Report of the Nomination and Compensation Committee

Dear Shareholders,

The Board of Directors has appointed the Nomination and Compensation Committee to screen and select the appropriate candidates to serve as directors and sub-committee members to determine the human resource strategies and policies to increase the efficiency of human resources management and development as well as reviewing the policies regarding the compensation structure and payment in accordance with the company's strategy and operational goals.

The Nomination and Compensation Committee has fulfilled all duties assigned by the Board of Directors in accordance with the Charter of the Nomination and Compensation Committee. In 2021, the committee held 7 meetings, with the key contents summarized as follows:

- Nominated and proposed the qualified candidates for vacant director positions and to replace directors whose terms are ending.
- Reviewed the nomination and selection of candidates to serve as sub-committee members.
- Reviewed the nomination and selection of candidates to serve as the company secretary.
- Reviewed the appropriate compensation for the Board of Directors and sub-committee members, commensurate with the duties and responsibility held, and in line with the industry rate.
- Reviewed the criteria for rate of salary increase and annual bonus in line with the company's performance.
- Reviewed and amended the Nomination and Compensation Committee's charter to keep in line with good corporate governance.

Throughout the years, the Nomination and Compensation Committee has performed its duties with care, prudence, transparency and integrity in accordance with the corporate governance principles for the benefit of the shareholders and all stakeholders. The Nomination and Compensation Committee has conducted self-assessment for the year 2021 in order to develop and improve the operational efficiency.

In the name of the Nomination and Compensation Committee,

(Dr. Pakorn Apaphant)
Chairman of the Nomination and Compensation Committee