

SIC-BC-PLC-2025-013

**Succession Plan Policy****Silicon Craft Technology Public Company Limited****Objective**

1. To always assess the readiness for the organization to have manpower with qualifications and competencies.
2. To proactively plan recruitment and selection in advance by planning the recruitment and development from personnel in the organization with potential for the supervisory level or higher or personnel from outside.
3. To plan the replacement and succession for retirement and competent personnel management or job positions which are targeted by the market/competitors.
4. To reduce the rate of loss of personnel with knowledge and experience.
5. To motivate and retain competent and potential employees for the replacement and succession positions, with the opportunity to develop and move up to a higher position.
6. To prepare employees who will hold critical positions in the Company for the potential, knowledge, and ability to effectively replace vacant positions in the future.

**Rules and Regulations**

The Company maintains appropriate and transparent criteria and procedures for selecting personnel to take responsibility in the Company's important management positions. This is to ensure that the Company retains qualified executives with skills, experience, and professional abilities through the Nomination, Remuneration and Corporate Governance Committee and/or a committee appointed for recruitment/selection and planning for job succession in the position of Chief Executive Officer (CEO), Chief Financial Officer (CFO), and other executives as follows:

#### 1. Chief Executive Officer and Chief Financial Officer Level

When the position of Chief Executive Officer/Chief Financial Officer is vacant or the one in position is unable to perform duties under employment contract, the Company will have a system for executives at a similar level or secondary level to act in the position until having the recruitment and selection of qualified persons in compliance with the criteria set by the Company. This may be personnel in the Company who is in the succession plan or an outsider who must have a visionary knowledge and experience suitable for the organizational culture. The Nomination, Remuneration and Corporate Governance Committee will process the recruitment and present to the Board of Directors for appointment approval of a suitable person to replace the position.

#### 2. Executive level

When the position of executive from manager level or higher becomes vacant or the incumbent person is unable to perform the duties for such position, the Company will propose a selected successor or consider an external candidate and present to the Executive Committee for approval.

### Processes

The Company's succession plan will cover CEO, CFO, and executive level positions according to the steps as follows:

1. Analyze the Company's business situation in terms of strategy, policy, investment plan, and expansion plan, along with the assessment of readiness for manpower according to the Company's strategy in both short term and long term.
2. Consider and prioritize critical positions for a succession plan.
3. Determine the qualifications of critical positions (success profile), including characteristics, knowledge, abilities, necessary skills, personality, and desirable attitude to succeed the critical positions as identified in No. 2.
4. Create a recruitment plan as well as a training and development plan for high-potential employees as successors in advance for the preparation of manpower towards the ability to

replace and take responsibility in the position before those employees early retire or leave their positions according to the steps as follows:

- 4.1 Consider the selection of employees with high potential (talent) who are qualified to succeed in critical positions.
- 4.2 Apply personnel testing and evaluation tools to measure and analyze the readiness and potential of each individual employee.
- 4.3 Determine the development plan for high-potential individuals towards the knowledge and abilities according to the qualifications specified by each critical position (success profiles).
- 4.4 Prepare the individual development plan.
- 4.5 Implement the development plan and periodically evaluate those selected employees to review their development and achievement for the expected results. If not, consider changing to new potential employees.
5. When a replacement is required, a successor shall be identified based on the evaluation and analysis of the employee's potential and performance. There must be a notification of such replacement in advance so that the successor can prepare for assignments and learn the job, along with the determination of next successor recruitment.

This Succession Plan Policy was initially approved at the Board of Directors Meeting No. 3/2018 held on August 15, 2018. It was most recently reviewed and approved at the Board of Directors Meeting No. 4/2025 held on July 17, 2025.

This announcement was made on July 17, 2025.



(Dr. Bodin Kasemset)

Chief Executive Officer