

Succession Plan for Board Members and Key Management Personnel

Succession Plan: Board Members

BizLink's Board is comprised of seven Directors (including three Independent Directors) each with their own areas of expertise, encompassing business, finance, and engineering. Three of these Directors are also part of BizLink's senior management. The existing structure and composition of the Board of Directors will continue as is for the foreseeable future.

BizLink has a strong talent pool of senior managers that are available to fill Director vacancies. Independent Directors must have business, legal and/or financial areas of expertise. Supply of high caliber candidates is plentiful, so Independent Directors may be sourced in from industry.

Succession Plan: Key Management Personnel

BizLink considers Assistant Vice President and above to be key management personnel, and there is a total of 59 of them in our operations in Asia. These key management personnel are exceptional leaders, professionally competent, and are aligned with BizLink's core philosophies and values of integrity, customer orientation, team cooperation, and of environmental protection. They duly fulfill their department's job description and duties, have designated deputies, and participate in internal and external training each year to advance their professional and personal capabilities in order to enhance their strategic decision-making ability.

In addition, BizLink grooms and shapes promising staff by rotating them across functional areas or tasks them with special assignments based on development strategies, investment plans, and employee turnover to drive innovative thinking, integrated analysis, and other abilities in the hopes of fostering a new generation of talent.

