

Professional Qualifications and Experience of Board Members

Name/Title	Criteria	Professional Qualification and Experience
<p>Chairman</p> <p>Chao Yue 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>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>Zhuo Jian 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: Nicola Palmer</p>		<p>Nicki Palmer is a senior technology leader and former Chief Engineering Officer and Chief Technology Officer of Verizon, where she led the deployment of 4G and 5G networks and later served as Chief Product Development Officer driving new technology applications. She has been recognized as one of the Most Influential Women in Wireless, a 5G People to Watch, and a Top 100 CIO/CTO in STEM. A strong advocate for STEM education and women's participation, she serves as a board director of the National Academy Foundation, chairs its STEM Committee, and is active with BreakThroughTech, Penn State's Corporate Advisory Council, and the Global Women in Telecom Network. She currently serves on the boards of nVent Electric, NextNav, Zayo Group, Astound Broadband, Boldyn Networks, and as a strategic advisor to Intelsat.</p>
<p>Independent Directors, Audit Committee and Remuneration Committee Members</p> <p>Rose Tsou</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 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 and Remuneration Committee Members</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>

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<p>Independent Directors, Audit Committee and Remuneration Committee Members</p> <p>Hilo Chen</p>	<p>Hilo Chen is the founder and Chairman of OneAD Inc. and the creator of the OneAD video advertising platform, which was recognized in the Industrial Technology Research Institute's (ITRI) Taiwan AI Industry Ecosystem Map. With over 30 years of experience in the technology sector, he has held senior management positions at IBM, Microsoft, Motorola, Oracle, and Novell. He also served as General Manager of Yahoo China, Chief Operating Officer of Yahoo Taiwan, and Chief Executive Officer of Syscom Group. In addition, he has been an independent director at several companies, including Cenra Inc., Yageo Corporation, Giant Manufacturing, and momo.com. Mr. Chen is actively involved in industry associations such as the Information Service Industry Association of R.O.C. and the Taiwan Independent Directors Association. He is frequently invited to speak at international forums and government events on topics including digital transformation, big data, and artificial intelligence, and has also lectured at National Taiwan University.</p>
<p>Independent Directors, Audit Committee and Remuneration Committee Members</p> <p>Feng Zhu</p>	<p>Feng Zhu is the MBA Class of 1958 Professor at Harvard Business School, where he leads the Platform Lab, co-chairs the Harvard Business Analytics Program. His expertise covers platform strategy, digital innovation, and business model transformation. He has published over 80 articles in leading journals, with his research frequently featured in global media such as the Wall Street Journal and Financial Times, and has received multiple international awards. He is the author of Smart Rivals and Web3: Blockchain and the New Economy and co-editor of the Research Handbook on Digital Strategy. Professor Zhu advises global firms including Alphabet, Meta, Microsoft, and Uber, as well as regulators worldwide, on digital transformation and competition issues.</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 Company's chairman succession plan involved active participation from current board members. 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, ensuring a smooth leadership transition.

The Board has also continued to strengthen its composition by inviting distinguished professionals from the industry. In 2023, Mr. Paul Yang was appointed as an independent director. In 2025, the Board further adjusted its composition by replacing two long-serving independent directors and appointing an external female director with international industry expertise.

In response to ongoing market expansion and organizational growth, the Company initiated a structured talent review process, initially focusing on three key job families at the mid- to senior-management level—research and development, sales management, and manufacturing operations. Through interview-based assessments, the Human Resources function facilitates discussions with line managers on leadership potential, competencies, professional expertise, and performance outcomes to determine talent readiness. The resulting talent pool serves as an important basis for the Company's talent deployment and succession planning.

The Company also arranges continuing education programs for directors on an annual basis. In addition to Board members (including the Chief Executive Officer and the President), members of key management relevant to the training topics are invited to participate. In 2024, a total of 12 training hours were delivered, covering timely and emerging business issues, including integrated strategy development and climate-related enterprise risk management, supply chain restructuring and global footprint planning, the latest changes in U.S. tax and investment environments, and trends and practical case studies in corporate mergers and acquisitions.

Leveraging their diverse professional backgrounds and extensive experience, the Board and key management provide decision-making oversight and effective management execution. Such governance and leadership capabilities support the Company's continuous innovation and contribute to enhancing corporate value.