

# Board Structure

The Board of Directors consist of 5 ~ 8 directors (including 4 independent directors). the Company may set 3 independent directors as the minimum among the quota of directors mentioned in the preceding paragraph. The nomination list prepared by the Company, for a term of three years, commencing on June 14, 2024, and ending on June 13, 2027.

The Board’ s responsibilities include supervising the corporate management and Company’ s overall operations. Alex Hsieh is our president.

## Introduction to Directors

Title	Name	Nationality or the venue of registry	(Selected Education, Past Positions & Current Positions at Non-profit Organizations)
Director	Hsieh Juor-Ming	Taiwan, R.O.C.	Education & Professional ualifications: Department of Business Management, Tatung University Major Past Positions: Centralion Industrial Inc. - Chairman cum General Manager Phoenixtec Power Co., Ltd. - Director Current Position: Voltronic Power Technology Corp. - Chairman cum General Manager Voltronic International Corp., Voltronic International H.K. Corp. Limited, Potential Technology Inc. Limited – Director Zhongshan Voltronic Power Electronic Limited, Voltronic Power Technology (Shen Zhen) Corp., Orchid Power (Shen Zhen) Manufacturing Company
Director	Open Great International Investment Limited Company representative: Chen Tsui-Fang	Taiwan, R.O.C.	Education & Professional ualifications: Department of Public Finance and Taxation, Takming Junior College of Commerce Major Past Positions: Voltronic Power Technology Corp. - Special Assistant of General Manager Current Position: Voltronic Power Technology Corp. - Special Assistant of General Manager Open Great International Investment Limited Company – Chairman
Director	Passuello Fabio	Italy	Education & Professional ualifications: University degree in Electrical Engineering Major Past Positions: Director and Manager Director of RPS SpA. Current Position: Director and Manager Director of RPS SpA.
Director	FSP Technology Inc	Taiwan, R.O.C.	Education & Professional ualifications:

	representative: Cheng Ya-Jen		<p>Tatung University</p> <p>Major Past Positions:</p> <p>FSP Technology Inc. - General Manager</p> <p>Current Position:</p> <p>FSP Technology Inc. - Chairman</p> <p>3Y POWER TECHNOLOGY INC. - Responsible person</p> <p>AMACROX GMBH-responsible person</p> <p>FSP Technology Inc. (Wuxi Quanhuan) - Director</p> <p>FSP TECHNOLOGY INC. (Wuxi Zhonghan) - Director</p> <p>FSP Technology Inc. (Shenzhen Zhonghan) - director</p> <p>FSP - Powerland Technology Inc. - Director</p> <p>FSP Generation Technology Inc. (Jiangsu) - Director</p> <p>FSP TECHNOLOGY USA INC. - Responsible person</p> <p>Haohan Electronic Technology Inc.-(Ji'an)- Director</p> <p>Xiangzan Investment Co., Ltd. - Supervisor</p>
Independent director	Li Chien-Jan	Taiwan, R.O.C.	<p>Education &amp; Professional ualifications:</p> <p>Ph.D. Program in Accountancy of National Chengchi University</p> <p>Major Past Positions:</p> <p>Chair of Department of Accountancy of National Taipei University</p> <p>Member of the CPA Discipline Committee of Financial Supervisory Commission</p> <p>Independent director of ACES Electronics Co., Ltd.</p> <p>Independent director of Copartner Technology Corporation</p> <p>Independent director of Fortune Semiconductor Corp.</p> <p>Independent director of Smart Ant Telecomm Co., Ltd.</p> <p>Independent director of AutoTools Group Co., Ltd</p> <p>Independent supervisor of Taisol Electronics Co., Ltd.</p> <p>Current Position:</p> <p>Full-time professor, Department of Accountancy, National Taipei University</p> <p>Director of Accounting Research and Development</p> <p>Foundation and committee member of Accounting Standards Board</p> <p>Commission member of Public Functionary Disciplinary Sanction Commission</p> <p>Committee member of Securities Listing Review Committee</p> <p>Independent director of Copartner Tech Corp.</p> <p>Independent director of L&amp;K Engineering Co, Ltd.</p> <p>Chairman of Fly-Hawk Accounting Education</p> <p>Director of Taiwan Institute of Ethical Business and Forensics, and committee member of its Corporate Governance Committee</p>
Independent	Wang Hsiu-Chi	Taiwan,	Education & Professional ualifications:

director		R.O.C.	<p>Master of Rider University</p> <p>Major Past Positions:</p> <p>Professor and Department Chair, Department of Accounting, Law and Business School, National Chung Hsing University</p> <p>Professor and Department Chair, Department of Accountancy, National Taipei University</p> <p>Selection Committee Member for the Sixth, Seventh and Eighth Presidents of National Taipei University</p> <p>Current Position:</p> <p>Director of Feiyuan Accounting Education Foundation</p> <p>Vice Chairman, Alumni Association of National Taipei University</p> <p>Consultant, Alumni Association of National Taipei University</p>
Independent director	Sam Ho	Taiwan, R.O.C.	<p>Education &amp; Professional ualifications:</p> <p>Master of Laws, National Chung Cheng University</p> <p>Major Past Positions:</p> <p>Attorney at Law, C&amp;R International Law Office</p> <p>Attorney at Law, Sam Law Firm</p> <p>Current Position:</p> <p>Attorney at Law, HHC &amp; Partners</p>
Independent director	Liao Kuei-Fang	Taiwan, R.O.C.	<p>Education &amp; Professional ualifications:</p> <p>Department of Accounting, Tamkang University</p> <p>Major Past Positions:</p> <p>CPA</p> <p>Current Position:</p> <p>Partner, Synergy &amp; Co., CPAS.</p> <p>Director, Xie Ji Enterprise Management Consultants Ltd</p>

Disclosure of information on professional qualifications of directors and supervisors and independence of independent directors:

Terms Name	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
Director Hsieh Juor-Ming	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Chairman & General Manager of Voltronic Power Technology Corp. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors. (2) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.	Nil
Juristic person director Representative of Open Great International Investment Limited Company: Chen Tsui-Fang	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Special Assistant of General Manager of Voltronic Power Technology Corp. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (2) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (3) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.	Nil
Juristic person director Representative of FSP Group: Cheng Ya-Jen	In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Chairman of FSP Group. Not been a person or any conditions defined in Article 30 of the Company Act.	(1) Not an employee of the company or any of its affiliated enterprises. (2) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the company or rank as top-10 shareholders. (3) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the managers specified under (1) or (2) (3). (4) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares. (5) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position. (6) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company. (7) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&A) Committee in accordance with Securities and	Nil

Terms Name	Professional Qualification and Experience	Independence Information	Number of the Other Public Companies in Which the Concerned Director Acts Concurrently as an Independent Director
		<p>Exchange Act, Business Mergers and Acquisitions Act and relevant laws.</p> <p>(8) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.</p> <p>(9) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.</p>	
Director Passuello Fabio	<p>In possession of hands-on experiences for more than five (5) years in the Company's business operation, currently serving as the Manager Director of RPS SpA..</p> <p>Not been a person or any conditions defined in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the company or any of its affiliated enterprises.</p> <p>(2) Not a director or supervisor of the company or any of its affiliated enterprises.</p> <p>(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the company or rank as top-10 shareholders.</p> <p>(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the managers specified under (1) or (2) (3).</p> <p>(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act.</p> <p>(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares.</p> <p>(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position.</p> <p>(8) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company.</p> <p>(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&amp;A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.</p> <p>(10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.</p> <p>(11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.</p>	Nil
Director Lee Chien-Jan	<p>Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as full-time professor of Department of Accounting, National Taipei University.</p> <p>Not been a person or any conditions defined in Article 30 of</p>	<p>(1) Not an employee of the company or any of its affiliated enterprises.</p> <p>(2) Not a director or supervisor of the company or any of its affiliated enterprises.</p> <p>(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the company or rank as top-10 shareholders.</p> <p>(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the managers specified under (1) or (2) (3).</p> <p>(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act.</p> <p>(6) The directors and supervisors or employees of another</p>	2

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	the Company Act.	<p>company not under control by a same person as the Company's directors with one half majority of the shares.</p> <p>(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position.</p> <p>(8) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company.</p> <p>(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&amp;A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.</p> <p>(10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.</p> <p>(11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.</p>	

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<p>Independent director Wang Hsiu-Chih</p>	<p>Having served as a Lecturer of the public universities/colleges in the Accounting related department (s) for more than five (5) years; currently serving as the Director of Feiyuan Accounting Education Foundation.</p> <p>Not been a person or any conditions defined in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the company or any of its affiliated enterprises.</p> <p>(2) Not a director or supervisor of the company or any of its affiliated enterprises.</p> <p>(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the company or rank as top-10 shareholders.</p> <p>(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the managers specified under (1) or (2) (3).</p> <p>(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act.</p> <p>(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares.</p> <p>(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position.</p> <p>(8) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company.</p> <p>(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&amp;A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.</p> <p>(10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.</p> <p>(11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.</p>	<p>Nil</p>
<p>Independent director Ho Yun-Hsuan</p>	<p>Currently serving with National Taipei University as a part-time Associate Professor in its Department of Accounting for more than five (5) years; currently serving as the Attorneys-At-Law, HHC &amp; Partners.</p> <p>Not been a person or any conditions defined in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the company or any of its affiliated enterprises.</p> <p>(2) Not a director or supervisor of the company or any of its affiliated enterprises.</p> <p>(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the company or rank as top-10 shareholders.</p> <p>(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the managers specified under (1) or (2) (3).</p> <p>(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act.</p> <p>(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares.</p> <p>(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position.</p>	<p>Nil</p>

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		<p>(8) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company.</p> <p>(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&amp;A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.</p> <p>(10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.</p> <p>(11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.</p>	
<p>Independent director</p> <p>Liao Kuei-Fang</p>	<p>As a practicing Attorneys-at-Law Office for more than five (5) years; currently serving as the Partner of Synergy &amp; Co., CPAS.</p> <p>Not been a person or any conditions defined in Article 30 of the Company Act.</p>	<p>(1) Not an employee of the company or any of its affiliated enterprises.</p> <p>(2) Not a director or supervisor of the company or any of its affiliated enterprises.</p> <p>(3) Not a natural person shareholder who holds shares, together with those held by the person's spouse, minority or held by the person under others' names, in an aggregate amount of 1% or more of the total number of outstanding share of the company or rank as top-10 shareholders.</p> <p>(4) Not a spouse, relative within the second-degree relatives, or lineal relative within the third degree by blood, of any of the managers specified under (1) or (2) (3).</p> <p>(5) Not as a director, supervisor or a director of a corporate shareholder who directly holds more than 5% of the Company's total issued shares, the top five shareholders or representative designated to serve as a director, supervisor or a director or an employee of a corporate shareholder in accordance with Paragraphs 1 or 2 under Article 27 of the Company Act.</p> <p>(6) The directors and supervisors or employees of another company not under control by a same person as the Company's directors with one half majority of the shares.</p> <p>(7) Not as a director (trustee), supervisor (supervising officer) or employee of another company or institution as the same person or the spouse thereof of the Company's Chairman, General Manager or person of equivalent position.</p> <p>(8) Not as a director (trustee), supervisor (supervising officer) , manager or a shareholder holding more than 5% of the shares of a specific company or institution in financial or business transaction with the Company.</p> <p>(9) Not as the enterprise proprietor, partner, director (trustee), supervisor (supervisory officer), manager and the spouse thereof of the professionals, sole proprietors, partners, companies or institutions rendering auditing, commercial, legal, financial, accounting and such relevant services to the Company or affiliated enterprises thereof with remuneration obtained over the past two years not beyond NT\$500,000. This, nevertheless, does not apply to a member of the Open Acquisition Committee, Remuneration Committee or Special Merger/Acquisition (M&amp;A) Committee in accordance with Securities and Exchange Act, Business Mergers and Acquisitions Act and relevant laws.</p> <p>(10) Not in a relationship as spouse or a relative within the second degree of kinship with any other directors.</p> <p>(11) Not under Article 27 of the Company Act with government, juristic person or the representative thereof successfully elected.</p>	<p>Nil</p>



## Overall capabilities the board of directors should be equipped with

The Nomination Committee shall recommend a list of nominees in accordance with the provisions of the company's articles of association regarding the number of director seats and submit it to the board of directors. The nomination of members is based on the required professional knowledge, skills, experience, gender, nationality, age and other diversity principles and considerations of the overall configuration of the board of directors. The 8 members of the 7th Board of Directors have extensive experience and expertise in finance, business, management and law. Among them, 2 executive directors have rich experience in finance, business and management, 2 non-executive directors have rich experience in finance, business and management and professional international market perspectives, 4 independent directors, 3 of whom have accounting expertise, and 1 independent director is a professional legal practitioner (which meets the requirements set by the Company for the diversity of board members). The Company attaches great importance to gender equality on the Board of Directors and strengthening corporate governance. There is 1 female executive director and 2 female independent directors. Female directors account for 37.50% of all directors, while male directors account for 62.50% of all directors. The average age of all directors is 62.75 years old.

## Facts of diversified, comprehensive and multifaceted compositions of the Board of Directors members:

Director's name	Diversity	Fundamental compositions							Business experiences				Professional expertise						
	Nationality	Gender	Employees of the Company in concurrent services	Age			Less than 3 years	3~9 years	Over 9 years	Tenure (independent director)	Manufacture management	Sales & marketing	Creative research & development	Asset management	Accounting	Finance	Laws	Risk management	International market visions
				40~55	56~65	66~85													
Hsieh Juor-Ming	R.O.C.	Male	V		V						V	V	V	V	V	V		V	V
Representative of Open Great International Investment Limited Company: Chen Tsui-Fang	R.O.C.	Female	V		V									V	V	V		V	
Passuello Fabio	Italy	Male				V					V	V		V		V		V	V
Representative of FSP Group: Cheng Ya-Jen	R.O.C.	Male				V					V	V	V	V	V	V		V	V
Lee Chien-Jan	R.O.C.	Male			V				V					V	V	V		V	V
Liao Kuei-Fang	R.O.C.	Female			V			V						V	V	V		V	V
Wang Hsiu-Chih	R.O.C.	Female				V		V						V	V	V		V	V
Ho Yun-Hsuan	R.O.C.	Male		V				V							V	V	V	V	V

Director's name	Diversity	Compliance						
	Business judgement	Accounting and financial analysis	Business management	Crisis management	Industry knowledge	International outlook	Leadership	Decision-making capability
Hsieh Juor-Ming	V	V	V	V	V	V	V	V
Representative of Open Great International Investment Limited Company: Chen Tsui-Fang	V	V	V	V	V	V	V	V
Passuello Fabio	V	V	V	V	V	V	V	V
Representative of FSP Group: Cheng Ya-Jen	V	V	V	V	V	V	V	V
Lee Chien-Jan	V	V	V	V	*	V	V	V
Liao Kuei-Fang	V	V	V	V	V	V	V	V
Wang Hsiu-Chih	V	V	V	V	*	V	V	V
Ho Yun-Hsuan	*	V	*	V	V	V	*	V

Note : \* refers to partially equipped

The Company has gradually planned for succession and leadership since 2018 and has been developing a talent pipeline for key positions (i.e. board members and management). The success plan places equal emphasis on cultivation of work capabilities and sharing of the Company's values and business philosophy. In addition to the ability to work. In addition to passing the torch and experience sharing by senior managers, the success program also encompasses training & education programs in professional competences such as operations, risk management, and finance. Meanwhile, the Company strives to enhance diversity, corporate governance, and sustainability (via ethical corporate management, environmental protection, and prosperity with the society). The members in the succession and leadership program will work for the board each quarter so that they are familiar with the functioning of the board. They will also be invited to join legal person briefing of external entities where appropriate.

### Board Performance Evaluation:

The Company shall conduct an internal board performance evaluation at least once a year. The internal board performance evaluation for the current year shall be conducted at the end of each year according to the evaluation procedures .

The Company's board performance evaluation shall be conducted by an external independent professional institution or a panel of external experts and scholars at least once every three years. The performance evaluation for the current year shall be conducted at the year-end.

Internal and external board performance evaluations shall be completed before the first board meeting held in the following year.

#### Evaluation of Board Performances

Evaluation cycle	Evaluation period	Evaluation scope	Evaluation method	Evaluation details
Once per annum	January 1, 2024 - December 31, 2024	Board and its functional committees Performance of (Audit Committee, Remuneration Committee, Nomination Committee, Corporate Governance Committee and Sustainable Development Committee) and the individual directors.	Internal self-assessments of Board and its functional committees (external assessment by an external and independent organization once every three years) and self-evaluation by the individual Board members	Board and its functional committees: Participation in the Company's operations (18%); Enhancement of decision quality by the board (16%); Composition and structure of the board (12%); Election and advanced study of directors (6%); Internal control (14%); Corporate governance performance (15%); Corporate operating performance (18%) Individual Board members: Mastery of the Company's targets and duties, awareness of directors' duties and responsibilities; degree of participation in the Company's business operation; interior relationship, business operation and communications; the directors' professionalism and continuing education, internal control performance.  The performance of the Board of Directors and Functional Committees in 2024 was evaluated as "excellent" by an external evaluation agency.