

**Jia Jie Biomedical Company Limited**  
**Succession Planning for Members of the Board of Directors and Key Managerial Officers**

Jia Jie Biomedical Co., Ltd. (the “Company”) elects its Directors through a candidate nomination system, with each term lasting three years. Unless otherwise required by laws, regulations, or the Articles of Incorporation, the election of Directors shall be conducted in accordance with the Company’s “Director Election Regulations.”

In selecting Directors, the Company shall consider the diverse competencies required for the Board, including leadership, business judgment, technical expertise, and crisis management capabilities. To achieve the goals of effective corporate governance, Directors are expected to possess the knowledge, skills, and qualities necessary to perform their duties, including:

1. Business judgment
2. Accounting and financial analysis
3. Management capabilities
4. Crisis management
5. Industry knowledge
6. Global market perspective
7. Leadership
8. Decision-making ability

For newly appointed Directors, the Company arranges annual continuing education programs. In addition to the required 12 hours of training during the first year of service, each Director shall complete at least 6 hours of training annually during their term. These programs aim to strengthen Directors’ professional competencies, broaden their external perspectives, and prepare them for a new generation of innovation.

The Company also encourages senior managerial officers to attend Board meetings to familiarize themselves with Board operations, thereby identifying and cultivating well-rounded talent.

For key managerial officers, the Company adopts various measures—including job rotation, overseas assignments, and professional development—to cultivate strong leadership and develop future successors in a planned and goal-oriented manner.

Senior management shall maintain effective communication with all departments and participate in departmental business review meetings to gain a comprehensive understanding of operational status and business functions. Through this process, they enhance decision-making capabilities, build a pipeline of high-potential managerial

talent, and strengthen succession planning to ensure the Company's sustainable operations.