



Policy Code: M12

Revision No.: 02

Effective Date: November 8, 2024

Policy on Holding Director Positions in Other Companies by the Chief Executive Officer (CEO)

The Nomination and Remuneration Committee of Northeast Rubber Public Company Limited ("the Company") recognizes the important role and responsibility in managing, setting the direction of operations, and overseeing the management team's performance to ensure that the Chief Executive Officer (CEO) can perform their duties with full expertise, transparency, and accountability. The performance of the CEO has a significant impact on the effectiveness of the organization's operations and on the performance of executives at all levels within the company. Therefore, for the best interests of the company, the Board of Directors has established the following policy regarding the CEO holding directorial positions in other companies, which serves as a guideline:

1. The Chief Executive Officer (CEO) may hold positions in other companies within Northeast Rubber Public Company Limited ("the Company"), including its subsidiaries and associated companies. However, such positions must not interfere with the performance of their duties as the CEO of the Company.

2. Before accepting a directorial position in any other company that operates in a competitive or similar business to the Company or its group companies, the Chief Executive Officer (CEO) must submit the matter to the Nomination and Remuneration Committee for review and recommendations. The committee's opinion will then be presented to the Board of Directors for approval, following the appropriate process.

The Chief Executive Officer (CEO) may hold directorial positions in other listed companies, in addition to the companies mentioned in points 1 and 2, provided that the total number of directorial positions does not exceed five companies combined.

The policy on holding director positions in other companies by the Chief Executive Officer (CEO) has been approved by the Board of Directors at meeting No. 8/2024 on November 7, 2024. This policy will be effective from November 8, 2024, onwards.

(Mrs. Chanatip Weerasubpong)
Nomination and Remuneration Committee

(Mr. Chanitr Chanchainarong)
Chairman of the Board of Directors