

## Report of the Remuneration Committee

The Remuneration Committee shall consider the criteria and principle and the form of remuneration for directors and make its recommendation to the Board. The Remuneration of directors shall be approved by the shareholders' meeting. Comparison shall be made to other companies in the same industry, of the same experience, commitment, scopes of roles and responsibilities as well as the remuneration survey of other companies listed on the SET. The remuneration shall be set at a level sufficient to attract and retain qualified persons.

In 2024, the Remuneration Committee has fulfilled and executed its duties and responsibilities in compliance with the Stock Exchange of Thailand's regulations and other activities assigned by the Board. The Committee held 2 meetings within the year, with the attendance of each member shown as below:-

| Name                                         | Position                                                        | Service Term | Attendance / Total Meetings |
|----------------------------------------------|-----------------------------------------------------------------|--------------|-----------------------------|
| (1) Assoc. Prof. Preecha Jarungidanan, Ph.D. | Independent Director and Chairman of the Remuneration Committee | 2022-2025    | 2/2                         |
| (2) Mr. Banchong Chittchang                  | Independent Director                                            | 2022-2025    | 2/2                         |
| (3) Mr. Whang Shang Ying                     | Executive Director                                              | 2022-2025    | 2/2                         |

The substantive agenda of the meetings were as follows:

- 1) Considered and reviewed the appropriateness of the pattern and criteria of the remuneration, including determine the KPI's performance indicators of the executives
- 2) Reviewed the annual Directors' remuneration for the year 2025
- 3) Considered the 2024 annual bonus payment rate and the 2025 annual salary increase rate for employees
- 4) Assessed its own performance (Self-Assessment) and report the findings to the Board for acknowledgment as a whole and on individual basis
- 5) Reported their duties to the Board of Directors

**Remuneration of Remuneration Committee in 2024 : 144,540 Baht (same as 2023)**

**Self-Assessment of Remuneration Committee in 2024 : 91.67%**

**Assoc. Prof. Preecha Jarungidanan, Ph.D.**  
**Chairman of the Remuneration Committee**