



Organizational Structure Management Policy

Principle

The organizational structure serves as a key determinant of the Company's operational efficiency. Even with capable and high-performing employees, an overly complex structure may hinder overall effectiveness. Therefore, the Company's organizational framework must be appropriately designed to ensure flexibility and adaptability, enabling alignment with the Company's evolving business strategies and objectives.

Policy Guidelines

1. Establish a dynamic and adaptable organizational structure that aligns with both short- and long-term business strategies and directions, facilitating effective management, timely decision-making, and efficient problem resolution.
2. Define clear, comprehensive, and non-overlapping scopes of responsibility, ensuring that workloads are commensurate with each position and function. This approach supports operational efficiency and reinforces the Company's strategic goals.
3. Develop a well-balanced and transparent departmental structure with clearly defined reporting lines to maintain organizational equilibrium and mitigate potential risks.

Approved by the resolution of the Executive Committee at its Meeting No. 2/2026 held on August 31, 2026.

– Signed –

Mr. Wiwat Theekhakhirikul

Chairman of the Board