

Charter of the Chief Executive Officer Symphony Communication Public Company Limited (Revised Edition 2025)

*(Approved by the resolution of the Board of Directors' Meeting No. 6/2025 held on
14 November 2025 and takes effect from 14 November 2025 onwards.)*

Charter of the Chief Executive Officer

The Board of Directors of Symphony Communication Public Company Limited (hereinafter referred to as “**the Company**”) has appointed the Chief Executive Officer (“**CEO**”) to be responsible for the day-to-day management of the Company, as well as for overseeing and monitoring the performance of the management team to ensure compliance with applicable laws, the Company’s Articles of Association, and the vision, mission, objectives, goals, and policies established by the Board of Directors.

1. Objective

The Board of Directors has established the Chief Executive Officer Charter as a framework to guide the CEO in performing duties effectively, efficiently, and in full alignment with the law, the Company’s Articles of Association, and the good corporate governance principles. This Charter also aims to define the scope of authority, duties, and responsibilities of the CEO clearly, ensuring transparent and accountable management, in pursuit of the Company’s strategic objectives and sustainable business growth.

2. Qualifications of the CEO

- 2.1 Be a natural person.
- 2.2 Be not less than 20 years of age and not more than 75 years of age as of the date on which the Board of Directors passes the resolution for appointment.
- 2.3 Possess full qualifications and must not have any prohibited characteristics as prescribed under the laws of Public Limited Companies, Telecommunications Business, and other applicable laws, and shall not exhibit any characteristics indicating a lack of integrity or suitability to be entrusted with the management of a business in which the public holds shares, as stipulated in Section 89/3 of the Securities and Exchange Act (No. 4), B.E. 2551 (2008).
- 2.4 Possess knowledge, competence, and experience relevant to and consistent with the nature of the Company’s business, including expertise and specialization that are beneficial and aligned with the Company’s business strategies and direction.
- 2.5 Possess a sense of responsibility, leadership qualities, broad vision, and a positive attitude toward the organization and organizational change.
- 2.6 Be honest, upright, and capable of performing duties and exercising sound judgment in decision-making with integrity, transparency, prudence, and due care; and shall be able to devote sufficient time and effort to perform the assigned duties to the best of his or her ability.
- 2.7 Possess good conduct and a sound professional record, demonstrate honesty, morality, and ethics, and be recognized and respected by society.
- 2.8 Have good conduct and a proven record of ethical and professional behavior, honesty, morality, and integrity, and shall be a person recognized and respected by society.

- 2.9 Possess a credible personality, pleasant disposition, and good interpersonal skills, and be able to communicate and coordinate effectively with persons at all levels.

3. Roles, Duties and Responsibilities of the CEO

The Board of Directors has prescribed the roles, duties, and responsibilities of the CEO as follows:

- 3.1 Be responsible for overseeing the Company's day-to-day operations and management with honesty, integrity, transparency, accountability, prudence, and due care.
- 3.2 Communicate the Company's vision, mission, goals, policies, and business direction, as approved by the Board of Directors, to the management team to be used as operational guidelines.
- 3.3 Supervise and ensure that the management team's operations are carried out in accordance with the Company's objectives, goals, policies, strategies, operational plans, and budgets as approved by the Board of Directors, as well as in strict compliance with applicable laws, the Company's objectives and articles of association, resolutions of shareholders' meetings and resolutions of the Board of Directors.
- 3.4 Determine strategies, operational plans, annual budgets, and management authorities of the Company, and propose them to the Board of Directors for approval.
- 3.5 Continuously develop and improve the Company's operational processes and to support innovation that creates added value and promotes sustainable organizational growth.
- 3.6 Establish and maintain effective systems of internal control, risk management, and anti-corruption measures.
- 3.7 Ensure the preparation of accurate, sufficient, and timely financial reports and disclosures of material information in accordance with applicable rules, standards, and best practices.
- 3.8 Monitor and evaluate the Company's performance on a regular basis in order to prevent and mitigate risks arising from both internal and external factors.
- 3.9 Regularly report the Company's operational progress and performance results to the Board of Directors.
- 3.10 Consider the Company's operating results and propose interim and/or annual dividend payments and present them to the Board of Directors or shareholders' meeting for consideration or approval, as the case may be.
- 3.11 Promote and foster an organizational culture of ethics and good corporate governance.
- 3.12 Serve as a leader and role model in adhering to ethical principles and business codes of conduct.

- 3.13 Ensure that the Company's operations align with sustainability policies and directions in support of the Sustainable Development Goals (SDGs) and the Company's aspiration to be a responsible global corporate citizen.
- 3.14 Act as the Company's representative in communicating with shareholders, stakeholders, and the public, particularly in fostering positive relationships and enhancing the Company's corporate image and reputation.
- 3.15 Report the holding and changes in holdings (including purchase, sale, transfer, or receipt of transfer) of the Company's securities by himself/herself and related persons in accordance with the rules and regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand.
- 3.16 Prepare and submit reports on his/her interests and those of related persons in accordance with the reporting requirements for directors and executives of the Company.
- 3.17 Participate in training programs related to his/her duties and management responsibilities in order to enhance knowledge, skills, and performance capability.
- 3.18 Perform any other duties as may be assigned by the Board of Directors.

4. Scope of Authority of the CEO

The Board of Directors has prescribed the scope of authority of the CEO as follows:

- 4.1 Make decisions on significant matters, including the approval of operations constituting the Company's ordinary course of business, as well as signing legal instruments, contracts, orders, notifications, or other documents within the scope of authority and monetary limits specified in the Delegation of Authority Guides duly approved by the Board of Directors.
- 4.2 Amend or modify the organizational management structure at the Business Group level, Division level, or Business Unit level and below, except in cases involving the establishment of a new company or the dissolution of an existing business.
- 4.3 Direct, command, supervise, control, examine, and monitor the operations of all functions of the Company.
- 4.4 Issue orders, regulations, announcements, and memoranda to ensure that the performance of duties by employees and executives is in compliance with laws, rules, regulations, policies, and best practices, for the benefit of the Company and to maintain discipline and order within the organization.
- 4.5 Employ, appoint, transfer, remove, or terminate employees and executives of all levels of the Company as deemed appropriate, except for the following cases:
 - (1) the employment, appointment, transfer, removal, or termination of C-Suite executives shall require the prior approval of the Nomination, Compensation, Corporate Governance and Sustainability Committee, and shall report to the Board of Directors for acknowledgement.

- (2) the appointment, transfer, or termination of the Company Secretary shall require the approval of the Board of Directors; and
 - (3) the employment, appointment, transfer, or termination of the Head of Internal Audit shall require the approval of the Audit Committee.
- 4.6 Determine the scope of duties, responsibilities, and appropriate compensation of employees and executives at all levels.
- 4.7 Determine commercial terms and conditions in the best interest of the Company.
- 4.8 Engage or appoint consultants in various fields necessary for the Company's operations, within the scope of authority and monetary limits specified in the Delegation of Authority Guides and within the budget framework approved by the Board of Directors.
- 4.9 Appoint and manage working groups or committees as deemed necessary and appropriate to consider or execute any specific matter.
- 4.10 Delegate specific duties, authorities, or responsibilities to any person or persons as deemed appropriate. Such delegation shall be within the limits of authority prescribed in the power of attorney and/or the approval and command authorization as approved by the Board of Directors. The delegation must be made in writing and must clearly specify the scope of authority, duties, and duration (if any) of the delegated authority.

Provided, however, that such delegation of duties, authorities, and responsibilities shall not constitute a sub-delegation or transfer of authority that would permit the CEO or any delegate thereof to approve any transaction in which he or she, or any person who may have a conflict of interest, vested interest, or any other conflict of interest with the Company or its subsidiaries, may have an involvement.

5. Reporting on the CEO's Performance

The CEO shall regularly report on the performance of his or her duties to the Board of Directors.