

Succession Planning for Board Members and Key Management Personnel

I. Succession Planning and Operation of the Board Members

The Company adopts a nomination system for directors in accordance with the Company's Articles of Incorporation and follows the "Regulations Governing the Election of Directors" for the election of directors. The composition of the Board of Directors takes into account the overall organization and diversity of the Board of Directors, as well as the Company's operations, business model and development needs, to formulate a diversified approach that includes, but is not limited to, the following criteria:

1. Basic qualifications and values: gender, age, nationality, and culture.
2. Professional knowledge and skills: professional background (e.g., law, accounting, industry, finance, marketing or technology), professional skills and industry experience.

The structure of the Company's Board of Directors shall be determined by the scale of the Company's business development and the shareholdings of its major shareholders, taking into account the practical operational needs.

Currently, there are 10 directors (including 4 independent directors), each of whom possesses expertise in business, law, finance and accounting, or corporate management. In the future, the Company shall continue to evaluate and adjust the structure of the Board of Directors in order to meet the needs of operational requirements.

The Company's ongoing succession plan for directors is based on the following criteria to build a database of director candidates:

1. Having integrity, responsibility, innovation and decision-making capabilities that are consistent with the Company's core values and possessing professional knowledge and skills that are conducive to the Company's operations and management.
2. It is expected that the addition of this member can provide the Company with an effective, collaborative, and diverse Board of Directors that meets the Company's needs on an ongoing basis.
3. The Company has established a list of director candidates, and the selection process is in compliance with the qualification examination and relevant regulations to ensure that when there are vacancies in the Board of Directors or when there is a plan to increase the number of directors, the Company can effectively identify and select suitable new candidates for the Board of Directors.

The Company conducts director succession planning in the following ways: the Company's database of director candidates, recommendations of appropriate candidates by existing directors, and recommendations of directors by shareholders are used as references for nominating directors for reappointment.

In order to strengthen the effectiveness of directors in exercising their functions and to keep abreast of the times, the Company arranges annual training courses to enhance the professional knowledge of directors, taking into account the changes in the Company's internal and external environmental conditions and development needs.

II. Succession Planning and Operation of Key Management Personnel

The Company has progressively implemented succession planning for key management personnel,

promoting the succession plan, personnel selection and personnel cultivation.

The management succession plan is based on the implementation of the substitute personnel system, which emphasizes the accumulation of long-term practical experience in the industry and the regular review of work execution and work performance. We also cultivate their excellent professional and managerial abilities, and equip them with superior functions in business development and operation management, so as to achieve the enterprise's everlasting competitiveness through the succession plan of the management.

The management shall be highly in line with the Company's core cultural values and business philosophy of integrity, care, professionalism, innovation, dedication, and teamwork. In a highly competitive business environment, the management shall possess innovative and excellent thinking, agile and responsive business development as well as organizational leadership and control capabilities to guide Marketech International Corp. to play a leading role in the industry.

The management succession cultivation plan is based on long-term practical on-the-job training in the highly changing market, including industry trends, risk management, leadership, financial accounting, legal compliance, and other internal and external training courses, in order to cultivate both practical and professional capabilities. With the Company's internationalization and business growth, the management needs to expand their job duties and achieve high performance by responding to changes.

The Company is committed to the succession plan and continues to promote and improve the quality of the business management, and never hesitates to implement it in practice.