

GlobalWafers Co., Ltd.

Succession Planning for Board Members and Key Management

Board Member Succession Planning and Implementation Status

The Company's director election adopts the candidate nomination system, and a Nomination Committee is established. The composition of the Board of Directors is planned based on the consideration of the professional knowledge, skills, experience, gender and independence required for directors of the Company, in order to arrange an appropriate number of directors.

For the assessment of director candidates, in addition to the consideration of directors' professional qualification and industry experience, the corporate operation, management type and development requirements are considered to establish diversity policy and the required competence of the entire Board of Directors is used as a reference basis for the nomination of directors. Furthermore, the Company continues to take the following approaches to facilitate director selection and maintain the director candidate database:

- Board performance evaluation result is used as a reference for the nomination of directors for consecutive term of office.
- Current director or appropriate external institution or consultant is appointed to propose appropriate director candidates.
- Various sectors and fields are inquired to recommend appropriate candidates for the directors of the Company.
- Director candidates recommended by shareholders are considered.

Presently, the Company has a total of 8 Board members (including 4 independent directors), bring experience and expertise in operation management, industry knowledge, professional skills, leadership and decision making, finance and strategic management. In addition, the Company also considers the change of internal and external environmental conditions and development needs, in order to plan the annual continuing education courses, thereby improving the professional knowledge of new directors or directors of consecutive term of office, to continuously enhance Board effectiveness.

Important Management Succession Planning and Implementation Status

Key executives should possess high management, decision-making and analysis capabilities. In addition to demonstrating execution capability in their professional fields, their values shall be consistent with the business philosophy of the Company, and they must also be equipped with the personality traits of integrity and honesty.

In response to the operational development and organizational structure of the Company, the Company arranges appropriate management and establishes succession plan. In addition,

performance, personality traits and future potential are used as evaluation criteria, in order to be used as a reference for the determination of successors.

- Establishment of comprehensive education and training system: Through internal and external trainings, management courses and professional courses in various fields are provided, in order to develop the capabilities of successors, to cultivate leaders with professional knowledge, professional skills and professional attitude can be cultivated.
- Training courses for senior officers: Through the participation in external senior manager seminar courses, the management vision and perspective can be expanded via diverse learning and experience sharing to improve their leadership and decision making skills.
- Job authorization and substitute system: Departmental responsibilities are defined, and through the job authorization and substitute system, business operations can continue and successors can be cultivated.
- Business management meeting: Through the participation in various regular or irregular business management meetings of the Company, individuals are able to gain exposure to various development strategies and operation aspects of the Company, and broaden their strategic perspective.