

## REMUNERATION NOMINATION AND CORPORATE GOVERNANCE COMMITTEE REPORT

The Remuneration Nomination and Corporate Governance Committee consisted of 2 independent directors and 1 executive director who have three-year terms from February 5, 2024 – February 4, 2027. The Committee members are as follows:

- |    |                |               |           |
|----|----------------|---------------|-----------|
| 1. | Mr. Kriengkrai | Rakkulchon    | Chairman  |
| 2. | Ms. Piyanus    | Chaikajornwat | Director  |
| 3. | Mr. Somchai    | Lekapojpanich | Director  |
|    | And Ms. Viriya | Ampornnapakul | Secretary |

The Remuneration Nomination and Corporate Governance Committee conducted the duties assigned by the Board of Directors strictly under the principles in accordance with Company's Good Corporate Governance policy. In 2025, the Remuneration Nomination and Corporate Governance Committee met together to consider important issues and their responsibilities a total of 3 times, with all members attending the meeting as follows:

Name		Number of meetings attended / total meetings
1. Mr. Kriengkrai	Rakkulchon	3/3
2. Ms. Piyanus	Chaikajornwat	3/3
3. Mr. Somchai	Lekapojpanich	3/3

This can be summarized as follows:

### 1. Nomination

Reviewed the structure of the Board of Directors and nominated qualified persons to propose their appointment to replace those directors who had resigned by considering their various knowledge, abilities, skills and expertise. This was beneficial to the Company's operation, including the size of the Board of Directors' structure and composition that was appropriate to promote the good corporate governance and efficient management, and complied with the regulations of The Stock Exchange of Thailand and related organizations.

### 2. Remuneration

1) Considered the rate of compensation for the Company's Board of Directors and various sub-committees by comparing the compensation in the same level in the same industry, this was combined with the Company's operating results, and the appropriateness with responsibilities of the Board of Directors.


2) Considered the compensation and welfare for the Chief Executive Officer by specifying concrete evaluation criteria, which the consideration would result from the performance compared to the set target, by considering both financial dimensions that consider sales and profit growth and sustainability in terms of environment, society and governance.

### 3. Corporate Governance

1) Reviewed the charter of the Remuneration, Nomination and Corporate Governance Committee to update the information and to comply with the Company's good corporate governance.

2) Reviewed and revised the 2025 policy and publicized it to the employees for their acknowledgment as follows:

- 2.1 Good corporate governance
- 2.2 Ethics and code of business conduct.
- 2.3 Director's guidelines.
- 2.4 Anti-corruption policy
- 2.5 Gift and Entertainment Policy
- 2.6 Procurement Policy
- 2.7 Donations and Sponsorship Policy
- 2.8 Conflict of Interest Policy

3) The evaluation result of the 2025 corporate governance report of a Thai listed company was reported to be "Excellent" () by the Thai Institute of Directors (IOD).

4) Reviewed the appropriateness of the evaluation forms, which were:

- Performance evaluation forms for the Board of Directors.
- Performance evaluation forms for individual directors.
- Performance evaluation forms for the Remuneration Nomination and Corporate Governance Committee.
- Performance evaluation forms for the Chief Executive Officer.

5) The result of the Board of Directors and Chief Executive Officer' performance evaluation was informed for all directors acknowledgement and encouraged discussions and the expression of opinions on the 2024 directors' performance result. The result of the performance evaluation of the Remuneration Nomination and Corporate Governance Committee was assessed by the Board of Directors.

The Remuneration Nomination and Corporate Governance Committee conducted its duties assigned with cautiousness, logically and with independence under no control of the Executive. In 2025, the directors were compensated according to the 2025 Remuneration Committee report. Consideration was given to a comparison of the remuneration of directors of Thai Institute of Directors (IOD), the Stock Exchange of Thailand compared with an overview of all listed companies in the same industry with comparable sales volume and net profit. The Remuneration Nomination and Corporate Governance Committee thus considered the appropriate fairness for the Company and the directors that complied with their responsibility. The Board of Directors agreed and proposed compensation for the consideration of the shareholders meeting by considering the benefits of small shareholders in accordance with the principles of good corporate governance.

*(Signed)*

Mr. Kriengkrai Rukkunchon

Chairman of Remuneration Nomination and Corporate Committee

January 14, 2026