

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 Director and Chief Executive Officer (CEO) with recruitment transparency, as well as 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 shall be an independent director. Charged with scrutinizing and taking prudent action in director and CEO recruitment, the Committee also decides compensation and assesses the CEO’s performance. The current committee has three members, i.e, Mr. Distat Hotrakitya (independent director) serving as Chairman, and Mr. Buranin Rattanasombat and Mr. Prasong Intaranongpai 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 7 times, as detailed below.

Name list of the Nomination and Remuneration Committee	Position	Meeting Attendance / Total (Times)
1. Mr. Distat Hotrakitya	Chairman of the Nomination and Remuneration Committee	7/7
2. Mr. Buranin Rattanasombat	Member of the Nomination and Remuneration Committee	7/7
3. Mr. Prasong Intaranongpai ¹	Member of the Nomination and Remuneration Committee	2/2
4. Mr. Wuttikorn Stithit ²	Member of the Nomination and Remuneration Committee	5/5

Remark:

1 Mr. Prasong Intaranongpai was appointed to be a member of the Nomination and Remuneration Committee at Board Meeting No. 13/2025 on September 23, 2025, with effect from October 1, 2025.

2 Mr. Wuttikorn Stithit resigned a member of the Nomination and Remuneration Committee, with effect from October 1, 2025.

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

1. Review of last year's performance assessment of the 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 2025, basing it on GPSC's performance outcomes, business size compared with industry peers, and Board responsibility for endorsement before submission to the 2025 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 with appropriate qualifications to serve on sub-committees, taking into account the composition of each sub-committee, as well as the qualifications, knowledge, and expertise required for the effective performance of duties, 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 of the Nomination and Remuneration Committee