

Report of the Nomination and Remuneration Committee

Dear Shareholders,

The Board of Directors has appointed the Nomination and Remuneration Committee to screen and nominate qualified individuals for positions as directors and members of subcommittees. The Committee is also responsible for formulating strategies and human resource policies focused on enhancing management efficiency and human capital development, as well as considering policies, remuneration structures, and criteria for compensation to ensure alignment with the Company's strategies and operational objectives.

The Nomination and Remuneration Committee consists of the following directors:

Name	Position	Number of Attendance
1. Mr. Supreedee Nimitkul ¹⁾	Chairman of the Nomination and Remuneration Committee	3/3
2. Mr. Praiyong Theerasathien ²⁾	Nomination and Remuneration Committee Member	5/5
3. Mr. Chirayu Chueyam	Nomination and Remuneration Committee Member	5/5
4. Mr. Kosol Phosuwan ³⁾	Chairman of the Nomination and Remuneration Committee	1/1

Remark: ¹⁾ Resigned from the position of director on September 5, 2025

²⁾ Resigned from the position of director on December 2, 2025

³⁾ Appointed to the position of director on November 7, 2025

In 2025, the Nomination and Remuneration Committee held a total of five meetings and fully performed its duties in accordance with its charter and as assigned by the Board of Directors. The key matters considered are summarized as follows:

- Considered the nomination and proposed qualified individuals for appointment as directors to fill vacant positions and to replace directors retiring by rotation.
- Considered the nomination, selection, and proposal of individuals to serve as members of subcommittees.
- Considered remuneration for the Board of Directors and subcommittees at appropriate levels, commensurate with their responsibilities and comparable to those in similar industries.
- Considered the criteria for annual salary adjustments and bonuses at appropriate levels in alignment with the Company's performance.
- Reviewed the criteria and procedures for the nomination of directors, subcommittee members, and senior executives.
- Reviewed and revised the charter of the Nomination and Remuneration Committee to ensure alignment with the Company's operations and good corporate governance principles.

All members of the Nomination and Remuneration Committee have performed their duties and responsibilities as assigned by the Board of Directors with due care, prudence, transparency, and fairness, while strictly adhering to the principles of good corporate governance for the balanced and sustainable benefit of all stakeholders.

-Signed-

(Mr. Kosol Phosuwan)

Chairman of the Nomination and Remuneration Committee