

(Translation from Thai text)

Nomination and Remuneration Policy

The Nomination and Remuneration Committee establishes policies and guidelines for the Nomination and Remuneration of directors and subcommittees in order to promote the Principles of Good Corporate Governance that are transparent and fair, based on business knowledge, competence, and related business experiences, or from the Company's experienced major shareholders as well as providing opportunities for minority shareholders to nominate qualified persons. The criteria are as follows.

- (1) Consider the appropriateness of the organizational structure, the Composition of the Board of Directors and sub-committees, and the appropriate number of directors.
- (2) Consider recruiting, selecting, and nominating qualified candidates for Director positions whose term has expired and/or there is a vacancy and/or additional appointment.
- (3) Consider and determine the necessary and appropriate remuneration, both monetary and non-monetary, for the Board of Directors individually or group
- (4) Consider and determine the remuneration of the Board of Directors to ensure appropriateness to the obligations, responsibility, performance, and comparison with companies in similar businesses, as well as expected benefits from directors to propose to the Board of Directors for consideration and presentation to the shareholders' meeting for approval.

The appointment and remuneration of directors must be presented to the Board of Directors' meeting upon approval and then presented to the shareholders' meeting for further approval, Except for directors nominated to fill vacancies, the remainder of the term of office shall be the remaining term.