

Scope of Authority and Duties of the Chief Executive Officer

of

Pinthong Industrial Park Public Company Limited

1. Composition

The Nomination and Remuneration Committee shall recruit and nominate candidates for the position of Chief Executive Officer and propose the same to the Board of Directors for appointment.

2. Authority, Duties and Responsibilities

- 1) To manage and oversee the operations relating to the general administration of the Company
- 2) To act as a delegate of the Board of Directors in managing the business of the Company in accordance with the Company's objectives, Articles of Association, policies, rules, regulations, orders, resolutions of the shareholders' meetings and/or resolutions of the Board of Directors, within the framework of applicable laws and within the scope of authority as determined by the Board of Directors.
- 3) To supervise and oversee the Company's operations and/or day-to-day management, including to monitor and evaluate the Company's performance to ensure that the operations are carried out in accordance with the direction, guidelines, strategies, business objectives, as well as sustainable development objectives, in order to establish key missions for the management as approved by the Board of Directors, in an efficient and effective manner, based on the principles of internal control and risk management to prevent and mitigate risks, as well as to seek opportunities for continuous learning and development, taking into consideration both external and internal factors in a systematic manner, including:
 - Key risks in business operations such as risks arising from industry competition, market changes, or financial risks;
 - Sustainability risks (ESG Risks) such as risks arising from climate change, energy management, and impacts on the environment and communities;
 - Emerging Risk such as the development and application of modern technologies, including Artificial Intelligence (AI) or other digital technologies that may affect the business model;

- 4) To carry out and perform the operations in accordance with the policies, plans, and budgets as approved by the Board of Directors and/or the Executive Committee.
- 5) To monitor and evaluate the performance of the Company and its subsidiaries (if any) on a regular basis, and to ensure that the Company has in place appropriate risk management and control systems to prevent risks arising from both internal and external factors, and to report the performance, management, and progress of operations to the Executive Committee, the Audit Committee, and the Board of Directors.
- 6) To have the authority to hire, appoint, transfer, remove, and terminate employees, as well as to determine compensation, grant rewards, adjust salaries, and provide remuneration and bonuses for all employees of the Company from the position of Deputy Chief Executive Officer and below.
- 7) To consider investment plans in various businesses and to propose the same to the Executive Committee and the Board of Directors for further consideration and approval.
- 8) To consider and approve investments in instruments and securities for the Company's account within the limits as approved and delegated by the Board of Directors.
- 9) To promote and develop the knowledge, competencies, and capabilities of directors, executives, and employees in order to enhance the overall capability of the organization.
- 10) To act as a leader and role model in compliance with the Company's code of ethics and business conduct, as well as to promote, supervise, and monitor management in accordance with sustainability principles, encompassing environmental, social, and governance (ESG) responsibilities, and to ensure compliance with the Company's anti-corruption measures and practices in all forms.
- 11) To consider reports from complaint recipients and to appoint a working team to investigate facts in cases where complaints or whistleblowing reports of misconduct are received.
- 12) To have the authority to undertake any acts in the normal course of business and as necessary for the general management of the Company's business, including but not limited to the following:
 - To issue orders, rules, regulations, announcements, and memoranda to ensure that operations are carried out in accordance with the Company's policies and interests, and to maintain internal discipline within the organization;
 - To act and represent the Company vis-à-vis third parties in matters relating to and for the benefit of the Company;
 - To approve the appointment of advisors as necessary for the Company's operations;

- To perform other duties as assigned by the Board of Directors or the Executive Committee from time to time;
- To approve juristic acts relating to the Company's normal course of business, such as procurement, purchase and sale, operating expenses, investments, acquisition or disposal of equipment, assets, and services, for the benefit of the Company, within the prescribed approval limits;
- To exercise other approval authorities in accordance with the Delegation of Authority (Level of Authorization: LOA) as approved by the Board of Directors and as amended from time to time.

Any approval to proceed with, as well as any delegation by the Chief Executive Officer to any representative or delegate to proceed with, the foregoing transactions shall not be of a nature that enables the Chief Executive Officer or such representative or delegate to approve any transaction in which the Chief Executive Officer or any person who may have a conflict of interest has an interest, or which may give rise to any conflict of interest with the Company or its subsidiaries.

Any approval to proceed with such transactions shall be proposed to the meeting of the Board of Directors and/or the shareholders' meeting for consideration and approval, and such transactions shall be reviewed by the Audit Committee, in accordance with the Company's Articles of Association and as required by the Office of the Securities and Exchange Commission and/or the Stock Exchange of Thailand.

This Scope of Authority and Duties of the Chief Executive Officer shall be effective as from 14 November 2025, as approved by the Board of Directors at its Meeting No. 4/2025.

- Mr. Prasan Tanprasert -
Chairman of the Board of Directors