

## CHARTER OF THE NOMINATION AND REMUNERATION COMMITTEE

### 1. Composition

- 1) The Chairman and the members of the Nomination and Remuneration Committee will be appointed by the Board of Directors.
- 2) The Nomination and Remuneration Committee comprises at least three company directors. More than half of the committee must be independent directors. At least one member must be knowledgeable or experienced in personnel management.
- 3) The Chairman of the Nomination and Remuneration Committee must be an independent Director.

### 2. Term of Service

The Nomination and Remuneration Committee have terms of service according to their terms of being the Board of Directors.

### 3. Scopes, duties and responsibilities

- 1) Define the qualifications needed for potential company directors, Chief executive officer, president, general manager, or other executive at a level equivalent to the highest company executive officer.
- 2) Recommend qualified candidates for the positions of company director, chief executive officer, president, general manager, or other executive at a level equivalent to the highest company executive officer, on the Board of Directors.
- 3) Define remuneration criteria for the company director, chief executive officer, president, general manager, or other executive at a level equivalent to the highest company executive officer.
- 4) Consider and propose the remuneration for the company director to the Board of Directors and then to the shareholders for approval.
- 5) Consider and propose to the Board of Directors for approval the remuneration for the chief executive officer, president, general manager, or other executive at a level equivalent to the highest company executive officer.
- 6) Perform other tasks assigned by the Board of Directors.

### 4. Meetings

- 1) A Nomination and Remuneration Committee meeting should be held at least twice a year.
- 2) A quorum for a meeting is more than half of the total number of Nomination and Remuneration Committee members. The Chairman of the Nomination and Remuneration Committee is required to be the Chairman of the meeting.

The Charter has been approved by the Board of Directors meeting No. 2/2567 held on 21 February 2024 and shall be effective from 21 February 2024 onwards.

(Mr. Bundit Hansapaiboon)  
Director and Chief Executive Officer