

## Nomination and Remuneration Committee

The Nomination and Remuneration Committee (NRC) is composed of at least 3 members, a majority of whom (more than half of the total members) must be independent directors with one of them serving as the committee chairman. The committee composition is regularly reviewed to fit with the Company's organization structure and nature of business.

As of December 31, 2024, the Nomination and Remuneration Committee's 3 reputable members comprised 1 Director and 2 Independent Directors. In 2024, the Nomination and Remuneration Committee held a total of 2 meetings. Members of the committee and their attendance at the meeting in 2024 are as follows:

Name	Title	Position in the Board of Directors	Meeting Attendance (Times)
1. Dr. Naris Chaiyasoot	Chairman	Independent directors	2/2
2. Mr. Thana Thienachariya <sup>12</sup>	Member	Independent directors	1/1
3. Miss Suwimon Jhungjotikapisit	Member	Director (Non-executive)	2/2
Mr. Suvit Mapaisansin <sup>11</sup>	Member	Independent directors	1/1

**Ms. Pornthip Wongsiri, Executive Vice President of Human Resources Department served as a secretary to the Nomination and Remuneration Committee.**

**\*\*Note: Additional Information and Changes During the Year 2024\*\***

<sup>11</sup> Mr. Suvit Mapaisansin completed his term as a director and a member of the Audit Committee, in accordance with the resolution of the 2024 Annual General Meeting of Shareholders. His tenure ended following the Annual General Meeting of Shareholders, effective April 29, 2024.

<sup>12</sup> Mr. Thana Thienachariya was appointed as a director and a member of the Audit Committee in accordance with the resolution of the 2024 Annual General Meeting of Shareholders, effective April 30, 2024.

As of April 29, 2025, the Nomination and Remuneration Committee's 3 reputable members comprised 1 Director and 2 Independent Directors, as follows:

Name	Title
1. Mr. Vithit Leenutaphong	Chairman of the Nomination and Remuneration Committee
2. Mr. Thana Thienachariya	Member of the Nomination and Remuneration Committee
3. Miss Suwimon Jhungjotikapisit	Member of the Nomination and Remuneration Committee

**Miss Pornthip Wongsiri, Executive Vice President of Human Resources Department served as a secretary to the Nomination and Remuneration Committee.**

## **Duties and Responsibilities of the Nomination and Remuneration Committee**

### **Nomination**

1. Setting guidelines and policies in nominating Board of Directors and other Committee members by considering what would be the appropriate number, structure and composition of members and outlining necessary directors' qualifications and proposing these ideas for approval by the Board of Directors and/or Shareholders Meeting as appropriate.
2. Searching, selecting and proposing appropriate persons to assume the position of the Company's directors whose terms have expired and/or became vacant, including newly appointed director.
3. Executing other tasks related to nominations as assigned by the Board of Directors.
4. Evaluating the performance of the top management and reporting to the Board of Directors for their consent.

### **Remuneration**

Preparing guidelines and policies in determining the Board of Directors and other committees' remuneration and proposing it to the Board of Directors and/or Shareholders Meeting for approval as appropriate.

1. Determining necessary and appropriate monetary and non-monetary remuneration, for individual members of the Board of Directors and the top management each year, for the director's remuneration by taking into consideration each director's duties and responsibilities, performance and comparisons against similar businesses and the benefits expected in return from each director. The report will be submitted to the Board of Directors for consent and to the Shareholders' Meeting for approval.
2. Taking responsibility to support the Board of Directors and being responsible for explaining and answering any questions regarding the Board of Directors' remuneration in the Shareholders Meeting.
3. Reporting policies and principles/reasons in determining the remuneration of directors and management according to the SET guidelines by disclosing them in the Company's annual information disclosure (Form 56-1) and annual report.
4. Being responsible for any other tasks related to the remuneration as assigned by the Board of Directors.