

(Translation from Thai text)

## **The Scope, Duties and Responsibilities of the Nomination and Remuneration Committee**

### **Nomination**

1. Develop criteria and policies for the nomination of directors and subcommittees, taking into account the appropriateness of the number, structure, and composition of the Board of Directors; the determination of qualifications of directors to be proposed to the Board of Directors; and/or proposed for approval to the Shareholders' Meeting, as the case may be.

2. Consider nominating, selecting, and proposing suitable candidates to serve as the Company's directors who have retired and/or have vacancies, as well as appointing additional directors.

3. To carry out any other nomination-related tasks as assigned by the Board of Directors.

4. Evaluate the performance of the Chief Executive Officer for presentation to the Board of Directors for acknowledgement and approval.

### **Remuneration**

1. Establish criteria and policies for determining the remuneration of the Board of Directors and Sub-Committees to be proposed to the Board of Directors and/or proposed for approval by the Shareholders' Meeting, as applicable.

2. Determine the Board of Directors' individual remuneration, both monetary and non-monetary. The remuneration of the Board of Directors is determined by the appropriateness of the obligations, responsibility performance, and comparison with companies in similar industries, as well as the expected benefits of directors, which are proposed to the Board of Directors for consideration and presented to the Shareholders' Meeting for approval.

3. Responsible for the Board of Directors and in charge of clarifying and answering questions about director remuneration at the shareholders' meeting.

4. Reports on policy, principles/rationale for determining directors' remuneration, and executives, as disclosed in the Annual Registration Statement (56-1) and the Company's Annual Report, in accordance with Thai Stock Exchange regulations.

5. Perform any other remuneration-related tasks as assigned by the Board of Directors.

Management and departments must report or present relevant information and documents to the Nomination and Remuneration Committee in order to support the performance of the Nomination and Remuneration Committee in carrying out their assigned duties.