

# Succession planning for company board members and key management

## I. Succession planning for board members

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.
2. The company's ongoing director succession plan will establish 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 company's needs. 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.
3. The company has clearly defined the "Board of Directors Performance Evaluation Method", which measures 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.

## **II. Important management level - selection, performance evaluation and succession planning of senior managers**

1. The so-called senior managers are "managers established in accordance with the articles of association." The company's senior managers are responsible for relevant business within the organization. According to the articles of association, they refer to managers at the deputy general manager level or above who have decision-making power.
2. 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.
3. 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.
4. The results of the annual performance evaluation should be used as a reference when selecting or nominating senior managers.
5. After deliberation and approval by the Board of Directors, the senior manager successor training plan was launched to standardize the qualifications, selection methods, training plans and schedules of successors, so as to establish a high-level talent training and succession mechanism for each business unit, and regularly report to the Board of Directors Report.
6. Reserve training for senior managers:  
Senior managers and human resources managers review the maturity of each reserve candidate every year, and jointly develop and implement training plans,

including job expansion or improvement, undertaking project tasks, and strategic consensus training for senior managers (including general managers). , benchmarking learning and business management courses, overseas assignments to related companies, internal job rotations, etc. experience and training, and the maturity of reserve personnel is reviewed one by one through the mentor system and the board of directors.

### III. Operation status

1. The company currently has a total of 7 directors (including 3 independent directors). For information on the board of directors, please refer to the following link:

<https://www.bizlinktech.com/zh-tw/esg/detail/24>

- (1) Regarding the succession planning of the board of directors, the group currently has many senior management professionals, so the company has an abundant talent pool to take over the vacancies of future directors. As for independent directors, they are required by law to have industrial experience required in business, legal affairs, finance, or corporate business. There is no shortage of professionals in this sector in China. The selection channel for independent directors can be found at <https://weblinesfi.org.tw/watch/BW-main.asp> The "Independent Director Talent Database" established by the Securities and Futures Market Development Foundation, etc., is used to select suitable candidates.
- (2) The company's board of directors approved the results and recommendations of the board's internal and external performance evaluation on March 30, and the relevant content will be used as a reference for future director selection.

2. For current important management information of the Company, please refer to the following link:

<https://www.bizlinktech.com/zh-tw/investors/index/4>

- (1) The company's senior manager successor training plan has been launched in 2023, standardizing the qualifications, selection methods, training plans and schedules of successor candidates, in order to establish a high-level talent cultivation and succession mechanism for each business unit , and report regularly to the board of directors.
- (2) A group strategy meeting will be held in Malaysia in March 2023 to bring together group business leaders and functional leaders to synchronize strategies and create more synergy effects.

3. The board of directors approved relevant proposals

- (1) March 30: The results of the performance evaluation of the board of directors, the results of the performance evaluation of external professional independent institutions, the establishment of the qualification report during the term of independent directors, the adjustment of the nomination committee and financial director, in response to the needs of the group's operation and management operations and in cooperation with the Securities and Exchange Act. Change of manager in accordance with Article 22-2 and Article 25.
- (2) April 26: Directors and key employees liability insurance, cash capital increase employee stock subscription manager list.
- (3) May 11: Election of members of the Company's Nomination Committee.
- (4) November 10: Director selection procedures will be submitted to the shareholders' meeting for review, board member succession plan and senior managers' selection, performance evaluation and succession planning methods.