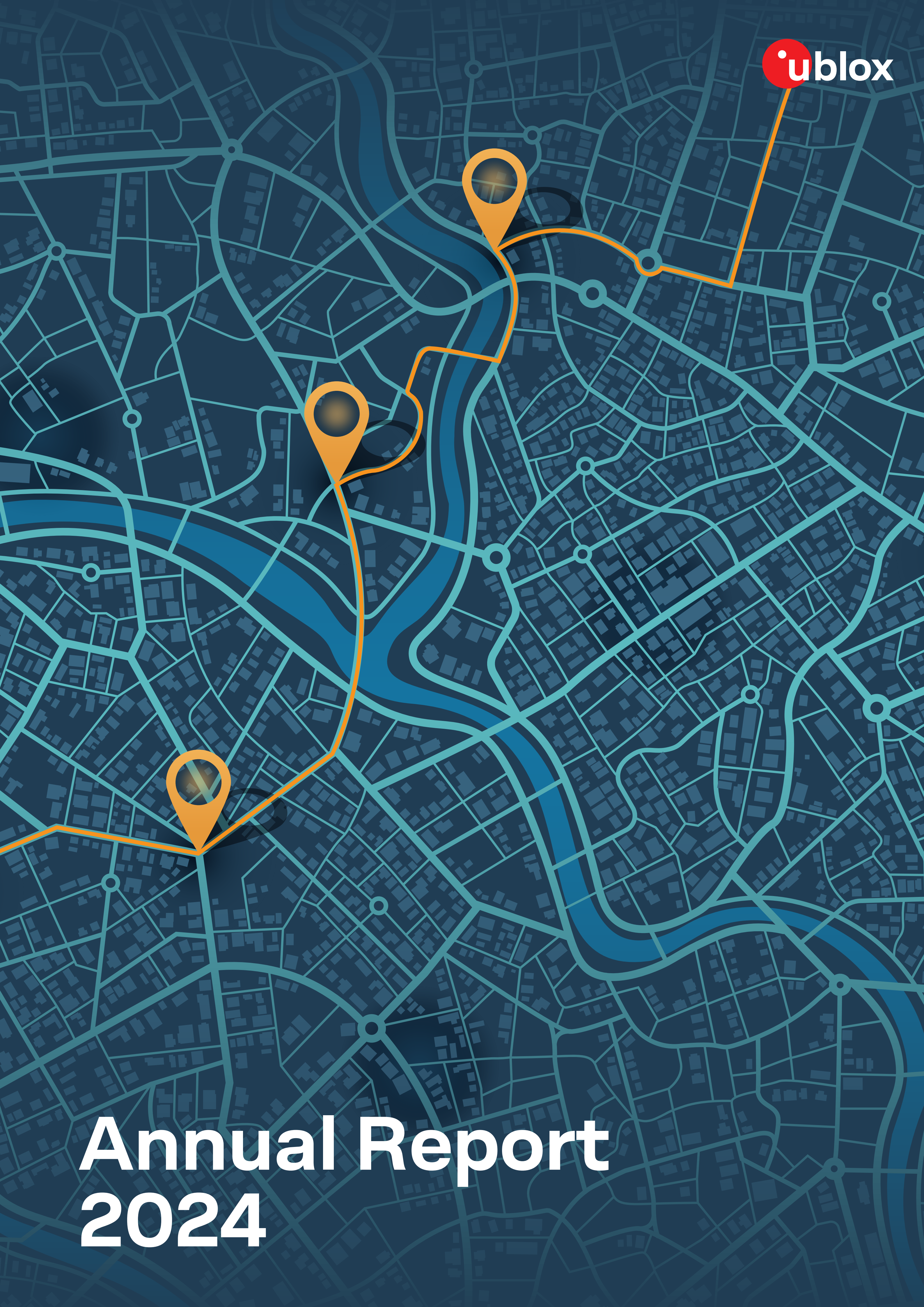
ublox



Annual Report 2024

Our vision

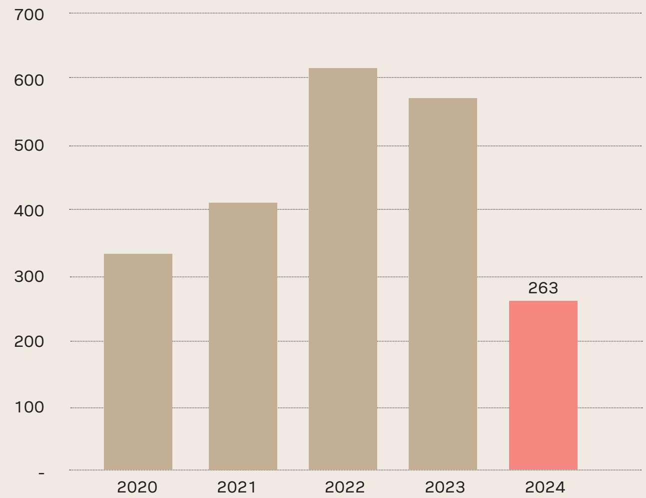
The future with us is precise, smart, and sustainable.

Our mission

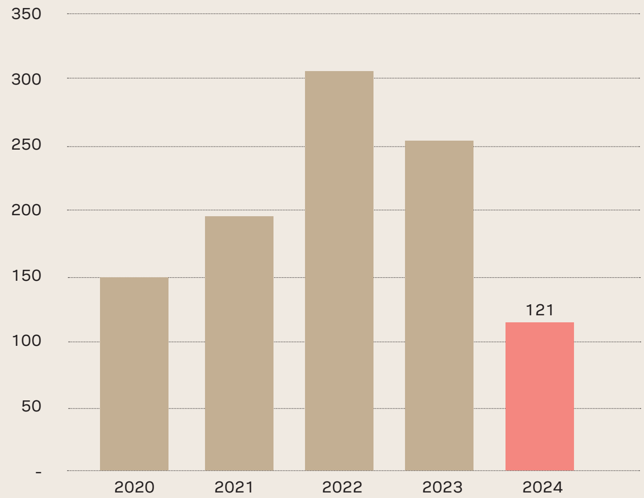
Leading the world to reliably locate and connect every thing.

2024 at a glance

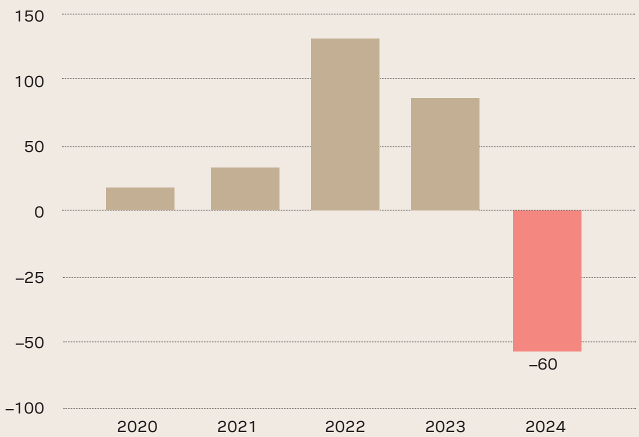
Revenue CHF million



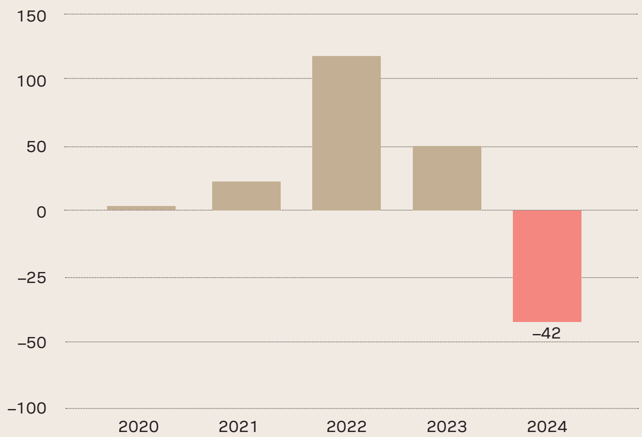
Gross profit (adj.) CHF million



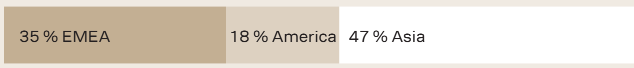
EBIT (adj.) CHF million



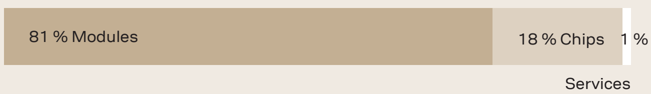
Net earnings (adj.) CHF million



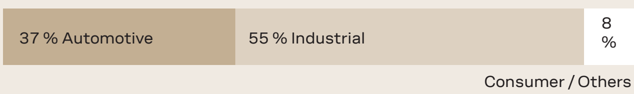
Revenue by region



Revenue by product type



Revenue by market



2024 highlights

Unveiling of X20, new all-band high-precision GNSS platform
The new u-blox X20 platform brings centimeter-level accuracy to mass markets and expands geographical reach and service availability on a global scale. It follows the widely used u-blox F9.

Strategic partnership with Topcon Positioning Systems
Collaboration aims to leverage combined expertise and assets to deliver unparalleled high-precision GNSS positioning services with increased availability, reliability and affordability for the mass market.

Significant project wins in the robotic lawnmower market
u-blox secured USD 100 million in project wins in the robotic lawnmower market with its high-precision positioning technology.

Engagement with NVIDIA on AI platforms
u-blox high-precision positioning solutions now available on NVIDIA® Jetson™ Edge AI and NVIDIA DRIVE Hyperion™ platforms.

Shareholder letter

Dear Shareholders,

2024 was a catalyst to transform u-blox into a more focused and resilient company. After a record-breaking 2022 and 2023, we faced a challenging 2024, with revenue and profitability impacted by overstocking and continued market softness, particularly in industrial and automotive sectors. For the full year, revenue totaled CHF 262.9 million, adjusted EBIT stood at CHF –59.6 million, and free cash flow reached CHF 10.1 million.

In response to the market conditions, u-blox launched a cost optimization program aimed at reducing operating expenses by CHF 20 million. The measures were fully implemented in the second half of 2024, exceeding expectations with total savings reaching CHF 25 million. The company demonstrated strong execution capabilities, reducing its cost base and setting the stage for sustainable margin expansion once the market recovers.

During the year, we made important announcements to position the Locate business for long-term growth. This included launching the next-generation X20 GNSS platform and entering a strategic partnership with Topcon Positioning Systems, solidifying our leadership in high-precision GNSS correction services: We enable cost effective centimeter-level precision for global mass markets.

As we move forward, our commitment to innovation remains unwavering. Leveraging advancements like the X20 platform and our strengthened positioning and connectivity solutions, we aim to guide the world toward reliably connecting and locating every “thing”, ensuring we stay ahead in a rapidly evolving technological landscape.

In January 2025 u-blox announced the strategic decision to strengthen our focus on the Locate business and phase-out Cellular. Locate’s business model features dynamic growth, attractive margins and high cash generation profile. u-blox is thrilled to pursue the path of a more focused company with a robust model and innumerous opportunities.

A turbulent year for semiconductors
According to World Semiconductor Trade Statistics (WSTS), the global analog semiconductor market contracted by approximately 2% in 2024, following a 9% contraction in 2023. This downturn marked the end of a period of extreme volatility, beginning with the COVID-19-induced disruption in 2020. The subsequent surge in demand and overordering during 2022 and 2023 led to significant overstocking, which, combined with softer demand in key sectors, weighed heavily on the market throughout 2024.

2024 was a catalyst to transform u-blox into a more focused and resilient company.

u-blox continued to navigate these challenges with agility. In 2024, the lingering effects of overstocking from previous years were particularly evident in the industrial and automotive sectors. Despite signs of recovery in certain markets, high inventory levels across the supply chain suppressed new orders and led to a decline in demand in the year. This dynamic, coupled with reduced production output, placed further pressure on revenue and profitability during 2024.

While the market correction has been slower than anticipated, we observe that inventory levels normalize. Our efforts in streamlining costs, managing working capital, and advancing product innovation position u-blox to emerge stronger as the semiconductor industry begins its next growth cycle.

Revenue slowdown in all regions and markets
Revenue declined in most regions and markets, reflecting overstocking from our customers. Asia Pacific’s revenue declined by 55% to CHF 123.6 million in 2024, mainly driven by significant reduction from healthcare customers in 2024.

The Americas saw a revenue decline of 64% to CHF 46.7 million due to soft performance in automotive and industrial. EMEA's revenue declined by 47% and reached CHF 92.6 million in 2024.

In terms of market segments, Industrial and Automotive were negative. Revenue in Industrial applications reached CHF 145.3 million in 2024, minus 62% versus the previous year, and Automotive revenue reached CHF 97.9 million, minus 42% versus 2023. Consumer remained weak, following the trend previously seen.

Sharpening our focus in positioning
In early 2025, u-blox announced a strategic decision to further concentrate on its Locate business while phasing out its Cellular business. This shift underscores our commitment to being a leading and specialized provider of GNSS semiconductor solutions in a rapidly evolving market.

In early 2025 u-blox announced the strategic decision to increase focus on its Locate business.

By prioritizing the Locate business, u-blox will enhance its ability to drive innovation, capitalize on proprietary technology, and seize growing opportunities in the global positioning market. These include autonomous vehicles, construction and agriculture equipment, or mobile robotics applications. This focused approach reinforces our position as a trusted provider of cutting-edge location solutions and positions us for sustainable growth.

Decision to phase out Cellular
After thorough evaluation, u-blox has determined that phasing out the Cellular business is the best course of action to align with its long-term strategic priorities and improve operational focus.

We explored alternative paths for the Cellular business, including a potential sale, and came to the decision to phase out this business while concentrating resources on areas with the greatest growth potential.

As part of this strategic pivot, u-blox will improve the performance of its Short-Range business, which includes Wi-Fi and Bluetooth modules as well as indoor positioning solutions.

Driving operational efficiency
In 2024, u-blox implemented a CHF 20 million cost optimization program to streamline operations and ensure long-term profitability amidst challenging market conditions. This initiative, an extension of measures introduced in 2023, targeted enhanced efficiency across all functions including R&D, Sales and Administration.

By the end of the year, all planned measures had been implemented. The program exceeded expectations with total annualized savings reaching CHF 25 million, and initial benefits already reflected in our H2 2024 financial results. These savings were achieved while maintaining our focus on innovation and customer-centric solutions, ensuring that critical investments in next-generation technologies remain intact.

The optimization measures also enhanced our resilience to navigate a period of lower revenue and reduced operational leverage. By aligning our cost base with current market dynamics, u-blox is better positioned to capitalize on future opportunities as inventory levels normalize and demand recovers across our key markets in 2025.

2024: A year of transition, preparing for growth
As anticipated, 2024 has proven to be a transitional year for u-blox and the semiconductor industry at large. The significant overstocking by customers during 2022 and 2023, which initially buoyed demand, resulted in subdued orders, particularly in the first half of the year. However, the normalization of inventory levels is underway, and we expect a gradual recovery across key markets in 2025. This recovery, coupled with easing supply chain pressures and a return to more balanced customer demand, positions u-blox for renewed growth in the coming years.

Structural growth driven by megatrends
u-blox addresses powerful global megatrends such as climate change, urbanization, and the shift towards automation with our innovative and precise positioning solutions. Our technology is at the heart of the autonomous, electric vehicles of the future, enabling reduced traffic congestion and enhanced safety. We empower businesses to optimize freight routes and asset tracking, contributing to efficiency across global supply chains. Moreover, our solutions play a critical role in precision agriculture and construction applications as well as mobile robotics.

Dividends
Given u-blox's current financial performance and this point in the semiconductors industry cycle, the Board of Directors will propose no dividend payment to the 2025 Annual General Meeting to be held in April. The resuming of dividend payments will be re-considered for 2026 depending on the financial performance of the company in 2025.

Appointment of new Chief Financial Officer
Camila Japur was appointed as Chief Financial Officer and member of the Executive Committee by the Board of Directors, effective July 1, 2024. Camila brings broad finance, business, and international experience and was pivotal in projects implemented in the second half of the year. We thank Roland Jud for his contribution to the u-blox story and wish him all the best for his future endeavors.

Changes in the Board of Directors
Thomas Seiler, member of the Board of Directors, did not stand for re-election at the 2024 General Meeting. We are grateful for Thomas' dedication and leadership and wish him all the best in his future endeavors. At the same time, Fabian Rauch, co-founder and CEO of Spectrum Entrepreneurial Ownership (SEO), was elected to the Board of Directors.

Thank you
On behalf of the Management team and the Board of Directors, we extend our deepest gratitude to our employees for their unwavering commitment and contributions throughout this transformative year. Your dedication fuels our innovation and strengthens our leadership in the industry.

We also want to thank our partners, customers, suppliers, and shareholders for their continued trust and collaboration. Together, we look forward to shaping a promising future, built on innovation, resilience, and shared success.

Stephan Zizala CEO	André Müller Chairman	Camila Japur CFO

Strategy

Our world is moving fast. The first automated cars are already on the street; the car of the future will be automated and electric. You will carry your doctor in your pocket. Your home will power the grid. You and your "things" will be connected like never before. At u-blox, we are setting the pace of delivering tomorrow's technology to locate and connect objects (e. g., cars, machines, assets, healthcare equipment) or wearable products for humans or animals – every thing.

We are setting the pace of delivering tomorrow's technology to locate and connect every thing.

Our strategy is anchored in a commitment to empowering the potential of the Internet of Things (IoT) and positioning u-blox as a key enabler in the industry. Through continuous investment in research and development, we strive to bring forth leading edge solutions that redefine possibilities in our markets. Collaboration remains integral as we actively engage with customers, partners, employees, new talents – i. e., all our stakeholders to deliver beyond expectations.

As we navigate the ever-evolving technological landscape, u-blox embraces change as an opportunity for growth. From harnessing emerging technologies to fortifying our market position, we remain committed to delivering value to our stakeholders.

Player in the ever-growing semiconductor industry

From the invention of the first transistor in the mid-20th century to the advent of integrated circuits and the subsequent boom, the semiconductor industry has been at the forefront of technological progress. Semiconductor solutions are part of our daily life. Society was reminded on the importance of those "hidden" products during the semiconductor supply crisis in 2021 and 2022.

u-blox plays a pivotal role in this narrative, contributing leading edge semiconductor solutions required by a diverse array of applications, ranging from smart cities to autonomous vehicles, industrial automation, and medical equipment.

Historically, the semiconductor sector has experienced remarkable growth, marked by continuous innovation, and it is expected to continue to be a driving force behind the digital transformation sweeping across industries. As the world embraces the era of automated driving, IoT penetration, and artificial intelligence, the demand for advanced semiconductor solutions continues to grow.

u-blox is strategically positioned to capitalize on these trends, with a commitment to developing semiconductor technologies that address the evolving needs of our interconnected world. From ultra-low power chips for positioning to high performance communication modules, our portfolio aligns seamlessly with the industry's trajectory.

Fabless IoT technology leader

u-blox is a global Internet of Things (IoT) technology leader and fabless semiconductor manufacturer offering solutions to reliably locate and connect every thing.

With our proprietary positioning chips, we have progressively outperformed the semiconductor market.

IoT describes physical objects embedded with sensors that communicate – allowing the physical world to be digitally monitored or controlled.

We offer semiconductor chips, modules, and services to our ingenious customers, addressing our world's megatrends with IoT location and connectivity solutions.

The breadth and depth of our expertise in positioning and connectivity gives us a leading edge within our key markets and the IoT industry. Our culture of entrepreneurial innovation has given us a sustainable competitive advantage with which we create significant long-lasting returns over the lifetime of our products.

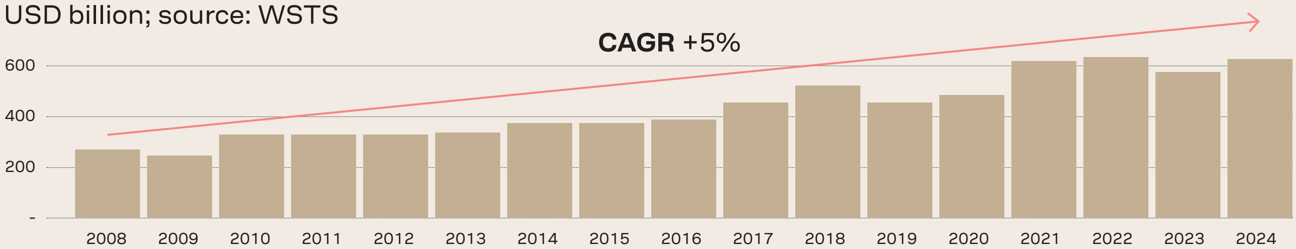
Our unique competencies in the IoT industry
We offer positioning chips and modules, short-range radio modules, and cellular chips and modules. In simple terms, a module is several chips in a subsystem plus some software on top of it – and services, which are digital data streams to our products to make them better in the field.

Our unique combination of technical competencies comprised of algorithms, chips, software, and cloud services often sets the industry standard for technological innovation and quality.

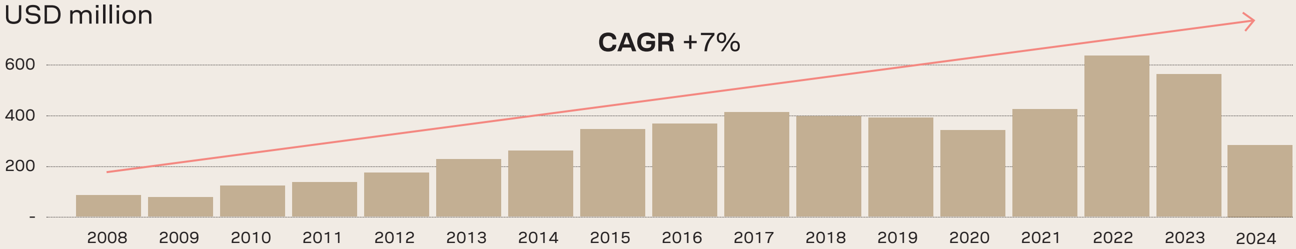
This is why our key partners, many global leaders within their industries, partner with us to help them solve their most demanding positioning and connectivity challenges.

The semiconductor industry: Navigating through the cycles

Worldwide semiconductor sales
USD billion; source: WSTS



u-blox revenue
USD million



The semiconductor industry displays a consistent long-term growth trend, while also being inherently cyclical. A deep understanding and anticipation of these cycles and the well-honed ability to navigate them has rewarded u-blox with double digit CAGR, outperforming the semiconductor industry.

The last cycle has been particularly interesting. Starting with the impact of COVID 19 in 2020, the industry entered an unprecedented supply shortage in 2021 and 2022. The result was a cycle with intensities not seen in decades. u-blox benefited in 2022 and 2023, by managing its supply chain well and delivering products while competitors could not. The demand, however, caused an overstocking effect at our customers, which is reflected in u-blox's 2024 revenue.

Entrepreneurial innovation from generation to generation
The pace of digital transformation is brisk. The semiconductor industry projected to reach a global market value of USD 1 trillion by 2030, according to McKinsey. u-blox is active in the two fastest high growth markets: Automotive – driven by Automated Driving and e-mobility and Industrial – driven by Industry 4.0 smart machines and smart factories.

Anticipating and delivering on today's megatrends and consistently outperforming the semiconductor market while protecting and increasing our competitive advantage requires us to nurture our thriving entrepreneurial culture of innovation at u-blox.

A culture where doing the best for the customers we serve means prioritizing innovation and supporting the desire to find the best approach, to ensure we consider a broad range of ideas that will ultimately add real value for our customers and shareholders.

A recent example is centimeter accuracy positioning, which was previously out of reach for most applications due to high costs and is now available to the mass market. This is the type of challenge that inspires the bright minds of our talented team of about 1,150 people.

Our innovations are inspired by our trend-setting customers, strategic partners, and the ingenuity of our diverse team. This keeps us at the forefront to contribute and benefit from megatrend requirements.

Our value proposition
The combination of our three core technologies offered in the form of chips, modules, and services, combined with a customer centric approach brings a unique value proposition in the market.

In positioning, large competitors focus mainly on the consumer and mobile phone market. Within our industrial and automotive target markets, u-blox has the lead and continues to push the envelope, providing customers with cutting edge innovation. Having our own silicon in positioning also provides us with a significant competitive advantage on modules, given we can optimize chips and software depending on the use case. u-blox has unique knowledge in all relevant domains: algorithms, software, radio-frequency hardware as well as chip hardware/software partitioning.

In connectivity, common feedback from customers on our modules is "it just works", and this doesn't happen by chance. u-blox puts emphasis on reliability, practicality, usability and easy to use aspects when designing its products, where software plays a major role.

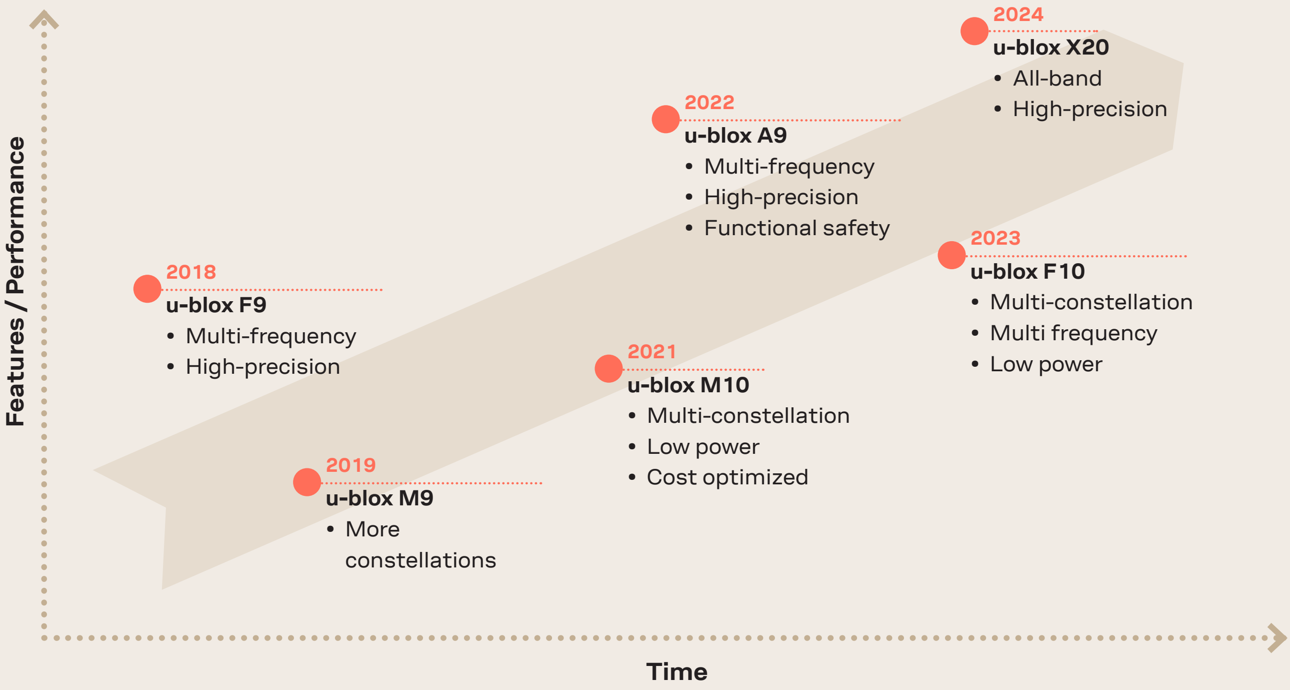
The consolidation in the module space has reduced our customers' options regarding innovation, creating an even greater market opportunity for u-blox.

Reliable, robust, secure, market ready solutions that work
As our customers around the world are continuously solving complex challenges requiring both location awareness and wireless connectivity through IoT – reliable, robust, market ready solutions, which rely heavily on our unique portfolio of services, are increasingly in demand.

Our customers trust that our products will do what they are supposed to, stand up to harsh conditions as specified, make cyberattacks more difficult, be available when needed, and be delivered on time. Further, their development teams won't have to spend resouces integrating them into their systems.

Reliability means quality and security at the design and manufacturing levels and across the supply chain. Over many years, u-blox has created a unique quality system that ensures the delivery of functionally extremely robust and highly reliable products, which is recognized across the IoT industry. We are a renowned supplier to the automotive industry and comply with their specific requirements for process and product quality.

Innovation at heart

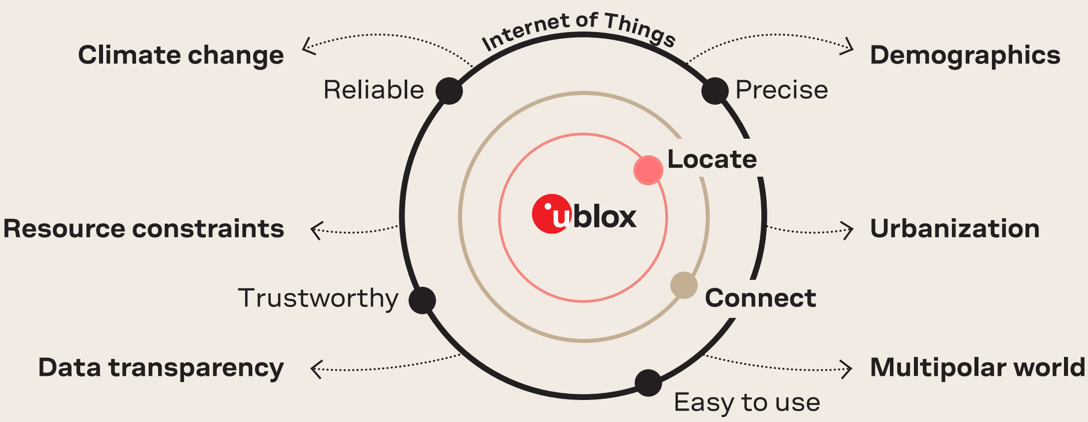


Our customers know that if it is out there, u-blox is already working on it, and that is why they are not just buying a u-blox chip or module but rather a u-blox long-term experience. They want an innovation partner they can stay with from generation to generation. Our Global Navigation Satellite System (GNSS) innovation stream, delivering a new platform every 18 months on average, clearly demonstrates our quest to provide our customers with the best positioning technology available while growing our competitive advantage and exemplifies u-blox entrepreneurial innovation from generation to generation.

IoT security is complex, fast moving, and multifaceted. Addressing it demands a sophisticated, multipronged approach to protect our customers – and the users of their products – against the many and varied threats their devices and data face in the connected world. u-blox has established product standards based on industry requirements and best practices for the secure design and production of products and services.

Our strategy Focus – Innovate – Execute
At u-blox, we are privileged to enable structural growth applications like automated driving, asset tracking and management, industrial automation and monitoring (digitalization), and remote healthcare. We expect 40% of our growth in the next five years to come from those four applications and this is why we put a major focus on those.

Megatrends shaping the semiconductor industry



Many megatrends, such as climate change, resource constraints, data transparency, demographics, urbanization, in a multipolar world, are shaping our daily lives, the Internet of Things, and the semiconductor industry.

Although there may be some short-term fluctuations in the growth of some of the megatrend application areas, the growth trajectory is outstanding over the medium to long-term.

Whether they are complex societal challenges such as drought, an aging population, or something tactical such as ensuring a container arrives intact, on time, and in the right place, IoT has a significant role.

Let's take the aging population megatrend as an example. Most of us will want to live independently for as long as possible in our own homes, self determining our healthcare and daily routines. This trend is driving growth and major innovations in remote healthcare and AgeTech solutions for connectivity and monitoring.

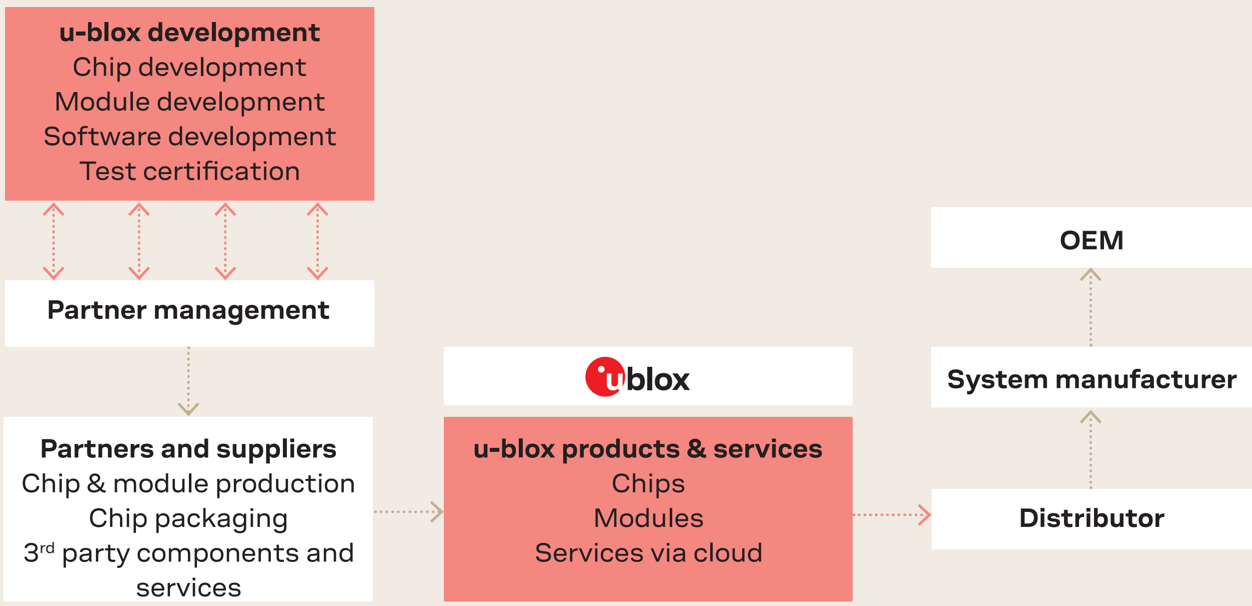
Climate change is another megatrend where IoT is making a significant contribution with solutions for environmental monitoring, water management, weather observation, agriculture, and many other applications.

Megatrends like these are shaping and expanding the IoT industry while softening the cyclic highs and lows of the semiconductor industry as a whole.

We structure our go-to-market approach in a way that we serve the top 250 customers directly and work closely with leading distribution partners to support medium and startup companies in the best way possible. We are a trustworthy Swiss partner in a multipolar world, enabling our customers' growth.

Our customers do not just buy a product from us; they buy an experience. They want to go from generation to generation, knowing they are working with a partner who will bring them to the next innovation level. They know that if it is out there, u-blox is already working on it, or we are working jointly on it.

We are developers who manage a complex supply chain



u-blox does not own factories. We are an asset light company, with our greatest asset being our diverse team of about 1,150 experts across the globe.

As a fabless semiconductor manufacturer, we rely on solid partnerships with our suppliers based on shared respect and compliance with established international standards for human rights, employee welfare, the environment, business ethics, and management systems.

We not only develop our own products with our Intellectual Property (IP) on our own silicon, but we also manage a complex flow of component products and services from our suppliers to our customers, thus helping them accelerate time to market.

Our strategy Focus – Innovate – Execute
At u-blox, we are privileged to enable structural growth applications like automated driving, asset tracking and management, industrial automation and monitoring (digitalization), and remote healthcare. We expect 40% of our growth in the next five years to come from those four applications and this is why we put a major focus on those.

We structure our go-to-market approach in a way that we serve the top 250 customers directly and work closely with leading distribution partners to support medium and startup companies in the best way possible. We are a trustworthy Swiss partner in a multipolar world, enabling our customers' growth.

Our Focus – Innovate – Execute strategy will help us create and unlock value for years.

Our customers do not just buy a product from us; they buy an experience. They want to go from generation to generation, knowing they are working with a partner who will bring them to the next innovation level. They know that if it is out there, u-blox is already working on it, or we are working jointly on it.

Our Locate strategy in a nutshell

Key long term growth drivers

- Strong structural growth: automated driving, mobile robotics, asset tracking and management, industrial automation and monitoring
- Trustworthy partner with a reliable supply chain

Locate focus

Expand Locate market leadership with optimized offerings for automated driving, mobile robotics, asset tracking/ management, and industrial automation.

Lean organization

Transform to a lean organization with strong focus on value generation.

Cellular Phase out

Execute cellular business phase out.

Sustainability

We are a sustainability enabler
Research by the World Economic Forum indicates that 84% of IoT deployments are currently addressing, or have the potential, to address the UN Sustainable Development Goals (SDGs). They have also found that IoT is undoubtedly one of the largest enablers for responsible digital transformation. It is estimated that industrial IoT alone can add $14 trillion in economic value to the global economy by 2030. This means applications that support sustainability solutions are poised to structurally grow fast.

We believe technology can be a powerful catalyst for positive sustainable change. Our mission at u-blox is to develop cutting edge positioning and wireless communication technologies to support our customers in launching innovative products that improve quality of life in areas such as health, safety, and mobility. At the same time, these innovations can help address the planet's urgent sustainability challenges.

We also observe IoT positively impacting humanity and the environment through sustainable applications, thus contributing to the UN Sustainable Development Goals.

2024 Sustainability highlights
u-blox has been making significant progress on its sustainability program, and the highlights from 2024 are anchored within our sustainability strategy:

- Assessment of 50% of our existing product portfolio for sustainable impact
- Continued reduction in our carbon emissions
- Goal of 14% women in management achieved
- ISO 27001 compliance achieved across the global Corporate Security and IT Operations activities

2025 ESG targets
Sustainability targets are part of u-blox's Executive Committee performance-based compensation. Each year, the Nomination, Compensation, and Sustainability Committee (NCSC) proposes quantifiable one-year short term sustainability targets (base and optimum) for each pillar to the Board.

We are inspired by the potential of the Internet of Things to make the world more sustainable.

Like many other publicly listed companies, we face growing regulatory demands regarding our environmental and social management practices. However, we are fortunate to have a robust sustainability governance and management foundation supported by clear targets and ambitions that guide our efforts. In the sustainability report for 2024, u-blox is publishing information on climate-related risks and opportunities for the first time in accordance with the requirements of the Task Force on Climate-related Financial Disclosures (TCFD).

At u-blox, we invest in communities through our employee volunteering program, STEM, product donations to NGOs that make a social or environmental impact, and corporate philanthropy initiatives that reflect our values. We continued to support community projects throughout 2024 and are proud of the achievements we helped bring to fruition.

Find out more about u-blox's sustainability targets, achievements and future actions at https://ubx.io/41BiGfL.

Our five sustainability pillars

Pillar 1: Business Ethics, Privacy and Data Security
We believe in doing business the right way. Conducting ourselves with honesty and integrity – and maintaining high standards around privacy and security – is essential for winning and maintaining the respect of our stakeholders.

Pillar 2: People and Communities
Our strength comes from our people. We strive to give our employees an environment in which they can collaborate, innovate, learn, and grow. We encourage diversity and promote a culture of inclusion, health and safety. We believe in building sustainable communities around the world and collaborate and support them in many ways.

Pillar 3: Environmental Responsibility
We are committed to protecting our planet for future generations. We will do this by continually seeking ways to make the use and impact of our products, as well as our operations, even more environmentally friendly.

Pillar 4: Responsible Supply Chain
As a fabless company, it is our responsibility to ensure we create our products in ways that do not harm individuals, communities, or the environment and that all minerals and other materials are sourced in compliance with regulatory requirements.

Pillar 5: u-blox Innovations
Our IoT products, services and solutions are embedded into millions of devices designed by our customers and partners around the world. Many of them have a positive impact on sustainability. Through our continuous R&D work, we are always looking for new and better solutions, better ways to develop, manufacture, distribute and maintain our products.

Our 5 pillars
The u-blox sustainability strategy is based on five pillars: Business Ethics, Privacy and Data Security, People and Communities, Environmental Responsibility, Responsible Supply Chain, and u-blox Innovations. We report on the policies, management approaches and activities in each pillar and set out our targets and progress related to the Environment, Social, and Governance (ESG) issues within each pillar every year in our annual sustainability report.

People

We are driven by a passion for technology that creates value for our customers and our company. Known for pushing the boundaries of innovation, we take pride in tackling challenges such as making centimeter-level positioning more accessible and affordable – achievements that inspire the bright minds of our team of around 1,150 people.

In the world of high-tech innovation, diverse perspectives are essential. Encouraging a culture of learning from varied expertise and experiences is why diversity and inclusion remain fundamental to u-blox.

Our greatest asset
Our people are our most valuable resource. Representing over 70 nationalities, our highly skilled experts bring a rich diversity of backgrounds that fuels our entrepreneurial spirit and innovation. High-tech progress thrives on unique viewpoints, and we actively encourage our teams to embrace different ideas, break routine, and drive creativity.

Global Presence, Local Impact
Our team lives and works in key markets worldwide, staying close to our customers, partners, and end users. This proximity strengthens our ability to understand and address local needs while sharing expertise and ideas globally. By fostering collaboration across regions, we continuously capitalize on new IoT opportunities and challenges, giving u-blox a distinct edge.

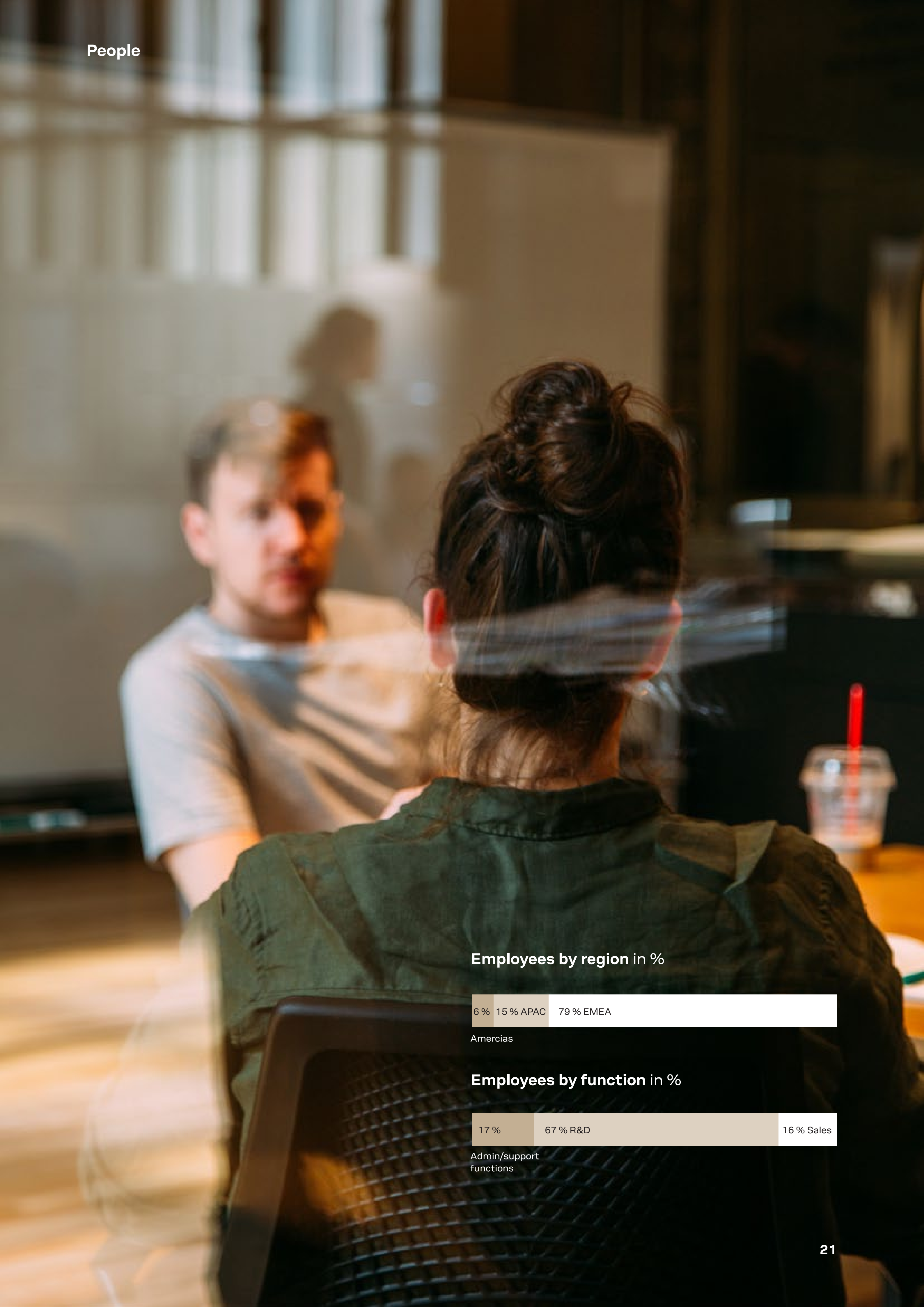
A positive work environment
We are committed to creating a supportive and inspiring workplace where our people can achieve their full potential. Competitive and fair rewards, a collaborative atmosphere, and an open-door policy make u-blox an attractive workplace for a specialized, diverse workforce.

A positive work environment enhances productivity, efficiency, and employee retention, which directly contribute to our shared success. We prioritize safe, inspiring, and inclusive workplaces that uphold our commitment to responsible employment practices.

We offer exciting roles, career growth opportunities, and training programs tailored to individual needs. Investments in future talent are integral to our strategy, exemplified by apprenticeship programs in Switzerland and internships across our global sites.

Commitment to Diversity and Integrity
At u-blox, every individual is treated with dignity and respect. We foster an environment free from discrimination and harassment, where diversity is celebrated. Our Code of Conduct underlines our commitment to ethical employment, ensuring our workplaces are free of forced, compulsory, or child labor – a principle we extend to our suppliers as well.

We strive to inspire our people by making groundbreaking achievements possible, like advancing affordable, precise positioning solutions. Discover more about our efforts to nurture talent and sustain our culture of innovation in our 2024 Sustainability Report.



Employees by region in %

6 % Amercias | 15 % APAC | 79 % EMEA

Employees by function in %

17 % Admin/support functions | 67 % R&D | 16 % Sales

Locate

u-blox remains the clear market leader in positioning, with approximately one billion devices deployed globally. Our technology is trusted by 18 of the world's top 20 automobile manufacturers who integrate u-blox GNSS positioning solutions. Autonomous driving continues to be a pivotal long-term growth driver, while asset tracking represents another key area of opportunity. We anticipate the positioning market to grow at a double-digit rate over the next five years.

While we take pride in these accomplishments and maintain a robust pipeline of innovations, we aim to substantially expand our leadership and market share by addressing new applications and engaging additional customers.

Positioning technology may have simple principles, but achieving new levels of accuracy and reliability is an enduring challenge and opportunity.

Advancements such as meeting stringent functional safety standards for automated driving, utilizing emerging satellite systems in Low Earth orbit (LEO), and integrating advanced sensor fusion techniques offer exciting prospects for enhancing accuracy, differentiation, and sustained profitable growth.

Sharpening Our Focus in Positioning
In early 2025, u-blox announced a strategic decision to concentrate on its Locate business while phasing out its Cellular business. This shift underscores our commitment to being a leading and specialized provider of GNSS semiconductor solutions in a rapidly evolving market.

In early 2025 u-blox announced the strategic decision to increase focus on its Locate business.

By prioritizing the Locate business, u-blox will enhance its ability to drive innovation, capitalize on proprietary technology, and seize growing opportunities in the global positioning market. These include autonomous vehicles, industrial IoT, and tracking applications. This focused approach reinforces our position as a trusted provider of cutting-edge location solutions and positions us for sustainable growth.

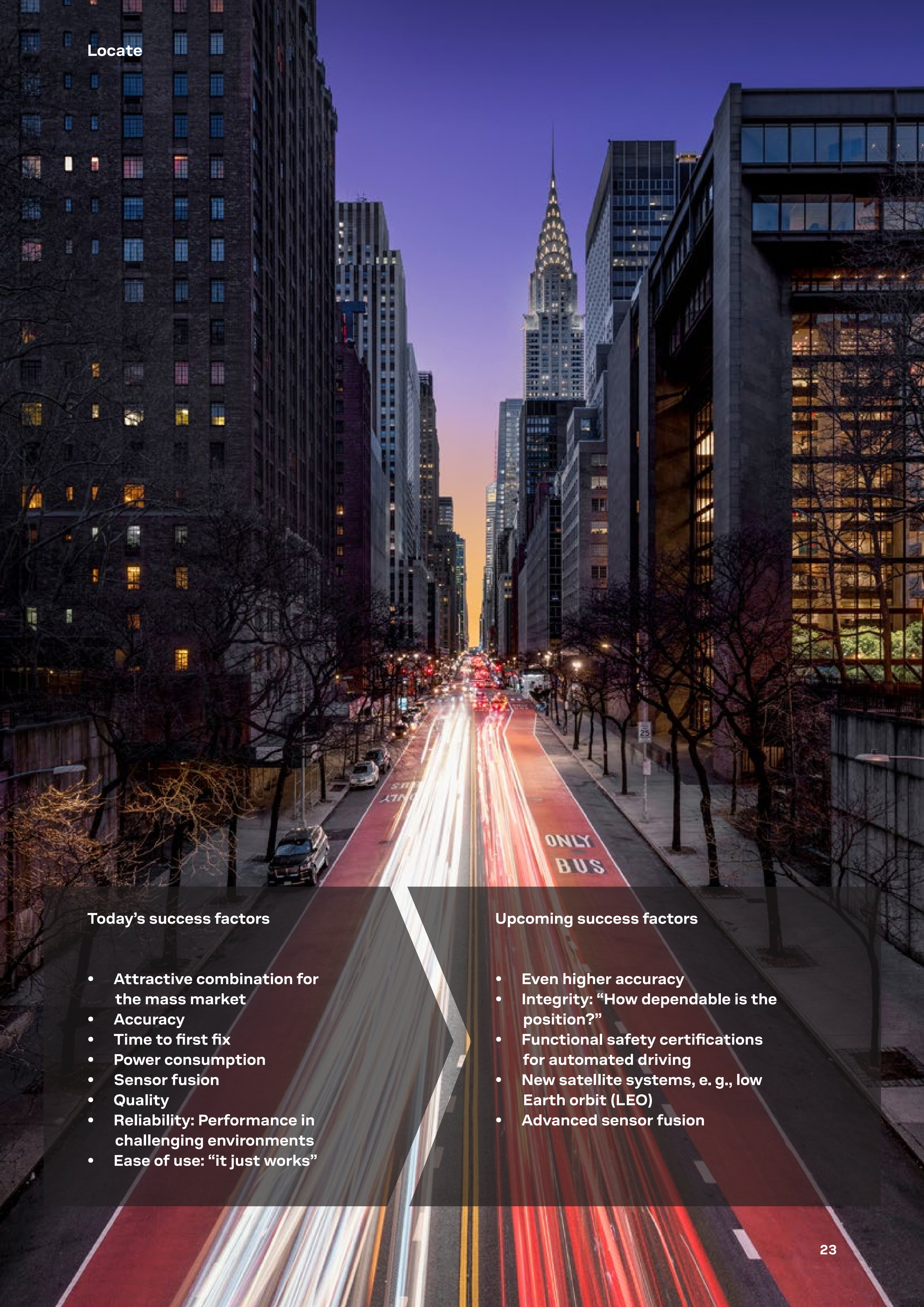
The concept of positioning is simple, making it better will continue for decades.

Positioning in theory

- Mathematical problem with four unknowns: “length, width, height, time”
- Time measurement between receiver and four satellites allows for the solution
- Stationary receiver and satellites, perfect environment

Leading edge positioning solution by u-blox

- Up to 100 satellites channeled for best signal strength, faster time to first position calculation and avoiding reflection
- Sensor fusion for dead reckoning
- Anti-spoofing and anti-jamming algorithms



Today's success factors

- Attractive combination for the mass market
- Accuracy
- Time to first fix
- Power consumption
- Sensor fusion
- Quality
- Reliability: Performance in challenging environments
- Ease of use: "it just works"

Upcoming success factors

- Even higher accuracy
- Integrity: "How dependable is the position?"
- Functional safety certifications for automated driving
- New satellite systems, e. g., low Earth orbit (LEO)
- Advanced sensor fusion

Connect

With over 90 million cellular and 45 million short-range devices deployed worldwide, and a strong reputation for quality and seamless integration, u-blox is well-positioned to expand its connectivity business. This solid foundation enables us to drive market share growth, enhance economies of scale, and increase profitability.

We continue to capitalize on our strengths as a first mover in dedicated IoT modules and our proven ability to manage complex supply chains. Our position as a reliable Swiss supplier in an increasingly multipolar world also supports our efforts to gain market share and achieve cost leadership in the Western market.

Our short-range portfolio – featuring Bluetooth, Wi-Fi, and Ultra-Wideband technologies – plays an integral role in enabling advanced indoor positioning solutions. While these technologies already address diverse use cases, we see opportunities to deliver even greater value by integrating them with our GNSS products and services.

Decision to Phase Out Cellular
After thorough evaluation, u-blox has determined that phasing out the Cellular business is the best course of action to align with its long-term strategic priorities and improve operational focus.

Efforts to explore alternative paths for the Cellular business, including a potential sale, were ultimately unsuccessful. This led to the decision to phase out this segment while concentrating resources on areas with the greatest growth potential.

As part of this strategic pivot, u-blox will continue to improve its Short-Range business, which includes Wi-Fi and Bluetooth modules. These technologies will continue to serve as critical components in delivering innovative connectivity solutions to our customers.

u-blox's short-range solutions can shape the indoor positioning market.

Today's success factors

- Diversified portfolio
- Partnership with chip suppliers
- Distribution channel management
- Quality
- Ease of use: "it just works"

Upcoming success factors

- Trustworthy Swiss supplier in a multipolar world
- Indoor positioning
- Hybrid solutions combining cellular, short-range and positioning, e. g., for asset tracking in every location
- Edge computing

Applications

Our target applications
IoT plays a pivotal role across a diverse range of applications within the dynamic automotive, industrial, and consumer markets where u-blox operates.

From our 21 market segments, we have identified four key applications – automated driving, asset tracking and management, healthcare, and industrial automation and monitoring – that are expected to drive 40% of our growth over the next five years. By prioritizing these areas, we can harness the full potential of our technological expertise and resources.

We are active across 21 market segments with four focus applications.

By aligning our efforts with these strategic applications, u-blox is positioned to surpass industry growth rates and capitalize on emerging opportunities. These focus areas serve as a foundation for innovation, differentiation, and sustained growth, enabling us to thrive in an increasingly competitive and dynamic marketplace.

Industrial

- Micromobility
- Vehicle monitoring and control
- Metering and utility
- Payments and vending
- Aftermarket telematics
- Mobile robotics
- Mobile computing
- Network infrastr. and time sync.
- Gateways and routers
- Smart city
- EV charging

Automotive

- **Advanced telematics** First mount
- **Infotainment and navigation**
- **OEM telematics** first mount

Consumer

- Smart buildings / smart home
- **Unmanned aerial vehicles** UAV
- Wearables

Automotive

Over the last 25 years, u-blox has demonstrated its expertise in the demanding automotive market. We partner with automotive Original Equipment Manufacturers (OEMs), Tier-1 suppliers, and device manufacturers to drive IoT-enabled innovation that enhances transportation efficiency, safety, and sustainability.

u-blox products address key innovations in this sector, leveraging substantial growth opportunities as the car of the future becomes increasingly automated, with precision and safety as top priorities.

Advanced Driver Assistance System (ADAS)
The rise of automated driving is driving demand for high-precision, reliable GNSS positioning solutions and services. As a market leader in this area, u-blox continues to experience robust growth.

With the evolution of automation levels beyond ADL2+ (partial driving automation) and ADL3 (conditional driving automation), more sophisticated positioning solutions are essential. These solutions combine hardware – such as GNSS receivers – with advanced software, including dead reckoning, real-time kinematic algorithms, cloud-based assistance, and correction services that enable decimeter-level accuracy when needed.

Our u-safe solution exemplifies this innovation. Pre-certified to ISO-26262/ASIL-B standards, u-safe accelerates the adoption of autonomous vehicles by offering a comprehensive end-to-end positioning solution. It integrates correction services, an onboard positioning engine, and a functional safety chip, providing reliable, high-performance lane positioning. This future-proof solution ensures seamless ADAS integration.

Infotainment and navigation
Our extensive portfolio of Wi-Fi and Bluetooth solutions for next-generation infotainment platforms continues to drive growth in this segment.

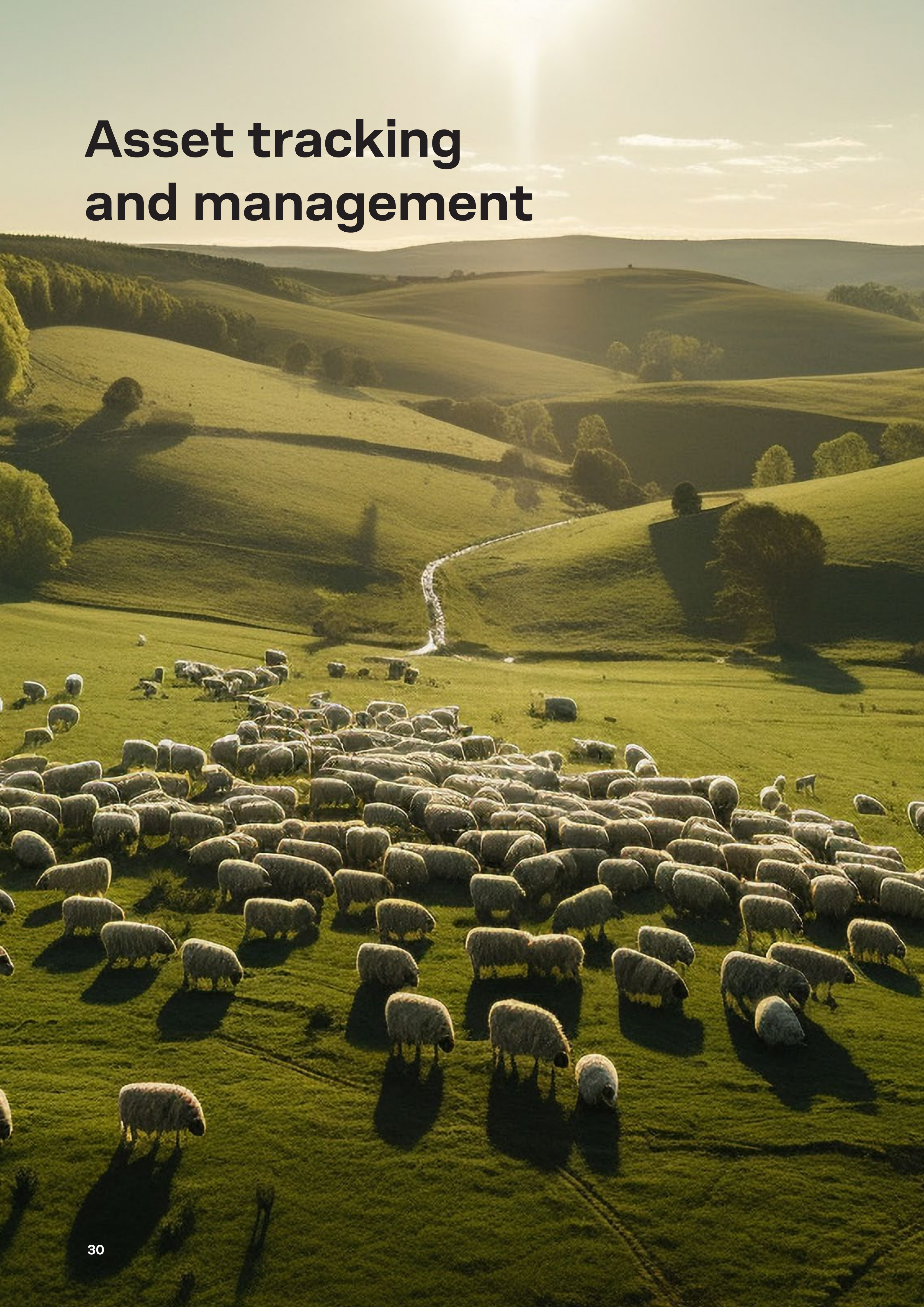
The RUBY-W2, first automotive-grade Wi-Fi 7 module, enables OEMs to enhance the user experience of in-vehicle infotainment and telematics. The module brings multiple benefits of Wi-Fi 7 to the automotive market, including higher throughput, support for more concurrent users, and lower latency, resulting in better network availability and user experience for various in-vehicle applications.

u-blox expanded its successful NORA-B2 Bluetooth modules series with six new variants, integrating the entire range of Nordic Semiconfuctor's next-level nRF54L Series of ultra-low power wireless System-on-Chip. The new additions keep delivering on NORA-B2 promises, providing multiple operational benefits.

Telematics
Telematics is revolutionizing the driving experience by enabling real-time data capture at reduced costs, fostering the production of more telematics-enabled vehicles. By enabling real-time connectivity between vehicles and their surrounding infrastructure, telematics supports vehicle status monitoring, movement tracking, environmental analysis, and data exchange with the cloud, other vehicles, and vehicle-to-everything (V2X) systems.

These advancements enhance road safety and driving efficiency while increasing demand for standalone GNSS solutions. As telematics migrates to multiband GNSS, u-blox is well-positioned to capitalize on this growth trajectory with its advanced offerings.

Asset tracking and management



IoT continues to revolutionize the way assets are tracked and managed – whether it's an international shipping company monitoring containerized goods across air, sea, and land, a farm tracking livestock movements, or a family locating their lost pet. u-blox's portfolio of ultra-low-power GNSS positioning technology, cloud-based location services, and wireless communication systems delivers efficient, cost-effective, and tailored solutions for these rapidly growing applications.

Container and trailer tracking
IoT-powered container and trailer tracking offers numerous benefits, including optimized logistics, improved forecasting, theft and fraud mitigation, tamper detection, and enhanced supply chain transparency – all while reducing operational costs. The return on investment for these solutions is undeniably positive.

As demand for time-sensitive logistics grows, u-blox continues to expand its portfolio of asset tracking and management solutions to address uncertainty in inventory management.

Automated freight monitoring of cargo containers and unit load devices (ULDs) across road, rail, sea, and air improves logistics efficiency, allowing companies to detect and address delays or unforeseen challenges swiftly. These capabilities help ensure service level agreements are met reliably.

Livestock tracking
Wearable IoT tracking devices are transforming livestock management by transmitting real-time animal locations to cloud-based platforms. Farmers can monitor behavioral changes, guide herds across their land, and even implement "fenceless farming" techniques.

u-blox's livestock tracking solutions integrate GNSS technology, Bluetooth, Wi-Fi, low-power wide-area cellular connectivity, and easy-to-deploy cloud connectivity, driving innovation in smart farming.

Pet tracking
Losing a pet is a deeply emotional experience, but IoT technology is making this issue a thing of the past. Modern pet trackers require innovation not only in the collar design but also in the supporting wireless networks and cloud platforms.

u-blox now offers globally available pet tracking solutions with predictable and affordable costs, catering to this growing market and bringing peace of mind to pet owners worldwide.

Healthcare

The digital transformation of healthcare is revolutionizing patient experiences, reducing costs, expanding access, improving the work environment for healthcare professionals, and delivering better health outcomes.

IoT plays a pivotal role in this transformation, particularly in two high-growth areas: remote patient monitoring and assisted living.

By enabling health monitoring outside clinical settings, home health monitoring devices provide critical support for managing chronic conditions such as diabetes, sleep apnea, and hypertension. Simultaneously, user-friendly assisted living technologies empower patients to regain independence and reintegrate into society more quickly.

u-blox has demonstrated strong capabilities in this demanding market, particularly in outpatient monitoring devices. Our hardware solutions enable seamless cloud connectivity, unlocking new possibilities for our customers.

Our form factor and software-compatible modules, built on diverse chip platforms, reduce supply chain risks by offering second-source components without increasing design complexity. This approach simplifies procurement and accelerates time-to-market for our customers.

Remote patient monitoring
Remote patient monitoring solutions bring healthcare services directly into patients' homes, addressing the rising prevalence of chronic diseases that place additional strain on global healthcare systems.

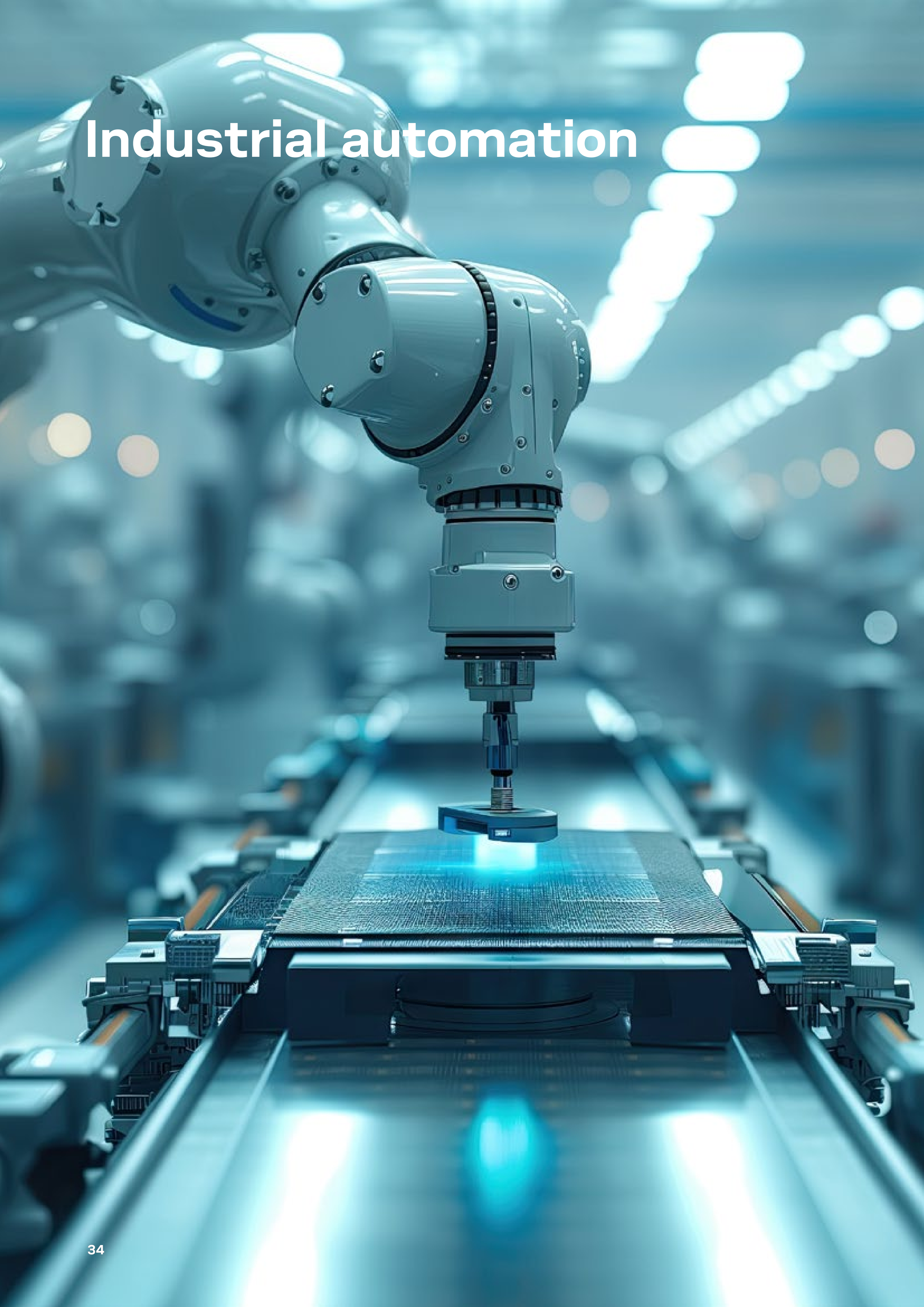
By extending clinical care into the home, these solutions help optimize hospital capacity while allowing patients to remain in familiar surroundings.

u-blox-powered remote patient monitoring solutions integrate sensing, positioning, wireless communication, and cloud technologies to enhance preventative care and improve the diagnosis, treatment, and management of health conditions.

Assisted living
u-blox-based assisted living solutions utilize advanced sensing technologies, wireless communication, and cloud platforms to support elderly and disabled individuals. These solutions help vulnerable populations maintain their autonomy or transition home from clinical care.

By triggering emergency alerts to family members or first responders, these devices provide a reliable "lifeline" in critical situations, offering peace of mind to both users and their loved ones.

Industrial automation



The rapid digital transformation of manufacturing and supply chains is reshaping industries worldwide. Industrial automation is at the core of this evolution, with IoT solutions driving advancements in smart factories, manufacturing plants, and construction sites while improving worker efficiency and safety. Comprehensive connectivity enables end-to-end digitalization of production processes, from raw material acquisition to final product delivery.

u-blox focuses on three high-growth application areas: predictive maintenance, connected tools, and safe connected workers. In demanding industrial environments with dense sensor networks and hybrid solutions combining cellular, short-range, and positioning technologies, our unique blend of expertise and robust, high-quality products distinguishes us in the market.

Predictive maintenance
Predictive maintenance uses sensor data, historical maintenance records, and advanced analytics to forecast equipment behavior and potential failures. By predicting issues and optimizing maintenance schedules, this approach reduces downtime, minimizes failures, and enhances operational efficiency.

In addition to operational benefits, predictive maintenance opens doors to innovative business models. Companies can transition from selling standalone products to offering “availability as a service,” ensuring continuous machine operation. This shift fosters long-term partnerships, improves visibility, and guarantees sustained equipment availability, creating value beyond traditional transactions.

Connected tools
Connected tools are transforming industrial operations by enabling personalized settings, integrated usage analytics, and enhanced process precision. In smart factories and construction sites, these tools provide access to critical data that drives improvements in performance, reliability, and efficiency.

The rise of smart power tools is replacing traditional hand tools, improving accuracy and time efficiency in connected factories. These tools also enhance user experience, mitigating risks such as misuse, malfunction, theft, and loss, while supporting personalization to meet individual worker needs.

Connected tools play a pivotal role in process optimization and quality assurance. They document compliance with tolerances and processes and can provide valuable insights for continuous improvement. For example, an engineer might analyze production outcomes from varying torque settings on screws to optimize assembly methods.

Safe connected worker
Protecting connected workers in industrial environments is critical. u-blox’s solutions provide real-time worker location tracking and connectivity, enabling risk identification and proactive implementation of corrective actions to ensure a secure worksite.

Accuracy, reliability, and compliance with industry-specific safety standards are essential for connected wearable devices. Ergonomic, comfortable designs prevent short- and long-term injuries, while advanced features monitor environmental changes that may threaten worker safety. These wearables empower workers and employers to maintain a safe and productive industrial ecosystem.

Go-to-market strategy

Customer centric approach
u-blox's go-to-market strategy is crafted to ensure direct and impactful customer engagement. Recognizing the importance of understanding the unique needs of our customers, we prioritize direct interactions to establish robust relationships. Our sales teams are equipped with in depth product knowledge and industry expertise, allowing us to provide solutions that precisely align with the requirements of our diverse clientele. This direct approach not only facilitates a deep understanding of customer needs but also enables us to deliver value-added services, ensuring a seamless experience for our partners and end-users.

Focus on key accounts
u-blox adopts a channel optimization strategy to achieve effective market penetration. Through a balanced approach that combines direct engagement with customers and collaboration with distributors, we ensure a dynamic and adaptable presence in the marketplace.

Based on the strategy, we have strengthened our direct sales to our top 200 customers. Today, 75 customers make 50% of our revenue. These are large and medium existing accounts, with about a third of those with high growth potential, leaders in our growth segments. Focus accounts are represented by new customers and new opportunities, with very high growth potential, representing the future protagonists in our focus segments.

We are leveraging the reach of our leading distribution partners to further increase market penetration and the service level for our long tail and mass market customers. Over 10,000 customers are now served by our distribution partners. They are not only better suited to cater to these customers but also have the potential to reach over 100,000 new potential customers.

Investors

u-blox is committed to sustainable value creation for its investors and benefits from operating in the ever-growing semiconductor sector. Our focus markets provide even higher growth potential. As an early innovator in the GNSS business, u-blox is the undisputed market leader in reliable and accurate positioning applications.

Share price development
With a market capitalization of CHF 541 million as of December 31, 2024, u-blox has been listed on the SIX Swiss Exchange since 2007. u-blox's share price started the year at CHF 99.90, and closed 2024 at CHF 73.00.

u-blox's trading volume in the SIX Swiss Exchange continued healthy in 2024. u-blox's average daily trading volume was approximately CHF 1.7 million in 2024.

In 2024, u-blox onboarded new shareholders that crossed the 3% threshold. Alantra EQMC Asset Management, SGIIC, S.A., Swisscanto Fondsleitung AG, and Gumshoe Master Fund LP joined existing shareholders Janus Henderson Group, UBS Fund Management (Switzerland AG) and LLB Swiss Investments AG.

SEO Management AG took a relevant ownership position at the end of 2022 and is among our largest shareholders. At the 2024 Annual General Meeting, Fabian Rauch was elected a representative of SEO with a seat on the Board of Directors.

With a free-float of 100%, u-blox's shareholders are distributed with institutional investors mainly in Switzerland, United States and United Kingdom.

Committed to fair and comprehensive market communication
We are committed to open and transparent communications with the financial market to present our investment story and opportunities. We pursue a constant, open dialog with investors, analysts, and the media through direct phone calls and email exchanges, regular roadshows, and one-to-one meetings.

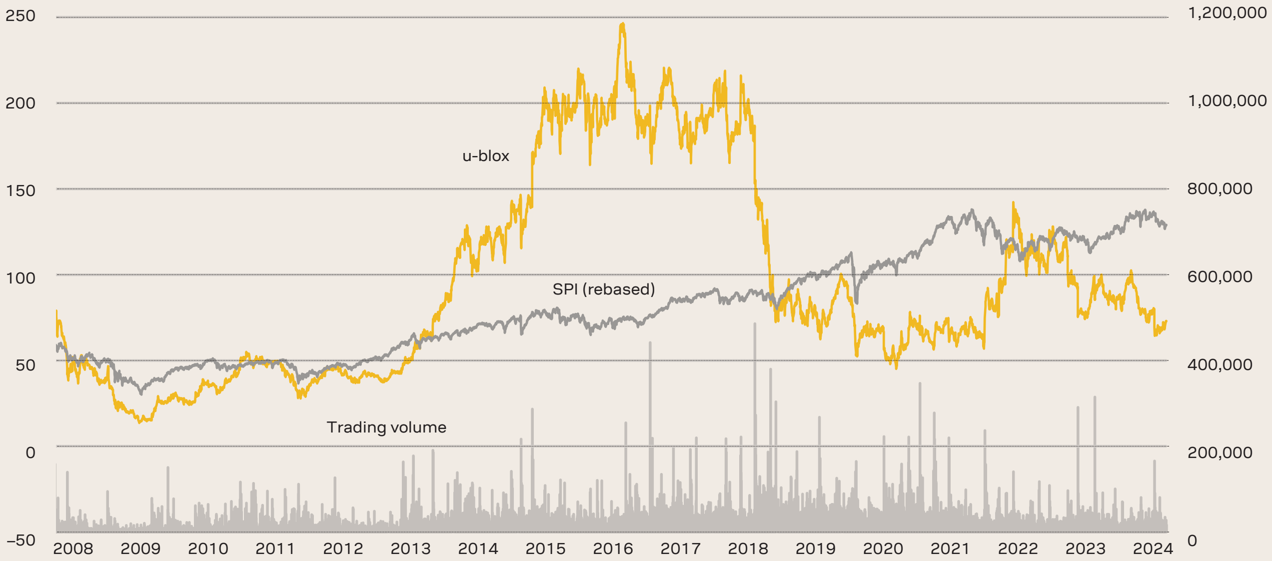
Senior management presents and discusses financial performance on a quarterly basis, and we provide the financial community and media with in depth reports and information through press and analyst conferences, conference calls, and webcasts.

As part of our 2024 Investor Relations activities, senior management and the investor relations team devoted 14 days to meeting investors directly or virtually through roadshows and conferences in Europe and North America, during which we met over over 110 investors in one-on-one or group meetings and many more in presentations.

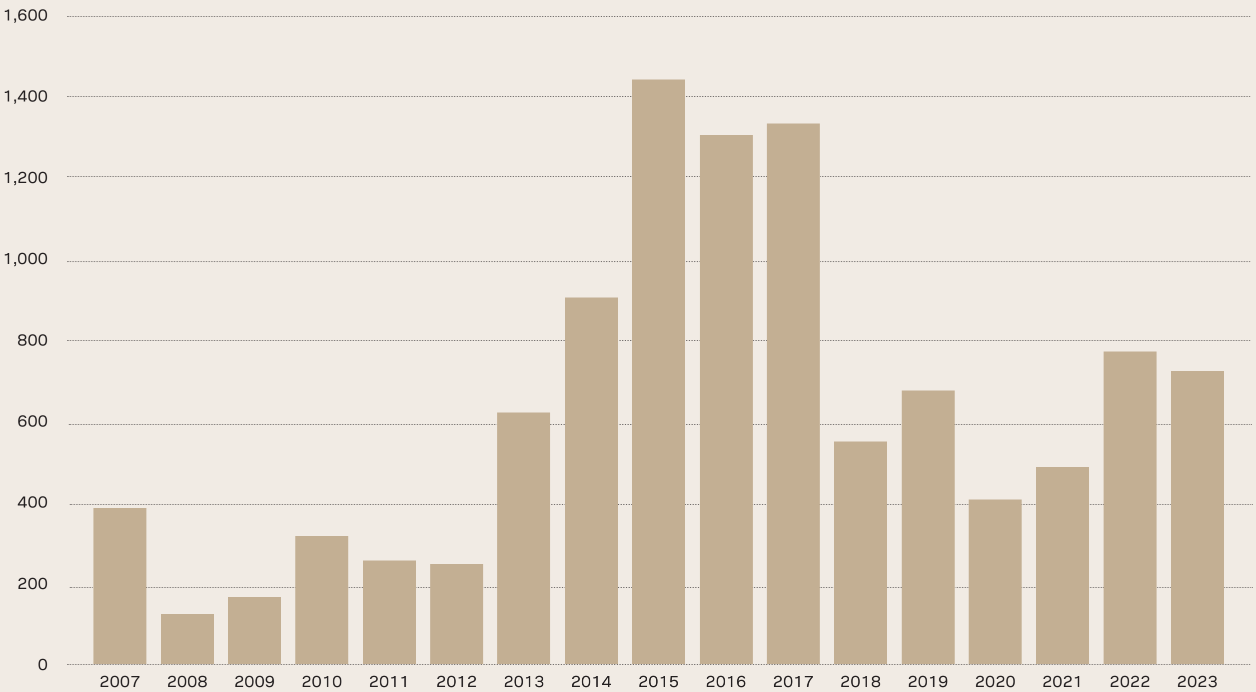
For our Investor Relations contact, please see page 80 of this Annual Report.

u-blox share price CHF, SPI (rebased)

Trading volume (#shares)



Market cap CHF million



Corporate Governance and Compensation 2024

Contents

Corporate Governance

The report describes the management structure, organization and control within the u-blox group on December 31, 2024. The report in conjunction with the Compensation Report fulfills the main requirements of the “Directive on Information relating to Corporate Governance” of the SIX Swiss Exchange.

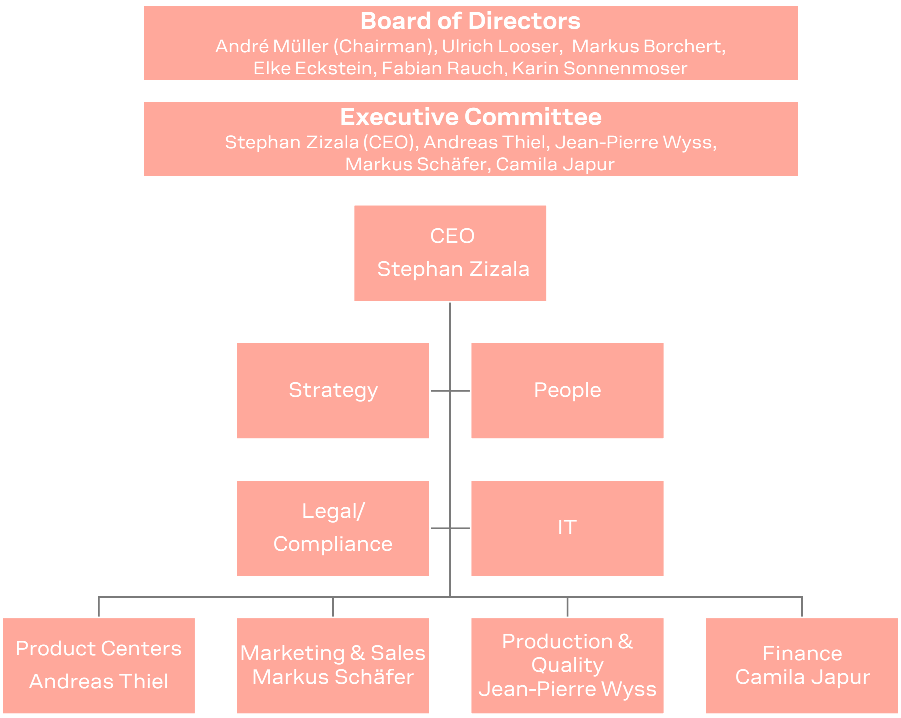
1 Group structure

u-blox group
The registered domicile of u-blox Holding AG and u-blox AG is: Zuercherstrasse 68, 8800 Thalwil, Switzerland. u-blox AG was founded in 1997. u-blox Holding AG, the only shareholder of u-blox AG, was incorporated in September 2007 and listed on the SIX Swiss Exchange on October 26, 2007 (Valor No. 3336167, ISIN CH0033361673, ticker symbol: UBXN).

Hereinafter, u-blox Holding AG is referred to as u-blox. u-blox uses a “fabless” business model, i. e. u-blox outsources the production of modules and chips. u-blox is operationally managed by the Executive Committee (“EC”). Each member of the EC is responsible for certain functions, as reflected below.

Business operations are conducted through u-blox group companies. u-blox Holding AG directly or indirectly owns all companies belonging to the u-blox group. The shares of these companies are not publicly traded. u-blox subsidiaries are listed in note 2 to the consolidated financial statements.

The governance structure is organized according to different areas of responsibilities between the Board of Directors (Board), the Board Committees and each member of the EC.



2 Shareholders of u-blox

Significant shareholders

As of December 31, 2024, u-blox had 4,426 registered shareholders and none has a controlling interest. According to the disclosures of shareholders as per stock exchange regulations, the largest shareholders (> 3%) were:

	Through shares[1]	Purchase position through financial instruments[2]	Sale position[3]	Net purchase position[4]
UBS Fund Management (Switzerland) AG	6.2%	-	-	6.2%
Janus Henderson Group Plc	5.1%	-	-	5.1%
SEO Management AG	5.0%	-	-	5.0%
Gumshoe Master Fund LP	3.1%	-	-	3.1%
EQMC Europe Development Capital Fund[5]	3.0%	-	-	3.0%
Swisscanto Fondsleitung AG	3.0%	-	-	3.0%
LLB Swiss Investment AG	3.0%	-	-	3.0%
Bank of America Corporation	1.6%	5.9%	7.0%	0.4%

[1] Refers to the percentage of voting rights held directly by the shareholder.
[2] Includes holdings via derivatives, options, or other financial instruments conferring acquisition rights.
[3] "Sale position" reflects short positions or obligations to sell shares.
[4] "Net purchase position" represents the net balance of all positions (through shares + purchase position – sale Position)
[5] To avoid double counting of shareholdings within the same corporate group, only the consolidated position of Alantra EQMC Asset Management, SGIIC, S.A. is presented. This figure includes the holdings of its subsidiary, EQMC Europe Development Capital Fund.

Certain shareholders may have reduced or increased their shareholdings since.

For further details see https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/

Cross shareholdings

u-blox has no cross shareholdings in any company.

3 Capital structure

The market capitalization at December 31, 2024 was CHF 541 million based on the outstanding ordinary share capital (7,411,489 shares).

Share capital of u-blox Ordinary share capital

On December 31, 2024 the outstanding ordinary share capital of u-blox was CHF 77,820,634.50 fully paid in and divided into shares of CHF 10.50 nominal value each. There are no preferential voting shares. All shares have equal voting rights. No participation certificates, nonvoting equity securities (Genussscheine), depositary receipts or profit-sharing certificates have been issued.

Conditional share capital

According to the articles of association, the share capital of the Company can be increased by a maximum amount of CHF 2,875,646.50 by the issuance of no more than 273,871 registered shares that are to be fully paid-in and have a nominal value of CHF 10.50 each; this increase being the result of the exercise of options rights granted to the employees of the Company and its subsidiaries in accordance with one or more equity investment plans. The Board will determine the issue price for the new shares as well as the equity investment plan. Subscription and pre-emptive rights of shareholders are excluded for this conditional capital increase.

Capital band
The Company has a capital band with a lower limit of CHF 70,135,275 and an upper limit of CHF 85,505,994. The Board is authorized to increase the share capital at any time until 19 April 2029 at the latest, on one or more occasions and in any amount, by issuing up to 731,939 fully paid-up registered shares with a par value of CHF 10.50 each or to reduce the share capital by cancelling up to 731,939 registered shares with a par value of CHF10.50 each or to increase or reduce the par value of the existing registered shares up to the upper limit, respectively down to the lower limit.

The Board shall issue the necessary provisions, insofar as they are not included in the authorizing resolution of the General Meeting of Shareholders. In case of an increase of the share capital within the capital band, the Board will determine the issue amount, date of dividend entitlement and kind of contribution.

If the share capital increases as a result of a conditional capital increase pursuant to Art. 3a of these Articles of Association, the upper limit of the capital band shall automatically increase in accordance with the par value of the registered shares issued as part of the conditional capital increase.

The Board is entitled to exclude the subscription right of shareholders and allocate such right to third parties in cases where such new shares are to be used for the takeover of companies by way of exchange of shares, or for financing the acquisition of companies, or divisions thereof, or equity interests, or new investment projects of the Company. Shares for which subscription rights were granted but are not exercised will be allocated by the Board.

Changes in share capital
On December 31, 2024, the share capital consists of 7,411,489 registered shares. The share capital increased by 142,605 registered shares compared to December 31, 2023 pursuant to the exercise of employee stock options and additionally the delivery of stock as a result of both Performance Share Units (PSU) and Restricted Share Units (RSU) agreements in 2024. The conditional capital was modified by the general assembly in 2024 to a total of 365,969 registered shares. The exercise of options in 2024 resulted in a residual conditional capital of 273,871 registered shares.

The Board has not increased the share capital on the basis of the capital band in 2024.

Refer to section "consolidated statement of financial position" of this report for more information on changes in share capital over the last three years.

Bonus certificates, options and convertibles
u-blox has not issued bonus certificates, convertible or exchangeable bonds, warrants or other securities granting rights to u-blox shares, except options until 2022 under the employee stock option plan.

The total number of outstanding options, RSUs and PSUs issued to employees (including EC) at December 31, 2024 was 561,027 (7.6% of the outstanding ordinary share capital). 30,115 thereof were not exercised and expired on 1.1.2025. The total number of outstanding options, RSUs and PSUs as of 1.1.2025 is 7.2% of the outstanding ordinary share capital.

Under each employee stock option plan issued to u-blox employees annually until 2022, the options have a 3-year vesting period. Thereafter, options may be exercised during a period of three years. The options expire, if they have not been exercised during this period (e. g., the options granted in 2019 were not exercised and expired). One option grants the right to purchase one share.

The exercise price is the lower amount of a) the volume-weighted average share price on the SIX Swiss Exchange during the 30 trading days preceding the grant date and b) the closing share price at the SIX Swiss Exchange on the last trading day before the grant date. The below table shows outstanding options:

Grant	Vesting date	Expiry date	Exercise price in CHF	Options outstanding at Dec. 31, 2024
2019	01.01.2022	01.01.2025	78.95	26,210
2019	01.01.2022	01.01.2025	78.95*	3,905
2020	01.01.2023	01.01.2026	91.87	80,126
2020	01.01.2023	01.01.2026	97.80*	12,960
2021	01.01.2024	01.01.2027	58.85	76,056
2021	01.01.2024	01.01.2027	58.85*	11,594
2022	01.01.2025	01.01.2028	69.25	158,583
2022	01.01.2025	01.01.2028	70.45*	30,370
Total				**399,804**

* Options granted to employees of u-blox America Inc., u-blox San Diego Inc., u-blox Espoo Oy, u-blox Cambridge Ltd., Leuven branch and CSOP options

As of 2023, u-blox does not issue options anymore. Instead, employees are granted RSUs and the EC is granted PSUs.

Under the RSUs and PSUs, eligible employees are annually awarded the right to obtain for free a certain number of shares at the vesting date. The vesting date is three years after the award. The below table shows outstanding RSU and PSU.

For each RSU, the participant is given the right to one share. In the case of PSU, as there is a performance component, the participant has a right to a range, which is from 0 to 1.5, in the number of shares per PSU.

Grant	Vesting date	PSU and RSU outstanding at Dec. 31, 2024
2023 (PSU)	March 2026*	8,854
2023 (RSU)	May 2026**	63,427
2024 (PSU)	March 2027*	13,981
2024 (RSU)	May 2027**	74,961
Total		**161,223**

* Performance Share Units (PSU) granted to members of the Executive Committee (EC)

** Restricted Share Units (RSU) granted to employees

4 Board of Directors

Composition of the Board of Directors at December 31, 2024:

Name	Member since	Age	Position	Position Committee
André Müller	2015	71	Chair	
Ulrich Looser	2018	67	Member/Deputy	Chair NCSC / Member AC
Markus Borchert	2019	59	Member	Member NCSC
Karin Sonnenmoser	2022	55	Member	Chair AC
Elke Eckstein	2022	60	Member	Chair SC
Fabian Rauch	2024	43	Member	Member SC

AC: Audit Committee
NCSC: Nomination, Compensation and Sustainability Committee
SC: Strategy Committee

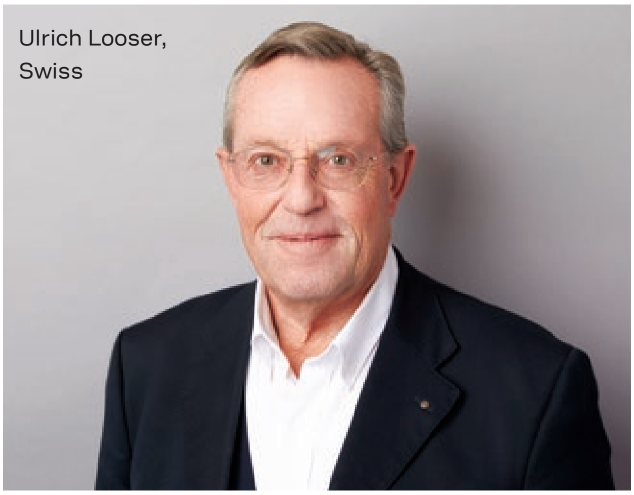
Mr. Thomas Seiler was member of the Board until the ordinary general assembly in April 2024. He did not present himself for re-election at the ordinary general assembly.

All members were independent in 2024.

Limitations on the number of mandates outside of u-blox Group
The total cumulative number of mandates outside of the u-blox group is limited for members of the Board as defined in article 25a of the articles of association available on u-blox's website under https://ubx.io/3uEPx5u

Election and term of office
The members of the Board and the Chair are elected annually at the general assembly for a term ending at the next ordinary general assembly as defined in article 16 of the articles of association available on u-blox's website under https://ubx.io/3uEPx5u

The members of the Nomination, Compensation and Sustainability Committee are elected annually at the general assembly. The committee chairs and the members of the other committees are elected by the Board.



André Müller

Function at u-blox
André Müller acts as chair of the Board of Directors of u-blox Holding AG and u-blox AG since 2018. He is an independent and Non-Executive Director.

Professional background
Mr. Müller holds a master's degree in mechanical engineering from the Swiss Federal Institute of Technology Zurich (ETH). Since 2010, he is an independent entrepreneur holding Board of Director responsibilities and investing in several Start-up and High-tech companies such as essemtec AG in Aesch (CH). André Müller was active as CEO of Cicorel SA (Switzerland) and member of the CICOR group management from 2006 to 2009. From 1998 to 2007 he was CEO and as of 1999 chairman of the board of HCT Shaping Systems SA (Switzerland). From 1993 to 1996 he was vice-president and from 1996 to 1998 general manager of ESEC SA (Switzerland). Prior to that, he held different positions in research and development divisions in the aerospace industry.

Other positions or consultancy agreements
Unlisted companies: Mr. Müller is member of the board of H2 Energy Holding AG, DW Holding AG, Dispenser Holding AG and Bangerter Microtechnik AG.

Ulrich Looser

Function at u-blox
Ulrich Looser was elected member of the Board of Directors of u-blox Holding AG and u-blox AG since 2018. He chairs the NCSC committee. He is a member of the Audit Committee. He is an independent and Non-Executive Director.

Professional background
Mr. Looser holds a master's degree (dipl.phys.) in physics from ETH Zurich and a master's degree (lic. oec.) in Finance and Accounting from the University of St. Gallen. Mr. Looser has vast experience in strategy development, organizational design, private equity investments, finance, accounting, controlling and consultancy. Prior to founding Berg Looser Rauber & Partners in 2009, he was managing director at Accenture from 2001–2009, after a career at McKinsey & Company (1987–2001), with extensive work also in the area of finance and accounting. He was member of the audit committee at Straumann (2010–2020).

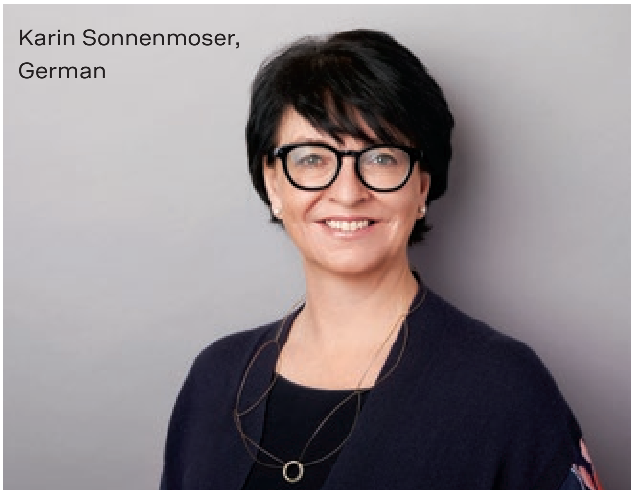
Other positions or consultancy agreements
Listed companies: LEM (vice chairman, member audit committee, chair nomination and compensation committee). Unlisted companies: BLR Partners (chair), Geistlich Holding AG (member), Bachofen Holding AG (chair), Fostag Formenbau AG (member), Balgrist Beteiligungs AG (vice chair) including a subsidiary (Zürimed Technologies AG), Balgrist Tec AG (board member).
Associations: Economiesuisse (board member), Venture Stiftung (chair), Ing CH (board member), Schweizerischer Verein Balgrist (board member).

Markus Borchert

Function at u-blox
Markus Borchert was elected member of the Board of Directors of u-blox Holding AG and u-blox AG in 2019. He is a member of the nomination, compensation and sustainability committee. He is an independent and Non-Executive Director.

Professional background
Mr. Borchert holds a master's degree in electrical engineering from the Technical University of Munich and a MBA from the Massachusetts Institute of Technology. From 2019, Mr. Borchert is serving as President of Nokia Greater China and CEO of Nokia Shanghai Bell. Before, he was leading Nokia's business in Europe from 2015–2018 and served as President of DIGITALEUROPE from 2016–2020. Earlier leadership positions with Nokia and Siemens include roles in global sales, strategy, marketing, portfolio management, business unit management and R&D.

Other positions or consultancy agreements
Unlisted companies: Mr. Borchert serves as board member of Barilla International B.V..



Karin Sonnenmoser

Function at u-blox
Karin Sonnenmoser was elected member of the Board of Directors of u-blox Holding AG and u-blox AG in 2022. She chairs the audit committee. She is an independent and Non-Executive Director.

Professional background
Ms. Sonnenmoser holds a master's in economics from the University of Augsburg, Germany and a Master of Business Administration (MBA) from the University of Dayton, Ohio, USA. She served as interim Group CFO of LSG Group in Neu-Isenburg, Germany (2023-2024). She served as a Board member of Swiss Steel Group AG (Switzerland) (2020–2022) as well as a Board member of Leoni AG and was a member of the Executive Committee of Ceconomy AG (Germany) (2019–2021) where she served as Group CFO and oversaw strategy, capital market action and M&A. From 2014–2018 she was the Group CFO and member of the Executive Committee of Zumtobel Group AG (Austria), responsible for controlling/ finance, purchasing and IT. She held various finance positions at Volkswagen Group (1995–2014), including accounting, controlling, innovation strategy and process optimization.

Other positions or consultancy agreements
Listed companies: Chair of the Audit Committee of Renk Group AG.
Unlisted companies: Advent International Senior Advisor at Innio Jenbacher GmbH & Co OG/ AI Alpine.

Elke Eckstein

Function at u-blox
Elke Eckstein was elected member of the Board of Directors of u-blox Holding AG and u-blox AG in 2022. She chairs the strategy committee. She is an independent and Non-Executive Director.

Professional background
Ms. Eckstein has more than 35 years of industrial experience in the field of semiconductors, Electronics and Photonics. From 2019 until end of 2022, she served as President and CEO of the Swiss Enics Group, which merged with GPV Group. Previously, she held multiple top-level management positions in leading global companies including Operating and Digitalization Officer as well as head Business Division Cabinet Products at Weidmüller Group (2013–2018) and COO of Osram Lighting (2008–2013), before that at AMD/Global Foundries, Altis Semiconductors and Siemens/Infineon. Ms. Eckstein holds a degree in electrical engineering from Siemens Academy.

Other positions or consultancy agreements
Listed companies: Jenoptik AG (board member), BE Semiconductor (board member). Unlisted companies: KK Wind Group (board member), Saferoad Holding (board member), Viacon Holding (board member).

Fabian Rauch

Function at u-blox
Fabian Rauch was elected member of the Board of Directors of u-blox Holding AG and u-blox AG in 2024. He is a member of the strategy committee. He is an independent and Non-Executive Director.

Professional background
Fabian Rauch is the co-founder and managing partner (since 2022) of Spectrum Entrepreneurial Ownership (Rapperswil-Jona, Switzerland). Previously, he was a partner at ENA Investment Capital in London (2018-2021). Prior to that, Mr. Rauch was part of Cevian Capital's investment team in Switzerland. From 2009-2010, Mr. Rauch worked as a consultant at the management consultancy Oliver Wyman in Frankfurt. Mr. Rauch began his career in M&A at Morgan Stanley (2007-2009). Fabian Rauch completed his studies in business administration (with a focus on finance and accounting) at the Johann Wolfgang Goethe University in Frankfurt and graduated with a degree in business administration. He is a CFA Charterholder.

Other positions or consultancy agreements
Listed: Landis + Gyr Group AG (board member). Unlisted: SEO Management AG (CEO).

5 Internal organization of the Board of Directors

Decisions are made by the Board with the support of the Nomination, Compensation and Sustainability Committee, the Audit Committee and the Strategy Committee.

The primary functions of the Board include:

- Providing the strategic direction of the group.
- Determining the organizational structure and governance rules of the group.
- Reviewing and approving the annual financial statements and results.
- Preparing matters to be approved by the General Assembly.
- Reviewing the Risk Management System.
- Appointment and removal of members of the EC.
- Selection and proposition of new members of the Board.
- Definition and proposition for approval of the structure of remuneration / compensation for the EC and Board.
- Approving acquisitions.
- Reviewing and approving annual budgets.
- Reviewing the sustainability strategy, targets and progress and its impact on ESG ratings.
- Defining environmental, social and governance (ESG) goals to be included in the compensation plans.

Further detail of decisions taken by the Board is provided under the Rules of Procedure available under https://ubx.io/3wt70yb

Delegation

The Board delegates the executive management of the company to the members of the EC, as further defined in the Rules of Procedure available under https://ubx.io/3wt70yb

Attendance

Member	Meetings attended
André Müller	27 of 27
Ulrich Looser	26 of 27
Karin Sonnenmoser	27 of 27
Elke Eckstein	26 of 27
Markus Borchert	27 of 27
Fabian Rauch	23 of 23
Thomas Seiler	4 of 4

Mr. Seiler attended all meetings until the General Assembly, at which he did not represent himself for re-election.

The Board generally holds an ordinary meeting every two months. The duration of each meeting is typically between 1 and 4 hours. Typically, all members of the EC and the general counsel (secretary) participated and informed the Board on all relevant matters.

Board evaluation

A self-evaluation was performed during 2024 with focus on previously agreed criteria of competencies needed for the Board. The Board concluded that the criteria are fulfilled.

Role and functioning of the Board Committees

The Board has established an Audit Committee and a Nomination, Compensation and Sustainability Committee. As of 2023, a Strategy Committee supports the Board. Committee members are selected based on the relevance of their experience. For details on committee member's expertise, see the curriculum vitae section above. Each Committee had two members in 2024. Each Committee member and its chairperson are elected by the Board with the exception of the members of the Nomination, Compensation and Sustainability Committee, which are elected by the General Meeting. Minutes of the meetings of the Committees are accessible to the Board. The Chairperson of a Committee reports on the activities of the Committee at the following meeting of the Board.

For further detail see the Rules of Procedure available under https://ubx.io/3wt70yb

Audit Committee

The members of the Audit Committee are exclusively independent, non-executive members of the Board. The Audit Committee is chaired by a member nominated by the Board. The Audit Committee's main duties include the assessment of:

- The completeness, integrity and transparency of financial statements, their compliance with applicable accounting principles and proper reporting.
- The functionality and effectiveness of external and internal control systems including risk management.
- The quality of audit services rendered by the external and internal auditors.
- Direct the implementation of cyber security measures.

The Audit Committee has no authority to take decisions but presents proposals for decision to the Board. For more detail on the activities of the Audit Committee, please consult art. 3.5.1 of the Rules of Procedure:
https://ubx.io/3wt70yb

Attendance

Member	Meetings attended
Karin Sonnenmoser	12 of 12
Ulrich Looser	12 of 12

The Committee typically meets every two to three months and has a monthly update call. The duration of each meeting was typically between 1 and 2 hours. No external consultants advised the Audit Committee. Customarily, the CFO, the chair of the Board and the CEO participated in an advisory capacity. The external auditors participated at two meetings.

Nomination, Compensation and Sustainability Committee

The members of the NCSC are exclusively independent, non-executive members of the Board and are elected annually at the AGM, re-appointment is admissible. The NCSC is chaired by a member nominated by the Board. The Committee supports the Board in the performance of its duties as follows:

- It prepares the personnel-related decisions to be adopted by the Board, such as the appointment and removal of members of the Board and the EC and regularly reviews the performance of the EC. For further detail see section 13.2.2 of the Remuneration Report.
- It structures the remuneration and compensation payable to members of the Board and of the EC.
- It proposes the compensation policy, the compensation report, the shareholding requirement policy and LTI program to the Board.
- The NCSC regularly reviews the approach to talent management.
- With respect to sustainability matters, the NCSC reviews the ESG policy and report, and the sustainability goals proposed by the EC. It defines targets to be achieved annually and reviews the level of achievement. It proposes compensation factors dependent on the level of achievement of ESG goals for the compensation policy.

The Sustainability report is available under:
https://ubx.io/41BiGfL
For further information on the targets, the evaluation process and the impact on total compensation, see the compensation policy section of this report.

Succession planning

The Board, supported by the NCSC, selects members of the Board, members of Committees and of the EC under consideration of the company needs with regard to know-how, expertise and diversity.

A search for a new Board and EC member is launched typically with the support of a professional executive search company based on selection criteria defined by the NCSC – under consideration of criteria defined by the CEO, with respect to EC members – and approved by the Board.

Candidates are interviewed by the Board Chair, members of the NCSC and other Board members and, as the case may be, by the CEO and other members of the EC. The NCSC recommends a candidate to the Board and the Board decides who should be proposed for election at the general assembly.

Selection Criteria
Diversity of professional backgrounds, expertise (e. g. in the electronics industry, finance, strategic and/or geographic markets), gender, age, nationality and independence are factors taken into account when selecting a candidate. The Board aims at having a gender representation of at least 30% at Board level. Significant shareholders may be considered during the selection process, in order to better take into account shareholder views.

Independence
The independence of Board and EC members is reviewed during the selection process and ensured by the conflict-of-interest policy applicable to Board and EC members (see Rules of Procedures for detail).

The Nomination, Compensation and Sustainability Committee has no authority to take decisions. It presents proposals to the Board for approval. For more detail on the responsibilities of the NCSC, please consult art. 3.5.2 of the Rules of Procedure: https://ubx.io/3wt70yb

Attendance

Member	Meetings attended
Ulrich Looser	9 of 9
Markus Borchert	9 of 9

The Committee typically meets every 1–2 months. The duration of each meeting was typically between 90 minutes and two hours. Usually, the chair of the Board and the CEO participated in advisory capacity. Members of the EC who participate at Committee meetings do not vote on their compensation.

The NCSC may further invite auditors and external consultants as deemed appropriate. During 2024, HCM International Ltd. was mandated as an independent external expert to review the LTI scheme. HCM did not hold any further mandates with the company.

Strategy Committee
The members of the Committee are non-executive members of the Board. The Committee is chaired by a member nominated by the Board. The Strategy Committee has no authority to take decisions. It presents proposals to the Board for approval. For information on the responsibilities of the Strategy Committee, please consult art. 3.5.3 of the Rules of Procedure: https://ubx.io/3wt70yb

The Committee typically meets 6 times per year, every two to three months. The duration of each meeting was typically between 2 and 4 hours. No external consultants advised the Strategy Committee. Customarily, the Chairman, the CEO and Head Strategy participated in an advisory capacity.

Attendance

Member	Meetings attended
Elke Eckstein	5 of 5
Fabian Rauch	3 of 3
Thomas Seiler	2 of 2

6 Information and control systems of the Board towards management

Information
The Board ensures that it receives sufficient information from the EC to perform its supervisory duty. The Board obtains the information required to perform its duties as follows:

- All Board members are also members of the Board of u-blox AG. All EC members participate in the Board meetings and each member presents a status report at each meeting.
- A monthly status report is prepared by the CEO and submitted to the Board.
- The CFO and CEO participate in each Audit Committee meeting unless otherwise requested by the chair of the audit committee.
- The CEO and the Head of People participate in each Nomination, Compensation and Sustainability Committee (NCSC), as guests, unless otherwise requested by the chair of the NCSC.
- The CEO and Head of Strategy participate in each Strategy Committee meeting unless otherwise requested by the chair of the strategy committee.
- The minutes of meetings are made available to all Board Members.
- The chair of the Board meets the CEO approximately bi-weekly to discuss the strategy or prepare Board meetings.

Risk management
A risk assessment plan for the group is prepared by the EC and presented to the Board on an ongoing basis. The risk assessment plan identifies the type of risks, the likelihood of the occurrence of the risk, as well as the damage that may be caused if the risk materializes.

At each Board meeting risks and a risk mitigation plan is presented by the EC. The plan enables the Board to evaluate the appropriateness of the risk management and to monitor the progress achieved in controlling or mitigating the risks.

The EC is responsible for the execution and implementation of the plan, as well as ensuring that u-blox has the right processes in place to support the early mitigation and avoidance of risks.

Corporate Security and Cybersecurity Management
The Corporate Security Management (CSM) team is part of the u-blox Security, Continuity & Risk Management, Lead by the Chief Security Officer (CSO).

CSM tasks are to ensure the protection of the company against unauthorized access to the company's operations, data and information systems. The CSO is responsible for Corporate Security Management, and reports to the EC on a quarterly basis on security issues.

The Board is informed on the status of the actions taken by the Corporate Security Management team at least once a year in a separate agenda point. The company's operating, data and IT systems are subject to third-party security audits and security testing. u-blox has established an ISO27001 certified Information Security Management System (ISMS) and conducts regular information security awareness training for all staff, with further in-depth training for specific roles.

Cybersecurity is regularly reviewed by the audit committee. For details of the activities regarding cybersecurity, please refer to the Sustainability report under https://ubx.io/41BiGfL

Ethical conduct/Speak Up process
In order to ensure that ethical conduct is supported by employees, u-blox has implemented a speak up process since 2020 provided by an external service provider to ensure anonymity of persons (employees, suppliers, customers) who identify unethical conduct.

The compliance committee reviews the messages provided through the platform and takes appropriate action. For further detail, see the Sustainability report under https://ubx.io/41BiGfL

Employees can at all times address potential issues regarding breaches of u-blox's code of conduct, conflict of interest, anti-bribery policies or other breaches of regulations, laws or unethical behavior through the Speak Up channel or directly to the compliance committee. The committee consists of the Head of Legal and Head of People.

A summary of the messages regarding compliance topics submitted to the compliance committee in 2024 is given below:

Topic	Number of notifications
Regulatory Questions	9
Employment Question/Complaint	3
Fraud/Bribery	1
Mobbing	1
Sexual Harassment	0
Total	**14**

The Speak Up report is submitted annually to the Audit Committee for review. The Audit Committee may ask the committee on remedial actions taken with respect to relevant breaches of regulations, the law, u-blox's code of conduct, conflict of interest or anti-bribery policies.

Improvement requests to the Speak Up platform can be provided to the compliance committee. In 2024, no such requests were made.

Furthermore, once per month, at town hall meetings, employees are given the opportunity to ask questions and express topics of concern to the EC anonymously. The EC uses this tool to obtain direct information regarding matters of general concern to employees. The questions can be read by all participants. When a question obtains support from a sufficient number of participants, the question is answered by management or postponed to the next staff information meeting, if the answer requires further investigation. Participants can ask questions or make suggestions for improvement of processes. The EC, where useful and appropriate, takes action to improve issues of concern.

Grievance mechanism

Grievances (other than those raised through the Speak Up process) raised by third parties relating to u-blox's products, operations or services are reviewed by the Legal department. The Legal department analyses the grievance and informs the CEO and the department concerned by the grievance.

Depending on the seriousness of the grievance and impact on human beings and the environment, the relevant department proposes actions to reduce the impact. Where the grievance can impact the company's reputation, the EC and in particularly serious instances, the Board, is informed and consulted.

The relevant department is responsible for the implementation of the remedial actions.

7 Management of the group

The members of the Executive Committee are:

Position	Name	Age
CEO	Stephan Zizala	52
CFO	Camila Japur	43
Production and Quality	Jean-Pierre Wyss	55
Sales and Marketing	Markus Schäfer	55
Product Centers & R&D	Andreas Thiel	57

The EC is headed by the Chief Executive Officer. The primary functions of the EC are defined in the Rules of Procedure:
https://ubx.io/3wt70yb

Management contracts
u-blox does not have management contracts with third parties. The EC members are employed by u-blox AG.

Limitations on the number of mandates outside of u-blox Group
The total cumulative number of mandates outside of the u-blox group is limited for members of the EC as defined in article 25b of the articles of association available on u-blox's website under https://ubx.io/3uEPx5u

Executive Committee

Stephan Zizala

Function at u-blox
Stephan Zizala has been appointed member of the Executive Committee of both u-blox Holding AG and u-blox AG on October 1, 2022 and CEO since January 1, 2023.

Professional background
Mr. Zizala holds a Dip.-Ing. and Dr.-Ing. degree in electrical engineering and information technology from the Technical University of Munich (TUM).
Mr. Zizala joined Infineon in 2001 and held several marketing and management positions in various business units, such as microcontrollers, security ICs, and wireless baseband ICs. From 2009 to 2014, Mr. Zizala was Senior Director of the "Industrial and Multimarket Microcontroller" business segment. From 2014 to 2022, he was Senior Vice President and General Manager of the Business Line "Automotive High Power." From 2016 to June 2023 Mr. Zizala was a member of the Supervisory Board of Schweizer Electronic AG where he served as Deputy Chairman.

Other positions or consultancy agreements
None.

Camila Japur

Function at u-blox
Camila Japur has been appointed member of the Executive Committee and CFO of both u-blox Holding AG and u-blox AG in July 2024.

Professional background
Camila holds a bachelor's degree in economics from Universidade Presbiteriana Mackenzie, São Paulo, and an MBA from Fundação Getulio Vargas, São Paulo. From 2001 until April 2016, Camila held several roles in Finance and served as Head of Business Operations at Ericsson Latin America. From 2016 to 2017, she was Head of Tactical Planning & Optimization at Ericsson Global Center, based in India. From 2018 to May 2024, she served as CFO for the Business Area Technologies & Emerging Business and for the Segment Enterprise at Ericsson, based in Sweden (until June 2023) and in the United States (until May 2024).

Other positions or consultancy agreements
None.

Jean-Pierre Wyss

Function at u-blox
Since the incorporation of u-blox Holding AG in 2007 Jean-Pierre Wyss has served as a member of the Board of Directors until the general assembly in 2023 and, until 2011, as CFO. Since 1997, he has served as a member of the Board of Directors until the general assembly in 2023, CFO (until 2011) and Executive Director Production and Quality of u-blox AG.

Professional background
Mr. Wyss holds a master's degree in electrical engineering from the Swiss Federal Institute of Technology Zurich (ETH) and a Finance for Executives diploma from INSEAD in Singapore. From 1995 to 1997 he was a research assistant and project manager at ETH. In 1997, he co-founded u-blox AG.

Other positions or consultancy agreements
Unlisted companies: Jean-Pierre Wyss is a member of the board of Ardo Medical AG, Switzerland.

Andreas Thiel

Function at u-blox
Andreas Thiel has served as Executive Vice President (R&D Hardware) of u-blox Holding AG from 2007 to 2012 and as Executive Vice President R&D Hardware of u-blox AG from 1997 to 2012. He acted as Executive Director Cellular Product Development and IC Design Services from 2012 to 2019. He heads the Product Centers and R&D since 2019

Professional background
Mr. Thiel holds a degree in electrical engineering from Aachen University (RWTH) in Germany. From 1994 to 1997 he was a research assistant and project manager at the Swiss Federal Institute of Technology Zurich (ETH). In 1997, he co-founded u-blox AG.

Other positions or consultancy agreements
None.

Markus Schäfer

Function at u-blox
Markus Schäfer serves as Executive Director Sales and Marketing of u-blox AG since 2019.

Professional background
Mr. Schäfer holds a MSc degree in electrical engineering from Aachen University (RWTH) in Germany and an MBA from Tiffin University, USA. From 1995 to 2008 he held various marketing and sales positions at Infineon Technologies in Germany and USA. He was senior director marketing and sales for RF and power management products at NXP from 2009 to 2014. From 2014 to 2019 he was head of sales EMEA and India for Macom Technologies in Germany.

Other positions or consultancy agreements
None.

8 Shareholdings, Compensation and Loans

Ownership of u-blox shares
With regard to the compensation and shareholding programs of the members of the Board and EC, please consult the Compensation Policy and Remuneration Report.

No loans or credit facilities or post employment benefits were granted to members of the Board and EC members.

The articles of association define under art. 14 a) that the approval for the compensation of the Board and the EC has to be given by the general assembly: https://ubx.io/3uEPx5u

Ownership of u-blox shares
The total number of u-blox shares owned by members of the Board and the EC at December 31, 2024 (including holdings of "persons closely linked") is shown in the Remuneration Report, page 76.

9 Shareholder rights

Each registered share entitles the holder to one vote at general meetings. Any shareholder may be represented in the shareholders' meeting by a legal representative, a person authorized in writing by him who need not be a shareholder, or by an independent proxy. At a virtual shareholders meeting, any shareholder may attend virtually or be represented by an independent proxy. See art. 12 of the articles of association for further details https://ubx.io/3uEPx5u.

According to the Swiss code of obligations, in case of a virtual shareholder's meeting, the Board must ensure that i) the identity of a participant is established, ii) the voting results are communicated instantly, iii) each participant can propose a motion and participate in the discussion and iv) the result of a vote cannot be falsified.

A shareholder representing at least 5% of the share capital or voting rights may convene a general assembly. A shareholder representing at least 0.5% of share capital or voting rights may request that an item be included in the agenda of a general meeting (art. 699 CO).

The request for convening a meeting and/or for placing an item on the agenda must be submitted in writing to the chair of the Board at least 45 days ahead of the shareholders' meeting by stating the items on the agenda and the motions to be introduced by the shareholders.

Registration as shareholder
No restrictions apply to the registration as shareholder. Persons, who acquired registered shares, will, upon application, be entered in the register of shares as shareholders with voting power, provided they expressly declare to have acquired the shares in their own name and for their own account. Only shareholders registered in the u-blox share register may exercise their voting rights.

Shareholders recorded in the share register as voting shareholders, usually 7–12 days before the date of the general meeting, are admitted to the meeting and entitled to vote. The deadline for registration is defined by the Board and published in the invitation to the general meeting and on the company's website under www.u-blox.com/en/AGM

No restriction on transfer of shares
No restrictions apply to the transfer of shares.

10 Transparency on non-financial matters

The report on non-financial matters is integrated in the sustainability report for 2024 and is prepared in accordance with Art. 964b CO. The sustainability report is available on the u-blox website under https://ubx.io/41BiGfL

11 Auditors

Duration of the mandate and term of office of the lead auditor
KPMG AG, Lucerne was re-appointed as auditor of u-blox at the annual general assembly. KPMG Lucerne has been appointed each year since incorporation of u-blox in 2007. A tender proceeding was held in 2015, after which KPMG was proposed for re-appointment to the annual general assembly. Mr. Silvan Jurt, Partner, has been acting as the lead auditor since 2019. As provided under the Swiss Code of Obligations, the lead auditor will be rotated every seven years.

Auditing fees
Total auditing fees charged by KPMG for mandatory audits of u-blox for the financial year 2024 amount to CHF 365,070 (excl. VAT).

Additional fees
Additional fees charged by KPMG during the financial year 2024 amounted to CHF 169,413 (excl. VAT) for tax advice and consulting.

Supervisory and control instruments
The auditors were present at two Audit Committee meetings in 2024. The auditors present their findings to the Board twice a year at the review of the half year and full year financial numbers. The auditors present to the Audit Committee an overview of issues found during the audit of the annual financial statement, the half year financial statement, as well as the internal control system. Once a year, the auditors present a report to the Audit Committee and the Board which identifies the status of the progress achieved on topics which were identified for improvement.

The Board monitors the work and audit results of the auditors through the Audit Committee. The Audit Committee reviews annually the performance of auditors as well as the level of the external audit fees. In its review, the Audit Committee considers the auditor's quality of service, the expenses compared to other auditing companies (every two or four years) and the fees for non-audit related services. The Audit Committee presents their recommendations regarding the quality of the auditors to the Board and recommends the re-election at the general assembly accordingly.

12 Information policy

- Agenda: the date of the General Assembly, financial reports, press conferences are available at www.u-blox.com/en/Financial-calendar www.u-blox.com/en/full-half-year-reports
- Stock-price-sensitive information in accordance with the ad hoc publicity requirements of the Listing Rules of the SIX Swiss Exchange: www.u-blox.com/en/Ad-hoc-press-releases

Official notices are published in the Swiss Official Gazette of Commerce. Additionally, all interested parties have the possibility to directly receive from u-blox, via an e-mail distribution list, free and timely notification of publicly released information by registering here https://www.u-blox.com/en/news-subscription

General corporate information and company publications can be found on the Investor Relations section of u-blox' website: https://www.u-blox.com/en/investor-relations

For the Investor Relations and Corporate Communications contacts, the Corporate Headquarter address and a summary of anticipated key dates in 2024 please refer to page 80 of this Annual Report.

13 Black out period

u-blox’s black out (close) period policy prohibits the trade with u-blox shares and derivatives for the EC, its direct reports, board members, their spouses/husbands and persons living under the same household. The exercise and hold of options is not considered to be a trade.

The periods of trade prohibition are:

- Between December 15th and until 24 hours after the public release of the annual financial results
- Between March 15th and until 24 hours after the public release of quarterly revenue
- Between June 15th and until 24 hours after the public release of the half year financial results
- Between September 15th and until 24 hours after the public release of the quarterly revenue.

An exception can be granted with the prior written approval of the CEO or CFO or – with respect to the EC members and board members – with prior written approval of the audit committee.

In addition, a trade prohibition can be issued by the CEO or the CFO. The sale or purchase of u-blox shares or derivatives is prohibited immediately upon submission of the trade prohibition and lasts until the suspension of such interdiction by the CEO or CFO.

14 Compensation Report 2024

14.1 Letter to Shareholders

Dear Shareholders
As the Chair of the Nomination, Compensation, and Sustainability Committee, I am pleased to present the 2024 Compensation Report, which provides an overview of u-blox's compensation policy, and the compensation awarded to the Board of Directors and Executive Committee for the year under review. This report complies with Article 734ff CO, the SIX Swiss Exchange's Directive on Information relating to Corporate Governance and takes into consideration the Swiss Code of Best Practice for Corporate Governance of economiesuisse.

2024 Company Performance
2024 was a transition year for u-blox. After record-breaking results in 2022 and 2023, we faced a challenging 2024, with revenue and profitability affected by overstocking and continued market softness, particularly in the industrial and automotive sectors. For the full year, revenue totaled CHF 262.9 million, adjusted EBIT(adjusted) stood at CHF –59.6 million, and free cash flow reached CHF 10.1 million.

In response to this challenging year, we implemented a reduction of 25% in the Board of Directors' compensation and a 33% reduction in the Chair's compensation for the period AGM 2024-25. This we believe will better align with u-blox's current business situation and will demonstrate our support for the u-blox stakeholders, who have helped us during this difficult time.

Nomination, Compensation and Sustainability Committee (NCSC) Activities
In 2024, the NCSC focused on reviewing the remuneration scheme of the Executive Committee. Significant changes were made to both short-term and long-term incentives, placing an even greater emphasis on performance-based compensation to ensure full alignment with shareholder interests. Furthermore, talent review remained a key priority for the NCSC, along with the implementation of our ESG strategy.

As stated in previous annual reports we continue to regularly review our compensation approach to ensure that it promotes and rewards performance in line with the long-term interests of our shareholders and is consistent with the evolving regulatory requirements and industry standards.

As part of our regular compensation benchmarking, we have reviewed the Board of Directors' compensation beyond the AGM25 to ensure alignment with other organizations with a similar market capitalization and which are based in Switzerland. The details can be found in the remuneration report. In this context the board proposes to reduce its overall compensation for the period AGM 2025 to 2026 and to introduce a share-based component.

In line with this commitment to performance-based pay, we are also in the final review stages of the EC 's compensation plans in terms of the STI and LTI performance metrics for 2025 (with no changes to previously agreed value limits or caps).

We value the opinions of our shareholders and other stakeholders and will continue to maintain a close dialogue. At the 2025 Annual General Meeting, we will therefore seek your approval of the total maximum compensation amount for the Board of Directors for the period until the 2026 Annual General Meeting and for the Executive Committee for the financial year 2026. In addition, we will ask for your consultative vote on the 2024 Compensation Report.

Our compensation structure is designed to support our long-term financial and non-financial objectives and is well aligned with our shareholders' interests. On behalf of the Board of Directors and the NCSC, I would like to thank you for your continued trust and support of u-blox. We hope that you will find this report informative.

Ulrich Looser

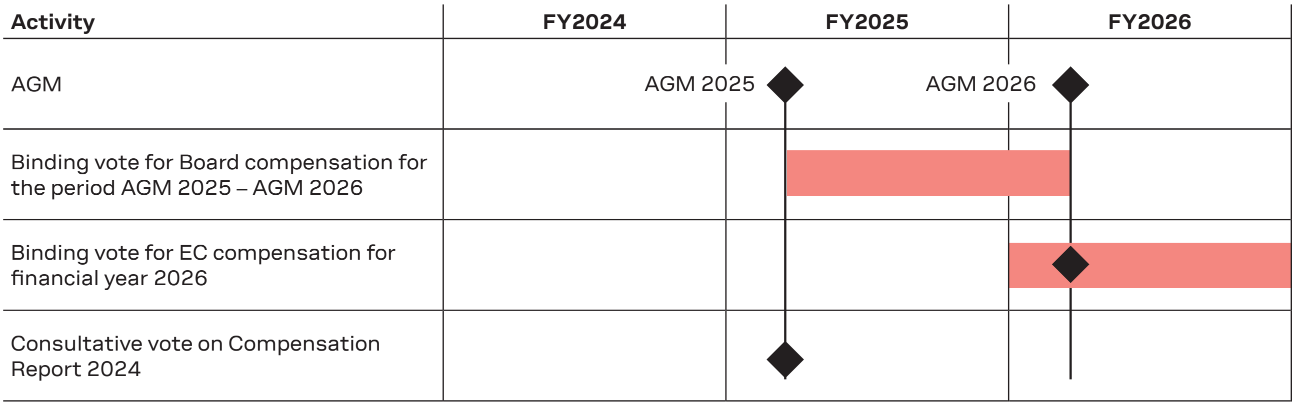
Chair of the NCSC u-blox Holding AG

14.2 Compensation Policy

14.2.1 Governance

The governance bodies of the Company are a) the Board of Directors ("Board"), b) its committees, and c) the Executive Committee ("EC").

The Articles of Association and Rules of Procedure outline and define the roles and responsibilities of these bodies. The key points regarding compensation are summarized in the table below. For further details, see the Corporate Governance Report.



14.2.2 Annual Process and Responsibilities for Compensation of EC and Board

	Q1	Q2	Q3	Q4
Annual Performance Assessment for non-CEO EC members for previous financial year	CEO, NCSC			
Annual Performance Assessment for CEO for previous financial year	Chair, BoD			
Calculation of Variable Bonus (STI) for EC members for previous financial year	CEO*, NCSC, **BoD**			
PSU grant (LTI) proposal for EC members for previous financial year	CEO*, NCSC, **BoD**			
Maximum aggregate compensation amount of the EC for next financial year (AGM+1)	NCSC, BoD	**AGM**		
Compensation of Board of Directors for next compensation period (AGM to AGM+1)	NCSC, BoD	**AGM**		
Compensation Policy and Report for previous financial year	NCSC, BoD	**AGM****		
Annual BoD Evaluation		Chair, BoD		
Planning and guidance of ESG measures		CEO, NCSC, **BoD**		CEO, NCSC, **BoD**
Release of ESG/Sustainability Report	CEO, NCSC, **BoD**			
Annual EC and BoD Succession Planning Review		NCSC, BoD		
Compensation policy review and compensation principles for next financial year (including compensation benchmarking tri-annually)			NCSC, BoD	
Compensation plans, budget and share award plan design				CEO*, NCSC, **BoD**

* CEO is not present when discussing his compensation, ** Consultative vote
■ body which recommends, ■ body which reviews, ■ body which approves
BoD = Board of Directors, NCSC = Nomination, Compensation and Sustainability Committee, CEO = Chief Executive Officer

14.2.3 Objectives/Benchmarking Board Compensation

The compensation policy for the Board is designed to attract and retain experienced and motivated individuals for the Board. The compensation should be competitive and in appropriate relation to the market and ensure the Board's independence in its supervisory capacity of the EC and the Company.

EC Compensation
The compensation policy for the u-blox EC is designed to achieve the following objectives:

Competitive
The total compensation package is competitive, enabling u-blox to attract and retain highly skilled and motivated entrepreneurial executive leaders over the long term.

Alignment of Interests
The form of compensation provides an incentive to achieve a sustainable increase in shareholder value, thus ensuring an alignment of interests between the EC and the long-term interests of shareholders.

Reward Performance and Team Spirit
The compensation system is designed to promote medium and long-term success and to foster team spirit among EC members. Compensation that is independent of performance, guaranteed or discretionary, and in particular, "pay for failure" is avoided. The achievements of Key Performance Indicators are rewarded as a team achievement.

Fair and Transparent
The compensation decisions are fair and transparent based on function and level of responsibility and ensuring that variable components are based on agreed and clear measurable performance metrics in line with the company's KPIs.

14.2.4 Compensation Benchmarking

The NCSC reviews the actual compensation of members of the Board and the EC annually and conducts periodic reviews of the compensation policy, levels, or structure for these bodies, respectively. Any changes resulting from these reviews are submitted to the Board for review and then for approval and decision at the AGM.

Board Benchmarking
On a regular basis, the Board of Directors' compensation is reviewed for appropriateness with workload and increase in required competencies mainly driven by new regulations and shareholder expectations.

Following aforementioned review, it was determined that a compensation mix of cash and stock would be more in line with market and as a result it is therefore proposed that from the AGM 2025-26 that this be implemented. The details of which can be found in section 14.2.5.1.

EC Benchmarking

To assess the competitiveness of the level and structure of the compensation framework for the EC, the NCSC conducts a review on a tri-annual basis, also considering market and regulatory developments. The review is supported by external consultants. As a reference point, peer median compensation should not be exceeded.

The most recent review was conducted during the financial year 2024. To this end, EC members' total compensation was benchmarked against a peer group selected to reflect the size, geographic considerations as well as industries affiliation in a broader sense. The benchmark was split into two groups to enable distinction between organizations with a more significant market capitalization.

Company	Business activity
VAT	Industrials
MELEXIS	Information Technology
NORDIC	Information Technology
AMS-OSRAM	Information Technology
COMET	Information Technology
HUBER+SUHNER	Industrials
TX GROUP	Communication Services
SENSIRION	Information Technology
ARYZTA	Consumer Staples
MEYER-BURGER	Information Technology
KOMAX	Industrials
ELMOS	Information Technology
JUNGFRAUBAHN	Industrials
ARBONIA	Industrials
MEDMIX	Healthcare
AUTONEUM	Consumer Discretionary
MOBILEZONE	Consumer Discretionary
ZEHNDER	Industrials
VETROPACK	Materials
APG SGA	Communication Services
V-ZUG	Consumer Discretionary
ORIOR	Consumer Staples
RIETER	Industrials
SWISS STEEL	Materials
GURIT	Materials

The benchmark showed that the current target compensation level, the use of compensation elements, and the way the short-term variable compensation element is set are comparable to the market. Details on these updates are provided in the remainder of this report and the prior year's report.

14.2.5 Compensation System for the Board

14.2.5.1 Fee

To ensure the independence of the Board in its supervisory capacity of the EC and the company, members of the Board only receive a fixed compensation and do not participate in the LTI schemes, non-mandatory pension schemes, and/or performance-related pay. In addition to the base director fees, a fixed fee is paid for the positions of Chair, Committee Chair, and Committee Member. In addition, the Chair of the Board is not eligible for additional compensation for participation in committees.

As already mentioned the BoD Compensation for the AGM 2024 to 2025, was adjusted (the adjustment is shown below):

Board compensation including social insurance	Period AGM 2024 through AGM 2025
Base Compensation for Chair of the Board	CHF 209,333
Base Compensation for member of the Board	CHF 90,000
Additional compensation for committee Chair	CHF 22,500
Additional compensation for committee membership	CHF 15,000

Previous period BoD compensation:

Board compensation including social insurance	Period AGM 2023 through AGM 2024
Base Compensation for Chair of the Board	CHF 314,000
Base Compensation for member of the Board	CHF 120,000
Additional compensation for committee Chair	CHF 30,000
Additional compensation for committee membership	CHF 20,000

For the period AGM 2025 through 2026, it is proposed to change the remuneration as follows:

	Period AGM 2025 through AGM 2026	
Board compensation including social insurance	**Cash**	**Stock value**
Base Compensation for Chair of the Board	CHF 182,000	CHF 78,000
Base Compensation for member of the Board	CHF 77,000	CHF 33,000
Additional compensation for committee Chair	CHF 17,500	CHF 7,500
Additional compensation for committee membership	CHF 10,500	CHF 4,500

Compensation has been paid in cash form only. The proposal shown above is that from AGM 2025-26 the compensation for the Board is split between a cash-based component and a share-based component. It is the intention with this proposal to continue with both the stock ownership requirements.

Actual expenses incurred are reimbursed, according to the company policy, for travel arising out of duties performed on behalf of the Board. No pension, social insurance contributions, or benefits are granted to the Board members, except where compulsory under Swiss law. Employer contributions to social insurance for Board members are included in the compensation amount.

14.2.5.2 Share Ownership Requirements

Board share ownership guidelines were introduced for the Board in 2018. This guideline stipulates that each member will acquire and hold u-blox shares equivalent to 100% of the annual Board fee. The minimum levels are to be achieved within three years, and such achievement is not altered by later share price variation. Details on the shareholding of members of the Board are provided in the Corporate Governance Report under Shareholdings, Compensation and Loans.

14.2.6 Compensation System for EC

The compensation of the EC members consists of fixed elements (including base salary, pension funds, social insurance, and other benefits) and variable elements based on performance (including short-term incentive "STI" and long-term incentive "LTI"). A greater portion of the overall compensation is dependent upon performance. However, this is capped not to incentivize excessive risk-taking or maximize short-term performance at the risk of long-term sustainable performance. EC members are not compensated for Board membership nor other executive positions held within the Group.

Illustrative overview of the compensation framework of the Executive Committee

Pay mix	Reporting year	Reporting year +1	Reporting year +2	Reporting year +3
Fixed Elements	Base salary Pension Funds Social Insurance Other Benefits			
Short-term Incentive (STI)	Performance period	Payout of STI CEO: 0–150% of base salary Other EC members: 0–100% of base salary		
Long-term Incentive (LTI)	Grant of LTI Transformed in number of PSUs		Performance period	Vesting of LTI 0–150% of number of granted PSUs

Summarized compensation elements of the Executive Committee

	Instrument	Timeframe	Performance-related	Purpose
Fixed Elements	Cash	Immediate	Not relevant	Attraction, retention
Short-term Incentive (STI)	Cash	1 year	Yes	Reward achievement of pre-determined KPIs for financial year, including but not limited to ESG goals.
Long-term Incentive (LTI)	Performance Share Units (PSUs)	3 years	Yes	Long-term commitment and reward achievement of pre-determined KPIs for three year-period, alignment of interests, foster team-spirit.

14.2.6.1 Base Salary

The base salary is the main fixed compensation component paid to the EC members. It is determined by taking into account the regular benchmarking results and considering the tasks, responsibilities, and experience relevant to the respective role. As roles and responsibilities change, the NCSC will review salaries accordingly.

14.2.6.2 Pension Funds and Social Insurance Benefits

The aim is to provide the EC members and their family members with financial coverage in case of retirement, illness, invalidity, or death in line with Swiss market practices and regulations.

The members of the EC, as all eligible employees in Switzerland, are insured against the risks of old age, death, and disability (AHV). With respect to pension benefits (amounts that give rise to pension entitlements or increase pension benefits), the employer contributes 60% of the obligatory pension scheme fees and approximately 65% of the non-obligatory private pension scheme fees.

14.2.6.3 Other Benefits

None of the EC members nor the CEO are entitled to other non-cash benefits.

14.2.6.4 Short-Term Incentive (STI)

The STI is designed to reward the achievement of three Key Performance Indicators (KPIs), which reflect the interest of shareholders and focus on growth, profitability, and sustainability.

Specifically:
1) Revenue Growth,
2) Operating Cash Flow Margin, and
3) Sustainability targets.

Illustrative overview of STI framework

Base salary × Weighted overall achievement [1] × Factor[2] = Payout[3]

- 40% weight — Revenue Growth achievement
- 40% weight — Operating Cash Flow Margin achievement
- 20% weight — Sustainability achievement

1) Achievement is between 0 and 1.9
2) The Factor is 1.0 for the CEO and 0.5 for other EC members
3) Payout is capped for the CEO at 150% of the base salary and for other EC members at 100%.

To determine the actual payout received by participants following the financial year, the Board calculates a weighted overall achievement factor by comparing the actual results achieved to the pre-determined targets per KPI. The weighted overall achievement factor is applied to the respective base salary for each participant. For EC members other than the CEO, this weighted overall achievement factor is multiplied by a factor of 0.5.

Notwithstanding the above, should the performance of the sum of the Revenue Growth and the Operating Cash Flow Margin be negative, no bonus would be paid, even if the ESG component were positive.

For 2024, the targets (i. e., minimum, target, and maximum performance levels) per KPI were not changed and are defined as follows:

Revenue Growth (40% weight)
The revenue growth target is 15%, representing 75% achievement for this KPI. The system allows for over- and underachievement whereby 0% growth results in 0% achievement, and a linear progression determines the maximum 200% achievement.

Operating Cash Flow (OCF) Margin (40% weight)
The ability of a company to achieve operating cash flow is strongly influenced by the sector in which it operates. Thus, the performance is viewed under consideration of the Performance Benchmarking peer group, which is defined on the basis of industry sector, but also company size and geography. The targets for OCF margin are set considering the peer group and u-blox historical performance, company guidance, and analysts' estimates. The system allows for over- and underachievement whereby 0% OCF margin results in 0% achievement, 18% results in 75% achievement, and a linear progression determines the maximum 200% achievement.

ESG (20% weight)
The company has embarked upon a comprehensive ESG assessment and will issue a Sustainability Report for the business year 2024. Each year, key initiatives that are linked to the Sustainable Development Goals are defined with corresponding quantifiable goals. These goals are proposed by the NCSC and approved by the Board. At the end of the assessment period, the NCSC evaluates the achievement of these goals (maximum 150%) as part of the STI calculation.

The quantifiable ESG goals for FY 2024 were related to the five pillars of our sustainability strategy. They are described in detail in our Sustainability Report for 2024.

Performance Peer Group for 2024 targets

ams OSRAM
ELMOS Semiconductor
Fibocom Wireless
Impinj
Melexis
Nordic Semiconductor
Sensirion AG
Silicon Laboratories
Quectel Wireless Solutions

Pillar		Goals (base)	Goals (optimum)
Pillar 1: **Business ethics, privacy, and data security**	Do business the right way	• By end 2024, we will be compliant with ISO 27001 Information Security Management Systems standard for the scope of Corporate Security Management and Global IT Operations • For two locations: Thalwil, Sgonico • Implementation of ISO 27001 is ongoing	• By end 2024, we will be compliant with ISO 27001 Information Security Management Systems standard for an additional scope, e.g. Product Centers Positioning, ICS, Cellular • At two locations: Thalwil, Sgonico • Committed certification timeline
Pillar 2: **People**	Respect our people	• By end of 2024 total increase of +10% women in Management* by 2024 *(Base year June 2023) • Support three organizations for inspiring kids and young students to pursue education in STEM	• By end of 2024 total increase of +15% women in Management* by 2024 *(Base year June 2023) • Support four organizations for inspiring kids and young students to pursue education in STEM
Pillar 3: **Environmental Responsibility**	Protect the environment	• By end 2024, we will reduce our Scope 1 and 2 emissions by at least 10% compared to 2022 base year.	• By end 2024, we will reduce our Scope 1 and 2 emissions by 15% compared to 2022 base year and define criteria to improve the quality of our Scope 3 data base.
Pillar 4: **Responsible supply chain**	Do business the right way	• In 2024, we will conduct a supplier risk analysis and review the compliance of our suppliers (contract manufacturers and key component suppliers) with the Supplier Code of Conduct	• In 2024, in addition to the supplier risk analysis, we will conduct one supplier audit of a non-RBA (Responsible Business Alliance) member
Pillar 5: **u-blox Innovations**	Innovation	• By end of 2024 – product portfolio contributing 50% of our volume assessed in terms of sustainable impact (Base year 2023: 0% assessed)	• By end of 2024 – product portfolio contributing more than 50% our volumes assessed in terms of sustainable impact (Base year 2023: 0% assessed)

As a summary, the targets and the corresponding payouts for each of the KPIs are illustrated below:

Target description	Weight	Minimum performance	Payout	Target performance	Payout	Maximum performance
Revenue growth	40%	0%	0%	15%	75%	200%
Operating Cashflow margin	40%	0%	0%	18%	75%	200%
ESG	20%	0%	0%	100%	100%	150%

At the end of the assessment period, the NCSC evaluates the achievement of the initiatives individually and aggregates them to the overall weighted achievement factor.

This means that when achieving the target performance level, the CEO's expected payout is 80% of the base salary (40% * 75% for Revenue Growth + 40% * 75% for Operating Cashflow margin + 20% * 100% for ESG). The CEO's maximum payout is always capped at 150% of the base salary, as well as if the theoretical maximum payout as per the table above would be higher.

For the other EC members, the expected payout at target is 40% of the base salary (corresponding to the factor of 0.5 compared to the CEO), while the maximum payout is capped at 100% of the base salary.

14.2.6.5 Long Term Incentive (LTI)

After the transformation of the Stock Option plan into a Performance Share Units (PSUs)-based program for the EC members, they received the second allocation for the fiscal year 2024.

The LTI is intended to encourage the long-term commitment of the EC, promote alignment of long-term interests between shareholders and the EC, and foster team spirit at u-blox.

At the beginning of each three-year plan cycle, an individual LTI grant amount (CHF) is converted into a certain number of PSUs. Whereby a PSU represents a contingent entitlement to receive u-blox shares in the future subject to fulfillment of pre-defined service and performance conditions.

The individual LTI grant amounts are proposed by the NCSC, taking into account market data and internal company considerations on the proportionality of compensation, overall affordability, and dilution, and are approved by the Board for each annual grant. For the allocation made for 2024 the individual LTI amounts are not changed and corresponded to approx. 70% of the base salary for the CEO and other EC members.

The number of granted PSUs is calculated by dividing an individual LTI grant amount (CHF) by the reference price of a PSU at the time of grant. The reference price is determined using the lower average daily closing price of the u-blox share over the ten trading days prior to the grant date or the closing price on the last trading day before the grant date.

At the end of each three-year plan cycle, granted PSUs are converted into u-blox shares. The number of shares per PSU varies from 0% to 150%, depending on the achievement of predefined performance conditions. The latter is defined as the adjusted EBITDA margin and is measured as a three-year average of the annual adjusted EBITDA margin following the grant. Social contributions fall due at the vesting date.

Grant

$$\frac{\text{Individual LTI Amount}}{\text{Reference price}} = \text{Number of granted PSUs}$$

Performance consideration

Achievement Factor
3-year average EBITDA margin adjusted 0%–150%

Realization

Number of PSUs vested in shares × Share Price at vesting = Realized Value of LTI

Management calculates EBITDA (earnings before interest, taxes, depreciation and amortization) by adding back depreciation and amortization to Operating Profit (EBIT), in each case determined in accordance with IFRS. Adjusted EBITDA excludes share-based payments, impacts based by IAS-19, amortization of intangible assets acquired, impairments and non-recurring expenses.

The minimum, target, and maximum performance levels for the adjusted EBITDA margin for each annual PSU grant are suggested by the NCSC. It takes into consideration historical company performance, ongoing business expectations, and financial goals and is approved by the Board. The Board approves the vesting level based on achievement level and number of shares to vest per PSU.

The NCSC is of the opinion that further details of executive compensation are commercially sensitive, and it would be detrimental to the interests of the Company to disclose them before the end of the relevant performance period. The performance against those measures will be disclosed after the end of the relevant financial year in that year's compensation report, subject to the sensitivity no longer remaining.

14.2.6.6 Malus and claw-back provisions

Under the LTI applicable until 2022, the malus and claw-back provisions apply to forfeit or recover payments made as bonus (STI) and under the LTI-ESOP. Such provisions cover situations where the company is required to restate its accounts due to non-compliance with financial reporting requirements under the securities laws at the time of disclosure. In such cases, the Board is empowered to recalculate the respective payout according to the restated financial results and seek reimbursement of any bonus amount or LTI-ESOP grant allocated in excess of the newly calculated amount. The claw-back clause is applicable for three years after the payment or grant of the respective compensation.

Under the LTI PSU, introduced in 2023, the malus and clawback provisions apply when the Company is required to restate its accounts due to non-compliance with financial reporting requirements at the time of disclosure or any act or failure to act that violates the law or a breach of obligations under the employment contract.

Where the Company is required to restate its accounts, the Board is empowered to recalculate the respective Achievement Factor according to the restated financial results and request the return of any u-blox Shares transferred to Participants under the Plan.

In case of an act or failure to act which violates the law or a breach of obligations under the employment contract, the Board defines the number of PSUs to be canceled and the amount or the number of u-blox Shares to be returned according to the seriousness of the violation and the damage caused to the company.

The claw-back clause is applicable for three years after the vesting of the respective PSU.

14.2.6.7 Approach to recruitment compensation
The NCSC ensures any arrangements agreed to be in the best interests of u-blox and its shareholders and aims to pay no more than necessary to secure the right candidate. Where considered appropriate, an external candidate may be compensated for compensation arrangements forfeited on leaving a previous employer. In doing so, relevant factors, including any performance conditions attached to these awards, the form in which it was to be paid, and the timeframe of awards, are considered. Buyout awards would be awarded on a 'like for like' basis compared to compensation being forfeited and would be capped to reflect the value being forfeited. The maximum level of variable pay, which could be awarded to a new EC member, excluding any buyouts, would be in line with the policy set out. If an EC member is appointed following u-blox's acquisition of, or merger with, another company, legacy terms and conditions may be honored.

Camila Japur will be granted 362 PSUs calculated according to the 2024 PSU plan, to compensate for the loss of accrued shares upon leaving her previous employer.

14.2.6.8 Employment contracts
The employment contracts of the EC members have a six-month notice period. The contracts do not contain a clause relating to change of control. EC members may be subject to non-compete provisions upon termination of their employment contract, which will not exceed 12 months after the termination date. If an EC member terminates the employment contract, the company may trigger the non-compete obligation in exchange for a fee limited to 50% of the EC member's annual cash compensation. Regarding the LTI, EC members or any participants are not entitled to any contractual joining or severance payments or special change of control provisions, except for the early vesting of the long-term compensation plan as explained in the plan regulations.

14.2.6.9 Loans
No guarantees or loans are granted to members of the Board or the EC.

14.2.6.10 Share Ownership Requirements
EC members are required to acquire and hold u-blox shares equivalent to 250% of the base salary for the CEO and 200% for the other EC members. To fulfill the individual Shareholding Requirements, each member of the EC is granted a four-year build-up period. EC members need to fulfil their Shareholding requirement within four years after the date of entry at u-blox.

An EC member's shareholdings for the purpose of this regulation shall include shares owned and PSU awards granted under the LTI. Upon completion of the build-up period, an achievement will not be altered by a later share price variation. Details on the shareholding of EC members are provided in the Corporate Governance Report under the section Shareholdings.

14.2.6.11 Previous Compensation approach Long Term Incentive Stock Option Plan
Until 2022, the LTI was referred to as the Stock Option Plan (LTI-ESOP) and grants were made in the form of Stock Options.

The Long-Term Incentive Stock Option Plan focused on EBITDA margins. To ensure the long-term component, the grant was based on the achieved historic three-year average adjusted EBITDA margin relative to a target. The plan includes a defined maximum allocation and a minimum performance threshold below which no allocations are made.

The exercise price is defined as the lower of
i. the volume-weighted average share price on the SIX Swiss Exchange during the 30 trading days preceding the grant date and

ii. the closing share price at the SIX Swiss Exchange on the last trading day before the grant date.

14.3 Remuneration Report 2024

14.3.1 Compensation awarded to the Board

The total amount of compensation of the Board for the election period 2024/2025 was decreased from 2023/2024 as approved by the AGM (for more details, see Compensation Report 14.2.5.1). The total compensation stayed within the limits as approved by the AGM (CHF 1,200,000) for the period AGM 2024 to AGM 2025.

Compensation for the members of the Board for fiscal year 2024[1]

	Fee CHF	Other Benefits[2] CHF	Pension and Social insurance funds[3] CHF	Total Compensation CHF
André Müller (Chair BoD)	230,266	–	13,547	243,813
Ulrich Looser (Chair NCSC, member AC)	133,853	–	7,606	141,459
Markus Borchert (Member NCSC)	109,008	–	8,117	117,125
Karin Sonnenmoser (Chair AC)	125,000	–	–	125,000
Elke Eckstein (Chair SC)	113,193	–	8,429	121,622
Fabian Rauch (Member SC)	65,149	–	4,851	70,000
Thomas Seiler[4)] (Chair SC)	36,000	16,010	10,199	62,209
Total	**812,469**	**16,010**	**52,749**	**881,228**

1) The compensation is shown for fiscal year 2024, whereas the approved budget covers the period AGM 2024 to AGM 2025.
2) Vacation payout.
3) Mandatory social insurance.
4) Did not stand for re-election at the AGM 2024.

Compensation for the members of the Board for fiscal year 2023[1]

	Fee CHF	Other Benefits[2] CHF	Pension and Social insurance funds[3] CHF	Total Compensation CHF
André Müller (Chairman BoD)	271,373	0	17,371	288,744
Ulrich Looser (Chair NCSC, member AC)	152,982	0	9,792	162,774
Markus Borchert (Member NCSC)	121,069	0	7,750	128,819
Karin Sonnenmoser (Chair AC)	151,838	0	11,349	163,187
Elke Eckstein (Member SC)	137,175	0	10,289	147,464
Thomas Seiler[4)] (Chair SC)	145,000	9,979	31,770	186,749
Total	**979,437**	**9,979**	**88,321**	**1,077,737**

1) The compensation is shown for fiscal year 2023, whereas the approved budget covers the period AGM 2023 to AGM 2024.
2) Company Car.
3) Mandatory social insurance.
4) Total compensation also includes the amounts received under the part-time working contract agreement with u-blox AG.

14.3.2 Compensation awarded to the EC

14.3.2.1 Compensation Overview

The total amount of compensation of the members of the EC during financial year 2024 corresponds to CHF 4,067 thousand (prior year: CHF 4,246 thousand). The total compensation stayed within the limits for the fiscal year 2024 as approved by the shareholder meeting (CHF 7,500 thousand).

Compensation for the members of the Executive Committee for fiscal year 2024

	Base Salary	STI[2]	LTI[3] (PSU)	LTI[3] (PSU)	LTI[4] (PSU)	LTI[4] (PSU)	Pension and Social insurance funds[5]	Other benefits[6]	Total Compen-sation
	CHF	CHF	CHF	units	CHF	units	CHF	CHF	CHF
Stephan Zizala, CEO[1]	491,599	0	325,068	4,563	0	0	161,198	–	977,865
Other Members[7]	1,537,901	0	806,436	11,320	36,164	362	598,684	109,469	3,088,654
Total	**2,029,500**	**0**	**1,131,504**	**15,883**	**36,164**	**362**	**759,882**	**109,469**	**4,066,519**

1) Highest single remuneration.
2) STI for performance of 2024.
3) PSU granted in 2025 for fiscal year 2024. The value of the PSU at grant date is CHF 71.24 per PSU. Vesting date: after result publication in March 2028.
4) Including startup remuneration to Camila Japur. The value of 362 PSU at grant date is CHF 99.90 per PSU. Vesting date: after result publication in 2027.
5) Mandatory social insurance paid on the base salary, STI, PSUs when granted, travel allowance and other benefits.
6) Other benefits consist of Child and education allowance and one-time cash compensation of CHF 45,000 for lost stock as well as compensation of CHF 54,669 for relocation to Camila Japur.
7) Incl. all payments from Roland Jud, Chief Financial Officer until June 30, 2024.

Compensation paid to the members of the Executive Committee for fiscal year 2023

The total compensation stayed within the limits as approved by the shareholder meeting (CHF 7,000 thousand).

	Base Salary	STI[1]	LTI[2] (PSU)	LTI[2] (PSU)	LTI[5] (PSU)	LTI[5] (PSU)	Pension and Social insurance funds[3]	Other benefits[4]	Total Compen-sation
	CHF	CHF	CHF	units	CHF	units	CHF	CHF	CHF
Stephan Zizala, CEO	491,599	149,342	335,764	3,361	100,699	1,008	155,230	0	1,232,634
Other Members	1,341,094	203,703	924,074	9,250	0	0	536,478	8,400	3,013,749
Total	**1,832,693**	**353,045**	**1,259,838**	**12,611**	**100,699**	**1,008**	**691,708**	**8,400**	**4,246,383**

1) STI to be paid out in 2024 for performance of 2023.
2) PSU granted in 2024 for fiscal year 2023. The fair value of the PSU at grant date is CHF 99.90 per PSU. Vesting date: after result publication in March 2027.
3) Mandatory social insurance paid on the base salary, bonus and on the fair value of options or PSUs when granted.
4) Child and education allowance.
5) Additional PSU granted as startup remuneration in compensation for lost shares from former employer. The value of 1,008 PSU at grant date is CHF 99.90 per PSU. Vesting date: after result publication in March 2027.

14.3.2.2 Base Salary
The base salaries did not increase during 2024.

14.3.2.3 Short-Term Incentive (STI)
The STI approach remained the same for 2024.

CEO:
The target STI, i. e., the expected payout to be received if the pre-defined targets of the KPIs are met, equals 80% of the base salary for the CEO. For 2024, the achievement of the CEO amounted to 0% of the base salary.

Compared to 2023, for the CEO, the bonus amount has decreased due to the slowdown of the business, resulting in negative revenue growth and a reduced operating cashflow margin.

Input data	
Revenue growth rate	–54.4%
Operating cashflow margin	14.0%
ESG	100.0%
Output	
Bonus rate	0.0%

Other EC members:
The target STI, i. e., the expected payout be received if the pre-defined targets of the KPIs are met, equals 40% of the base salary for the other EC members. For 2024, the achievement of the other EC members amounted to 0% of the base salary.

Compared to 2023, the bonus amount has decreased due to the slowdown of the business, resulting in negative revenue growth and a reduced operating cash flow margin.

Input data	
Revenue growth rate	–54.4%
Operating cashflow margin	14.0%
ESG	100.0%
Output	
Bonus rate	0.0%

14.3.2.4 Long Term Incentive (LTI)
The value of the individual LTI grant in CHF amounts to 66.11% of the base salary for the CEO and 66.69% of the base salary for other EC members. As this is the second year the new LTI has been granted, there is no vesting information so far. Information will be disclosed upon completion of the first vesting.

14.3.2.5 Compensation Ratios
The CEO's variable to fixed ratio (considering base salary, STI at target and LTI at grant level) amounts to 1.7 at target and 0.66 for actual performance during 2024.

For other EC members, the variable to fixed ratio results in 1.1 at target and 0.67 considering actual performance achieved during 2024.

14.3.3 Additional fees, compensation, guarantees and loans
No additional fee or compensation was paid to the members or former members of the Board or EC in 2024.

No guarantees or loans were guaranteed by a group company to members of the Board or EC or were outstanding on December 31, 2024.

14.3.4 Compensation to persons closely linked
No compensation, fees, or loans were paid, respectively granted, to persons closely linked to members of the Board or EC in 2024. Persons closely linked are defined as (i) a spouse or partner, (ii) children, (iii) any legal entities that they own or otherwise control, or (iv) any legal or natural person who is acting as their fiduciary.

14.3.5 Shareholdings

14.3.5.1 Ownership of u-blox shares

The total number of u-blox shares owned by members of the Board and the EC at December 31, 2024 (including holdings of "persons closely linked"*) is shown in the tables below.

Members of the Board

	Number of shares
André Müller	3,330
Ulrich Looser	2,330
Markus Borchert	1,520
Karin Sonnenmoser	1,950
Elke Eckstein[1]	670
Fabian Rauch[2]	0

1) Unable to satisfy shareholding requirements due to long blackout period.
2) Elected at the Annual General Meeting 2024.

Executive Committee

	Number of shares
Stephan Zizala	4,864
Andreas Thiel	36,500
Jean-Pierre Wyss	13,673
Markus Schäfer	5,762
Camila Japur	0

* "Persons closely linked" are (i) their spouse, (ii) their children below age 18, (iii) any legal entities that they own or otherwise control, or (iv) any legal or natural person who is acting as their fiduciary.

14.3.5.2 Ownership of u-blox options and PSUs

The total number of u-blox options owned by members of the EC and a former member of the EC at December 31, 2024 is shown in the table below

Executive Committee	Number of vested Options[1)]	Number of non vested Options[2)]	Number of non vested PSU[3)]
Stephan Zizala	0	3,500	5,106
Andreas Thiel	8,849	3,857	4,369
Jean-Pierre Wyss	0	3,857	4,369
Markus Schäfer	1,678	3,857	4,369
Camila Japur	0	0	362

1) Stock option grants in 2019, 2020, 2021
2) Stock option grants in 2022
3) Performance Share Units (PSU) grants in 2023, 2024

With respect to options, the exercise price is the lower amount of a) the volume-weighted average share price on the SIX Swiss Exchange during the 30 trading days preceding the grant date and b) the closing share price at the SIX Swiss Exchange on the last trading day before the grant date.

The exercise price, vesting period, duration and subscription ratio of each option plan and the grant conditions and vesting periods of PSUs are mentioned in section 3 of the Corporate Governance Report (Capital structure).

14.3.6 External mandates of the members of the Board of Directors and the Executive Committee

In accordance with Article 734e OR, the following table sets out the external mandates that members of the Board and the EC hold in comparable functions at other companies with an economic purpose within the meaning of Article 626 paragraph 2 cipher 1 OR:

Member of the Board of Directors	Company name	Function	2024	2023
André Müller	H2 Energy Holding AG	BoD member	•	•
	DW Holding AG	BoD member	•	•
	Dispenser Holding AG	BoD member	•	•
	Bangerter Microtechnik AG	BoD member	•	•
Ulrich Looser	BLR Partners	Chair	•	•
	LEM	Vice Chair, Chair NCC, AC member	•	•
	Geistlich Holding AG	BoD member	•	•
	Fostag Formenbau AG	BoD member	•	•
	Balgrist Beteiligungs AG	BoD member	•	•
	Bachofen Holding AG	Chair	•	•
	Accenture (Switzerland)	Chair of the advisory board	•	•
	Kardex	Vice Chair. Chair NCC		•
Markus Borchert	Barilla International BV	BoD member	•	
	TD Tech Ltd.	Chair		•
	RFS Radio Frequency Systems	Advisory board member		•
Karin Sonnenmoser	Advent International	Independent Senior Advisor	•	
	Innio Jenbacher GmbH&Co. OG/AI Alpine	Chair AC	•	•
	Renk Group AG	Chair AC	•	
	LSG Group	Interin CFO	•	•
Elke Eckstein	Jenoptik (Germany)	BoD member	•	•
	BE Semiconductor (Netherlands)	BoD member	•	•
	KK Wind (Denmark)	BoD member	•	•
	Saferoad (Norway)	BoD member	•	•
	Viacon (Sweden)	BoD member	•	•
Fabian Rauch	Landis+Gyr Group AG	BoD member	•	
	SEO Management AG	CEO	•	
Thomas Seiler	BLR Partners	Managing partner		•
	Leitwert AG	Chairman		•
	RAAAM Memory Technologies Ltd.	Chairman		•
	Alantar S. A.	Chairman		•

Member of the Executive Committee	Company name	Function	2024	2023
Jean-Pierre Wyss	Ardo Medical AG	BoD member	•	•

Report of the statutory auditor

To the General Meeting of u-blox Holding AG, Thalwil

Report on the Audit of the Remuneration Report

Opinion

We have audited the Remuneration Report of u-blox Holding AG (the Company) for the year ended December 31, 2024. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) in chapters 14.3.1, 14.3.2.1, 14.3.3, 14.3.4, 14.3.5 and 14.3.6 on pages 73 to 77 of the Remuneration Report.

In our opinion, the information pursuant to Art. 734a-734f CO in the accompanying Remuneration Report complies with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Remuneration Report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the tables marked "audited" in the Remuneration Report, the consolidated financial statements, the stand-alone financial statements and our auditor's reports thereon.

Our opinion on the Remuneration Report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Remuneration Report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the Remuneration Report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Remuneration Report
The Board of Directors is responsible for the preparation of a Remuneration Report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a Remuneration Report that is free from material misstatement, whether due to fraud or error. The Board of Directors is also responsible for designing the remuneration system and defining individual remuneration packages.

Auditor's Responsibilities for the Audit of the Remuneration Report
Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Remuneration Report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

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

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

KPMG AG

Silvan Jurt
Licensed Audit Expert
Auditor in Charge

Raphael Gähwiler
Licensed Audit Expert

Lucerne, February 25, 2025

KPMG AG, Pilatusstrasse 41, CH-6003 Lucerne

Information for Investors and Media and Investors

u-blox Holding AG	Ticker details for u-blox shares
	• Listing — SIX Swiss Exchange
	• Ticker symbol — UBXN
	• ISIN-No. — CH0033361673
	• Swiss Security-No. — 3336167
	• Reuters — UBXN.S
	• Bloomberg — UBXN:SW
Corporate address	u-blox Holding AG Zürcherstrasse 68 8800 Thalwil Switzerland Phone +41 44 722 74 44 Fax +41 44 722 74 47
Investor relations contact	Rafael Duarte Phone: +41 43 547 06 93 E-mail: rafael.duarte@u-blox.com
Media contact	E-mail: businessmarketing@u-blox.com
Sustainability contact	Gitte Jensen Phone: +41 44 722 74 86 E-mail: gitte.jensen@u-blox.com
Website	www.u-blox.com
Financial calendar	• Annual General Meeting — April 16, 2025 • Q1 2025 trading update — April 23, 2025 • Half-year 2025 results — August 6, 2025 • 9M 2025 trading update — October 22, 2025

Financial Report 2024

Management Discussion & Analysis

u-blox reported resilient results in 2024:

- Revenue of CHF 262.9 million
- EBIT (adjusted) of CHF –59.6 million
- Free cash flow of CHF 10.1 million

Revenue
Revenue on a constant FX rates basis declined by 53.1% in 2024. Measured in Swiss Francs, it reached CHF 262.9 million in 2024, from CHF 576.9 million in 2023, representing a decline of 54.4% year-on-year. Foreign currency exchange rates negatively affected revenue by 1.4%, mainly from the strengthening of the Swiss Franc versus the US Dollar.

Revenue by region

- Asia Pacific: Revenue in 2024 decreased by 55% to CHF 123.6 million from CHF 272.3 million in the same period last year, mainly driven by significant reduction from healthcare customers.

- EMEA: In 2024 revenue amounted to CHF 92.6 million, down from CHF 173.3 million one year earlier (–47%), primarily due to a soft performance in industrial.

- Americas: Revenue in 2024 totaled CHF 46.7 million compared to CHF 131.3 million in 2023 (–64%). The negative performance was mainly driven by the soft performance in automotive and industrial.

Revenue by market

- Automotive: Revenue reached CHF 97.9 million in 2024, –42% lower compared to the same period last year. Signs of recovery were identified in the second half of 2024, as revenue grew double-digit versus the first half of 2024, mainly driven by Locate.

- Industrial: Revenue amounted to CHF 145.3 million in 2024, a decrease of –62% versus the previous year, mostly driven by healthcare and aftermarket telematics.

- Consumer / Others: Revenue totaled CHF 19.8 million in 2024, –10% lower compared to 2023, primarily due to the continued decline in consumer demand since 2022.

Gross Profit
Gross profit reached CHF 120.1 million in 2024 from CHF 253.9 million in 2023. The respective gross profit margin reached 45.7% in 2024 from 44.0% one year earlier. The better performance in Locate compared to Connect generated a positive mix effect, which explains the improvement of the gross margin at Group level.

Research and Development expenses
R&D expenses remained practically stable at CHF 164.3 million, compared to CHF 188.1 million in 2023. Cash R&D expenses (adjusted) declined by 8.1% to CHF 118.7 million in 2024, from CHF 129.1 million in 2023.

Sales, General and Administration (SG&A) expenses
SG&A expenses declined by 1.7% to CHF 67.9 million in 2024 (CHF 69.1 million in 2023), a consequence of cost reduction initiatives in the year.

Operating Profit (EBIT)
On an IFRS basis, EBIT amounted to CHF –112.2 million in 2024, lower than in 2023 (CHF –3.4 million). On an adjusted basis, EBIT (adjusted) reached CHF –59.6 million in 2024, lower than in 2023 (CHF 69.7 million).

Financial Results
Net finance results in 2024 amounted to CHF 7.7 million from CHF –8.9 million in 2023. Excluding FX effects, net finance results totaled CHF 0.7 million in 2024 from nil one year earlier. FX results reached CHF 7.0 million in 2024 compared to CHF –9.0 million in the same period last year.

Net Profit
Net reached CHF –88.9 million as compared to CHF –8.6 million in the prior year period. Diluted EPS in 2024 amounted to CHF –12.07 per share compared to CHF –1.21 per share in 2023.

Net profit (adjusted) decreased to CHF –43.7 million compared to CHF 51.1 million in the prior year period. Diluted EPS (adjusted) in 2024 amounted to CHF –5.95 per share compared to CHF 7.01 in 2023.

Cash Flow
Changes in net working capital were CHF +60.1 million in 2024 vs. CHF –45.9 million in 2023. Working capital improved significantly in the year, driven by lower receivables and inventory levels.

Income tax paid was CHF 0.7 million in 2024, from CHF 6.0 million in 2023. Capex of CHF 26.6 million in 2024 compares to CHF 48.3 million in 2023. The reduction reflects the reduction in R&D Capitalization as well as the cost optimization program implemented in H2’24.

As a result, Free cash flow reached CHF 10.1 million in 2024 compared to CHF 10.9 million in the prior year.

Balance Sheet and Financing
During 2024, u-blox recognized CHF 31.0 million of impairment losses on intangible assets. The impairment charge in 2024 was recognized in ‘Research and development expenses’ and relates to intangible assets in ‘Intellectual property rights / acquired technology’ and ‘Capitalized development costs’ in the Cellular business.

u-blox’s net cash position on December 31, 2024 stood at CHF 90.9 million after a dividend payment of CHF 7.3 million versus CHF 86.2 million on December 31, 2023.

Based on the Company’s financials, the Board of Directors will propose no dividend payment for 2025 at the Annual General Meeting.

Alternative Performance Measures

In this annual report and other forms of communication, u-blox uses key performance indicators (KPIs) which are not defined by IFRS, and are defined as alternative performance measures. u-blox believes that those KPIs enhance the understanding of the company's performance. The main alternative performance measures used by u-blox are defined and/or reconciled below.

Adjusted Income Statement

The following table reconciles the Income Statement according to IFRS and Adjusted figures: The adjustments are impacts of share-based payments, pension calculation according to IAS-19, non-recurring expenses, amortization and impairment of intangible assets acquired.

For the year ended December 31			Adjustments							
in CHF 1,000	**2024** (IFRS)	in %	Share-based payments	Pension (IAS 19)	Amortization intangible assets	Impairment intangible assets	Restructuring	Sum of Adjustments	**2024** (adjusted)	in %
Revenue	**262,884**	100							**262,884**	100
Cost of sales	–142,789	–54.3	440				317	758	–142,031	–54.0
Gross Profit	**120,095**	45.7	**440**				**317**	**758**	**120,853**	46.0
Sales and marketing expenses	–35,500	–13.5	1,465		135		2,074	3,674	–31,826	–12.1
Research and development expenses	–164,311	–62.5	3,982		2,510	30,992	7,999	45,484	–118,826	–45.2
General and administrative expenses	–34,318	–13.1	1,453	–1,709			2,925	2,669	–31,649	–12.0
Other income	1,870	0.7							1,870	0.7
Operating loss (EBIT)	**–112,164**	–42.7	**7,341**	**–1,709**	**2,646**	**30,992**	**13,315**	**52,585**	**–59,579**	–22.7
Finance income	10,122	3.9							10,122	3.9
Finance costs	–2,419	–0.9		179				179	–2,240	–0.9
Share of loss of equity-accounted investees, net of taxes	–82	–0.0							–82	–0.0
Loss before income tax (EBT)	**–104,543**	–39.8	**7,341**	**–1,530**	**2,646**	**30,992**	**13,315**	**52,764**	**–51,779**	–19.7
Income tax benefit	15,631	5.9	644	275	–479	–5,607	–2,422	–7,588	8,043	3.1
Net loss	**–88,912**	–33.8	**7,985**	**–1,255**	**2,167**	**25,386**	**10,893**	**45,176**	**–43,736**	–16.6
Earnings per share in CHF	–12.07								–5.95	
Diluted earnings per share in CHF	–12.07								–5.95	

For the year ended December 31							Adjustments			
in CHF 1,000	**2023** (IFRS)	in %	Share-based payments	Pension (IAS 19)	Amortization intangible assets	Impairment intangible assets	Restructuring	Sum of Adjustments	**2023** (adjusted)	in %
Revenue	**576,910**	100							**576,910**	100
Cost of sales	–323,021	–56.0	375					375	–322,646	–55.9
Gross Profit	**253,889**	44.0	**375**					**375**	**254,264**	44.1
Sales and marketing expenses	–41,025	–7.1	919		135			1,055	–39,970	–6.9
Research and development expenses	–188,134	–32.6	2,597		2,701	65,422		70,720	–117,414	–20.4
General and administrative expenses	–29,957	–5.2	591	327				918	–29,039	–5.0
Other income	1,839	0.3							1,839	0.3
Operating (loss) / profit (EBIT)	**–3,388**	–0.6	**4,483**	**327**	**2,836**	**65,422**		**73,068**	**69,680**	12.1
Finance income	2,203	0.4						0	2,203	0.4
Finance costs	–11,125	–1.9		186				186	–10,939	–1.9
Share of loss of equity-accounted investees, net of taxes	–199	–0.0							–199	–0.0
(Loss) / profit before income tax (EBT)	**–12,509**	–2.2	**4,483**	**513**	**2,836**	**65,422**		**73,254**	**60,745**	10.5
Income tax benefit / (expense)	3,878	0.7	–1,074	–91	–513	–11,835		–13,513	–9,634	–1.7
Net (loss) / profit	**–8,631**	–1.5	**3,408**	**422**	**2,323**	**53,587**		**59,741**	**51,110**	8.9
Earnings per share in CHF	–1.21								7.17	
Diluted earnings per share in CHF	–1.21								7.01	

Sales, General and Administration (SG&A) expenses (adjusted)

The following table reconcilies Sales, General and Administration (SG&A) expenses (adjusted) from the Adjusted Income Statement:

For the year ended December 31

in CHF 1,000	**2024** (based on IFRS)	in %	Adjustments: Share-based payments	Adjustments: Pension (IAS 19)	Adjustments: Amortization intangible assets	Adjustments: Impairment intangible assets	Adjustments: Restructuring	Adjustments: Sum of Adjustments	**2024** (adjusted)	in %
Sales and marketing expenses	–35,500	–13.5	1,465		135		2,074	3,674	–31,826	–12.1
General and administrative expenses	–34,318	–13.1	1,453	–1,709			2,925	2,669	–31,649	–12.0
Other income	1,870	0.7							1,870	0.7
SG&A expenses	**–67,948**	–25.8	**2,918**	**–1,709**	**135**		**4,999**	**6,343**	**–61,605**	–23.4

For the year ended December 31

in CHF 1,000	**2023** (based on IFRS)	in %	Adjustments: Share-based payments	Adjustments: Pension (IAS 19)	Adjustments: Amortization intangible assets	Adjustments: Impairment intangible assets	Adjustments: Restructuring	Adjustments: Sum of Adjustments	**2023** (adjusted)	in %
Sales and marketing expenses	–41,025	–7.1	919		135			1,055	–39,970	–6.9
General and administrative expenses	–29,957	–5.2	591	327				918	–29,039	–5.0
Other income	1,839	0.3							1,839	0.3
SG&A expenses	**–69,143**	–12.0	**1,510**	**327**	**135**			**1,973**	**–67,170**	–11.6

Earning before Interest, Taxes, Depreciation and Amortization (EBITDA) adjusted

The following table reconcilies Earning before Interest, Taxes, Depreciation and Amortization (EBITDA) adjusted from the Adjusted Income Statement:

For the year ended December 31

			Adjustments							
in CHF 1,000	**2024** (based on IFRS)	in %	Share-based payments	Pension (IAS 19)	Amortization intangible assets	Impairment intangible assets	Restructuring	Sum of Adjustments	**2024** (adjusted)	in %
Operating loss (EBIT)	–112,164	–42.7	7,341	–1,709	2,646	30,992	13,315	52,585	–59,579	–22.7
Depreciation, amortization and impairment	73,774	28.1			–2,646	–30,992	–1,672	–35,311	38,463	14.6
EBITDA	**–38,390**	–14.6	**7,341**	**–1,709**	**0**	**0**	**11,643**	**17,274**	**–21,116**	–8.0

For the year ended December 31

			Adjustments							
in CHF 1,000	**2023** (based on IFRS)	in %	Share-based payments	Pension (IAS 19)	Amortization intangible assets	Impairment intangible assets	Restructuring	Sum of Adjustments	**2023** (adjusted)	in %
Operating (loss) / profit (EBIT)	–3,388	–0.6	4,483	327	2,836	65,422		73,068	69,680	12.1
Depreciation, amortization and impairment	111,001	19.2			–2,836	–65,422		–68,258	42,743	7.4
EBITDA	**107,613**	18.7	**4,483**	**327**	**0**	**0**		**4,810**	**112,423**	19.5

Cash Research and Development expenses (adjusted)

The following table reconcilies Cash Research and Development expenses (adjusted) from the Adjusted Income Statement and Consolidated Statement of Cash Flows.

u-blox capitalizes parts of its investments in R&D. Thus, the R&D expenses recorded in the Income Statements excludes the portion that is capitalized, and includes the amortization of the capitalized assets.

u-blox believes that Cash R&D expenses (adjusted) reflects better the economical investment made by the company in this area.

For the year ended December 31

			Adjustments							
in CHF 1,000	**2024** (based on IFRS)	in %	Share-based payments	Pension (IAS 19)	Amortization intangible assets	Impairment intangible assets	Restructuring	Sum of Adjustments	**2024** (adjusted)	in %
Research and development expenses	–164,311	–62.5	3,982		2,510	30,992	7,999	45,484	–118,826	–45.2
Amortization	25,659	9.8							25,659	9.8
Impairment	30,992	11.8				–30,992		–30,992	0	0.0
Capitalized development costs	–25,549	–9.7							–25,549	–9.7
Cash Research and Development expenses	**–133,208**	–50.7	**3,982**		**2,510**	**0**	**7,999**	**14,492**	**–118,716**	–45.2

For the year ended December 31

in CHF 1,000	**2023** (based on IFRS)	in %	Share-based payments	Pension (IAS 19)	Amortization intangible assets	Impairment intangible assets	Restructuring	Sum of Adjustments	**2023** (adjusted)	in %
			Adjustments							
Research and development expenses	–188,134	–32.6	2,597	0	2,701	65,422		70,720	–117,414	–20.4
Amortization	29,381	5.1							29,381	5.1
Impairment	63,889	11.1				–63,889		–63,889	0	0.0
Capitalized development costs	–41,088	–7.1							–41,088	–7.1
Cash Research and Development expenses	**–135,952**	–23.6	**2,597**		**2,701**	**1,533**		**6,831**	**–129,121**	–22.4

Change in Net Working Capital

The following table reconciles Change in Net Working Capital from the Consolidated Statement of Cash Flows:

in CHF 1,000	**2024**	**2023**
Change in trade and other receivables and prepaid expenses	54,970	–17,888
Change in inventories	33,681	13,892
Change in trade and other payables and accrued expenses	–28,527	–41,887
Change in Net Working Capital	**60,124**	**–45,884**

Free Cash Flow

The following table reconciles Free Cash Flow from the Consolidated Statement of Cash Flows:

in CHF 1,000	**2024**	**2023**
Net cash generated from operating activities	36,752	59,172
Net cash used in investing activities	–26,615	–48,313
Free cash flow	**10,137**	**10,860**

Net Cash

The following table reconciles Net Cash from the Consolidated Statement of Financial Position:

in CHF 1,000	**December 31, 2024**	**December 31, 2023**
Cash and cash equivalents	90,947	126,884
Financial liabilities	0	–40,698
Net Cash	**90,948**	**86,186**

Financial Statements 2024

Content

Consolidated financial statements u-blox Group

Financial statements u-blox Holding AG

These consolidated financial statements should be read in conjunction with the accompanying Notes.

Consolidated statement of financial position

in CHF 1,000	Note	December 31, 2024	December 31, 2023
Assets			
Current assets			
Cash and cash equivalents	6	90,947	126,884
Trade accounts receivable	7	31,095	84,000
Other receivables		9,897	10,643
Current tax assets		2,729	3,008
Inventories	8	61,503	96,954
Prepaid expenses		16,067	17,294
Total current assets		**212,238**	**338,783**
Non-current assets			
Property, plant and equipment	9	10,777	12,849
Right-of-use assets	25	26,364	30,595
Goodwill	10	53,625	52,693
Intangible assets	10	112,902	147,118
Other financial assets		1,530	1,696
Equity-accounted investees	11	0	474
Deferred tax assets	22	20,488	8,898
Total non-current assets		**225,686**	**254,323**
Total assets		**437,924**	**593,106**
Liabilities and equity			
Current liabilities			
Trade accounts payable		12,468	31,367
Other payables		11,044	14,566
Provisions	14	779	3,783
Lease liabilities	25	5,648	5,041
Current tax liabilities		5,598	5,267
Accrued expenses	12	20,932	26,669
Financial liabilities	13	0	40,698
Total current liabilities		**56,469**	**127,391**
Non-current liabilities			
Other payables		4,370	4,109
Provisions	14	14,732	12,364
Pension liabilities	15	16,650	14,800
Lease liabilities	25	24,015	26,838
Deferred tax liabilities	22	725	5,744
Total non-current liabilities		**60,492**	**63,855**
Total liabilities		**116,961**	**191,246**
Shareholders' equity			
Share capital	16	77,821	83,592
Share premium	16	44,018	32,922
Treasury shares		–1,691	–3,521
Cumulative translation differences		–33,537	–37,051
Retained earnings		234,352	325,918
Total equity		**320,963**	**401,860**
Total liabilities and equity		**437,924**	**593,106**

These consolidated financial statements should be read in conjunction with the accompanying Notes.

Consolidated income statement

in CHF 1,000	Note	2024	2023
Revenue	**5**	**262,884**	**576,910**
Cost of sales		–142,789	–323,021
Gross profit		**120,095**	**253,889**
Sales and marketing expenses		–35,500	–41,025
Research and development expenses	19	–164,311	–188,134
General and administrative expenses		–34,318	–29,957
Other income		1,870	1,839
Operating loss (EBIT)		**–112,164**	**–3,388**
Finance income	21	10,122	2,203
Finance costs	21	–2,419	–11,125
Share of loss of equity-accounted investees, net of taxes	11	–82	–199
Loss before income tax (EBT)		**–104,543**	**–12,509**
Income tax benefit	22	15,631	3,878
Net loss		**–88,912**	**–8,631**
Basic earnings per share (in CHF)	17	–12.07	–1.21
Diluted earnings per share (in CHF)	17	–12.07	–1.21

Consolidated statement of comprehensive income

in CHF 1,000	Note	2024	2023
Net loss		**–88,912**	**–8,631**
Other comprehensive income			
Remeasurements on pension liabilities	15	–3,362	–3,380
Income tax benefit on remeasurements on pension liabilities	22	608	612
Items that will not be reclassified to income statement		**–2,754**	**–2,768**
Currency translation differences		3,514	–9,213
Items that are or may be reclassified subsequently to income statement		**3,514**	**–9,213**
Other comprehensive income, net of taxes		**760**	**–11,981**
Total comprehensive income		**–88,152**	**–20,612**

These consolidated financial statements should be read in conjunction with the accompanying Notes.

Consolidated statement of changes in equity

in CHF 1,000	Note	Share capital	Share premium	Treasury shares	Cumulative translation differences	Retained earnings	Total equity
Balance at January 1, 2023		**96,842**	**23,180**	**–27,708**	**–27,838**	**347,522**	**411,998**
Net loss for the period		0	0	0	0	–8,631	–8,631
Other comprehensive income for the period, net of taxes		0	0	0	–9,213	–2,768	–11,981
Total comprehensive income		**0**	**0**	**0**	**–9,213**	**–11,399**	**–20,612**
Share-based payments[1)]	18, 22	0	0	0	0	3,501	3,501
Decrease in par value	16	–14,435	0	282	0	0	–14,153
Options and RSUs exercised during the year, net of transaction costs	16, 18	1,186	9,742	2,779	0	–4,213	9,494
Sale of treasury shares		0	0	21,126	0	–9,493	11,633
Total transactions with equity holders of the parent		**–13,249**	**9,742**	**24,187**	**0**	**–10,204**	**10,475**
Balance at December 31, 2023		**83,592**	**32,922**	**–3,521**	**–37,051**	**325,918**	**401,860**
Net loss for the period		0	0	0	0	–88,912	–88,912
Other comprehensive income for the period, net of taxes		0	0	0	3,514	–2,754	760
Total comprehensive income		**0**	**0**	**0**	**3,514**	**–91,666**	**–88,152**
Share-based payments[1)]	18, 22	0	0	0	0	6,109	6,109
Decrease in par value	16	–7,319	0	0	0	9	–7,310
Options, RSUs and PSUs exercised during the year, net of transaction costs	16, 18	1,548	11,096	1,830	0	–6,018	8,456
Total transactions with equity holders of the parent		**–5,771**	**11,096**	**1,830**	**0**	**100**	**7,255**
Balance at December 31, 2024		**77,821**	**44,018**	**–1,691**	**–33,537**	**234,352**	**320,963**

1) Represents the amount of employee stock option expenses of CHF 7.3 million (2023: CHF 4.5 million) including respective tax effects of CHF –1.2 million (2023: CHF –1.0 million) recognized for 2024 and 2023 respectively.

For further information on share capital and share premium see Note 16.

These consolidated financial statements should be read in conjunction with the accompanying Notes.

Consolidated statement of cash flows

in CHF 1,000	Note	2024	2023
Cash flows from operating activities			
Net loss		–88,912	–8,631
Adjustments for:			
Depreciation	9, 25	12,932	12,051
Amortization	10	29,850	33,528
Impairment of intangible assets	10	30,992	65,422
Share-based payment transactions	18	7,341	4,483
Change of pension liability		–1,544	450
Other non-cash transactions		4,537	1,996
Interest income	21	–3,163	–2,203
Interest expenses	21	1,626	1,730
Share of loss of equity accounted investees	11	82	199
Income tax benefit	22	–15,631	–3,878
Change in trade and other receivables and prepaid expenses		54,970	–17,888
Change in inventories		33,681	13,892
Change in trade and other payables and accrued expenses		–28,527	–41,887
Change in provisions		–735	5,871
Income tax paid		–747	–5,963
Net cash generated from operating activities		**36,752**	**59,172**
Cash flows from investing activities			
Acquisition of property, plant and equipment	9	–3,687	–7,129
Acquisition of intangible assets	10	–26,587	–42,713
Proceeds from disposal of property, plant and equipment	9	64	17
Acquisition of businesses (net of cash acquired)	23	0	–600
Proceeds from sale of marketable securities		0	45
Acquisition of financial assets		–38	–17
Proceeds from disposal of financial assets		470	6
Participation in a capital increase in an associate	11	0	–113
Interest received		3,163	2,191
Net cash used in investing activities		**–26,615**	**–48,313**
Cash flows from financing activities			
Proceeds from exercise of options	18	8,456	9,494
Par value reduction	16	–7,310	–14,153
Proceeds from sale of treasury shares	16	0	11,633
Payments of lease liabilities	25	–5,491	–5,643
Proceeds from financial liabilities	13	0	40,000
Repayment of financial liabilities	13	–40,000	–60,000
Interest paid		–2,344	–1,509
Net cash used in financing activities		**–46,689**	**–20,178**
Net decrease in cash and cash equivalents		**–36,552**	**–9,319**
Cash and cash equivalents at beginning of year		126,884	137,746
Exchange gains / (losses) on cash and cash equivalents		615	–1,543
Cash and cash equivalents at end of year	**6**	**90,947**	**126,884**

These consolidated financial statements should be read in conjunction with the accompanying Notes.

Notes to the consolidated financial statements

1 Corporate information and basis of preparation

u-blox Group ('u-blox' or the 'Group') consists of u-blox Holding AG ('the company' or 'the parent'), incorporated on September 21, 2007 in Thalwil, Switzerland, and its consolidated subsidiaries (together "the Group entities").
The shares of u-blox Holding AG are listed on the International Reporting Standard of the SIX Swiss Exchange.

u-blox' core activities comprise the development, manufacturing and marketing of products and services supporting GPS / GNSS satellite positioning systems. u-blox offers a range of GPS / GNSS positioning products, including satellite receiver chips and chips, receiver modules, receiver boards, antennas and smart antennas which are in use worldwide for navigation, automatic vehicle location, security, traffic control, location-based services, timing and agriculture. Since 2009, u-blox offers also wireless products and services. In 2014 and 2015, u-blox expanded its wireless activities by acquisition into short range radio area. Hardware production is fully outsourced to external contractors.

Statement of compliance and basis of preparation of the consolidated financial statements
The consolidated financial statements have been prepared in accordance with IFRS Accounting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and comply with Swiss law. They have been prepared using the historical cost convention except for items requiring fair value accounting and for net defined benefit obligations, which are measured at fair value of plan assets less the present value of the defined benefit obligations. The consolidated financial statements are presented in Swiss Francs (CHF), rounded to the nearest thousand unless otherwise stated. Due to rounding, the figures presented in the tables may not add up precisely to the total provided. Group entities prepare their individual financial statements using their functional currency, which was identified to be the respective local currency.

The preparation of financial statements in conformity with IFRS requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses as well as disclosure of contingent assets and liabilities. Although these judgments, estimates and assumptions are based on management's best knowledge of current events and actions, actual results may ultimately differ from those estimates. The estimated and underlying assumptions are reviewed on an ongoing basis, and revised if necessary, see Note 3.

2 Material accounting policies

The principal accounting policies applied in the preparation of these consolidated financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Changes in accounting policy and disclosure
The accounting policies applied in these consolidated financial statements are the same as those described in the Group's consolidated financial statements for the year ended December 31, 2023.

Principles of consolidation

The consolidated financial statements include the financial statements of u-blox Holding AG, which provides holding functions, and its subsidiaries and associates, the following entities at December 31, 2024 and 2023:

Company	Share capital (million)	Ownership interest Dec. 31, 2024	Ownership interest Dec. 31, 2023	Function
u-blox AG, CH-Thalwil	CHF 4.23	100%	100%	E, L, S, M, H
u-blox Asia Pacific Ltd., HK-Hong-Kong	USD 0.10	100%	100%	M
u-blox America Inc., US-Reston	USD 0.10	100%	100%	S
u-blox Singapore Pte. Ltd., SG-Singapore	SGD 0.06	100%	100%	M
u-blox Japan K.K., JP-Tokyo	JPY 10.00	100%	100%	M
u-blox Italia S.p.A., IT-Sgonico	EUR 0.40	100%	100%	D, M
u-blox UK Ltd., UK-Reigate	GBP 0.00	100%	100%	D
u-blox San Diego Inc., US-San Diego	USD 0.00	100%	100%	D
u-blox Cambridge Ltd., UK-Cambridge	GBP 0.51	100%	100%	D
u-blox Espoo Oy, FI-Espoo	EUR 0.05	100%	100%	D, M
u-blox Luton Ltd., UK-Luton	GBP 0.00	100%	100%	D
u-blox Lahore (Private) Ltd., PK-Lahore	PKR 14.11	100%	100%	D
u-blox Cork Ltd., IE-Cork	EUR 0.00	100%	100%	D
u-blox Malmö AB, SE-Malmö	SEK 0.83	100%	100%	D, M
u-blox Athens S.A., GR-Athens	EUR 0.18	100%	100%	D
u-blox Berlin GmbH, DE-Berlin	EUR 0.03	100%	100%	D
Sapcorda Services GmbH, DE-Berlin	EUR 0.06	100%	100%	D
u-blox Wireless Technology (Shanghai) Ltd.	RMB 1.45	100%	100%	D
Thingstream Invest AG, CH-Zug	CHF 0.50	100%	100%	H
Thingstream Ltd., UK-Poole	GBP 0.00	100%	100%	D, M
u-blox Chemnitz GmbH, DE-Chemnitz	EUR 0.04	100%	100%	D
u-blox US Holding Inc., US-Delaware	USD 0.00	100%	100%	H
Zero Point Motion Ltd., UK- London [1)]	GBP 0.02	6.2%	10.9%	n/a

E = Engineering and R&D. | L = Logistics. | S = Sales and support. | M = Marketing and sales support. | D = R&D services. | H = Subholding.

1) significant influence lost in 2024 after stepping down from the Board of Directors.

Subsidiaries are all entities that u-blox Holding AG has the ability to control. u-blox Holding AG controls an entity when it is exposed, or has rights, to variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. Subsidiaries are fully consolidated from the date on which control is obtained by the Group. When the Group loses control over a subsidiary, it derecognizes the assets and liabilities of the subsidiary, and any related non-controlling interest and other components of equity. Any resulting gain or loss is recognized in profit or loss. Any interest retained in the former subsidiary is measured at fair value when control is lost.

The Group applies the acquisition method to account for business combinations. The consideration transferred for the acquisition of a subsidiary is the fair value of the assets transferred, the liabilities incurred to the former owners of the acquiree and the equity interests issued by the Group. The consideration transferred includes the fair value of any asset or liability resulting from a contingent consideration arrangement. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date.

The Group recognizes any non-controlling interest in the acquiree on an acquisition-by-acquisition basis, either at fair value or at the non-controlling interest's proportionate share of the recognized amounts of acquiree's identifiable net assets. Acquisition-related costs are expensed as incurred.

Any contingent consideration to be transferred by the Group is recognized at fair value at the acquisition date. If the contingent consideration is classified as equity, then it is not remeasured, and its subsequent settlement is accounted for within equity. Otherwise, subsequent changes in the fair value of the contingent consideration are recognized in the financial result in the income statement.

Goodwill is initially measured as the excess of the aggregate of the consideration transferred, the recognized amount of any non-controlling interests in the acquiree and in a business combination achieved in stages, the acquisition-date fair value of the acquirer's previously held equity interest in the acquiree over the net identifiable assets acquired and liabilities assumed. If this consideration is lower than the fair value of the net assets of the subsidiary acquired, the difference is recognized in profit or loss.

The Group's interests in equity-accounted investees comprise interests in associates. Associates are those entities in which the Group has significant influence, but not control or joint control, over the financial and operating policies. Interests in associates are accounted for using the equity method. They are initially recognized at cost, which includes directly attributable transaction costs. Subsequent to initial recognition, the consolidated financial statements include the Group's share of the profit or loss of equity-accounted investees, until the date on which significant influence ceases.

Intercompany transactions, balances, income and expenses on transactions between Group companies are eliminated. Profits and losses resulting from intercompany transactions that are recognized in assets are also eliminated. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

Foreign currency translation
Items included in the financial statements of each Group company are recognized using the currency of the primary economic environment in which the company operates (functional currency).

Transactions in foreign currencies are translated into the functional currency by applying the exchange rates prevailing on the date of the transaction. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at closing exchange rates are recognized in the income statement.

For consolidation purposes, items in the balance sheet of foreign Group companies are translated into Swiss francs at closing exchange rates, while income statement items are translated at average rates for the respective period. The resulting currency translation differences are recognized in other comprehensive income. In the event of an entity's deconsolidation, currency translation differences are reclassified to the income statement as part of the gain or loss on the entity's divestment or liquidation.

The following rates were used to translate the financial statements of the Group's entities into CHF for consolidation purposes:

	December 31, 2024		December 31, 2023	
	Average rate	**Closing rate**	**Average rate**	**Closing rate**
EUR	0.95273	0.93947	0.97236	0.92826
USD	0.88058	0.90770	0.89858	0.84099
GBP	1.12511	1.13606	1.11712	1.07071
HKD	0.11285	0.11686	0.11477	0.10769
SGD	0.65884	0.66407	0.66923	0.63735
CNY	0.12268	0.12438	0.12717	0.11880
JPY	0.00582	0.00577	0.00641	0.00596
PKR	0.00316	0.00326	0.00323	0.00301
SEK	0.08329	0.08199	0.08473	0.08336

Cash and cash equivalents
Cash and cash equivalents are stated at nominal value. They include cash on hand, bank accounts and fixed-term deposits or call deposits with original terms of less than 3 months.

Trade accounts receivable and other receivables
Trade accounts receivable and other receivables are recognized initially at fair value and subsequently measured at amortized cost, less loss allowances. The loss allowance on trade accounts receivable and other receivables is calculated using the 'expected credit loss' (ECL) model.
See section impairment of financial assets.

Inventories
Inventories consist principally of purchased raw materials, work in progress and finished products which are stated at the lower of cost and net realizable value. Net realizable value is the estimated selling price less the estimated cost of completion and selling expenses. Raw materials consist of components which are assembled by external contractors into finished products. The cost of all inventories is based on the weighted average cost principle and includes costs incurred in acquiring the inventory and bringing it to its present location and condition. It excludes overheads and borrowing costs. Allowances are made for slow-moving items. Obsolete items are written off.

Property, plant and equipment
Property, plant and equipment is stated at acquisition cost less accumulated depreciation and impairment losses. Depreciation is calculated on a straight-line basis over the following useful lives:

	Estimated useful life (years)
Furniture, equipment and vehicles	2–6
IT infrastructure	2–5
Tools and test infrastructure	2–5

Subsequent costs are included in the asset's carrying amount or recognized as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognized. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. At the time of disposal, items of property, plant and equipment are derecognized from the statement of financial position. Any gains or losses on disposal are recognized in the income statement as a component of other income and expenses.

Goodwill
Goodwill resulting from business combinations represents the difference between the purchase considerations paid and the fair value of net assets acquired. Due to indefinite life, it is subject to an annual impairment test.

Intangible assets
Intangible assets are stated at acquisition cost less accumulated amortization and impairment losses. Amortization is calculated on a straight-line basis over the following useful lives:

	Estimated useful life (years)
Intellectual property rights / acquired technology	2–5
Software	2–5
Capitalized development costs	3–7
Customer relationships / other intangible assets	2–5

Capitalized development costs
Development activities involve a plan or design for the production of new or substantially improved products and services. Development expenditures are capitalized if they can be measured reliably, the product or service is technically and commercially feasible, future economic benefits are probable, and the Group intends to and has sufficient resources to complete development and to use or sell the asset. The expenditures capitalized include the cost of materials as well as direct labor and overhead costs that are directly attributable to preparing the asset for its intended use.

The Group expenses research and development costs incurred in the preliminary project stage. To the extent that research and development costs include the development of embedded software, the Group believes that software development is an integral part of the semiconductor design. Therefore, such costs are expensed as incurred until technological feasibility has been established. Thereafter, any additional development costs are capitalized.

Expenditures for research activities undertaken with the prospect of gaining new scientific or technical knowledge and understanding are expensed in profit or loss when incurred. Development costs previously recognized as an expense are not recognized as an asset in a subsequent period.

Capitalized development costs are measured at cost less accumulated amortization and accumulated impairment losses. Amortization commences if the asset (or a part of it) is in use or when the product is released to customers.

Impairment of property, plant and equipment, right-of use assets, goodwill and intangible assets
The carrying amounts of the Group's property, plant and equipment, right-of-use assets and intangible assets are reviewed at each balance sheet date or earlier if a significant event has occurred to determine whether there is any indication of impairment. If any such indication exists, an impairment test is performed. Goodwill is tested for impairment at least every year.

An impairment loss is recognized in the income statement whenever the carrying amount of an asset or CGU exceeds its recoverable amount. Recoverable amount is the higher of fair value less cost of disposal and the asset's or CGU's value in use. In assessing value in use, the estimated future cash flows are discounted to their present value based on the risks specific to the asset(s) or CGU.

An impairment loss is reversed if there is an indication that the impairment loss may no longer exist and there has been a change in the estimates used to determine the recoverable amount. An impairment loss recognized with respect to goodwill is not reversed.

Other financial assets
Other financial assets primarily consist of rent deposits for offices, loans and equity instruments. Rent deposits and loans bear interest at current market rates and are stated at amortized cost, which approximates their fair value. Exchange rate gains and losses on other financial assets are recorded in the income statement. Impairments in value of other financial assets are expensed in the income statement, see section "impairment of financial assets". Equity instruments are classified as "financial assets at fair value through profit and loss", and changes in fair values are included in the income statement.

Impairment of financial asset
The IFRS 9 impairment model applies to financial assets measured at amortized cost, except for investments in equity instruments. Loss allowances are measured on either of the following bases:
- 12-month ECLs: these are ECLs that result from possible default events within the 12 months after the reporting date and
- lifetime ECLs: these are ECLs that result from all possible default events over the expected life of a financial instrument.

Lifetime ECL measurement applies if the credit risk of a financial asset at the reporting date has increased significantly since initial recognition and 12-month ECL measurement applies if it has not. An entity may determine that a financial asset's credit risk has not increased significantly if the asset has low credit risk at the reporting date. However, lifetime ECL measurement always applies for trade accounts receivable without a significant financing component.

The Group calculated ECLs based on actual credit loss experience over the past three years or based on external counterparty credit ratings and include forward-looking information.

Trade and other payables
Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Other payables include other obligations including contingent payments to former shareholders of acquired subsidiaries. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables and other payables are recognized initially at fair value and subsequently measured at amortized cost using the effective interest method.

Leases
For any new contracts, the Group considers whether a contract is, or contains, a lease. A contract is, or contains a lease, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

At the lease commencement date, the Group recognizes a right-of-use asset and a lease liability on the balance sheet. The right-of-use asset is initially measured at cost, which is comprised of the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. For leaseholds the depreciation period is between one and fourteen years.

The Group measures the lease liability at the present value of the lease payments unpaid at the commencement date, discounted with the Group's incremental borrowing rate. The Group determines the incremental borrowing rate by obtaining interest rates from various external financing sources and makes certain adjustments to reflect the terms of the lease, type and location of the asset leased.

Lease payments included in the measurement of the lease liability comprise the fixed payments, variable payments based on an index or rate, amounts expected to be payable under a residual value guarantee and payments arising from options reasonably certain to be exercised.

The lease liability is measured at amortized cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option or if there is a revised in-substance fixed lease payment.

When the lease liability is re-measured in this manner, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The Group has elected not to recognize right-of use assets and lease liabilities for short-term leases with a term of 12 months or less. The Group recognizes lease payments associated to these leases as an expense on a straight-line basis over the lease term. As a practical expedient, the Group elected for the leasehold category not to separate non-lease components from lease components, and instead account for each lease component and any associated non-lease components as a single lease component.

Employee benefits
Pension obligations
Employee benefit plans are operated by certain subsidiaries, depending on the level of coverage provided by government post employment benefit facilities in the respective countries. Such employee benefit plans exist on the basis of both defined contributions and defined benefits.

Contributions to defined contribution plans are recognized as personnel expenses in the period in which they are incurred.

For defined benefit plans, the benefit plan obligation is determined using the projected unit credit method, with valuations being carried out by independent actuaries, usually at the end of each year. The present value of the defined benefit plan obligation less the fair value of the defined benefit plan assets is recognized in the balance sheet as a liability. Remeasurements of the net defined benefit plan assets and liabilities, which comprise actuarial gains and losses, the return on defined benefit plan assets (excluding interest), are recognized immediately as other comprehensive income. Contributions by employees are recognized as a reduction of service cost in the period in which the related service is rendered.

Net interest on the net defined benefit plan assets and liabilities is determined by applying the discount rate used to measure the defined benefit plan obligation at the beginning of the year. Service cost and net interest are recognized in the consolidated income statement as personnel expenses.

Income taxes
The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the balance sheet date in the countries where the company and its subsidiaries operate and generate taxable income.

Deferred income tax is recognized, using the balance sheet liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements. However, deferred tax liabilities are not recognized if they arise from the initial recognition of goodwill; deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates and laws that have been enacted or substantively enacted by the balance sheet date and are expected to apply when the related deferred income tax asset is realized or the deferred income tax liability is settled.

Deferred tax assets on tax loss carry forwards and deductible temporary differences are recognized only to the extent that it is probable that future profits will be available to utilize the deferred tax asset. Deferred income tax is provided on temporary differences arising on investments in subsidiaries, except for deferred income tax liabilities where the timing of the reversal of the temporary difference is controlled by the Group and it is probable that the temporary difference will not reverse in the foreseeable future. Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income taxes assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

Share-based payments
The Group operates equity-settled, share-based compensation plans, under which the entity receives services from employees as consideration for equity instruments (options and shares) of the Group. The fair value of the employee services received in exchange for the grant of the equity instruments is based on a binomial model for options and take into consideration the quoted price for shares in case of RSU respectively PSU, and is recognized as an expense with the counter-entry recognized in equity. The total amount to be expensed is determined by reference to the fair value of the equity instruments granted, excluding the impact of any service and non-market performance vesting conditions.

Non-market performance and service conditions are included in assumptions about the number of equity instruments that are expected to vest. The total expense is recognized over the vesting period, which is the period over which all the specified vesting conditions are to be satisfied.

At the end of each reporting period, the Group revises its estimates of the number of equity instruments that are expected to vest based on the service and non-market vesting conditions.

It recognizes the impact of the revision to original estimates, if any, in the income statement, with a corresponding adjustment to equity. When the options are exercised, the company issues new shares. The proceeds received net of any directly attributable transaction costs are credited to share capital (nominal value) and share premium.

Revenue recognition
Revenue is measured based on the consideration specified in a contract with a customer and excludes amounts collected on behalf of third parties. The Group recognizes revenue when it transfers control over goods to a customer.

The Group sells standardized positioning and wireless products generally via purchase orders to customers, i. e. end customers and distributors. In general, customers obtain control of the goods when they are dispatched from the Group's warehouse. Invoices are generated and revenue is recognized at that point in time. For service revenues, the Group generally recognizes revenues proportionally to the fulfillment of the performance obligations, consistent with the nature, timing and extent of the services provided. Invoices are usually payable within 30 days. Contracts with customers may contain variable consideration such as volume rebates. Variable consideration is generally not constrained as the Group has experience with this type of contracts and it is not probable that a significant reversal in the amount of revenue recognized will occur once the uncertainty associated with the variable consideration is resolved. Contracts include a standard warranty clause to guarantee that the products comply with agreed specifications.

Financial instruments
Financial instruments comprise cash and cash equivalents, trade accounts receivable and parts of other receivables, loans and borrowings, equity instruments, accrued expenses and trade and parts of other payables. These financial instruments are recognized initially at fair value. Subsequent measurement is at amortized cost except for equity instruments and liabilities for contingent consideration, which are subsequently measured at fair value through profit or loss.

Revised IFRSs issued but not yet effective in 2024
The following revised standards, which are or may be applicable to u-blox, have been issued, but are not yet effective and are not applied early in these consolidated financial statements:

Revised / New Standards	Effective date	Planned application by u-blox
Lack of Exchangeability (Amendments to IAS 21)	January 1, 2025	Reporting year 2025
Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7)	January 1, 2026	Reporting year 2026
Annual Improvements to IFRS Accounting Standards (Volume 11)	January 1, 2026	Reporting year 2026
Contracts Referencing Nature-dependent Electricity (Amendments to IFRS 9 and IFRS 7)	January 1, 2026	Reporting year 2026
IFRS 18 Presentation and Disclosure in Financial Statements	January 1, 2027	Reporting year 2027
IFRS 19 Subsidiaries without Public Accountability: Disclosures	January 1, 2027	Reporting year 2027

The impact of IFRS 18 on the consolidated financial statements is currently being assessed.

Changes in presentation
As part of its continuous improvement processes, u-blox has analyzed the presentation of certain non-cash transactions in the statement of consolidated cash flows and has elected to change the presentation of other non-cash transactions, interest income and interest expense to allow for a more meaningful presentation. Comparative figures have been adjusted accordingly. The reclassification did not have an impact on operating cash flows.

3 Critical accounting judgments and estimates

The preparation of the consolidated financial statements is dependent upon estimates and assumptions in applying the accounting policies for which management exercise a certain degree of judgment. In applying the relevant accounting policies to the consolidated financial statements, certain assumptions and estimates are made about the future, which may have a material influence on the amount and presentation of assets and liabilities, revenues and expenses as well as disclosures. The estimates used in preparing the consolidated financial statements and valuations are based on empirical values and other factors which are deemed appropriate in the given circumstances.

The following estimates used and assumptions made in applying the accounting policies have a critical influence on the consolidated financial statements.

Description	Judgmental decisions and estimation insecurity	Further information
Impairment of intangible assets	Assessment of whether an impairment exists, estimates of expected future cash flows, including estimated growth rates, discount rates and estimated useful life.	Note 10
Impairment of goodwill	Key assumptions such as projected cash flows, weighted average cost of capital (WACC) and long-term growth rate for determination of recoverable amount.	Note 10
Provisions	A number of third parties in the wireless sector protect and enforce their intellectual property rights. Reliance on third party technology integrated into some of the Group's products carries the risk of paying royalties for such technology. Defendant in royalty- and warranty-related proceedings incidental to the ordinary course of business. Estimates of outcome and financial effect, probability of occurrence and of expected cash outflow.	Note 14
Pension liability	Assumptions such as discount rates, life expectancy and pension growth increases are required to calculate the present value of the respective defined benefit obligations. These estimates and assumptions used are based on future projections.	Note 15

4 Changes in scope of consolidation

In 2024, u-blox lost its significant influence over Zero Point Motion Ltd after stepping down from the Board of Directors.
In 2023, u-blox lost its significant influence over Robok Ltd after stepping down from the Board of Directors.

5 Segment reporting

The Group develops and distributes chips and modules to locate and connect devices which are mainly used in automotive, industrial and consumer applications. Products and services are marketed and sold by the u-blox worldwide sales organization, which is organized in three geographic regions: EMEA, America and Asia Pacific.

Reportable segments

Reportable segments are determined based on the internal reports that the entity's Chief Operating Decision Maker (CODM) regularly reviews to assess the performance and allocate resources. Consequently, the segments reflect the internal organization and management structure within the Group as well as the internal financial reporting to the CODM, which has been identified as the Board of Directors of u-blox Holding AG.

Internal financial reporting, which is reviewed by the CODM as a basis for operational decision-making and performance assessment, includes financial information of the Group as a whole without further breakdown. Therefore, the business is managed as one reportable segment.

No distinction is made between the accounting policies of the reporting to the CODM and those of the consolidated financial statements.

in CHF 1,000	**2024**	**2023**
Total Revenue	**262,884**	**576,910**
EBITDA[1)]	–38,390	107,614
Depreciation	–12,932	–12,051
Amortization	–29,850	–33,528
Impairment	–30,992	–65,422
Operating loss (EBIT)	**–112,164**	**–3,388**

1) EBITDA is calculated by adding back depreciation, amortization and impairment to Operating profit (EBIT).

Geographic information

u-blox in Switzerland is the main decision-making body and bears the associated business risks. For reasons of maintaining a market presence in proximity to the customers, marketing and sales are managed by three regional managers, respectively. However, resource allocation to these regions is not meaningful as the regional staff is mainly acting as representative of u-blox and regional managers are not part of the management of u-blox. Furthermore, most of the businesses are developed on a global base with partners of u-blox customers involved in various geographic regions.

The following table summarizes revenue by geographic region based on reporting area:

in CHF 1,000	2024	in %	2023	in %
EMEA	92,574	35.2	173,323	30.0
America	46,690	17.8	131,304	22.8
Asia Pacific	123,620	47.0	272,283	47.2
Total	**262,884**	**100.0**	**576,910**	**100.0**

The following table summarizes revenue by geographic region based on customers' location:

in CHF 1,000	2024	in %	2023	in %
EMEA	69,927	26.6	139,586	24.2
thereof Switzerland	284	0.1	1,729	0.3
Germany	13,478	5.1	28,805	5.0
America	43,534	16.6	110,814	19.2
thereof United States of America	27,216	10.4	76,737	13.3
Asia Pacific	149,423	56.8	326,510	56.6
thereof China	73,752	28.1	92,774	16.1
Total	**262,884**	**100.0**	**576,910**	**100.0**

The following table summarizes Property, plant and equipment, Right-of-use assets, Intangible assets and Goodwill by geographic region as allocated:

in CHF 1,000	2024	in %	2023	in %
EMEA	198,399	97.4	235,807	96.9
thereof Switzerland	140,050	68.8	176,062	72.4
Italy	13,541	6.6	14,031	5.8
UK	12,596	6.2	12,509	5.1
Finland	10,379	5.1	10,358	4.3
Sweden	10,271	5.0	10,840	4.5
Germany	5,148	2.5	6,476	2.7
America	3,629	1.8	5,812	2.4
Asia Pacific	1,639	0.8	1,636	0.7
Total	**203,667**	**100.0**	**243,255**	**100.0**

Revenue by market

in CHF 1,000	2024	in %	2023	in %
Automotive	97,859	37.2	169,232	29.3
Consumer	19,759	7.5	21,859	3.8
Industrial	145,266	55.3	385,819	66.9
Total	**262,884**	**100.0**	**576,910**	**100.0**

Revenue by product type

in CHF 1,000	2024	in %	2023	in %
Module	213,199	81.1	468,174	81.2
Chips	48,000	18.3	107,440	18.6
Services	1,685	0.6	1,296	0.2
Total	**262,884**	**100.0**	**576,910**	**100.0**

No individual customer accounted for more than 10% of consolidated sales in 2024 and 2023.

The Group applies the practical expedient in paragraph 121 of IFRS 15 and does not disclose information about remaining performance obligations that have original expected durations of one year or less.

6 Cash and cash equivalents

in CHF 1,000	December 31, 2024	December 31, 2023
Petty cash	6	7
Cash at banks	37,619	39,902
Call and fixed-term deposits	53,322	86,975
Total	**90,947**	**126,884**

7 Trade accounts receivable

in CHF 1,000	December 31, 2024	December 31, 2023
Gross amount	31,508	84,345
Loss allowance	–413	–344
Total	**31,095**	**84,000**

8 Inventories

in CHF 1,000	December 31, 2024	December 31, 2023
Raw material (components)	45,751	66,587
Work in progress	2,080	6,130
Finished products	13,671	24,237
Total	**61,503**	**96,954**

In 2024, inventories of CHF 123.5 million (2023: CHF 300.5 million) were recognized as an expense during the year and included in ‘cost of sales’. This includes the write-down to net realizable value of CHF 3.8 million (2023: CHF 7.9 million) recognized as an expense in cost of sales during the period.

9 Property, plant and equipment

Cost in CHF 1,000	**Furniture, equipment and vehicles**	**IT infra-structure**	**Tools and test infra-structure**	**Total**
Balance at January 1, 2023	**17,879**	**6,056**	**58,439**	**82,374**
Additions	1,102	1,249	4,777	7,129
Disposals	–8	–517	–16	–541
Translation differences	–745	–328	–1,755	–2,828
Balance at December 31, 2023	**18,228**	**6,459**	**61,445**	**86,134**
Additions	94	1,790	1,802	3,687
Disposals	–1,077	–365	–3,269	–4,712
Translation differences	181	100	674	956
Balance at December 31, 2024	**17,426**	**7,985**	**60,653**	**86,065**

Accumulated depreciation in CHF 1,000	**Furniture, equipment and vehicles**	**IT infra-structure**	**Tools and test infra-structure**	**Total**
Balance at January 1, 2023	**16,972**	**4,391**	**48,384**	**69,748**
Depreciation	428	904	4,753	6,085
Disposals	–8	–359	–8	–375
Translation differences	–700	–221	–1,253	–2,174
Balance at December 31, 2023	**16,692**	**4,716**	**51,876**	**73,284**
Depreciation	568	1,155	3,762	5,484
Disposals	–993	–329	–2,933	–4,254
Translation differences	168	65	540	773
Balance at December 31, 2024	**16,436**	**5,607**	**53,244**	**75,287**
Net carrying amount at January 1, 2023	**907**	**1,664**	**10,055**	**12,626**
Net carrying amount at December 31, 2023	**1,536**	**1,744**	**9,569**	**12,849**
Net carrying amount at December 31, 2024	**990**	**2,378**	**7,409**	**10,777**

Disposals mainly pertain to fully depreciated assets that were derecognized upon their retirement.

Depreciation for the year is recorded in the following income statement positions:

in CHF 1,000	**2024**	**2023**
Cost of sales	1,367	2,323
Sales and marketing expenses	135	148
Research and development expenses	3,064	3,047
General and administrative expenses	919	566
Total depreciation	**5,484**	**6,085**

10 Goodwill and intangible assets

Cost in CHF 1,000	**Goodwill**	Intellectual property rights / acquired technology	Software	Capitalized development costs[1]	Customer relation-ships / other intangible assets	**Total intangible assets**
Balance at January 1, 2023	**55,616**	**44,605**	**9,672**	**318,605**	**6,582**	**379,465**
Additions	0	0	1,624	41,088	0	42,713
Disposals	0	0	0	–32,278	0	–32,278
Translation differences	–2,923	–741	–193	0	–213	–1,147
Balance at December 31, 2023	**52,693**	**43,864**	**11,103**	**327,415**	**6,369**	**388,752**
Additions	0	434	604	25,549	0	26,587
Disposals	0	–2,801	–74	0	0	–2,875
Translation differences	932	76	54	0	59	189
Balance at December 31, 2024	**53,625**	**41,573**	**11,688**	**352,965**	**6,428**	**412,654**

Accumulated amortization and impairment losses in CHF 1,000	**Goodwill**	Intellectual property rights / acquired technology	Software	Capitalized development costs	Customer relation-ships / other intangible assets	**Total intangible assets**
Balance at January 1, 2023	**0**	**36,344**	**8,175**	**125,213**	**6,278**	**176,010**
Amortization	0	3,311	700	29,381	135	33,528
Impairment	0	1,534	0	63,889	0	65,422
Disposals	0	0	0	–32,278	0	–32,278
Translation differences	0	–659	–176	0	–213	–1,048
Balance at December 31, 2023	**0**	**40,529**	**8,700**	**186,205**	**6,200**	**241,634**
Amortization	0	3,221	834	25,659	135	29,850
Impairment	0	0	0	30,992	0	30,992
Disposals	0	–2,801	–74	0	0	–2,875
Translation differences	0	51	40	0	59	150
Balance at December 31, 2024	**0**	**41,001**	**9,500**	**242,856**	**6,394**	**299,751**
Net carrying amount at January 1, 2023	**55,616**	**8,260**	**1,497**	**193,392**	**305**	**203,455**
Net carrying amount at December 31, 2023	**52,693**	**3,334**	**2,404**	**141,211**	**169**	**147,118**
Net carrying amount at December 31, 2024	**53,625**	**572**	**2,188**	**110,108**	**34**	**112,902**

[1] The capitalized development costs consist primarily of internally developed costs.

Disposals mainly pertain to fully amortized or impaired assets that were derecognized upon their retirement.

Amortization and impairment for the year is recorded in the following income statement positions:

in CHF 1,000	**2024**	**2023**
Cost of sales	54	199
Sales and marketing expenses	135	135
Research and development expenses	60,172	98,263
General and administrative expenses	480	353
Total amortization and impairment	**60,842**	**98,950**

Impairment of intangible assets
In 2024, the Group recognized CHF 31.0 million of impairment losses on capitalized development costs. The impairment has been allocated to four lines of Cellular products that represent individual CGUs. The recoverable amount of these CGUs was estimated based on the present value of the future cash flows expected to be derived from the CGUs (value in use). The expected future cash flows reflected changing market dynamics. The value in use for the CGUs was estimated to be zero and consequently, an impairment was recognized.
During 2023, the Group recognized CHF 65.4 million of impairment losses on intangible assets. The impairment was due to the decision to discontinue the future cellular chip development. Each of those development projects was deemed an individual cash generating unit ('CGU'). The impairment charge in 2024 and 2023 was recognized in 'Research and development expenses' and relates to intangible assets in 'Capitalized development costs' (2023: 'Intellectual property rights / acquired technology' in addition).
For the calculation, a pre-tax discount rate of 10.80% (2023: 9.78%) was used.

Goodwill
Goodwill has been allocated to a group of CGUs, which represents the lowest level on which it is monitored for internal management purposes. The group of CGUs is identical to the Group's operating segment.

Impairment of CGUs containing goodwill
The carrying amount of the assets of the group of CGUs, including allocated goodwill, is tested for impairment at least annually. The value in use is thereby determined based on future discounted cash flows. As a basis for the calculation, the five-year mid-term plan is used. Subsequent years are included using a perpetual annuity. The projections are based on knowledge and experience and on judgments made by management as to the probable economic development. Consequently, it is assumed that for all CGUs, there are no planned significant changes in their organization. The underlying projections for the next five years are therefore calculated based on historical amounts and the latest market estimates. Pre-tax discount rates were applied in determining the recoverable amount of the units. The discount rates were estimated based on an industry weighted average cost of capital.

Following parameters have been used for the calculations:

		2024		**2023**
	Pre tax discount rate	**Growth rate (residual value)**	**Pre tax discount rate**	**Growth rate (residual value)**
Goodwill	10.80%	3%	9.78%	3%

The growth rate does not exceed the long-term average growth rate for the industry.

The estimated recoverable amount of the group of CGUs exceeded its carrying amount. No reasonably possible changes in key assumptions would cause the recoverable amount to fall short of the carrying amount of goodwill.

11 Equity accounted investees

u-blox occasionally invests in start-up companies, which develop products and services supporting GPS / GNSS satellite positioning systems. In 2024, u-blox lost its significant influence over one associate which was reclassified to other financial assets as a result. As of December 31, 2024, the Group does not have significant influence over any associate (2023: one associate).

The following table shows the reconciliation of movements of equity-accounted investees:

in CHF 1,000	**2024**	**2023**
Balance at January 1	**474**	**582**
Capital increase	0	113
Share of net results	–82	–199
Translation differences	26	–22
Reclassification to other financial assets	–418	0
Balance at December 31	**0**	**474**

12 Accrued expenses

in CHF 1,000	**December 31, 2024**	**December 31, 2023**
Personnel related	12,916	16,906
Other accruals	8,016	9,763
Total	**20,932**	**26,669**
thereof classified as financial liabilities (Note 23)	8,016	9,763

Accrued expenses include accruals for personnel (such as bonus, social security etc.) as well as licenses, insurance premiums, warranties, attorney fees and administration services.

13 Financial liabilities

On May 7, 2024, the short-term overdraft bank facility in the amount of CHF 40 million was paid back in full.

On May 8, 2023, the Group made use of CHF 40 million of the short-term overdraft bank facility at 2.7% interest.

On April 18, 2023, the bond in the amount of CHF 60 million was paid back in full.

The following table shows the reconciliation of financial liabilities to net cash from financing activities in the statement of cash flows.

in CHF 1,000	2024	2023
Balance at January 1	**40,698**	**59,969**
Changes from financing cash flows		
Proceeds from financial liabilities	0	40,000
Repayments of financial liabilities	–40,000	–60,000
Total changes from financing cash flows	**–40,000**	**–20,000**
Other changes		
Interest expense	793	981
Interest paid	–1,491	–825
Other	0	573
Total other changes	**–698**	**729**
Balance at December 31	**0**	**40,698**

14 Provisions

in CHF 1,000	Royalties	Other	Total provisions
Balance at January 1, 2024	**12,520**	**3,625**	**16,145**
Used	0	–1,241	–1,241
Additions	728	914	1,642
Release	0	–1,136	–1,136
Translation differences	0	101	101
Balance at December 31, 2024	**13,248**	**2,262**	**15,510**
thereof current	0	779	779
thereof non-current	13,248	1,484	14,732

Royalties

u-blox' products are designed to conform to certain wireless industry standards which are based on certain patented technologies. A provision for royalty payments is recorded which is estimated to be due to these patent holders once the license agreements are concluded with them. The provision is based on absolute amounts, and on a percentage of individual product revenues and is recorded at the time revenue is recognized. Should the actual royalties to be paid under license agreements signed in the future differ from the estimates, the royalty provision would be revised. Provisions for royalties considered to have a duration of less than one year, more than one year respectively, are classified as current, as non-current respectively. Provisions are recorded based on the best estimate of future probable economic outflow. Management believes that these provisions are sufficient.

Other
The provision for “Other” mainly relates to long-service leave expenses. The release in “Other” related to a license lawsuit. The license lawsuit was dropped in 2024.

15 Pension liability

The Group maintains defined benefit plans in Switzerland, Greece and partly in Italy and defined contribution plans in the United Kingdom (UK), Ireland, partly in Italy, Germany, Sweden, Finland, the United States of America (USA), Pakistan and Japan. These plans comply with prevailing legal requirements to cover the majority of employees in the event of retirement, death and disability. The most significant plans are in Switzerland, accounting for 99% of u-blox' entire defined benefit obligation and 100% of the plan assets.

The Swiss pension plans are governed by the Swiss Federal Law on Occupational Retirement, Survivors’ and Disability Pension Plans (BVG), which stipulates that pension plans are to be managed by independent, legally autonomous units. The assets of the pension plan are held within a separate fund and cannot revert to the employer. The ultimate governing body of a post-employment benefit plan (Board of Trustees) is composed of equal numbers of employee and employer representatives. Post-employment benefit plans are overseen by a regulator as well as by a state supervisory board.

The Board of Trustees is responsible for the investment strategy and policy, the fund’s objectives, benefit obligations (asset and liability management) and risk capacity. The Board of Trustees has delegated the implementation of the investment policy to an Investment Committee which is composed of equal numbers of employees and employer representatives. All governing and administration bodies have an obligation to act in the interests of the plan participants.

In Switzerland, the Group contributes to three pension plans funded via two different pension funds. There is a base plan for all employees and a supplementary plan for employees with salaries exceeding a certain limit. Both plans provide benefits depending on the pension savings at retirement. The base plan includes certain legal minimum interest credits of 1.25% to the pension savings (i. e., investment return; 2023: 1.0%) and guaranteed rates of conversion of pension savings into an annuity at retirement. Plan participants are insured against the financial consequences of old age, disability and death. The various benefits are defined in regulations, with the BVG specifying the minimum benefits that are to be provided. The two pension funds are collective funds. The pension funds are legally separated from the Group.

In case of an underfunding of the pension plan, various measures can be taken such as adjusting the pension commitment by altering the conversion rates of increasing current contributions of both employer and employee.

The third plan covers the salary that is not insured by the collective fund. Benefits are provided in the event of retirement, death, or disability. Those are based on insured salary and on an individual old age account. The plan is funded by assets held within a separate independent legal entity and is financed by contributions paid by the employees and by the employer. Plan participants have the choice of investment strategy for the individual accounts and three savings models. There is no guarantee of interest rate to be allocated to these accounts.

Movement in net defined benefit liability

The following table shows the net defined benefit liability and its components. The movements in the table below represent mainly the Swiss plan. The unfunded Italian and Greek plans are also included but have no significant impact on the movements.

	Defined benefit obligation		Fair value of plan assets		Net defined benefit liability	
in CHF 1,000	**2024**	**2023**	**2024**	**2023**	**2024**	**2023**
Balance at January 1	**89,596**	**82,068**	**–74,796**	**–71,151**	**14,800**	**10,917**
Included in income statement						
Current service cost	5,222	4,171	0	0	5,222	4,171
Past service cost	–2,738	0	0	0	–2,738	0
Interest cost / (income)	1,303	1,827	–1,123	–1,641	180	186
Administration cost	0	0	68	70	68	70
	3,787	**5,998**	**–1,055**	**–1,571**	**2,732**	**4,427**
Included in other comprehensive income						
Remeasurements loss / (gain): – Actuarial loss / (gain) arising from:						
– financial assumptions	3,461	5,053	0	0	3,461	5,053
– experience adjustments	7,441	–115	0	0	7,441	–115
– demographic assumptions	0	–57	0	0	0	–57
– return on plan assets excluding interest income	0	0	–7,540	–1,501	–7,540	–1,501
	10,902	**4,881**	**–7,540**	**–1,501**	**3,362**	**3,380**
Other						
Contributions by employer	0	0	–4,212	–3,900	–4,212	–3,900
Plan participants' contributions	2,526	2,366	–2,526	–2,366	0	0
Benefits paid, net	–5,427	–5,693	5,390	5,693	–37	0
Exchange rate differences	5	–24	0	0	5	–24
	–2,896	**–3,351**	**–1,348**	**–573**	**–4,244**	**–3,924**
Balance at December 31	**101,389**	**89,596**	**–84,739**	**–74,796**	**16,650**	**14,800**
thereof funded					16,291	14,452
thereof unfunded (refers to the Italian and Greek pension plans)					359	348

Past service cost recorded in 2024 relates to the increased retirement age of women and the reduction in conversion rates.

The expected contribution of the Group for defined benefit plans for the financial year 2025 amounts to CHF 4,101 thousand (2024: CHF 3,959 thousand).

Principal actuarial assumptions (Swiss plan only)

Calculation of defined benefit obligations	**December 31, 2024**	**December 31, 2023**
Discount rate	0.95%	1.50%
Salary growth	1.25%	1.75%
Future pension indexations	0.00%	0.00%
Mortality table	BVG 2020G	BVG 2020G

At December 31, 2024, the weighted-average duration of the defined benefit obligation for the Swiss plan was 17.6 years (2023: 17.5 years).

Sensitivity analysis
The calculation of the defined benefit obligation is sensitive to significant actuarial assumptions. The impact of a change in the respective assumptions on the defined benefit obligation at the end of the reporting period would be as follows:

	2024	2023	2024	2023
Change	0.25%	0.25%	–0.25%	–0.25%
in CHF 1,000				
Change of the discount rate	–2,744	–2,455	2,969	2,650
Salary growth	149	117	–169	–134
Pension growth	1,388	1,252	–1,329	–1,201
	–1 Year	–1 Year	+1 Year	+1 Year
Life expectancy	–1,083	–959	1,086	956

The sensitivity analysis is based on realistically possible changes as of the end of the reporting period. Each change in a significant actuarial assumption was analyzed separately as part of the test. Interdependencies were not considered.

Asset classes (Swiss plan only)

in CHF 1,000	2024	2023
Cash and cash equivalents	4,502	1,554
Equity instruments	32,136	28,139
Debt instruments	21,567	22,604
Real estate	5,590	5,283
Investment funds	17,435	14,333
Other	3,509	2,883
Total fair value of plan assets	**84,739**	**74,796**

All equity securities and bonds have quoted prices in active markets.

The investment strategy pursues the goal of achieving the highest possible return on assets within the framework of its risk tolerance and thus of generating income on a long-term basis in order to meet all financial obligations. This is achieved through a broad diversification of risks over various investment categories, markets, currencies and industry segments in both developed and emerging markets. The assets also do not contain any shares of u-blox Holding AG. Investments in real estate are undertaken solely via real estate funds. There are no direct holdings of real estate.

Defined contribution plans
In 2024, Group contributions recognized as an expense for defined contribution plans were CHF 5,330 thousand (2023: CHF 5,331 thousand).

16 Share capital and share premium

	Number of shares	Ordinary share capital CHF 1,000	Share premium CHF 1,000
Balance at January 1, 2023	**7,173,448**	**96,842**	**23,181**
Decrease in par value	0	–14,435	0
Options, RSUs and PSUs exercised during the year	95,436	1,186	9,742
Balance at December 31, 2023	**7,268,884**	**83,592**	**32,922**
Decrease in par value	0	–7,319	0
Options, RSUs and PSUs exercised during the year	142,605	1,548	11,096
Balance at December 31, 2024	**7,411,489**	**77,821**	**44,018**

Ordinary share capital

The share capital consists of 7,411,489 (2023: 7,268,884) fully paid-in registered shares with a nominal value of CHF 10.50 (2023: CHF 11.50) each. Holders of these shares are entitled to receive dividends as declared and are entitled to one vote per share at general meetings of the Company. All rights attached to the Company's shares held by the Group are suspended until those shares are reissued. During 2024, the par value was decreased by CHF 1.00 (2023: CHF 2.00) per share, resulting in a payment to shareholders (excluding treasury shares) of CHF 7.3 million (2023 CHF 14.2 million).

Capital band

At the general meeting held on April 18, 2024, the Board of Directors was authorized to increase, decrease respectively, the share capital through the issuance, cancellation respectively, of 731,939 (2023: to increase by 721,771) fully paid-in registered shares with a nominal value of CHF 10.50 (2023: CHF 11.50), by April 2029 (2023: April 2028), at the latest.

Conditional share capital

At the general meeting held on April 18, 2024, the shareholders resolved that the Board of Directors shall be authorized to increase the share capital by 365,969 (2023: 309,718) fully paid-in registered shares with a nominal value of CHF 10.50 (2023: CHF 11.50) up to CHF 3,842,674.50 (2023: CHF 3,561,757). The conditional share capital is used for the exercise of share-based compensation plans as approved by the Board of Directors. In 2024, 142,605 (2023: 95,436) shares out of the conditional capital served exercises from the share-based compensation programs. Share capital increased by the nominal value. Share premium increased by the difference of market value less nominal value and less cost of conditional capital increase. The difference between strike price and market value was presented within retained earnings. The cost of conditional capital increase amounted to CHF 126 thousand in 2024 (2023: CHF 109 thousand).

Share premium

The share premium comprise the statutory share premium of u-blox Holding AG.

Treasury shares

At December 31, 2024, the Group held 9,609 (2023: 20,002) of the Group's shares. In 2024, 10,393 (2023: 15,622) treasury shares served exercises from the share-based payment plans. For exercised options, the difference between strike price and book value of the Group's shares was presented within retained earnings, while for RSU and PSU, it is the book value of the Group's shares. In 2023, 120,000 treasury shares were sold to a third party at an average selling price of CHF 96.94. The sale resulted in a deficit of CHF 9.5 million, which was presented within retained earnings.

The reserve for the Group's treasury shares comprises the cost of u-blox shares held by the Group at December 31, 2024.

17 Earnings per share

Basic earnings per share are calculated by dividing the net profit attributable to the equity holders of u-blox Holding AG by the weighted average number of shares outstanding during the year. In the case of diluted earnings per share, the weighted average number of shares outstanding is adjusted assuming all outstanding dilutive share-based payment programs will be exercised.

	2024	2023
Net loss (in CHF 1,000)	**–88,912**	**–8,631**
Weighted average number of outstanding shares (basic)	**7,365,437**	**7,127,209**
Effect of share-based compensation programs	n/a	n/a
Weighted average number of outstanding shares (diluted)	**7,365,437**	**7,127,209**
Basic earnings per share (in CHF)	**–12.07**	**–1.21**
Diluted earnings per share (in CHF)	**–12.07**	**–1.21**

At December 31, 2024, the Group had 399,804 (2023: 701,169) outstanding options, 138,388 (2023: 74,165) RSUs and 22,835 (2023: 11,803) PSUs granted to employees. See Note 18.

18 Employee compensation and benefits

Personnel expenses
Personnel expenses included in operating expenses consist of the following:

in CHF 1,000	2024	2023
Salaries	94,978	79,718
Share-based payments	7,341	4,483
Social taxes	14,705	14,640
Pension cost	7,845	9,572
Other personnel related expenses	5,076	6,410
Total personnel expenses	**129,945**	**114,823**

Share based compensation
Starting 2023, the company introduced the Restricted Share Unit (RSU) program for employees and the Performance Share Unit (PSU) program for the Executive Committee. These two programs follow the employee stock option plan (ESOP) which phases out when all granted stock options are either exercised, expired or forfeited. In 2024 and 2023, no new options were granted from the ESOP. The RSU and PSU programs as well as the ESOP are equity-settled share-based payment plans.

RSU
Under this plan, RSUs are granted on May 1 to eligible employees of the Group. With the grant of one RSU, the participants of the program are entitled to receive one u-blox Holding AG share after three years of service from the grant date, provided that they are in an unterminated employment relationship. Accelerated vesting is possible for defined events like retirement or restructuring.

The following table shows the movements in the RSU program:

	2024	2023
	Number of RSUs	Number of RSUs
Outstanding at January 1	**74,165**	**0**
Granted	82,484	74,861
Exercised	–13,227	–208
Forfeited	–5,034	–488
Outstanding at December 31	**138,388**	**74,165**

The fair value of the RSUs granted is based on a valuation model taking into account different parameters such as the u-blox Holding AG share price at the grant date and the net present value of the dividends expected to be paid during the holding period.

The fair value of RSUs granted during 2024 was CHF 85.10 (2023: CHF 107.60).

The weighted-average share price at the date of exercise in 2024 was CHF 72.56 (2023: CHF 85.70).

PSU
Under this plan, PSUs are granted on January 1 to members of the Executive Committee. With the grant of one PSU, the participants of the program are entitled to receive 0.0 to 1.5 u-blox Holding AG shares after three years of service from the grant date, provided that they are in an unterminated employment relationship. Accelerated vesting is possible for defined events like retirement or restructuring.

The number of shares allocated per PSU at the end of the vesting period varies depending on the achievement of performance thresholds in terms of the adjusted EBITDA margin, which are defined for each grant. The achievement factor is measured based on a three-year average of the annual adjusted EBITDA margin following the grant. Management calculates EBITDA (earnings before interest, taxes, depreciation and amortization) by adding back depreciation and amortization to Operating Profit (EBIT), each determined in accordance with IFRS. Adjusted EBITDA excludes impacts from share-based payments, impacts from IAS 19 , amortization of intangible assets acquired, impairments and non-recurring expenses.

The following table shows the movements in the PSU program:

	2024 Number of PSUs	2023 Number of PSUs
Outstanding at January 1	**11,803**	**0**
Granted	13,981	11,803
Exercised	–2,949	0
Outstanding at December 31	**22,835**	**11,803**

The fair value of the PSUs granted is based on a valuation model taking into accounting different parameters such as the u-blox Holding AG share price at the grant date and the net present value of the dividends expected to be paid during the holding period.

The fair value of PSUs granted during 2024 was CHF 99.90 (2023: CHF 110.20).

The weighted-average share price at the date of exercise in 2024 was CHF 91.20.

Employee stock option plan
Employees of the Group were entitled to receive options under a stock option plan with a vesting period of three years and an option period of 6 years. The exercise price was determined by the Board of Directors. For US, UK (for part of the grant), Belgium and Finland residents, the exercise price equals the closing price of the share on the SIX Swiss Exchange on the grant date. For all other employees, the exercise price is the volume weighted average share price of the company on the SIX Swiss Exchange during the thirty trading days preceding and including the grant date or the closing price of the share on the SIX Swiss Exchange on the grant date. One option grants the right to purchase one u-blox Holding AG share.

The following table shows the movements in outstanding employee stock options:

	2024		2023	
	Weighted average exercise price in CHF	**Number of options**	**Weighted average exercise price in CHF**	**Number of options**
Opening balance	**93.15**	**701,169**	**105.9**	**973,589**
Exercised	62.82	–136,822	86.67	–110,850
Forfeited	74.41	–34,945	98.35	–23,963
Expired	191.59	–129,598	187.66	–137,607
Ending balance	**73.25**	**399,804**	**93.15**	**701,169**
thereof vested and exercisable	76.66	210,851	135.47	284,000

The weighted-average share price at the date of exercise for stock options exercised in 2024 was CHF 90.95 (2023: CHF 115.33).

The following table summarizes the employee stock options outstanding at December 31, 2024, and December 31, 2023 respectively:

Expiry date	**Exercise Price CHF**	**Options outstanding at December 31, 2024**	**Options outstanding at December 31, 2023**
2024	191.55	n/a	109,264
2024	191.80	n/a	20,334
2025	78.95	26,210	43,570
2025	78.95	3,905	5,669
2026	91.87	80,126	89,297
2026	97.80	12,960	15,866
2027	58.85	76,056	168,440
2027	58.85	11,594	33,174
2028	69.25	158,583	176,900
2028	70.45	30,370	38,655
Total	**73.25**	**399,804**	**701,169**
Weighted average remaining expected life at December 31		2.0 years	2.2 years
Weighted average remaining contractual life at December 31		2.1 years	2.5 years

19 Research and development

in CHF 1,000	2024	2023
Research and development expenditures	100,003	83,461
Depreciation	4,135	6,410
Amortization	29,180	32,841
Impairment	30,992	65,422
Total research and development expenses	**164,311**	**188,134**

20 Operating expenses by nature

in CHF 1,000	Note	2024	2023
Material costs	8	123,487	300,475
Personnel expenses	18	129,945	114,823
Depreciation	9, 25	12,932	12,051
Amortization	10	29,850	33,528
Impairment	10	30,992	65,422
Travel- and representation expenses		2,616	5,169
Administration expenses		9,843	13,765
Marketing expenses		3,510	4,138
Other expenses		33,742	32,765
Total		**376,917**	**582,137**

The position other expenses mainly consists of product development and software maintenance expenses.

21 Finance income / finance costs

in CHF 1,000	2024	2023
Interest income	3,163	2,203
Foreign exchange gain, net	6,959	0
Finance income	**10,122**	**2,203**
Interest expenses	–1,626	–1,730
Financial assets at FVTPL – net change in fair value	–126	0
Financial liabilities at FVTPL – net change in fair value	–215	–229
Other finance expenses	–452	–196
Foreign exchange loss, net	0	–8,970
Finance costs	**–2,419**	**–11,125**
Total, net	**7,703**	**–8,922**

All finance income and costs from financial assets and financial liabilities have been recognized in the income statement.

22 Income tax expense

Income taxes can be analyzed as follows:

in CHF 1,000	**2024**	**2023**
Current income taxes	1,379	3,134
Deferred income taxes	–17,010	–7,012
Total income tax benefit	**–15,631**	**–3,878**

The Group has operations in various locations, where differing tax laws and income tax rates apply. Consequently, the effective tax rate on consolidated income may vary from year to year, based on the source of earnings. The reconciliation between the effective income tax and the expected income tax based on the consolidated profit / loss before income tax computed with the expected tax rate of the main operating company in Thalwil, is as follows:

in CHF 1,000	**2024**	**2023**
Loss before income tax	**–104,543**	**–12,509**
Applicable Group tax rate	18.1%	18.1%
Expected income tax benefit	–18,912	–2,263
Effect of different tax rates	92	10
Non-tax-deductible expenses	652	259
Tax-exempt income	–92	–611
Prior year items	305	782
R&D tax credits	–153	–1,241
Tax loss carry forwards not recognized or derecognized in current year	1,386	427
Effect from share-based payments	1,065	–1,018
Utilization of previously unrecognized tax losses	–168	–139
Other	195	–85
Effective income tax benefit	**–15,631**	**–3,878**

Deferred tax assets and liabilities

The following table summarizes the movement in the net deferred tax assets, liabilities respectively:

in CHF 1,000	**2024**	**2023**
Deferred income tax assets / (liabilities), net at January 1	**3,154**	**–3,163**
Deferred income taxes recognized in the income statement	17,010	7,012
Deferred income taxes recognized as other comprehensive income	–623	–370
Currency translation differences	222	–325
Deferred income tax assets, net at December 31	**19,763**	**3,154**

Effects of temporary differences and tax loss carry forwards that give rise to significant components of deferred tax assets and deferred tax liabilities are as follows:

in CHF 1,000	December 31, 2024 Deferred tax assets	December 31, 2024 Deferred tax liabilities	December 31, 2023 Deferred tax assets	December 31, 2023 Deferred tax liabilities
Inventories	0	0	0	4,523
Property, plant and equipment	486	103	393	180
Right-of-use assets	0	5,548	0	6,169
Intangible assets	0	38	0	191
Accrued expenses	489	0	917	0
Provisions	1,932	0	486	0
Pension liabilities	2,994	0	2,659	0
Lease liabilities	6,495	0	6,453	0
Other liabilities	5	472	0	630
Share based compensation	0	1,424	3,728	2,469
Tax loss carry forwards	14,947	0	2,680	0
Deferred tax assets / liabilities (gross)	**27,349**	**7,586**	**17,316**	**14,162**
Netting	–6,861	–6,861	–8,418	–8,418
Deferred tax assets / liabilities (net)	**20,488**	**725**	**8,898**	**5,744**

In 2024, the Group's principal entity incurred a tax loss of CHF 77.8 million. Management has assessed the recoverability of cumulative tax losses, which expire after 7 years. Based on the five-year business plan, the Group's principal entity is expected to generate taxable profits to utilize the recognized tax loss carry forwards.

The Group has unrecognized tax loss carry forwards in the amount of CHF 15.5 million (2023: CHF 11.6 million) from several subsidiaries, whereof the majority of tax loss carry forwards does not expire. Based on the five-year business plan, it is uncertain that the respective subsidiaries will generate taxable profits.

In 2024, the intrinsic value of the employee stock options exceeded the cumulative amount recognised as a share-based payment expense. The excess deferred income taxes in the amount of CHF –1.2 million (2023: CHF –1.0 million) were recognised directly in equity.

In 2024, deferred income taxes in the amount CHF 0.6 million (2023: CHF 0.6 million) were recognized in other comprehensive income relating to the remeasurement of the pension liability.

23 Financial risk management

Financial instruments

The following table shows the carrying amount of financial assets and financial liabilities.

in CHF 1,000	December 31, 2024	December 31, 2023
Cash and cash equivalents	90,947	126,884
Trade accounts receivable	31,095	84,000
Other receivables	3,240	2,226
Other financial assets	1,238	1,696
Financial assets at amortized cost	**126,521**	**214,806**
Other financial assets	292	0
Financial assets at fair value through profit or loss	**292**	**0**
Trade accounts payable	12,468	31,367
Other payables	8,674	10,799
Accrued expenses	8,016	9,763
Lease liabilities	29,663	31,879
Financial liabilities	0	40,698
Liabilities at amortized cost	**58,821**	**124,506**
Contingent consideration	4,370	4,109
Liabilities at fair value through profit or loss	**4,370**	**4,109**

With the exception of lease liabilities, the carrying amounts above are a reasonable approximation of the fair values.

Financial assets at fair value through profit or loss consist of unquoted equity instruments. The contingent consideration contains a non-current liability to the former shareholders of Sapcorda Services GmbH. The valuation technique applied is discounted cash flow. The valuation model considers the present value of the expected future cash flows, discounted using a risk-adjusted discount rate.

Fair value hierarchy

The different levels of financial instruments carried at fair value or for which the fair value is disclosed have been defined as follows in the table below:

Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities.
Level 2: inputs other than quoted prices included within level 1 that are observable for the asset or the liability, either directly (i. e. as prices) or indirectly (i. e. derived from prices).
Level 3: inputs for assets or liabilities that are not based on observable market data (unobservable inputs).

December 31, 2024 in CHF 1,000	Carrying amounts Total	Level 1	Fair value Level 2	Level 3
Financial assets at FVtPL	292	0	0	292
Total assets	**292**	**0**	**0**	**292**
Contingent consideration	4,370	0	0	4,370
Total liabilities	**4,370**	**0**	**0**	**4,370**

December 31, 2023 in CHF 1,000	Carrying amounts Total	Level 1	Fair value Level 2	Level 3
Contingent consideration	4,109	0	0	4,109
Total liabilities	**4,109**	**0**	**0**	**4,109**

There were no reclassifications between the various levels in 2024 and 2023. The Group has not disclosed the fair value for financial instruments such as trade accounts receivable and payables, because their carrying amounts are a reasonable approximation of fair value.

The following table shows a reconciliation from the beginning balances to the ending balances for fair value measurements in level 3 of the fair value hierarchy:

Financial assets at fair value through profit or loss

in CHF 1,000	2024	2023
Balance at January 1	**0**	**0**
Reclass from equity-accounted investees	418	0
For the period recognized in finance expenses	–126	0
Balance at December 31	**292**	**0**

Contingent consideration

in CHF 1,000	2024	2023
Balance at January 1	**4,109**	**4,757**
Payment of contingent consideration	0	–600
For the period recognized in finance expenses	215	229
Translation differences	46	–276
Balance at December 31	**4,370**	**4,109**

Risk exposure
The Group has exposure to the following risks from its use of financial instruments:

a) Credit risk
b) Liquidity risk
c) Market risk
c1) Interest rate risk
c2) Currency risk

This Note presents information about the Group's exposure to each of the above risks, the Group's objectives, policies and processes for measuring and managing risk. Further quantitative disclosures are included throughout these consolidated financial statements.

The Board of Directors has overall responsibility for the establishment and oversight of the Group's risk management framework. The Group's risk management policies are established to identify and analyze the risks faced by the Group, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Group's activities. The Group, through its training and management standards and procedures, aims to develop a disciplined and constructive control environment in which all employees understand their roles and obligations.

a) Credit risk
Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations and arises principally from the Group’s cash and cash equivalents, trade accounts receivable from customers and investment securities.

Trade accounts receivable
The Group’s exposure to credit risk is influenced mainly by the individual characteristics of each customer. The demographics of the Group’s customer base, including the default risk of the industry and country in which customers operate, has less of an influence on credit risk. In general, the Group minimizes part of the credit risk as far as possible through credit insurance or a requirement of customers to either guarantee their payment by Letter of Credit or to make a payment in advance. Collections and payments are continuously monitored.

u-blox has entered into a credit insurance agreement with Allianz. Under this agreement, 95% of the agreed credit line for each customer is insured. For new customer, Allianz conducts a credit assessment and assigns a defined credit limit. As long as the outstanding invoices from u-blox customers remain within the approved credit limits, Allianz guarantees coverage of 95% of the receivables in the event of a loss. Consequently, the maximum potential loss for receivables within the defined credit limits is limited to 5%.

The Group applies the simplified approach which allows using an allowance matrix to measure the ECLs of trade accounts receivable. Under this approach, u-blox calculates historical loss rates based on days past due buckets. Loss rates are based on actual credit loss experience over the past three years. These rates are multiplied by scalar factors to reflect differences between economic conditions during the period over which the historical data have been collected, current conditions and the Group’s view of economic conditions over the expected lives of the receivables.

The movement in the loss allowance in respect of trade accounts receivable during the year was as follows:

in CHF 1,000	2024	2023
Balance at January 1	**344**	**298**
Amounts written off	–61	–241
Net remeasurement of loss allowance	127	302
Translation differences	3	–15
Balance at December 31	**413**	**344**

The following table provides information about the exposure to credit risk and ECLs for trade accounts receivable.

December 31, 2024 in CHF 1,000	**Weight-ed-average loss rate**	**Gross carrying amount**	**Loss allowance**	**Credit-impaired**
Current (not past due)	0.1%	27,393	–18	No
1–30 days past due	0.8%	2,813	–24	No
31–90 days past due	7.1%	906	–64	No
91–180 days past due	18.2%	109	–20	No
More than 180 days past due	100.0%	286	–286	Yes
Total		**31,508**	**–413**	

December 31, 2023 in CHF 1,000	**Weight-ed-average loss rate**	**Gross carrying amount**	**Loss allowance**	**Credit-impaired**
Current (not past due)	0.0%	73,894	–21	No
1–30 days past due	0.2%	5,679	–10	No
31–90 days past due	0.7%	4,075	–28	No
91–180 days past due	21.0%	147	–31	No
More than 180 days past due	46.4%	550	–255	Yes
Total		**84,345**	**–344**	

Trade accounts receivable which are not yet due are mainly receivables arising from long-term standing customer relationships. Based on past experience, u-blox does not expect any significant defaults.

Cash and cash equivalents and marketable securities
The Group held cash and cash equivalents of CHF 90,947 thousand at December 31, 2024 (2023: CHF 126,884 thousand). The major part of the cash and cash equivalents is held in Switzerland with banks and financial institutions counterparties rated AAA to A according to Standard & Poor's. A minor part of Cash at banks is held with banks and financial institutions abroad with ratings from AA to BB. Furthermore, the Group limits its exposure to credit risk by investing only in fixed time deposits. Given these high credit ratings, management does not expect any counterparty to fail to meet its obligations.

Guarantees
The Group's policy is to provide financial guarantees only to wholly-owned subsidiaries. At December 31, 2024, no guarantees were outstanding (2023: none).

The maximum credit risk on financial instruments corresponds to the carrying amounts of the individual financial assets. u-blox has not entered into any guarantees or similar obligations that would increase the risk over and above the carrying amounts.

The maximum credit risk as per the balance sheet date was as follows:

in CHF 1,000	**December 31, 2024**	**December 31, 2023**
Cash and cash equivalents	90,947	126,884
Trade accounts receivable	31,095	84,000
Other receivables	3,240	2,226
Other financial assets	1,238	1,696
Total	**126,521**	**214,806**

b) Liquidity risk

Liquidity risk is the risk that the Group will not be able to meet its financial obligations as they fall due. The Group's approach to managing liquidity is to ensure, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Group's reputation.

The Group uses short-term forecasts, which assists in monitoring cash flow requirements and optimizing its cash return on investments. The Group ensures that it has sufficient cash on demand to meet expected operational expenses for a period of 60 days, including the servicing of financial obligations. This excludes the potential impact of extreme circumstances that cannot reasonably be predicted, such as natural disasters. In addition, the Group maintains the following lines of credit:

The Group has access to an undrawn syndicated bank loan on a total line of CHF 140 million valid for three years, with two extension options of one additional year each, therefore running for a maximum term of five years. This syndicated bank loan was amended to CHF 50 million in January 2025 with unchanged duration. Interest is determined based on market interest rates.

The following are the contractual maturities of financial liabilities:

December 31, 2024 in CHF 1,000	**Carrying amounts**	**Contractual cash flows**	up to 1 year	1 – 5 years	more than 5 years
Trade accounts payable	12,468	12,468	12,468	0	0
Other payables	8,674	8,674	8,674	0	0
Contingent consideration	4,370	4,663	0	4,663	0
Accrued expenses	8,016	8,016	8,016	0	0
Lease liabilities	29,663	32,032	6,122	15,121	10,789
Total	**63,190**	**65,853**	**35,280**	**19,784**	**10,789**

December 31, 2023 in CHF 1,000	**Carrying amounts**	**Contractual cash flows**	up to 1 year	1 – 5 years	more than 5 years
Trade accounts payable	31,367	31,367	31,367	0	0
Other payables	10,799	10,799	10,799	0	0
Contingent consideration	4,109	4,608	0	4,608	0
Accrued expenses	9,763	9,763	9,763	0	0
Lease liabilities	31,879	34,632	5,697	16,480	12,455
Financial liabilities	40,698	41,076	41,076	0	0
Total	**128,615**	**132,245**	**98,702**	**21,088**	**12,455**

c) Market risk

Market risk is the risk that changes in market prices, such as foreign exchange and interest rates will affect the Group's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return.

c1) Interest rate risk

Interest rate risk arises from movements in interest rates which could have adverse effects on the Group's net income or financial position.

- The cash position is used for general corporate purposes and to fund the planned growth.
- Revenue and operating cash flows are substantially independent of changes in market interest rates.

Management considers that the Group is not exposed to any significant risks arising from changes in market interest rates and therefore no hedging instruments are utilized.

An increase of the interest rate of 0.25% would have resulted in a positive impact of CHF 227 thousand (2023: CHF 317 thousand) on net profit and equity.

c2) Currency risk

The Group is exposed to different currencies and their fluctuations due to its global footprint. The impact of such fluctuations can be material. Accordingly, u-blox enters from time to time into economic hedging transactions pursuant to which u-blox purchases CHF under forward purchase contracts in order to minimize its CHF exposure. These transactions require judgments and assumptions about the future expense levels, and as a result, do not entirely eliminate the exposure to currency fluctuations. Furthermore, while the hedging transactions provide fixed currency rates for periods covered by the contracts, the transactions will not protect the Group from long-term movements in currency rates. Revenues and cost of sales are to a certain extent denominated in the same currency, which provides a natural hedge.

The table below shows the significant currency risks arising from financial instruments in a foreign currency from the perspective of the Group entity which holds these financial instruments:

	December 31, 2024		December 31, 2023	
in CHF 1,000	USD	EUR	USD	EUR
Total currency exposure	**32,405**	**12,941**	**120,624**	**22,752**

A 10% change in exchange rates at December 31 would have increased or decreased net profit and equity by the amounts listed below. The assumption underlying this analysis is that all other variables, in particular interest rates, remain unchanged.

Sensitivity analysis	**2024**		**2023**	
	USD/CHF	**EUR/CHF**	**USD/CHF**	**EUR/CHF**
Change	10.00%	10.00%	10.00%	10.00%
in CHF 1,000				
Impact on income statement and equity for positive change	2,654	1,060	9,880	1,864
Impact on income statement and equity for negative change	–2,654	–1,060	–9,880	–1,864

In respect of other monetary assets and liabilities denominated in foreign currencies, the Group ensures that its net exposure is maintained at an acceptable level by buying or selling foreign currencies at spot rates when necessary to address short-term imbalances.

24 Capital management

The Board's policy is to maintain a strong capital base to maintain investor, creditor and market confidence and to sustain future development of the business. The Board of Directors monitors both the number of shareholders, as well as the return on capital, which the Group defines as net profit divided by total shareholders' equity (based on IFRS values). Return on capital was –27.8% in 2024 (2023: –2.1%). Neither the company nor any of its subsidiaries are subject to externally imposed capital requirements. The Board plans to invest future profits, if any, into the long-term growth of the business but also, based on the sound cash situation, intends to enable the shareholders participate in the business result by dividend payments or by repaying part of the share premium.

25 Leases

Overview of Group's lease contracts
The Group differentiates its lease contracts into leasehold and other leases. Leasehold includes office premises and related parking spaces, which consist of approximately 90% of the Group's right-of-use assets. All other assets classified as leases under IFRS 16 are reported as leases other. Leases other consists mainly of leased vehicles, IT and office equipment.

Lease terms
The Group leases buildings for office space in several different locations. Each leasehold contract is assessed on an individual basis. Management judgment has been used to assess the term of leases with indefinite duration. If a contract includes an extension option or termination option, assessment is made whether or not an option would be exercised with reasonable certainty.

In case of a significant event or significant change of circumstances within the Group's control a reassessment is performed. The lease term for leaseholds is generally not assessed longer than three years due to the business' normal planning uncertainty, with the exception of contracts already in force or with fixed contractual lease terms.

The lease term of assets other than leasehold is determined according to the contracts' duration.

Payments
Some leasehold rentals are linked to annual changes in local price indices and some include a property tax. These amounts are generally determined annually and are taken into account at the effective date of the change.

Lease components recognized in the income statement when measuring lease:

in CHF 1,000	2024	2023
Short-term leases	40	55
Depreciation of right-of-use assets	7,448	5,967
Interest expense on lease liabilities	834	683

Right-of-use assets (ROU)

Information about leases for which the Group is a lessee is presented below.

in CHF 1,000	Leasehold 2024	Leasehold 2023	Other 2024	Other 2023	Total ROU 2024	Total ROU 2023
Balance at January 1	**26,955**	**30,271**	**3,640**	**3,750**	**30,595**	**34,021**
Depreciation charge of the year	–6,859	–5,415	–589	–551	–7,448	–5,966
Modifications and reassessments	1,867	2,558	–140	–257	1,727	2,301
New contracts	678	373	447	717	1,125	1,089
Translation differences	361	–833	3	–19	365	–851
Balance at December 31	**23,002**	**26,955**	**3,362**	**3,640**	**26,364**	**30,595**

Lease liabilities

in CHF 1,000	2024	2023
Balance at January 1	**31,879**	**35,081**
Changes from financing cash flows		
Payment of lease liabilities	–5,491	–5,643
Interest paid for leases	–834	–683
Total changes from financing cash flows	**–6,324**	**–6,326**
Modifications and reassessments	1,727	2,301
New contracts	1,125	1,089
Interest expense	834	683
Translation differences	423	–950
Balance at December 31	**29,663**	**31,879**

Amounts recognized in the Consolidated statement of cash flows:

in CHF 1,000	2024	2023
Payment of lease liabilities	5,491	5,643
Short-term lease payments	40	55
Interest paid for leases	834	683
Total cash outflows for leases	**6,364**	**6,381**

26 Guarantees, pledges in favor of third parties and contingent liabilities

At December 31, 2024, and 2023, there were no guarantees in favor of third parties. The Group is not exposed to any significant contingent liabilities. There is no known, threatened or pending litigation against any Group company

27 Related parties

Related parties are members of the Board of Directors and Executive Committee, close family members of the aforementioned parties, and shareholders with a significant influence or control over the Group, as well as entities under these parties' control. The total compensation to the Board of Directors and Executive Committee was:

in CHF 1,000	**2024**	**2023**
Salaries	2,858	3,165
Share-based payments	1,292	675
Social taxes	268	272
Pension cost	522	450
Other personnel related expenses	112	18
Total compensation	**5,052**	**4,580**

There were no other significant transactions with related parties during the years ended December 31, 2024 and 2023. The detailed disclosures regarding executive remuneration required by Swiss law are included in the compensation report.

28 Subsequent events after the balance sheet date

On January 14, 2025, u-blox announced the strategic decision to increase focus on its Locate business. After careful evaluation, u-blox has concluded that phasing out the Cellular business is the most viable course of action to ensure the Group's long-term strategic focus and operational efficiency. u-blox' Cellular business currently has over 200 employees.
u-blox anticipates a one-time negative EBIT impact of up to CHF 65 million in 2025.

The Board of Directors authorized these consolidated financial statements on February 25, 2025, for the issuance.

There have been no events between December 31, 2024, and the date of authorization of these consolidated financial statements that would lead to an adjustment of the carrying amounts of assets and liabilities presented at December 31, 2024.

Statutory Auditor's Report

To the General Meeting of u-blox Holding AG, Thalwil

Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of u-blox Holding AG and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at December 31, 2024, and the consolidated income statement, consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the consolidated financial statements (pages 91 to 132) give a true and fair view of the consolidated financial position of the Group as at December 31, 2024, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards IFRS and comply with Swiss law.

Basis for Opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISA) and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law, together with the requirements of the Swiss audit profession, as well as those of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Capitalization of development costs

Valuation of capitalized development costs

Valuation of inventory

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

Capitalization of development costs

Key Audit Matter

For the Group, as a fabless supplier of positioning and wireless semiconductors and modules, research & development (R&D) belongs to the core activities.

If certain criteria are met, the Group recognizes development costs as intangible assets. These criteria include, among others, the feasibility of the product, reliably measurable attributable expenditure and probable future economic benefits. In 2024, the Group capitalized development costs of TCHF 25,549 (2023: TCHF 41,088), while R&D expenditure in the amount of TCHF 110,003 (2023: TCHF 83,461) was recognized in the consolidated income statement. The assessment of the amount of costs to be capitalized for each product requires significant judgment.

There is a risk of over- or understatement of the capitalized development costs, either when the relevant criteria are not met but development costs are still capitalized, or when the criteria for capitalization are met but the costs are expensed.

Our response

Our audit procedures included, amongst others, the following:

- We tested the operating effectiveness of key internal controls over the Group's approval and assessment relating to the recognition of development costs and the approval of R&D expenses.
- We obtained a list of the products for which development costs incurred in the period were capitalized. We assessed if the capitalization criteria for each product were met. We challenged in our discussion with the management the business case and the underlying assumptions, as well as the stage of the development of the product, based on the internal operational reports that are prepared by the product managers. We furthermore assessed the consistency and completeness of the list of capitalized products with the operational reports. On a sample basis, we tested the accuracy of the calculation model and the underlying data, including cost rates and registered hours of the respective employees.
- Based on our reading of the internal operational product reports and the discussion with management we assessed whether R&D expenses should have been capitalized.

For further information on the capitalization of development costs refer to the following:

- Note 2 to the consolidated financial statements: Accounting policies
- Note 10 to the consolidated financial statements: Goodwill and intangible assets
- Note 19 to the consolidated financial statements: Research and Development

Valuation of capitalized development costs

Key Audit Matter

The Group capitalized a significant amount of development costs, as described above. As of December 31, 2024, the carrying amount of capitalized development costs was TCHF 110,108 (2022: TCHF 141,211).

In order to assess the valuation of the capitalized costs, the Group performs an annual impairment test for those costs relating to products that are not yet available for use. In addition, the Group assesses indicators for impairment for the capitalized development costs of finalized products that are already available for use.

The recoverability of these intangible assets depends on the successful launch of the new products in the market and the continuing sale of established products. Consequently, management's assessment of the valuation involves significant judgment, among others concerning the future cash flows, associated discount rate, growth rates as well as the estimated useful life.

There is a risk of over- or understatement of capitalized development costs if they are not fully recoverable or if the estimated useful lives are not accurate.

Our response

Our work focused on challenging the assumptions used by management in conducting their valuation assessment (determination of useful life, impairment calculation and review of potential impairment indicators) and the reconciliation of the impairment losses recognized.

This included:

- We evaluated the reasonableness of current forecasts including a trend analysis of margins, sales and development costs against those achieved historically.
- For products not yet in use – we considered the internal operational reports that address the development status of each product.
- For products in use – we challenged management's assessment of indicators for impairment.
- We assessed management's documentation over the appropriateness of the useful lives including an analysis of expected future and actual historical sales of products.
- We also evaluated the sensitivity analysis prepared by management, re-performed the calculation and assessed the disclosures relating to the impairment review.

For further information on the valuation of capitalized development costs refer to the following:

- Note 2 to the consolidated financial statements: Accounting policies
- Note 3 to the consolidated financial statements: Critical accounting judgements and estimates
- Note 10 to the consolidated financial statements: Goodwill and intangible assets

Valuation of inventory

Key Audit Matter	Our response
Inventories amount to TCHF 61,503 (2023: TCHF 96,954) and form significant part of the Group's assets as of December 31, 2024. The Group's inventories are composed of raw materials, work in progress and finished products. Inventories are measured at the lower of cost and net realizable value. The cost of inventory is based on weighted average cost and does include costs incurred in acquiring the inventory and bringing it to its present location and condition. The group recognizes an allowance for slow moving items. We focused on this area as there is a risk that inventory value is overstated given the significant build up in volume and value in the year under review. The recognition of inventory allowances and value adjustments involves management judgement.	Our audit procedures included, amongst others, the following: — We gained an understanding of the Group's inventory cost process, the scrapping process, the inventory forecasting and purchase process and the stocktaking process. — On a sample basis, we challenged and recalculated the cost components of inventory. — We gained an understanding of the Group's process to estimate the net realizable value of inventories and challenged the Group's assumptions to calculate the estimated net realizable value. — On a sample basis, we validated the net realizable value test prepared by the Group by comparing book values of finished goods as of December 31, 2024 against sales or customer orders recognized in the new financial year.

For further information on the valuation of inventory refer to the following:

- Note 2 to the consolidated financial statements: Accounting policies
- Note 8 to the consolidated financial statements: Inventories

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements, the compensation report of the company and our auditor's reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Consolidated Financial Statements

The Board of Directors is responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with IFRS and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

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

As part of an audit in accordance with Swiss law, ISAs and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our group audit opinion.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with article 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

KPMG AG

Silvan Jurt Licensed Audit Expert Auditor in Charge	Raphael Gähwiler Licensed Audit Expert

Lucerne, February 25, 2025

Financial statements u-blox Holding AG

Statement of financial position

in CHF 1,000	Note	December 31, 2024	December 31, 2023
Assets			
Current assets			
Cash at bank		1,781	2,511
Other receivables – third parties		291	252
Prepaid expenses		59	72
Total current assets		**2,131**	**2,835**
Non-current assets			
Loans granted to companies in which the entity holds an investment		194,765	181,394
Investment	2.1	14,698	14,698
Total non-current assets		**209,463**	**196,092**
Total assets		**211,594**	**198,927**
Liabilities and shareholders' equity			
Current liabilities			
Accrued expenses		869	955
Total current liabilities		**869**	**955**
Total liabilities		**869**	**955**
Shareholders' equity			
Share capital	2.2	77,821	83,592
Legal capital reserve			
Reserves from capital contributions	2.3	44,020	32,923
Legal retained earnings			
General legal retained earnings		5,740	5,469
Reserves for treasury shares	2.5	787	1,058
Available earnings			
Profit brought forward		76,252	77,678
Profit / (loss) for the year		6,105	–1,426
Treasury shares	2.4	0	–1,324
Total shareholders' equity		**210,725**	**197,972**
Total liabilities and shareholders' equity		**211,594**	**198,927**

Income statement

in CHF 1,000	Note	2024	2023
Income			
Dividend income	2.6	6,000	6,000
Other financial income	2.7	3,763	3,911
Total income		**9,763**	**9,911**
Expenses			
Financial expenses	2.8	–735	–9,998
Other operating expenses		–2,440	–1,339
Direct taxes		–483	–
Total expenses		**–3,658**	**–11,337**
Profit / (loss) for the year		**6,105**	**–1,426**

Notes to the financial statements

1 Principles

u-blox Holding AG, Thalwil, Switzerland is the parent company of u-blox Group.

1.1 General aspects

These financial statements were prepared according to the principles of the Swiss Law on Accounting and Financial Reporting (32nd title of the Swiss Code of Obligations). Where not prescribed by law, the significant accounting and valuation principles applied are described below.

1.2 Loans to group companies

Financial assets include a long-term loan to u-blox AG. It is valued at its acquisition cost.

1.3 Treasury shares

Treasury shares are recognized at acquisition cost and deducted from shareholders' equity at the time of acquisition. In case of a resale, the gain or loss is recognized through the income statement as financial income or financial expense.

1.4 Share-based payments

Shares awarded to employees within share-based payment programs are granted by capital increase. The amount paid by the employees for the nominal value of the shares awarded is recorded in share capital, while the paid amount exceeding the nominal value is considered to be a share premium and is recorded in legal capital reserves. The difference between the amount paid and the market value of the shares is also recorded in legal capital reserves. u-blox Holding AG is compensated for the difference by subsidiaries. Alternatively, treasury shares can be used for share-based programs.

2 Information on balance sheet and income statement items

2.1 Investments

	Share capital in (million)		Share in capital and voting rights in %		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2024	Dec. 31, 2023	
u-blox AG, CH-Thalwil	CHF 4.23	CHF 4.23	100%	100%	directly held
u-blox Asia Pacific Ltd., HK-Hong-Kong	USD 0.10	USD 0.10	100%	100%	indirectly held
u-blox America Inc., US-Reston	USD 0.10	USD 0.10	100%	100%	indirectly held
u-blox Singapore Pte. Ltd., SG-Singapore	SGD 0.06	SGD 0.06	100%	100%	indirectly held
u-blox Japan K.K., JP-Tokyo	JPY 10.00	JPY 10.00	100%	100%	indirectly held
u-blox Italia S.p.A., IT-Sgonico	EUR 0.40	EUR 0.40	100%	100%	indirectly held
u-blox UK Ltd., UK-Reigate	GBP 0.00	GBP 0.00	100%	100%	indirectly held
u-blox San Diego Inc., US-San Diego	USD 0.00	USD 0.00	100%	100%	indirectly held
u-blox Cambridge Ltd., UK-Cambridge	GBP 0.51	GBP 0.51	100%	100%	indirectly held
u-blox Espoo Oy, FI-Espoo	EUR 0.05	EUR 0.05	100%	100%	indirectly held
u-blox Luton Ltd., UK-Luton	GBP 0.00	GBP 0.00	100%	100%	indirectly held
u-blox Lahore (Private) Ltd., PK-Lahore	PKR 14.11	PKR 14.11	100%	100%	indirectly held
u-blox Cork Ltd., IE-Cork	EUR 0.00	EUR 0.00	100%	100%	indirectly held
u-blox Malmö AB, SE-Malmö	SEK 0.83	SEK 0.83	100%	100%	indirectly held
u-blox Athens S.A., GR-Athens	EUR 0.18	EUR 0.18	100%	100%	indirectly held
u-blox Berlin GmbH, DE-Berlin	EUR 0.03	EUR 0.03	100%	100%	indirectly held
Sapcorda Services GmbH, DE-Berlin	EUR 0.06	EUR 0.06	100%	100%	indirectly held
u-blox Wireless Technology (Shanghai) Ltd.	RMB 1.45	RMB 1.45	100%	100%	indirectly held
Thingstream Invest AG, CH-Zug	CHF 0.50	CHF 0.50	100%	100%	indirectly held
Thingstream Ltd., UK-Poole	GBP 0.00	GBP 0.00	100%	100%	indirectly held
u-blox Chemnitz GmbH, DE-Chemnitz	EUR 0.04	EUR 0.04	100%	100%	indirectly held
u-blox US Holding Inc., US-Delaware	USD 0.00	USD 0.00	100%	100%	indirectly held
Zero Point Motion Ltd., UK- London [1]	GBP 0.02	GBP 0.02	6.2%	10.9%	indirectly held

1) significant influence lost in 2024 after stepping down from the Board of Directors.

2.2 Share capital

The share capital consists of 7,411,489 (2023: 7,268,884) registered shares with a nominal value of CHF 10.50 (2023: CHF 11.50) each. During 2024, the par value was decreased by CHF 1.00 (2023: CHF 2.00) per share, resulting in a payment to shareholders of CHF 7.3 million (2023: CHF 14.2 million).

In 2024, 142,605 (2023: 95,436) options, Restricted Share Units (RSUs) and Performance Share Units (PSUs) were exercised out of the conditional capital, resulting in a share capital increase of CHF 1,547,860 (2023: CHF 1,186,052). On December 31, 2024, 399,804 options were outstanding (2023: 701,169) as well as 138,388 RSUs (2023: 74,165) and 22,835 PSUs (2023: 11,803).

Capital band
At the general meeting held on April 18, 2024, the Board of Directors was authorized to increase, decrease respectively, the share capital through the issuance, cancellation respectively, of 731,939 (2023: to increase by 721,771) fully paid-in registered shares with a nominal value of CHF 10.50 (2023: CHF 11.50), by April 2029 (2023: April 2028), at the latest.

Conditional share capital

	December 31, 2024	December 31, 2023
Number of registered shares	273,871	309,718
With a nominal value of CHF 10.50 (2023: CHF 11.50) each	CHF 2,875,646	CHF 3,561,757.00

2.3 Reserves from capital contributions
The options, RSUs and PSUs exercised in 2024 led to an increase in reserves from capital contributions of CHF 11,096,111 (2023: CHF 9,743,732) net of transaction costs.

2.4 Treasury shares
In 2024, 7,519 treasury shares were transferred from u-blox Holding AG to u-blox AG at an average selling price of CHF 79.90, which resulted in a loss of CHF 722,929 presented in financial expenses. In 2023, 120,000 treasury shares were sold to a third party at an average selling price of CHF 96.94, which resulted in a loss of CHF 9,492,599 presented in financial expenses.

See Note 2.2 for information on decrease in par value.

	Quantity	Value in CHF 1,000
Balance at January 1, 2023	**127,519**	**22,704**
Sales	–120,000	–21,126
Par value decrease	0	–255
Balance at December 31, 2023	**7,519**	**1,324**
Sales	–7,519	–1,324
Balance at December 31, 2024	**0**	**0**

2.5 Reserves for treasury shares
As of December 31, 2024, u-blox AG holds 9,609 (2023: 12,483) treasury shares at an average price of CHF 81.95 (2023: CHF 84.79) for which a reserve for treasury shares is accounted for at u-blox Holding AG.
In 2024, u-blox AG acquired 7,519 (2023: 0) treasury shares from u-blox Holding AG at an average price of CHF 79.90 each.
In 2024, 10,393 shares were allocated to employees as part of the share-based payment program (2023: 15,622) at an average price of CHF 85.95 (2023: CHF 115.91).
See Note 2.2 for information on decrease in par value.

2.6 Dividend income
In the reporting year, dividend income from u-blox AG amounted to CHF 6 million (2023: CHF 6 million).

2.7 Other financial income
The other financial income mostly consists of interest income from u-blox AG of CHF 3.8 million (2023: CHF 3.9 million).

2.8 Financial expenses

in CHF 1,000	2024	2023
Interest on bond	0	284
Intercompany interest expense	0	210
Loss from sale of treasury shares	723	9,493
Other	12	11
Total	**735**	**9,998**

3 Other information

3.1 Full-time equivalents
u-blox Holding AG does not have any employees.

3.2 Collateral for third-party liabilities
Collateral provided for liabilities of third parties amounts to CHF 0 (2023: CHF 66 million). These are guarantees issued in favor of subsidiaries.

3.3 Performance Share Units (PSUs) for members of the Board of Directors and Executive Committee

Starting 2023, PSUs are granted as part of the compensation of the Executive Committee.

		2024		2023
	Number of PSUs	Value in CHF 1,000	Number of PSUs	Value in CHF 1,000
Allocated to members of the Board of Directors	0	0	2,949	325
Allocated to members of the Executive Committee	13,981	1,397	8,854	976
Total	**13,981**	**1,397**	**11,803**	**1,301**

3.4 Significant events after the balance sheet date
There are no significant events after the balance sheet date, which could impact the book value of the assets or liabilities which should be disclosed here.

Proposal of the Board of Directors for appropriation of available earnings

The Board of Directors proposes to the Annual General Meeting the following appropriation of available earnings at December 31, 2024:

in CHF 1,000	**2024**	**2023**
Brought forward from previous year	76,252	77,678
Profit / (loss) for the year	6,105	–1,426
Available earnings before appropriation	**82,357**	**76,252**

The Board of Directors is proposing to the General Meeting, to be held on April 16, 2025, to carryforward the available earnings 2024 of CHF 82,357,574.

Thalwil, February 25, 2025

For the Board of Directors
The Chairman André Müller

Statutory Auditor's Report

To the General Meeting of u-blox Holding AG, Thalwil

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of u-blox Holding AG (the Company), which comprise the balance sheet as at December 31, 2024, and the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 139 to 145) comply with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. We have determined that there are no key audit matters to communicate in our report.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of the Company, the compensation report and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Financial Statements
The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

— Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
— Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
— Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
— Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with article 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Based on our audit in accordance with Art. 728a para. 1 item 2 CO, we confirm that the proposal of the Board of Directors complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

KPMG AG

Silvan Jurt
Licensed Audit Expert
Auditor in Charge

Raphael Gähwiler
Licensed Audit Expert

Lucerne, February 25, 2025

This Annual Report contains certain forward-looking statements, which can be identified by terms like “believe”, “assume”, “expect” or similar expressions, or implied discussions regarding potential new projects or potential future revenues, or discussions of strategy, plans or intentions. Such forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results to be materially different from any future results, performance or achievements expressed or implied by such statements. All forward-looking statements are based only on data available to u-blox at the time of preparation of this Annual Report. u-blox does not undertake any obligation to update any forward-looking statements contained in this Annual Report as a result of new information, future events or otherwise.

Publisher u-blox Holding AG, Thalwil
Concept, Production u-blox Holding AG, Thalwil
Design, Production u-blox Holding AG, Thalwil

u-blox Holding AG
Zuercherstrasse 68
8800 Thalwil
Switzerland