

Charter of the Nomination and Remuneration Committee

1. Composition and qualifications

The Nomination and Remuneration Committee shall be appointed by the Board of Directors, being composed of at least 3 members from the Board, and Chairman of which shall also be appointed by the Board of Directors. The majority of members and chairman should be independent directors.

2. Term of Office and Meetings

- 1.) The Nomination and Remuneration Committee shall have a term of office of 3 years. Any retiring member of the Committee may be re-appointed by the Board of Directors.
- 2.) At least half of the total number of the Committee members shall constitute a quorum of the meeting.
- 3.) A Nomination and Remuneration Committee meeting shall be held at least once a year.

In the case that the position of the Nomination and Remuneration Committee is vacant for reasons other than retirement at the end of the term, the Board of Directors Appoint persons with all qualifications to be members of the Nomination and Remuneration Committee. The person who becomes a replacement member of the Nomination and Remuneration Committee will hold the position of the Nomination and Remuneration Committee only for the remaining term of the Nomination and Remuneration Committee member he or she replaces.

3. Authorities, Duties and Responsibilities

1.) Recruitment of Committee

- (1.1) Consider the structure, composition, and qualifications of the company's directors and sub-committee, by considering the number of committees appropriate to the size, type, and complexity of the business.
- (1.2) Set criteria and processes for recruitment. And nominate name of person with appropriate qualifications for first appointment as Committee member, and consider achievements, qualifications and appropriateness of retiring member for re-appointment prospect before submission to the Board of Directors for endorsement, and to the shareholders' meeting for approval.
- (1.3) Consider qualifications and appropriateness of personnel to assume executive positions from Chief Executive Officer upward.

- (1.4) For smooth business continuity, The Nomination and Remuneration Committee should prepare and review the development plan and succession plan for the Chief Executive Officer and key executives are in place. In the case where the Chief Executive Officer or key executives in that position, retired or unable to perform duties.

2.) Remuneration of Committee

- (2.1) Propose opinions to the Board of Directors regarding the rate of remuneration both monetarily and non-monetarily. In accordance with the strategy and long-term goals of the company, experience, duties, and scope of responsibility. Including the expected benefits from each director, and consider comparing it with the level practiced in the industry of Chairman of the Board of Directors, Board members, Chairman of Audit Committee, Audit Committee members, and sub-committees (if any) (with approval of the shareholders' meeting to be sought afterward).
- (2.2) Set criteria for evaluating the performance of the Chief Executive Officer. and present it to the Board of Directors for approval. and evaluate the performance of the Chief Executive Officer every year.
- (2.3) Consider and give recommendations to the Board of Directors and follow up implementation concerning human resource vision and strategy as well as executive development plan.

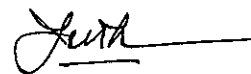
4. **Report**

Chairman of the Nomination and Remuneration Committee shall report directly to the Board of Directors, with minutes taken at each meeting to be submitted to the Board of Directors after the meeting. And the Nomination and Remuneration Committee must be preparing a report on the performance of their duties and disclosed in the annual information list form (Form 56-1 One-report).

5. **Consultant**

The Nomination and Remuneration Committee may seek opinion from an external professional advisor at the cost of the Company.

Effective from December 18, 2025 onwards.



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(Mr. Yuth Vorachathan)

The chairman of the Board of Directors