

Order on the Appointment of the Nomination and Remuneration Committee

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At the meeting of the Board of Directors No. 9/2025, held on 26 November 2025, the Board reviewed the previously issued order on the appointment of the Nomination and Remuneration Committee and resolved that this order shall replace the earlier order. The details are as follows.

1. Objective

The Nomination and Remuneration Committee is responsible for overseeing and supporting the Board of Directors in matters related to the nomination and remuneration of directors and the Company's senior executives, in accordance with the roles and responsibilities set out in this Order.

2. Nomination and Remuneration Committee

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| 2.1 Mr. Prasert Boonsamphan | Chairperson |
| 2.2 Mr. Chatchawal Chiravanont | Committee Member |
| 2.3 Mr. Chachawan Iamsiri | Committee Member |

Secretary : Mr. Thaphop Kleesuwan

3. Duties and Responsibilities

3.1 Nomination

- Establish policies, criteria, methods, sources, and processes for the nomination and selection of directors, including qualifications, and propose qualified candidates for the positions of Director, Chief Executive Officer, and Managing Director for approval by the Board of Directors or the Shareholders' Meeting, as applicable.
- Ensure that the Board of Directors has an appropriate size, composition, and diversity that are suitable for the Company, and that the Board structure is regularly reviewed and adjusted in response to changes in the business environment. The Board shall comprise individuals with diverse knowledge, expertise, and experience.
- Disclose the nomination policy and details of the nomination process in the Company's Annual Report.

Note

The Nomination and Remuneration Committee has established both qualitative and quantitative criteria for determining the suitability of candidates for nomination as directors, as follows:

1. The number and proportion of independent directors, non-independent directors, non-executive directors, and executive directors
2. Skills, background, and experience
3. Diversity, including gender, nationality, cultural background, and regional representation
4. Any other criteria deemed appropriate by the Committee

3.2 Remuneration

(Translation)

- Review and determine policies and criteria for remuneration and other benefits, including the amount of remuneration and benefits payable to directors, the Chief Executive Officer, and the Managing Director, and submit such proposals to the Board of Directors for approval. Remuneration and benefit policies shall comprehensively cover all forms of compensation, including directors' fees, salaries, bonuses, and any related benefits, where applicable, and shall be determined on a reasonable basis.
- Ensure that directors, the Chief Executive Officer, and the Managing Director receive remuneration that is appropriate to their roles and responsibilities. Where additional duties and responsibilities are assigned, appropriate additional remuneration should be provided.
- Establish performance evaluation guidelines for directors, the Chief Executive Officer, and the Managing Director for the purpose of annual remuneration adjustments, taking into account their duties, responsibilities, and associated risks, as well as the creation of long-term shareholder value.
- Disclose the remuneration policy, details of remuneration in various forms, and prepare a remuneration report for inclusion in the Company's Annual Report.
- Review the Company's employee remuneration structure to ensure alignment with the Company's business practices and policies.
- Consider the appointment and remuneration of directors of the Company's subsidiaries and submit such matters to the boards of the respective subsidiaries for approval.

3.3 Other Assigned Matters

Consider and perform any other duties or matters as assigned by the Board of Directors.

4. Meeting Quorum and Conditions

- 4.1 The nomination and remuneration committee consists of three members who are directors of the company.
- 4.2 For a meeting to be considered to have a quorum, at least half of the total number of directors must be present,
- 4.3 Voting at the meeting requires majority vote of more than half of all participating committee members. In case of a tie vote, the chairperson of the meeting has the right to cast the deciding vote.
- 4.4 Voting at the meeting maybe conducted by circular vote only in case of urgent necessity where the absence of such a vote would cause damage to the company. In such cases, a circular vote must receive more than half of the votes of the total number of directors and must also receive the vote of the chairperson. The matter resulting from such a circular vote must then be presented at the next meeting for approval.

5. Meetings and Meeting Format

- 5.1 The Nomination and Remuneration Committee shall hold meetings at least twice a year.
- 5.2 The Chairperson shall preside over the meetings. If the Chairperson is unable to attend or perform the duties, one Committee member shall be appointed to act as Chairperson for that meeting.
- 5.3 Meetings may be conducted via electronic means. Meetings held through electronic media shall comply with the meeting requirements and conditions stated above.

6. Term of Office and Cessation of Membership

(Translation)

- 6.1 Members of the Nomination and Remuneration Committee shall hold office for the same term as their directorship. Upon completion of the term, Committee members may be reappointed.
- 6.2 A member of the Nomination and Remuneration Committee shall vacate office upon the occurrence of any of the following events:
- Completion of the term of office
 - Cessation of directorship in the Company
 - Resignation
 - Death
 - Removal from office by resolution of the Board of Directors

The Nomination and Remuneration Committee shall have the authority to amend this Order when necessary and shall report any such amendments to the Board of Directors for acknowledgement.

This Order shall take effect from **26 November 2025** onwards.

(Mr. Prasert Boonsamphan)
Chairperson of the Nomination and Remuneration Committee