



## TRC Construction Public Company Limited

### Successor Plan

The 2/2009 Board of Directors dated 20 March 2009 approved the criteria for Chief Executive Officer and President selection and also the successor plan in case of emergency and retirement to protect an impact to the business.

- Approved the successor plan of Chief Executive Officer and President and defined the policy for high rank of executives from Vice President position upwards to make his/her successor plan and pass on knowledge of working to potential employees qualified for his/her replacement in case of emergency or retirement.
- Qualifications of Chief Executive Officer and/or President as per following:
  1. Being graduated not lower than Master degree in Engineering or Business Administration or related fields. In case of Bachelor degree, it is subject to the discretion for other qualifications to be considered by the Remuneration and Nomination Committee.
  2. Experience in top management level not less than 10 years.
  3. Having leadership and wide-rank of vision character.
  4. Being capable of handling the strategic planning and organization management.
  5. Being capable of making decision and problem solving deliberately with recognition of the Company's highest benefit.

