

Criteria and Process for Director Nomination

1. Board Oversight and Accountability

The Board of Directors is responsible for overseeing and ensuring that the nomination and selection of directors are conducted in accordance with good corporate governance principles, with transparency, fairness, appropriateness, and accountability to shareholders. The Board delegates the nomination process to the Nomination and Remuneration Committee, while retaining oversight, review, and final decision-making authority.

2. Nomination Process, Criteria, and Board Skill Matrix

The Nomination and Remuneration Committee establishes clear criteria and procedures for identifying and selecting qualified candidates, taking into account their knowledge, expertise, skills, experience, understanding of the Company's business and industry, and their ability to perform duties with due care, integrity, and independent judgment. The Board Skill Matrix is applied to ensure an appropriate, balanced, and effective Board composition aligned with the Company's strategy, risks, and long-term sustainability.

3. Candidate Assessment and Use of External Expertise

To enhance objectivity and robustness, the Committee may engage external executive search firms to identify and assess qualified candidates, both domestically and internationally. All candidates are subject to thorough evaluation to ensure compliance with applicable laws and regulations and the absence of prohibited characteristics under relevant legislation.


4. Board Review and Shareholder Approval

Proposed candidates are submitted to the Board of Directors for careful and independent consideration on an individual basis, with directors having conflicts of interest abstaining from deliberation. The Board then proposes the candidates to the shareholders' meeting for approval on an individual basis, supported by adequate and transparent disclosure to enable informed decision-making.

5. Independence, Performance Review, and Shareholder Participation

The Company assesses independent directors' qualifications in accordance with applicable regulatory criteria to ensure appropriate independence. Where re-election is proposed, performance during the preceding term is considered. An independent director may, if assigned by the Board, participate in decision-making relating to the operations of the Company and related entities on a collective basis; however, Audit Committee members shall not participate in management decision-making. Each director must be approved by a majority of votes at the shareholders' meeting. Minority shareholders are entitled to nominate director candidates; however, no nominations were received for the 33rd Annual General Meeting of Shareholders.

Information of the Directors for Re-elections

Name-Surname:	Mr. Paul Heinz Hugentobler	
Age:	76 years	
Type of Director:	Director	
Current Positions:	<ul style="list-style-type: none"> - Chairman of the Board of Directors and - Chairman of Nomination and Compensation Committee 	
Education:	<p>Bachelor's Degree: B.S.C. in Civil Engineering, Swiss Federal Institute of Technology, Zurich, Switzerland</p> <p>Master's Degree: Lic.oec.HSG, Graduated School, St. Gallen, Switzerland</p> <p>Certificate: International Senior Management Program, Harvard Business School, U.S.A</p>	
Years of directorship:	27 years (since 1 August 1998)	
Attending Board Meeting in 2025:	<ul style="list-style-type: none"> - Board Meetings: 6/6 (100%) - Non-executive Director Meetings: 1/1 (100%) 	
Attending Board Committee Meeting in 2025:	<ul style="list-style-type: none"> - Nomination and Compensation Committee Meetings: 6/6 (100%) 	
Direct Shareholding in the Company (%)	None (0% of total issued shares)	
Indirect Shareholding in the Company (%)	None (0% of total issued shares)	
Family relationship with Directors and Executives	None	
Position in company under same competition	None	
Position in company with conflict of interest	None	

Work Experience and Position held in other companies or organizations

<u>Current Positions in Listed Company in Thailand (1 Company)</u>		
Mar 2017 – Present	Chairman of the Board of Directors	- Siam City Cement Public Company Limited/ Cement Producer and Construction Materials
Jul 2014 – Present	Chairman of Nomination and Compensation Committee	
Jul 2014 – May 2017	Member of Governance and Risk Committee	
Dec 2000 – Mar 2017	Vice Chairman	
Aug 1998 – Nov 2000	Director	
<u>Current Positions in Non-Listed Company (2 Companies)</u>		
2014 – Present	Independent Director	- JK Cement Limited / Cement Producer (registered in India)
2014 – Present	Independent Director	- Dalmia Bharat Limited / Cement Producer (registered in India)

- Past Work Experience (at least 5 years)

2000 – 2024	Director	- Lanna Resources Public Company Limited/ Coal Mining
Jan 2023 – Oct 2023	Chairman	- Conwood Company Limited (Subsidiary)/ Construction Material
Jan 2023 – Oct 2023	Chairman	- INSEE Superblock Company Limited (Subsidiary) / Light-Weight Concrete Products
Jan 2023 – Oct 2023	Chairman	- PT Conwood Indonesia Company Limited (Subsidiary)/ Architectural and Decorative Building Materials Producer (Registered in Indonesia)
Jul 2017 – May 2019	Chairman	- Siam City Concrete Company Limited (Subsidiary)/ Ready-mixed Concrete and Aggregates
Apr 2017 – May 2019	Chairman	- Siam City Cement (Vietnam) Limited (Subsidiary)/ Cement Manufacturing (Registered in Vietnam)
Apr 2017 – May 2019	Chairman	- Siam City Cement Trading Company Limited (Subsidiary)/ Cement and Raw Material Trading
Mar 2016 – May 2019	Chairman	- Siam City Cement (Bangladesh) Limited (Subsidiary)/ Cement Manufacturing (Registered in Bangladesh)
Aug 2016 – May 2019	Chairman	- Siam City Cement (Lanka) Limited (Subsidiary)/ Cement Manufacturing (Registered in Sri Lanka)
Dec 2015 – May 2019	Director	- Chip Mong INSEE Cement Corporation/ Cement Producer (Registered in Cambodia)
2002 – Feb 2014	Member of the Executive Committee	- Holcim Company Limited/ Cement Producer

Name-Surname: Ms. Nopporn Tirawattanagool

Age: 71 years

Type of Director: Director

Current Positions: Directors

Education: Bachelor's Degree: Bachelor of Business Administration (in Accounting),
Thammasat University
Master's Degree: Master of Accounting, Thammasat University



Years of directorship: 13 years (since 23 April 2012)

Attending Board Meeting in 2025:

- Board Meetings: 6/6 (100%)
- Non-executive Director Meetings: 1/1 (100%)

Attending Board Committee Meeting in 2025: None

Direct Shareholding in the Company (%) None (0% of total issued shares)

Indirect Shareholding in the Company (%) None (0% of total issued shares)

Family relationship with Directors and Executives None

Position in company under same competition None

Position in company with conflict of interest None

Work Experience and Position held in other companies or organizations

- Current Positions in Listed Company in Thailand (4 Companies)

Apr 2012 – Present	Directors	- Siam City Cement Public Company Limited / Cement Producer and Construction Materials
Jul 2014 – Mar 2022	Member of Nomination and Compensation Committee	
Jul 2014 – Mar 2020	Member of Governance and Risk Committee	
Apr 2016 – Present	Director	- Grand Canal Land Public Company Limited / Real Estate
Oct 2014 – Present	Director	- Srivichaivejvivat Public Company Limited/ Hospital
May 2021 – Present	Member of Corporate Governance Committee	- Allianz Ayudhya Capital Public Company Limited
May 2013 – Present	Member of Nomination and Remuneration Committee	(formerly Sri Ayudhya Capital Public Company Limited) /
Apr 2013 – Present	Director	General Insurance

- Current Positions in Non-Listed Company (22 Companies)

Apr 2017 – Present	Director (Authorized Signatory)	- BBTV Asset Management Limited / Advertisement and Holdings
May 2015 – Present	Director (Authorized Signatory)	- CKS Holding Company Limited / Holding

May 2015 – Present	Director (Authorized Signatory)	- Super Assets Company Limited / Real Estate
May 2015 – Present	Director (Authorized Signatory)	- C.K.R Company Limited / Holding
May 2015 – Present	Director (Authorized Signatory)	- The Bangkok Lighters Company Limited / Asset Management
May 2015 – Present	Director (Authorized Signatory)	- The Thai Tapioca Flour Produce Company Limited / Real Estate
May 2015 – Present	Director (Authorized Signatory)	- Cyber Venture Company Limited / Holding
Apr 2015 – Present	Director (Authorized Signatory)	- Khao Kheow Country Club Company Limited / Golf Course
Apr 2015 – Present	Director (Authorized Signatory)	- Siam Purimongkol Company Limited / Real Estate
Dec 2014 – Present	Director (Authorized Signatory)	- Grand Fortune Company Limited / Real Estate
Apr 2014 – Present	Director (Authorized Signatory)	- Bangkok Broadcasting & TV Company Limited / Television Broadcasting
Apr 2014 – Present	Director (Authorized Signatory)	- BBTv Satelvision Company Limited/ Advertisement
Apr 2014 – Present	Director (Authorized Signatory)	- GL Asset Company Limited / Advertisement
Apr 2014 – Present	Director (Authorized Signatory)	- Mahakij Holding Company Limited / Advertisement and Holding
Apr 2014 – Present	Director (Authorized Signatory)	- BBTv Production Company Limited / Advertisement
Jan 2014 – Present	Director (Authorized Signatory)	- BBTv Alliance Limited / Holding Company
Jan 2014 – Present	Director (Authorized Signatory)	- BBTv Bond Street Building Limited / Real Estate Investment
Aug 2012 - Present	Director (Authorized Signatory)	- ITBC Business Consultant Group Company Limited / IT Consultant
Apr 2011 - Present	Director (Authorized Signatory)	- Exclusive Senior Care International Company Limited / Development of Facilities for Elderly Health Rehabilitation
Sep 2010 - Present	Director (Authorized Signatory)	- BBTv International Holdings Company Limited / Holding
Sep 2010 – Present	Director (Authorized Signatory)	- Sunrise Equity Company Limited / Holding
Sep 2010 – Present	Director (Authorized Signatory)	- BBTv Equity Company Limited / Office Building Rental

- Past Work Experience (at least 5 years)

Jan 2015 – Apr 2025	Member of Risk and Compliance Committee	- Bank of Ayudhya Public Company Limited/ Commercial Bank
Apr 2010 – Apr 2025	Authorized director, and Member of Nomination and Remuneration Committee	

Name-Surname: Mr. Ranjan Sachdeva

Age: 57 years

Type of Director: Executive Director

Current Positions: - Directors

Education:

Bachelor's Degree: Bachelor of Engineering (Mechanical), Thapar Institute of Engineering and Technology University, India

Master's Degree: MBA (Corporate and International Finance) University of Leicester, UK

Certificate: Certificate Internal Auditor, The Institute of Internal Auditor - IIA, Florida, USA



Years of directorship: 2 years (since 9 February 2024)

Attending Board Meeting in 2025: - Board Meetings: 6/6 (100%)

Attending Board Committee Meeting in 2025: None

Direct Shareholding in the Company (%) 3,814 Shares (0.0013% of total issued shares)

Indirect Shareholding in the Company (%) None (0% of total issued shares)

Family relationship with Directors and Executives None

Position in company under same competition None

Position in company with conflict of interest None

Work Experience and Position held in other companies or organizations

- Current Positions in Listed Company in Thailand (2 Companies)

May 2024 – Present	Group Chief Executive Office	- Siam City Cement Public Company Limited / Cement Producer and Construction Materials
Feb 2024 – Present	Executive Director	
Apr 2023 – Present	Group Chief Financial Officer	
Jan 2024 – Apr 2024	Acting Group Chief Executive Officer	
Oct 2017 – Mar 2023	Head of Group Internal Audit and Compliance	
Apr 2024 – Present	Director	- Lanna Resources Public Company Limited / Coal Mining

- Current Positions in Non-Listed Company (6 Companies)

Jan 2025 – Present	Chairman	- Chip Mong INSEE Cement Corporation / Cement Producer (Registered in Cambodia)
Jan 2024 – Dec 2024	Vice chairman	
Jan 2024 – Present	Director	- Siam City Cement (Lanka) Limited (Subsidiary) / Cement Manufacturing (Registered in Sri Lanka)
Sep 2023 – Present	Chairman	- Siam City Cement Trading Company Limited (Subsidiary) / Cement and Raw Material Trading
Mar 2023 - Present	Chairman	- INSEE Digital Company Limited (Subsidiary) / Technical Services and Information Technology Management and Development Services
Mar 2023 – Present	Director	- Siam City Cement (Vietnam) Company Limited (Subsidiary) / Cement Manufacturing (Registered in Vietnam)
Mar 2023 – Present	Director	- Siam City Cement (Bangladesh) Limited (Subsidiary) / Cement Manufacturing (Registered in Bangladesh)

- Past Work Experience (at least 5 years)

Sep 2015 – Sep 2017	Group Commercial Director	- Vedanta Public Company Limited / Metal, Mining, Oil and Gas (registered in India)
2013 - Aug 2015	Chief Procurement Officer	- Holcim in India / Cement and Ready – Mixed Producer
2011 - Apr 2013	Regional Internal Audit Director (Holcim) South Asia, Singapore and Malaysia	

Name-Surname: Dr. Subhak Siwaraksa

Age: 68 years

Type of Director: Independent Director

Current Positions:

- Member of Nomination and Compensation Committee
- Member of Governance Committee and
- Member of Technology and Digitalization Committee



Education:

Bachelor's Degree: English Literature and Economics, Georgetown University, Washington D.C., U.S.A.

Master's Degree: Law and Diplomacy, Fletcher School of Law and Diplomacy, Tufts University, Massachusetts, U.S.A.

Ph.D.: Economics, University of Pennsylvania, U.S.A.

Years of directorship: 1 year 5 months (since 29 November 2024)

Attending Board Meeting in 2025:

- Board Meetings: 6/6 (100%)
- Non-executive Director Meetings: 1/1 (100%)

Attending Board Committee Meeting in 2025:

- Nomination and Compensation Committee Meetings: 6/6 (100%)
- Governance Committee Meetings: 3/3 (100%)
- Technology and Digitalization Committee Meetings: 3/3 (100%)

Direct Shareholding in the Company (%) None (0% of total issued shares)

Indirect Shareholding in the Company (%) None (0% of total issued shares)

Family relationship with Directors and Executives None

Position in company under same competition None

Position in company with conflict of interest None

Work Experience and Position held in other companies or organizations

- Current Positions in Listed Company in Thailand (4 Companies)

Apr 2025 – Present	Member of Technology and Digitization Committee	- Siam City Cement Public Company Limited/ Cement Producer and Construction Materials
Nov 2024 – Present	Independent Director, Member of the Nomination and Compensation Committee, and Member of the Governance Committee	
2020 – Present	Independent Director, Chairman of Audit Committee and Member of Risk Committee	- Prudential Life Assurance (Thailand) Public Company Limited / Life Assurance
2020 – Present	Independent Director and Member Audit Committee and member of Risk Management Committee	- Bangkok Dusit Medical Services Public Company Limited/ Health Care Services
2016 – Present	Independent Director, Chairman of Audit, Risk and Corporate Governance	- Thai Wah Public Company Limited / Agriculture & Food Industry

	Committee, Member of Nomination and Remuneration Committee, Member of Strategic and Innovation Committee and	
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-	<u>Current Positions in Non-Listed Company (1 Company)</u>	
Nov 2023 – Present	Member of Financial Institution Policy Committee	- Bank of Thailand
2020 – Present	Board Director, Chairman of Risk Oversight Committee and Member of Audit Committee	
2017 – Oct 2023	Member of Monetary Policy Committee	
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-	<u>Past Work Experience (at least 5 years)</u>	
2019 – 2025	Commissioner and Member of Risk Management Committee	- The Securities and Exchange Commission, Thailand
2017 – Dec 2025	Country Chairman Thailand	- Jardine Matheson Group / Conglomerate (Business Advisory)
2018 – 2022	Independent Director and Member of Audit Committee	- Samitivej Public Company Limited / Health and medical services
2016 – 2018	Governor, Member of Audit Committee and Member of the Corporate Governance and Social Responsibilities Committee	- The Stock Exchange of Thailand
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