

Succession Planning for Board Members and Key Management Personnel

■ Succession Planning and Operation for Board Members

1. The Company's "Articles of Incorporation" stipulate that the election of directors shall fully adopt the candidate nomination system. The "Corporate Governance Best Practice Principles" and the "Director Election Procedures" state that the composition of the Board of Directors should consider diversity and formulate diversity policies based on the Company's operations, business model, and development needs. These policies cover, but are not limited to, two major aspects: basic qualifications and values, and professional knowledge and skills.
2. The Company has established a database of director candidates based on the following criteria for its director succession plan :
 - Candidates must demonstrate integrity, responsibility, innovation, and decision-making capabilities aligned with the Company's core values, and possess professional knowledge and skills beneficial to the Company's management and operations.
 - Candidates must have industry experience relevant to the Company's business activities.
 - The selection process for director candidates must comply with eligibility reviews and relevant regulations to ensure that, when board vacancies arise or expansion is planned, suitable new directors can be effectively identified and appointed.
3. The Company has established the "Performance Evaluation Procedures for the Board of Directors and Managers." Through performance evaluation metrics — including control over corporate goals and missions, awareness of duties, participation in operations, management of internal relationships and communications, professional competencies and training, and internal control — the Company assesses the effectiveness of Board operations and director performance, using the results as a reference for future director nominations.

■ Succession Planning and Operation for Key Management Personnel

1. To support organizational development and sustainable operations, the Company has planned a talent reserve and development program for key management personnel. Candidates must possess capabilities in management, decision-making, analysis, and crisis management, as well as the ability to effectively execute in their professional fields. The Company selects diversified talents internally based on performance, project execution, and personal traits, or externally hires professional managers whose values, business philosophy, and corporate culture align with those of the Company.
2. The Company conducts annual employee performance evaluations and, through daily observation and performance review interviews, identifies potential successors for key management roles. To foster the development of these successors, the Company arranges internal and external training programs on an ongoing basis each year. Training focuses not only on professional skills but also on enhancing judgment, management capabilities, and problem-solving abilities. Additionally, the Company promotes growth through job rotation and participation in senior management meetings, thereby strengthening the successors' business management competencies and strategic thinking.