

- Translation -

Charter of Nomination and Remuneration Committee
Crown Seal Public Company Limited
B.E. 2569

To ensure the transparency and fairness of the operations of Crown Seal Public Company Limited in accordance with Good Corporate Governance, the Board of Directors' Meeting of Crown Seal Public Company Limited No.1/2026 held on 27 February 2026, passed the resolution to reviewed the charter of the Nomination and Remuneration Committee as follows:

1. Scope of authorities and duties:

1.1. To formulate policies for submission to the Board of Directors as follows:

1.1.1 Policy, criteria and method for nomination of the directors and president.

1.1.2 Policy, criteria and method for payment of remunerations and other benefits to the Board of Directors, sub-committee and president.

1.2. To select and nominate the persons with suitable qualifications to the Board of Directors.

1.2.1 Directors

1.2.2. Sub-Committee members of various sub-committee assigned with authority, duty and responsibility directly from the Board of Directors of the Company.

1.2.3. President

1.3. To supervise the Board of Directors of the Company to ensure that its size and components are suitable to the organization, including adjustment in response to the changing environment.

1.4. To consider and propose the remuneration and benefits of Directors and President to align with the assigned duties and responsibilities.

1.5. To set the performance evaluation guidelines of president and evaluate the performance to be propose adjusting the compensation and annual bonus to the Board of Directors.

1.6. To follow up the succession planning of the President and propose to the Board of Directors to consider at least once a year.

1.7. Report on the performance of the NRC to the Board of Directors of the at least once a year.

1.8. To consider and agree the annual compensation adjustment framework and the annual bonus payment framework for employees and propose to the Board of Directors for consideration and approval.

1.9. To perform any acts designated by the Board of Directors.

To work in the scope of authority, the Nomination and Remuneration Committee has the power to call for the management, section head or the staff of the company concerned to provide opinion, attend the meeting or send the required documents. In addition to the performance of duties under the authority of this Regulation the Nomination and Remuneration Committee may seek advice from independent external consultants or other professionals if deemed necessary and appropriate. The Company will be responsible for all expenses.

2. Composition of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee comprises of:

- 2.1. Comprises of at least 3 directors, with at least one half of members are independent directors.
- 2.2. The Nomination and Remuneration Committee must be appointed by the Board of Directors.
- 2.3. The Nominating and Remuneration Committee shall elect one of its members who is independent director to be a chairman of the committee.

3. Qualifications of the Nomination and Remuneration Committee

- 3.1. Must be a director
- 3.2. Have a broad vision, follow up on changes in eligibility for director positions in accordance with the announcement of relevant agencies continuously. In order that to improve the Company's recruitment policy as well as to monitor changes in the performance of the Company regularly so as to improve the criteria for determining remuneration.
- 3.3. All members of the Nomination and Remuneration Committee must be able to perform their duties and express their views including reports on the performance of assigned duties independently. They must be able to devote sufficient time to their duties.
- 3.4. To be impartial in recruiting and nominating the appropriate person to be nominated as the Company's director replacing the retiring directors or other cases and also provide sufficient personal data for the Board of Directors for consideration.

4. Tenure

The members of the Nomination and Remuneration Committee shall hold office for a term not exceeding three years. Upon expiration of the term, the members of the Nomination and Remuneration Committee may be reappointed.

In addition to the termination of the said term, The Nomination and Remuneration Committee will vacant from the office when:

- 4.1. Resignation.

4.2. Lack of qualifications as a member of the Nomination and Remuneration Committee under this regulation.

4.3. The Board of Directors has resolved to vacate office.

Any member of the Nomination and Remuneration Committee who resigns will be made a letter to the Chairman of the Board of Directors. The resignation will take effect from the date of resignation letter sent to the Chairman.

In the event that the Nominating and Remuneration Committee vacates office as a whole, The Nominating and Remuneration Committee shall remain in office for further work until the new members are recruited.

In the event that the position of the Nomination and Remuneration Committee is vacant for any reason other than the expiration of the term. The Board of Directors shall appoint qualified persons to be the members of the Nomination and Remuneration Committee as the numbers required by the Board of Directors. The person who becomes a member of the Nominating and Remuneration Committee is in the position only for the remaining term of the Nominating and Remuneration Committee.

5. Meetings

The Nominating and Remuneration Committee meeting shall be convened by the Nomination and Remuneration Committee or the Chairman of the Committee if deemed necessary and appropriate. However, meetings must be held at least twice a year.

In calling for the Nomination and Remuneration Committee, the Chairman of the Committee or the Secretary of the Committee, by order of the Chairman notifies the Nomination and Remuneration Committee no less than 7 days prior to the meeting date. Except in urgent cases, the meeting shall be notified by other means or the meeting date may be earlier.

At the meeting of the Nomination and Remuneration Committee, chairman of the Nomination and Remuneration Committee or chairman of the meeting may schedule a meeting via electronic media. Attendees, even if they are not at the same place, can also meeting to discuss and express opinions among themselves and follow in accordance with the guidelines and procedures.

6. Quorum

At the meeting of the Nomination and Remuneration Committee, at least one half of all members of the Committee appointed by the Board of Directors shall constitute a quorum. In the event that the Chairman

of the Committee is absent from the meeting or unable to perform his duties. The members of the Committee who attend the meeting shall be elected as the Chairman of the meeting.

Each member of the Nomination and Remuneration Committee shall have one vote. If the votes are equal, the chairman of the meeting shall have a casting vote. Any director who has interests in any matter has no right to vote on such matter.

7. Compensation

The Nomination and Remuneration Committee shall receive remuneration at the rate approved by the shareholders' meeting.

This Regulation shall come into force as from 1 March 2026 onwards.

Announced as 1 March 2026

Original signed by
Mr. Pongpanu Svetarundra
Chairman of the Board of Directors

Translation certified correct

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Ms. Ratee Chanthum

Secretary to Nomination and Remuneration Committee