



Performance Management Policy

Principles

To manage and motivate employees to produce creative work and continuously improve their performance in alignment with organizational goals, while fostering the eight core attributes of 'Karmart People,' the company applies a standardized performance management system. This system enables fair and transparent consideration for salary adjustments and annual bonuses and facilitates the effective development of individual development plans for all employees.

Policy Guidelines

1. Employees must set annual work objectives that align with their roles, responsibilities, and the goals of their department and the organization.
2. Performance progress should be monitored periodically throughout the year, with supervisors and employees discussing performance through regular review and evaluation processes.
3. Year-end performance evaluations are conducted by comparing actual results against pre-defined success indicators to ensure transparency and fairness.
4. Supervisors are responsible for communicating performance evaluation results to employees, supporting individual development planning and the ongoing improvement of work performance.

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