

	Charter of the Chief Executive Officer	
	Document No : QM-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :1/5

## Charter of the Chief Executive Officer

	Charter of the Chief Executive Officer	
	Document No : QM-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :2/5


## Table of Contents

Topic	Page
Scope of Authority, Duties, and Responsibilities of the Chief Executive Officer (CEO)	3-4
Revision History	5

	<b>Charter of the Chief Executive Officer</b>	
	Document No : QM-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :3/5

### Scope of Authority, Duties, and Responsibilities of the Chief Executive Officer (CEO)

1. Oversee the operations and/or day-to-day management of the Company.
2. Formulate policies and establish business plans, operational plans, and annual budget plans, including business strategies of the Company and its subsidiaries as proposed by the management team, as well as determine the organizational structure and management authority for submission to the Board of Directors for consideration and approval.
3. Supervise operations and performance to ensure that the Company's activities are conducted for the benefit of the Company in accordance with its vision, business direction, policies, business strategies, objectives, operational plans, and budgets as approved by the Board of Directors. This includes monitoring, tracking, and evaluating the Company's performance to ensure compliance with the established policies and reporting operational and management results, as well as progress updates, to the Audit Committee and the Board of Directors.
4. Consider and approve operations that are part of the Company's normal business transactions in accordance with the investment budget or operational budget approved by the Board of Directors, with the spending limit for each transaction being in line with the authority table approved by the Board of Directors, including entering into any related agreements.
5. Have the authority to consider and approve expenditures related to the Company's normal business operations in accordance with the budget approved by the Board of Directors and within the scope of authority as approved by the Board of Directors.
6. Have the authority to approve the workforce structure, recruitment, and appointment of employees, determine salaries, remuneration, and bonuses, and make decisions on the appointment, transfer, and reassignment of employees, including defining the duties and responsibilities of each department and position for all employees below the Chief Executive Officer level.
7. Have the authority to issue orders, regulations, announcements, and memorandums to ensure that operations are in line with the Company's policies and for the benefit of the Company, as well as to maintain discipline within the organization.
8. Have the authority to appoint advisors or various working committees for the benefit of good governance and transparency in management, and to delegate authority to one or more persons to perform any acts under the supervision of the Chief Executive Officer, or to grant authority to such persons as deemed appropriate by the Chief Executive Officer within a specified timeframe. The Chief Executive Officer may revoke, withdraw, change, or amend such delegated authority or the person(s) granted such authority as deemed appropriate.

	<b>Charter of the Chief Executive Officer</b>	
	Document No : QM-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :4/5

9. Perform any other duties as assigned by the Board of Directors.

In carrying out any matter in which the Chief Executive Officer, or any person delegated by the Chief Executive Officer, or any person who may have a conflict of interest (as defined by the notifications of the Capital Market Supervisory Board and/or the Stock Exchange of Thailand and/or other relevant authorities) has an interest or a conflict of interest with the Company and/or its subsidiaries and/or its related companies, the Chief Executive Officer shall have no authority to approve such matter. Such matter shall be submitted to the Board of Directors' meeting and/or the Shareholders' meeting (as the case may be) for approval, except for transactions in the ordinary course of business and under normal commercial terms in accordance with the notifications of the Capital Market Supervisory Board and/or the Stock Exchange of Thailand and/or other relevant authorities.

This Scope of Authority, Duties, and Responsibilities of the Chief Executive Officer shall be reviewed at least once a year to ensure that the CEO Charter remains appropriate, relevant to current circumstances, and up to date.

This policy shall be effective from December 8, 2023, onwards



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Approving Authority of the Chief Executive Officer Charter

Mr. Adisak Sukumvitaya

Chairman of the Board of Directors

