) to the board of directors while overseeing such implementation?	V		<p>principle of relevant legal behavior, violation of which will result in termination of the contract by the Company.</p> <p>(2) The Company shall designate the Corporate Governance Group as the dedicated unit responsible for amending, implementing, interpreting, providing consultation services, and recording the contents reported for Integrity Management Procedures and Code of Conduct, as well as overseeing the implementation. The Dedicated Unit shall report on anti-dishonest program to the Sustainable Development Committee for review on a regular basis and then report to the Board of Directors.</p>	
(3) Has the Company established policies to prevent conflicts of interest and provided appropriate communication channels and implemented it?	V		(3) The Company has established appropriate regulations in relevant management regulations and has set up opinions reporting channels to prevent transactions containing conflicts of interest.	
(4) Has the Company established effective accounting and internal control systems to implement ethical corporate management? Has the Company's internal audit unit followed the results of unethical conduct risk assessments and devised audit plans to audit the systems accordingly to prevent unethical conduct, or hired outside accountants to perform the audits?	V		(4) The Company has established internal control systems and relevant management regulations for all transaction cycles. Internal audit personnel formulate annual audit plans for inspection, and report the audit results to the Board of Directors.	
(5) Has the Company regularly held internal and external educational trainings on ethical corporate behavior?	V		(5) The Company promotes the core values of ethical management and arranges internal and external training on a regular basis to incubate employees' the required skills set out in the internal regulations to fulfill the belief of	

Assessed items	Current Operations (Note)			Variances from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
			<p>ethical corporate management. In 2025, a total of 259 person-sessions of internal and external training related to integrity and ethical management (including courses on integrity and ethics regulatory compliance, product safety and health management and Examining, accounting systems and internal controls, and other related topics) were attended by Company employees, totaling 862 person-hours. In addition, newly hired employees are required to complete an online training course on the 'Integrity and Ethical Management Operating Procedures and Code of Conduct' within 3 months of joining the Company; in 2025, a total of 94 person-sessions completed the course and signed the declaration. Furthermore, direct personnel and selected indirect personnel were arranged to read the 'Integrity and Ethical Management Operating Procedures and Code of Conduct' policy document, with a total of 90 person-sessions completing the reading and signing to confirm their agreement to comply in 2025.</p>	
<p>3. Operations of the Company's reporting mechanism</p> <p>(1) Has the Company established a concrete reporting and reward system, set up convenient reporting channels and appointed suitable personnel to handle these cases?</p> <p>(2) Has the Company established the standard operating procedures for investigating received reports, the follow-</p>	<p>V</p> <p>V</p>		<p>(1) The Company has set up a physical suggestion box and an email inbox for employees, and depending on the nature of the complaint, the President's Office or Human Resources Department is assigned to handle it.</p> <p>(2) The Company's Suggestion Box Management Procedures establish the investigation</p>	None.

Assessed items	Current Operations (Note)			Variances from the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies and Reasons Thereof
	Yes	No	Summary	
<p>up measures to be taken after completion of the investigation, and the relevant confidentiality mechanism?</p> <p>(3) Has the Company taken measures to protect individuals from possible mistreatment arising from their reporting of violations?</p>	V		<p>process for handling reported matters and the related confidentiality mechanisms.</p> <p>(3) The Company's Suggestion Box Management Procedures establish confidentiality measures to protect whistleblowers from any improper treatment resulting from their reports.</p>	
<p>4. Strengthening information disclosure Does the Company disclose its ethical corporate management policies and the results of its implementation on the Company's website and MOPS?</p>	V		<p>The Company has disclosed Corporate Governance Best-Practice Principles on the Market Observation Post System and presented our core values of ethical management in the business profile.</p>	None.
<p>5. If the Company has established a principle of ethical corporate management based on "The Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies", please describe any discrepancy between the implementation and the Best-Practice Principles:</p> <p>The Company has established the Integrity Management Procedures and Code of Conduct in accordance with the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies. The current operations have no discrepancies with the established operating procedures and code of conduct.</p>				
<p>6. Any other important information that facilitates the understanding of the Company's implementation of ethical corporate management: (e.g., any review or amendment to the Company's Ethical Corporate Management Best Practice Principles): None.</p>				

Note: Regardless of whether the operation item is checked "yes" or "no", the company shall state an appropriate explanation.

(7) Other important information that can strengthen the understanding of the Company's corporate governance practices:

Please refer to the Company's corporate governance guidelines and related regulations on the Company's website or the Market Observation Post System.

(8) Disclosures Required for the Implementation of the Internal Control System

1. Statement of Internal Controls

United Orthopedic Corporation
Statement of Internal Control System

Date: March 13, 2026

The Company states the following with regard to its internal control system during 2025 based on the self-evaluation results:

1. The Company is fully aware that establishing, operating and maintaining an internal control system are the responsibilities of the board of directors and managerial officers of the Company. The Company has established such a system. The goal of the system is aimed at the operational efficiency and effectiveness (including profits, performance and assets safeguarding) and to provide reasonable assurance on producing reliable and transparent financial reports, compliance with relevant regulations and compliance with relevant acts.
2. The internal control system has inherent limitations. No matter how perfectly designed, an effective internal control system can provide only reasonable assurance of accomplishing the three goals mentioned above. Furthermore, the effectiveness of the internal control system may change along with changes in environment or circumstances. Nevertheless, the Company's internal control system has self-monitoring mechanisms, and the Company takes immediate remedial measures in response to any identified deficiencies.
3. The Company makes judgments on the design and operating effectiveness of its internal control system based on the criteria provided in the Regulations Governing the Establishment of Internal Control Systems by Public Companies (Regulations). The criteria adopted by the Regulations are divided into five components in accordance with the procedures for management and control: 1. Environmental control, 2. risk assessment, 4. information and communication, and 5. supervision. Each constituent element includes a number of categories. Please refer to provisions in the Protocols for above-mentioned items.
4. The Company has conducted an effective evaluation on its internal control system by adopting the above mentioned internal control system judgement criteria.
5. Based on the preceding evaluation result, the Company believes that its internal control system (with subsidiaries supervision and management) on December 31, 2025 includes the awareness of operation effectiveness and target achievement efficiency, reliability and transparency of financial reports,

compliance with relevant regulations and compliance with relevant acts. The design and execution of the internal control system are effective which can reasonably assure the accomplishment of the aforementioned objectives.

6. This statement will become an integral part of the Company's annual report and the prospectus, which will be made public. If the aforementioned content contains illegal matters such as any fraudulent or hidden information, the Company will be in question of breaching Articles 23, 32, 171, and 174 in the Securities and Exchange Act and face legal consequences.
7. This statement has been approved by the board of directors on March 13, 2025, where none of the nine attending directors expressed dissenting opinions, and unanimously affirmed the content of this statement.

United Orthopedic Corporation
Chairman: Lin, Yan-Shen
President: LIN Deqiong

2. The companies that entrusted project-based accountants to review the internal control system, the accountant's audit report shall be disclosed:
None.

(9) Major resolutions of shareholders' meeting and board meetings for the most recent year up to the publication date of the annual report

1. Shareholders' meeting

Date	Significant Resolutions at the Shareholders' Meeting
2025.06.17	<ol style="list-style-type: none"> 1. Approval of the 2024 Annual Business Report and Financial Statements. Implementation: Approved by vote 2. Approval of the 2024 Annual Surplus Distribution Proposal Status of Implementation: Approved by vote. Passed by the Board of Directors on June 24, 2025, the ex-dividend date is set for July 29, 2025, and the payment date is August 20, 2025. The actual special dividend distribution is NT\$119,456, with a dividend of NT\$2.387396 per share. The common stock cash dividend distribution is NT\$385,746,816, with a cash dividend of NT\$4 per share. 3. Approval of amendments to the Articles of Incorporation. Implementation status: Approved by vote; change registration has been completed and disclosed on the Company's website. 4. Approval of amendments to "Procedures for Acquisition or Disposal of Assets". Implementation status: Approved by vote; the revised handling procedures have been disclosed on the Company's website. 5. Approval of amendment to the "Procedures for Lending Funds to Others". Implementation status: Approved by vote; the revised operating procedures have been disclosed on the Company's website. 6. Approval of amendment to the "Procedures for Endorsements and Guarantees". Implementation status: Approved by vote; the revised operating procedures have been disclosed on the Company's website. 7. The by-election of one director of the Company. Implementation status: Elected by representative Hung Chung-Kai of Yi Sheng Co., Ltd.; the election results have been announced on the Market Observation Post System. 8. Removal of the non-competition restrictions for the Company's newly appointed director. Implementation status: Approved by vote; announced on the Market Observation Post System in accordance with regulations.

2. Board of Directors

Date	Significant Resolutions at the Shareholders' Meeting
2025.03.07 1st Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the 2024 Financial Statements and Business Report. 2. Approval of the Company's regular assessment on independence of CPAs. 3. Approval of the 2024 Statement of Internal Control System. 4. Approval of the 2024 remuneration distribution to employees, and directors. 5. Approval of the proposal on adjusting the remuneration of managerial officer. 6. Approval of the KPI achievement and bonus calculation for Group's regional sales managers in 2024. 7. Approved the ratification of the audit supervisor. 8. Approved the by-election of the Company's directors. 9. Approval of the nomination of directors to the Company's Board of Directors. 10. Approval of the proposal to release non-competition restriction on the newly appointed directors of the Company at the shareholders' meeting. 11. Approval of the acceptance of shareholders' right to submit proposals at the 2025 annual shareholders' meeting. 12. Approved the Company's acquisition of the business and assets of Chaos Co., Ltd. 13. Approval of the Company's 5th proposed issuance of domestic unsecured convertible bonds. 14. Approved the establishment of the scope of entry-level employees of the Company. 15. Approval of amendments to the Articles of Incorporation. 16. Approved the amendment of Procedures for Acquisition or Disposal of Assets, Procedures for Lending Funds to Others, and Endorsement and Guarantee Operational Procedures. 17. Approval of the 2024 distribution of surplus. 18. Approval of the record date for the conversion of convertible bonds into common stocks from October to December 2024. 19. Approval of the Company's application for credit lines and derivative financial product trading lines from financial institutions. 20. Approval of the convening of the 2025 annual shareholders' meeting.
2025.05.07 2nd Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the proposal for appointing the CPAs for 2025. 2. Approval of the consolidated financial statement for the first quarter of 2025. 3. Approved the proposal for the Company to apply for financing facilities from financial institutions and to provide endorsement guarantees for subsidiaries.
2025.06.24 3rd Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the ex-dividend date of July 29, 2025, for the cash dividends of preferred shares and the 2023 Distribution of Surplus Earnings to Common Shareholders of the Company.
2025.08.11 4th Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the Company's consolidated financial statements for the first half of 2025. 2. Approved the proposal to transfer partial equity of subsidiary UOC Europe Holding SA to SF Finance SA, a Swiss company. 3. Approved the proposal to establish a surgical instrument procurement service company in Xi'an, China. 4. Approval of the list of non-assurance services to be provided by Ernst & Young and its affiliated companies in 2026. 5. Approved the 2024 Greenhouse Gas Inventory Report and Verification Statement. 6. Approved the 2024 Sustainability Report and the Accountant's Limited Assurance Report. 7. Approval of the 2024 remuneration distribution to employees and directors. 8. Approval of the application for credit lines and derivative financial product trading lines from financial institutions.
2025.11.06 5th Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the consolidated financial statement for the third quarter of 2025. 2. Approved the proposal to revise the "Internal Control System". 3. Approved the organizational regulations for the Audit Committee. 4. Approval of amendment to the "Director Election Procedures." 5. In order to integrate the Company's "Internal Material Information Handling Operating Procedures" and "Insider Trading Prevention Operating Rules", approved the establishment of the "Internal Material Information Handling and Insider Trading Prevention Management Operating Procedures". 6. Approved the proposal to revise certain provisions of the Company's "Domestic 5th Unsecured Convertible Corporate Bond Issuance and Conversion Methods".

Date	Significant Resolutions at the Shareholders' Meeting
2025.12.18 6th Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the 2026 audit plan. 2. Approval of the proposal for the loaning of funds to investee companies. 3. Approval of the proposal of the Company's guarantee and endorsement to the group's subsidiaries. 4. Approved the proposal to revise the "Internal Control System". 5. Approved the proposal to increase capital investment in subsidiary United Orthopedic (Australia) Pty Ltd by AUD 300,000. 6. Approval of the 2025 engagement of the auditor for the sustainability report. 7. Approval of the newly added non-assurance services to be provided by Ernst & Young and its affiliated companies in 2026.
2026.03.13 1st Meeting of 2026	<ol style="list-style-type: none"> 1. Approval of the 2025 Financial Statements and Business Report. 2. Approval of the 2025 distribution of surplus. 3. Approval of the Company's regular assessment on independence of CPAs. 4. Approval of the 2025 Statement of Internal Control System. 5. Approval of the Company's amendment to the "Director Election Procedures." 6. Approved the revision of the Company's "Related Parties, Group Enterprises and Specific Companies Financial and Business Operations Rules". 7. Approved the annual assessment and adjustment of the scope of the Company's entry-level employees. 8. Approval of the 2025 remuneration distribution to employees and directors. 9. Approval of the proposal on adjusting the remuneration of managerial officer 10. Approval of the 2026 performance objectives and incentive measures for managers. 11. Approval of the Company's application for credit lines and derivative financial product trading lines from financial institutions. 12. Approval of the proposal on re-electing the Company's directors (including independent directors) at the shareholders' meeting. 13. Approval of the acceptance of shareholders' right to submit proposals at the 2026 annual shareholders' meeting. 14. Approval of the newly added non-assurance services to be provided by Ernst & Young and its affiliated companies in 2026 and 2027. 15. Approval of the capital increase record date for the conversion of convertible bonds into common shares from November 2025 to February 2026. 16. Approval of amendments to the Articles of Incorporation. 17. Approval of the convening of the 2026 annual shareholders' meeting
2026.04.23 2nd Meeting of 2026	<ol style="list-style-type: none"> 1. Approval of the list of director candidates (including independent directors) nominated by the Board of Directors and their qualification review. 2. Approval of the proposal to release non-competition restrictions on the newly elected directors of the Company at the shareholders' meeting. 3. Approval of the addition of agenda items for the Company's 2026 Annual Shareholders' Meeting. 4. Approval of the acquisition of minority interests in European subsidiaries and sub-subsidiaries. 5. Approval of the remuneration payment for independent directors who did not continue after the re-election of directors. 6. Approval of the appointment of the Company's internal audit supervisor.

3. Audit Committee

Date	Significant Resolutions at the Shareholders' Meeting
2025.03.07 1st Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the 2024 Financial Statements and Business Report. 2. Approval of the Company's regular assessment on independence of CPAs. 3. Approval of the 2024 Statement of Internal Control System. 4. Approval of the 2024 remuneration distribution to employees and directors. 5. Approval of the proposal on adjusting the remuneration of managerial officer 6. Approval of the KPI achievement and bonus calculation for Group's regional sales managers in 2024. 7. Approved the ratification of the audit supervisor. 8. Approved the Company's acquisition of the business and assets of Chaos Co., Ltd. 9. Approved the amendment of Procedures for Acquisition or Disposal of Assets, Procedures for Lending Funds to Others, and Endorsement and Guarantee Operational Procedures. 10. Approval of the 2024 distribution of surplus. 11. Approval of the record date for the conversion of convertible bonds into common stocks from October to December 2024. 12. Approval of the Company's 5th proposed issuance of domestic unsecured convertible bonds. 13. Approval of the convening of the 2025 annual shareholders' meeting
2025.05.07 2nd Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the proposal for appointing the CPAs for 2025. 2. Approval of the consolidated financial statement for the first quarter of 2025. 3. Approved the proposal for the Company to apply for financing facilities from financial institutions and to provide endorsement guarantees for subsidiaries.
2025.08.11 3rd Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the Company's consolidated financial statements for the first half of 2025. 2. Approved the proposal to transfer partial equity of subsidiary UOC Europe Holding SA to SF Finance SA, a Swiss company. 3. Approved the proposal to establish a surgical instrument procurement service company in Xi'an, China. 4. Approval of the list of non-assurance services to be provided by Ernst & Young and its affiliated companies in 2026. 5. Approval of the application for credit lines and derivative financial product trading lines from financial institutions.
2025.11.06 4th Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the consolidated financial statement for the third quarter of 2025. 2. Approved the proposal to revise the "Internal Control System". 3. Approved the organizational regulations for the Audit Committee. 4. Approval of amendment to the "Director Election Procedures." 5. Approval of the formulation of the 'Internal Material Information Handling and Prevention of Insider Trading Management Procedures' to integrate the Company's 'Internal Material Information Handling Procedures' and 'Prevention of Insider Trading Procedures'. 6. Approved the proposal to revise certain provisions of the Company's "Domestic 5th Unsecured Convertible Corporate Bond Issuance and Conversion Methods".
2025.12.18 4th Meeting of 2025	<ol style="list-style-type: none"> 1. Approval of the 2026 audit plan. 2. Approval of the proposal for the loaning of funds to investee companies. 3. Approval of the proposal of the Company's guarantee and endorsement to the group's subsidiaries. 4. Approved the proposal to revise the "Internal Control System". 5. Approved the proposal to increase capital investment in subsidiary United Orthopedic (Australia) Pty Ltd by AUD 300,000. 6. Approval of the newly added non-assurance services to be provided by Ernst & Young and its affiliated companies in 2026.
2026.03.13 1st Meeting of 2026	<ol style="list-style-type: none"> 1. Approval of the 2025 Financial Statements and Business Report. 2. Approval of the 2025 distribution of surplus. 3. Approval of the Company's regular assessment on independence of CPAs. 4. Approval of the 2025 Statement of Internal Control System. 5. Approved the revision of the Company's "Related Parties, Group Enterprises and Specific Companies Financial and Business Operations Rules". 6. Approved the annual assessment and adjustment of the scope of the Company's entry-level employees.

Date	Significant Resolutions at the Shareholders' Meeting
	7. Approval of the Company's application for credit lines and derivative financial product trading lines from financial institutions. 8. Approval of the newly added non-assurance services to be provided by Ernst & Young and its affiliated companies in 2025 and 2026.
2026.04.23 2nd Meeting of 2026	1. Approval of the acquisition of minority interests in European subsidiaries and sub-subsidiaries. 2. Approval of the appointment of the Company's internal audit supervisor.

(10) Major Contents of Any Dissenting Opinions on Record or Stated in a Written Statement Made by Directors or Supervisors regarding Material Resolutions Passed in the Board of Directors' Meetings for the Most Recent Year up to the Publication Date of the Annual Report: None.

4. CPA Information Regarding Audit Fee

(1) The Company shall disclose the audit fee paid to the auditors and their firm and the affiliates, as well as non-audit-fees and non-audit services. The following matters shall be disclosed:

CPA Information Regarding Audit Fee

Amount Unit: NT\$ thousand

Accounting firm	Name of the accountants	Time of Audit	Audit Fees	Non-Audit Fees	Total	Notes
Ernst & Young	Lin, Shih-Huan	20250101~20251231	4,440	1,525	5,965	Tax verification Transfer Pricing Consulting for Sustainability Report Projects Assurance of the Sustainability Report
	Hsu, Jung-Huang	20250101~20251231				

Please specify non-audit fee services: (e.g. tax certification, assurance or other financial advisory services)

Note: If the Company has changed CPA or accounting firm during the current fiscal year, the period covered by CPA's audit and the reasons for change shall be stated in the Remarks column. The audit and non-audit fees paid to the former and successor CPA or accounting firm shall also be disclosed in sequence. The non-audit fee services shall be marked and explained.

- When the company has changed the accounting firm, and in that particular year, the audit fees paid are less than those of the fiscal year before that, the decreased amount and reason thereof shall be disclosed: No such circumstances.
 - When the audit fees decreases by 10% or more than that of the last fiscal year, the Company must disclose the decreased amount, ratio, and reason: No such circumstances.
- (2) The audit fees mentioned above means professional fees paid by the Company to the CPA for audits, reviews and secondary reviews of financial reports and reviews of financial forecasts. The audit fees include professional fees for audits, reviews, and secondary reviews of financial reports.

5. Information on replacement of CPA:

(1) Information on the Former CPA

Date of Replacement	August 10, 2023		
Reason for replacement and explanation	Due to the modification of the internal audit accountant by Ernst & Young, the Board of Directors has determined to assign Ernst & Young's CPAs Lin, Shih-Huan and Hsu, Jung-Huang to be responsible for the certification of financial statements commencing from the third quarter of 2023.		
Statement on whether the authorizing party or the accountant terminate or reject the authorization	Party of the current year	CPAs	The authorizing party
	Voluntarily terminated the authorization	✓	
	Rejected the (continuing) authorization		
The reasons cited in the signed and issued audit reports which were not "no reservations" in the last two years	Both 2024 and 2025 received unqualified opinions.		
Different opinions from the issuer	Yes		Accounting principles or practices
			Disclosure of financial report
			Scope or procedure of auditing
			Others
	None.	✓	
Description: Not Applicable			
Other items disclosed (for which disclosure is required under Article 10, Clause 6, items 1-4 through 1-7 of the Regulations)	None.		

(2) Regarding the successor CPA

Name of accounting firm	Ernst & Young
Name of the accountants	Lin, Shih-Huan and Hsu, Jung-Huang
Date of appointment	August 10, 2023
The accounting treatment of particular transactions before appointment or accounting principle and the consulting matters and their results for the possible opinions signed and issued in the financial report	None.
The successor accountant's written opinion of on the former accountant's different opinions	None.

(3) The former accountant shall, in accordance with the provisions of Subparagraph 1 of Paragraph 6 of Article 10 of these Regulations and the three preceding items, send a letter to the former accountant, and inform the former accountant that if there is any objection, a reply letter shall be sent within ten days: None.

6. The Company's Chairman, General Manager, or Any Managerial Officer in Charge of Finance or Accounting Matters Having Held a Position at Its CPAs' Accounting Firm or at an Affiliate in the Most Recent Year: None.

7. Transfer of equity interests and/or pledge of or change in equity interests by directors, managerial officers and/or shareholders holding more than 10% of the Company's shares in the most recent year up to the publication date of the Annual Report Disclosure of the counterparty's name, relationship to the company, directors, managers, and shareholders holding more than 10% of the shares, as well as the number of shares bought or pledged, is required if the counterparty of a share transfer or share pledge is a related party.

(1) Changes in shareholding of directors, managerial officers and major shareholders

Date: April 18, 2026 (book closure date); Unit: share

Title	Name	2025				As of April 18, 2026				Notes
		Common Stocks		Preferred Stocks		Common Stocks		Preferred Stocks		
		Addition (reduction) of shares held	Addition (reduction) of shares pledged	Addition (reduction) of shares held	Addition (reduction) of shares pledged	Addition (reduction) of shares held	Addition (reduction) of shares pledged	Addition (reduction) of shares held	Addition (reduction) of shares pledged	
Chairman	Lin, Yan-Sheng	(440,000)	0	0	0	0	0	0	0	
Directors	Chun-Sheng Lin	0	0	0	0	0	0	0	0	
Directors	Hau, Hai-Yen	0	0	0	0	0	0	0	0	
Directors	Lee, Chi-Fung	0	0	0	0	0	0	0	0	
Directors	Ng Chor Wah Patrick	0	0	0	0	0	0	0	0	
Directors	Lin Deqiong	440,000	0	0	0	0	0	0	0	
Independent Director	Liu, Chien-Lin	(9,987)	0	0	0	0	0	0	0	
Independent Director	Lee, Kuen-Chang	0	0	0	0	0	0	0	0	
Independent Director	Wu, Meng-Da	0	0	0	0	0	0	0	0	
Vice President	Liao, Chien-Chong	0	0	0	0	0	0	0	0	
Vice President	Peng, Yu-Hsing	0	0	0	0	0	0	0	0	
Vice President	Lin Deqiong	0	0	0	0	0	0	0	0	
Director, Research and Developing Center	Ho, Fang-Yuan	(40,000)	0	0	0	0	0	0	0	
Director, Operating Center	Chou, Ching-Long	0	0	0	0	0	0	0	0	
Director of Business Center	Huang, Wen-Hsuan	0	0	0	0	0	0	0	0	
Director, Department of Finance and Accounting	Teng, Yuan-Chang	0	0	0	0	0	0	0	0	
Information Management Department Division Director	Cheng, Chih Chieh	0	0	0	0	0	0	0	0	

Note 1: Shareholders who hold more than 10% of the Company's shares shall be considered as major shareholders and are listed separately.

(2) Transfer of shares: transfer of shares to related parties by directors, managerial officer or shareholder with a stake of more than ten percent in the most recent year up to the publication date of the annual report: No such circumstances.

(3) Pledge of shares: pledge of or change in shares by directors, managerial officers or shareholders with a stake of more than ten percent in the most recent fiscal year up to the publication date of the annual report: No such circumstances.

8. Information on the top ten shareholders who are identified as related parties, spouse or relative within the second degree of kinship:

Name (Note 1)	Shares Held in Person		Shares held under spouse or minor children's names		Shares held in others' names		Top 10 Shareholders of the Company who Are Identified as a Related Party, Spouse, or Relative within the Second Degree of Kinship under No. 6 of the Statements of Auditing Standards (Note 3)		Notes
	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Shares	Shareholding Ratio	Designation (or Name)	Relationship	
YI FA CO., LTD. Representative: Lin, Yu-Yen	9,231,000	9.57%	Not Applicable	Not Applicable	0	0%	Yi Chuan Co., Ltd. Ko Yao Inc. I Te Inc. Yi Sheng Co., Ltd.	The representative person is the same as the Company	
Yi Chuan Co., Ltd. Representative: Lin, Yu-Yen	5,175,000	5.37%	Not Applicable	Not Applicable	0	0%	YI FA CO., LTD. Ko Yao Inc. I Te Inc. Yi Sheng Co., Ltd.	The representative person is the same as the Company	
Ko Yao Inc. Representative: Lin, Yu-Yen	4,774,000	4.95%	Not Applicable	Not Applicable	0	0%	YI FA CO., LTD. Yi Chuan Co., Ltd. I Te Inc. Yi Sheng Co., Ltd.	The representative person is the same as the Company	
I Te Inc. Representative: Lin, Yu-Yen	3,917,000	4.06%	Not Applicable	Not Applicable	0	0%	YI FA CO., LTD. Yi Chuan Co., Ltd. Ko Yao Inc. YI FA CO., LTD.	The representative person is the same as the Company	
Yi Sheng Co., Ltd. Representative: Lin, Yu-Yen	3,113,000	3.23%	Not Applicable	Not Applicable	0	0%	YI FA CO., LTD. Yi Chuan Co., Ltd. Ko Yao Inc. I Te Inc.	The representative person is the same as the Company	
HSBC Custody Account for Goldman Sachs International Investment	2,982,279	3.09%	Not Applicable	Not Applicable	0	0%	None.	None.	
Lin, Yan-Sheng	2,181,441	2.26%	287,000	0.30%	0	0%	Lin Deqiong	Father and son	
Lin Deqiong	1,913,461	1.98%	0	0%	0	0%	Lin, Yan-Sheng	Father and son	
Taiwan Knitting Co., Ltd.	1,750,000	1.81%	Not Applicable	Not Applicable	0	0%	None.	None.	
Investor account of Wu Chuhua commissioned to manage by E. Sun Bank	1,670,425	1.73%	Not Applicable	Not Applicable	0	0%	None.	None.	

- Note 1: Please list the top 10 shareholders; the name of corporate shareholders and their respective representatives shall be listed respectively.
- Note 2: The calculation of shareholding ratio shall indicate the percentage of shares held in the person's own name or in the name of spouse, minor children, or others.
- Note 3: The relationships between the aforementioned shareholders, including corporate and natural persons, shall be disclosed based on the Regulations Governing the Preparation of Financial Reports by Securities Issuers.
- Note 4: This table discloses the top ten shareholders in terms of the shareholding ratio of ordinary shares.

9. Information on the total number of shares and equity interests held in a single enterprise by the Company, its directors or managerial officers, and/or any companies directly or indirectly controlled by the Company.

December 31, 2025

Unit: share

re-investments in other companies (Note 1)	The Company's investments		Investments of Directors, Supervisors, Managers, and directly or indirectly controlled businesses		Combined investments	
	Shares	Shareholding percentage (%)	Shares	Shareholding percentage (%)	Shares	Shareholding percentage (%)
UOC USA, INC.	15,361,016 (Note 2)	100	0	0	15,361,016	100
UOC Europe Holding SA	13,500 (Note 3)	96	0	0	13,500	96
United Orthopedic Corporation (Suisse) SA	0	0	1,550 (Note 3)	100	1,550	100
United Orthopedic Corporation (France)	0	0	8,782 (Note 4)	100	8,782	100
United Orthopedic Corporation (Belgium)	0	0	900 (Note 4)	100	900	100
United Orthopedic Japan Inc.	125,022 (Note 5)	96	0	0	125,022	96
A-SPINE Asia Co., Ltd.	10,089,696 (Note 6)	75	0	0	10,089,696	75
United Orthopedics Limited	0	0	540 (Note 7)	100	540	100
UOC ORTHOPEDIC (AUSTRALIA) PTY LTD	1,300,001 (Note 8)	100	0	0	1,300,001	100
Shinva United Orthopedic Corporation	147,000,00 (Note 9)	43	0	0	147,000,000	43
U2 ORTHO ORTOPEDİK ÜRÜNLER TİCARETİ ANONİM ŞİRKETİ	0	0	930 (Note 10)	100	930	100

Note 1: The investments were made by the Company under the equity method.

Note 2: The face value per share is USD 0.71.

Note 3: The face value per share is CHF 1,000.

Note 4: The face value per share is EUR 1,000.

Note 5: The face value per share is JPY 2,045.

Note 6: The face value per share is TWD 10.

Note 7: The face value per share is GBP 1,000.

Note 8: The face value per share is AUD 1.

Note 9: The face value per share is CNY 1.

Note 10: The face value per share is TRY 1,000

10. Companies meeting certain conditions under Article 7, Paragraph 2 shall prepare and disclose sustainability-related financial information in accordance with the following items and relevant laws and regulations; matters not stipulated therein shall be handled in accordance with the International Financial Reporting Standards Sustainability Disclosure Standards recognized by this Commission.

- (1) The company shall identify sustainability-related risks and opportunities that can reasonably be expected to affect its outlook in accordance with the Sustainability Disclosure Standards and by reference to the industry disclosure topics defined by the Sustainability Accounting Standards Board (SASB) standards, and shall disclose material information that can reasonably be expected to affect the company's cash flows, access to financing, or cost of capital in the short, medium, and long term. 'Material' refers to situations where the omission, misstatement, or obscuring of sustainability-related financial information could reasonably be expected to influence decisions made by primary users of general-purpose financial reports based on such information: Not applicable to our Company.
- (2) The reporting entity and reporting period covered by the company's sustainability-related financial information shall be consistent with the financial reports for the relevant period. Except for the annual reporting period of first-time application of the Sustainability Disclosure Standards, the company shall simultaneously disclose comparative information for the prior period: Not applicable to our Company.
- (3) The company shall state that the sustainability-related financial information is prepared in accordance with the Sustainability Disclosure Standards recognized by this Commission, and shall fairly present such information so that it meets qualitative characteristics such as relevance, faithful representation, comparability, verifiability, timeliness, and understandability: Not applicable to our Company.
- (4) The company shall enable primary users of general-purpose financial reports to understand the connection between sustainability-related financial information and the related financial reports; the data, assumptions, and units of measurement used to prepare sustainability-related financial information shall be consistent with those of the current period's financial reports, and any material differences shall be disclosed: Not applicable to our Company.
- (5) The company shall disclose sustainability-related financial information in accordance with the core content of governance, strategy, risk management, and metrics and targets, and may use all reasonable and supportable information available at the reporting date without undue cost or effort, and may use methods commensurate with its skills, capabilities, and resources to disclose in a quantitative or qualitative manner in accordance with relevant provisions of the Sustainability Disclosure Standards: Not applicable to our Company.

- (6) During the annual reporting period of a company's first-time application of the Sustainability Disclosure Standards, only climate-related information may be disclosed, and such fact shall be disclosed: Please refer to page 29 for our Company's annual reporting period of first-time application of the Sustainability Disclosure Standards.
- (7) The measurement method for greenhouse gas emissions in climate-related information, except for emission sources required to be inventoried under the Climate Change Response Act which shall follow the methods prescribed by the Ministry of Environment, shall be measured in accordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard or methods recognized by this Commission, and the applicable methods, measurement approaches, inputs, and assumptions shall be disclosed in accordance with IFRS S2 Climate-related Disclosures; if a company used other methods to measure greenhouse gas emissions during the annual reporting period prior to first-time application, it may continue to use such other methods during the annual reporting period of first-time application of the Sustainability Disclosure Standards: Not applicable to our Company.
- (8) The company's preparation of Scope 1 and Scope 2 greenhouse gas emission information in climate-related information shall obtain independent third-party assurance opinions and make disclosures in the manner prescribed by this Commission; additionally, Scope 3 greenhouse gas emission information shall be disclosed in accordance with the timeline prescribed by this Commission: Please refer to page 29 for the greenhouse gas emission information in our Company's climate-related information.

III. Funding Status

1. Capital and shares

(1) Source of Capital

Month and Year	Issued Price	Authorized Capital		Paid-in Capital		Notes		
		Shares	Amount	Shares	Amount	Issued Shares	Capital Increased by Assets Other than Cash	Others
1993.02	10	11,000,000	110,000,000	2,750,000	27,500,000	Initial capital 25,000,000	Technology stock 2,500,000	None.
1994.08	10	11,225,000	112,250,000	11,225,000	112,250,000	Cash capital increase. 77,250,000	Technology stock 7,500,000	(83) Official Letter No. 12643
1997.03	10	11,225,000	112,250,000	5,612,500	56,125,000	Capital reduction to offset deficits (56,125,000)	None.	(86) Official Letter No. 05947
1997.03	15	11,612,500	116,125,000	11,612,500	116,125,000	Cash capital increase. 53,630,000	Using bonds as stocks 6,370,000	(86) Official Letter No. 05947
1998.02	10	18,612,500	186,125,000	18,612,500	186,125,000	Cash capital increase. 59,980,000	Using bonds as stocks 10,020,000	None.
1998.12	20	30,000,000	300,000,000	22,612,500	226,125,000	Cash capital increase. 40,000,000	None.	(87) Official Letter No. 029827
2004.09	13	30,000,000	300,000,000	25,462,500	254,625,000	Cash capital increase. 28,500,000	None.	Financial-Supervisory-Securities-I No.0930136711.
2006.08	11.50	40,000,000	400,000,000	33,962,500	339,625,000	Cash capital increase. 85,000,000	None.	Financial-Supervisory-Securities-I No.0950111098.
2007.10	45	60,000,000	600,000,000	38,562,500	385,625,000	Cash capital increase. 46,000,000	None.	Financial-Supervisory-Securities-I No.0960042265.
2008.12	9.60	60,000,000	600,000,000	42,362,500	423,625,000	Private placement capital raise 38,000,000	None.	None.
2009.06	20.60	60,000,000	600,000,000	46,362,500	463,625,000	Private placement capital raise 40,000,000	None.	None.
2012.04 2012.08	-	60,000,000	600,000,000	46,362,500	463,625,000	Supplemental public issuance of privately-placed ordinary shares. 38,000,000/ 40,000,000	None.	FSC Official Letter No. 1010012282/FSC Official Letter No. 1010037604.
2013.01	30	60,000,000	600,000,000	53,362,500	533,625,000	Cash capital increase. 70,000,000	None.	FSC Official Letter No. 1010057730.
2014.12	40.25	60,000,000	600,000,000	55,976,119	559,761,190	Unsecured convertible bonds. 26,136,190	None.	FSC Official Letter No. 10100577301.

Month and Year	Issued Price	Authorized Capital		Paid-in Capital		Notes		
		Shares	Amount	Shares	Amount	Issued Shares	Capital Increased by Assets Other than Cash	Others
2015.07	40.25	60,000,000	600,000,000	56,202,200	562,022,000	Unsecured convertible bonds. 2,260,810	None.	FSC Official Letter No. 10100577301.
2015.07	-	60,000,000	600,000,000	56,774,200	567,742,000	New restricted employee shares. 5,720,000	None.	FSC Official Letter No. 1040025385.
2015.11	39.3	100,000,000	1,000,000,000	58,412,868	584,128,680	Unsecured convertible bonds. 16,386,680	None.	FSC Official Letter No. 10100577301.
2015.11	46	100,000,000	1,000,000,000	71,212,868	712,128,680	Cash capital increase. 128,000,000	None.	FSC Official Letter No. 1040035809.
2015.12	-	100,000,000	1,000,000,000	71,204,868	712,048,680	Cancellation of new restricted employee shares.(80,000)	None.	FSC Official Letter No. 1040025385.
2016.02	39.3	100,000,000	1,000,000,000	71,746,847	717,468,470	Unsecured convertible bonds. 5,419,790	None.	FSC Official Letter No. 10100577301.
2017.08	-	100,000,000	1,000,000,000	71,724,847	717,248,470	Cancellation of new restricted employee shares.(220,000)	None.	FSC Official Letter No. 1040025385.
2017.10	48	100,000,000	1,000,000,000	79,724,847	797,248,470	Cash capital increase. 80,000,000	None.	FSC Official Letter No. 1060025497.
2017.11	-	100,000,000	1,000,000,000	79,712,847	797,128,470	Cancellation of new restricted employee shares.(120,000)	None.	FSC Official Letter No. 1040025385.
2018.04	-	100,000,000	1,000,000,000	79,700,847	797,008,470	Cancellation of new restricted employee shares.(120,000)	None.	FSC Official Letter No. 1040025385.
2018.07	-	100,000,000	1,000,000,000	80,450,847	804,508,470	New restricted employee shares. 7,500,000	None.	FSC Official Letter No. 1070323957.
2019.05	-	100,000,000	1,000,000,000	80,432,847	804,328,470	Cancellation of new restricted employee shares.(180,000)	None.	FSC Official Letter No. 1070323957.
2019.08	-	150,000,000	1,500,000,000	80,426,847	804,268,470	Cancellation of new restricted employee shares.(60,000)	None.	FSC Official Letter No. 1070323957.
2019.11	52	150,000,000	1,500,000,000	90,426,847	904,268,470	Cash capital increase. Class A preference shares 100,000,000	None.	FSC Official Letter No. 1080325924.
2019.11	-	150,000,000	1,500,000,000	90,420,847	904,208,470	Cancellation of new restricted employee shares.(60,000)	None.	FSC Official Letter No. 1070323957.

Month and Year	Issued Price	Authorized Capital		Paid-in Capital		Notes		
		Shares	Amount	Shares	Amount	Issued Shares	Capital Increased by Assets Other than Cash	Others
2020.07	-	150,000,000	1,500,000,000	88,407,847	884,078,470	Cancellation of Treasury Stock (20,130,000)	None.	None.
2020.11	-	150,000,000	1,500,000,000	88,389,847	883,898,470	Cancellation of new restricted employee shares.(180,000)	None.	FSC Official Letter No. 1070323957.
2021.04	-	150,000,000	1,500,000,000	88,118,144	881,181,440	Cancellation of new restricted employee shares.(2,717,030)	None.	FSC Official Letter No. 1070323957.
2021.08	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Cancellation of new restricted employee shares.(65,440)	None.	FSC Official Letter No. 1070323957.
2023.01	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Conversion of Class A preference shares into ordinary shares (200,000)	None.	FSC Official Letter No. 1080325924.
2023.04	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Conversion of Class A preference shares into ordinary shares (21,515,160)	None.	FSC Official Letter No. 1080325924.
2023.07	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Conversion of Class A preference shares into ordinary shares (57,184,030)	None.	FSC Official Letter No. 1080325924.
2023.10	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Conversion of Class A preference shares into ordinary shares (14,796,740)	None.	FSC Official Letter No. 1080325924.
2024.01	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Conversion of Class A preference shares into ordinary shares (2,567,330)	None.	FSC Official Letter No. 1080325924.
2024.04	-	150,000,000	1,500,000,000	88,111,600	881,116,000	Conversion of Class A preference shares into ordinary shares (1,440,350)	None.	FSC Official Letter No. 1080325924.
2024.04	-	150,000,000	1,500,000,000	96,486,740	964,867,400	Unsecured convertible bonds. 83,751,400	None.	FSC Official Letter No. 1120340147.

Month and Year	Issued Price	Authorized Capital		Paid-in Capital		Notes		
		Shares	Amount	Shares	Amount	Issued Shares	Capital Increased by Assets Other than Cash	Others
2024.07	-	150,000,000	1,500,000,000	96,486,740	964,867,400	Conversion of Class A preference shares into ordinary shares (274,550)	None.	FSC Official Letter No. 1080325924.
2024.11	-	150,000,000	1,500,000,000	96,486,740	964,867,400	Conversion of Class A preference shares into ordinary shares (97,560)	None.	FSC Official Letter No. 1080325924.
2025.01	-	150,000,000	1,500,000,000	96,436,704	964,367,040	Cancellation of Class A preference shares (500,360)	None.	FSC Official Letter No. 1080325924.
2025.03	-	150,000,000	1,500,000,000	96,436,704	964,367,040	Conversion of Class A preference shares into ordinary shares (1,423,920)	None.	FSC Official Letter No. 1080325924.
2026.04	-	150,000,000	1,500,000,000	96,437,650	964,376,500	Unsecured convertible bonds. 9,460	None.	FSC Official Letter No. 1140341625.

Type of Share	Authorized Capital			Notes
	Outstanding Shares	Unissued Shares	Total	
Common Stocks	96,437,650	53,562,350	150,000,000	TPEX listed stocks

Overall information with regards to reporting system: Not applicable.

- (2) List of Major Shareholders:: List all shareholders with a stake of 5% or greater, and if those are fewer than 10 shareholders, also list all shareholders who rank in the top 10 in shareholding percentage, and specify the number of shares and stake held by each shareholder on the list.

Name of major shareholders	Shares Held	Shareholding percentage (%)
YI FA CO., LTD.	9,231,000	9.57%
Yi Chuan Co., Ltd.	5,175,000	5.37%
Ko Yao Inc.	4,774,000	4.95%
I Te Inc.	3,917,000	4.06%
Yi Sheng Co., Ltd.	3,113,000	3.23%
HSBC Custody Account for Goldman Sachs International Investment	2,982,279	3.09%
Lin, Yan-Sheng	2,181,441	2.26%
Lin Deqiong	1,913,461	1.98%
Taiwan Knitting Co., Ltd.	1,750,000	1.81%
Investor account of Wu Chuhua commissioned to manage by E. Sun Bank	1,670,425	1.73%

(3) Dividend Policy and Implementation Status

1. Dividend policy and implementation status:

If the Company has profits in the fiscal year, it shall allocate 12 percent as employee compensation and up to a maximum of 3 percent as directors' compensation. However, when the Company has accumulated losses (including adjustment on non-distributed earnings), the loss should offset first from profits.

The employee compensation amount in the preceding paragraph shall allocate no less than 15 percent for salary adjustments or compensation distribution to basic-level employees. And may be distributed in stocks or cash, with eligible recipients including employees of controlling or subsidiary companies who meet certain conditions, while directors' compensation can only be distributed in cash.

In case there are profits after tax at the closing account of the current year, the Company shall first make up the accumulated deficit (including adjustment on non-distributed earnings) and retain 10% as statutory surplus reserve in accordance with the law; however, when the statutory surplus reserve exceeds the registered capital of the Company, it is not subject to this limitation. After the statutory surplus reserve has been retained or rotated in accordance with the regulations or requests made by competent agencies, if there is accumulated undistributed earnings, the holders of preference share are given priority to be distributed the dividends of the current year. If there are still undistributed earnings left, 50% to 100% of the remaining earnings shall be distributed as shareholders' dividends, of which, 50% of the shareholders' dividends that are distributed in the current year shall be distributed as cash dividends.

When the Company sets aside the special surplus reserve in accordance with law, for the shortfall of the "net deduction of other interests accumulated in the previous period", before the distribution of the earnings, it should first set aside the same amount of special surplus reserve from the undistributed earnings of the previous period; if there is still a shortfall, the current period's after-tax net profit plus the amount other than the current after-tax net profit shall be included in the current undistributed earnings and set aside.

2. Proposed dividend distribution at this shareholders' meeting: The Company's earnings distribution plan for fiscal year 2025 proposes to distribute total cash dividends on common shares of NT\$433,969,425 (NT\$4.5 per share), which was resolved and approved by the Board of Directors on March 13, 2025. This matter will be processed in accordance with relevant regulations after being resolved and approved at the shareholders' meeting on June 16, 2025.
3. Explanations for anticipated changes in the dividend policy: None.

(4) Impact on the Company's Operating Performance and Earnings per Share of the Distribution of Stock Dividends Proposed at the Shareholders' Meeting:

(5) Remuneration of Directors and Employees

1. The proportion or range of employee and director compensation as stipulated in the Articles of Incorporation:

Article 20 of the Company's Articles of Incorporation : If the Company has profits in the fiscal year, it shall allocate 12% as employee compensation and up to a maximum of 3% as directors' compensation. However, when the Company has accumulated losses (including adjustment on non-distributed earnings), the loss should offset first from profits.

The employee compensation amount in the preceding paragraph shall allocate no less than 15 percent for salary adjustments or compensation distribution to basic-level employees. And may be distributed in stocks or cash, with eligible recipients including employees of controlling or subsidiary companies who meet certain conditions, while directors' compensation can only be distributed in cash.

2. The basis for estimating the amount of compensation of employees and directors, for calculating the number of shares to be distributed as employee remuneration, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period.

The basis for the estimated bonus to employees and directors: Estimations are made based on the profits of 2025 (profits refer to income before tax and before bonus distribution to the employees and directors) and in accordance with Article 20 of the Articles of Incorporation.

The basis for calculating the number of shares to be distributed as employee remuneration, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period: It is recognized as profit or loss in 2025.

Discrepancy between the Distributed Compensation of Employees, Directors and the Recognized Compensation for 2025, Reasons Thereof, and Treatment.

Unit: NTD

	Recognized compensation	Actual distributed amount	Variances	Reasons for variance and its handling method
Employees' salary	94,802,779	94,802,779	0	None.
Remuneration of Directors	23,700,695	23,700,695	0	
Total	118,503,474	118,503,474	0	

Note: Employees, Directors and Supervisors' compensation is distributed in cash.

3. Distribution of compensation approved by the Board of Directors
 - (1) Cash or stock distribution of employee and director compensation: for the Company's 2025 earnings, as resolved by the Board of Directors, propose to distribute cash bonus of NT\$94,803 thousand to employees and director compensation of NT\$23,701 thousand.
 - (2) The amount of any employee remuneration distributed in stocks, and the size of that amount as a percentage of the sum of the net income after tax stated in the parent company only financial statements or individual financial reports for the current period and total employee remuneration: No employee remuneration was distributed in stocks for 2025.
4. Actual distribution of compensation of employees and directors for the previous year (including the number of shares, monetary amount, and stock price), and, if there is any discrepancy between the actual distribution and the recognized compensation of employees and directors, additionally the discrepancy, reason thereof, and treatment:

There was no discrepancy between the actual distribution and the recognized compensation of employees and directors for the previous year (2024).

Unit: NTD

Distribution	Distribution resolved by the shareholders' meeting and the Board of Directors	Actual distribution	Variances	Difference
Employees' salary	77,105,224	77,105,224	0	None.
Remuneration of Directors	19,276,306	19,276,306	0	
Total	96,381,530	96,381,530	0	

(6) Share Repurchases: Not applicable.

2. Issuance of Corporate Bonds (including overseas corporate bonds):

(1) Issuance of Corporate Bonds

The Company filed for the issuance of the 5th domestic unsecured convertible corporate bonds, and received notification from the Financial Supervisory Commission on May 14, 2025: FSC Official Letter No. 1140341625, effective from May 14, 2025, the total issuance amount is NT\$700 million. Taipei Exchange, through Notification No. 11400041432 dated May 23, 2025, informed that the securities will commence trading at securities firms' business locations starting May 19, 2025.

Corporate Bond Type:	5th Domestic Unsecured Convertible Corporate Bonds	
Date of Issuance	May 29, 2025, 12:00:00 AM	
Face value	NT\$100,000	
Issuance and Trading Location:	Republic of China	
Issued Price	Issued at 100.5% of the face value	
Total	NT\$700,000 thousand	
Interest Rate	Coupon rate 0%	
Term	Five-year maturity date: May 29, 2030	
Guarantor	None.	
Trustee	KGI Bank Co., Ltd.	
Underwriter	KGI Securities Co., Ltd.	
Certified Attorney	Chiu, Ya-Wen	
CPAs	Ernst & Young Lin, Shih-Huan and Hsu, Jung-Huang	
Repayment method	Term of issuance: Five years Bondholders, in addition to converting the convertible bonds into common shares of the Company in accordance with Article 10 of the Issuance and Conversion Regulations for this issuance of convertible bonds, or if the Company redeems the bonds early pursuant to Article 18 of the Regulations, or if the bondholders exercise the put option pursuant to Article 19 of the Regulations, or if the Company repurchases and cancels the bonds through securities firms, the Company shall redeem the convertible bonds upon maturity in cash at face value.	
Outstanding principal amount as of the date of publication of the annual report:	NT\$699,900 thousand	
Terms of redemption or early repayment:	Refer to the Issuance and Conversion Regulations for the Fifth Domestic Unsecured Convertible Corporate Bonds.	
Restrictive Clauses	None.	
Credit rating agency name, rating date, corporate bond rating result:	None.	
Other rights attached	The amount of ordinary shares, overseas depository receipts or other securities converted (exchanged or share subscription) as of the date of printing of the annual report.	NT\$9,460
	Issuance and Conversion (Exchange or Subscription) Regulations	Refer to the Issuance and Conversion Regulations for the Fifth Domestic Unsecured Convertible Corporate Bonds.
Issuance, conversion, exchange or subscription methods, issuance conditions, possible dilution of equity, and impact on existing shareholders' equity	The total amount of convertible corporate bonds issued this time is NT\$700,000 thousand. As the bonds have a tenor of 5 years and bondholders may request conversion at different times, the impact on earnings per share will be gradual and will not cause a material adverse effect on the existing shareholders' equity. The coupon rate of the corporate bonds is 0% and the conversion price is set at a premium, therefore there should be no negative impact on shareholders' equity.	
Name of the custodian institution for the exchange target.	Not Applicable	

(2) Convert corporate bond data

Corporate Bond Type (Note 1)		5th Domestic Unsecured Convertible Corporate Bonds	
Year		As of December 31, 2025	As of March 31, 2026 of the current year
Convert corporate bond market price(Note 2)	Highest Market Price	130.50	119.40
	Lowest Market Price	106.00	111.60
	Average Market Price	111.68	115.95
Conversion price		105.60	105.60
Issue (Processing) date and conversion price upon issue		May 29, 2025 NT\$109.80	May 29, 2025 NT\$109.80
Method of fulfilling conversion obligation (Note 3)		Issuance of new shares	Issuance of new shares

Note 1: The number of rows is adjusted in accordance with the actual entries.

Note 2: For overseas corporate bonds with multiple trading locations, list them separately by trading location.

Note 3: Delivery of issued shares or issuance of new shares.

Note 4: Information on the most current year up to the publication date of the Annual Report shall be filled.

- 3. Issuance of preference shares: No such situation for the Company.**
- 4. Issuance of overseas depositary receipts: No such circumstances.**
- 5. Issuance of employees' stock option certificate and new restricted employee shares: No such circumstances.**
- 6. Issuance of new shares in connection with mergers and acquisitions or with acquisitions of shares of other companies: No such circumstances.**
- 7. Implementation of capital application plans: No such circumstances.**

IV. Operational Overview

1. Business Activities

(1) Business Scope:

1. Main Areas of Business Operations

(1) Research, development, production, manufacture and sales on the following products:

(1.1) Artificial orthopedic implants: including artificial joints, artificial bone plates, intramedullary rods, bone pins and so on.

(1.2) Orthopedic surgical equipment and its manufacturing equipment.

(1.3) Special metal and plastic materials.

(2) The import, export and trade of aforementioned products.

2. Proportion of Revenue

Unit: NTD thousand

Product category	Total Sales in 2025	Ratio
Artificial joints	5,161,567	91.3%
Spinal products	256,527	4.5%
Other Products	167,263	3.0%
OEM products	70,061	1.2%
Total	5,655,418	100.0%

3. Main Products of the Company

(1) Artificial hip joints: Artificial hip joint, partial hip joint, joint for large trochanteric fracture, Moore hip prosthesis, and customized artificial hip joints for individual tumor patients.

(2) Artificial knee joints: Artificial knee replacement joint, revision knee replacement system, restricted artificial knee joint, and customized artificial knee joints for individual tumor patients.

(3) Spinal products: Vertebral fixation devices.

(4) Injury and other orthopedic products: orthopedic internal fixation, bone plate, bone nails, bone pins, bone screws and products as such.

(5) OEM products: Orthopedic internal fixation.

4. Planned New Products (Services) Development

1	Momentum cup TPS+	2	SYSTEM ONE shoulder system
3	Cones & Sleeves for revision TKA	4	Uni-knee system
5	Anti-allergy knee	6	UMP Knee system
7	Constrained liner	8	USTAR II extension line
9	Momentum cup 3DP	10	Tri-taper stem

(2) Industry Overview:

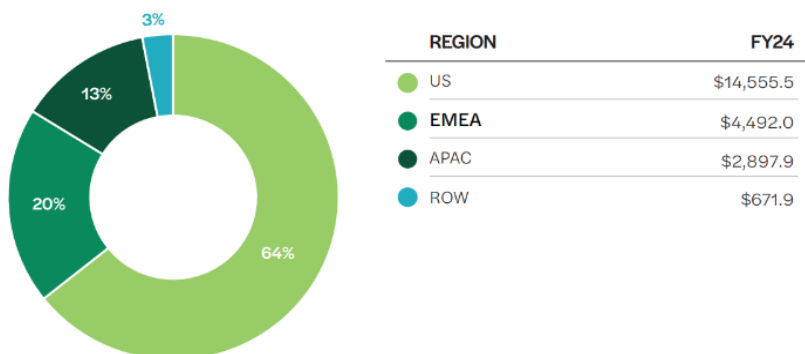
1. Current status and development of the industry

According to The Orthopedic Industry Annual Report published by ORTHOWORLD in 2025, the global orthopedic industry output value in 2024 was USD 61.9 billion, representing a 5% growth compared to the previous year. Among these, the joint reconstruction output value was USD 22.6 billion, with a YOY growth of 5.3%. By regional market, the United States accounted for USD 41.6 billion (67%), Europe, Middle East and Africa accounted for USD 11.4 billion (19%), Asia Pacific (including Australia and China) accounted for USD 6.8 billion (11%), and the rest of the world accounted for USD 2.0 billion (3%). Comparable companies saw a 20% increase in joint reconstruction revenue in 2024 compared to 2023, while United Orthopedic's growth rate of 21.54% in 2025 far exceeded the industry average, demonstrating the concrete results of United Orthopedic's efforts to capture market share and enhance competitiveness. Our Company will maintain a growth pace superior to the industry, continuing to deepen and expand our market presence, in order to achieve our goal of substantial and sustainable growth.

EXHIBIT 30
REGIONAL SALES

Region	FY24	FY23	\$ Chg	% Chg
US	\$14,555.5	\$13,806.2	\$749.3	5.4%
OUS	\$8,061.8	\$7,667.8	\$394.0	5.1%
EMEA	\$4,492.0	\$4,197.6	\$294.4	7.0%
APAC	\$2,897.9	\$2,825.4	\$72.5	2.6%
ROW	\$671.9	\$644.8	\$27.1	4.2%
Total	\$22,617.3	\$21,474.0	\$1,143.3	5.3%

EXHIBIT 31
MARKET SHARE BY REGION



2. Relationships among the Industrial Upstream, Midstream, and Downstream.

Although our Company has fully mastered the key technologies and core production capabilities across the upstream, midstream, and downstream value chain and has implemented vertically integrated operations, we still rely on major international supply chain manufacturers for the stable supply of basic raw materials. Therefore, maintaining deep engagement and risk management with international suppliers has always been a key focus of the Company's supply chain management.

Leveraging long-term strategic partnerships established with global suppliers, the Company currently possesses stable supply channels to ensure uninterrupted production capacity. Although international raw material prices have fluctuated with market conditions, the impact on the Company's profitability remains modest and manageable, as raw materials account for a relatively low proportion of the overall cost structure.

3. Product Development Trends

The Company is actively expanding its presence in the digital healthcare and precision surgery sectors, with key development trends as follows:

- **AI and Precision Medicine Applications and Surgical Robotic Systems:** AI and surgical robots rely entirely on pre-operative imaging systems of individual patients to plan the procedural steps during surgery, with robotic arms then guiding precise bone cutting. The core of this process is the Surgical Planning System, which serves as the cornerstone of the entire precision medicine approach. Its algorithmic software must be customized according to the product, surgical technique, and physician preference, while also guiding intelligent devices to perform precise cuts during surgery. This key technology must be developed and controlled internally to accommodate various needs and changes. Outsourcing or licensing may satisfy short-term demands, but it creates dependency and limits the ability to keep pace with evolving requirements. Two years ago, the Company established a Precision Medicine Division to develop the Surgical Planning System in-house, building this core technology internally. Initial results have been achieved, and a Precision Surgical Navigation System is set to be launched this year to test the clinical application of the Surgical Planning System, with efforts also underway to integrate robotic arms as the foundation for developing robotic surgical equipment.
- **Personalized Medical Solutions:** Focusing on the core areas of "customized joint implants," "high-precision surgical assistance," and "minimally invasive recovery," the Company will continue to invest research and development resources with the goal of providing shorter recovery cycles and superior clinical outcomes, thereby maintaining its industry-leading position.

4. Competition

The Company's products directly compete with the world's leading orthopedic medical device giants. We strategically target the high-end medical market, which accounts for approximately 80% of global total output value, leveraging outstanding clinical services and consistent product quality to capture a broader market share. Although the Company's current market share in the global high-end market remains at an early stage, this situation highlights tremendous growth potential and room for expansion.

Reviewing recent business development and profitability performance, the results have fully validated the correctness of the Company's product positioning and global expansion strategy. Going forward, the Company will continue to deepen collaboration with distribution channels and healthcare institutions, converting technological advantages into market leadership to further enhance global penetration.

(3) Research and Development

1. Research and Development Expenses and Its Percentage to Revenue in the Past Two Years and the Current Year as of March 31, 2026, the publication date of the Annual Report:

Unit: NTD thousand

Year	Research and Development Expenses	to Revenue (%)
2024	220,493	4.7%
2025	262,542	4.6%
As of March 31, 2026	70,712	4.7%

2. Overview of Technology or Product Achievement

1	Artificial Joint Machining Technology of Co-Cr-Mo Alloy	2	Porous Surface Bead Sintering Technology of Co-Cr-Mo Alloy
3	Mirror Machining Technology of Co-Cr-Mo Alloy	4	Artificial Joint Machining Technology of Titanium Alloy
5	Surface Treatment and Hardening Technology of Stainless Steel Alloy Surgical Tool	6	Knife - cutting of diamond - shaped surface processing technology
7	Surface Technology of Grinding Femoral End Implant with Mechanical Arm	8	Precision Forging Technology of Co - Cr - molybdenum Alloy Artificial Joint Products
9	Precision Forging Technology of Titanium Alloy Artificial Joint Products	10	16 The Precision Casting Technology of CoCrMo Alloy for Orthopedic Joint Replacements
11	Sintered Technology of Porous Titanium Beads on Titanium Alloy	12	Vacuum Plasma Spraying Technology of Titanium Powder on Titanium Alloy Surface
13	The Plasma Spray Coating Technology of Titanium and Hydroxyapatite on Titanium Alloy Surface	14	Vacuum Plasma Spraying Technology of Titanium Powder on The Surface of Alloy of Cobalt, Chromium and Molybdenum

15	The Titanium Alloy Surface High-Thickness HA Plasma Spray Coating Technology	16	Titanium Powder Plasma Sprayed Coating Composite Ha Plasma Sprayed Coating Technology on the Surface of Cobalt-Chromium-Molybdenum Alloy
17	Asymmetric Porous Surface Sintering Technology of Co-Cr-Mo Alloy	18	Asymmetric Porous Surface Sintering Technology of Titanium Alloy
19	Machine Arm-Assisted Casting Grinding Technology	20	Machine Arm-Assisted Shell Mold Coating System Technology
21	Electropolishing technology for Co-Cr-Mo alloy femoral components in artificial knees		

(4) Long-Term and Short-Term Development

1. Short-Term Development Plan:

(1) Marketing strategy

(A) Taiwan Market: Deepening Home Advantage, Achieving Steady Growth

Having cultivated the Taiwan market for over thirty years, the Company has earned a high degree of recognition from the domestic orthopedic medical community, backed by outstanding clinical results and post-operative satisfaction rates. Taiwan market revenue reached NT\$1.67 billion in 2025, representing a year-over-year growth of 12.68%, a growth momentum significantly exceeding the industry's average natural growth rate of approximately 4–5%. Going forward, the Company will continue to leverage its localized, immediate service capabilities and comprehensive product portfolio, strengthen academic exchanges with mid- and younger-generation physicians, and aim to advance from the second position to a market leadership standing.

(B) China Market:

The domestically manufactured system of the investee company "Shandong Xinhua Pharmaceutical" has obtained certification and is in the process of being launched to market. With the national volume-based procurement (VBP) program entering its second round, Shandong Xinhua Pharmaceutical's products were awarded all contracts, and its sales team is now actively developing the market.

(C) Europe, Middle East, and Africa (EMEA) Market: Regional Integration Driving Strong Expansion

The European market delivered an exceptionally strong performance, with 2025 revenue growing significantly from NT\$1.43 billion to NT\$1.97 billion, representing a year-over-year increase of 38.20% and demonstrating the tangible results of regional integration. Among the markets, France demonstrated the strongest momentum, while subsidiaries in the UK, Belgium, and

Switzerland also achieved steady growth. The Company will continue to strengthen the strategic central role of its Swiss subsidiary in the EMEA market.

(D) U.S. Market: New Product Launches and FDA Clearance Benefits

The U.S. market benefited from the ripple effects of new product launches, with 2025 revenue reaching NT\$997 million, representing a year-over-year increase of 14.46%. As new product series developed in the United States are progressively submitted for FDA certification, combined with a steady increase in physician adoption rates, significant profit growth potential is expected in this largest global market.

(E) International Export: Risk Management First, Selecting Quality Partners

For international agency markets outside directly-operated subsidiaries, in response to currency volatility and credit risks in regions such as Latin America, the Company proactively implements rigorous accounts receivable management to maintain financial soundness. Going forward, the focus will be on developing high-potential distributors to ensure operational quality.

(F) Japan Market: Explosive Growth and Landmark Strategic Alliance

The Japan market team has grown increasingly mature, delivering a remarkable revenue growth rate of 68.76% in 2025, demonstrating that the Company has successfully established a solid foothold in the Japanese medical device market. An even more significant breakthrough was the successful conclusion of a distribution cooperation agreement with Japan Kyocera in 2025, with the “UNITED” Conformity Stem developed by the Company officially entering the channels of this major Japanese corporation. This move not only strengthens the brand image, but will also serve as a key driver for continued record-breaking revenue in the Japan market in 2026.

(2) Production policy and direction of product development

In recent years, the Company has actively pursued process optimization and automation upgrades at its two major production bases in Kaohsiung and Hsinchu, reducing production costs through refined management while steadily expanding production line capacity. Current production capacity is sufficient to meet anticipated growth demand through 2027. To address long-term development needs, the Company has simultaneously initiated an evaluation of external qualified OEM systems to build diversified supply chain channels, and has begun planning the capacity expansion roadmap for post-2028, ensuring uninterrupted global supply momentum.

(3) Operation scale and financial cooperation

(A) Management by Objectives and Human Capital: The Company implements a Management by Objectives system throughout the organization, closely linking business results with performance evaluations. Through a well-structured promotion system and a competitive compensation and benefits package, the Company not only effectively retains core talent, but also strengthens employees' identification with the corporate vision, fostering team consensus to collectively achieve the Company's medium- and long-term growth objectives.

(B) Financial Soundness and Resource Allocation: To support global expansion needs, the Company is committed to establishing a robust financial structure and cash flow management mechanism. Through the deployment of diversified financing channels, optimizing capital utilization efficiency and risk management standards, the Company ensures it has ample and flexible financial resources to support the execution of various strategies throughout the process of accelerating its global expansion.

2. Long-term development:

(1) Global Brand Marketing Strategy: Cultivating High-End Markets and Building Brand Reputation

The Company's global layout has consistently focused on advanced markets with high output value and high technological benchmarks as its core targets. By establishing directly-operated subsidiaries in key markets including Switzerland, France, the United Kingdom, Belgium, Australia, Japan, and the United States, we are able to build high-frequency interactions directly with end customers (orthopedic surgeons), constructing a professional academic collaboration platform and a strong brand reputation. Although the current global market share remains modest, through the proprietary brand sales platform established by the direct sales system, the Company has already developed the core strength to compete head-to-head with leading international manufacturers, and will use this as a foundation to progressively enhance global brand penetration and provide sustained momentum for long-term development.

(2) Production Policy and Product Development Direction: Innovation-Driven and Global Authority Collaboration

'Innovative R&D' is the lifeline of sustainable corporate development. The Company adopts the principle of 'market proximity and co-development,' inviting authoritative orthopedic surgeons and Key Opinion Leaders (KOLs) from the United States, Europe, Japan, and Taiwan to form an R&D advisory group. Through in-depth dialogue with world-leading experts, the Company is able to grasp the most cutting-

edge technologies in the field of artificial joints and develop next-generation products that meet precise clinical needs. Multiple key R&D projects are currently progressing in an orderly manner, and will be submitted for certification and launch according to plan. Only by consistently staying at the forefront of technology can we ensure our products' competitive edge in the high-end market and lead the company toward sustainable operations.

(3) Operational Scale and Financial Support: Sound Financial Management to Support Global Expansion

In response to the company's growing operational scale, the financial strategy will continue to follow the established principle of 'focusing on core business with a prudent and conservative approach.' To meet the needs of various medium- and long-term investment plans, production line expansions, and global operational working capital, the company will actively seek optimized and diversified financing channels. Under the premise of ensuring liquidity and cost efficiency, the company will build a resilient financial foundation to support stable growth in the highly competitive international medical device market.

2. Market and Sales Overview

(1) Market Analysis

1. Sales (Service) Region

Unit: NTD thousand

Year Area	2023		2024		2025	
	Amount	%	Amount	%	Amount	%
Taiwan	1,218,501	31.0%	1,400,941	30.1%	1,563,742	27.6%
Asia	512,032	13.0%	579,504	12.5%	775,294	13.7%
America	842,015	21.5%	1,117,025	24.0%	1,226,084	21.7%
Europe	1,254,225	31.9%	1,445,296	31.1%	1,888,202	33.4%
Africa	79,530	2.0%	76,491	1.6%	141,972	2.5%
Oceania	23,584	0.6%	33,873	0.7%	60,124	1.1%
Total	3,929,887	100.0%	4,653,130	100.0%	5,655,418	100.0%

2. Market shares

According to The Orthopedic Industry Annual Report published by ORTHOWORLD in 2025, the total output value of all joint reconstruction products in 2024 was USD 22.6 billion, with United Orthopedic's joint reconstruction products holding a market share of approximately 1%.

3. Future market supply and demand and growth

(1) Market Demand: Aging Society Driving Inelastic Demand

Degenerative arthritis is the most prevalent condition among the elderly population. When the effectiveness of conservative treatment diminishes, joint replacement surgery becomes a critical medical intervention for restoring patients' quality of life. With the global aging population structure, longer life expectancy, and rising economic capacity, public expectations for post-operative mobility and quality of life continue to increase. These external environmental factors provide the joint reconstruction market with steady and long-term growth momentum, and the market size is expected to continue expanding.

(2) Market Supply: High Concentration Among Major Players, with Expansion Potential for the Company

The global orthopedic medical device market currently remains highly concentrated, with 8 companies each exceeding USD 1 billion in annual revenue accounting for approximately 85% of total industry output. In the joint reconstruction segment, the four major U.S. orthopedic companies collectively account for approximately 71% of global market output. Compared to international industry leaders, the company's market share demonstrates significant room for growth and market penetration.

(3) Market Growth: Outperforming Industry Average, Demonstrating Superior Growth Momentum

In 2023, the global joint reconstruction industry experienced a growth rate of 7.3% driven by post-pandemic rebound; entering 2024, the global market returned to normalized growth, with an industry average annual growth rate of approximately 5% to 6%. Nevertheless, the Company (United Orthopedic) continued to deliver impressive revenue performance in 2024, achieving a growth rate of 21.5% compared to 2023, demonstrating strong competitiveness far exceeding the industry average. Looking ahead, the joint reconstruction market is expected to grow steadily at a baseline rate of approximately 4% per year, driven by the global aging population trend. According to the latest statistical projections from the United Nations, the proportion of the global population aged 60 and above is expected to rise to 21% by 2050, with the share in developed economies increasing from the current 20% to 33%. Combined with the company's strong performance in 2024 and a year-over-year revenue growth rate of 21.54% in 2025, this fully validates the effectiveness of the company's strategies in R&D innovation and global direct-sales network expansion. Over the next two to three decades of industry prosperity, the company will continue to leverage its superior operational capabilities to actively increase its global market share.

4. Competitive Niches, Favorable and Unfavorable Factors in the Long Term and Countermeasures

(1) Competitive Niche: Thirty Years of Deep Accumulation and Outstanding Clinical Track Record

The company has been deeply committed to the orthopedic field for over thirty years, having fully mastered core competencies in R&D innovation, precision manufacturing, and global regulatory certification. To date, global clinical implantation cases have surpassed 800,000, with clinical follow-up data on par with internationally leading manufacturers. In terms of biomechanical performance and post-operative stability, the company's products have officially entered the ranks of international top-tier brands, backed by a strong technological moat.

(2) Favorable Factors: Strong Brand Penetration and Broad Growth Potential

In recent years, the Company has achieved significant double-digit growth in the world's top medical markets, including the United States, Europe, and Japan, demonstrating that the quality and service of United Orthopedic's products are on par with those of leading international manufacturers. The intersection of high recognition and low market share indicates tremendous potential for future expansion. Through the professional services of its directly operated subsidiaries, the Company accelerates the establishment of deep trust with clinical physicians, converting its quality advantages into long-term brand loyalty.

(3) Unfavorable Factors: Dominant international players monopolize resources, and brand awareness remains to be improved.

The world's top four manufacturers, backed by vast financial resources, continue to hold an absolute dominant position in marketing, channel coverage, and brand recognition. By comparison, the Company is still in a growth stage in terms of operational scale, and faces relatively high brand-switching barriers when seeking recognition from physicians who have not previously used United Orthopedic's products.

(4) Countermeasures Against Unfavorable Factors: Targeted investment and talent strategy to strengthen service premiums.

In response to the gap in brand resources, the Company adopts a differentiation strategy of "quality leadership and service enhancement":

(A) Benchmarking against international standards with excellence in execution: The Company continuously optimizes R&D innovation and production quality, with the goal of surpassing international manufacturer standards, ensuring that every implant delivers the best possible clinical outcomes.

- (B) Deepening direct operations and strengthening academic support: The Company steadily invests in its global directly operated subsidiaries to expand marketing channel coverage, and provides comprehensive clinical academic support and technical training, leveraging professional depth to bridge the brand gap.
- (C) Attracting top global talent: The Company recruits outstanding multinational talent in market development, R&D, and operations management, and allocates resources precisely to regions with high returns.
- (D) Strategic alliances: The Company enhances brand visibility through strategic alliances such as the "collaboration with Japan Kyocera." In time, backed by a robust product portfolio and superior service, the Company is well-positioned to establish a leadership role in the global joint replacement industry.

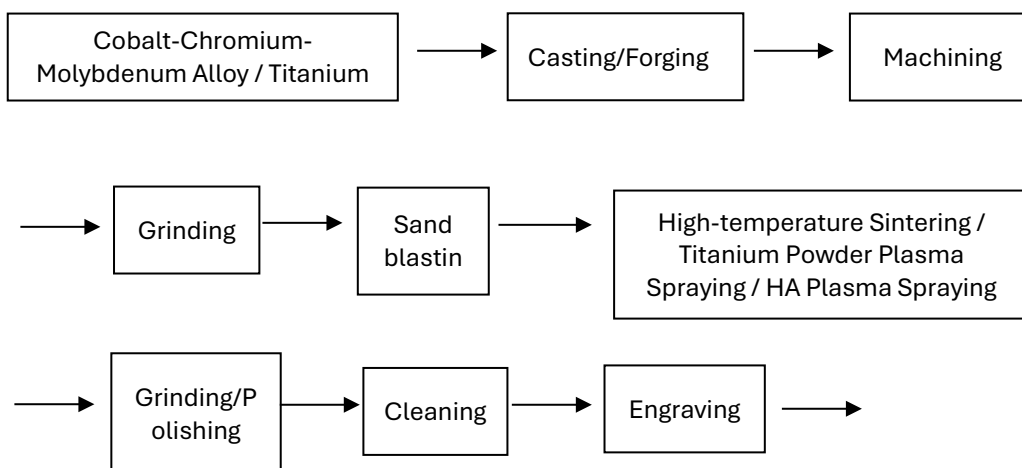
(2) Major Products, Their Main Uses and Processes

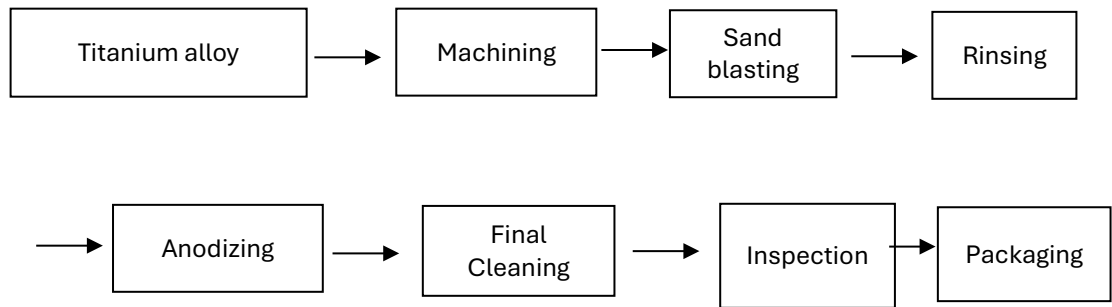
1. Main Uses of Major Products:

Main products	Important use
Artificial hip joints	Replace artificial joints for patients suffering from rheumatic or degenerative hip disease
Artificial knee joints	Replace artificial joints for patients suffering from rheumatic or degenerative knee disease
Spinal products	To fix the spine for patients suffering from degenerative disc disease or spondylolisthesis
Injury products	Repair bone tissues and keep it in place for patients suffering from all kinds of bone injuries
OEM products	Orthopedic internal fixator and laparoscopic disposable surgical blade

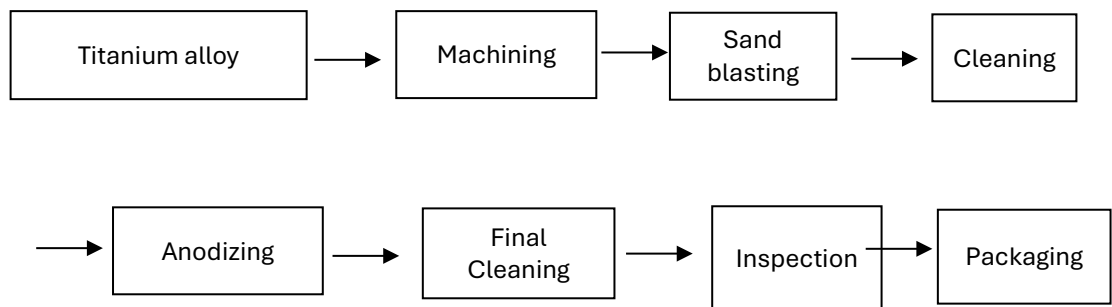
2. Production Process :

A. Artificial joints

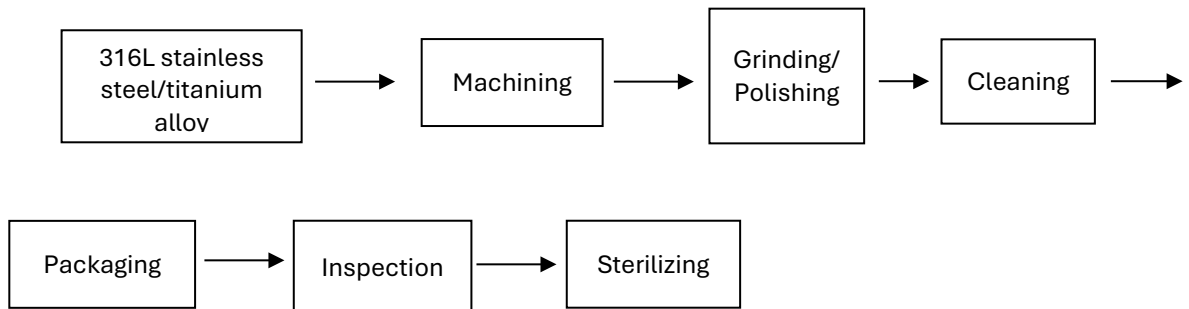




B. Spinal products



C. Injury products



(3) Supply Status of Main Materials

Domestic Purchasing:

1. Titanium alloy bars mainly provided by President Co., Ltd., Titanium Industries Asia, Inc. and Xitron Innovation Co., Ltd.

Foreign procurement parts:

1. Stainless steel bars: Stainless steel bars are mainly imported from France and Germany.
2. Titanium alloy bars: Titanium alloy bars are mainly imported from the United States and Italy.
3. Cobalt-chromium-molybdenum bars: Cobalt-chromium-molybdenum bars are mainly imported from the United States.
4. Plastic bars: Plastic bars are mainly imported from the United Kingdom, Germany, and the United States.

5. Ti bead: Titanium beads are mainly imported from the United States.
6. Ti/HA powder: Mainly imported from Germany and France.
7. Cobalt-chromium-molybdenum Bead & Powder: The main import area is the United States
8. Ceramic Head & Liner: The main import area is the Germany.
9. F75 Ingot: The main import area for the Ingot is the United States.

Main raw materials	Supplier	Supply situation
Stainless steel bar	Titanium Industries Asia, Inc., Acnis International, President Co., Ltd. and Tech Tube	Good
Titanium alloy bar	President Co., Ltd., Titanium Industries Asia, Inc., Xitron Innovation Co., Ltd., Carpenter Technology, TiFast S.r.l., Acnis International, Perryman Company, UPM	Good
Main raw materials	Supplier	Supply situation
CoCrMo bar	Carpenter Technology, Titanium Industries Asia, Inc., United Performance and Xitron Innovation Co., Ltd.,	Good
Plastic bar	Mitsubishi Chemical、Orthoplastics、Invibio、Spartech	Good
Ti bead	Phelly Materials, Inc.	Good
Ti /HA powder	Ceram Gmbh / MEDICOAT France	Good
Cobalt-chromium-molybdenum Bead & Powder	Phelly Materials, Inc.	Good
Ceramic Head & Liner	CeramTec	Good
F75 Ingot	Cannon-Muskegon	Good

(4) The names of customers who accounted for more than 10% of sales in any given year within the past two years, their purchase amount and proportion, and reasons for changes (increase or decrease) in sales:

1. Major Suppliers in the Past Two Years

Unit: NTD thousand

Year	2024				2025				As of March 31, 2026 (Note 2)			
Item	Name	Amount	Proportion of total procurement value for the entire year (%)	Relationship with the issuer	Name	Amount	Proportion of total procurement value for the entire year (%)	Relationship with the issuer	Name	Amount	Proportion of net sales value for the first quarter of the current year (%)	Relationship with the issuer
1	UMC	190,851	20.25	Associates	Xinhua United	228,484	20.40	Associates	CeramTec AG	40,028	11.01	None.
2	CeramTec AG	93,834	9.96	None.	CeramTec AG	129,346	11.54	None.	Hamagawa Industrial	33,102	9.11	None.
3	Hamagawa Industrial	67,889	7.21	None.	Hamagawa Industrial	81,857	7.31	None.	UMC	30,801	8.47	Associates
	Others	589,695	62.58		Others	680,483	60.75		Others	259,584	71.41	
	Net Total Supplies	942,269	100.00		Net Total Supplies	1,120,170	100.00		Net Total Supplies	363,515	100.00	

Note 1: A list of any suppliers accounting for 10 percent or more of the Company's total procurement amount in either of the two most recent fiscal years, the amounts bought from each, and the percentage of total procurement accounted for by each. Where the Company is prohibited by contract from revealing the name of a client, or where a trading counterpart is an individual person who is not a related party, it may use code in place of the actual name.

Note 2: As of the date of publication of the annual report, companies that have been listed or whose stocks have been traded in the securities firm's business premises should be disclosed if they have the latest financial information reviewed or audited by the CPA.

Reasons for changes in purchases: In 2025, the Company's purchases increased primarily in response to revenue growth, while UMC and China United Group Limited are affiliated enterprises. Overall, there has been no significant change in the Company's major procurement suppliers in the most recent two fiscal years.

2. Major Clients in the Past Two Years:

Unit: NTD thousand

Year	2024				2025				As of March 31, 2026 (Note 2)			
Item	Name	Amount	Proportion in total sales value for the entire year (%)	Relationship with the issuer	Name	Amount	Proportion in total sales value for the entire year (%)	Relationship with the issuer	Name	Amount	Proportion of net sales value for the first quarter of the current year (%)	Relationship with the issuer
1	Linkou Chang Gung Memorial Hospital	181,269	3.90	None.	Linkou Chang Gung Memorial Hospital	210,088	3.71	None.	Linkou Chang Gung Memorial Hospital	49,615	3.32	None.
2	Surgical Alliance Inc.	138,715	2.98	None.	Surgical Alliance Inc.	159,667	2.82	None.	M&A USA SOLUTIONS LLC	42,604	2.85	None.
3	UMI	136,516	2.93	Associates	UMI	101,601	1.80	Associates	Surgical Alliance Inc.	39,624	2.65	None.
	Others	4,196,630	90.19		Others	5,184,061	91.67		Others	1,362,509	91.18	
	Net Sales	4,653,130	100.00		Net Sales	5,655,418	100.00		Net Sales	1,494,352	100.00	

Note 1: The names of customers and their gross sales amount and ratio for those that purchase more than 10% of the total sales amount in the past two years have been listed. However, of customers whose names cannot be disclosed due to contract or the counterparts is an individual who is not an interested party, a code is used.

Note 2: As of the date of publication of the annual report, companies that have been listed or whose stocks have been traded in the securities firm's business premises should be disclosed if they have the latest financial information reviewed or audited by the CPA.

Reason for changes in sales: The Company's revenue in Taiwan and all group subsidiaries in 2024 showed growth compared to last year. Therefore, the changes in sales are reasonable in general.

3. Information of employees for the two most recent years and up to the publication date of the Annual Report

March 31, 2026

Year		2024	2025	As of March 31, 2026
Number of employees	Business personnel	114	136	132
	Technical personnel	381	436	463
	Administrative personnel	156	174	186
	R&D personnel	204	242	243
	Total	855	988	1024
Average age		39.8	39.6	40.9
Average Year of Employment		6.6	6.3	6.5
Educational level distribution ratio	Ph.D.	1%	1%	1%
	Master's degree	17%	17%	17%
	University	59%	59%	59%
	High school	21%	21%	21%
	Under high school	2%	2%	2%

4. Environmental Protection Expenditure

Any losses incurred from environmental pollution in the most recent fiscal year and up to the date the annual report is published should be disclosed (including compensation and infractions of environmental protection regulations found by environmental inspections, with specifics like the date of the penalty, the reference number, the provisions violated, the nature of the infraction, and the penalty imposed). Also, disclose the expected sums incurred now and in the future, as well as the appropriate response measures. If a reasonable estimate is not feasible, describe the circumstances that preclude it:

The Company has not received any penalties and fines due to pollutions for the most recent year and as of the publication date of the Annual Report.

Relevant information in response to the EU Restriction of Hazardous Substances (RoHS): None.

5. Labor Relations

(1) Various employee benefits, continuing education, training, retirement systems and the implementation status as well as various labor-management agreements and measures for maintaining employee rights and interests

1. Implementation of welfare measures:

(1) When the Company has a surplus at the end of the year, performance bonuses and employee bonuses will be provided for outstanding performance employees.

(2) Legally allocate employee welfare funds to establish an Employee Welfare Committee, which organizes various employee welfare activities, such as: Labor Day, Dragon Boat Festival, Mid-Autumn Festival bonuses, birthday gifts, birthday celebrations, group dining and

recreational activities, club activities, employee trips, and subsidies for weddings, funerals, and celebrations.

(3) Provide free health examinations every two years.

2. Education, training and development

(1) Employees are the most important asset of the United Orthopedic Corporation. The Company provides appropriate and necessary training, so that employees can use their strengths and do their jobs well to achieve the objectives that was assigned by the organization , and thus improve the Company's core competitive advantage. In 2025, the Company's training expenses amounted to NT\$5,590,000.

(2) Training system:

Our training types are currently divided as:

Orientation training: Help the new employees to get familiar with office administration procedures and relevant general training in the professional field in time.

Professional training: When new employees and existing employees are appointed in new positions, professional skills raining shall be given so that the employees are equipped with the capacity to meet the requirements and are aware of the tasks of their new positions.

General training: A set of training arranged to improve employees' knowledge, skills, and abilities, change employees' attitude and improve compliance requirements, as well as further improve the performance of employees and the Organization.

(3) Implementation of educational training:

The Company has always been committed to strengthening personnel job skills and management skills of the management personnel to improve human resources quality. The Company regularly sets up and executes annual training plans to meet the requirement of work objectives, functionality, management, on-boarding, self-development, and regulations. The implementation statistics for educational training in 2025 is as follows:

General training hours	Professional training hours	Orientation training hours	Total hours
8,597 hours	10,838 hours	4,386 hours	23,821 hours

3. Retirement system implementation :

The Company's employee retirement policy is established in accordance with the Labor Standards Act (old pension system, defined benefit plan) and the Labor Pension Act (new pension system, defined contribution plan), and retirement pension contributions are filed and remitted to the Trust Department of Bank of Taiwan or individual employee retirement accounts

in accordance with relevant regulations. For employees subject to the new pension system, the Company contributes 6% of the insured salary bracket to individual retirement accounts at the Bureau of Labor Insurance on a monthly basis.

4. Employee Code of Conduct:

The Company has always valued transparency and rationalization of the policies and uses them as bridges for labor relation negotiation and communication. The Company also makes policies for "work guidelines" based on Labor Standards Act and relevant regulations.

5. Employee communication channels:

(1) The Company has established the system of labor-management meetings in accordance with the regulations. The meetings are held quarterly and are conducted in an open and bidirectional manner.

(2) The Company has set up employee feedback boxes in each plant for the employees to report any issues at work.

(3) A fully functional internal website (Portal): The contents include all important internal messages.

6. Working environment and protection for employees' personal safety

(1) The Company prioritized safety design when constructing new plants.

(2) The Company organizes regular employee health examination in accordance with the Labor Health Protection Act, as well as educational training in accordance with Occupational Safety and Health Education and Training Rules.

(3) Other than complying with the Occupational Safety and Health Act, the Company has set up occupational hazard prevention plan, hired full-time health management personnel, conducted regular environment inspections, and implemented automatic inspection guidelines to effectively prevent the occurrence of occupational diseases and occupational hazards. The Company has equally produced and posted labor safety and health slogans on its premises so that the employees can learn about safety knowledge and establish good environmental safety and health concepts.

(2) Any losses incurred as a result of labor-management disputes should be reported for the most recent year and up until the date the annual report is printed (including Labor Standards Act violations found during labor inspections; include information about the specifics of the violation, such as the date of the ruling, the ruling reference number, the legal provisions broken, the type of violation, and the fine assessed). Additionally, make known the projected present and future levels as well as the appropriate preventative measures. If a reasonable estimate is not possible, state the following justifications:

There has been no material labor disputes in the most recent year up to the publication date of this Annual Report.

6. Information and Communication Security Management

- (1) State the risk management framework, policy and specific management plan of information and communication security, and resources invested in it.

The Company has formulated an information security management policy to specify the information security priorities to be adopted in such aspects as employees, equipment, networks and application systems. The implementation of the information security management system follows the cycle model of Plan, Do, Check, and Action. Continuous evaluation and review are conducted, taking into account current conditions such as the latest regulations, technological changes, stakeholder expectations, business activities, internal management, and resources, to ensure the effectiveness of information security practices. An Information Security Management Committee has also been established. Through annual management review meetings, the Committee conducts comprehensive reviews and reports on the implementation of information security policies, results of information security risk assessments, and outcomes of business continuity management drills, serving as the basis for management decision-making and resource allocation. The Committee regularly promotes, supervises, and reviews the implementation of relevant information security measures to ensure the safety and effectiveness of data processing, and continuously strengthens management mechanisms to maintain the trust of stakeholders.

The specific management scheme includes firewall deployment, system backup, remote backup, user endpoint data backup, password complexity policy and regular change mechanism, multi-factor authentication, anti-virus software deployment, regular system security updates, employee information security awareness training, and other items.

Information security has become a critical issue for the Company's operations. Key initiatives and resources devoted to information security management include monthly social engineering drills through phishing email tests, with a total of 5,087 participants in 2025, achieving a pass rate of 99.2%. Remedial training and necessary measures have been completed for personnel who did not pass the tests. Additionally, annual information security education and training sessions were held for employees, with a total of 771 participants.

- (2) The losses and potential impact caused by material information security incidents in the most recent year and up to the publication date of the annual report shall be specified. If it cannot be reasonably estimated, the fact that it cannot be reasonably estimated shall be stated.

There has been no significant labor disputes in the most recent year up to the publication date of this annual report.

7. Important Contracts

The contracting parties, major content, restrictive clauses, and the commencement dates and expiration dates of supply/distribution contracts, technical cooperation contracts, engineering/construction contracts, long-term loan contracts, and other contracts that would affect shareholders' equity, where said contracts were either still effective as of the date of publication of the Annual Report or expired in the most recent fiscal year:

Nature of contract	Party	Term	Major contents	Restrictive Clauses
Financing	CTBC Bank	September 12, 2022 to September 10, 2027	Loans	None.
Financing	Bank of Taiwan	From Jun. 19, 2018 to Sept. 20, 2031	Loans	None.
Financing	Bank of Taiwan	From Sept. 13, 2022 to Sept. 13 2027	Loans	None.
Financing	MEGA Financial Holding Co., Ltd	From Dec. 07, 2017 to Dec. 07, 2032	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Dec. 15, 2021 to Dec. 15, 2026	Loans	None.
Financing	INFIMED SASU	From Dec. 14, 2021 to Nov. 14, 2026	Loans	None.
Financing	INFIMED SASU	From Apr. 28, 2022 to Apr. 27, 2027	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Oct. 15, 2022 to Oct. 15 2027	Loans	None.
Financing	INFIMED SASU	From Aug. 01, 2022 to Aug. 05, 2027	Loans	None.
Financing	INFIMED SASU	From Nov. 17, 2022 to Nov. 30, 2027	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Jun. 19, 2023 to Jun. 15, 2027	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Jul. 05, 2023 to Jul. 05, 2027	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Jan. 05, 2023 to Jan. 05, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Jan. 05, 2023 to Jan. 05, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Feb. 12, 2024 to Jan. 15, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Feb. 12, 2024 to Jan. 15, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Feb. 23, 2024 to Feb. 15, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From May 06, 2024 to Apr. 25, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From Nov. 22, 2024 to Nov. 15, 2028	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From July. 16, 2025 to June. 25, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From July. 16, 2025 to June. 25, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From July. 16, 2025 to July. 05, 2029	Loans	None.
Financing	CIC AGENCE ENTREPRISE NANCY	From July. 16, 2025 to July. 15, 2029	Loans	None.
Industry-Academia Collaborative Research Project	National Cheng Kung University	From Apr. 01, 2025 to Apr. 31, 2027	Development of Visual Inspection Technology	None.

V. Review and Analysis of Financial Status and Financial Performance and Risk Assessment Matters

1. Analysis of financial status

Consolidated financial statements

Comparative analysis of financial conditions

Unit: NTD thousand

Item \ Year	2025	2024	Increases (decreases)	Increase/decrease ratio (%)
Current Assets	4,289,664	3,822,404	467,260	12.22
Investments accounted for using the equity method	272,916	330,603	(57,687)	-17.45
Property, Plants, and Equipment	1,955,193	1,790,732	164,461	9.18
Intangible Assets	598,578	577,624	20,954	3.63
Other Assets (Note 1)	705,710	518,124	187,586	36.20
Total Assets	7,822,061	7,039,487	782,574	11.12
Current Liabilities	2,499,939	2,470,798	29,141	1.18
Non-current Liabilities	1,117,855	618,728	499,127	80.67
Total Liabilities	3,617,794	3,089,526	528,268	17.10
Capital Stock	964,376	964,367	9	0.00
Capital Surplus	2,281,472	2,223,879	57,593	2.59
Retained Earnings	904,837	728,640	176,197	24.18
Other Equity Interest	(51,147)	(64,347)	13,200	-20.51
Non-controlling Interests	104,729	97,422	7,307	7.50
Total Equity	4,204,267	3,949,961	254,306	6.44

Note 1: Other assets include non-current financial assets measured at fair value through profit or loss, financial assets measured at fair value through other comprehensive income, financial assets measured at amortized cost, right-of-use assets, deferred income tax assets, other non-current assets, net long-term receivables from finance leases, and net defined benefit assets-non-current.

- Change analysis for the Increase/decrease ratio that is more than 20% for the most recent two years.
 - Increase in other assets: Mainly attributable to increases in prepayments for equipment and refundable deposits during the current year.
 - Increase in non-current liabilities: Mainly attributable to the issuance of convertible corporate bonds and repayment of long-term bank borrowings during the current year.
 - Increase in retained earnings: Mainly attributable to increased profits during the current year.
 - Increase in other equity: This is mainly due to the depreciation of the New Taiwan Dollar this year, resulting in an increase in exchange gains from the translation of financial statements of foreign operating institutions.

Changes in financial status over the past two years: No significant impact on the financial position.

- Future response plan : Not applicable.

Individual financial statement

Comparative analysis of financial conditions

Unit: NTD thousand

Item	Year		Increases (decreases)	Increase/decrease ratio (%)
	2025	2024		
Current Assets	3,718,450	3,268,992	449,458	13.75
Investments accounted for using the equity method	1,380,162	1,329,311	50,851	3.83
Property, Plants, and Equipment	833,789	833,479	310	0.04
Intangible Assets	220,644	181,796	38,848	21.37
Other Assets (Note 1)	494,728	453,947	40,781	8.98
Total Assets	6,647,773	6,067,525	580,248	9.56
Current Liabilities	1,592,718	1,777,090	(184,372)	-10.37
Non-current Liabilities	955,517	437,896	517,621	118.21
Total Liabilities	2,548,235	2,214,986	333,249	15.05
Capital Stock	964,376	964,367	9	0.00
Capital Surplus	2,281,472	2,223,879	57,593	2.59
Retained Earnings	904,837	728,640	176,197	24.18
Other Equity Interest	(51,147)	(64,347)	13,200	20.51
Total Equity	4,099,538	3,852,539	246,999	6.41

Note 1: Other assets include non-current financial assets measured at fair value through profit or loss, financial assets measured at fair value through other comprehensive income, financial assets measured at amortized cost, right-of-use assets, deferred income tax assets, other non-current assets, net long-term receivables from finance leases, and net defined benefit assets-non-current.

- Change analysis for the Increase/decrease ratio that is more than 20% for the most recent two years.

Increase in intangible assets: Mainly attributable to an increase in research and development expenditures under development during the current year.

Increase in non-current liabilities: Mainly attributable to the issuance of convertible corporate bonds and repayment of long-term bank borrowings during the current year.

Increase in retained earnings: Mainly attributable to increased profits during the current year.

Increase in other equity: This is mainly due to the depreciation of the New Taiwan Dollar this year, resulting in an increase in exchange gains from the translation of financial statements of foreign operating institutions.

Changes in financial status over the past two years: No significant impact on the financial position.

- Future response plan: Not applicable.

2. Financial performance

Consolidated financial statements

Comparison and analysis table for financial performance

Unit: NTD thousand

Item	Year		Increases (decreases)	Ratio of the changes (%)
	2025	2024		
Net Operating Revenue	5,655,418	4,653,130	1,002,288	21.54
Operating Costs	1,255,883	1,030,809	225,074	21.83
Operating Gross Profit	4,399,535	3,622,321	777,214	21.46
Realized gain or loss on sales	7,274	204	7,070	3,465.69
Net Operating Gross Profit	4,406,809	3,622,525	784,284	21.65
Operating Expenses	3,666,090	3,013,537	652,553	21.65
Operating Profit	740,719	608,988	131,731	21.63
Non-operating Revenue and Expenses	15,681	(33,884)	49,565	-146.28
Net profit before Tax	756,400	575,104	181,296	31.52
Income Tax Expenses	184,929	114,723	70,206	61.20
Net Profit for the Period	571,471	460,381	111,090	24.13
Other Comprehensive Income (Net After Tax) of Current Period	14,480	43,919	-29,439	-67.03
Total Amount of Comprehensive Income for the Current Period	585,951	504,300	81,651	16.19
Net profits that belong to parent company for the current period	562,497	456,428	106,069	23.24
Total net profits and losses that belong to parent company for the current period	575,263	499,897	75,366	15.08

- Change analysis for the Increase/decrease ratio that is more than 20% for the most recent two years.

Increase in net operating revenue: Mainly attributable to revenue growth in both domestic operations and subsidiaries.

Increase in cost of revenue: mainly due to revenue growth in both domestic operations and subsidiaries, resulting in a corresponding increase in costs.

Increase in gross profit: mainly due to revenue growth in both domestic operations and subsidiaries, resulting in a corresponding increase in gross profit.

Increase in realized sales profit and loss: mainly due to revenue growth in subsidiaries, resulting in an increase in realized sales profit and loss.

Increase in net gross profit: mainly due to revenue growth in both domestic operations and subsidiaries, resulting in a corresponding increase in gross profit.

Increase in Operating Expenses:: Mainly due to an increase in selling expenses. Due to revenue growth, marketing and promotional expenses in all regions have increased accordingly.

Increase in operating income: mainly due to revenue growth in both domestic operations and subsidiaries, leading to an increase in gross profit and consequently an increase in operating income.

Increase in non-operating income: mainly due to increases in interest income, gains on disposal of fixed assets, and foreign exchange gains.

Increase in pre-tax net income: mainly due to revenue growth and increases in gross profit, operating income, and non-operating income.

Increase in income tax: mainly due to revenue growth and increases in gross profit, operating income, and non-operating income, resulting in an increase in pre-tax net income.

Increase in net income for the period: mainly due to revenue growth and increases in gross profit, operating income, and non-operating income.

Increase in other comprehensive income for the period (net of tax): This is mainly due to the increase in remeasurement of defined benefit plans this year compared to last year, the increase in exchange gains from the translation of financial statements of foreign operating institutions due to the depreciation of the New Taiwan Dollar this year compared to last year, and the increase in the share of profit of associates and joint ventures recognized using the equity method - items that may be reclassified to profit or loss compared to last year.

Increase in net income attributable to owners of the parent company for the period: mainly due to increases in operating revenue, gross profit, operating income, and non-operating income during the current year.

- Expected sales volume for the next year and its basis, along with the main factors affecting the Company's expected continued growth or decline in sales volume: In the coming year, the Company will experience good growth due to the global market deployment of each business unit. At the same time, the Company will continue to deeply engage in and operate in various markets, which is a necessary strategy for the Company's growth. Based on the Company's excellent and diverse product portfolio, our unremitting goal is to make more physicians understand and trust United. As a result, the company will continue to improve its exposure and brand awareness through a variety of activities such as exhibitions, online conferences, medical conference organization, clinical report presentations, and so on. In order to maintain growth, the company will also aggressively pursue the expansion of its direct markets through the sale of its own branded products and the gradual introduction of high-end new product development plans.

Changes in financial status over the past two years: No significant impact on the financial position.

- Future response plan : Not applicable.

Analysis of changes in gross profit: mainly due to revenue growth in domestic operations and subsidiaries in the United States, Europe, and Japan, resulting in an increase in gross profit, with an insignificant overall impact on gross margin.

Individual financial statement

Comparison and analysis table for financial performance

Unit: NTD thousand

Item \ Year	2025	2024	Increases (decreases)	Ratio of the changes (%)
Net Operating Revenue	3,417,625	2,830,109	587,516	20.76
Operating Costs	1,581,652	1,306,392	275,260	21.07
Operating Gross Profit	1,835,973	1,523,717	312,256	20.49
Unrealized Sales Profit	(106,868)	(40,257)	(66,611)	165.46
Operating gross profit and net profit	1,729,105	1,483,460	245,645	16.56
Operating Expenses	1,277,525	1,078,976	198,549	18.40
Operating Profit	451,580	404,484	47,096	11.64
Non-operating Revenue and Expenses	219,940	141,678	78,262	55.24
Net profit before Tax	671,520	546,162	125,358	22.95
Income Tax Expenses	109,023	89,734	19,289	21.50
Net Profit for the Period	562,497	456,428	106,069	23.24
Other Comprehensive Income (Net After Tax) of Current Period	12,766	43,469	(30,703)	-70.63
Total Amount of Comprehensive Income for the Current Period	575,263	499,897	75,366	15.08

- Change analysis for the Increase/decrease ratio that is more than 20% for the most recent two years.

Increase in net operating revenue: mainly due to revenue growth in both domestic operations and sales to subsidiaries.

Increase in cost of revenue: mainly due to revenue growth in both domestic operations and sales to subsidiaries, resulting in a corresponding increase in costs.

Increase in gross profit: mainly due to revenue growth in both domestic operations and sales to subsidiaries, resulting in a corresponding increase in gross profit.

Increase in unrealized sales profit: mainly due to the increase in revenue from the Company's sales to subsidiaries compared to the previous year, resulting in an increase in unrealized sales profit and loss.

Increase in non-operating income: This is mainly due to an increase in exchange gains this year, and an increase in the share of profits of associates and joint ventures recognized using the equity method, resulting in an increase in non-operating income this year compared to last year.

Increase in pre-tax net income: mainly due to revenue growth and increases in gross profit, operating income, and non-operating income.

Increase in income tax: mainly due to revenue growth and increases in gross profit, operating income, and non-operating income, resulting in an increase in pre-tax net income.

Increase in net income for the period: mainly due to revenue growth and increases in gross profit, operating income, and non-operating income.

Increase in other comprehensive income for the period (net of tax): This is mainly due to the decrease in remeasurements of defined benefit plans and the share of other comprehensive income of subsidiaries, associates, and joint ventures recognized using the equity method - items that may be reclassified to profit or loss compared to last year.

- Expected sales volume for the next year and its basis, along with the main factors affecting the Company's expected continued growth or decline in sales volume: In the coming year, the Company will experience good growth due to the global market deployment of each business unit. At the same time, the Company will continue to deeply engage in and operate in various markets, which is a necessary strategy for the Company's growth. Building on United's robust and diversified product portfolio, our unwavering goal is to help more physicians understand and trust it. As a result, the company will continue to participate in a variety of activities, including as exhibits, webinars, medical conference hosting, clinical report publishing, and others, in order to raise the visibility and recognition of our company's brand and goods. To support the company's continuous expansion, we will also aggressively enter new direct-sales markets with our own branded items and introduce new, high-end product development initiatives.

Changes in financial status over the past two years: No significant impact on the financial position.

- Future response plan : Not applicable.

Analysis of changes in gross profit: mainly due to revenue growth in domestic operations and sales to subsidiaries in the United States, Europe, and Japan, resulting in an increase in gross profit, with an insignificant overall impact on gross margin.

3. Cash Flows

Consolidated financial statements

Cash flow analysis

Unit: NTD thousand

Cash and cash equivalents at beginning of year	Annual net cash flow from operating activities	Net cash inflow from investment and financing activities	Cash surplus (insufficient)	Measures for insufficient cash	
				Investing plan	Financing plan
610,682	1,025,827	(973,700)	662,809	None.	None.

- Analysis of the changes in cash flow this year:

Net cash inflows from operating activities are mainly attributable to pre-tax net income for the period, depreciation expenses, and increases in accounts receivable, prepayments, inventory, accounts payable, and other payables.

The cash outflow from investing activities is mainly due to the expenditures on the acquisition of equipment, surgical instrument equipment, intangible assets, and prepayments for equipment.

Cash outflows from financing activities are mainly attributable to the issuance of corporate bonds, repayment of short-term borrowings and long-term borrowings, and distribution of cash dividends.

- Improvement plans for insufficient liquidity and liquidity analysis: There were no instances of insufficient liquidity.
- Analysis of cash liquidity for the following year: Not applicable.

Individual financial statement

Cash flow analysis

Unit: NTD thousand

Cash and cash equivalents at beginning of year	Annual net cash flow from operating activities	Net cash inflow from investment and financing activities	Cash surplus (insufficient)	Measures for insufficient cash	
				Investing plan	Financing plan
303,188	474,425	(426,627)	350,986	None.	None.

- Analysis of the changes in cash flow this year:

The net cash inflow from operating activities mainly resulted from pre-tax net profit for the period, depreciation expenses, share of profit or loss of associates and joint ventures accounted for using the equity method, unrealized sales profit, accounts receivable from related parties, accounts payable, other payables, and an increase in income tax paid.

The cash outflow from investing activities was primarily for the acquisition of equipment, surgical instrument equipment, intangible assets, prepayments for equipment, and investments accounted for using the equity method.

Cash inflows from financing activities are mainly attributable to the issuance of corporate bonds, repayment of short-term borrowings and long-term borrowings, and distribution of cash dividends.

- Improvement plans for insufficient liquidity and liquidity analysis: There were no instances of insufficient liquidity.
- Analysis of cash liquidity for the following year: Not applicable.

4. The impact of major capital expenditures in the most recent year on the Company's finance: None.

5. Policy on re-investment in other companies, main reasons for profit or losses resulting therefrom, improvement plans and investment plans for the upcoming fiscal year

Invested Company	Holding ratio at the end of the period (%)	Investment policy	Main reason for profits or losses	Improvement plans	Investment plans in the following year
UOC Europe Holding SA	96%	Indirect investments in Europe through third region	The majority of the profits of the holding company is sourced from the gains and losses of the investment.	None.	None.
United Orthopedic Japan Inc.	96%	Arrange investments in response to the local market channels, in order to get access to the market	Adopt dealer or direct selling model due to regional characteristics to actively expand the market shares.	None.	None.
A-SPINE Asia Co., Ltd.	74.9%	In response to the Company's strategy for business diversification, we enter the market of spine products	and actively expands spinal products in Taiwan and international markets.	None.	None.
UOC USA, Inc.	100%	Arrange investments in response to the local market channels, in order to get access to the market	Due to successful ongoing market expansion, the Company will more aggressively expand its market presence.	None.	None.
United Orthopedic (Australia) Pty Ltd	100%	Arrange investments in response to the local market channels, in order to get access to the market	The company has not yet obtained certification and therefore has not generated any revenue; losses are mainly attributable to expenses such as management salaries and office rent.	Adopt dealer or direct selling model due to regional characteristics to actively expand the market shares.	None.
Shinva United Orthopedic Corporation	43%	Work with Shinva Medical Instrument Co.,Ltd to expand the sales of domestic and imported products in the market of China due to China's made in China policy.	Mainly due to the low-price competition in the market affected by the Chinese government's national collective bidding procurement policy, resulting in great reduction of profits.	It has built a comprehensive marketing system and domestic products to enhance market shares.	None.

Invested Company	Holding ratio at the end of the period (%)	Investment policy	Main reason for profits or losses	Improvement plans	Investment plans in the following year
United Orthopedic Corporation (Suisse) SA (Note 1)	100%	Arrange investments in response to the local market channels, in order to get access to the market	Adopt dealer or direct selling model due to regional characteristics to actively expand the market shares.	None.	None.
United Orthopedic Corporation (France)(Note 1)	100%	Arrange investments in response to the local market channels, in order to get access to the market	Adopt dealer or direct selling model due to regional characteristics to actively expand the market shares.	None.	None.
United Orthopedic Corporation (Belgium)(Note 1)	100%	Arrange investments in response to the local market channels, in order to get access to the market	Due to successful ongoing market expansion, the Company will more aggressively expand its market presence.	None.	None.
United Orthopedic Limited (Note 1)	100%	Arrange investments in response to the local market channels, in order to get access to the market	Due to successful ongoing market expansion, the Company will more aggressively expand its market presence.	None.	None.
U2 ORTHO ORTOPEDİK ÜRÜNLER TİCARETİ ANONİM ŞİRKETİ (Note 2)	100%	Arrange investments in response to the local market channels, in order to get access to the market	The Company is in the initial establishment stage, with no revenue generation yet. Losses are mainly due to expenses such as personnel salaries and office rent.	Actively explore the market and sales activities.	None.
Xi'an Lianhao Technology Co., Ltd. (Note 3)	100%	To establish a fast and efficient surgical instrument supply chain to meet market demand.	The company is in the start-up stage, and losses are mainly attributable to expenses such as personnel salaries and office rent.	None.	None.

Note 1: It is a reinvestment of UOC Europe Holding SA, a subsidiary of the Company.

Note 2: It is a reinvestment of United Orthopedic Corporation (Suisse) SA, a sub-subsidiary of the Company.

Note 3: To establish the supply chain requirements for surgical instruments, an additional investment of RMB 500,000 has been made in 2025.

6. Risk assessments shall evaluate the following items for the most recent year and up to the publication date of the Annual Report

(1) The Impacts of interest rates, exchange rate fluctuation and inflation situation on the company's profit and loss, and the future countermeasures:

1. Impact from interest rate changes

The Company has loans with banks in Taiwan dollars and other foreign currencies. The fluctuation in future interest rates will impact the Company's profits and losses. The Company will monitor interest rate changes and continuously keep long-term stable transactions with banks. Various financing tools will be adopted to hedge against the risk of interest rates in line with market conditions.

2. Impact from exchange rate changes

The Company sells its products mainly in US dollars, Euro, RMB and Japanese Yen. Thus, if the exchange rate of New Taiwan Dollars against the above currencies fluctuated, the Company's revenue and profits will be affected, accordingly. On the whole, the Company relies on the response principle of natural hedging and continuously monitors the fluctuation of the market exchange rate, and tries to minimize the possible risks that changes in the exchange rate might do to the Company.

(1) The effect of changes in exchange rates on the Company's revenue for the last three years, as follows:

Unit: NTD thousand; %

Item	Year	2025	2024	2023
Net currency exchange gain (loss)		37,840	32,367	33,643
Net Operating Revenue		5,655,418	4,653,130	3,929,887
Operating (loss) gain		740,719	608,988	543,269
Net foreign exchange profits (losses) / Net operating income profits (losses)		0.67%	0.70%	0.86%
Net foreign exchange profits (losses) / Operating profits (losses)		5.11%	5.31%	6.19%

(2) Specific measures in response to changes in exchange rates:

(A) The business units would first evaluate the trends of currencies and consider the impact of changes in exchange rate before making a quote to the customer, and the business unit would take a more robust and conservative exchange rate as the basis for the quote, so that the impact of appreciation and depreciation of NTD is minimized for the orders.

(B) Open an foreign currency account at the banks to keep the foreign currency for the needs of foreign currency. Exchange the remittance of sales into TWD in accordance with actual exchange rate and deposit it in NTD account or foreign currency account. Foreign

currencies that are earned from the exports are preferred to used when paying for the import to reduce the impact of changes in foreign exchange.

(C) Collect information with regards to changes in foreign exchange at any time and fully grasp the domestic and international exchange rate movements to adjust the ratio of foreign currency assets and liabilities, so that the exchange rate fluctuations have a natural hedge effect.

(3) Impact from inflation

If inflation keeps up, the interest rate and costs will keep growing. In the future, the Company will monitor the market price changes, keep good interaction with suppliers and clients to reduce the impact of inflation to the Company's profits and losses.

(2) Policies on high risk, highly leveraged investments, loans to other parties, endorsements/guarantees, and derivatives transactions, main reasons for the profits or losses generated thereby, and future response measures to be undertaken.

1. The Company is not engaged in high risk or highly leveraged investments for the most recent year.
2. In accordance with the Company's fund lending operating procedures, there were no fund lending transactions as of March 31, 2026.
3. According to the endorsement guarantee operating procedures, as of March 31, 2026, the Company has assumed joint and several liability guarantees for its reinvested subsidiary UOC USA, Inc. for a bank loan of USD 7 million.
4. The Company engages in the trading of derivatives products. As of March 31, 2026, there are no future transactions of derivative products that has not been settled.

(3) Future R&D projects and estimated R&D expenditures:

Unit: NTD

Plan title	Progress	Need to invest more R&D expenses	Time expected to complete mass-production	Main reasons that would affect the success of R&D
Momentum cup TPS+	In process development:	4,099,275	2026 Q3	1. New process development 2. Approved the application for certification.
Cones & Sleeves for revision TKA	In design and development	4,279,327	2026 Q4	1. Passed verification test 2. Approved the application for certification.
USTAR II extension line and instruments	In design and development	4,248,421	2027 Q1	1. Passed verification test 2. Approved the application for certification.
Anti-allergy knee	In design and development	14,715,699	2027 Q2	1. Passed verification test 2. Approved the application for certification.
Momentum cup 3DP	In design and development	10,979,940	2027 Q4	1. Design to meet customer needs 2. New process development 3. Passed verification test
SYSTEM ONE shoulder system	In process development:	22,083,966	2027 Q4	1. Passed verification test 2. New process development 3. Approved the application for certification.
UMP Knee system	In design and development	19,594,274	2028 Q1	1. Passed verification test 2. Approved the application for certification.
Constrained liner	In design and development	3,906,544	2028 Q1	1. Passed verification test 2. Approved the application for certification.
Tri-taper stem	Requirements under confirmation	5,455,819	2028 Q1	1. Design to meet customer needs 2. Passed verification test 3. Approved the application for certification.
Uni-knee system	In design and development	10,372,752	2028 Q2	1. Passed verification test 2. Approved the application for certification.

- (4) Impacts of changes of the important domestic and foreign policies and laws on the Company's finance and business, and the countermeasures thereof: None.
- (5) Impact of changes in technology(including information and communication security risks)and industry on the Company's financial operations, and countermeasures thereof:

With the advancement of medicine and the understanding of bio-compatible materials, artificial joint products have become stable and mature. Artificial joints must be designed with appropriate bio-compatible materials and developed to meet the needs of patients. In addition that sufficient knowledge and clinical data are required in design, the technology of precision machinery is also required in manufacture. The Company's R&D direction is to design joint implants suitable for Chinese people, provide product experience suitable for Chinese people, and then develop products suitable for Asians, supply products in Asian markets and other international markets, and establish the highest level of artificial joint R&D and production center outside the European and American regions, which is the long-term goal of the Company; there is no major impact on the Company's financial business due to changes in technology and industry.

Regarding information security, the Company quantifies and classifies the impact on the "Confidentiality," "Integrity," and "Availability" of data contained in its major systems, incorporating the risks of common cyberattack incidents, and establishes various operational standards—such as account privilege inventory, firewall policy reviews, network management requirements, and rigorous testing procedures for system changes—to implement layered authorization controls and ensure the stability and security of existing systems and services. The Company also regularly performs monitoring and measurement operations. The responsible units shall continuously track the implementation status and periodically review and retain records. In addition, email social engineering drills are conducted from time to time, supplemented by educational training and case studies, to enhance employees' awareness of information security. The Company also plans to engage third-party firms to conduct information security audits in the future, ensuring that information security measures continue to comply with regulatory and internal control requirements, and making adjustments in response to regulatory updates.

- (6) Impacts of corporate image change on risk management and response measures:

Ever since the Company has been listed on September, 2004, the Company has always uphold the professional and integrity of the operating principles, paid attention to corporate image and risk control, and has a positive impact on the Company's visibility and improvements of image, sound management of the Company, and sustainability of the Company. The Company will continue to operate in maximum efficiency to retrieve the best interest and share the results with all shareholders and employees. Thus, there are no major events that would have an impact on the Company's corporate image.

- (7) Potential risks and rewards associated with M&A and the response measures: None.
- (8) Potential impact associated with capacity expansion and the response measures: None.
- (9) The Risks Faced with Concentrated Procurement and Sales, and the Countermeasures:
1. Purchase: The Company has established a good cooperative relationship with various suppliers, and the source of supply is still stable. Therefore, the Company and its subsidiaries have no risk of concentrated purchase.
 2. Sales: The Company and its subsidiaries do not have customers to whom more than 20% of products are sold, and are actively expanding product sales in various regions to diversify operational risks. Therefore, the Company and its subsidiaries have no risk of concentrated sales.
- (10) The impacts and risks arising from major exchange or transfer of shares by Directors, Supervisors or shareholders with over 10% of stake in the Company and the countermeasures:
- The Directors, Supervisors or shareholders of more than 10% of the Company's shares do not have any substantial transfers or changes in the shares of the Company for the most recent year and as of the publication date of the Annual Report. Thus, it did not have any significant impact on the Company.
- (11) Effects of, risks relating to and response to the changes in management rights: None.
- (12) Litigation and non-litigation events:
1. Confirmed judgment, ongoing significant litigation, and non-litigation or administrative contention items involving the Company for the most recent two years and as of the publication date of the annual report, which might have a significant impact on the shareholders' equities or price of securities: None.
 2. Confirmed judgment, ongoing significant litigation, and non-litigation or administrative contention items involving Directors, Supervisors, General Manager, responsible person, and stockholders that hold more than 10% of this company's stock in the last two years and up to the printing of this annual report that can have a significant impact on shareholders' equity or securities prices: None.
- (13) Other Material Risks and Response Measures: None.

7. Other important matters : None.

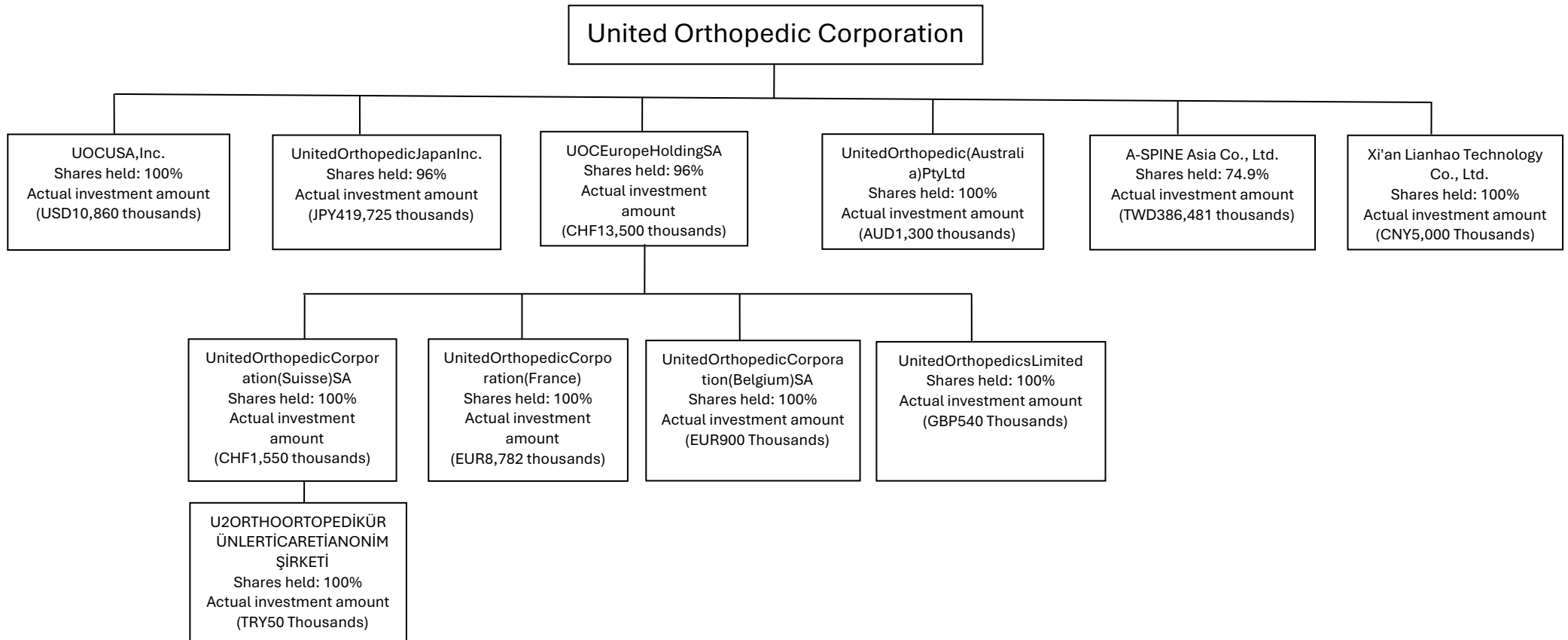
VI. Special Items

1. Relevant information on affiliates:

(1) Consolidated Business Report of Affiliates

1. Organization structure of affiliates

December 31, 2025



2. Basic information of various affiliates

Unit: Thousand dollars

Name of business	Date of Incorporation	Address	Paid-in Capital	Main Business Activities
UOC USA, Inc.	2012.07.19	Note 4 (1)	USD10,860	Sales of Medical Equipment
UOC Europe Holding SA	2016.05.23	Note 4 (2)	CHF14,000	Investment and trading business
United Orthopedic Corporation (Suisse) SA	2016.06.29	Note 4 (3)	CHF1,550	Sales of Medical Equipment
United Orthopedic Corporation (France)	2016.07.05	Note 4 (4)	EUR8,782	Sales of Medical Equipment
United Orthopedic Corporation (Belgium) SA	2019.07.11	Note 4 (5)	EUR900	Sales of Medical Equipment
United Orthopedic Japan Inc.	2016.08.05	Note 4 (6)	JPY265,741	Sales of Medical Equipment
A-SPINE Asia Co., Ltd.	2001.06.15	Note 4 (7)	TWD134,710	Manufacture and Sale of Medical Equipment
United Orthopedics Limited	2019.07.24	Note 4 (8)	GBP540	Sales of Medical Equipment
United Orthopedic (Australia) Pty Ltd	2022.05.16	Note 4 (9)	AUD1,300	Sales of Medical Equipment
U2 ORTHO ORTOPEDİK ÜRÜNLER TİCARETİ ANONİM ŞİRKETİ	2023.10.24	Note 4 (10)	TRY930	Sales of Medical Equipment
Xi'an Lianhao Technology Co., Ltd.	2025.10.30	Note 4 (11)	CNY5,000	Medical device sales and supply chain management services

Note 1: All affiliates shall disclosed regardless of their sizes.

Note 2: For all affiliates that have plants, and the production value of products of the plants worth more than 10% of the operating income of the holding company, the name of the plants, founding dates, addresses, the main productions of the plants shall also be listed.

Note 3: If the affiliate is a foreign company, the title of the Company and the address may be shown in English, and the founding date may also be expressed in Gregorian calendar. The paid-in capital may be expressed in foreign exchange (However, the exchange rate as of the publish date shall be listed).

Note 4: (1) 16601 Hale Avenue Irvine, CA 92606
(2) Avenue Général Guisan 60A, 1009 Pully, USA
(3) Y Parc, Avenue des sciences 15, 1400 Yverdon, Switzerland
(4) 7 Allée des Peupliers, 54180 Houdemont, France
(5) Kernenergiestraat 47C, 2610 Wilrijk, Antwerpen, Belgium
(6) Yokohama Symphostage West Tower 10F, 5-1-2 Minatomirai, Nishi-ku, Yokohama-shi, Kanagawa 220-0012, Japan
(7) 20F., No. 80, Sec. 1, Chenggong Road, Yonghe District, New Taipei City
(8) Unit B2 Illuma park Gelders Hall Industrial Estate Gelders Hall Road Shepshed Loughborough Leicestershire LE12 9NH, UK
(9) LEVEL 2, 35 COTHAM RAOD, KEW, VIC 3101
(10) GAYRETTEPE MAH. PAZAR SK. BARELI PLAZA NO: 2-4 İÇ KAPI NO: 2 BEŞİKTAŞ / İSTANBUL
(11) Building 9, No. 222, Caotanshiyi Road, High-Speed Rail New Town, Economic and Technological Development Zone, Xi'an City, Shaanxi Province, China

3. Companies presumed as having control and subordinate relationships in accordance with Article 369-3 of the Company Act:

According to the above organization chart, the Company's affiliates are all subsidiaries of the Company.

4. Industries that are covered by affiliates and their distribution of work if the businesses of affiliates are interconnected with others:

- (1) Industries that the overall affiliates are involved with: Mainly for orthopedic artificial implants, surgical equipment manufacturing and sales.
- (2) Distribution of work if the businesses of affiliates are interconnected with others:

The Company invested in UOC America Holding Corporation in 2012, and the liquidation was completed on March 21, 2022. Instead, the Company invested in UOC USA, Inc. as the base for marketing operations in the America. The marketing model adopted are dealer and directly selling to quickly establish a complete marketing system to increase market share.

The Company made an indirect investment in United Orthopedic Corporation (Suisse) SA and United Orthopedic Corporation (France) in 2016 through UOC Europe Holding SA. In order to create marketing bases in Switzerland, France, Belgium, and the United Kingdom in the European region, it further made indirect investments in United Orthopedic Corporation (Belgium) SA and United Orthopedics Limited in 2019. The marketing strategy uses direct sales and distribution to target steady, high growth in the European market and quicken the increase of market share.

The Company invested in United Orthopedic Japan Inc. in 2016 as a sales and operation base in Japan. United Orthopedic Japan Inc. has completed product registration and started marketing and sales activities in 2019 to continuously develop the business and expand market share.

The Company invested in A-Spine Asia Co., Ltd. in 2017 in response to the Company's strategy of business diversification. We were looking to quickly enter the spine product market through M&A to accelerate the development of spine products in Taiwan and international markets, as well as boosting the Company's revenue and profit.

The Company invested in United Orthopedic (Australia) Pty. Ltd. in 2022 as the base for sales and operation in Australia, to actively expand the market via distributors or the direct selling model according to regional characteristics.

In order to expand international market business and aggressively expand its market presence, United Orthopedic Corporation (Suisse) SA, a sub-subsidiary of the Company, invested in U2 ORTHO ORTOPEDİK ÜRÜNLER TİCARETİ ANONİM ŞİRKETİ in 2023 as a sales and operations base in Turkey.

In 2025, the Company invested in Xi'an Lianhao Technology Co., Ltd. to provide medical device sales and supply chain management services, establishing a fast and efficient surgical instrument supply chain to meet market demand.

5. Information of Directors, Supervisors and General Managers in all Affiliates:

Name of business	Title (note 1)	Name or representative	shares held	
			Shares	holding ratio
UOC USA, Inc.	Chairman	Lin, Yan-Sheng	15,361,016	100%
UOC Europe Holding SA	Chairman	Lin, Yan-Sheng	13,500	96%
United Orthopedic Corporation (Suisse) SA	President	Bopp François	1,550	100%
United Orthopedic Corporation (France)	President	Bopp François	8,782	100%
United Orthopedic Corporation (Belgium) SA	President	Bopp François	900	100%
United Orthopedic Japan Inc.	Chairman	Tetsuhiko Niwa	125,022	96%
A-SPINE Asia Co., Ltd.	Chairman	Lin, Yan-Sheng	10,089,696	74.9%
United Orthopedics Limited	President	Pearson Malcolm	540	100%
United Orthopedic (Australia) Pty Ltd	President	DAVID VEALE	1,300,001	100%
U2 ORTHO ORTOPEDİK ÜRÜNLER TİCARETİ ANONİM ŞİRKETİ	President	Bopp François	930	100%
Xi'an Lianhao Technology Co., Ltd.	President	Kao, Ming-Te	5,000,000	100%

Note 1: If the affiliate is a foreign company, list those whose job position is equivalent.

Note 2: If the invested company is a joint-stock company, please list the amount of stocks and shareholding ratio. For others, please list the capital contribution and contribution ratio and make a note on that.

6. Operating status of affiliates:

Unit: NTD thousand

Name of business	Capital	Total Assets	Total Liabilities	Net value	Operating Revenue	Operating Profit	Current profit and loss(After tax)	Earnings per share (after tax/dollar)
UOC USA, Inc.	332,533	1,097,280	605,127	492,153	997,496	65,850	39,533	—
UOC Europe Holding SA	436,770	2,156,868	1,622,364	534,504	1,974,988	115,567	126,476	—
United Orthopedic Corporation (Suisse) SA	49,987	1,845,409	1,389,531	455,878	1,208,849	185,730	175,900	—
United Orthopedic Corporation (France)	310,304	1,159,349	822,264	337,085	1,324,137	(30,436)	(6,497)	—
United Orthopedic Corporation (Belgium) SA	30,154	27,570	22,057	5,513	37,594	2,303	2,095	—
United Orthopedic Japan Inc.	69,832	556,420	428,833	127,587	438,802	67,723	40,738	—
A-SPINE Asia Co., Ltd.	134,710	519,535	245,133	274,402	448,796	19,093	15,081	1.12
United Orthopedic Limited	20,840	100,236	86,361	13,875	155,535	(14,590)	(12,819)	—
United Orthopedic (Australia) Pty Ltd	27,143	8,909	1,676	7,233	151	(6,934)	(6,934)	—
U2 ORTHO ORTOPEDİK ÜRÜNLER TİCARETİ ANONİM ŞİRKETİ	700	273	46	227	0	(446)	(128)	—
Xi'an Lianhao Technology Co., Ltd.	22,025	22,325	0	22,325	0	(494)	(155)	—

Note 1: All affiliates shall disclosed regardless of their sizes.

Note 2: If the affiliate is a foreign company, all relevant numbers shall be expressed in NTD by using the exchange rate as of the publish date.

Note 3: The exchange rates for the income statement are as follows: 1 USD = 31.430 NTD, 1 CNY = 4.496 NTD,

1 EUR = 36.900 NTD, 1 CHF = 39.615 NTD,
1 GBP = 42.330 NTD, 1 JPY = 0.2008 NTD,
1 AUD = 21.010 NTD, 1 TRY = 0.7277 NTD
1 CHF = 1.0736 EUR, 1 EUR = 0.9315 CHF,
1 CHF = 0.9359 GBP, 1 GBP = 1.0685 CHF,
1 GBP = 1.1472 EUR, 1 CHF = 54.4386 TRY,
1 TRY = 0.0184 CHF.

The exchange rates for the income statement are as follows:

1 USD = 32.1075 NTD, 1 CNY = 4.487 NTD,
1 EUR = 35.520 NTD, 1 CHF = 37.940 NTD,
1 GBP = 41.760 NTD, 1 JPY = 0.2054 NTD,
1 AUD = 20.700 NTD, 1 TRY = 0.8284 NTD
1 CHF = 1.0679 EUR, 1 EUR = 0.9365 CHF,
1 CHF = 0.9082 GBP, 1 GBP = 1.1022 CHF,
1 GBP = 1.1769 EUR, 1 CHF = 46.7376 TRY,
1 TRY = 0.022 CHF.

(2) Reports of each enterprise: Refer to the parent-subsiidiary consolidated report.

- 2. Regarding the private placement of securities in the most recent year and up to the printing date of the annual report, the following should be disclosed: the date and amount approved by the shareholders' meeting or Board of Directors, the basis and reasonableness of price determination, the method of selecting specific persons and the necessity for the private placement, the private placement targets, their qualifications, subscription quantities, relationship with the Company, participation in company management, actual subscription (or conversion) price, difference between actual subscription (or conversion) price and reference price, impact of the private placement on shareholders' rights, utilization of funds from the private placement of securities from the time of receipt of payment until the completion of the fund utilization plan, the progress of plan implementation, and the manifestation of plan benefits: None.**
- 3. Other necessary supplementary information: None.**

VII. Any events prescribed in subparagraph 2, paragraph 3, Article 36 of the Securities and Exchange Act with material impact on shareholders' equity or the price of the Company's securities that has occurred for the most recent year and up to the publication date of the Annual Report: None.

VIII. The information stipulated in Article 10, Paragraph 1, Subparagraph 3, Item 8, the first part of Subparagraph 7, Article 17, and Article 21, Subparagraphs 1 and 2, if already announced and reported on the information reporting website designated by the Commission, may be recorded in the annual report as an index for information inquiry, and the relevant announced and reported information shall be deemed as content recorded in the annual report.

Please refer to the following website, <https://mops.twse.com.tw/>

United Orthopedic Corporation

Chairman: Lin, Yan-Shen