

Succession Plan

Wyncoast Industrial Park Public Company Limited

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Wyncoast Industrial Park Public Company Limited (“The Company”) has published this policy under the objective to develop a human resource planning and develop personnel quality for both Strategic Workforce Plan and improve efficiency of organization, as well as improve overall organization management by laying a system to prepare the substitution of personnel both short-term and long-term in order to efficiency respond to the change.

The Company has created the Succession Plan in order to search a Successor to suitable substitution for crucial role or “Main Role” which will be vacant in the future by select and develop a personnel to have suitable knowledge vision in accordance with strategic management of the company.

1. Principles and reason

The Company has prepare a contingency policy to protect the lack of personnel in key positions within organization. The Succession Plan was for a continuity in operation and organization management. The plan will be start from executive position as top priority in order to prepare the amount of workforce and quality of human resource to sustain the key position in The Company according to our objective and ready for longevity growth of The Company.

2. Objective of Succession Plan

- 2.1 For Strategically planning for succession and inherit the main position which will be end of term or vacant.
- 2.2 To create consistency in working operation and organization management.
- 2.3 To always evaluate The Company have a personnel to that qualified, experienced and Competence to hold key position in The Company.
- 2.4 To minimize impact from lacking of key position personnel in The Company.

3. Rules and Regulations

The Company has a rule and regulation to select a responsible personnel for the key position of The Company in transparent and appropriate manner. This rules and regulations was established in order to assure the Company to have a qualified executive officers who possessed a skills, experienced and talents as a professional executive as follows

3.1 Executive Officer and other executives including

- (1) Chief Executive Officer : CEO
- (2) Deputy Chief Executive Officer
- (3) Chief Financial Officer : CFO
- (4) Chief Strategic Officer : CSO

- (5) Chief Operation Officer :COO
- (6) Chief Engineering Officer :COE

Nomination, Remuneration and Cooperate Governance Committee would be responsible for the Succession plan of Chief Executive Officer and other executives to The Company's committee consideration.

When the Chief Executive Officer/ other Executive become vacant or those in position was unable to perform their duty. The Company has a system to select closest position or deputy position to be the acting of such executives until the qualified executives were selected. In addition, the qualified successor must have qualification, abilities, education, experience and appropriate with culture of the organization based on Nomination, Remuneration and Cooperate Governance Committee present to the The Company's Committee for their approval on appointment of qualified personnel to succeed the position.

Qualification of Executive Officers are as following...

3.1.1 Minimum education qualification for executive officers was higher than the post-graduate degree in business administration field or other related field. If the candidate have less than post-graduate degree, the decision shall be the responsibility of Nomination, Remuneration and Cooperate Governance Committee to decide in other qualities that the candidate possessed.

3.1.2 He/she must have the business experience or related business field experience to The Company_u and also in the executive position at least 7 years. If he/she do not have enough experience according to the qualification . the decision shall be the responsibility of The Nomination, Remuneration and Cooperate Governance Committee to decide in other qualities that the candidate possessed.

3.1.3 He/She must have leadership, visionary and good attitude towards The Company.

3.1.4 He/She must have the strategic ability and management skill according to The Company's vision and mission.

3.1.5 He/She must have decision-making and troubleshooting skill based on the benefit of the Company.

3.1.6 He/She must be able to analyze the situation and direction of the business in order to lay an appropriate and efficient strategy, policy and guideline.

3.1.7 He/She must be hardworking, honest, endure and loyal to The Company.

The competency, ability and knowledge of the executives to have are as follows

(1) Required Skills

- Business Process
- Strategic Planning
- Action Plan and Project Management
- Budgeting
- Human Resources and Organization Management
- Marketing and Sales Management

- Computer Skills
- English Proficiency Skills
- Engineering Skills on electrical, construction and industrial

(2) Core Competency

- Dedication to act/perform on his/her responsibility according to The Company expectation

(Accountability)

- Customer Oriented
- Moral Integrity
- Team Worker
- Communication Skill

(3) Managerial Competency

- Planning and Organizing Skill
- Human Resource Management
- Problem Solving and Decision -Making Skill
- Change Management Skill
- Emotional Control

3.2 Executives and Key Positions

When the executives position in higher level than the manager become vacant or or those in position was unable to perform their duty. The Company will present the successor for The Nomination, Remuneration and Cooperate Governance Committee as follows

3 .2 .1 Analyze the business operation regarding strategy, policy, investment plan and company expansion.

3 .2 .2 Evaluate on readiness of employee in accordance with The Company strategy both in short-term and long-term.

3 .2 .3 Create a human resource preparation plan for developing employee or recruit new employee to substitute

3 .2 .4 Establish a recruitment plan for Employee Training and Development prior to his/her retire or early leave.

3 .2 .5 Stipulate the qualifications and competencies are education, skill, personality and vision which appropriate for the position and also create Individual Development Plan

3.2.6 Select, analyze and evaluate the competencies of employee.

3.2.7 Using the tools and evaluation to evaluate the qualification of employee.

3 .2 .8 Appoint successor based on evaluation ,qualification and works of the employee by informing the responsibility to employee prior to the succession and also select a successor.

3.2.9 Develop and evaluate the employee expect to be successor; he/she was expected to have a development potential and could create output meeting the expectation. In case that he/she could not meet the expectation, the procedure are as following

3.2.9.1 Proceed and establish a new succession plan; or

3.2.9.2 Develop a successor to substitute in key position (If have); or

3.2.9.3 Recruit and select the outsider

When the successor have more suitable qualification according to his/her responsibility or there are higher position was presented for Promotion & Acting according to The Company policy based on structure and ranking, it must be consider and approve by chief executive officer.

4. Changing of Policy

The Company reserved the rights to cancel or amend the policy as consider appropriate under the written approval from the Chairman of The Company only.

Announced on 26 January B.E. 2022



Mr. Jak Chamikorn
Chairman of the Board

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Approved by the the Nomination, Remuneration and Good Governance Committee Meeting 1/2023 on January 26, 2023.

Approved the Board of Director Meeting 1/2023 on January 26, 2023.