




PRTR Group Public Company Limited.

Succession Planning Policy.



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This Succession Planning Policy is the property of PRTR Group Public Company Limited ('the Company'). It has been established to enhance the corporate governance system in accordance with international best practices, as well as the rules and regulations of relevant regulatory agencies.

The Board of Directors approved this Succession Planning Policy at Meeting No. 4/2019 on November 21, 2019. This policy shall serve as the guiding principle and framework for practice, effective from December 1, 2019, onwards.

To ensure that the Policy remains current and appropriate to evolving circumstances, it shall be reviewed at least once annually. Any subsequent amendments are subject to the sole approval of the Board of Directors.



(Mr. Niphon Bundechanan)

Acting Chairman of the Board of Directors.



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1. Introduction

The Company recognizes its personnel as its most vital strategic asset, possessing extensive institutional knowledge and professional expertise. To ensure long-term operational excellence, the Company is committed to the effective transfer of this accumulated knowledge and experience to successive generations of personnel.

2. Objectives

2.1 This Succession Planning Policy shall apply to the Company, its subsidiaries, and its associated companies, all of which are required to adhere to the principles and guidelines set forth herein.


2.2 This Policy serves as a formal instrument to communicate the Company's succession planning framework to all personnel. It aims to ensure a unified understanding and consistent implementation across the Company, its subsidiaries, and associated companies.

3. Scope

This Policy shall apply to the Company, its subsidiaries, and its associated companies, encompassing all established policies and guidelines set forth herein.

4. Succession Planning Policy

The Company prioritizes personnel readiness and the effective transfer of institutional knowledge. Accordingly, the Company has established a Succession Plan as a strategic initiative to disseminate professional expertise and organizational culture to successors and colleagues. This framework aims to develop future leaders with the requisite knowledge, experience, and cultural alignment to assume key positions as follows:

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4.1 The Board of Directors shall oversee the development of a Succession Plan for senior executive positions across the Company's key business units and critical operational functions, as detailed below:

- 1) Chief Executive Officer (CEO)
- 2) Senior Vice President of Sales and Recruitment Staffing Services
- 3) Senior Vice President of Administrative Operations Staffing Services
- 4) Senior Vice President of Recruitment
- 5) Senior Vice President of Executive Recruitment
- 6) Chief Financial Officer
- 7) Senior Vice President of Central Administration

The selection process involves assessing the performance, potential, and core competencies of existing personnel, while also considering external talent acquisition to ensure the most qualified candidates for key positions.

4.2 Formal selection guidelines and procedures shall be implemented to identify potential successors for senior management. Evaluation is conducted through competency-based assessments and KPI performance, ensuring a structured approach to leadership succession.

4.3 Successors are required to undergo targeted development and specialized training, such as leadership and interpersonal skills, to facilitate long-term readiness. This framework ensures that potential candidates possess the necessary expertise to provide immediate operational continuity should a key position become vacant.

4.4 Successors are eligible for structured career advancement and competitive benefit packages, subject to formal oversight. These incentives are designed to promote professional motivation and ensure organizational readiness through effective talent retention.

Appendix: List of Companies Subject to This Policy

This policy applies to **PRTR Group Public Company Limited**, as well as its subsidiaries under its direct or indirect control.

The companies within the scope of this policy include the following:

1. PRTR Recruitment Company Limited
2. PRTR Recruitment and Outsourcing (Eastern Seaboard) Company Limited
3. Nexmove Platform Recruitment Company Limited
4. The Blacksmith Company Limited
5. Pinno Solutions Company Limited
6. PRTR Global Recruitment Company Limited
7. Biz Resource Company Limited

Remarks:

- Newly established subsidiaries or subsequent investments shall automatically fall within the scope of this policy, unless otherwise specified.
- For companies not under the Company's control, this policy may be adopted and applied as appropriate.

Additional Note: This appendix shall be deemed an integral part of this policy and shall have the same full force and effect as the main policy in all respects.