

Corporate Governance Implementation

Assessment Item	Implementation Status		Non-implementation and its reason(s)
	Y	N	
1. Does Company follow "Taiwan Corporate Governance Implementation" to establish and disclose its corporate governance practices?	V		None
2. Shareholding Structure & Shareholders' Rights			
(1) Does Company have Internal Operation Procedures for handling shareholders' suggestions, concerns, disputes and litigation matters. If yes, have these procedures been implemented accordingly?	V		None
(2) Does Company possesses a list of major shareholders and beneficial owners of these major shareholders?	V		None
(3) Has the Company built and executed a risk management system and "firewall" between the Company and its affiliates?	V		None
(4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	V		None
3. Composition and Responsibilities of the Board of Directors			
(1) Has the Board of Directors established a diversity policy, set goals, and implemented them accordingly?	V		None

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			<p>Explanation</p> <p>(1) Basic criteria and values: Gender, age, nationality, and culture.</p> <p>(2) Professional knowledge and skills: Professional background (such as law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.</p> <p>Board members should have the knowledge, skills, and qualities required to fulfill their responsibilities. To achieve the desired objectives of corporate governance, the Board of Directors should possess the following capabilities:</p> <p>(1) Capabilities of operational judgment (2) Capabilities of accounting and financial analysis (3) Capabilities of operations management (4) Capabilities of crisis handling (5) Industrial knowledge (6) International market outlooks (7) Leadership skills (8) Decision-making capabilities</p> <p>The Company's Board diversity policy aims to incorporate diverse perspectives and understandings of the members, in order to mitigate groupthink and improve the quality, effectiveness, and performance of Board decision-making in its dynamic operations. Summary of factors at the center of the Company's specific management objectives regarding the Board diversity policy, and their implementation status:</p> <p>(1) Cross-Industry, Complementary Experience, and Professional Abilities: Emphasizing a diverse range of experiences and skills across various industries, please refer to the "Board of Directors" section.</p> <p>(2) Gender: Achieved one female independent director in 2017, with a future goal of increasing female board seats to at least 12.5%.</p> <p>(3) Age: Two members aged 51–60 (25%), four members aged 61–70 (50%), and two members aged 71–90 (25%).</p> <p>(4) Nationality: One foreign national director (12.5%) and seven domestic directors (87.5%).</p> <p>(5) Education: Three directors hold a doctoral degree (37.5%), and five directors hold a master's degree (62.5%).</p> <p>(6) Balanced Board structure:</p> <ul style="list-style-type: none"> Independent Directors: Four seats (50%). In 2023, an additional independent director was appointed. While maintaining independence as a priority, some independent directors have longer tenures to leverage their in-depth understanding of the company's mid- to long-term operations and their wealth of experience, thereby enhancing the quality of board decision-making. Executive Directors: Two seats (25%). Given the company's operational scale and asset size, the Chairman also serves as CEO to better coordinate group-wide operations and global resource integration. To strengthen the objectivity and independence of board decisions, an additional independent director was appointed in 2023, bringing the proportion of director-manager dual roles to only 25% of total board seats, achieving the target of remaining below one-third of total board

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			seats. • Directors: Two seats (25%).
(2) Other than the Compensation Committee and the Audit Committee which are required by law, does the Company plan to set up other Board committees?	V		On May 11, 2023, the Company established the Sustainable Development Committee by resolution of the Board of Directors, consisting of Directors and senior executives, and formulated the “Sustainable Development Best Practice Principles” as well as “Sustainable Development Committee Charter”. The committee convenes regular and ad hoc meetings every quarter and provides annual reports on its accomplishments and future plans to the Board of Directors, with July 30 as the reporting date in 2024.
(3) Has the Company established methodology for evaluating the performance of its Board of Directors, on an annual basis, reported the results of performance to the Board of Directors, and use the results as reference for directors’ remuneration and renewal?	V		<p>The Company’s Board of Directors has implemented the “Rules for Self-Evaluation of the Board of Directors”, which states that the Board’s performance is to be evaluated at least once a year through internal self-evaluation and at least once every three years through external professional evaluation. The evaluation encompasses the entire Board of Directors, individual Directors, and all functional committees, and spanned the following period:</p> <p>(1) External evaluation: Chainye Management Consulting Co. Ltd. was appointed on December 29, 2022, to conduct the performance evaluation of the Board of Directors for 2022. The evaluation process included data analysis and on-site participation in the Company’s Board and Audit Committee meetings. Results of the external evaluation and recommendations for improvement were presented to the Board of Directors on March 9, 2023 (see “Board of Directors” chapter in the annual report).</p> <p>(2) Internal self-evaluation: The Board’s performance self-evaluation for 2023 was completed by the end of the year, and results were submitted to the Board on March 5, 2024.</p> <p>The aforementioned evaluation results are published on the Company’s website and are used as a basis for determining the remuneration and reappointment of individual Directors.</p>
(4) Does the Company regularly evaluate its external auditors’ independence?	V		The Company’s Board of Directors conducts an annual evaluation of CPAs’ independence. On March 5, 2024, the Board of Directors conducted an evaluation of the independence and suitability of the CPAs Wen Ya-Fang and Yen Yu-Fang, and their affiliated firm. The evaluation was based on the Audit Quality Indicators (AQIs), and as its results met the necessary requirements, the CPAs have been appointed. For details regarding the evaluation, please refer to Annual Report.
4. Does the Company appoint competent and appropriate corporate governance personnel and corporate governance officer to be in charge of corporate governance affairs (including but not limited to furnishing information required for business execution by	V		To strengthen corporate governance, the Company has made the decision to establish a dedicated Corporate Governance Officer by Board resolution on July 28, 2023. Mr. Raymond Ho, a senior manager with more than 20 years of experience in stock affairs and corporate governance, has been appointed and is primary responsible for overseeing and executing the following tasks:

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directors, assisting directors' compliance of law, handling matters related to board meetings and shareholders' meetings according to law, and recording minutes of board meetings and shareholders' meetings)?		<ul style="list-style-type: none"> Legally conducting and managing matters related to the Board of Directors and Shareholders' Meetings. Preparing minutes for the Board of Directors and Shareholders' Meetings. Assisting directors in their induction and ongoing professional development. Providing directors with the necessary information for the execution of their duties. Assisting directors in complying with legal requirements. Legal compliance review of the qualifications of independent directors. Handling matters related to changes in the directors. Overseeing and reporting on the company's risk management operations. Other matters as stipulated in the company's articles of association or contracts. <p>The Company's Corporate Governance Officer performed related operations in respect of the aforementioned duties and completed 15 hours of continuing education in 2024.</p>	
5. Has the Company established a means of communicating with its Stakeholders (including but not limited to shareholders, employees, customers, suppliers, etc.) or created a Stakeholders Section on its Company website? Does the Company respond to stakeholders' questions on corporate responsibilities?	V	The Company identifies stakeholders and provides dedicated units and contact information for investor relations, public relations, stock affairs, and corporate social responsibility to enhance communication and provide immediate responses. To address relevant concerns, the Company has created a dedicated section on its website for stakeholders. For details, please refer to the "Sustainable Development Promotion" chapter in the annual report and the "Stakeholder Communication" chapter in the sustainability report. The sustainability report also includes the identities of stakeholders, their concerns, communication channels, and response methods. The status of communication with stakeholders is then reported to the Board of Directors, with November 1 as the reporting date in 2024.	None
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?	V	The Company has appointed the Stock Affair Agency Department of Taishin Securities Co., Ltd. to manage all matters pertaining to the shareholders' meeting.	None
7. Information Disclosure			
(1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?	V	The Company consistently discloses financial and corporate governance information through its official website (http://www.Sercomm.com).	None
(2) Does the Company use other information disclosure channels (e.g. maintaining an English-language website, designating staff to handle information collection and disclosure, appointing	V	Various departments of the Company, including Investor Relations, Public Relations, and Stock Affairs, are responsible for collecting and disclosing relevant information in accordance with regulations. In addition, the Company also appoints a spokesperson and acting spokesperson(s). The Company has established an English website for investor relations in order to improve information transparency. Presentations and video links to	None

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spokespersons, webcasting investor's conference etc.)?			corporate briefings organized by the Company is also available on its website.
(3) Does the Company announce and report the annual financial statements within two months after the end of the fiscal year, and announce and report the first, second, and third quarter financial statements as well as the operating status of each month before the prescribed deadline?		V	The Company's annual financial report, quarterly financial reports and business conditions in each month were announced and declared in MOPS earlier than the prescribed time limit, and uploaded to the Company's website synchronously.
8. Has the Company disclosed other information to facilitate a better understanding of its corporate governance practices (e.g. including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?		V	<ul style="list-style-type: none"> Employee rights and employee care: The Company firmly believes that "talent" is the key to maintaining our core competitiveness. Hence, The Company spares no effort to train and nurture employees, while strictly complying with various labor laws and regulations and the Electronic Industry Citizenship Coalition (EICC) Code of Conduct. In addition to actively recruiting talents in the area of science and technology, The Company also invests considerable resources and funds every year to provide the best working environment and endeavor to enhance employees' professional knowledge and skills, in hopes of creating a "growth-enabling and healthy" working environment, so that all our colleagues can receive physical and mental care and feel a sense of accomplishment, as well as maximize their potential and growth from work, thereby promoting the sustainable development of the Company. Investor relations and stakeholders' rights: The Company maintains smooth communication channels at all times and adheres to the principle of ethics by disclosing public information immediately so as to protect investors and stakeholders' rights. The sustainability report also includes the identities of stakeholders, their concerns, communication channels, and response methods. The status of communication with stakeholders is then reported to the Board of Directors, with November 1 as the reporting date in 2024. Supplier relations and implementation of customer policies: The Company has long been actively working with customers and suppliers to build a sustainable supply chain and jointly develop eco-friendly green products through regular audit and counseling. Not only are suppliers in all countries required to fully comply with all local laws and regulations, but matters regarding the management of labor rights, environmental protection, safety and health risks in the supply chain are also emphasized. Continuing education among directors: All directors possess the relevant professional knowledge. Besides, The Company makes arrangements for directors to attend courses related to corporate governance from time to time,

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			<p>which has been disclosed on MOPS.</p> <ul style="list-style-type: none"> • Implementation of risk management policy and risk measurement criteria: The Company has established the relevant regulations for important management indicators, including risk management policies and procedures, and implement them accordingly. The Company provides annual reports on its risk management operations to the Board of Directors, with July 30 as the reporting date in 2024. • Purchase of liability insurance for directors: The Company has purchased liability insurance for directors and has reported the insured amount, coverage, and premiums of the directors' liability insurance at the May 7, 2024 Board meeting.