

Succession Plan for Board Members and Selection and Succession Planning Methods for Senior Managers

Succession plan for board members

Article 1

The company's "Articles of Association" stipulate that the election of directors shall adopt a candidate nomination system, and the "Director Selection Procedure" stipulates that the composition of the board of directors shall consider diversity and formulate diversification policies based on the company's own operations, operating models and development needs. Including but not limited to basic conditions and values, professional knowledge and skills and other two major aspects of standards.

Article 2

The company's ongoing director succession plan establishes a director candidate database based on the following standards:

1. Integrity, responsibility, innovation and decision-making ability, consistent with the company's core values, and possessing professional knowledge and skills that contribute to the company's operation and management.
2. Have industrial experience related to the business operated by the company.
3. It is expected that the addition of this member will continue to provide the company with an effective, collaborative, diverse board of directors that meets the needs of the company. And set up at least 1 female director, and the overall board expertise must include corporate strategy, accounting and taxation, finance, law, administrative management and production management. The selection process of the company's list of director candidates must comply with qualification reviews and relevant standards to ensure that when director seats become vacant or plans increase, suitable new director candidates can be effectively identified and selected.

Article 3

The company has also clearly defined the "Board of Directors Performance Evaluation Methods", which measure items through performance evaluation, including control of company goals and tasks, awareness of responsibilities, participation in operations, internal relationship management and communication, professional functions and further training, internal control and specific Expressions of opinions, etc., to confirm the effective operation of the board of directors and to evaluate the performance of directors as a reference for future selection of directors.

Selection, performance evaluation and succession planning of senior managers

Article 4

The so-called senior managers are "managers established in accordance with the articles of association."

Article 5

The company's senior managers are responsible for relevant business within the organization and are as follows in accordance with the Articles of Association: Refers to supervisory-level managers with decision-making power at or above the deputy general manager level.

Article 6

The company emphasizes that in addition to possessing certain professional skills, senior managers must have words and deeds that are highly consistent with the company's core values of "Integrity, Customer Orientation, Teamwork, Environmental Protection, Innovation and Advancement" as the selection criteria. . Therefore, the cultivation of its concepts and the practice from the heart require long-term cultivation and implementation.

Article 7

The company's senior managers should perform performance evaluations in accordance with performance evaluation procedures and evaluation indicators every year. The performance evaluation results should be completed before the end of the first quarter of the following year. Senior managers should develop their personal "annual work goals" and "annual work plans" based on the company's "annual work goals" and "annual work plans." Combined with the performance appraisal system, employees' personal development is combined with the company's growth to achieve the company's overall annual plan and annual goals.

Article 8

The results of the annual performance evaluation should be used as a reference when selecting or nominating senior managers.

Article 9

The company's senior manager successor training plan has been launched in 2023 and has been reviewed and approved by the board of directors. It regulates the qualifications, selection methods, training plans and schedules of successor candidates, in order to establish the cultivation and development of high-level talents in each business unit. Succession mechanism and regular reporting to the board of directors.

Article 10

Regarding the reserve training of senior managers, the reserve maturity of each reserve candidate is reviewed every year. The senior supervisor and the human resources director jointly develop and implement the training plan, including the expansion or refinement of the job, undertaking project tasks, and senior management. Experiences and trainings include strategy consensus camps for senior managers (including general managers), benchmarking learning and operation management courses, external assignments to related companies, internal job rotations, etc., and the maturity of reserve personnel is reviewed one by one through the mentor system and the board of directors.

Article 11

These Measures shall come into effect after being discussed and approved by the Board of Directors, and the same shall apply when amended.