

## **The Recruitment Process of Top Executives or CEO**

The Board of Directors has assigned the Compensation and Nomination Committee to consider the criteria and methods of nominating the qualified candidates for the top executives. The shortlisted names of more than one qualified candidate shall be proposed together with the reasons to the Board of Directors for consideration and further appointment. In the nomination process, the candidates with complete and suitable qualifications, knowledge, competency, skill and experience beneficial to the Company's business operations will be considered. They must understand the Company's business very well and be able to manage all tasks to achieve the objectives and goals set forth by the Board of Directors.

## **The Recruitment Process of Senior Executives and Key Successors**

The Company will focus on personnel within the organization who are suitable in terms of age, qualifications, experience, knowledge, competency, and potentiality. The promotion will be considered each year as specified, in accordance with the Skill Matrix Approach to ensure that the Company has the top executives with qualifications, skills, experiences, knowledge, and competencies for the succession of key positions in the future. The progress of the development plan will be monitored, reviewed, and summarized on a regular basis according to the regulations and rules set by the Company, to prepare everyone for growth opportunities towards the executive level in the future. Through a robust assessment process, an individual competency development plan will be formulated, with exposure to challenging assignments and job rotations in order to develop proficiency and leadership skills. The opportunity is provided to employees at all levels to be ready for replacement.