

# The Nomination and Remuneration Committee Report

The Nomination and Remuneration Committee was appointed by the Board of Directors. The term of office is 3 years. The Nomination and Remuneration Committee consists of 3 Independent Directors and 2 Directors. The Independent Director is the Chairman. The Board of Directors assigned the Nomination and Remuneration Committee to be responsible for considering policies, criteria, and methods for the recruitment, appointment, assignment, allocation, nomination, and monetary or non-monetary remuneration for the Board of Directors, subcommittees, and the Chief Executive Officer. This included a review of the qualification requirements and the performance evaluation criteria as well as surveying the needs for skill and knowledge development of the Company directors, subcommittees, and the Chief Executive Officer.

1. Considered the proposal of the directors' remuneration to the Board of Directors to be proposed to the Shareholders' Meeting for approval. Proposed the allocation of remuneration methods to the Board of Directors regarding the operating results, responsibilities, achievement of goals, overall economic conditions, and comparing it with other companies in the same industry.
2. Considered the selection of suitable personnel for the Board of Directors to be proposed to the Shareholders' Meeting for the replacement of directors who retire by rotation by considering the qualifications, experience, knowledge, and ability to achieve the Company's guidelines and goals.
3. Considered the nomination of committee members who are scheduled to retire by rotation to the Board of Directors. This included the Audit Committee, Corporate Governance and Sustainability Committee, Risk Management and Strategic Development Committee.
4. Considered the performance evaluation guidelines for the Board of Directors and individual directors. Proposed the performance evaluation and the remuneration of the Chief Executive Officer to the Board of Directors.
5. Considered and reviewed the qualifications, the Board Skill Matrix and surveyed the needs for knowledge and skill development of Company directors to enhance their potential to lead and develop the Company to sustainable growth.
6. Followed up and considered the progress of a succession plan for the Chief Executive Officer and Senior Executives.
7. Considered and proposed the policy regarding the Chief Executive Officer and Senior Executives holding directorships in other public companies to the Board of Directors.

All 5 members of the Nomination and Remuneration Committee attended the 3 meetings. The results of the meetings and the performance were reported to the Board of Directors for acknowledgment

**Mr. Anake Pinvanichkul**

Chairman of the Nomination and Remuneration Committee

