

## **Succession Planning Operations**

The company has formulated a succession plan for the chairman and key management members since 2016.

Chairman Mr. Ken Huang joined the management team in 2000, joined the board of directors in 2001, and served successively as Associated Vice President, Vice President, and President of Sales and Marketing Div. He took over as chairman in 2012. His successor plan is based on long-term and diversified cultivation as the main directions.

Succession planning for important management levels, in addition to inventory and selection of potential successors, is also combined with personal development plans, mentoring systems, online development courses, strategic consensus camps for senior executives, etc., combined with company and department mission goals to help them effectively improve Succession capabilities, strengthen its strategic planning, risk management, innovation model and leadership capabilities to cultivate the succession candidates needed in the next 3-5 years and 5-10 years.