Succession Planning and Operational Status for Board Members and Key Executive Management

Succession Planning and Implementation for Members of the Board of Directors

The Company adopts a candidate nomination system for the election of directors, with each term lasting three years. Unless otherwise stipulated by applicable laws or the Articles of Incorporation, the election of directors shall be conducted in accordance with the Company's "Regulations Governing the Election of Directors."

The Company has established a board diversity policy within its "Corporate Governance Best Practice Principles," emphasizing gender equality and ensuring that all directors possess the necessary knowledge, skills, and competencies to perform their duties. Furthermore, all directors are required to complete a minimum of 6 hours of continuing education annually to enhance their professional capabilities.

In accordance with the Company's "Regulations for Performance Evaluation of the Board of Directors and Functional Committees," performance evaluations are conducted annually and completed by the end of December each year. The evaluation scope includes the overall board, individual directors, and functional committees, and is carried out through self-assessment.

The results of the 2025 evaluation were submitted to the Compensation Committee for review on February 9, 2026, and subsequently discussed by the Board of Directors on February 10, 2026, serving as a reference for the nomination and reappointment of directors.

Succession Planning and Implementation for Key Executive Management

In the Company's succession planning efforts, candidates are required not only to demonstrate outstanding professional capabilities, but also to align with the Company's strategic direction and policies. Annual training objectives are formulated accordingly, with "Integrity and Innovation" serving as the core corporate value. A diverse range of project-based training programs is designed to enhance the professional competencies and managerial capabilities of senior

executives through structured education and development resources. These initiatives aim to reinforce the Company's corporate culture, strengthen employee competitiveness, and support the pursuit of market leadership and sustainability.

1. Executive Competency Development:

The training framework comprises hierarchical programs, professional courses, and project-based modules. These include management training, Training Within Industry (TWI), functional skill development, internal trainer programs, key talent development plans, innovation-focused training, and participation in senior management meetings. Training schedules are arranged annually based on individual job requirements and learning progress. Through these professional development programs, trainees are expected to integrate and apply their skills to enhance decision-making capabilities, thereby preparing successors to meet future leadership demands. In 2025, the Company conducted 3,766 in-person sessions covering job-specific, routine, and project-based training. Simultaneously, various digital courses were promoted to provide employees with continuous learning opportunities regardless of the number of sessions. The total training time for the year reached 85,119.56 hours, with supervisors averaging 16.56 hours and general employees averaging 20.3 hours.

2. Overseas Assignment Experience Sharing:

As part of the Company's internationalization strategy, production facilities have been established in India and Southeast Asia. To cultivate global competencies and broaden employees' international perspectives, the Company offers opportunities for overseas assignments and short-term training. Experience-sharing sessions are also held to facilitate the transfer of knowledge gained abroad and to promote understanding of cultural differences.