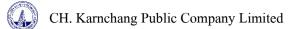
## Guidelines for Succession Plan CH. Karnchang Public Company Limited and its Affiliated Companies



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**Objectives** 

The Company and its Affiliated Companies have realized the necessity and significance of the

Succession Plan for directors, President, high-ranking executives and important work positions in the

main line of work in order to recruit potential replacements to ensure smooth performance of works in

accordance with the objectives and policies of the Company and its subsidiaries.

Scope

The Company and its Affiliated Companies have laid down practical guidelines for Succession

Plan as follows:

**Succession Plan** 

In case of vacancies of director, President, high-ranking executives and important work

positions, the Company and its subsidiaries will focus on the recruitment of personnel within the

organization by taking into consideration individual performance, competency, and readiness. In this

regard, the Company has prepared for individuals who will be appointed as Successor in the

development of knowledge, abilities and skills as required by the work position to secure the succession

to the work position in the event that the director, Managing Director, high-ranking executives or

important work positions in the said main line of work is unable to perform his/her duties, to ensure

smooth delivery of work.

1. Director

In the event that the director position is vacant, the Nomination and Remuneration Committee

will have the duty to consider scrutinizing and selecting the Successor at the level of director

within the organization, who is qualified to the position of director in line with the Company's

business strategy, and nominate the same to the Board of Directors for appointment, or propose

the same to the Board of Directors for approval for submission of the same to the shareholders'

meeting for consideration and approval. In the event that no internal person is qualified to the

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said position, the external person may be considered.

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2. President

In the event the President position is vacant, the Executive Committee shall select the Successor

at the level of President and propose the same to the Nomination and Remuneration Committee

to consider scrutinizing and selecting the Successor at the level of President who is suitable to

hold the position as President and then propose the same to the Board of Directors for

consideration and appointment.

3. High-Ranking Executive and Important Work Position

In the event that any high-ranking executive and important work position in the main line of

work are vacant, the President shall consider selecting the Successors at the level of Deputy

President and Assistant President. Furthermore, the Company has set a plan to accommodate

executives from the level of department general manager upward, by identifying the persons

who will perform duties on their behalf. In the event that there is no person who is able to

support the work position immediately, the Company has provided a development system for

personnel at the lower level for preparation as well as considering recruiting external persons if

there is no person to take such replacement immediately. This is to maintain confidence of the

investors, the Company, together with employees that the operations of the Company and its

Affiliated Companies will be furthered promptly.

It is hereby announced for general acknowledgment and action.

-Signature-

(Mr. Nattavut Trivisvavet)

President

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Guidelines for Succession Plan: CH. Karnchang Public Company Limited