

# **Board of Directors and Key Management Succession Plan**

## **1. Board of Directors Succession Plan and Operation**

According to the Company's Articles of Association, the Board of Directors shall consist of seven to nine directors. The candidates shall be nominated in accordance with Article 192-1 of the Company Law, and the shareholders shall elect from the list of candidates for a term of three years. There shall be at least three independent directors, which shall not be less than one-fifth of the number of directors. In the future, the Board of Directors of the Company will implement the policy of diversity of Board members in accordance with the Company's Articles of Association and the Code of Practice for Corporate Governance, and will continue to maintain a composition that is beneficial to the Company's operations, in order to safeguard the best interests of the Company, employees, and shareholders.

The Company also stipulates the "Board of Directors Performance Evaluation Regulations". By means of self-evaluation and external appraisal, the Board of Directors' performance shall be evaluated to serve as a reference for the selection of directors in the future. The results of the Board of Directors' performance evaluation can be found on the company's website.

In 2024, there have been no changes in the board of directors, and there are no circumstances involving the replacement of directors. The current board consists of 7 members, including 3 independent directors. To expedite the succession process, there are 3 directors aged 50 or below in the current term. All members possess extensive experience in various fields and are professionals with expertise in operational judgment, business management, finance and accounting, international perspectives, academic-industry knowledge, and other specialized skills. During their tenure, directors allocate a minimum of 6 hours per year to participate in training sessions recognized by regulatory authorities to continuously acquire new knowledge and maintain their professional advantages..

In addition, high-level managers are arranged to attend the board of directors meeting from time to time when the board of directors is held, so that they can be familiar with the operation of the board of directors and the operational direction.

## **2. Key Management Succession Plan and Operation**

The Company has established a business unit manager for each business unit, who is responsible for the production, sales, and daily management of each business unit. Through job experience, they are trained to become high-level managers from the daily work.

In addition, each department has a department manager with a job description and a designated deputy manager for training. According to the Company's development strategy, key talents are rotated across departments and provided with education and training to improve their professional knowledge and leadership skills. According to the Company's employee performance appraisal regulations, the performance and abilities of each employee are regularly evaluated. Those who are excellent will be given priority for promotion to facilitate the transfer of talents.

In November 2024, as President Mr. Wen-Ping Li's term comes to an end, the Board of Directors, considering the succession plan for experience transfer and business continuity, has decided to extend his appointment as President.