



Mr. Woothisarn Tanchai

Chairman



Ms. Nantika Thangsuphanich

Member



Mr. Chavalit Punthong

Member

Nomination and Remuneration Committee Charter

Structure

- 1) The Board appoints the Nomination and Remuneration Committee
- 2) The Nomination and Remuneration Committee consists of at least three directors of the Board, one of whom is an independent director.

Term and compensation

- 1) Members shall have a term in office as per their term as members of the Board of Directors.
- 2) Members whose terms are due to expire may be reappointed, as seen appropriate by the Board
- 3) The Committee's Compensation must be approved by the shareholders.

Scope of authority, duties, and responsibilities

- 1) Establish procedures and criteria for nomination of directors or President.
- 2) Consider and establish regulations, guidelines, nomination and remuneration methods for the Board, Sub-Committee, and the President transparently, fairly and reasonably.
- 3) Select the suitable persons to nominate as directors, both in case of vacancy and the member's term completion to propose to the Board and the shareholders for consideration.

- 4) Consider a suitable director to nominate as the sub-committee to propose to the board for appointment.
- 5) Consider the suitable person with qualifications thoroughly for utmost benefits of the Company and propose to the Board for approval.
- 6) Consider the remuneration for the directors and the President transparently and reasonably. The director's remuneration must be approved by the shareholders. The President's remuneration can be approved by the Board.
- 7) Consider the performance assessment criteria for the President and propose to the Board for approval.
- 8) Consider and evaluate the President's annual performance and compensation such as salary and bonus and propose to the Board for approval.
- 9) Conduct any other duty involving with nomination and remuneration of directors and the President.
