

## The Recruitment Process of Top Executives or CEO

### The Nomination and Appointment of the Chief Executive Officer (CEO) or Top Executives

The company places great importance on the personnel selection system for appointing individuals to key management positions at all levels, ensuring the process is appropriate, transparent, clear, and fair. The Board of Directors has assigned the Compensation and Nomination Committee to determine the criteria and methods for selecting qualified individuals to hold top executive positions, following the guidelines set by the Board, as outlined below.

#### Selection Criteria

The Compensation and Nomination Committee is responsible for the initial screening of candidates who meet the legal requirements and company regulations, possess the necessary skills, knowledge, and abilities, demonstrate leadership qualities, have a broad vision, and uphold high ethical standards. Candidates should have a relevant work history and experience that are essential, appropriate, and beneficial to the company's operations. They should have a good understanding of the company's business and be capable of managing operations to achieve the objectives and goals set by the Board of Directors. The committee will propose more than one suitable candidate, along with reasons for their selection, for the position of Chief Executive Officer (Country CEO) or top executive to fill the vacant position. This will be presented for the Board of Directors' consideration for appointment.

#### Qualifications of the Top Executives

1. Not under prohibition of Clause 68 of the Public Company Act B.E. 2535 (1992).
2. Have management experience and have held a Top Executive position for not less than eight years.
3. Have leadership skills, broad vision, morals, ethics, decision making skills and good working experience.
4. Have experience in formulating strategic plans in finance, investment, management and property development.
5. Be interested in the Company's business and should have enough time to perform the duties.
6. Have good interpersonal relations, strong communication skills with groups of people and other parties, and good coordination skills both domestic and overseas.
7. Must not engage in any other business the nature of which is the same as that of the Company and must not compete with the business of the Company, even if the said business is for self-benefit or others. However, this could only be accepted if it is acknowledged at the shareholders meeting before the Top Executive has been appointed.

## The Recruitment Process of Senior Executives and Key Successors

The Compensation and Nomination Committee will consider selecting high-level executives and successors for key positions who are suitable in terms of age, qualifications, experience, knowledge, competency, and potential. Promotion will be considered each year as specified by the Skill Matrix Approach to ensure that the Company has the top executives with qualifications, skills, experiences, knowledge, and competencies for the succession of key positions in the future. The progress of the development plan will be monitored, reviewed, and summarized regularly according to the regulations and rules set by the Company, to prepare employees with potential for growth opportunities at the executive level in the future. Through a standardized assessment process, an individual competency development plan will be formulated, with exposure to challenging assignments and job rotations to develop proficiency and leadership skills. The opportunity is provided to employees at all levels to be ready for replacement.

## Succession Plan

The Company is aware of the importance of effective management and continuity of business operation, which leads to sustainable growth and progression of the organization. The Company ensures the systematic personnel selection process for key executive positions in an appropriate and transparent manner to ensure that the Company brings on board the Executive Directors who have a high level of professionalism. The Company prepares a succession plan for the positions of the Chairman of the Executive Committee, the Chief Executive Officer (CEO) or top executives, such as the Chief Financial Officer (CFO), Department Heads, General Manager, and specific positions in the business. The Board of Directors is authorized to consider, approve, and appoint qualified persons who are nominated and selected.