

Succession Policy

Meb Corporation Public Company Limited

Succession Policy

Meb Corporation Public Company Limited (“the Company”) has established a succession plan to ensure readiness in developing personnel to replace key positions in the event that an executive holding an important management position is unable to perform their duties until the end of their term or the position becomes vacant for any other reason. This plan also aims to minimize risks or impacts arising from a lack of management continuity. The Human Resources Department is responsible for preparing the succession plan for key positions, including the Managing Director and executives in positions directly below the Managing Director. The plan shall be proposed to the Managing Director or the Nomination and Remuneration Committee (as the case may be) for review and subsequently submitted to the Board of Directors for approval.

The Company shall implement guidelines for employee and executive development in preparation for successors to key positions. The Company will identify personnel with high potential to participate continuously in various training programs, ensuring readiness to assume important roles within the organization. Reports on the implementation of these guidelines shall be submitted to the Chief Executive Officer and the Nomination and Remuneration Committee for consideration before being presented to the Board of Directors. The selection process for personnel to participate in such programs must be transparent, fair, and approved by the Managing Director.

In addition, the Company will consider supporting job rotation to enhance employees’ knowledge and experience, thereby broadening their competencies and readiness. Opportunities will also be provided for potential successors to temporarily assume the responsibilities of certain positions during periods when the current position holders are on leave or engaged in offsite assignments, in order to assess the training and further development needed for such personnel.

Furthermore, the Company will select individuals to fill any vacant positions by giving priority consideration to employees who have participated in the succession program. However, this does not preclude the eligibility of external candidates or other individuals who meet the qualifications and requirements specified by the Company’s recruitment and selection process.

The Company will also periodically review the succession policy to ensure its alignment with the Company’s current circumstances and business operations.

This Succession Policy shall take effect from 18 April 2022, onwards.