

Duties, Responsibilities, and Scope of Authority of the Chief Executive Officer

The Chief Executive Officer (CEO) is the highest-ranking executive in the company, holding ultimate authority and responsibility for corporate management. The CEO is tasked with driving competitive capabilities, enhancing business value, and fostering sustainable growth. This is achieved through close collaboration with the Board of Directors to jointly define corporate policies, strategies, and objectives. The CEO then leads and oversees the implementation of these plans within the approved framework.

1. Principle and Rationale

KCG Corporation Public Company Limited ("the Company") recognizes the importance of clearly defining the Duties, Responsibilities, and Scope of Authority of the Chief Executive Officer to ensure operational clarity, good corporate governance, and sustainable business development.

2. Scope of Authority, Duties, and Responsibilities.

- 2.1 Define the company's vision, mission, business strategies, operational plans, and annual budgets (including for subsidiaries), for presentation to the Board for approval.
- 2.2 Communicate the approved vision, mission, strategies, and plans to management for use as a framework in executing business operations.
- 2.3 Oversee overall operations of the company and its subsidiaries in alignment with the approved policies and business plans, and ensure legal compliance, corporate objectives, bylaws, Board resolutions, and shareholder meeting resolutions are followed with integrity and diligence.
- 2.4 Ensure that management and staff actively promote an ethical corporate culture, good governance, and consideration of social and environmental factors.
- 2.5 Identify new business and investment opportunities aligned with the company's core operations to ensure long-term sustainable growth.
- 2.6 Monitor performance evaluations of the company, subsidiaries, and/or affiliates, ensuring regular reporting and accurate, adequate, and timely financial disclosures in line with relevant regulations.
- 2.7 Oversee human resource management across the company and subsidiaries, including succession planning for key executives, and propose appointments or removals in accordance with company guidelines. This also includes overseeing compensation structures.
- 2.8 Encourage the integration of innovation into product development, manufacturing, and operational processes.
- 2.9 Support the development of modern IT systems to enhance operational efficiency and adapt to technological change.

- 2.10 Promote and develop the company's brand to enhance recognition of product quality, pricing, credibility, and support sustainable development.
- 2.11 Serve as or appoint a company representative for public relations, stakeholder engagement, and to enhance corporate image.
- 2.12 Act as or appoint a company representative for shareholder communications, ensuring transparent and consistent disclosure of information.
- 2.13 Approve regular transactions and business support activities within the approved budget limits and according to the Delegation of Authority approved by the Board.
- 2.14 Appoint external advisors as necessary, in compliance with regulations from the Securities and Exchange Commission and the Stock Exchange of Thailand.
- 2.15 Delegate authority or assign tasks to others as appropriate, within the scope of authorized powers and in accordance with Board-approved rules and regulations. Such delegation must not result in conflicts of interest. In the event of potential conflicts, the transaction must be escalated to the Board and/or shareholders for approval, unless it qualifies as a normal business transaction under arm's length terms.
- 2.16 Perform other duties as assigned by the Board or its sub-committees, under applicable corporate regulations and laws, including those of the SEC, Capital Market Supervisory Board, and Stock Exchange of Thailand.

3. CEO Performance Evaluation

The Board conducts an annual performance evaluation of the CEO. The Nomination and Remuneration Committee proposes evaluation criteria and methods, assesses the CEO's performance, and recommends compensation in accordance with the employment contract for the Board's consideration.

4. CEO Compensation

The Nomination and Remuneration Committee is responsible for proposing the compensation policy, assessment method, and salary structure for the CEO, in line with the employment contract, and submits this to the Board for approval.

This Duties, Responsibilities, and Scope of Authority of the Chief Executive Officer was approved by the Board of Directors at Meeting No. 9/2022 on November 1, 2022, and is effective as of the date of approval.

Signed -*Chaiyawat Wibulswasdi*-

Dr. Chaiyawat Wibulswasdi

Chairman of the Board

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