Report of Remuneration and Nomination Committee

Dear Stakeholders,

In the fiscal year 2025, the Remuneration and Nomination Committee ("RNC"), which includes independent directors and non-executive directors as listed below, held 2 meetings, and the meeting results were reported to the Board of Directors every time. Details of the meeting attendance of RNC and a summary of our duties in fiscal year 2025 are as follows:

Ms. Potjanee Thanavaranit Chairman of RNC	Meeting attendance 2/2 times
Mr. Thapana Sirivadhanabhakdi Member of RNC	Meeting attendance 2/2 times
Mr. Panote Sirivadhanabhakdi Member of RNC	Meeting attendance 2/2 times
Mr. Nararat Limnararat Member of RNC	Meeting attendance 2/2 times

- Consider individuals with knowledge and capabilities that are beneficial and appropriate to the nature of the Company's business, as well as having qualifications according to the law and relevant regulations, to be elected as directors to replace directors whose terms have expired at the 2025 Annual General Meeting of Shareholders. As a result of the follow-up, the Company allowed shareholders to nominate individuals for consideration for appointment as directors between 1 July 2024, and 30 September 2024, but the Company did not receive any nominations from shareholders. Therefore, RNC reviewed the qualifications and considered the performance of three directors whose terms had expired in order to propose to the Board of Directors for the shareholders' meeting to consider and approve the re-election of the directors whose terms had expired to serve as directors and subcommittees for another term.
- Review the Board Skill Matrix of the Company's directors to identify existing skill gaps, including considering the structure and composition of the Board of Directors, subcommittees, and executives against regulatory requirements, good corporate governance principles, and the Company's short-term and long-term business goals. This information will be used to select new directors or executives in the future, and to support current directors and executives in enhancing their knowledge and developing skills necessary for overseeing UV Group's business or managing the organization to achieve the established plans or goals.
- Follow up and ensure that the Company and subsidiaries prepare a succession plan for top-level executive positions and important positions to prepare personnel and create continuity in the management of the organization and the business operations of UV Group.
- To determine the remuneration for the Board of Directors and subcommittees and the amount of compensation for the fiscal year 2025 to propose to the Board of Directors for approval before presenting to the 2025 Annual General Meeting of Shareholders for approval. The criteria for determining the remuneration will consider the duties and responsibilities assigned, as well as comparable to listed companies in the Stock Exchange of Thailand that are in the same business and with similar business sizes.
- Assess the performance of the President to determine the 2025 compensation of the President.
- Consider the bonus payment criteria for the 2024 fiscal year performance and determine the 2025 compensation for executives and employees that is fair and competitive with the market in order to retain quality and potential personnel before submitting it to the Board of Directors for consideration and approval.
- Consider and comment on the appropriateness of the structure of remuneration for directors and executives to disclose opinions in 56-1 One Report according to the rules of the Office of the Securities and Exchange Commission.
- Assess the performance of RNC for the fiscal year 2025 in order to improve the performance of their duties as well as review the appropriateness of the Charter to comply with the good corporate governance principles and relevant environmental factors which have changed appropriately.

Potjanee Thanavaranit

Ms. Potjanee Thanavaranit

Chairman of Remuneration and Nomination Committee