

## 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?	✓	On May 11, 2023, the Company established the “Corporate Governance Best Practice Principles” by resolution of the Board of Directors and disclosed it on MOPS as well as the Company’s website.	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?	✓	The Company has an Investor Relations Department and a shareholder services unit that are dedicated to managing investor and shareholder suggestions, inquiries, and disputes. A contact window has also been set up on our website specifically for investor relations and the Company’s stock affairs agency in order to cater to the needs of investors and shareholders.	None
(2) Does Company possesses a list of major shareholders and beneficial owners of these major shareholders?	✓	The Company adheres to regulations that require monitoring of the shareholding status of Directors, executives, and major shareholders. In addition, changes in shareholding by insiders are promptly and regularly reported.	None
(3) Has the Company built and executed a risk management system and “firewall” between the Company and its affiliates?	✓	On November 9, 2023, the Company’s Board of Directors approved the “Rules Governing Financial and Business Matters Between Related Parties”, and necessary controls have been implemented in line with internal control systems.	None
(4) Has the Company established internal rules prohibiting insider trading on undisclosed information?	✓	To protect shareholder rights and ensure fair treatment, the Company has implemented internal regulations, including the “Corporate Governance Best Practice Principles,” “Internal Material Information Handling Procedures,” and “Procedures for Ethical Management and Guidelines for Conduct”, with the aim of preventing insider trading by directors, managers, and employees. At least once a year, directors, managers, and employees are also provided education and training on relevant operational procedures and legal requirements. New directors and managers will receive a briefing within three months of starting their positions, while new employees will be briefed by the HR department during their orientation training. Furthermore, before the release of each quarterly financial statements, the Company sends internal notification letters to employees with the intention to reinforce compliance with insider trading regulations and stock trading control measures.	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?	✓	To improve corporate governance and ensure the sound development of the Board of Directors, the Company follows Article 20 of the Corporate Governance Best Practice Principles in considering Board composition and diversity, and plan suitable policies based on its operations, business model, and developmental requirements. The considered aspects include but are not limited to the following two:	None

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			Explanation
			<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> <ul style="list-style-type: none"> <li>(1) Capabilities of operational judgment</li> <li>(2) Capabilities of accounting and financial analysis</li> <li>(3) Capabilities of operations management</li> <li>(4) Capabilities of crisis handling</li> <li>(5) Industrial knowledge</li> <li>(6) International market outlooks</li> <li>(7) Leadership skills</li> <li>(8) Decision-making capabilities</li> </ul> <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) <b>Cross-industry and complementary expertise:</b> For details on directors' qualifications and experience, please refer to "<a href="#">Professional Qualifications and Experience of Board Members</a>".</p> <p>(2) <b>Gender:</b> Director nominations are based on professional competence, industry experience, and diversity principles, while also ensuring continuity and alignment with the Board's professional needs. Since 2017, the Company has maintained one female director. To further strengthen gender diversity, one additional female director was appointed in 2025, bringing the total number of female directors to two, or 25% of the Board. The Company will continue to evaluate and, when appropriate, increase the number of female directors in future Board elections, with the long-term objective that no gender shall account for less than one-third of Board seats. In addition, through talent development programs, the Company will actively identify and cultivate qualified female candidates for Board consideration to ensure continued diversity and governance effectiveness.</p> <p>(3) <b>Age distribution:</b> One director aged 41–50 (12.5%); three directors aged 51–60 (37.5%); three directors aged 61–70 (37.5%); and one director aged 71–90 (12.5%).</p> <p>(4) <b>Nationality:</b> Two foreign directors (25%) and six domestic directors (75%).</p> <p>(5) <b>Education:</b> Two directors hold doctoral degrees (25%), five hold master's degrees (62.5%), and one holds a bachelor's degree (12.5%).</p> <p>(6) <b>Balanced Board structure:</b></p>

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			<ul style="list-style-type: none"> <li>- <b>Independent Directors:</b> Four seats (50%). While maintaining independence, certain independent directors serve longer terms to ensure familiarity with the Company's medium- and long-term operations and to leverage their extensive experience for improving Board decision quality.</li> <li>- <b>Executive Directors:</b> Two seats (25%). Considering the Company's business scale and asset size, the Chair concurrently serves as CEO to enhance group-wide operational alignment and global resource integration. To strengthen Board objectivity and independence, the Company added one independent director in 2023. As a result, directors also serving as executives account for only 25% of Board seats, meeting the requirement that such ratio not exceed one-third of the Board.</li> <li>- <b>Non-executive Directors:</b> Two seats (25%).</li> </ul>
(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?	✓		<p>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 31 as the reporting date in 2025.</p>
(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?	✓		<p>The Company has established the "Rules for Self-Evaluation of the Board of Directors", as approved by the Board of Directors. The rules stipulate that performance evaluations of the Board of Directors shall be conducted at least once annually through internal self-assessments and at least once every three years through external professional evaluations. The scope of the evaluations covers the Board of Directors as a whole, individual directors, and functional committees. The timing of the evaluations is as follows:</p> <p><b>1. External Evaluation:</b></p> <ol style="list-style-type: none"> <li>(1) On December 29, 2022, the Company engaged an independent external evaluation institution, Chainye Management Consulting Co., Ltd., to conduct the 2022 Board performance evaluation. The evaluation methodology combined document analysis with on-site participation in meetings of the Board of Directors and the Audit Committee. The evaluation report is available on the Company's website under the Corporate Governance section. The external evaluation results and improvement recommendations were reported to the Board of Directors on March 9, 2023.</li> <li>(2) On January 16, 2026, the Company again engaged Chainye Management Consulting Co., Ltd. to conduct the 2025 Board performance evaluation, adopting an evaluation methodology that combined document analysis with on-site participation in meetings of the Board of Directors and the Audit Committee.</li> </ol>

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		Committee. The evaluation report is available on the Company's website under the Corporate Governance section. The Company plans to report the evaluation results and improvement recommendations to the Board of Directors at its first meeting in 2026.	
<b>2. Internal Self-Assessment:</b>			
(1) The Company completed the 2024 internal Board performance self-assessment, and the evaluation results were reported to the Board of Directors on February 27, 2025.			
(2) The Company has completed the 2025 internal Board performance self-assessment, and the evaluation results are scheduled to be reported to the Board of Directors at its first meeting in 2026.			
		The aforementioned evaluation results are disclosed on the Company's website and are also used as reference for individual directors' remuneration and re-nomination considerations.	
(4) Does the Company regularly evaluate its external auditors' independence?	✓	The Company's Board of Directors conducts an annual evaluation of CPAs' independence. On February 27, 2025, 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.	None
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 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)?	✓	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, 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: <ul style="list-style-type: none"> <li>Legally conducting and managing matters related to the Board of Directors and Shareholders' Meetings.</li> <li>Preparing minutes for the Board of Directors and Shareholders' Meetings.</li> <li>Assisting directors in their induction and ongoing professional development.</li> <li>Providing directors with the necessary information for the execution of their duties.</li> <li>Assisting directors in complying with legal requirements.</li> <li>Legal compliance review of the qualifications of independent directors.</li> <li>Handling matters related to changes in the directors.</li> <li>Overseeing and reporting on the company's risk management operations.</li> <li>Other matters as stipulated in the company's articles of association or contracts.</li> </ul> The Company's Corporate Governance Officer performed related operations in respect of the aforementioned duties and completed 24 hours of continuing education in 2025.	None

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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?	✓	<p>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 July 31 as the reporting date in 2025.</p>	None
6. Has the Company appointed a professional registrar for its Shareholders' Meetings?	✓	<p>The Company has appointed the Stock Affair Agency Department of Taishin Securities Co., Ltd. to manage all matters pertaining to the shareholders' meeting.</p>	None
7. Information Disclosure			
(1) Has the Company established a corporate website to disclose information regarding its financials, business and corporate governance status?	✓	<p>The Company consistently discloses financial and corporate governance information through its official website (<a href="http://www.Sercomm.com">http://www.Sercomm.com</a>).</p>	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 spokespersons, webcasting investor's conference etc.)?	✓	<p>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 corporate briefings organized by the Company is also available on its website.</p>	None
(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?	✓	<p>The Company's financial statements for 2024 were publicly disclosed and filed within two months after the end of the fiscal year. In addition, the Company completed the disclosure and filing of the first-, second-, and third-quarter financial reports, as well as the monthly operating results, ahead of the regulatory deadlines.</p>	None
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,	✓	<ul style="list-style-type: none"> <li>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</li> </ul>	None

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directors' training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors)?			<p>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.</p> <ul style="list-style-type: none"> <li>• 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 July 31 as the reporting date in 2025.</li> <li>• 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.</li> <li>• 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, which has been disclosed on MOPS.</li> <li>• 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 31 as the reporting date in 2025.</li> <li>• 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 April 30, 2025 Board meeting.</li> </ul>