
Report of Remuneration and Nomination Committee

Dear Stakeholders,

In the fiscal year 2021, the Remuneration and Nomination Committee, comprising of 4 directors, held 2 meetings to consider and screen the nomination of directors and the consideration of remuneration of directors and high-level executives of the Company. Details of the meeting attendance and summary of duties of the Remuneration and Nomination Committee which have been carried out in the fiscal year 2021 are as follows:

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| • Miss Potjaneer Thanavaranit | Chairman |
| Meeting attendance 2/2 times | |
| • Mr. Thapana Sirivadhanabhakdi | Member |
| Meeting attendance 2/2 times | |
| • Mr. Panote Sirivadhanabhakdi | Member |
| Meeting attendance 2/2 times | |
| • Mr. Nararat Limnararat | Member |
| Meeting attendance 2/2 times | |
- Consider the qualifications and suitability of the 3 Company's directors who have completed their term of office in the 2022 Annual General Meeting of Shareholders and propose to the said shareholders' meeting to consider and approve the appointment of directors who retire by rotation to be re-elected as director and subcommittee of the Company for another term. During July to September 2021 when the Company provided an opportunity for minority shareholders to propose individuals to be recruited as its directors, no minority shareholders proposed individuals to be nominated as directors.
 - Supervise and monitor the preparation of succession plans for important top-level executive positions of the Company and its subsidiaries as well as to consider the determination of persons with appropriate knowledge, abilities and qualifications to encourage such persons to receive training according to the individual personnel development plan.
 - To determine the remuneration for the Board of Directors and Sub-Committees and the amount of compensation for the fiscal year 2022 to propose to the Board of Directors for approval before presenting to the 2022 Annual General Meeting of Shareholders for approval. The criteria for determining the remuneration, will consider the duties and responsibilities assigned and additional assignments, as well as comparable to listed companies in the Stock Exchange of Thailand that are in the same business and with similar business sizes.
 - Consider and comment on the appropriateness of the structure of remuneration for directors and executives to disclose opinions in 56-1 One Report according to the rules of the Office of the Securities and Exchange Commission.
 - Assess the 2021 performance of the President to determine the compensation of the President.
 - Consider the criteria for paying bonuses and adjusting the salaries of executives and employees for the operating results of the fiscal year 2021 to propose to the Board of Directors for approval.
 - Assess the performance of the Remuneration and Nomination Committee for the fiscal year 2021 in order to improve the performance of their duties as well as reviewing the appropriateness of Charter to comply with the good corporate governance principles and relevant environmental factors which have changed appropriately.

Potjaneer Thanavaranit

**(Miss Potjaneer Thanavaranit)
Chairman of Remuneration
and Nomination Committee**