

Sino-American Silicon Products Inc.

Succession Planning for Board of Directors and Key Management

Succession Planning and Implementation for Board Members

The Company adopts a candidate nomination system for the election of directors and has established a Nomination Committee. Based on the Company's scale and industry characteristics, the composition of the Board is planned by considering the professional knowledge, technical expertise, experience, gender diversity, and independence required of directors, in order to determine an appropriate number of board members.

In evaluating director candidates, the Company considers not only their professional qualifications and industry experience, but also formulates diversity policies and identifies the overall competencies required by the Board based on the Company's operations, business model, and development needs. These serve as references for director nominations. The planning for director selection is conducted through the following approaches:

- The results of board performance evaluations are used as a reference for the renomination of incumbent directors
- Recommendations of suitable director candidates from existing board members or external institutions/consultants
- Broad solicitation of qualified candidates for board positions
- Consideration of director candidates recommended by shareholders

The Company currently has 11 board members (including 4 independent directors), each possessing expertise and experience in areas such as operational management, industry knowledge, professional technology, leadership, financial management, and strategic planning. The Company regularly reviews internal and external environmental changes and development needs, and arranges annual training programs to enhance the professional knowledge of both newly appointed and incumbent directors, thereby continuously strengthening board effectiveness.

Through systematic knowledge transfer and the implementation of both short-term and long-term operational and strategic planning, the Company has progressively established a succession pipeline. Following the board re-election in 2019, Chairman Luming Lu stepped down from his position and formally transferred the leadership responsibility of Sino-American Silicon Products to the new Chairperson and CEO, Doris

Hsu. Since joining the Company's senior management team in 1998, Chairperson Hsu has actively shaped the Company's corporate governance framework, implemented strategic management, and expanded global operations. Her outstanding leadership has successfully guided the Company into a new era characterized by product diversification, technological advancement, and corporate transformation.

Succession Planning and Implementation for Key Management

Key management personnel are required to possess strong managerial, decision-making, and analytical capabilities. In addition to effectively executing responsibilities within their professional fields, they are expected to uphold values aligned with the Company's business philosophy and demonstrate integrity and ethical conduct.

In response to operational development and organizational structure, the Company has established appropriate management configurations and succession planning mechanisms. Performance, personal attributes, and future potential are used as key evaluation criteria for identifying successors. The implementation measures include:

- Comprehensive training and development system: Through internal and external training programs, the Company provides management and professional courses to enhance and develop successor capabilities, cultivating managerial talent with professional knowledge, skills, and attitudes
- Executive development programs: Participation in external executive education programs to broaden managerial perspectives, facilitate knowledge exchange, and strengthen leadership and decision-making capabilities
- Delegation and backup system: Clearly defined departmental responsibilities, coupled with delegation and designated backup personnel, to ensure business continuity while developing succession talent
- Management meetings: Participation in regular and ad hoc management meetings to gain exposure to corporate strategies and operational aspects, thereby enhancing holistic management perspectives