

Corporate Governance and Sustainability Committee

In order to implement Corporate Governance, establishing Corporate Governance Committee in 2017, establishing Corporate Governance and Sustainability Committee in Nov. 2019, under the board of directors, is responsible for corporate governance related affairs (including but not limited to providing the materials required by the director in the course of performing his/her duties, handling the matters related to the meeting of the board of directors and the shareholders' meeting in accordance with laws, dealing with the company registration and alteration registration, preparing also performing public announcement and registration the annual report, recording the minutes of the meeting of the board of directors and of the shareholders' meeting, performing registration and public announcement of the shares holding or holding change by insiders, performing public announcement and registration the financial information, performing public announcement the material information, handling the matters related to the Corporate Governance Evaluation.) , which is directly supervised by the chairman (who is the executive director with responsibility for corporate governance), and regularly report the relevant necessary matters to board of directors.

In 2018, there were 8 directors, 2 was female director and 6 were male directors. Age of the Youngest Director is 49 years old, age of the Oldest Director is 70 years old, Board average age is 60 years old. According to the provisions of the Taiwan Company Law of, the director must be upon reaching the twentieth year of age and has the capacity to make juridical acts.

There were 4 of non-executive directors and 4 of executive directors on board; the chairman of the board was elected by the board of directors. The chairman of the board of directors shall internally preside the shareholders' meeting, the meeting of the board of directors, and shall externally represent the company. Because the chairman of the board is CEO duality, so Voltronic Power voluntarily appoints more 1 independent director than that is required by laws, and the Audit Committee was composed of the entire 4 of independent directors.

The material issues of sustainable development of Voltronic Power and review the impacts of material issues on corporate operations, in order to create the long-term value of the company's sustainable development. The process of materiality analysis and the most material three issues are as follows:

Materiality Analysis Process



Sustainability Policies

Voltronic Power Technology Corp. becomes the DMS (Design & Manufacturing Service) for uninterruptible power supplies (UPS) second to none throughout the world; additionally, we offers professional ODM design and manufacturing of power converters 、 AVR (automatic voltage regulator) and PV inverter products. Our customers are over more than hundred countries and regions around the world.

We uphold "Integrity Governance 、 Environmental Protection 、 Common Good" as our Sustainability Policies, and build well corporate governance and risk management mechanism to pursue a sustainable environment and fulfill our responsibility as a world citizen.



Integrity Governance

Voltronic Power believes in acting ethically and specify that when engaging in commercial activities, directors, supervisors, managers, employees, and mandatories of the business group or persons having substantial control over the business group as substantial controllers shall not directly or indirectly offer, promise to offer, request or accept any improper benefits, nor commit unethical acts including breach of ethics, illegal acts, or breach of fiduciary duty ("unethical conduct") for purposes of acquiring or maintaining benefits.



Environmental Protection

Voltronic Power is committed to environmental factors such as waste water/exhaust gas/noise generated in production and their discharge shall comply with national and local laws, regulations and other requirements ; strengthen the management of resources and energy, actively promote energy conservation, consumption reduction and resource recovery activities ; pollution prevention and reduction management of toxic, harmful and dangerous waste discharge ; regular inspection of operation control and implement all staff's propaganda and training to enhance all staff's environmental awareness.



Common Good

Under the "Strategic Goal of the Group's Sustainable Development", the "Group-Wide Strategic Goal", and the "Sustainable Development Goal of the United Nations Citizens" that to provide "Decent Work and Economic Growth", providing equal opportunities for work, equal remuneration and treatment, and "Gender Equality" with appropriate talents is also the "Strategic Goal of the Group's Sustainable Development", the "Group-Wide Strategic Goal", as well as the "Sustainable Development Goal of the United Nations Citizens".

Facts of performance in corporate governance and the status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies

Evaluation Items	Facts of performance(Note 1)			Status on discrepancy and reasons in relation to Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies
	Yes	No	Description of Summary	
1. Does the company specify and disclose the corporate governance best practice principles in accordance with the "Corporate Governance Best Practice Principles for TWSE/GTSM Listed Companies"?	V		The Company has established the Corporate Governance Best Practice Principles in accordance with the Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies and posted them on the Market Observation Post System (MOPS) and our official website, available to shareholders. We do not work on corporate governance in silo. Rather, we think it is an integral part of our corporate social responsibility. We believe that if we honor our corporate social responsibility, we will excel in corporate governance. This is evidenced by our operating performances and various awards received for corporate governance for four consecutive years.	No discrepancy
2. Corporate Equity Structure and Shareholders' Equity				
(1) Does the company specify internal operation procedures to dispose recommendations, doubts, disputes and lawsuit matters of shareholders, and implement in accordance with such procedures?	V		(1) The Company has appointed spokesperson, deputy spokesperson and stock affair specialists to deal with shareholders' suggestions or investment disputes.	No discrepancy
(2) Does the company master the major shareholders in actual control of the company and the name list of the final controllers of such major shareholders?	V		(2) All major shareholders of the Company declare their shareholding facts to the Company on a monthly basis. On an annual basis, the Company discloses the list of the top ten shareholders toward the Company's website and Investor Relations Zone.	No discrepancy
(3) Does the company establish and execute the risk control and firewall mechanism with the affiliated enterprises?	V		(3) The Company has established Measures for Management of Business Group, Specific Firms and Related Party Transactions to specify personnel, assets and financial management with the affiliated enterprises.	No discrepancy
(4) Does the company establish internal specifications to prohibit the internal parties of the company from trading securities by taking advantage of the non-opened information in market?	V		(4) The Company has established "Ethical Corporate Management Best Practice Principles" and "Guidelines for the Adoption of Codes of Ethical Conduct", "whistleblowing system" and "Operating Procedures for Handling Internal Material Information" to normalize members' avoidance of conflicts of interest related to their duties, and we have also set up the accusation reporters' mailbox to prevent the occurrence of insider trading. Pursuant to Article 9 of the Company's Operating Procedures for Handling Internal Material Information, the employees shall adhere to Article 157-1 of the Securities and Exchange Act regarding the prohibition of insider trading. As a reminder for compliance with relevant laws and regulations,	No discrepancy

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			the Company forwards to its personnel the official letters issued once every six months by the securities exchanges concerning frequently seen problems with insiders. Each new hire is required to go through the educational materials on relevant laws and regulations as part of their orientation for the Company's management systems. Internal audits inspect compliance status and produce reports regularly or on an ad-hoc basis.	
3. Organization and Functions of Board of Directors				
(1) Does the Board of Directors prepare diversified guidelines in response to the organization of members and actualize the execution?	V		<p>(1) According to our Procedures for the Selection of Board Directors, the board members should be equipped with business judgment, accounting and financial analysis capability, business management capability, crisis management, industry knowledge, international outlook, leadership and decision-making capability in order to exercise their duties. Our board directors are specialists in different fields and they will all benefit the company's development and operations to a certain degree. On November 12, 2015, our board of directors approved the establishment of the "Nominating Committee", in order to enhance the implementation of diversity of the director nomination process.</p> <p>The Company's Nominating Committee, exactly in accordance with the rules about the number of director seats as set forth under the Articles of Incorporation, resolved the list of directors and reported the list to the board of directors. The nomination was duly conducted pursuant to such criteria including the required expertise, technology & know-how, hands-on experiences, genders, nationality, age and such diversified, comprehensive and multifaceted policies with consideration of the overall disposition.</p> <p>In the Company there are a total of eight incumbent directors (In Session Five), including four independent directors, with executive directors accounting for 25% of the entire directorship seats and with independent directors accounting for 50% of the entire directorship seats. With one female executive director, one female independent director, with female directors accounting for 25% of the entire directorship seats, with male directors accounting for 75% of the entire directorship seats. The average age of all directors is 58 years old.</p>	No discrepancy
(2) Does the Company, besides establishing Remuneration Committee and Audit Committee in accordance with laws, also voluntarily establish other committees with	V		(2) The Company has, according to relevant laws/regulations, set up the Remuneration Committee, and on this committee are all independent directors. In addition, the Company has voluntarily taken the following	No discrepancy

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similar functions?			<p>steps: (1) the establishment of the Nominating Committee in November 2015 with three committee members (including two independent directors), to enhance the involvement of shareholders in the nomination of board directors so that shareholders can effectively engage in key corporate governance decisions; (2) the establishment of the Audit Committee after the shareholder meeting on May 24, 2016, with all the independent directors on the committee; (3) the establishment by the board on November 11, 2019 the Corporate Governance and Sustainability Committee, to assume responsibilities in corporate governance, corporate social responsibility and sustainability. All the three committee members are independent directors.</p> <p>A report on how different functional committees function has been uploaded to the Market Observation Post System (MOPS).</p>	
(3) Does the Company establish performance rules and evaluation methods of the Board of Directors, and periodically engages in performance evaluation every year? Besides, does the Company submit the outcome of performance evaluation to the board of directors to be used as the handy reference in salary remuneration of respective directors and their salaries?	V		<p>(3) On February 25, 2016, we released the Guidelines for the Evaluation of Board Performances. According to these guidelines, we conduct performance reviews in the Quarter I for the performance during the prior year. At least in every three years, the Company retains outsourced experts, independent institution or the outsourced scholars and experts into a team to conduct one evaluation. Upon closure of every year, the Company conducts the annual performance evaluation.</p> <p>Our self-evaluations are based on: (1) board composition and structure; (2) the election of the board directors; (3) the composition and continued training & education of functional committees; (4) the participation in the company operations, corporate governance and corporate social responsibility; (5) internal control; (6) operating performances. The assessment reports are forwarded to the board.</p> <p>The Nominating Committee presents to the board the basis for nominations, performance review and evaluation method for the effectiveness of the board during the previous year.</p> <p>According to the assessment by an external and independent institution commissioned in 2018, the result was "excellent". The self-assessment by the board regarding its performance was presented at the board meeting on February 25, 2020.</p> <p>The results of evaluation are disclosed at the section for corporate governance at our company website http://www.voltronicpower.com.tw.</p>	No discrepancy
(4) Does the company periodically evaluate the	V		<p>(4) On February 25, 2016, the Company duly stipulated "Regulations</p>	No discrepancy

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independence of the certified public accountant?			<p>Governing Independence and Performance Evaluation of Certified Public Accountants", where under the Company will evaluate the Certified Public Accountants on an annual basis. The method of evaluation (I) Evaluation over independence (II) Evaluation on their performance. The outcome of evaluation over the Certified Public Accountants' independence and performance in 2019 were both in line with the requirements and were duly resolved by the Audit Committee and the Board of Directors on February 25, 2020. The statements of independence by Certified Public Accountants Chen Chung-Cheng and Chen Chao-Mei of Deloitte Touche Tohmatsu International Taiwan are satisfactory to the Company's evaluation criteria in independence of the Company and the criteria of independence for Certified Public Accountants.</p> <p>The results of evaluation are disclosed at the section for corporate governance at our company website http://www.voltronicpower.com.tw.</p>	
4. Have TWSE/GTSM listed companies been equipped with eligible and appropriate corporate governance personnel, and designated corporate governance executives responsible for corporate governance-related affairs (including but not limited to providing directors, supervisors with the information needed to perform business, assisting directors, supervisors in complying with laws to handle matters related to meetings of the board of directors and shareholders 'meetings in accordance with the law, with production of minutes of board of directors meetings and shareholders' meetings)?	V		<p>On November 11, 2019, the Board of Directors approved the establishment of the Corporate Governance and Sustainability Committee, to assist the Board of Directors in the advocacy of corporate governance, corporate social responsibility, and sustainability in business. The purpose is to strengthen the Company's corporate governance, environmental protection, and corporate social responsibility. Meanwhile, the position Chief Governance Officer was created. Chief Governance Officer has ten years of experience in shareholder services and board meetings management and will work together with the financial department in corporate governance matters. Chief Governance Officer shall report periodically to the Board of Directors any relevant issues according to the Standard Operational Procedures for Dealing with Requests from Directors</p> <p>The responsibilities of Chief Governance Officer and the financial department are as follows:</p> <ol style="list-style-type: none"> (1) Planning and formation of the company systems and organizational structure to facilitate board independence, corporate transparency and legal compliance; (2) Agenda planning for board meetings and functional committee meetings; (3) Informing of the board directors and preparation of sufficient materials for any meetings at least seven (7) days in advance, according to relevant laws and regulations; reminders to the parties with conflict of interest to avoid discussions; 	No discrepancy

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			<p>(4) Registration of shareholders' meeting dates each year before deadlines, and issuance of meeting notices with public announcements as required by laws; preparation of Meeting Handbooks, agenda materials, meeting minutes; amendments to the Articles of Incorporation and registration for any changes to the board composition; commissioning a professional unit to proceed with the Company's alteration registration.</p> <p>(5) We internally evaluate the performance of the board each year. According to our Guidelines for the Evaluation of Board Performances, we commission external professional organizations or experts/scholars to evaluate the performance of the board at least once every three years.</p> <p>(6) Arrangement on a quarterly basis for sound communications by and between the Certified Public Accountants and the independent directors about the update of laws and ordinances concerned.</p> <p>(7) Reviews, suggestions, and follow-ups regarding the implementation effectiveness of corporate governance measures (assessments) and the status of annual plans/projects.</p>	
5. Does the company establish communication channels for stakeholders (including but not limited to shareholders, employees, customers and suppliers), and an exclusive section for stakeholders in the company's website, and properly respond to the issues of corporate social responsibility pertinent to stakeholders?	V		<p>(1) The Company places importance on interested parties including employees, clients, investors and suppliers:</p> <p>A. Employees: Convening labor-management conferences on a quarterly basis to provide a sound platform for communications in due time to balance and harmonize relationship by and between the employees and the management.</p> <p>B. Customers: Visiting customers, putting the customers' confidential information into confidentiality. Execution of non-disclosure obligation agreements among in-house employees.</p> <p>C. Investors-The efforts to promulgate the Company's operating revenue performance, financial information through the Company's website and Market Observation Post System (MOPS); to accept invitation from time to time on a nonscheduled basis from the investment institutions to participate in in the investment oriented symposiums to report the Company's business performance, the efforts to take the initiative to work out Corporate Social Responsibility (CSR) report for adequate disclosure of the relevant information.</p> <p>D. Suppliers: The efforts to maximize the entire enterprises toward sounder development, boost all suppliers to faithfully comply with</p>	No discrepancy

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			<p>the international human right related laws, labor related laws of the nations and to request all suppliers to put them into sound implementation as a means to render warm concern about employees.</p> <p>The Company keep channels for smooth communication and respect and maintain their legal rights by offering a complaint hotline +886-2-2791-0054.</p> <p>(2) All interested parties can instantly access to our information via Market Observation Post System (MOPS) and Corporate Social Responsibility Zone at our official website. On the issues of corporate social responsibility that are of concern to interested parties, please refer to the Investor Relations Zone or Corporate Responsibility Report on the Company's website. http://www.voltronicpower.com.tw.</p> <p>(3) The Company has appointed a spokesperson and a deputy spokesperson responsible for the external communication. We have also set up the Interested Party Mailbox and the Accusation reporters' mailbox (whistleblower@voltronic.com.tw) available to interested parties for smooth communication.</p>	
6. Does the company appoint a professional stock affair handling agency to process the affairs of shareholders' meeting?	V		The Company has appointed a professional stock affairs agency – Stock Affairs Department of Yuanta Securities to deal with shareholder affairs and establish Measures Governing Stock Affairs Management to deal with related issues.	No discrepancy
7. Information Opening				
(1) Does the company set up a website to disclose the financial business and the corporate governance information?	V		(1) The Company announces the reports of financial business and corporate governance issues at the Market Observation Post System (MOPS) and the Company's website provides special zones, i.e., "Investor Relations" and "Corporate Social Responsibility", "Company Profile" "Corporate Governance" "Financial Information" and "Interested Party" with relevant information in detail for investors to consult with. http://www.voltronicpower.com.tw .	No discrepancy
(2) Does the company adopt other information disclosure methods (such as setting up an English website, designating exclusive personnel to be in charge of the corporate information collection and disclosure, actualizing the spokesperson system, institutional investor conference process placement in the company's	V		(2) The Company has set up an English website and appointed a spokesperson and a deputy spokesperson to be responsible for information collection and disclosure, and related information will be published at Market Observation Post System (MOPS) or our official website. To efforts to promulgate the shareholders' meeting and juristic person explanation meeting related information toward the Company's website and Market	No discrepancy

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website, etc.)? (3) Did the Company announce and declare its annual financial statements within two months after the end of the fiscal year, and announce and declare the financial statements of the Quarters I, II and III and operating performance of each month ahead of schedule as required?			Observation Post System (MOPS). (3) The Company files and publishes annual financial reports within two months after the end of the fiscal year, as required by relevant laws and regulations. Meanwhile, the financial reports for the Quarters I, II and III and the operating performance per month are filed and reported before statutory deadlines. Relevant disclosure and information are available at the Company's website and Market Observation Post System (MOPS).	No discrepancy
8. Does the company have other available important information helpful to understand the corporate governance and performance status (including but not limited to employee interests, employee care, investor relation, supplier relation, rights of stakeholders, advanced study status of directors and supervisors, execution status of risk management policy and risk measurement standard, execution status of client policy, the status of purchasing liability insurance of the company for its directors and supervisors, etc.)?	V		(1) Employee interests and care about employees: The Company, as always, pays supreme attention to employee interests, and holds labor-management meetings on a regular basis. The employer's representatives and labor representatives fully communicate their opinions and the Company has set up Employee Welfare Committee to ensure the rights and interests of employees, the employees' physical and mental health. The Company has budgeted regular funds to carry out health examinations and in addition to the inspection items stipulated by the law, the Company takes the initiative to adjust the screening project inspection to build a dynamic and secure workplace environment. Regarding environmental safety management, the Company has satisfactorily passed ISO 14001: 2015 Certification, ISO 9001 and OHSAS-18001 (Occupational Safety and Health Management system). Performance reviews of all the employees are conducted at the end of each year, as the basis for promotions and wages adjustments. (2) Investor relations: The Company convenes the shareholder meeting annually to give shareholders opportunities to ask questions and make proposals. Since 2016, the annual meeting of shareholders has listed the use of electronic methods as one voting option. Meanwhile, we established a spokesperson system to deal with suggestions or inquiries from shareholders. Investors can visit Investor's Zone at our official website to access information related to the Company and are invited to our capital market day events organized by institutional investors on an ad-hoc basis. All these efforts aim to enhance information transparency. In accordance with the stipulations set forth by competent authorities, we have also made our disclosures and information available to investors. (3) Supplier relations: Based on the Company's Procurement and Payment Cycle and Measures for Procurement Management as part of internal control, we always act with integrity and honesty. The Company seeks to establish a well-managed supply chain after comparing prices, quality,	No discrepancy

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			<p>delivery, and payment terms. We emphasize the importance of suppliers' commitment to legal compliance, labor rights, environmental protection, and CSR, and we ardently hope to work with suppliers to create better life environment and relationships according to Supplier CSR Management Agreement with Voltronic Power.</p> <p>(4) Rights of interested parties: As the Company places importance on interested parties, including employees, customers, investors and suppliers who are our stakeholders, we have maintained smooth communication channels and respected and protected their legal rights. We have also set up the Interested Party Zone and the Channel to File Complaints About A Loss of Rights at our official website.</p> <p>(5) Directors and supervisors' advanced study: The Company's directors, supervisors and independent directors who are those with professional backgrounds or practical experience have completed their study of corporate governance and securities regulations in accordance with related rules. The advanced study of our directors and supervisor during their tenure is disclosed in the Market Observation Post System (MOPS) (website at http://newmops.tse.com.tw/) or 2019 Advanced Study. Additional remarks which are given as below.</p> <p>(6) Implementation of risk management policy and risk measurement criteria: Having adhered to its stable operations as the principle, the Company focuses on its core business, establishes its operation strategies based on the controllable and bearable risks which are checked by the internal audit unit regularly or irregularly to reduce possible risks facing corporate operations.</p> <p>(7) Implementation of customer policy: The Company upholds the principle of "Customer First," designing and producing high-quality products to meet customer needs, regularly reviewing customer relationships and communicating with customers effectively to maintain long-term cooperation relationships. In terms of qualitative and quantitative management, the Company faithfully follows "Total Quality Assurance, Service Satisfaction" and complies with ISO 9001: 2015 specifications to provide the best possible quality toward our customers.</p> <p>(8) Purchase of liability insurance for board directors: According to our Articles of Incorporation, we may purchase liability insurance for board directors, with the approval from the board. On May 7, 2020, the board</p>	

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			<p>agreed to extend the insurance policy with Cathay Century Insurance Co., Ltd. for coverage of \$3 million from June 24, 2020 through June 24, 2021, in order to mitigate and diversify the potential losses incurred by the Company in the event of erroneous behavior of board directors. All the information regarding the liability insurance for board directors of our company has been disclosed in the Market Observation Post System (MOPS).</p> <p>(9) Risk & management measures toward information technology safety & security: The Company has set up sound managerial specifications over information safety & security to assure confidentiality, security and usability of the corporate information.</p> <p>Defense:</p> <p>To minimize the possibility of potential attack against the Company's network which, once coming true, might smash the system or even kidnap information and, in turn, affects the normal operation of the relevant departments with production inclusive, the Company installs firewalls, anti-virus software on all information devices (servers or personal computers) in each plant. All such defensive tools are updated for the anti-virus mechanism on a regular basis. The Company further updates the operating system security, and periodically changes the passwords to minimize the risk of new attacks on the network. In addition, the Company introduced a dual factor protection mechanism to increase the defense capability against potential foreign attacks.</p> <p>In an effort to minimize the human error caused by the Company's business information being improperly extorted or phished, or maliciously destroyed or possibly implanted with a Trojan horse program, the information units of all factories, either on a regular basis or from time to time on a nonscheduled basis, conduct information security promotion and reminding to internal colleagues to remove illegal software, and strengthen the filtering mechanism of spams.</p> <p>In an attempt to prevent the Company's business secrets from being improperly outflowed, the Company demands that the employees and those who may be aware of confidential information take responsibility for absolute confidentiality. Toward computers of specific professional functional units, the Company restricts access to data and restricts communication. The permission setting of the software is used not to regularly check the information flow of the computer operation. Through all these measures and efforts, the Company definitely prevents the commercial confidential</p>	

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			<p>information from being improperly flown out.</p> <p>Rescue</p> <p>To ensure the potential accidents in the defense measures, all important information equipment of each and every factory area is equipped with a regular and complete data double backup and off-site backup mechanism. Once the data is damaged by the network attack, all such data can be backed up in the shortest possible period of time to minimize the potential impact upon the business operation of the entire Company.</p> <p>To ensure the effectiveness of the backup data and recovery mechanism, the Company, on a regular basis, arranges information disaster prevention drills, data recovery drills, and develops the standard processing procedures for the security incidents to ensure that an accident, if any, can be managed in the most composed manner.</p>	
9. Please provide explanations for the improvement made according to the results of the corporate governance evaluation by the Corporate Governance Center of Taiwan Stock Exchange during the most recent year, and details on the priority issues and measures for the areas yet to be improved (not applicable to the companies not evaluated).	V		<p>In four sessions (years) in a row since 2016, the Company has been ranked among the top 5% of all companies in terms of “Corporate Governance Evaluation” and, in “Corporate Governance Evaluation” in Year 2018~2019, the Company was rated among the top 10% of all listed companies in the electronic category with market value over NT\$10 billion.</p> <p>For the uncompleted corrective actions, it shall submit concrete explanation and evaluation:</p> <p>2.2 Indicators –A lack of disclosure regarding board diversity policies and progress to date in the Company’s annual report and official website: The relevant disclosure has been made in the Company’s annual report to the shareholder meeting in 2019.</p>	No discrepancy

On November 11, 2019, the Board of Directors approved the establishment of the Corporate Governance and Sustainability Committee, to assist the Board of Directors in the advocacy of corporate governance, corporate social responsibility, and sustainability in business. The purpose is to strengthen the Company’s corporate governance, environmental protection, and corporate social responsibility. Meanwhile, the position Corporate Governance Officer was created.

The responsibilities of Corporate Governance Officer as follows:

- (1) Planning and formation of the company systems and organizational structure to facilitate board independence, corporate transparency and legal compliance;
- (2) Agenda planning for board meetings and functional committee meetings;
- (3) Informing of the board directors and preparation of sufficient materials for any meetings at least seven (7) days in advance, according to relevant laws

and regulations; reminders to the parties with conflict of interest to avoid discussions;

(4)Registration of shareholders' meeting dates each year before deadlines, and issuance of meeting notices with public announcements as required by laws; preparation of Meeting Handbooks, agenda materials, meeting minutes; amendments to the Articles of Incorporation and registration for any changes to the board composition; commissioning a professional unit to proceed with the Company's alteration registration.

(5)We internally evaluate the performance of the board each year. According to our Guidelines for the Evaluation of Board Performances, we commission external professional organizations or experts/scholars to evaluate the performance of the board at least once every three years.

(6)Arrangement on a quarterly basis for sound communications by and between the Certified Public Accountants and the independent directors about the update of laws and ordinances concerned.

(7)Reviews, suggestions, and follow-ups regarding the implementation effectiveness of corporate governance measures (assessments) and the status of annual plans/projects.

Corporate Governance Officer Training of Management:

Date of Advanced Study (mm/dd/yy)	Host by	Name of Program	No. of study hour
11/11/2019	Accounting Research and Development Foundation	Practical issues in legal compliance regarding independent directors and the Audit Committee	6
09/24/2020	Securities and Futures Institute	Discussion on Salary Issues of Employees and Director	3
10/16/2020	Taiwan Stock Exchange	2020 Corporate Governance and Corporate Integrity Directors and Supervisors Promotion Conference	3
11/06/2020	Accounting Research and Development Foundation	Corporate Governance 3.0	6
11/24/2020~11/25/2020	Securities and Futures Institute	Corporate Governance Officer Practical study classes	12