



Recruitment and Selection Policy

The Company is committed to recruiting and selecting qualified individuals whose competencies align with the requirements of each position. The process is conducted with transparency, fairness, and accountability to support the Company's sustainable growth and long-term development.

The Company's recruitment and selection process emphasizes the application of modern technologies and tools to enhance efficiency, accuracy, and reliability at every stage. A clear strategy is established to maintain a high-quality talent database, ensure effective succession for critical roles, and attract new-generation talent to strengthen the organization. The Company also prioritizes proactive communication and employer branding to ensure that the recruitment and selection process is standardized, transparent, timely, and aligned with both current and future business needs.

Principles

Recruitment and selection must be based on **equality, fairness, and transparency**, with every stage being auditable. Candidates are assessed primarily on qualifications, experience, knowledge, and competencies relevant to the position. Discrimination based on gender, age, race, religion, disability, or any non-job-related factor is strictly prohibited.

Policy Guidelines

1. Job openings shall be announced through multiple channels using inclusive language to ensure equal access and opportunities for all applicants.
2. The recruitment and selection process shall be free from discrimination in all aspects, including age, gender, race, religion, disability, or language, and will be based solely on the qualifications relevant to the position.
3. Appropriate and diverse selection methods, supported by modern technology, shall be employed to ensure the recruitment of candidates who best meet the Company's needs.
4. Employment types, terms, and working conditions shall be fair, appropriate, and effective.
5. Compensation, benefits, and employment conditions shall be consistent with job standards and aligned with the candidate's qualifications.
6. All application documents and personal information shall be treated as strictly confidential and shall not be disclosed to unauthorized parties.

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