

# **ChipMOS TECHNOLOGIES INC.**

## **Succession Plan of Members of the Board of Directors and Key Managerial Officers**

### **Succession Plan of Members of the Board of Directors**

The planning policy of the Board of Directors' composition of the Company is diversification. That is established basing on the board structure management objectives as independent directors form the majority of all directors, members of the Board of Directors should be consisted of at least one female director and number of directors who concurrently serve as Company managerial officer do not exceed one-third of all directors, and considering the Company's business operations, operating dynamics, and development needs. Under the diversified criteria of gender, age, professional knowledge, professional skills and industry experience, the Company finds suitable candidates to plan the board members and re-election. According to the Company's Articles of Incorporation, the Company adopts the candidate nomination system, and the Company elects directors by the shareholders' meeting.

Based on the Company's scale, business nature, future strategic development and planning, and considering the professional knowledge required by the Company's directors, the Company regularly formulates directors' training plans.

The Company's Compensation Committee Establishes and regularly reviews the performance targets of the directors as well as policies, systems, standards and structure of remuneration, and performs annual performance evaluations in accordance with the "Rules for Performance Evaluations of the Board of Directors". The results of performance evaluations are also used as a reference for future selection or nomination of directors and individual director's remuneration.

### **Succession Plan of Members of the Key Managerial Officers**

For the succession planning of the key managerial officers of the Company, the successor should have strategic thinking and management integration capabilities, and inherit the Company's business philosophy and management experience.

The key managerial officers of the Company has individual clear job planning and designated

job substitute. Through professional courses, important project and task assignment and promotion, experience and rotation in different professional fields, expansion of management and participation in the formulation of company operating policies, etc., we cultivate leadership talents with strategic planning, decision-making ability, team leadership and humanistic care, and then evaluate successors from them, so as to facilitate the succession planning of the key managerial officers.

The Company's Compensation Committee establishes and regularly reviews the performance targets of the managers as well as policies, systems, standards and structure of remuneration, and regularly evaluates the achievement of the Company's managers' performance goals, and determines the content and amount of their individual remuneration accordingly and evaluates successors.