



Charter of the Executive Committee

Nirvana Development Public Company Limited

(Revised Version of the year 2025)

Table of contents

	Page
1. Definition	1
2. Objectives	1
3. Composition	1
4. Qualifications	1
5. Appointment, terms of office, and expiration	2
6. Scope of authority, duties, and responsibilities	3
7. Meetings	4
8. Reporting	4
9. Performance assessment	5

1. Definition

"the Company"	refers to Nirvana Development Public Company Limited
"Board of Directors"	refers to Board of Directors of Nirvana Development Public Company Limited
"Executive Committee"	refers to Executive Committee of Nirvana Development Public Company Limited
"Director"	refers to Director of Nirvana Development Public Company Limited
"Members of the Executive Committee"	refers to members of the Executive Committee of Nirvana Development Public Company Limited

2. Objectives

The Board of Directors appoints the Executive Committee to manage and control the Company's business operation to be in accordance with direction, policies, and strategies in business operation set by the Board of Directors to ensure that the Company can generate the returns on investment and maximum benefit to the shareholders.

3. Composition

- 3.1 The Executive Committee shall be comprised of Members of the Executive Committee of at least 3 persons
- 3.2 Chairman of the Executive Committee shall not be the same person as Chairman of the Board of Directors to create a clear separation of roles and the balance of power in operation.
- 3.3 Chief Executive Officer shall be an ex-officio member of the Executive Committee.

4. Qualifications

- 4.1 Having the qualifications and possesses no prohibited characteristics under Public Limited Companies Act and relevant laws.
- 4.2 Having knowledge, capabilities, and experience that benefit the business of the Company.
- 4.3 Having integrity, good faith, ethical business practices, and sufficient time dedicated to perform their duties fully and effectively.
- 4.4 Members of the Executive Committee shall not operate or be a partner or a director of other companies which operate the same business and compete with the Company either for own interests or other people's interests except that the Members of the Executive Committee have informed the meetings of the Board of Directors or the Executive Committee prior to the appointment (case by case).

5. Appointment, terms of office, and expiration

5.1 Appointment

- 1) The Executive Committee shall be appointed by the Board of Directors.
- 2) The Chairman of the Executive Committee may be appointed by the Board of Directors of the Company or by the Executive Committee elects one member to hold the position as the Chairman of the Executive Committee in which the Chairman of the Executive Committee must not be the same person as the Chairman
- 3) The Company shall assign an employee acting as the secretary of the Executive Committee which must be approved by the Executive Committee.

5.2 Terms of office

- 1) Members of the Executive Committee who are the Company's Directors have the same term in office as the term in office of their director positions, unless resolved otherwise by the Board of Directors.
- 2) Members of the Executive Committee who are the Company's executives have the same term in office as the term in office of their executive positions, unless resolved otherwise by the Board of Directors.
- 3) Members of the Executive Committee who are outsiders, not being directors or executives of the Company, have the term in office as may be deemed appropriate by the Board of Directors.
- 4) Retiring Members of the Executive Committee are eligible for re-appointment.
- 5) In case of a vacancy in the Members of the Executive Committee for any reason other than the expiration of the term of office, the Board of Directors shall appoint a person who has the qualifications to be the Members of the Executive Committee in order to maintain the required number of the Members as set by the Board of Directors in this charter.

5.3 Expiration

- 1) Members of the Executive Committee may vacate office upon;
  - 1.1) Complete an office term.
  - 1.2) End of period of the Company's director position or end of period of the Company's executive position or the resolution of the Board of Directors.
  - 1.3) Death
  - 1.4) Resignation
  - 1.5) Lack of the qualifications of a company director or possession of prohibited characteristics under Public Limited Companies Act.
- 2) In case a member of the Executive Committee wishes to resign, he/she shall submit a resignation letter to the Chairman of the Executive Committee and submit a copy of resignation

letter to the Chairman of the Board of Directors of the Company. The resignation takes effect as from the date on which the resignation letter reaches the Company.

**6. Scope of authority, duties, and responsibilities**

- 6.1 Performing duties within the scope of the laws, the Company's Articles of Association, as well as the resolutions of the Board of Directors' meeting and the shareholders' meeting with duty of loyalty, duty of care, accountability, and ethic by taking interests of all shareholders into account equally.
- 6.2 Managing the Company's business to achieve objectives, vision, missions, strategies, and policies of the Board of Directors of the Company and be in accordance with the laws, requirements, rules, regulations, and the Articles of Association of the Company and related regulatory agencies.
- 6.3 Providing recommendation to the Management regarding direction, strategies, management structure, business plan, and annual budget of the Company prior to the proposition to the Board of Directors for approval.
- 6.4 Supervising and monitoring operating performance and financial position of the Company and its group companies, as well as reporting the operating performance and financial position to the Board of Directors on a regular basis.
- 6.5 Overseeing and managing the investment capital of the Company effectively in order to maximize shareholder' benefits.
- 6.6 Approving the sale of land for project development in an amount of not more Baht 500 million.
- 6.7 Approving the budget for project development in an amount of not more than Baht 800 million.
- 6.8 Approving loan facilities, guarantee limits, debt instruments, guarantees, and the purchase or disposal of assets or investments with a total amount not exceeding THB 1,000 million.
- 6.9 Considering and approving the issues that must be required approval from the Board of Directors, except for any activities that the Board of Directors has assigned other sub-committees to execute.
- 6.10 The Executive Committee may hire a consultant or an independent person to provide opinions or recommendations as necessary.
- 6.11 Reporting the operating performance of important tasks to the Board of Directors of the Company on a regular basis, including significant issues which the Board of Directors should be acknowledged.
- 6.12 Evaluating his/her own performance annually.
- 6.13 Performing any actions in accordance with powers and responsibilities, or assigned by the Board of Directors.

## 7. Meetings

7.1 The Executive Committee shall hold meetings on a monthly basis, at least once a month, or as deemed appropriate by the Chairman of the Executive Committee.

7.2 Meetings of the Executive Committee shall be called by the Chairman of the Executive Committee. In the event that the Chairman is absent or unable to perform their duty, a person assigned by the Chairman shall be able to call a meeting in which the Members of the Executive Committee shall attend the meeting in person.

The Chairman of the Executive Committee may allow other persons to attend or give their opinions to the meeting.

7.3 At a meeting of the Executive Committee, at least one-half of the total number of Members of the Executive Committee must be present to form a quorum.

7.4 Absolute decisions at a meeting of the Executive Committee shall be made by a majority of votes of all members present at the meeting. Each member shall have one vote. The Chairman of the meeting shall abstain from voting on any agenda item unless in case of a tied vote, whereby they shall cast the decisive vote.

Members of the Executive Committee having a stake in a given matter shall have no right to vote on such matter.

7.5 Information, reports, and details to be proposed to the Executive Committee shall be considered, screened, and approved by head of department or top executive of department prior to the proposition to the Executive Committee for consideration. The head of department or top executive of department shall be responsible for presenting the matter at the Executive Committee's meeting, except as the Executive Committee may consider or direct otherwise.

Information, reports, and details to be presented at a meeting of the Executive Committee shall be submitted to the Secretary to the Executive Committee for compilation and presentation to the Committee prior to the meeting. The head of department or top executive of department shall be responsible for presenting the matter at the Executive Committee's meeting, except as the Executive Committee may consider or direct otherwise.

7.6 The Secretary to the Executive Committee shall be responsible for preparing minutes of the meetings and safekeeping meeting documents.

## 8. Reporting

8.1 The Executive Committee shall report its performance to the Board of Directors on a regular basis and to the shareholders its yearly performance in the Form 56-1 One Report with the following disclosure;

- 1) Number of meetings.
- 2) Number of attendance of each member of the Executive Committee.
- 3) The Executive Committee's performance following the Charter's requirements.

9. Performance assessment

The Executive Committee shall assess its performance annually and report problems or obstacles that cause the failure in operation (if any) to the Board of Directors of the Company.

Announced on December 8, 2025



(Mr. Vichien Jearkijrm)

Chairman

Nirvana Development Public Company Limited

