

Board and Management Succession Planning

Under our succession planning, important management members will enter the Board to get familiar with Board operations. In addition to the required work competencies and sharing the values of the Company, we require the following traits from successors: ethics and integrity, sense of commitment, will to innovation, and ability to win customer trust. Currently, job rotation is adopted to develop the strategy planning ability of candidates to select successors for the Board and senior management.

Successor training covers four major modules: management competence, professional competence, personal development plan, and job rotation. The contents include human resources, financial risk, overseas expatriation, and other related required skills. Through professional competence training, successors are trained to develop judgement ability with interdisciplinary approaches.

State of Implementation:

In November 2020, Mr. Yang Tun-Kai was appointed the new CEO.

In December 2020, CFO and Head of Finance Ms. Cheng Hsiu-Chin resigned, and Miss Lin Hung-Hsiang became the new CFO.