

## **Successor**

USERJOY follows director election procedures to nominate candidates. Currently, the company has eight board seats, including four independent directors. These directors bring professional backgrounds in fields such as law, finance and accounting, business and marketing, and technology. They possess skills in project management, business analysis, risk management, market insights, leadership, and strategy. In addition, their experience in related industries is taken into consideration during the nomination process. Successors must also align with the company's principles and core values.

Every year, board members are scheduled to participate in courses related to their roles to enhance their professional capabilities, cultivate strong decision-making skills, and facilitate knowledge exchange. Board members undergo an annual performance assessment, the results of which are reported and reviewed within the board. These assessments serve as reference points for nominating directors and determining compensation.

## **Management Level**

The successors of management level should not only possess industry knowledge, operational management, and decision-making abilities, but also align with the company's core values. The company will periodically arrange training courses for executives, covering professional skills, personality traits, industry knowledge, and management communication. Each department's management level is expected to mutually respect and maintain good interaction, with designated representatives ensuring departmental operations, thereby enabling the company to achieve sustainable operations.