

Eris Technology Corporation

Succession Plan

Succession Plan for Board Members and Key Management

For sustainable development, succession planning is a major undertaking for enterprises. The Company, in its succession plan, fosters the functional development of talent through talent development and serving in key positions, in order to cultivate diverse talent for the organization's sustainable operations.

Succession Planning and Operation for Board Members

In accordance with Article 15 of the Company's Articles of Incorporation, the Company shall have five to seven directors elected under a candidate nomination system, with a term of three years. Directors are elected by the shareholders' meeting from the list of candidates and may be re-elected for successive terms. The election of the Company's directors shall be handled in accordance with the director election procedures, unless otherwise stipulated by law or the Articles of Incorporation.

With reference to the “Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies”, the structure of the Company's Board of Directors shall, based on the Company's operational development scale and its major shareholders' shareholding status, determine an appropriate number of director seats, which shall be five or more, after weighing practical operational needs. The composition of the Board of Directors shall consider diversity and formulate appropriate diversity policies based on its own operations, operational model, and development needs. This should preferably include, but not be limited to, the following two major aspects of standards:

1. Basic conditions and values: gender, age, nationality, and culture, etc.
2. Professional knowledge and skills: professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience, etc.

Board members should generally possess the necessary knowledge, skills, and cultivation required for performing their duties. To achieve the ideal goals of corporate governance, the Board of Directors as a whole should possess the following capabilities:

1. Operational judgment capability.
2. Accounting and financial analysis capability.
3. Business management capability.
4. Crisis management capability.
5. Industry knowledge.
6. International market perspective.
7. Leadership capability.
8. Decision-making capability.

In terms of training mechanism design, to enhance the effectiveness of directors' performance of their duties, the Company evaluates internal and external environmental changes and future development needs. It plans and arranges courses covering corporate governance-related topics such

as finance, risk management, business, legal affairs, accounting, corporate social responsibility, and internal control systems, to strengthen various professional competencies.

Succession Planning and Operation for Key Management:

1. The Company's employees at the Vice President level and above constitute key management, responsible for the Company's relevant operational management. All key management personnel have designated deputies. In addition to possessing the necessary professional skills and experience, their values and philosophy must align with the Company's core corporate values of **Integrity, Honesty, Innovation, and Serve**.
2. To cultivate key management and their deputies, training methods include professional capabilities and corporate governance-related courses, as well as participation in internal regular strategic consensus meetings, supplemented by on-the-job training in project task management for practical training. Annual management meetings are also arranged, chaired by the Chairperson with senior executives attending, to cultivate the operational management and decision-making abilities of key management through sharing and passing on practical operational experience, and to build a common strategic mindset.
3. The Company conducts annual employee performance appraisals. Through daily observation of their performance and performance evaluation, it identifies areas for improvement, individual career development needs, and Company expectations, using the appraisal results as a reference for future succession planning.