

Succession Plan for the Management Team

In response to the group's organizational development and sustainable operation, the company plans to coordinate the implementation of the talent development mechanism for the Succession Plan for the Management Team, combined with the existing senior executive strategy consensus meeting, and formulate the following plans:

A. Promoting agency/succession planning:

1. Define important job conditions and candidates, and submit at least one or two agent candidates for each important job.
2. Inventory the status of talents according to the existing organization, review and evaluate the performance of important managers at the current stage. Up to now, there are 3 high-level professional managers and 8 high-level management teams, and the performance evaluation is carried out every year.
3. Review the strengths and abilities to be developed of future successors every year, focus on training resources for training and development, including management courses etc.

B. Senior executives (including the general manager) Operations meeting and Sustainable Development Conference :

1. Conduct at least one operational meeting a year to discuss annual operational goals in conjunction with their management duties..
2. Conduct at least one Sustainable Development Conference a year, combined training ESG education courses and risk management. The last Sustainable Development Conference was on June 27, 2023.
3. Carry out management capabilities, personal development plans, performance management, talent management, organizational change, career growth, leadership succession, and task assignment for future strategic planning.
4. Based on the leadership experience of internal senior executives and middle managers for many years, share the leadership practice of the company's organizational culture and business management, hoping to cultivate multi-faceted management talents and achieve internal corporate knowledge and experience inheritance.

Weekly executive meetings to report the performance of each department and share knowledge, 47 and 49 meetings were held in 2023 and 2022 respectively.

The company conducts succession planning, confirms which people are suitable for which positions, and continuously identifies and prepares new key talents so that they can succeed in future positions to carry out succession planning work and continuously prepare successor leaders to benefit important The Succession Plan for the Management Team enables the company to develop continuously.