

## REPORT OF THE NOMINATION & REMUNERATION COMMITTEE FOR 2025

The Nomination & Remuneration Committee comprises of 3 Independent Directors, namely Miss Jeerapan Jinda, the Chairman and two Committee Members who are Assoc. Prof. Aekkachai Nittayakasetwat and Assoc. Prof. Dr. Paritud Bhandhubanyong. In 2025, the Nomination & Remuneration Committee held 3 meetings which has been attended by all members (100%) and essence of the meetings can be summarized as follows:

1. To consider the nomination of the directors to replace those who will be retired by rotation:

The Committee has considered and resolved to nominate Mr. Kitti Jivacate, Mr. Chatchaphol Prasopchoke, and Assoc. Prof. Aekkachai Nittayakasetwat to replace the vacant director positions who will be retired by rotation because they are fully qualified with regards to proficiency, expertise, working experiences and etc. They also do not possess any prohibited characteristics under the Public Limited Companies Act, the Law on Securities and Exchange and the relevant notifications, requirements and/or regulations.

2. To assess performance of the Chief Executive Officer & President

The Committee has assessed annual performance of the Chief Executive Officer & President in order to consider on adjustment of his salary and annual bonus and to propose to the Board of Directors.

3. To consider and approve bonus allocation and payment for 2025

The Committee has considered on approval of bonus allocation and payment for 2025 by comparing the performance of 2025 with the set budget, in addition, information on average rate of bonus payment and performance of 2024 and 2023 and survey of wage and welfares of labor market were also taken into account for consideration. Such bonus allocation guideline was proposed by the Management, and the Committee has agreed that the criteria, method and procedure were considerably clear, transparent and appropriate, and resolved to propose to the Board of Directors for consideration and approval.

4. To consider draft budgeting of wage for 2026

The Committee has considered draft budgeting by dividing it into 2 parts, i.e. draft budgets for salary and for bonuses which have been proposed by the Management to further propose to the Board of Directors for consideration and approval. Such information gained will be used as framework for wage management for 2026. However, draft budgeting of salary of the Chairman of the Executive Committee, the Chief Executive Officer & President and the Chief Financial Officer will not include in this draft budgeting.

5. To consider bonus payment and salary increase of the Chairman of Executive Committee, the Chief Executive Officer & President and the Chief Financial Officer.

The Committee has considered annual performance assessment results and performance of the business in 2025 by comparing the operating results of the business in 2024. Information on determination of salary in 2025 has also been compared with 2024 including salary rates by comparing with survey results on salary adjustment of labor market in similar industry. The Committee considered that the existing defined bonus payment and salary increase

of the Chairman of Executive Committee, the Chief Executive Officer & President and the Chief Financial Officer were already appropriated, so it has been proposed to the Board of Directors for consideration and approval.

6. Monitor progress and provide recommendations on succession planning.

In conclusion, the Nomination & Remuneration Committee has performed duties pursuant to the Charter which has been approved by the Board of Directors and pursuant to the corporate governance principles. In addition, the Committee was of view that the Company has clear, transparent and fair criteria and methods for wage management which are in line with corporate governance principles and are for the best interests of the Company.

(Miss Jeerapan Jinda)

The Chairman of the Nomination & Remuneration Committee