

(Translation)

Charter of the Nomination and Remuneration Committee

1. Principle and Reason

To perform the duties of the Nomination and Remuneration Committee effectively, the company will ensure that qualified individuals are nominated and remunerated for the position of Company Directors. This includes selecting candidates according to the established nomination and remuneration process and providing recommendations to the Board of Directors for presentation to the shareholders' meeting for director appointment. This will facilitate a smooth and efficient shareholders' meeting.

The Company has compiled critical practices and guidelines relevant to the Nomination and Remuneration Committee, based on the criteria, rules, regulations, and announcements of the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC). These guidelines will serve as principles and references in carrying out their duties and responsibilities correctly.

2. Objective

To be used as a reference for the Nomination and Remuneration Committee to guide them in fulfilling their responsibilities and duties.

3. Scope

It applies to directors of the nomination and remuneration committee of Premier Tank Corporation Public Company Limited.

4. Nomination and Remuneration Committee Structure

4.1 Composition

- 1) The Board of Directors must appoint the Nomination and Remuneration Committee.
- 2) The Nomination and Remuneration Committee consists of at least 3 directors, with more than half of the total number of directors being independent directors.
- 3) It should consist mainly of independent directors and the Chairman of the Nomination and Remuneration Committee. They should be independent directors for transparency and independence in the practice of their duties.
- 4) It should be a non-executive director to prevent conflicts of interest. If it is necessary to have an executive director on the Nomination and Remuneration Committee, that will be a minority of the number on the committee.

(Translation)

- 5) The Chairman of the Board should not be the chairman or member of the Nomination and Remuneration Committee in order to ensure the independence of the Nomination and Remuneration Committee in performing its duties.

4.2 Qualification

- 1) Have morality and work responsibility.
- 2) Make decisions based on information and reasons.
- 3) Have maturity and stability. Dare to express different and independent opinions.
- 4) Follow work principles and professional standards.
- 5) Have knowledge and expertise in each required area to ensure the overall suitability of the Board of Directors, such as accounting and finance, law, and company business.

4.3 Holding office

- 1) The term of the Nomination and Remuneration Committee is the same as the term of office of the Company's directors.
- 2) When the Director of the Nomination and Remuneration Committee vacates his/her office before the expiration of the term, the Board of Directors shall appoint a fully qualified director to replace him in the position of the Nomination and Remuneration Committee for the remaining term of the Nomination and Remuneration Committee.

4.4 Removal from office

- 1) When retiring from being a director by rotation and being reappointed to a director, the director shall continue to serve as a Director of the Nomination and Remuneration Committee until the end of the original term, according to the remaining term of office of that person.
- 2) When resigning from being a Director of the Nomination and Remuneration Committee, the director shall notify the Chairman of the Board at least 30 days in advance of the intention of resigning with reasons.
- 3) In case of passing away, the Board of Directors shall appoint a fully qualified director as a replacement of the Nomination and Remuneration Committee, who shall hold office only for the remaining term of the Nomination and Remuneration Committee he/she replaces.
- 4) The Board of Directors has a resolution to vacate the position.

5. Roles, Duties, and Responsibilities

Nomination

- 5.1 Set policy, criteria, and method for the selection of directors and subcommittees by considering the appropriateness of the number, structure, and composition of the Board of Directors. Determine the qualification of directors to propose to the Board of Directors and/or to the shareholders' meeting for approval, depending on the case.
- 5.2 Consider selecting qualified individuals to hold positions of directors who have completed their terms, vacancies, and/or additional appointments according to the relevant regulations and laws.
- 5.3 Approach individuals whose qualifications meet the established qualification criteria to ensure that such individuals are willing to serve as directors of the Company if appointed by the shareholders.
- 5.4 Nominate the list of selected individuals to the Board of Directors to be considered for appointment as a director replacing the retiring director.
- 5.5 Nominate the Board of Directors, sub-committees, and Chief Executive Officer by specifying the nomination method with regulations and transparency.
- 5.6 Perform other actions relating to the nomination and remuneration as assigned by the Board of Directors.

Remuneration

- 5.7 Prepare criteria and policy for determining the remuneration of the Board of Directors and sub-committees to be proposed to the Board of Directors and/or to the shareholders' meeting for approval, depending on the case.
- 5.8 Determine necessary and appropriate remuneration, both monetary and non-monetary, for the Board of Directors individually each year by considering suitability with duties, responsibilities, and performance; and compare with companies in similar businesses, as well as the benefits expected from directors, to propose to the Board of Directors for consideration and approval at the shareholders' meeting.
- 5.9 Be responsible for the Board of Directors, giving clarifications, and answering questions about the remuneration of the Board of Directors in the shareholders' meeting.
- 5.10 Consider the performance assessment criteria for the Chief Executive Officers and Chief Officers of various departments as assigned by the Board of Directors.

(Translation)

5.11 Report policy, principle, or reason for determining remuneration for directors and executives in accordance with Stock Exchange requirements. They shall be disclosed in the annual information disclosure form (56-1) and annual report of the Company.

5.12 Consider the annual remuneration of directors according to the considered payment regulations and propose to the Board of Directors for consideration and approval at the shareholders' meeting.

5.13 Consider the annual remuneration of the Chief Executive Officers and Chief Officers of various departments according to the considered payment regulations in order to propose to the Board of Directors for approval.

5.14 Consider suitability and give approval in the case of offering new securities to directors and employees, adhering to the principles of fairness to shareholders, motivating directors and employees to perform their duties in order to create long-term added value for shareholders, and being able to truly retain qualified personnel.

5.15 Perform any other tasks related to the remuneration as assigned by the Board of Directors.

5.16 Management and other departments must report or propose relevant information and documents to the Nomination and Remuneration Committee in order to support the committee's practice in achieving its assigned duties.

6. Nomination and Remuneration Committee Meeting

6.1 The Nomination and Remuneration Committee meeting shall be held at least once a year.

6.1 At a meeting of the Nomination and Remuneration Committee, at least half of the total number of directors must be present in order to constitute a quorum.

6.2 In the event that the Chairman of the Nomination and Remuneration Committee is absent from the meeting or unable to perform his duties, the Directors of the Nomination and Remuneration Committee shall elect one of them to preside over the meeting.

6.3 The decision of the meeting shall be made by a majority of votes. If the votes are equal, the chairman of the meeting shall cast a decisive vote. However, the Directors of the Nomination and Remuneration Committee who have any interest in the matter being considered must not participate in expressing opinions and have no right to vote on that matter.

6.4 Delivery of the meeting invitation letter to the Directors of the Nomination and Remuneration Committee must be made in advance of the meeting. But in cases of necessity or urgency, the meeting

(Translation)

can be called by other methods, or an earlier meeting date can be set. The Secretary of the Nomination and Remuneration Committee shall record the minutes of the meeting.

6.5 The Nomination and Remuneration Committee can invite relevant persons to attend the meeting to clarify facts for the Nomination and Remuneration Committee.

7. Nomination and Remuneration Committee Assessment

7.1 Self-assessment of overall operation should be done at least once a year so that the committee can cooperate to consider the performance and problems for further improvements. The criteria should be established for use in comparison with the operational results by regulations.

7.2 Assessment of the overall operation of the Board of Directors should be done both wholly and individually, including disclosure of regulations, procedures, and assessment results in the annual report.

8. Nomination and Remuneration Committee Report

8.1 Report the performance of the Nomination and Remuneration Committee meeting to the Board of Directors in the following month.

8.2 Report to the shareholders' meeting in the annual report and the annual information disclosure form.

Charter of the Enterprise Risk Management,
Corporate Governance and Sustainability Committee

1. Principle and Reason

Risk Management, Corporate Governance and Sustainability Committee (“Risk Management Committee”) has been appointed by the Board of Directors of Premier Tank Corporation Public Company Limited (“the Company”) to support the Board of Directors’ operations regarding risk management. This is to enhance the effectiveness of the Risk Management Committee’s performance and ensure that the Company maintains an adequate and appropriate risk management system designed to help the Company achieve its objectives and goals under the economic, social, political, technological, and competitive changes and fluctuations. In terms of corporate governance, the Company adheres to the principles of good corporate governance for listed companies in the Stock Exchange of Thailand, along with promoting and supporting the Company’s personnel at all levels to follow and comply with the corporate governance policy and business ethics. This is done to ensure efficient, transparent, and auditable management, which builds confidence amongst shareholders, stakeholders, and all relevant parties. In terms of sustainable development, the Company focuses on Environmental, Social, and Governance (ESG) principles to create long-term value for both the Company’s business and its stakeholders.

The Company has summarised essential practices and guidelines for the Risk Management Committee from the criteria, rules, regulations, and announcements issued by the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC). These are intended to serve as a principle and guideline for the Risk Management Committee to accurately perform their duties and responsibilities.

2. Objective

It is to be used as a charter for practicing the duties of the Enterprise Risk Management, Corporate Governance and Sustainability Committee and executives, employees, and related parties.

3. Scope

It applies to the Directors of the Enterprise Risk Management, Corporate Governance and Sustainability Committee, Executives, Employees, and related persons of Premier Tank Corporation Public Company Limited.

4. The Enterprise Risk Management, Corporate Governance and Sustainability Committee Structure

4.1 Composition

The Board of Directors appointed the Enterprise Risk Management, Corporate Governance and Sustainability Committee, comprising at least 3 directors and executives, with at least 1 independent director.

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- 1) The Board of Directors appoint the Chairman of the Enterprise Risk Management, Corporate Governance and Sustainability Committee.
- 2) The executive in charge of risk management shall hold the position of Secretary of the Risk Management Committee, appointed by the Enterprise Risk Management, Corporate Governance and Sustainability Committee.
- 3) The Enterprise Risk Management, Corporate Governance and Sustainability Committee has the power to appoint a risk management working group to obligate support for the Enterprise Risk Management, Corporate Governance and Sustainability Committee.

4.2 Qualification of Directors

- 1) Have knowledge about risk management and good ability in organization management.
- 2) Be a person who is trusted, confided in, and accepted with good knowledge and understanding of the Company's business, products, and services.
- 3) Possess a good understanding of the principles of management, judgment and decision-making skills, and the ability to analyze problems with providing suitable solutions.
- 4) Be creative, assertive, and open-minded.
- 5) Be able to dedicate sufficient time to practice duties as a Director of the Risk Management Committee of the Company.

4.3 Holding office

- 1) The Enterprise Risk Management, Corporate Governance and Sustainability Committee has a term of office of 3 years from the date of appointment. Enterprise Risk Management, Corporate Governance and Sustainability Directors who vacate their position upon the expiration of the term of the Enterprise Risk Management, Corporate Governance and Sustainability Director may be reappointed again, except if the Board of Directors has a resolution otherwise.
- 2) When an Enterprise Risk Management, Corporate Governance and Sustainability Director vacates his/her office before the expiration of the term, the Board of Directors shall appoint a fully qualified director to replace him in the position for the remaining term of the Enterprise Risk Management, Corporate Governance and Sustainability Director who is being replaced.

4.4 Removal from office

- 1) When retiring from being a company director by rotation and being reappointed to a director, the director shall continue to serve as an Enterprise Risk Management, Corporate Governance and Sustainability Director until the end of the original term, according to the remaining term of office of that person.
- 2) The director shall be removed from his/her office upon:
 - (1) Death
 - (2) Resignation
 - (3) The Board of Directors resolution to vacate the position

In addition, in case any Director of the Enterprise Risk Management, Corporate Governance and Sustainability Committee wishes to resign from the position of Director of the Enterprise Risk Management, Corporate Governance and Sustainability Committee, he/she must submit a resignation letter to the Company. The resignation will be effective from the date the resignation letter reaches the Company.

5. Roles and Duties of the Enterprise Risk Management, Corporate Governance and Sustainability Committee

The Risk Management Committee has the following duties:

- 1) Appoint a working group to execute risk management operations, supporting the processes and activities of risk management, corporate governance, and sustainability, as deemed appropriate and necessary.
- 2) Report progress in risk management, corporate governance, and sustainability, including any necessary improvements to appropriately align with the policies and strategies, to the Company's Board of Directors or the Audit Committee at least once per quarter.
- 3) Provide advice and support to the Company's Executive Board on corporate risk management, corporate governance, and sustainability, whilst promoting and supporting the continuous and consistent improvement of the organisation's internal risk management, governance, and sustainability systems.
- 4) Promote a culture of appropriate risk management and internal control, including a culture of good corporate governance practices and awareness of the Company's commitment to sustainability.
- 5) Perform any other related duties as assigned by the Board of Directors.

The Risk Management Committee also has the following specific duties:

Risk Management

5.1 Establish the Company's overall risk management policy and guidelines, encompassing significant risk categories such as strategic risk, operational risk, financial risk, and regulatory risk, and present these to the Board of Directors for approval.

5.2 Establish strategies and methods for managing the Company's risk in each area in alignment with the risk management policy. These should be able to assess, monitor, and mitigate risks to an appropriate level and develop guidelines for effectively handling incidents when the risk occurs

5.3 Study, review, and assess potential risks, including the possible impacts on the Company and its subsidiaries, taking into account both external and internal risks, in the following areas:

- 1) Strategic risks
- 2) Operational risks
- 3) Financial risks
- 4) Regulatory risks
- 5) Sustainability risks

5.4 Monitor, supervise, and review risk management policies, strategies, and procedures annually to ensure that risk management strategies are appropriate for the situation and are implemented effectively.

5.5 Communicate, exchange information, and coordinate on risks and internal control with the Company's Audit Committee.

Corporate Governance

1) Establish criteria and guidelines for corporate governance to align with the corporate governance policy, business ethics, and Anti-Corruption Policy, and regularly review these policies and others to ensure their appropriateness.

2) Oversee the business, provide advice, and monitor compliance with the Company's corporate governance policy and business ethics.

Sustainable Development

1) Consider key sustainability issues to encompass all stakeholders. Ensure that sustainability goals and strategies that address the environment, society, and governance (Environmental, Social, Governance: ESG) are consistent and balanced.

2) Promote, support, and monitor sustainable development initiatives across all dimensions.

6. Authority and Responsibilities of the Risk Management Committee

- 6.1 The Risk Management Committee may obtain advice from an independent external expert or advisor for a reasonable fee.
- 6.2 The Risk Management Committee has the power to request information from various departments of the Company, including inviting employees, officers, executives, or other individuals to attend meetings on relevant agendas to ask for information or opinions for additional consideration.
- 6.3 When there is a significant risk that affects the operation of the Company, the Director of the Risk Management Committee can notify the Chairman of the Risk Management Committee and call a meeting of the Board of Directors to report or approve operations.
- 6.4 Approve the Company's risk management framework and follow up on implementation, including reviewing the effectiveness of the risk management framework.
- 6.5 Approve the Company's risk management plan to ensure that the Company has concrete risk management which meets its objectives, as well as give observations, opinions, and recommendations to the Company's risk management working group to organize the internal control system and risk management of the department in case there is something that should be corrected, improved, or developed.

7. Risk Management Committee Meeting

- 7.1 The Risk Management Committee must hold a conference at least once a quarter and may hold additional meetings as the Chairman of the Risk Management Committee deems appropriate.
- 7.2 In a meeting of the Risk Management Committee, at least half of the total number of directors must be present to constitute a quorum.
- 7.3 In case the Chairman of the Risk Management Committee is absent from the meeting or unable to perform his duties, the Directors of the Risk Management Committee shall elect one of them to preside over the meeting.
- 7.4 The Risk Management Committee may invite the Company's executives or related persons to attend meetings or request clarifications on relevant matters.
- 7.5 The decision of the meeting shall be made by a majority of votes. If the votes are equal, the chairman of the meeting shall cast a decisive vote. However, the Directors the Risk Management Committee who

(Translation)

have any interest in the matter being considered must not participate in expressing opinions and has no right to vote on that matter.

7.6 The Secretary of the Risk Management Committee is responsible for scheduling meetings, preparing meeting agendas, delivering meeting documents, and recording meeting minutes.

8. Risk Management Committee Assessment

The Risk Management Committee should conduct a self-assessment of overall operation at least once a year and report problems and obstacles that cause the practice to fail to achieve its objectives and goals, including improvements, to inform the Board of Directors.

9. Risk Management Committee Report

9.1 The Risk Management Committee must report activities to the Board of Directors so that the Board of Directors acknowledges the activities of the Risk Management Committee such as:

- The Risk Management Committee meeting minutes which clearly state opinions on the consideration of various activities
- Reports on activities considered during the year.
- Any other reports that the Board of Directors should be aware of, etc.

9.2 The Risk Management Committee prepares a report on the obligations of the past year for the shareholders in the annual report, revealing details such as:

- Number of meetings
- Number of times each Director of the Risk Management Committee attending the meeting
- Results of practicing the specified duties, etc.

10. Review of Charter

The must review the appropriateness of the charter at least once a year or when changes occur.

Charter of the Executive Committee

1. Principle and Reason

Under changing circumstances and fluctuations in economics, society, politics, technology, and intense competition, good administration is an important mechanism that will help the company achieve its objectives or goals as set. The Board of Directors, therefore, appoints the Executive Committee to manage the company's operations and monitor and screen important matters before proposing them to The Board of Directors for further consideration as well as obligate duties as assigned by The Board of Directors in order to conduct business according to the objectives of the company.

The Company has summarized key practices and guidelines related to the Audit Committee from the codes, rules, regulations, and announcements of the Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC) so that the Audit Committee can use them as the basis and guidelines for practicing duties and responsibilities correctly.

2. Objective

To be the guideline in operation practice for the Board of Directors.

3. Scope

Apply to the Board of Directors of Premier Tank Corporation Public Company Limited.

4. Structure of the Board of Directors

4.1 Composition

- 1) The Executive Committee is appointed by the Board of Directors with the numbers as the Board of Directors deems appropriate, which consists of company directors and may also consist of company executives.
- 2) The Board of Directors appoints one Executive Director of the company as the Executive Chairman.
- 3) Chief Operating Officer (CEO) is an Executive Director by position.
- 4) The Executive Committee appoints the Secretary to the Executive Committee.

4.2 Qualification of Directors

- 1) Possess good knowledge in management and ability to conduct organizational management.

(Translation)

- 2) Be a trustworthy, credible, and generally accepted person.
- 3) Possess good knowledge and understanding of the Company's business, products, and services.
- 4) Possess a good understanding of the principles of management, judgment and decision-making skills, and the ability to analyze problems with providing suitable solutions.
- 5) Be creative, assertive, and open-minded.
- 6) Be able to dedicate sufficient time to practice duties as the Executive Director of the Company.

4.3 Term of Office

- 1) The Executive Committee has a term of office of 3 years from the date of appointment. Executive Directors who vacate their position upon the expiration of the term of the Executive Director may be reappointed again, except if the Board of Directors has a resolution otherwise.
- 2) When an Executive Director vacates his/her office before the expiration of the term, the Board of Directors shall appoint a fully qualified director to replace him in the position for the remaining term of the Executive Director who is being replaced.

4.4 Removal from Office

- 1) When retiring from being a company director by rotation and being reappointed to a director, the director shall continue to serve as an Executive Director until the end of the original term, according to the remaining term of office of that person.
- 2) Director removal is completed in case of:
 - (1) Decease
 - (2) Resignation
 - (3) The Board of Directors resolution to vacate the position.

In addition, in case any Executive Director wishes to resign from the position of Executive Director, he/she must submit a resignation letter to the company. The resignation will be effective from the date the resignation letter reaches the company.

5. Roles and Duties of the Executive Committee

- 5.1 Operate and manage the business of the company in accordance with the objectives, regulations, policies, rules, requirements, orders, and resolutions of the Board of Directors' meeting and/or the resolutions of the shareholders' meeting of the company.

- 5.2 Determine strategies, business plans, annual budgets, and company investments, including the management structure. The approval and management authority of the company are proposed to the Board of Directors for approval.
- 5.3 Consider and filter all types of work such as proposals of lines/departments and policy, goals, strategies, business operations of the company, investments, business expansions, and budgets in order to be presented to the Board of Directors for consideration and approval, except for the work under the responsibility and/or authority of other sub-committees of the Company who will screen and present directly to the Board of Directors.
- 5.4 Audit, follow up on, and implement the policies and guidelines for management in various aspects of the company as assigned by the Board of Directors.
- 5.5 Supervise and give advice, including advice on policies, strategies, goals, operational plans, annual budget reports to executives, and reports on the performance of the company and its subsidiaries to the Board of Directors for acknowledgment.
- 5.6 Consider approving and proceeding with matters related to the Company's business in accordance with the Company's regulations.
- 5.7 Consider and approve the action plans of each department of the company, and consider approving requests from various departments of the company that are beyond the authority of that department.
- 5.8 Consider approving financial transactions with banks or financial institutions to support normal business operations such as opening a bank account, closing a bank account, taking out a loan, lending, obtaining a credit limit, pledging, mortgages, guarantees, and others, including trading and registering ownership of any land for normal business operations according to the approval authority given by the Board of Directors.
- 5.9 Approve the appointment of foreign consultants and any other matters necessary for the operation of the business according to the approval authority given by the Board of Directors.
- 5.10 Report operation's performance within the deadline to the Board of Directors as follows:
 - 1) Quarterly reports of the company's performance within the time frame set by the Stock Exchange.
 - 2) Audit reports on the company's financial statements, including annual financial statements and quarterly financial statements within the time frame specified by the Stock Exchange

(Translation)

3) Other reports as the Executive Committee deems appropriate.

5.11 Perform other tasks as assigned by the Board of Directors.

In this regard, the delegation of authority and responsibilities of the Board of Directors with such delegation require that the authorized person not have the authority to approve the record because such a person or persons may have conflicts of interest ("Persons with possible conflicts" shall have the meaning as defined in the announcement of the Securities and Exchange Commission.) has an interest in or may have a conflict of interest in any other manner with the Company or its subsidiaries (if any). Such records must be proposed to the Board of Directors' meeting and/or the shareholders' meeting for consideration and approval in accordance with the company's regulations or relevant laws. Unless it is an approval of a record that is a normal business record of the company and is in accordance with the policy and criteria approved by the Board of Directors.

5. Board of Directors' Meeting

- 5.1 Executive Committee must arrange joint meetings as deemed appropriate, but not less than 12 times per year.
- 5.2 In a meeting of the Executive Committee, at least half of the total number of directors must be present in order to constitute a quorum.
- 5.3 In case the Chairman of the Executive Committee is absent from the meeting or unable to perform his duties, the Executive Directors shall elect one of them to preside over the meeting.
- 5.4 The Executive Committee may invite the company's executives or related persons to attend meetings or request clarifications on relevant matters.
- 5.5 The final decision of the meeting shall be made by majority vote. If the votes are tied, the chairman of the meeting shall cast an additional vote as a decisive vote.
- 5.6 The Secretary of the Executive Committee is responsible for scheduling meetings, preparing meeting agendas, delivering meeting documents, and recording meeting minutes.

(Translation)

6. Assessment of the Board of Directors

The Executive Committee should conduct a self-assessment of overall operation at least once a year and report problems and obstacles that cause the practice to fail to achieve its objectives and goals, including improvements, to inform the Board of Directors.

7. Report of the Board of Directors

The Executive Committee must present performance report to the Board of Directors and operation report of the past year for the shareholders in the annual report, revealing details such as:

- 7.1 Number of meetings
- 7.2 Number of times each Executive Director attending the meeting
- 7.3 Performance results according to the charter

8. Charter review

Executive Committee must review the appropriateness of the charter at least once a year or when changes occur.