

Succession Plan Policy  
of  
Stecon Group Public Company Limited

## Succession Plan Policy

### 1. Principle and Rationale

Stecon Group Public Company Limited and its affiliates (the "Company") has a policy to proactively prepare personnel in order to prevent the shortage of personnel in key position. The Succession Plan is prepared with the aim of ensuring continuous organizational management and operation. This consists of senior executives who hold position that have a significant impact on business operation. The succession policy will help ensure that shareholders and stakeholders have an effective human resource management system. As a result, it will be sustainable, in line with the direction of business operation and the future environment of the organization.

#### Definition of Succession Planning

Succession planning is the process of recruiting and preparing outstanding personnel (Talent) within the organization to be able to hold important position in the organization. When the position has become vacant due to retirement, term completion resignation or other activities to provide for the operation and management of the organization through a systematic human resource development process.

### 2. Objective of the succession plan

2.1 For continuity of operation and organizational management

2.2 To prepare for the manpower ratio and reduce the impact due to the shortage of manpower in the organization's important operation.

2.3 To prepare personnel in term of knowledge, skill and ability necessary to hold important position in the organization.

### 3. Position for Succession Plan

The Company determines the position to be planned for succession which consists of senior executives who hold position that is significant to business operation including

3.1 Group Chief Executive Officer/President

3.2 Chief Accounting and Finance Officer/Executive Vice President

4. Knowledge, skill and competency that is important and necessary for the target position.

4.1 Core Competency

- 1) Knowledge of Business Process
- 2) Knowledge of Strategic Planning
- 3) Knowledge of Action Plan and Management Plan
- 4) Knowledge of Human Resources and Organization Management
- 5) Knowledge of Budgeting
- 6) Knowledge of Marketing Management
- 7) Knowledge of Sustainability Management
- 8) Knowledge of Risk Management
- 9) Knowledge of Finance and Investment

4.2 Managerial Competency

- 1) Planning and Organizing Ability
- 2) Ability to manage a team (People Management)
- 3) Problem Solving and Decision Making
- 4) Change Management
- 5) Emotional Self Control

## 5. Duty and Qualification of the Successor

Key Positions	Job Description	Qualification & Experience
Group Chief Executive Officer/President	<ul style="list-style-type: none"> <li>- Determine the vision and strategic goal of the Group both in the short and long term.</li> <li>- Supervise all aspects of the Group's operation to ensure efficiency, effectiveness, and manage business operation in accordance with policy, direction, strategy, and business plan as determined by the Board of Directors</li> <li>- Develop and execute a comprehensive strategic plan that aligns with the mission. The vision and values of the organization are taken into account by taking into account all stakeholders.</li> <li>- Control and monitor the performance of the management as well as suggest solution to various obstacles so that the management implement the strategy and business plan laid out to comply with the Company's policy and report the performance and progress of the management and management to the Executive Committee, The Audit Committee and the Board of Directors are regular.</li> <li>- Build good relationship with investors, partners, and employees.</li> </ul>	<p><b>Education</b></p> <ul style="list-style-type: none"> <li>- Minimum degree in business administration, engineering, economics or other related fields.</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>- Have at least 15 years of overall working experience, having served as a senior executive of the organization for at least 5 years.</li> </ul>
Chief Accounting and Finance Officer/Executive Vice President	<ul style="list-style-type: none"> <li>- Determine accounting, financial policy and strategic plan in accordance with the growth direction and goal of the Group.</li> <li>- Control and supervise all accounting, finance and operation within the Group.</li> <li>- Control the analysis of financial report including budgeting and evaluate the reasonableness of financial estimation.</li> </ul>	<p><b>Education</b></p> <ul style="list-style-type: none"> <li>- Minimum Master's degree or higher in Accounting, Finance and Business Administration</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>- 10 years of working experience in accounting and finance</li> </ul>

	<ul style="list-style-type: none"> <li>- Develop and formulate financial plan in line with the Group's strategic business plan and growth.</li> <li>- Planning and managing accounting operation in accordance with the requirements of the law, accounting standard and in accordance with the Group's accounting policy.</li> </ul>	- At least 5 years of experience at the management level
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## 6. Guidelines for Succession Policy

6.1 Nomination and Remuneration Committee is responsible for preparing a succession plan for senior executives who hold position that is significant to business operation including determining the qualification and criteria for recruitment as following

- (1) Consider the selection of position and prepare a succession plan
- (2) Determine the characteristic, knowledge, skill and ability necessary for holding the position
- (3) Nomination and selection of qualified person who are worthy of being the successor (Candidate)
- (4) Evaluate the candidate who is worthy of being the successor.
- (5) Prepare a development plan and follow-up that is suitable to be a successor (Candidate).
- (6) Test and select successors.

However, In the event that the successor is not as expected, the consideration of the successor will be considered by the personnel within the company first. After that, the candidates who will succeed from external personnel will be considered next.

6.2 When the position of Group Chief Executive Officer/President or Group Chief Accounting and Finance Officer/Executive Vice President becomes vacant or the incumbent is unable to perform his or her duty. The Nomination and Remuneration Committee will assign an equivalent or subordinate position holder to be an interim acting officer until a qualified person is nominated and selected in accordance with the criteria specified by the Company. In the case that such person holds the position of director of the Company, he or she must meet the qualification of a director of a public company according to Section 68 of the Public Limited Companies Act B.E. 2535 (1992) (as amended) and in the case of such person holding the position of director or executive of the Company. He/she must not have any prohibited characteristic according to the Notification of the Securities and Exchange Commission No. Koror 3/2017. The Nomination and Remuneration Committee will conduct the nomination and propose to the Board of Directors for further approval of the appointment.

This Succession Plan was approved by the Board of Directors' Meeting No. 2/2024 on February 27<sup>th</sup>, 2024 and be effective from February 27<sup>th</sup>, 2024 onwards.

Promulgated on 27th February 2024

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(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors  
Stecon Group Public Company Limited