

FINETEK CO., LTD.

Succession planning and operation of board members and key management

<Board of Directors>

1. The company's "Articles of Association" clearly stipulates that the election of directors shall adopt a candidate nomination system, and shall stipulate in the "Corporate Governance Code of Practice" and "Director Selection Procedure" and formulate appropriate diversification based on its own operations, operating types and development needs. policy. There are currently 7 directors (including 4 independent directors) with diverse and complementary professional capabilities such as industrial experience, industry technology, corporate management, finance and accounting. The company also pays attention to gender equality, and 2 of its directors are female.
2. The company cultivates senior managers to join the board of directors to familiarize them with the operations of the board of directors. Currently, there are two directors who concurrently serve as senior managers. In the future, they will also familiarize themselves with the business of each unit of the group and deepen their industrial experience through job rotation.

3. The company implements the board of directors' performance evaluation every year in accordance with the "Board of Directors Performance Evaluation Method" to implement corporate governance and improve the functions of the company's board of directors. For detailed implementation information, please refer to the link on the board of directors' website.

<Important management levels (including department heads and managers and associate managers and above)>

1. The company aims at cultivating talents with potential or outstanding performance at work into supervisory positions or reserve cadres. After selection, personnel who participate in talent development courses must pass the training assessment and receive job experience. They will be promoted based on specific performance. Qualified candidates will be submitted for promotion. The company also has a job agent system. Agents are potential successors of middle and senior managers. They use the agent system to familiarize themselves with the work content and organizational culture before they can officially take over in the future.

2. The company conducts training for middle and senior managers at least once a year. The course topics include performance management, personnel management, crisis management, strategic planning, and provides training courses on business management, leadership development, work coaching, etc. Providing a series of business management and leadership development training courses can not only provide employees with detailed career planning, but also enhance employees' centripetal force and diversified development opportunities.

3. 2025 Annual courses include :

Course	Date	Time	Hours	Person
Kazuo Inamori's Amoeba Management Practice	2025/4/8	13:00-16:00	3	48
Workplace Bullying Advocacy	2025/6/25	09:00-10:00	1	25
2025 Mid-Level Executive Consensus Camp	2025/9/20	09:00-17:00	8	38
Business Competition: Trade Secret Management Thinking and Strategies	2025/8/6	09:30-12:30	4	16
Business Growth Strategies and External Innovation	2025/8/6	13:30-16:30	4	14
2025 Senior Executive Consensus Camp (1)	2025/11/21	09:00-17:30	7.5	49
2025 Senior Executive Consensus Camp (2)	2025/11/22	09:00-17:30	7.5	46
Total				236

4. 2024 Annual courses include :

Course	Date	Time	Hours	Person
Sustainable talent development	2024/8/5	09:30-12:30	3	13
Insider Trading and Corporate Governance: Code of Conduct for Integrity Management	2024/8/5	13:30-16:30	3	9
Team empowerment performance management	2024/8/31	09:00-16:00	6	38
Subordinate communication management V.S. cross-departmental communication integration	2024/9/28	09:00-16:00	6	41
Team Building Strategy Leadership Consensus Camp Activities	2024/10/5~ 2024/10/6	09:00~16:00 09:00~12:00	12	34
Total				135

5. 2023 Annual courses include :

Course	Date	Time	Hours	Person
SWOT Analysis	11/8	9:00-17:00	7	44
The only way to achieve sustainable business operations - external innovation	11/10	9:30-12:30	3	13
Looking at corporate sustainable governance from a risk perspective- from the perspective of corporate ESG	11/10	13:30-16:30	3	14
Keynes' High Value-Added Management Reading Club	12/5-12/25	09:00-11:00	7.5	25
Total				96