

Succession planning for Board members and key Management

- **Board Members**

1. The composition of the Board of Directors should be diversified, taking into account the company's scale of operations and the shareholding of major shareholders, and the actual operational needs. In addition to possessing professional knowledge, skills, and qualities, directors should also consider the proportion of independent directors and emphasize gender equality.
2. The Company cultivates senior managers to join the Board, enabling them to become familiar with the operations of the various units within the Group and deepen their industry experience through rotation. Senior managers participate in various forums and seminars to identify suitable candidates from industry talent and networks and assess their suitability.
3. The Company has also established a "Rules for Performance Evaluation of Board of Directors." The rules for performance evaluation include the company's control over its goals and tasks, understanding of responsibilities, participation in operations, internal relationship management and communication, professional skills and further education, and internal control, to confirm the effectiveness of the Board's operation and assess director performance, serving as a reference for future director selection.

- **Key Management**

1. The Company will first conduct a careful assessment of the current organizational situation, positions, organizational characteristics, and potential future strategic direction to determine the talent needed for future development in line with the organization's strategic direction and to formulate a suitable senior management team. The Company will provide diverse training methods for senior management, including training courses to cultivate leadership, business acumen, cross-functional management skills, and change management capabilities. Career development plans will be formulated for senior management, and job rotations and secondments will be used to enhance their work development opportunities and improve their leadership abilities. The Company will also regularly review the performance of senior management to assess the suitability of successors.
2. The Company will regularly review the performance of its senior management. Based on the review results, the Company will periodically communicate and exchange opinions with the Board of Directors and discuss adjustments to the succession plan. In addition to the Board of Directors, senior executives will be invited to attend Board meetings and strategy and operations meetings. The Company plans to cultivate decision-making abilities through senior executives' participation in Board meetings and related meetings, nurture potential future senior management successors, and also seek external talent to join the Company as needed.