

## Nomination and Remuneration Committee Bualuang Securities Public Company Limited

Name	Position
1. Mr. Upatham Saisangjan	Chairman of the Nomination and Remuneration Committee/ Independent Director
2. Mr. Chong Toh	Nomination and Remuneration Committee member
3. Mr. Kaveepan Eiamsakulrat	Nomination and Remuneration Committee member/ Independent Director

Ms. Pantip Koeythong is the secretary of the Nomination and Remuneration Committee.

### **Duties and Responsibilities—Nomination:**

1. Consider the appropriateness of the structure and composition of the Company's Board of Directors.
2. Determine the qualifications of the Directors and the President, the criteria in the nomination of the persons for such positions, review the qualifications of the directors, as well as evaluate the performance of the directors who complete their term of service and the President.
3. Set out the methodology and procedures in the preparation of the persons qualified for being appointed directors and the President.
4. Prepare and submit to the Board the report on the Committee's performance on an annual basis.

### **Duties and Responsibilities—Remuneration:**

1. Set out criteria and review the structure of the remuneration for the Board of Directors, sub-committees, and the President. The Board is in charge of approving the remuneration for the President, while the remuneration for the directors is subject to the approval by a shareholder meeting.
2. Formulate criteria for the evaluation of the President's performance.
3. Consider and approve the allocation of the securities under the ESOP Program to directors and employees of the Company who are entitled to be allocated the securities exceeding 5 percent of numbers of securities issued and offered.

The member of the Nomination and Remuneration Committee shall not be allocated the securities exceeding 5 percent of numbers of securities issued and offered under the ESOP Program.

4. Provide explanations and answers to the shareholder meeting on directors' remuneration.
5. Prepare and submit to the Board a report on the Committee's performance on an annual basis.