(Translation)

Succession Plan Policy
Lease IT Public Company Limited

(Note: This document is an English translation of the original Thai version. In the event of any discrepancy or conflict between the English translation and the Thai original, the Thai version shall prevail in all respects.)

Succession Plan Policy

1. Introduction

Lease IT Public Company Limited (the "Company") prioritizes sustainable corporate governance. Therefore, the Board of Directors has formulated and implemented this Succession Plan Policy to serve as a guideline for future practices.

2. Objective

1. To consistently evaluate the organization's readiness in terms of the workforce's qualifications and competencies.
2. To proactively plan the recruitment and selection of personnel in advance, focusing on the sourcing and development of high potential internal personnel ranging from the Department Manager level up to the Managing Director or Chief Executive Officer as well as external talent.
3. To plan for succession and replacement of positions due for retirement, alongside talent management and the retention of critical positions that are highly sought after by the market or competitors.
4. To reduce the turnover rate of personnel possessing valuable knowledge, competency, and experience.
5. To motivate and retain competent and high potential employees for succession and replacement planning, while ensuring they receive opportunities for development and career advancement to higher positions.

3. Regulations and Criteria

3.1 Regulations and Criteria for the Succession Plan

The Company has established criteria and regulations for the selection of personnel to fill critical management positions in an appropriate and transparent manner. This ensures that the Company obtains professional executives who possess the requisite qualifications, skills, experience, and capabilities. The succession planning process is conducted through the Nomination and Remuneration Committee and/or the Managing Director, categorized by employee levels as follows:

a) Managing Director or Chief Executive Officer (CEO) Level

- The Management shall prepare the succession plan for the Managing Director or Chief Executive Officer level and submit it to the Nomination and Remuneration Committee for consideration, which will then be presented to the Board of Directors for approval.
- The Nomination and Remuneration Committee shall monitor the progress of the succession plan, encompassing successor identification (to be notified individually), capability development, and performance evaluation.
- In the event that the Chief Executive Officer/Managing Director position becomes vacant, or the incumbent is unable to perform their duties, the Nomination and Remuneration Committee is responsible for selecting a new Chief Executive Officer/Managing Director to present to the Board of Directors for appointment approval.

Preliminary qualifications for the Managing Director or Chief Executive Officer (CEO):

1. Bachelor's degree or higher.
2. Proven experience in management at the Director level or above.
3. Strong leadership capabilities and a broad vision.
4. Exceptional skills in strategic planning and organizational management.
5. Prudent decision making and problem solving skills, with a steadfast focus on the organization's best interests.

b) Executive Level (From Director to Assistant Managing Director)

- The Management shall prepare the succession plan for executive positions ranging from Department Director to Assistant Managing Director, to be reviewed by the Nomination and Remuneration Committee and subsequently submitted to the Board of Directors for approval.
- The Managing Director shall ensure that the progress of the succession plan is monitored, encompassing successor identification (to be notified individually), competency development, and performance evaluation.
- In the event that an executive position ranging from Department Director to Assistant Managing Director becomes vacant, or the incumbent is unable to perform their duties, the Managing Director is responsible for selecting and appointing the new executive to fill the vacancy.

Preliminary qualifications for executives ranging from Department Director to Assistant Managing Director:

1. Bachelor's degree or higher.
2. Proven experience in management at the Manager level or above.
3. Strong leadership capabilities and a broad vision.
4. Skilled in strategic planning.
5. High integrity, honesty, and a strong commitment to the organization's best interests.

3.2 The Company's Succession Plan Processes:

3.2.1 Establish an employee training and development plan in advance, prior to an employee's retirement or early departure.

3.2.2 Define the required qualifications and competencies encompassing the knowledge, skills, traits, and desirable attitudes for each role and formulate an Individual Development Plan for each employee.

3.2.3 Select, evaluate performance, and assess the potential of candidates to determine their suitability for succession.

3.2.4 Identify at least two successors for each position based on potential and performance evaluations. Selected employees will be notified in advance on an individual basis to prepare for the handover and transition of duties.

3.2.5 Develop and evaluate potential successors to ensure they can progress and deliver the expected performance. If their development does not meet expectations, the following actions shall be taken:

3.2.5.1 Re-initiate the selection process to formulate a new succession plan and develop a backup successor (if any); or

3.2.5.2 Recruit and select candidates from external sources.

3.2.6 Once a successor fully meets the qualifications for a higher level position and a vacancy or a newly created position becomes available, proposals for promotion or acting appointments shall be submitted in accordance with the Company's policies.