

### Corporate Governance

The Company recognizes the importance of good corporate governance, believing that good corporate governance means having an efficient, transparent, and auditable management system, which helps build trust and confidence to shareholders, investors, and stakeholders and all involved parties which lead to increasing value and sustainable long-term growth of the Company. The Company has continued to promote a good corporate governance system. The aim is for the Company's Board of Directors and Management to improve the level of corporate governance and adhere to the principles of good corporate governance in accordance with international standard guidelines by applying the principles of good corporate governance set by the Stock Exchange of Thailand to set the principles of good corporate governance of the Company and require monitoring to improve the said principles to be consistent with the guidelines of the Stock Exchange of Thailand, and may be changed in the future in order to be appropriate and consistent with changing circumstances. There are guidelines covering 5 sections of principles as follows:

#### Section 1: Rights of shareholders

The Company recognizes and places importance on the basic rights of shareholders both as investors in securities and company owners, such as the right to buy, sell, and transfer securities they hold, the right to receive a share of the Company's profit, the right to receive adequate information, various rights to attend meetings to exercise voting rights at the shareholder meeting, to appoint or remove directors, appoint an auditor, approve important transactions affecting the direction of the Company's business operations and matters affecting the Company such as dividend allocation, determining or amending the memorandum and articles of association of the Company, capital reduction or capital increase and approval of special transactions, etc.

The Company has a mission to promote and facilitate the exercise of shareholders' rights as follows:

1) Information on the date, time, place, and agenda of meeting is provided. There are explanations and reasons for each agenda item or resolution requested as specified in the invitation to the general and extraordinary shareholder meetings or in attachment to the meeting agenda and refrain from any actions that limit shareholders' opportunities to study the Company's information.

2) Facilitate shareholders to exercise their rights to attend meetings and vote appropriately and refrain from any actions that limit shareholders' opportunities to attend meetings, such as in organizing shareholder meetings, the Company will use locations that are convenient for travel, a map showing the location of the

shareholder meeting will be attached to the meeting invitation letter, including choosing the appropriate date and time and allocate adequate time for meetings.

3) Before the shareholder meeting date, the Company will provide opportunities for shareholders to submit comments, suggestions, or questions in advance of the meeting date by clearly specifying the criteria for submitting questions in advance and notifying shareholders along with the delivery of the shareholder meeting invitation letter. The Company will also publish such guidelines through the Company's website.

4) Encourage shareholders to use a proxy form that allows shareholders to determine the direction of voting and nominate at least 1 independent director as an alternative to shareholders' proxy.

5) In the shareholder meeting, the Chairman of the meeting will allocate time appropriately and the Company will give shareholders an opportunity in expressing opinions independently to make suggestions or ask questions on various related agenda items before voting on any agenda.

6) Encourage all directors to participate in shareholder meeting to answer questions at the meeting.

7) Arrange separate voting at the shareholder meeting for each item in cases where there are multiple items on a specific agenda, such as the agenda for appointing directors.

8) The Company will support the use of ballots in important agendas such as related transactions, conducting transactions on the acquisition or disposal of assets, etc., for transparency and accountability in counting voting results.

9) The Company will provide independent personnel to assist in counting votes in each agenda.

10) After the shareholder meeting is completed, the Company will prepare minutes of meeting that record accurate and complete information on important matters, and important questions, comments, and suggestions will also be recorded in the minutes of meeting so that shareholders can examine them. In addition, the Company will present the voting results for each agenda item including publishing minutes of meeting on the Company's website for shareholders to consider.

11) The Company will send a copy of the minutes of shareholder meeting to the Stock Exchange of Thailand within 14 days from the date of the shareholder meeting.

## Section 2: Equitable Treatment of Shareholders

The Company places importance on equal treatment of all shareholders, this includes minority shareholders and foreign shareholders. There are guidelines for protecting and preventing violations of

shareholders' rights equally and fairly, to create confidence in investing in the Company. Therefore, good practices have been established for equitable treatment of shareholders as follows:

1) The Company gives shareholders an opportunity to propose meeting agendas, nominating persons to serve as directors and submitting questions in advance of the meeting date. The proposed agenda items or nominated persons to serve as directors must be in accordance with the law and regulations including the criteria set by the Company and details should be published on the Company's website.

2) The Company requires a proxy letter for shareholders who cannot attend the meeting and set voting guidelines for other people and/or the Company's independent directors as proxies to attend the meeting by specifying the name, history, and work experience of all independent directors for shareholders to consider and select one person to be a proxy on their behalf.

3) The Company does not add agenda items or change important information without notifying shareholders in advance.

4) The Board of Directors supports the use of ballots in every agenda, including the agenda for appointing individual directors for transparency and verification.

5) The Company has established a code of conduct regarding the use of inside information and trading of the Company's securities to prevent directors, executives, and employees from using inside information to gain illegitimate benefits for themselves or others, with the guidelines and policies being inform to everyone in the organization to adhere to and performance being monitored regularly.

6) The Board of Directors and executives have a duty to report their securities holdings and changes in securities holdings to be in accordance with the criteria of the Securities and Exchange Commission, and must report to the Board of Directors every time securities are traded.

### Section 3: The role of stakeholders

The Company realizes that all groups of stakeholders with interests in the Company should be taken care of by the Company according to their rights established by law or by mutual agreement. Taking into account the good relationship and cooperation between one another to create financial stability and sustainability of the business. Therefore, good practice guidelines have been established as follows:

1) The Company has established a code of ethics towards stakeholders, including shareholders, employees, partners, customers, creditors, competitors, and society and the environment. The announcement was made to all directors, executives, and employees to be informed and to strictly comply with, including the

setting penalty for non-compliance in the employee handbook. There are guidelines related to various stakeholders as follows:

**Shareholders:** The Company will conduct business with transparency and efficiency in order to create sustainable value for the business by striving to create good operating results and stable growth to provide maximum benefit to shareholders in the long run including the process of disclosing information to shareholders with transparency and trustworthiness.

**Employees:** The Company will treat all employees equally, fairly and provide appropriate compensation. In addition, the Company also places importance on regular development of skill, knowledge, abilities and potential for employees such as organizing training, seminars and workshops, by providing thorough opportunities to all employees and try to create incentives for employees with high knowledge and ability to remain with the Company for further organizational development. The Company has also set guidelines in combating corruption including instilling all employees to comply with relevant laws and regulations, such as strictly prohibiting the use of inside information, etc.

**Partners:** The Company has a process for selecting partners by allowing them to compete on equal information and selecting business partners with fairness under the Company's criteria for evaluating and selecting business partners. In addition, the Company has prepared a contract format that is appropriate and fair to all contracting parties and provided a monitoring system to ensure that the contract conditions are fully complied with and prevent corruption and misconduct in every step of the procurement process. The Company purchases products from trading partners according to trade conditions as well as continues to comply strictly with the contract with partners.

**Customers:** The Company is responsible to customers by maintaining the quality and standards of products and services including responding to customer needs as completely and comprehensively as possible to focus on creating long-term customer satisfaction. In addition, the Company takes into account hygiene and customer health when consuming the Company's products and services and providing accurate and complete information about products and services to customers. It also provides channels for the Company's customers to report problems with inappropriate products and services so that the Company can prevent and solve such problems regarding the Company's products and services quickly as well as

maintaining customer privacy and customer information must not be used for the benefit of oneself or those involved illegally.

**Creditors:** The Company will strictly comply with various conditions according to the contract with creditors, including repayment of principal, interest, and taking care of various collaterals under relevant contracts.

**Competitors:** The Company behaves according to the framework of good competition, has ethics and is within the framework of the law, including supporting and promoting the policy of free and fair competition.

**Society and**

**Environment:** The Company cares and values safety for society, environment and quality of life of people involved in the Company's operations and encourage the Company's employees to have conscience and responsibility towards society and the environment, including ensuring strict compliance with various related laws and regulations. In addition, the Company tries to participate in various activities that create and preserve society and the environment, as well as promote culture in the locality where the Company operates in.

2) The Company has established a mechanism to protect the rights of whistleblowers to the Board of Directors on issues related to illegal activities, accuracy of financial reports, defective internal control system or violation of ethics through the Board of Directors and the Audit Committee directly.

3) The Company announces to the general public that directors, executives, and employees who are aware of significant inside information that may affect changes in securities trading prices must suspend their trading in the Company's securities for the period of 30 days before the Company announces its operating results or that inside information has been disclosed to the public.

#### **Section 4: Information disclosure and transparency**

The Company places importance on disclosing important, accurate, complete, sufficient, consistent, and timely information for stakeholders to use in making decisions. The Company has therefore established guidelines to strictly supervise information disclosure and transparency as follows:

1) The Board of Directors or those assigned by the Board of Directors must have a duty to disclose information according to specified criteria through the channels of the Stock Exchange of Thailand, both information to be reported according to the accounting period (Periodic Reports) which are financial statements, annual registration statement (Form 56-1) and annual report (Form 56-2) and information to be reported

according to events (Non-Periodic Reports) which are acquisition/disposal of assets, connecting transactions, joining/terminating a joint venture, capital increase/capital reduction, issuance of new securities, share buybacks, paying/omitting dividends, etc., as well as disseminating information through the Company's website to be complete, regular, quick and up to date.

2) The Board of Directors must report the results of compliance with the governance policy through the annual registration statement (Form 56-1) and the annual report (Form 56-2).

3) The Board of Directors and executives must report their own interests and those of related persons in accordance with section 89/14 of the Securities and Exchange Act B.E. 2008 by submitting the report to Company Secretary.

4) The Board of Directors must prepare a report on the Board's responsibility for financial reports shown together with the auditor's report and provide a report on corporate governance of the Audit Committee in the annual report.

5) The Board of Directors requires the disclosure of names, roles and responsibilities of the committee and specific committees, number of meetings and the number of times directors attend meetings each year to be disclosed in the annual report.

6) The Board of Directors should require disclosure of each type of compensation received by each person, including details of executives' remuneration, in the annual registration statement (Form 56-1) and the annual report (Form 56-2).

7) The Board of Directors has appointed a Company Secretary to disclose information in accordance with the guidelines of the Stock Exchange of Thailand, including providing basic business information, guidelines for doing business and direction of the Company in the future to the involved general public, shareholders, institutional investors, general investors, analysts and government agencies equally and fairly.

8) The Board of Directors has designated investor relations to publicize general information about the Company to stakeholders and the general public regularly.

9) The Board of Directors encourages the Company to prepare management discussion and analysis (MD&A) to accompany the disclosure of financial statements every quarter so that investors can receive information and understand more about the changes that have occurred in the financial position and operating results of the Company in each quarter in addition to the numerical information presented in the financial statements.

10) The Board of Directors ensures that the audit fees and other service fees provided by the auditors are disclosed.

## Section 5 Responsibilities of the Board of Directors

The Board of Directors, as representatives of shareholders, is responsible for supervising the management of the Company's work in accordance with the law, objectives and Articles of Association of the Company. The Company's vision, mission, policy, goals, and business plan are defined underlying the main principle of its expertise and ethics in conducting business. The main points for guidelines governing the responsibilities of the Board of Directors are as follows:

### 1. Structure of the Board of Directors

1.1 The structure of the Board of Directors consists of directors with various qualifications, knowledge, ability, honesty, integrity, and ethics in conducting business. The Board of Directors arranges for the disclosure of the policy for determining the composition of the said the Board of Directors, including the number of years each director has served as a director of the Company in the annual report.

1.2 The Board of Directors consists of at least 5 people but not more than 10 people. The Board of Directors consists of at least one-third of the total number being independent directors and there are at least 3 independent directors, which will create checks and balances in considering and voting on various matters appropriately. In this regard, all independent directors of the Company have the qualifications of being independent directors according to the definition of independent directors of the Company, which the details are identical to the regulations of the Securities and Exchange Commission and as specified in the announcement of the Capital Market Supervisory Board, regulations of the Stock Exchange of Thailand, including criteria, requirements and other related laws.

1.3 The Board of Directors has a term of office not exceeding 3 years at a time, as required by relevant laws. The independent directors will have a continuous term of office not exceeding 9 years, unless there is reason and necessity as the board deems appropriate. In addition, directors and executives of the Company can serve as directors or executives of affiliated companies or other companies, but it must comply with the requirements of the Securities and Exchange Commission, Capital Market Supervisory Board and the Stock Exchange of Thailand, including other relevant criteria, requirements, and laws. This must be notified to the Board of Directors' meeting for acknowledgment. Each director may hold the position of director of not more than 5 listed companies.

1.4 The Board of Directors represents shareholders as a whole, not a representative of any group of shareholders.

1.5 The Board of Directors has a policy to have the number of directors who are not independent directors be in fair proportion to the investment of controlling shareholders in the Company.

1.6 Appointment of directors shall be in accordance with the Company's Articles of Association and the requirements of relevant laws, but must be transparent and clear. In nominating company directors, it must be done through the process of the Nomination and Remuneration Committee and consideration must include the educational background and professional experience of that person with sufficient details for the benefit of decision-making by the Board of Directors and shareholders.

According to the Company's Articles of Association, at least one-third of the directors must retire from their positions at every annual general meeting. If the number of directors cannot be divided into three parts, the number closest to one-third of directors must retire. Directors who must retire from office in the first year and the second year after the Company's registration shall be drawn by lot. In subsequent years, the directors who have been in office the longest will retire. Directors who have retired may be re-elected to take up the position.

1.7 The Board of Directors has considered the division of powers and responsibilities in setting governance policies and daily administration to be clearly separated. The Chairman and Chief Executive Officer are elected by the Board of Directors. The Chairman of the Board and the Chief Executive Officer are not the same person to create clarity in responsibilities during policy formulation, monitoring and routine administration. In this regard, the Company has separated roles and responsibilities between the Board of Directors and executives clearly and with checks and balances of authority in operations. The Board of Directors is responsible for setting policy and supervising operations of executives at the policy level, while the executives are responsible for managing the Company's operations in various areas in accordance with the established policies. However, the Chairman of the Board does not participate in the normal daily administration, but instead provide support and advice on business operations to the Management through the Chief Executive Officer on a regular basis, while the Chief Executive Officer is responsible for the management of the Company under the authority assigned by the Board of Directors.

1.8 The Board of Directors determines the number of companies in which each director can hold positions in other listed companies, when including holding positions in the Company must not exceed 5 listed



companies, by carefully considering the performance of directors who hold positions in many companies and to ensure that directors can devote adequate time to performing their duties in the Company.

1.9 The Board of Directors determines the policy for directors holding directorship positions in other companies according to the Company's Articles of Association that the directors will not conduct business or become a partner in a general partnership or a partner with unlimited liability in a limited partnership or being a director of a limited company or other public limited company that carries on business with the same nature and cannot compete with the Company's business, unless it has been notified to the shareholder meeting acknowledgement before the appointment.

In addition, the Board of Directors has no policy to send executives to serve as directors in other companies outside the group. In the case that the executives of the Company will hold directorship positions in other companies they must receive approval from the Executive Committee first, except for holding directorship positions in non-profit charitable organizations. However, holding said positions must not conflict with the provisions of laws and regulations related to the Company's business operations and the directors must not use a position held within the Company as references to promote external business.

1.10 The Board of Directors has appointed Company Secretary, with appropriate qualifications and experience as a Company Secretary, to have duties and responsibilities according to the Securities and Exchange Act in providing advice on law and various regulations that the Board of Directors must be aware of and performing duties in supervising the Board's activities, including coordinating to ensure compliance with the Board's resolutions. The qualifications and experience of Company Secretary are disclosed in the annual report and on the Company's website.

1.11 The Board of Directors has promoted and supported Company Secretary to receive training and continually develop their knowledge in matters of law, accounting, or performing of Company Secretary duties.

## 2. Sub-committees

2.1 The Company has appointed sub-committees, consisting of 1) Audit Committee which is in accordance with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand 2) Nomination and Remuneration Committee and 3) Executive Committee, to perform specific duties and propose matters to the Board of Directors for consideration, approval or acknowledgment.

2.2 Sub-committees have rights and duties as specified in the authority and duties of each sub-committee.

### 3. Roles, duties and responsibilities of the Board of Directors

#### 3.1 Duties and responsibilities of the Board of Directors

The Board of Directors is responsible to shareholders regarding the Company's business operations and is responsible for setting policies and directions for the Company's operations, including supervising management to be in accordance with goals, objectives, vision, strategies and business direction for long-term benefits to shareholders within the framework of legal requirements and business ethics, taking into account the benefits of all stakeholders at the same time. The details of which are specified in the Charter of the Board of Directors.

#### 3.2 Good corporate governance policy

The Company has established a written corporate governance policy to be presented to the Board meeting which has approved the said policy. The purpose of preparing the corporate governance manual is to provide guidelines for directors, executives and employees in complying with the said policy. The Company will arrange for the review of the policy on an annual basis.

#### 3.3 Business ethics

The Board of Directors is committed to conducting business correctly and fairly. It has a policy to establish a written Code of Conduct to be used and disseminated to all directors, executives, and employees to understand the ethical standards that the Company uses to conduct business and is a practice guideline to show the intention to conduct business with transparency, morality, and responsibility to stakeholders with consideration for the society and the environment, through training and communication within the organization in various forms. The Code of Conduct reflects the values and work practices that every employee should conduct and operate according to the ethical framework set forth in various areas, which the Company has announced and notified to everyone to be aware of and strictly adhere to, including ensuring compliance with the said guidelines. In this regard, the Board of Directors has strictly monitored compliance with the said Code of Conduct.

#### 3.4 Conflict of interest

The Board of Directors has carefully considered conflicts of interest. There are clear guidelines for considering transactions that may have conflicts of interest and is mainly for the benefit of the Company. A code of conduct regarding conflicts of interest prohibits directors, executives, and employees, including those related to such persons, from seeking personal benefits that conflict with the Company's interests and encourages them to avoid actions that cause conflicts of interest. Those involved or have a vested interest or related to the

matter being considered must notify the Company of their relationship or involvement and do not participate in any decision making in the said transaction.

The Audit Committee will present to the Board of Directors the connected transactions and matter with conflict of interest, which has been carefully considered. In addition, the Company has strictly complied with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand regarding pricing and various conditions in transactions with persons who may have conflict of interest to be equivalent to transactions with a third party.

The Board of Directors will supervise compliance with regulations regarding operating procedures and disclosure of information about transactions that may have conflict of interest to be correct and complete by disclosing the transactions in the financial statements, annual report and the annual registration statement (Form 56-1).

### 3.5 Internal control system

The Board of Directors places importance on efficient supervision and internal control at both the executive and operating levels. The internal control system is an important mechanism to build confidence in the Management in helping to reduce business risks, helping to run the business efficiently by allocating resources appropriately and achieving the set goals, helping protect assets from leaks or loss due to corruption and misconduct, helping to make financial reports accurate and reliable, helping personnel to comply with relevant laws and regulations and helping to protect shareholders' investments. Therefore, the Company has clearly established a written control policy, an effective control and supervision of the use of Company's assets, a budget system and feasibility study of investment projects before deciding to invest, and an internal control system. The owner of the operating unit must have a working system that are of good standards and have internal controls to prevent unwanted circumstances that may cause damage to the Company and develop personnel to have a sense of participation in working according to guidelines including relevant laws and being transparent for the Company to evaluate and assess work at any time.

The Board of Directors has assigned the Audit Committee to be responsible for reviewing the suitability and the efficiency of the internal control system that the Management has established, including creating and reviewing the control system in the aspect of operations, financial reporting, compliance with laws, regulations, policies, and supervision of operations, as well as risk management. Early warning signs and unusual transactions are also given special attention.

The Company has hired third party who is independent in performing their duties to be the auditor of the Company's internal control system responsible for auditing to ensure that the Company has an adequate and appropriate internal control system. In order to ensure that such internal auditor is independent and able to fully perform the audit and the duty of checks and balances, the internal auditor will report results directly to the Audit Committee. The Company regularly monitors and evaluates results to ensure that the system can be operated efficiently, there will be an assessment of the adequacy of the internal control system and review of important systems at least once a year with the disclosure in the Company's annual report.

### 3.6 Risk management policy

The Company has established supervision of the risk management system and process to reduce the impact on the Company's business appropriately. The Risk Management Team will consider and determine the risk management policy, both inside and outside the Company to be comprehensive and consistent with the strategy and direction of the business, and present it to the Board of Directors for consideration and approval.

### 3.7 Channel for whistleblowing

The Board of Directors provides clear guidelines for dealing with whistleblowers or stakeholders through website or direct report to the Company by reporting clues to the independent directors or the Audit Committee to order the verification of information according to the process set by the Company and report to the Board of Directors.

### 3.8 Report of the Board of Directors

The Audit Committee is responsible for reviewing financial reports, with the accounting department and auditor joining the meeting, and presenting financial reports to the Board of Directors every quarter. The Board of Directors is responsible for the consolidated financial statements of the Company and its subsidiaries, including financial information as disclosed in the annual report.

## 4. Board meeting

4.1 In the meeting of the Board of Directors, there must be no less than half of the total number of Company's directors present at the meeting to form a quorum. In the event that the Chairman of the Board of Directors is not present at the meeting or is unable to perform his duties, in the case that the Vice Chairman of the Board of Directors is present, the Vice Chairman of the Board of Directors shall be the chairman of the meeting. However, if there is no Vice Chairman of the Board of Directors or if he is not present at the meeting or is unable to perform his duties, the Company directors attending the meeting shall elect one director to be the chairman of the meeting.

4.2 The decision of the Board of Directors' meeting is reached by a majority vote, with one director having one vote, except the Company directors who have an interest in any matter will not have the right to vote on that matter. If the votes are equal, the chairman of the meeting shall cast one more vote as the deciding vote.

4.3 Regular meetings of the Board of Directors shall be held at least 6 times per year. The Chairman of the Board of Directors shall call the meeting of the Board of Directors or in case of necessity, 4 or more directors may request the Chairman to call a meeting of the Board of Directors. The Chairman of the Board shall set the meeting date within 14 days from the date of receipt of such request.

4.4 The Chairman of the Board or a director assigned by the Chairman of the Board shall determine the date, time and place of the Board of Directors' meetings. The location of the meeting may be specified in other place than the area where the Company's headquarters is located in or a nearby province. If the Chairman of the Board or a director assigned by the Chairman of the Board does not specify the meeting location, the Company's headquarters shall be used as the meeting location.

4.5 In calling a meeting of the Board of Directors, the Chairman of the Board or the person assigned shall send the meeting notice by registered mail or deliver it directly to the directors or their representatives, specifying the date, time, place, and agenda of the meeting to the directors at least 7 days before the meeting date, except in case of urgent necessity to preserve the rights or benefits of the Company, the meeting can be notified by other means or the meeting date can be set earlier.

## 5. Self-assessment of the Board of Directors

5.1 The Board of Directors and sub-committees have regular self-assessment of their performance (Self-Assessment) at least once a year so that the Board of Directors can jointly consider performance and problems for further improvement.

5.2 The Company will disclose the criteria, procedures, and results of the overall Board assessment in the annual report.

## 6. Compensation

6.1 Directors' remuneration will be consistent with their duties, responsibilities, experience, duties, and scope of roles and responsibilities, including expected benefits from each director. The Board of Directors has established clear policies and criteria for remuneration of directors and propose for approval from the shareholder meeting every year, with consideration under the principle of transparency and verifiability, including at an appropriate level comparable to the level practiced in the industry for similar business size and sufficient to attract and retain directors with the desired quality. At the same time, additional responsibilities are

also considered for directors who are assigned to serve in sub-committee positions such as audit committee member, etc.

6.2 The remuneration of the Chief Executive Officer and senior executives should be in accordance with principles and policies as determined by the Board of Directors and/or the Nomination and Remuneration Committee and/or the Executive Committee and for the highest benefit of the Company. The level of remuneration in the form of salary, bonus and incentives is at an appropriate level and consistent with the performance of each executive. Executives with assigned additional duties and responsibilities will receive additional compensation appropriate to the increased duties and responsibilities assigned. Moreover, the rate must be competitive with the same business group to maintain quality executives, while the benefits received by the Company and shareholders must also be taken into account.

6.3 The Nomination and Remuneration Committee and/or the Board of Directors evaluate the performance of the Chief Executive Officer on an annual basis to be used in determining the compensation by using the criteria agreed in advance with the Chief Executive Officer based on concrete criteria. This includes financial performance, performance on the implementation of long-term strategic objectives, and executive development. The Board of Directors considers and approves the above evaluation results and the Chairman of the Board is the one who informs the Chief Executive Officer of the results of the consideration.

## 7. Development of directors and executives

7.1 The Board of Directors promotes and facilitates knowledge training and sharing for those involved in the corporate governance system of the Company such as directors, audit committee members, executives, and Company Secretary to ensure continuous improvement of operations.

7.2 Every time a new director is appointed, the Management will provide documents and information that are useful to the new director's performance of duties, including providing an introduction to the nature of the business and business practices of the Company to new director.

7.3 The Board of Directors requires the Chief Executive Officer to report regularly on development and succession plans, which the Chief Executive Officer and senior executives shall have prepared a continuous plan for their successors in the event that they are unable to perform their duties.

7.4 The Board of Directors organizes programs for developing executives. The Chief Executive Officer shall report annually on what has been achieved during the year and be considered together when considering succession plans.

The Principles of Good Corporate Governance have been considered and approved by the Board of Directors' Meeting No. 2/2021 on 28 April 2021.