

Professional Qualifications and Experience of Board Members

Criteria	Professional Qualification and Experience
Name/Title	
<p>Chairman</p> <p>Zhuo Jian Investment Co., Ltd.</p> <p>Representative: James Wang</p>	<p>James Wang holds the MBA Degree of Harvard University and the Master's Degree of Carnegie-Melon University. With approximately 30 years of experience in the technology industry and the field of network communications, he has accumulated comprehensive industrial, academic and management experience, and has served as President in Sercomm since 2000. Under James' leadership, the Company was managed to grow exponentially in the past decades. Sercomm was presented the award for the "Best Managed Company" by Asiamoney and FinanceAsia respectively. In addition, James also received "2014 Entrepreneur of The Year Award" and "Strategy Excellence Paradigm Entrepreneur of The Year" by Ernst & Young.</p>
<p>Honorary Chairman/ Director</p> <p>Pacific Venture Partners Co. Ltd.</p> <p>Representative: Paul Wang</p>	<p>Paul Wang holds the PhD and Master's Degree in Physics from Carnegie Mellon University and the Bachelor's Degree in Physics from National Taiwan University. Before his establishment of Sercomm, he had been employed in IBM for 20 years and acted as a senior supervisor in several departments. With more than 40 years of experience in the technology industry and venture capital, he has profound understanding about development of the high-tech industry. In 1990, he founded Pacific Venture Partners Co. Ltd. He was an outstanding and talented person who was engaged in venture capital and private fund in Asia-Pacific. In 1992, he co-founded Sercomm Corporation with several high-tech experts. So far, he has served as Chairman of Sercomm. In 2013, Paul received the "Pan Wen Yuan Prize", the highest honor in technology industry. From 1997 to 2005, he also served as Chairman of the Taiwan Venture Capital Association (TVCA).</p>
<p>Director</p> <p>Zhen Bang Investment Co., Ltd.</p> <p>Representative: Ben Lin</p>	<p>Ben Lin holds the Master's Degree of National Tsing Hua University in Power Machinery. Accumulated over 10 years' experience in the Industrial Technology Research Institute and International Integrated Systems Inc., Ben joined Sercomm as one of the founders in 1992, leading the research team in developing various core technologies, including Internet communications software/firmware integration services and R&D of Internet Protocols, which later proved to be the foundation stone of Sercomm's success as a leader in broadband telecommunications domain.</p>
<p>Director</p> <p>Yun Zhou Investment Co., Ltd</p> <p>Representative: Charles Chu</p>	<p>Charles Chu graduated from the University of Michigan with a master's degree in mechanical engineering. He joined the company in 2000 and retired in 2018. During this period, he served as the chief operating officer of the company, established Zhunan factory and Suzhou factory, introduced automated manufacturing processes, and introduced Oracle ERP system, etc., accompany the company's growth all the way, and have a deep understanding of the company's business and operations.</p>
<p>Independent Directors, Audit Committee and Compensation Committee Members</p> <p>Chin-Tay Shih</p>	<p>As a pioneer who has promoted development of Taiwan semiconductor industry, Chin-Tay Shih received further education in Princeton University following his graduation from the Department of Electrical Engineering, National Taiwan University. He obtained the PhD Degree in electrical engineering in 1975 and the master's degree of Stanford University in Management Science in 1985. When he was 30 years old, he returned to Taiwan upon completion of his education and joined the Industrial Technology Research Institute. He ever got involved in introducing the first semiconductor technologies. He assisted with establishment of companies such as UMC, TSMC and VIS. He ever acted as President and director of the Industrial Technology Research Institute. He was solicited by National Tsing Hua University to serve as Dean of the College of Science & Technology Management. With prominent contributions to Taiwan industries and cultivation of management talents, he has been granted Honorary Doctoral Degree in Engineering of National Tsing Hua University and Honorary Doctoral Degree of National Chiao Tung University.</p>
<p>Independent Directors, Audit Committee and Compensation Committee Members</p> <p>Steve K. Chen</p>	<p>Steve K. Chen is an American born Chinese, a juris doctor of Harvard University and a New York lawyer. He works as investment and asset management consultant in the United States. From 2007, he acted as Chairman of Ezconn. From 2013 to 2015, he led Ezconn's public offering and listing. In 2020, he procured Ezconn to cooperate with Chang Gung University to commercialize technologies and deepen industry-university cooperation.</p>
<p>Independent Directors, Audit Committee and Compensation Committee</p>	<p>After graduating from the Library Department of National Taiwan University, Rose Tsou ever studied for the MBA Degree in Northwestern University and the master's degree in mass communication of Boston University. She had served as Yahoo's</p>

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<p>Name/Title</p> <p>Members</p> <p>Rose Tsou</p>	<p>Head of Asia-Pacific for 10 years. In Asia-Pacific regions such as Japan, HK, Taiwan, Southeast Asia, India, New Zealand and Australia, she took charge of media, digital advertisements and electronic commerce. From 2018 to 2020, she served as Head of International in Verizon Media. In that period, she was primarily in charge of business operations in all global markets other than American and Canadian markets. She led teams of Asia-Pacific, Europe and Latin America to enhance exchanges on operational experience and talents across regions. She focused on developing and promoting mobile products. She also created new opportunities for expanding market cooperation and assisted with Verizon Media's faster growth in the international markets.</p>
<p>Independent Directors, Audit Committee Member</p> <p>Paul Yang</p>	<p>Paul Yang serves as a Director, President and CEO of KGI Financial Holdings and as the Chairman of KGI Bank. Spearheading KKR's Greater China operations, with AUM over US\$ 5 billion in areas of digital economy, healthcare, education, and advanced manufacturing. Under Paul's leadership, the scope of KKR's China franchise has expanded beyond private equity investments to commercial real estate, private credit, infrastructure, and technology ventures. For three years in a row since he took office, KKR has been voted by Private Equity International as the Private Equity Firm of the Year for China. During his tenure at KGI Financial (Former CDF), Paul has successfully restructured its then-proprietary private equity operation into a fast-growing asset management franchise and was credited with completing a series of strategic acquisitions in banking and securities that has transformed KGI Financial (Former CDF).</p>

Independence of Board Members

At present, the Company has 8 Board of Directors members, including 4 independent directors, accounting for 50% of all the directors. After checking the second-degree kinship form provided by the directors, it is confirmed that no conjugal relationship or kinship within the second degree exists among the directors of the Company.

The Board of Directors is committed to continuously evaluating independence of directors, where it considers all relevant factors. In addition to compliance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, whether relevant directors can continue raising constructive questions for the management and other directors or express views independent of the management or other directors, and if their conducts are appropriate inside and outside the Board of Directors are also taken into account. In terms of their conducts, all of our directors who are not our employees can meet expectations and exhibit the foregoing traits if appropriate.

Criteria	Independence Criteria (Note)											
	1	2	3	4	5	6	7	8	9	10	11	12
Name												
James Wang Representative of Zhuo Jian Investment Co., Ltd.			✓	✓		✓		✓	✓	✓	✓	✓
Paul Wang Representative of Pacific Venture Partners Co. Ltd.	✓					✓	✓	✓	✓	✓	✓	✓
Ben Lin Representative of Zhen Bang Investment Co., Ltd.			✓	✓	✓	✓		✓	✓	✓	✓	✓
Charles Chu Representative of Yun Zhou Investment Co., Ltd.	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Shih, Chin-Tay	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Steve K. Chen	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Rose Tsou	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Paul Yang	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Note: Directors, during the two years before being elected and during the term of office, meet any of the following situations, please tick the appropriate corresponding boxes:

1. Not an employee of the Company or any of its affiliates;
2. Not a director or supervisor of the Company or any of its affiliates;
3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the Company or ranks as one of its top ten shareholders;

4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of any of the officer in the preceding 1 subparagraph, or of any of the above persons in the preceding subparagraphs 2 and 3;
5. Not a director, supervisor, or employee of a corporate/institutional shareholder that directly holds five percent or more of the total number of issued shares of the Company, ranks as of its top five shareholders, or has representative director(s) serving on the Company's board based on Article 27 of the Company Law;
6. Not a director, supervisor, or employee of a company of which the majority of board seats or voting shares is controlled by a company that also controls the same of the Company;
7. Not a director, supervisor, or employee of a company of which the chairman or CEO (or equivalent) themselves or their spouse also serve as the Company's chairman or CEO (or equivalent);
8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares of a specified company or institution that has a financial or business relationship with the Company;
9. Other than serving as a compensation committee member of the Company, not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides commercial, legal, financial, accounting services or consultation to the Company or to any affiliate of the Company, or a spouse thereof, and the service provided is an "audit service" or a "non-audit service which total compensation within the recent two years exceeds NTD500,000";
10. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company;
11. Not been a person of any conditions defined in Article 30 of the Company Law; and
12. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law

Succession Planning and Operation for Board Members and Key Management

Succession Planning

The purpose of our Board Diversity Policy is to improve decision-making quality, efficiency, and performance by integrating diverse perspectives and insights from board members, which reduces groupthink through dynamic board operations. The company's current Board Diversity Policy management objectives are determined through comprehensive consideration of various factors. Detailed information on specific objectives and implementation can be found in the dedicated section on the company website under the section "[*Board Diversity Policy, Specific Management Objectives, and Implementation Status*](#)".

As such, our succession planning for board members aligns with the Board Diversity Policy, incorporating a comprehensive approach. We have established a candidate database for future board members, which includes industry, government, and academic leaders as well as senior managers within the company.

In developing our key management, the company is committed to cultivating talent capable of assuming future leadership roles. We firmly believe that talent is foundational to corporate growth, and as the company expands, we emphasize the development and placement of key talent. We offer diverse, cross-border career pathways and provide individualized learning resources aligned with talent development plans to enhance competencies and fully realize professional and leadership potential. Potential successors are identified and developed through talent development programs, with targeted learning resources to effectively strengthen succession capabilities and shorten transition time.

Operational Status

The succession plan for the Chairman of the Board involves active participation by current directors. Chairman Mr. James Wang, formerly a board member and President, was elected by the Board of Directors to succeed former Chairman Mr. Paul Wang, who stepped down in June 2022. Executive Vice President Mr. Ben Lin subsequently succeeded Mr. James Wang as President, completing a seamless transition.

In addition, the board has invited industry experts to join, including the addition of independent director Mr. Paul Yang in June 2023. These board members, with their diverse expertise and rich professional experience, are essential in decision-making and oversight, while key management continues to demonstrate their professional and leadership skills in operational management. This approach supports the company's ongoing innovation and value creation.