

Remuneration and Nomination Committee's Report

In 2024, the Remuneration and Nomination Committee totally held 4 meetings.

The record of meeting attendance of each Remuneration and Nomination Committee is as follows: -

Director's Name-Surname	Position	Attendances/ Total of meetings (Times)	%
1.Dr. Nattakit Tangpoonsinthana	Independent Director Chairman of the Remuneration and Nomination Committee*	3/3	100
2. Dr. Karl Jamornmarn	Independent Director Member of the Remuneration and Nomination Committee	4/4	100
3. Mr. Veerayooth Bodharamik	Member of the Remuneration and Nomination Committee	4/4	100

Remarks * Being appointed on 26 January 2024

Performances of the Remuneration and Nomination Committee in 2024

In 2024, the Remuneration and Nomination Committee arranged the meetings to consider the issues that were within the scope of their duties and responsibilities, as summarized below: -

- Determining the remuneration, the gratuities and other benefits for the Board of Directors and the subcommittees of the Company by taking into consideration the Company's operating results, the duties and the responsibilities of each committee, to be in such an appropriate rate that was comparable to the market rate and the companies of the same industry and in an amount that was much enough to create incentives to retain the qualified directors with the Company.
- Recruiting, selecting, and nominating the persons to replace the Directors who were due to retire from office by rotation.
- Recruiting, selecting, and nominating a person to replace the former Acting Chief Executive Officer who resigned.

The Remuneration and Nomination Committee accordingly reported its meeting resolutions to the Board of Directors on a regular basis. In 2024, the Committee had worked with full efforts, prudence, transparency and independence to accomplish the tasks as assigned by the Board of Directors for the optimum benefit of the Company and the shareholders and also to be in line with the principles of good corporate governance as required by the Stock Exchange of Thailand.



(Dr. Nattakit Tangpoonsinthana)

Chairman of the Remuneration and Nomination Committee