

CK Power Public Company Limited and Subsidiaries

Re: Guidelines for Succession Planning

Effective as of November 21, 2019

Objective

The Company and its subsidiaries recognize the necessity and importance of a succession plan to secure qualified replacement personnel for Directors, Managing Director, and other upper management and key positions in core areas in order to ensure a smooth transition and continuity of operations, in line with the objectives and policies of the Company and its subsidiaries.

Scope

The company and its subsidiaries have prescribed guidelines for succession planning as follows:

Succession Plan

In the event that a Director, Managing Director, upper management, and other key position is vacated, the Company and its subsidiaries will prioritize internal recruitment based on the performance, potential, and readiness of individual personnel. To ensure a smooth transition, the Company has arranged for potential replacement personnel to undergo a successor preparation program for the development of the knowledge, capabilities, and skills required to step in as Directors, Managing Director, and upper management, should these or other personnel in key positions become unable to perform their duties.

1. Directors

In the event that a Director position is vacated, the Nomination and Remuneration Committee shall be responsible for selecting a suitable successor at the directorial level from within the organization to ensure alignment with the Company's business strategy, and proposing the candidate to the Board for consideration either of appointment or approval prior to presenting the candidate to the shareholders' meeting for approval. In the circumstance that there are no qualified candidates for the position within the organization, an external candidate may be considered.

2. Managing Director

In the event that the Managing Director position is vacated, the Executive Committee shall be responsible for selecting a successor at the management level and proposing the candidate to the Nomination and Remuneration Committee for further consideration prior to presenting the qualified candidate to the Board of Directors for consideration of appointment.

3. Upper Management and Key Positions

In the event that an upper management or key position is vacated, the Managing Director shall be responsible for selecting a successor at the Deputy Managing Director or Assistant Managing Director level. Furthermore, the Company has laid out a contingency plan for the replacement of managerial positions from Head of Department and above by

designating personnel to act as interim in the situation that these positions cannot be filled immediately. The Company has also implemented a personnel development program aimed at succession preparation along with a recruitment plan for outside candidates in the case that an internal replacement is not readily available in order to maintain the confidence of investors, the Company, and employees that the business proceedings of the Company and its subsidiaries will continue uninterrupted.

Please be informed and comply accordingly.

(Mr. Thanawat Trivisvavet)

Managing Director