

CEO Succession Plan

To ensure robust corporate governance, sustainable development of the Company and the continuity of business operations along with strategic direction, the Company is committed to establishing a comprehensive talent pipeline and development framework for CEO succession. The succession plan addresses two primary scenarios: (1) anticipated or planned transitions, such as retirement or personal career planning, and (2) unplanned or emergency situations where the CEO unable to perform their duties.

1. Anticipated or Planned Transition

When evaluating potential candidates, the Company has developed clear and diversified selection criteria, which include (but not limited to) strong ethical principles, strategic thinking abilities, global operational expertise, organizational leadership skills, alignment with corporate culture, proficiency in digital and innovative practices, and a strong commitment to sustainability and ESG issues. A multi-faceted evaluation process is employed—including performance reviews and 360-degree feedback—to identify and confirm qualified successors.

For talent development, the Company offers personalized development plans and an array of learning resources for senior management. These include internal training programs, project assignments, strategic rotations, cross-business executive coaching, and participation in external industry trend forums, corporate executive leadership programs, and executive training for strategic leadership. Through a structured and strategic approach to leadership development, the Company seeks to strengthen its leadership pipeline and build a robust talent pool, gradually cultivating high-potential leaders to support planned CEO transitions.

2. Unplanned or Emergency Situations

To address emergency scenarios, the Company has designated senior managers with operational experience and cross-functional coordination capabilities to act as interim successors. Additionally, a notification and delegation mechanism has been established to ensure that, in the event of a sudden vacancy, a designated proxy can immediately assume core responsibilities, including business operations and external communications, thereby mitigating the risk of operational disruptions.

The Company firmly believes that a well-structured succession plan is not only a cornerstone of strong corporate governance but also a vital element of organizational resilience and long-term sustainability. Moving forward, the Company will continue to enhance its leadership pipeline and succession planning mechanisms, adapting to global technological trends and governance standards to ensure continuous improvement in succession design and execution.