



## Recruitment, Development and Performance Evaluation of the Board of Directors in 2023

The Board of Directors has assigned the Nomination and Remuneration Committee to be the one to consider and select directors, including screening those who are suitable to hold director positions, with appropriate criteria and selection processes, whereby the Chairman and members of the Nomination and Remuneration Committee and all directors are independent directors, in order to obtain suitable directors and enable the business to compete and achieve sustainable good performance under ethical considerations, benefit society and the environment, whereby all directors must have qualifications and not have prohibited characteristics as specified in the Public Limited Companies Act, the Securities and Exchange Act, as well as related rules, regulations and announcements.

In 2023, all directors are domiciled and resident in Thailand and have a variety of knowledge, skills, and experiences (Board Skills Matrix) in the board of directors, such as educational qualifications and work experience that are beneficial to the Company's business operations, including the establishment of a succession plan (Succession Plan) along with an executive development plan (Succession Plan Management). In this regard, the Company promotes and supports the development of knowledge in various areas for directors and executives at all levels, with the Company supporting the cost of training knowledge for directors and executives, such as in terms of rules, regulations, laws (Compliance), innovation (Innovation) or reducing negative impacts on the environment.

The Company has evaluated the performance of the Board of Directors, Subcommittees and the Chairman of the Executive Board by the Board Performance Evaluation Form and the Subcommittee Performance Evaluation Form covering the evaluation criteria in the topics of the structure and qualifications of the Board of Directors, the Board's meetings and the roles, duties and responsibilities of the Board of Directors. The results of the Board of Directors and Subcommittees' performance evaluation in 2023 are as follows: The results of the Board of Directors and Subcommittees' evaluations, group and individual, are in the "very good" category.

