

## Report of the Nomination and Compensation Committee

**Dear Shareholders,**

The Nomination and Compensation Committee consists of 3 directors, Mr. Supreedee Nimitkul being the Chairman of the Nomination and Remuneration Committee. Who was appointed by the Board of Directors' meeting on January 11, 2024 in place of Dr. Pakorn Apaphan, Mr. Priyong Teerasathain and Mr. Chirayu Chueyam, serving as members of the Nomination and Remuneration Committee. To screen and nominate qualified candidates to serve as directors and sub-committee members to determine the human resource strategies and policies to increase the management efficiency and development of human resources. Including, reviewing the policies regarding the compensation structure, to make sure the form and criteria for remuneration are in line with the company's strategy and operational goals.

In 2023, the Nomination and Remuneration Committee There were a total of 11 meetings, a summary of the key content for review are as follows;

- Nominated and proposed the qualified candidates for vacant director positions and to replace directors whose terms are ending.
- Reviewed the nomination and selection of candidates to serve as sub-committee members.
- Reviewed the appropriate compensation for the Board of Directors and sub-committee members, commensurate with the duties and responsibility held, and in line with the industry rate.
- Reviewed the criteria for rate of salary increase and annual bonus at an appropriate rate in line with the company's performance.
- Consider reviewing the criteria and methods for selecting directors. Sub-committee Chief Executive Officer and senior executives
- Consider reviewing the charter of the Nomination and Remuneration Committee. To be appropriate for the current situation and consistent with the principles of good corporate governance.
- Consider recruiting the Chief Executive Officer and consider the compensation of the Chief Executive Officer based on annual performance.

The Nomination and Remuneration Committee performed its duties with care, caution, transparency and Be moral and independent according to the principles of good corporate governance. By driving the Company's operations as approved by the Board of Directors in order to enhance efficiency and build confidence among shareholders, investors, and all stakeholders.

- Mr. Supreedee Nimitkul -

(Mr. Supreedee Nimitkul)

Chairman of the Nomination and Compensation Committee