

Director Nomination and Remuneration Policy

The Company's directors are responsible for setting the vision and mission to create added value and long-term growth for the Company. The Director Nomination and Remuneration Policy is established to guide the Nomination and Remuneration Committee to recruit talented, qualified, reputable, and moral personnel suitable for the Company's business. At the same time, it will create incentives for fair remuneration to attract and retain directors, the Chief Executive Officer, and senior executives to be able to effectively perform their duties to achieve the goals and business direction set by the Company in order to provide the Company with personnel assets that are a competitive advantage in the business.

Nomination of Directors

1. The Nomination and Remuneration Committee is responsible for determining the elements of knowledge and specific expertise that the directors need to perform their duties.
2. The Nomination and Remuneration Committee considers the nomination, selects, and appoints non-executive directors and independent directors who are qualified in accordance with the short-term and long-term strategies and support the Company's business operations. A Board Skill Matrix has been created for the selection and nomination processes, outlining the qualifications, competencies, traits, and independence.
3. The Nomination and Remuneration Committee considers and determines the structure of the directors, which includes people with diverse qualifications in terms of gender, age, race, education, knowledge, competence, and experience, in accordance with the diversity policy in the qualifications of the Board of Directors.
4. The Nomination and Remuneration Committee considers using consultants (professional search firms) or director databases (director pools) in recruiting new directors.
5. All directors must evaluate their own performance in accordance with the work evaluation policy of the Chairman of the Board of Directors, the Board of Directors, directors, and subcommittees and disclose the plan to enhance knowledge to the Board of Directors.

The Board of Directors' Remuneration

The Nomination and Remuneration Committee jointly considers and determines the remuneration of all directors in the form of money and other remuneration. The remuneration aligns with the Company's long-term strategy and goals, allowing for comparison with companies of similar size and industry. It must also be suitable for experience and obligations; the scope of roles and responsibilities, including the expected benefits of each director and additional assigned responsibilities, such as directors on subcommittees, should be appropriately remunerated.

Board Skill Matrix

Specialized skills, expertise, and experience that are beneficial to the Board of Directors	Industrial Estate	Strategy	Finance/ Accounting	Risk	Law	Technology	Marketing/ Business	Corporate Governance
Executive Director								
Director								
Independence Director								

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 28, 2024.

-Signature-

(Mr. Vikrom Kromadit)

Chairman of the Board of Directors