

Successor cultivation planning for key management

In the company's successor cultivation plan, in addition to the successor having to possess effective communication skills, abundant knowledge, industry technology, excellent job performance, and personal development potential, the work values of the successor should be the same as the company.

The company conducts paradigm shift evaluations for a supervisor whose position is above the center level of the company and to develop the company's elites and succession echelons with reference to the evaluation results. In addition to exerting their personal expertise during their work as well as rotating among different tasks, the company's succession echelons also participate in various business decision-making meetings to cultivate the ability of strategies formulation.

The training model for successors of high-level management is divided into management ability training, professional ability test, personal development plan, and job rotation, etc., and its contents include the area of Production Management, Marketing Management, Human Resource Management, Research & Development Management, and Financial Management. The Chairman and the CEO of the company coach successors from the high-level manager based on the results of the annual leadership and development assessment, at the same time, training classes from professional organizations and strategic planning seminars from the industry are leveraged to enable the succession echelons integrating their knowledge to cultivate decision-making capabilities. In addition, the succession team is appointed as the general manager and director of a subsidiary of the company to cultivate a comprehensive and cross-industry strategic view through the management experience from the subsidiary.

The president of Epistar is Mr. Chin-Yung Fan as of July 16, 2018. Mr. Chin-Yung Fan acted as the vice president of Operation and Marketing Center of Epistar, who has worked in Epistar for more than 2 decades and held the positions as supervisor of the Company's AlGaInP and Nitride business units, quality control and marketing business and, therefore, has held very abundant and complete work experience. He is one of the senior management trained by the Company permanently. On his managing the Company and leading the development of LED and long-wavelength laser epi and chip business, Mr. Chin-Yung Fan was appointed to Epistar's 10th Board of Directors with the support of shareholders when full board elections were carried out in 2019.