

Phihong Technology Co.,Ltd.

Establishment of Succession Planning and Its Implementation for Board Members and Key Management Personnel

The Company has established a succession plan under which successors must not only possess outstanding professional capabilities but also demonstrate a broad and strategic management vision. Key personal attributes include integrity, honesty, a strong sense of commitment, innovation, a willingness to embrace challenges, and the ability to earn customers' trust.

Effective January 1, 2025, Mr. Lin, Kuan-Hong has been officially appointed as the General Manager of the Company. Since graduating, Mr. Lin has been fully engaged in the Company's operations and has accumulated extensive experience through key roles in several major departments, including the Europe-America and Americas Business Groups. Beginning his career as a Sales Representative in 2005, he advanced through positions such as Section Chief and Manager. In 2016, he was appointed Director and later Senior Director of both the Americas Business Group and the Smart Power Solutions Business Group, gaining deep expertise in international markets as well as in the development and promotion of power-related products.

In 2023, Mr. Lin was appointed Special Assistant to the Smart Power Solutions Business Group and concurrently served as Deputy Vice President of the Manufacturing Center. In these roles, he actively participated in business operations and strategic decision-making, demonstrating strong leadership potential and cross-functional integration capabilities.

Mr. Lin has developed a profound understanding of the Company's products, customers, markets, and corporate culture. He exemplifies the key attributes required of a successor—integrity, innovative thinking, and a readiness to embrace challenges. With his comprehensive experience and proven capabilities, his appointment as General Manager is both logical and essential, contributing meaningfully to the Company's sustainable operations and steady development.

As General Manager, Mr. Lin is responsible for formulating and executing the Group's strategic plans, overseeing the performance of all functional organizations, promoting corporate social responsibility initiatives, and advancing the development of deputy executives as part of the succession planning process.

The training program for senior management successors focuses on four key areas: business management capability, professional expertise, personal development planning, and job rotation. The training framework includes:

1. **Management Skills:** Leadership, strategic planning, performance management, team coordination, and execution capability.
2. **Professional Skills:** Market and industry analysis, production and sales management, financial and investment evaluation, human resource management, crisis management, and corporate social responsibility.
3. **Personal Development Plan:** Talent cultivation, potential development, and career planning.
4. **Job Rotation:** Role transitions, lateral moves, or promotions to broaden experience and build versatility.