

## Nomination and Appointment of the Chief Executive Officer (CEO)

Absolute Clean Energy Public Company Limited ("the Company") has established a policy for the nomination and appointment of individuals to serve as the Chief Executive Officer (CEO) in an appropriate and transparent manner to ensure that the Company appoints a professional executive with suitable qualifications. The criteria and procedures are outlined as follows:

### 1. Criteria for the Selection of the Chief Executive Officer (CEO)

The individual to be appointed as the Chief Executive Officer (CEO) shall possess the following qualifications:

- 1) Possess knowledge, skills, and experience in management and business operations relevant to the Company's business, as well as specialized expertise beneficial to the Company and aligned with its business strategy. The individual shall also demonstrate honesty, integrity, and ethical conduct in business practices.
- 2) Exhibit leadership qualities, a broad vision, integrity, and ethical conduct, together with a positive attitude toward the organization, and be able to devote sufficient time to the Company's business.
- 3) Have a transparent employment record and not possess any prohibited characteristics under the Public Limited Companies Act, the Securities and Exchange Act, or other applicable laws. In addition, the individual must not exhibit any characteristics indicating unsuitability to be entrusted with managing a company with public shareholders, as prescribed by the Capital Market Supervisory Board.
- 4) Have no conflict of interest with the Company.

### 2. Selection Process for the Chief Executive Officer (CEO)

The Nomination and Remuneration Committee is responsible for the recruitment and selection of candidates for the position of Chief Executive Officer (CEO) and for proposing such candidates to the Board of Directors for approval and appointment. The process shall proceed as follows:

- 1) The Nomination and Remuneration Committee shall identify and evaluate qualified candidates in accordance with the established selection criteria, ensuring that the process is conducted fairly and equitably. Candidates may be sourced from both within and outside the organization without discrimination based on gender, age, race, or other similar factors.
- 2) Upon identifying and evaluating suitable candidate(s) for the position of Chief Executive Officer (CEO), the Nomination and Remuneration Committee shall nominate the selected candidate(s) to the Board of Directors for consideration and approval.
- 3) The Board of Directors shall review the candidate(s) nominated by the Nomination and Remuneration Committee. If the Board deems the nominated candidate suitable, it shall approve the appointment of such individual(s) as the Chief Executive Officer (CEO). However, if the Board considers that the nominated candidate is not suitable, the Nomination and Remuneration Committee shall conduct a

new selection process to identify alternative candidates for the Board's consideration. This process shall continue until a qualified and suitable individual is appointed as the Chief Executive Officer (CEO).

### **3. Scope of Authority, Duties, and Responsibilities of the Chief Executive Officer (CEO)**

The Chief Executive Officer (CEO) shall perform duties and exercise authority as defined in the Company's Policy on the Scope of Authority, Duties, and Responsibilities of the Chief Executive Officer, and as otherwise determined by the Company as appropriate.