ORNSIRIN

Board of Directors Self-Assessment

The Company has a policy requiring the Board of Directors to conduct a self-assessment of its performance at least once a year on a regular basis. This is to enable the Board to review its performance, issues, and challenges encountered during the year, and to enhance the effectiveness of the Board in accordance with good corporate governance principles.

The Company Secretary shall distribute the Board performance evaluation forms to all directors for annual assessment, both on a collective and individual basis. After each director completes the evaluation, the forms shall be returned to the Company Secretary for compilation of scores, and the Human Resources Department shall summarize and analyze the results of the Board's performance evaluation for the year. The results shall then be reported to the Board of Directors for consideration in order to achieve the aforementioned objectives.

The evaluation criteria shall be expressed as a percentage of the total score for each item, as follows:

- Score above 85% = Excellent
- Score between 76–85% = Good
- Score between 66–75% = Fairly Good
- Score between 50–65% = Fair
- Score below 50% = Needs Improvement

The Board performance evaluation is conducted in 2 forms as follows:

1. Board of Directors (Collective) Evaluation, covering the following aspects:
   - Board structure and qualifications
   - Roles, duties, and responsibilities of the Board
   - Board meetings
   - Performance of directors
   - Relationship with management
   - Director development and executive development
2. Individual Director Evaluation, covering the following aspects:
   - Director readiness
   - Strategy formulation and business planning
   - Risk management and internal control
   - Prevention of conflicts of interest
   - Monitoring of financial and operational reports
   - Board meetings
   - Others

Sub-Committee Performance Evaluation

The Company arranges for annual performance evaluations of its sub-committees, such as the Audit Committee and the Nomination, Remuneration, and Governance Committee. The evaluation is conducted collectively using the same criteria as the Board of Directors' evaluation. This serves as a framework for reviewing performance during the year, identifying areas for improvement, and enhancing efficiency. The evaluation results are then presented to the Board of Directors for acknowledgment.

Effective from 15 March 2025 onwards.