

8.2.2 Report of the Nomination and Remuneration Committee

Dear Shareholders,

The Nomination and Remuneration Committee (NRC or “Committee”) plays an instrumental role in recruiting and nominating qualified persons for GPSC’s President and Chief Executive Officer (CEO) with recruitment transparency and in developing directors’ competency to address business needs. It ensures shareholders that those incoming persons command suitable qualifications and sufficient capability for stewardship of GPSC’s interests while growing the company in a sustainable manner. The Committee is made up of at least three directors, at least one of whom is to be an independent director. Charged with scrutinizing and taking prudent action in director and President and CEO recruitment, the Committee also decides compensation and assesses the President and CEO’s performance. The current committee has three members, with Mr. Distat Hotrakitya (independent director) serving as Chairman and Mr. Buranin Rattanasombat and Mr. Wuttikorn Stithit serving as members.

The Committee executed its duties with due care and prudence in scrutinizing and commenting on various key issues before tabling them for the Board’s consideration. This year the committee met 10 times, as detailed below.

Name	Position	Attendance/ Total (times)
1. Mr. Distat Hotrakitya ⁽¹⁾	Chairman	3/3
2. Mr. Wuttikorn Stithit	Member	9/10
3. Mr. Buranin Rattanasombat ⁽²⁾	Member	3/3
4. Gen. Santipong Thampiya ⁽³⁾	Chairman	7/7
5. Mr. Noppadol Pinsupa ⁽⁴⁾	Member	6/6

Remarks:

⁽¹⁾ Mr. Distat Hotrakitya was appointed to the Chairman of the Nomination and Remuneration Committee at Board Meeting No. 10/2024 (Special Meeting) on August 30, 2024, with effect from September 1, 2024.

⁽²⁾ Mr. Buranin Rattanasombat was appointed to a member of the Nomination and Remuneration Committee at Board Meeting No. 9/2024 on August 27, 2024, with effect from September 1, 2024.

⁽³⁾ Gen. Santipong Thampiya resigned from the Chairman of the Nomination and Remuneration Committee with effect from August 31, 2024.

⁽⁴⁾ Mr. Noppadol Pinsupa resigned from a member of the Nomination and Remuneration Committee with effect from August 20, 2024.

Below are the highlights of the Committee's performance this year.

1. Review of last year's performance assessment of the President and CEO for the Board's approval
2. Recruitment of qualified directors to replace those who resigned before term completion for the Board's appointment
3. Scrutiny and proposal of Board compensation for 2024, basing it on GPSC's performance outcomes, business size compared with industry peers, and Board responsibility for endorsement before submission to the 2024 AGM for approval

4. Recruitment of qualified directors to replace those who completed their terms for the Board's endorsement before submission to the 2024 AGM for approval

5. Recruitment of suitable directors to the Board's standing committees, based on committee composition concerning qualifications, expertise, and proficiency, for the Board's appointment

6. Recruitment of suitable persons for the President and CEO position due to tenure completion, for the Board's appointment.

The Nomination and Remuneration Committee is committed to improving performance benefiting GPSC.

On behalf of the Nomination and Remuneration Committee



(Mr. Distat Hotrakitya)

Chairman