



Self-evaluation policy and guidelines for the Board of Directors,
Subcommittees and Chief Executive Officer Policy

Pinthong Industrial Park Public Company Limited

Revision No. 1 Approved on 24 February 2026 (BOD 2/2026)

Self-evaluation policy and guidelines for the Board of Directors, Subcommittees and Chief Executive Officer Policy

Pinthong Industrial Park Public Company Limited and its subsidiaries (the “Company”) have established this Policy to require the Board of Directors, sub-committees, and the Chief Executive Officer to conduct annual self-assessments on a regular and continuous basis. The purpose is to jointly review performance outcomes and to enhance the effectiveness of the performance of duties and responsibilities of the Board for the maximum benefit of the Company. The self-assessment guidelines for the Board of Directors and sub-committees serve as a framework for reviewing the performance of duties in alignment with the principles of good corporate governance, as well as for evaluating performance, identifying issues and obstacles encountered during the past year. This process will contribute to improving operational effectiveness, creating maximum value for the Company, and ensuring alignment with good corporate governance principles.

1. Objectives of the Assessment

To enhance professionalism and improve operational effectiveness. The results of the assessment shall be used to improve work processes and the individual development of each director, as well as the performance of the Board of Directors and its sub-committees.

2. Assessment Criteria

The performance evaluation of the Board of Directors, sub-committees, and the Chief Executive Officer shall be conducted using evaluation forms developed in accordance with the guidelines of the Stock Exchange of Thailand (SET), as adapted to suit the nature and structure of the Board of Directors. The results of the evaluation shall serve as a key mechanism for further enhancing the performance of duties and the effectiveness and efficiency of the Board of Directors, as follows:

2.1 Board and Sub-Committee Performance Evaluation (as a whole) consisting of six (6) topics:

- 2.1.1 Board structure and qualifications
- 2.1.2 Roles, duties, and responsibilities of the Board
- 2.1.3 Board meetings
- 2.1.4 Board performance

2.1.5 Relationship with management

2.1.6 Director development and executive development

2.2 Individual Performance Evaluation of the Board of Directors and Sub-Committees consisting of three (3) topics:

2.2.1 Board structure and qualifications

2.2.2 Roles, duties, and responsibilities of the Board

2.2.3 Board meetings

Each director shall indicate his or her opinion by marking (/) in only one score box in the evaluation form, with scores ranging from 0 to 4. The scoring reflects a scale from strong disagreement or no implementation, to strong agreement or excellent implementation. The total scores shall then be aggregated and evaluated as a percentage of the full score, based on the following criteria:

0 = Strongly disagree or no implementation

1 = Disagree or minimal implementation

2 = Agree or moderate implementation

3 = Quite agree or good implementation

4 = Strongly agree or excellent implementation

The total score shall be calculated as a percentage of the full score in accordance with the following criteria:

Score Range (%)	Interpretation
100	Board performance is at an “Excellent” level
$75 \geq x < 100$	Board performance is at a “Good” level
$50 \geq x < 75$	Board performance is at a “Moderate” level
$25 \geq x < 50$	Board performance is at a “Low” level
< 25	No implementation

2.3 Performance Evaluation of the Chief Executive Officer (CEO) consisting of two (2) categories:

Category 1: Progress of Work Plans

To incorporate the Company’s sustainability performance as part of the Key Performance Indicators (KPIs) in the evaluation of the Chief Executive Officer (CEO), as follows:

Strategy / Plan	Target / KPI	Status
Total Annual Revenue	Budgeted total revenue for the year:.....	Actual total revenue: million Baht Above / below target by: million Baht
Total Annual Net Profit	Target net profit for the year:	Actual net profit: million Baht Above / below target by: million Baht
Greenhouse Gas Emissions (Scope 1 and Scope 2)	Reduce carbon emissions by% from base year	Actual reduction:% compared to target
Energy and Waste Management	Recycling rate ≥% of total waste	Actual performance:% compared to target
People Development and Employee Engagement	Employee Engagement Score ≥%	Actual score:% compared to target
Corporate Governance	Legal violations / corruption complaints = 0	Actual performance:
Occupational Health and Safety	Lost Time Injury (LTI) rate = 0	Actual incidents: cases
Customer Satisfaction	Customer Satisfaction Score ≥%	Actual score:% compared to target

Category 2: Performance Evaluation Criteria consisting of eleven (11) topics:

1. Leadership
2. Strategy Formulation
3. Strategy Execution
4. Financial Planning and Performance

5. Relationship with the Board of Directors
6. External Relations
7. Management and Employee Relations
8. Succession Planning
9. Product and Service Knowledge
10. Personal Attributes
11. Corporate Sustainability Performance

Each director shall indicate his or her opinion by marking (✓) in only one score box in the evaluation form, with scores ranging from 0 to 4. The scoring reflects a scale from no implementation to excellent implementation. The total scores shall then be aggregated and evaluated as a percentage of the full score, based on the following criteria:

- 0 = No implementation
- 1 = Minimal implementation
- 2 = Moderate implementation
- 3 = Good implementation
- 4 = Excellent implementation

The total score shall be calculated as a percentage of the full score in accordance with the prescribed criteria as follows:

Score Range (%)	Interpretation
90 - 100	CEO performance is at an “Outstanding” level
$80 \geq x < 100$	CEO performance is at an “Excellent” level
$70 \geq x < 80$	CEO performance is at a “Good” level
$60 \geq x < 70$	CEO performance is at a “Moderate” level
$50 \geq x < 60$	CEO performance is at a “Pass” level
< 50	CEO performance requires improvement

3. Assessment Guidelines

3.1 The Company shall conduct performance evaluations of the Board of Directors, sub-committees (both as a whole and on an individual basis), and the Chief Executive Officer at least once annually.

3.2 The Company Secretary shall distribute self-assessment forms to the Board of Directors and sub-committees within November of each year.

3.3 All directors and sub-committee members shall complete and return the evaluation forms to the Company Secretary within the specified timeframe.

3.4 The Company Secretary shall consolidate and prepare a summary of the evaluation results and report the same to the Board of Directors for acknowledgment at the Board meeting in February of each year.

3.5 The Company shall disclose the performance evaluation results of the Board of Directors, sub-committees, and the Chief Executive Officer in the Company's annual report (Form 56-1 One Report) and Sustainability Report.

This Policy may be reviewed by the Board of Directors as deemed appropriate to ensure that it remains up to date and aligned with applicable rules, regulations, and changing circumstances.

This Self-evaluation policy and guidelines for the Board of Directors, Subcommittees and Chief Executive Officer Policy Revision No.1 shall be effective from 24 February 2026, by the Approval of the Board of Directors at its Meeting No. 2/2026.

- Mr. Prasan Tanprasert -

Chairman of the Board of Directors

Pinthong Industrial Park Public Company Limited