

Microbio Co., Ltd.

I. Succession Plan for Board Members and Relevant Operations

1. The Company's "Procedures for Election of Directors" clearly stipulate a candidate nomination system and election of directors from this list by a shareholders' meeting. The composition of the board of directors shall be based on diversity principles. A policy on diversity based on the company's business operations, operating dynamics, and development shall be formulated and include, without being limited to, the following two general standards: 1. Basic requirements and values 2. Professional knowledge and skills.

2. This Company shall implement director succession planning on an ongoing basis in accordance with the following standards:

- Integrity, accountability, creativity, and decision-making ability as well as professional knowledge and skills in conformity with the Company's core values and conducive to the Company's business operations.
- A spousal relationship or a familial relationship within the second degree of kinship may not exist among more than half of the directors of the Company.
- It is expected that such new members ensure the continued effectiveness, cooperation, and diversity of the board of directors in line with the Company's needs. The professional expertise of board members shall include professional knowledge and skills in the fields of corporate strategy, commerce, financial accounting, business management, or different industries. The selection procedures for the director

candidate list shall conform to qualification review and other applicable regulations. During their tenure of office, this Company shall schedule a minimum of six hours of advanced training per year to assist directors in the ongoing acquisition of new knowledge to maintain core values, professional competitiveness, and required competence.

3. This Company has also adopted “Rules for Performance Evaluation of the Board of Directors” to ensure effective board operations and assess director performance based on evaluation criteria including internal evaluation of the board, self-evaluation by individual board members, peer evaluation, and evaluation by appointed external professional institutions, experts, or other appropriate methods as a reference for the future selection of directors.

II. Succession Plan for Key Management Members and Relevant Operations

1. The HR Unit of this Company plans and establishes a succession talent development mechanism and defines key positions. 1 or 2 succession candidates are reported for every key position. In addition to operation management and professional competence and outstanding work performance, these candidates shall have core competencies and values that conform to the Company’s expectations and encompass integrity, uprightness, a proactive attitude, accountability, and pursuit of creativity.

2. A total of 20 executives at the rank of manager and above currently form the key management level. Clearly formulated job descriptions and planning are in place for each position.

Designated substitutes are trained and cultivated. The Company

utilizes its existing performance appraisal system to assess and review suitable succession candidates and facilitate future development and implementation. The HR unit is responsible for formulating and executing such plans and regular reporting to the chairperson.

3. Concrete methods and implementation status of succession plans characterized by innovation and replication of successful experiences:

- 3.1. Strategic management meetings attended by senior executives: Top executives regularly convene strategy meetings with senior functional executives to ensure achievement of the Company's goals.
- 3.2. Strong emphasis on practical experience and an international outlook: As of 2019, executives are dispatched to the subsidiary in China to gain practical experience in transnational operations and management.
- 3.3. Diversified learning organization: Weekly R&D meetings chaired by top executives aim to share new knowledge, technologies, or commercial opportunities in pharmaceutical fields within the scope of responsibility of project managers.
- 3.4. Cultivation of business thinking and decision-making abilities: Ongoing organization of enhanced re-engineering projects; top executives and consultants observe the abilities of every candidate through convening such meetings.
- 3.5. Meetings directed by external consultants such as academic cooperation projects with numerous hospitals to provide R&D executives with practical clinical experience and ESG consulting projects to develop executives' corporate sustainability and social responsibility competence.

3.6. Annual inventories of executive and deputy candidates to maintain a sufficient pool of succession talent.