

กฎบัตรคณะกรรมการสรรหา
Nomination Committee Charter
บริษัท อีสต์โคสต์เฟอร์นิเทค จำกัด (มหาชน)
East Coast Furnitech Public Company Limited

Nomination Committee Charter
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1. Objective

The Board of Directors of East Coast Furnitech Public Company Limited (“**Company**”) considered and approved to establish the Nomination Committee Charter to include the compositions, scope of duties and responsibilities, and guidelines as assigned by the Board of Directors to enable the Nomination Committee to fairly, appropriately and transparently perform duties in compliance with the Corporate Governance principles for making all stakeholders confident and assured.

2. Composition and Qualifications

- 2.1 The Nomination Committee shall comprise of at least three (3) Directors, with a least one Director being Independent Director, and the Chairman of the Nomination Committee should be an Independent Director.
- 2.2 The Nomination Committee shall be appointed by the Board of Directors, and serve for the term of three (3) years, based on the term of office of the Company's directorship, and when the term of office is complete, each member may be considered and re-appointed as deemed appropriate by the Board of Directors.
- 2.3 In the event any Nomination Committee member position becomes vacant for any reason other than term expiration according to Clause 2.2, including the termination of directorship, resignation, or being removed, the Board of Directors shall appoint a qualified replacement Nomination Committee member to fill up the vacancy as prescribed in this Charter by the Board of Directors. The term of the replacement Nomination Committee member shall be only the same as the remaining term of the Nomination Committee member whom he/she replaces.

3. Scope of Duties

- 3.1 Select persons who possess the appropriate and required qualifications to be appointed as a new Director, or nominate the Managing Director, by determining criteria or method of nomination and selection with criteria and transparency, then propose to the meeting of the Board of Directors and /or the shareholders' meeting for consideration and approval.
- 3.2 Continuously prepare the training development plans related to the performance of directors and knowledge related to the business of the Company for the Board of Directors and senior management of the Company. continuously to enhance the potential of the Board of Directors and executives of the Company.

- 3.3 Prepare the Succession plan for Managing Director and senior executives to prepare potential persons for the succession in the event that the Managing Director or any senior executive retires, resigns, or is unable to perform duties.
- 3.4 Perform any other tasks as assigned by the Board of Directors.

4. Responsibilities

The Nomination Committee is directly responsible to the Board of Directors in accordance with the duties and responsibilities assigned, and the Board of Directors still has responsibilities for the Company's operations to the external parties.

5. Meetings

- 5.1 The Nomination Committee shall meet at least two (2) times per year, the Company's management or relevant executives or employees or those who are deemed appropriate may be invited to attend the meeting for giving opinions or sending documents or information as deemed relevant or necessary.
- 5.2 For each Nomination Committee Meeting, at least two-third of the total number of the current Nomination Committee members is required to make a quorum.
- 5.3 Any Nomination Committee Member who has a conflict of interest in any matter under consideration shall not vote on that matter.
- 5.4 Decisions at the meeting shall be made by majority vote of members present. Each member shall have one vote. In the event of a tie vote, the Chairman of the meeting shall have a casting vote.

6. Reporting

The performance of the Nomination Committee shall be reported to the Board of Directors for acknowledgement and the Nomination Committee Report is prepared and disclosed in the Company's Annual Report, and signed by the Chairman of the Nomination Committee.

7. Performance Evaluation

The Nomination Committee shall evaluate their performance and report the results of annual evaluation to the Board of Directors.

This Charter was proposed to the meeting of the Board of Directors No. 11/2020 on November 13, 2020 for final consideration and review.