



**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 said position, the external person may be considered.



**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