

Recruitment and Appointment of Managing Director

Recruiting and appointing the Managing Director, who is the highest-ranking executive of the company.

1. The Board of Directors has authorized the Nomination and Remuneration Committee to nominate the individual to be appointed as the Managing Director. The nominee for Managing Director shall be a qualified individual with the knowledge, skills, experience, and attributes necessary to lead the organization toward its goals, without limitations related to gender or ethnicity. The individual should not possess any characteristics prohibited by law or lack trustworthiness according to the rules of the Securities and Exchange Commission, nor should they lack the suitability to manage a business with public shareholding according to other applicable laws that have not yet exceeded the specified period for having such untrustworthy characteristics, the company has set a policy to limit the tenure of a managing director to no more than five terms to ensure sufficient and effective time to perform duties.

2. The Nomination and Remuneration Committee shall determine the remuneration of the Managing Director in accordance with the burden, duties, and responsibilities. The compensation shall be determined based on main factors such as industry practices, the turnover and size of the business, and the knowledge and experience of the Managing Director. Alternatively, it may be based on the highest executive compensation rate of businesses of similar size.

3. The Nomination and Remuneration Committee will present the Managing Director's remuneration to the Board of Directors for approval.

4. The Board of Directors must evaluate the performance of the Managing Director annually.

5. The Nomination and Remuneration Committee has established criteria for considering individuals to be nominated as the Managing Director of the company as follows:

- Having knowledge, abilities, skills, experience, and qualifications in areas essential and beneficial to the company's business.
- Alignment with the organization's values and culture.
- Experience in business and corporate management.
- Demonstrating maturity and strong leadership skills.
- Acceptance by the organization and various agencies.
- Passing the review regarding conflicts of interest.