

Succession Plan for Board of Director Members

1. The Article of Incorporation of the Company clearly stipulate that the election of directors shall be fully based on the nomination system of candidates, and the "Corporate Governance Practice Principles" and the "Rules of Election of Directors" clearly stipulate that the composition of the board of directors shall consider diversity, and formulate a diversity policy based on the company's own operation, operation style and development needs, including but not limited to basic conditions and values, professional knowledge and skills.
2. The Company's ongoing succession planning for directors shall establish a database of director candidates based on the following criteria:
 - 2-1 Must have the professional knowledge, skills and qualities to perform their duties, and the values and personality traits are consistent with the company's business philosophy, and the company's business philosophy is as follows: respect, excellence, sharing, professionalism, effectiveness, empathy and trust.
 - 2-2 Experience in industries related to the Company's business.
 - 2-3 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. The Company attaches great importance to gender equality in the composition of the Board of Directors, and the overall expertise of the Board includes industry knowledge, corporate strategy, accounting and taxation, finance, legal, administration and business management. The selection process of the Company's list of candidates for directors must comply with the qualification review and relevant standards to ensure that suitable new directors can be effectively identified and selected when there are vacancies or planned increases in the number of directors.

3. At the same time, the Company has also specified the "Rules for Performance Evaluation of Board of Directors", which confirms the effective operation of the Board of Directors and evaluates the performance of directors through the measurement items of performance evaluation, including the control of the company's goals and tasks, awareness of responsibilities, participation in operations, internal relationship management and communication, professional functions and further education, internal control and specific opinion expression, etc., as a reference for the selection of directors in the future.

4. The Company voluntarily set up a nomination committee in June 2022 to formulate and regularly review the directors' continuing education plan and succession plan, find suitable candidates for directors and independent directors, and propose a list of candidates for directors and independent directors to the Board.