

AMICCOM Electronics Corporation (The “Company”)

Succession Planning for Board Members and Key Management Personnel

1. Succession planning and operational status of board members.

The company currently has a total of 8 directors (including 4 independent directors), all of whom possess management expertise in business, financial accounting, or corporate operations. In the future, the composition and background of the board of directors will continue to follow the current structure.

In terms of independent directors, the law requires them to have work experience in business, legal affairs, finance, accounting, or company operations. There is no shortage of professionals in these fields domestically, so the succession of independent directors in the company may come from professionals in various sectors of the industry.

2. Succession Planning and Operations of Key Management Levels.

The company has important management personnel at the level of deputy managers and above, including 1 CEO, 1 general manager, 3 deputy general managers, 1 senior director, and 11 senior managers/managers/deputy managers, 17 people in total. Each person has completed a job description and job planning, and designated a deputy for their position, who will be trained and developed.

The company requires important management to utilize the existing performance evaluation system to assess and review suitable successors for the company’s future, in order to facilitate future development and progress.

The content of the company includes management skills, personal development plans, and task assignments, allowing trainees to integrate and apply these elements to enhance their decision-making abilities. The company hope to cultivate versatile and comprehensive management talent to facilitate the succession of talent.

3. The company has initiated the general manager succession plan.

The company cultivates internal senior managers to be appointed to the board of directors and familiarizes them with the operations of the board. Additionally, it expands their involvement with various operational departments and experiences such as business trips. One of the senior managers has succeed to be the general manager on Sep this year.

The company currently has several senior managers responsible for relevant business within the organization. They provide one-on-one experience sharing and mentoring, participate in management meetings, and deepen the understanding of management philosophy while cultivating various management skills. Through this process, important members for succession are selected.

In response to organizational development and growth momentum, in addition to externally recruiting outstanding talent, the company will also continue to actively cultivate potential mid- to senior-level managers. This will involve strengthening individual coaching and work exchanges, as well as implementing timely job rotations and business trip assignments. Through this process, the company aim to select well-rounded talent and systematically enhance it's future management team with clear plans and objectives.