EXECUTIVE COMMITTEE CHARTER
OF RS PUBLIC COMPANY LIMITED

1. Principles and Objectives

The Board of Directors of RS Public Company Limited (the "Company") has appointed the Executive Committee to oversee management performance and manage the business operations of the Company and its subsidiaries in accordance with the vision, mission, corporate values, policies, strategies, objectives and authority delegated by the Board of Directors. The Executive Committee shall perform its duties responsibly, prudently and with integrity, under the principles of good corporate governance, risk management, internal control, legal and regulatory compliance, and sustainable business operations, in order to create long-term value for the Company, shareholders and all stakeholder groups.

2. Composition

1) The Executive Committee shall comprise directors and/or executives of the Company, as appointed by the Board of Directors.
2) The number of Executive Committee members shall be as deemed appropriate by the Board of Directors, taking into account the size of the business, nature of operations, strategies and management efficiency of the Company.
3) The Board of Directors shall appoint the Executive Committee members and designate one member to serve as the Chairman of the Executive Committee.
4) The Chairman of the Executive Committee shall be a director of the Company, the Chief Executive Officer, or any other person whom the Board of Directors deems appropriate to appoint.
5) The Chairman of the Executive Committee may appoint a Secretary to the Executive Committee to support the Committee's operations, arrange the meeting schedule and agenda, prepare the minutes of meetings, and follow up on the progress of resolutions for subsequent reporting to the Executive Committee.
6) The Executive Committee shall have an appropriate and diverse composition in terms of knowledge, competence, expertise, experience and skills aligned with the nature of the Company's business, strategies and growth in order to support effective management.

3. Qualifications

1) Members shall possess complete qualifications and shall not have any prohibited characteristics under the Public Limited Companies Act, the Securities and Exchange Act, and other applicable laws, rules and regulations.
2) Members shall possess knowledge, competence, expertise and experience appropriate to the Company's business operations and organizational management, and shall demonstrate leadership, vision and decision-making capability, as well as the ability to devote sufficient time to the performance of their duties.
3) Members shall possess integrity and ethics and perform their duties with honesty, responsibility, prudence and transparency, while taking into account the best interests of the Company, shareholders and all stakeholder groups.
4) Members shall perform their duties while avoiding conflicts of interest and shall disclose transactions that may give rise to conflicts of interest in accordance with applicable laws, rules and the Company's policies.
5) Members shall support good corporate governance, risk management, internal control, compliance and sustainable business operations.
6) Members shall understand the roles, duties and responsibilities of the Executive Committee and shall be willing to continuously develop and enhance their knowledge relating to business operations, corporate governance, laws and relevant practices.

4. Appointment and Term of Office

1) The Board of Directors shall appoint the Executive Committee members and shall have the authority to remove members or appoint replacements for vacant positions as deemed appropriate.
2) Each Executive Committee member shall serve a term of three years. A member whose term of office has expired may be reappointed.
3) Other than vacating office upon the expiration of the term, an Executive Committee member shall vacate office upon:
   (1) Death;
   (2) Resignation;
   (3) Ceasing to be a director or executive of the Company, in the case of a member appointed by virtue of such position;
   (4) Lacking qualifications or possessing prohibited characteristics under applicable laws; or
   (5) Removal by a resolution of the Board of Directors.
4) In the event that a vacancy occurs for reasons other than the expiration of a member's term, the Board of Directors shall appoint a qualified replacement. However, if the remaining term is less than two months, the Board may elect not to appoint a replacement. A replacement shall hold office only for the remaining term of the member replaced.
5) A member wishing to resign shall submit a resignation letter to the Company. The resignation shall take effect from the date the Company receives the resignation letter.
6) A new member appointed to replace a member who resigns before the expiration of his or her term shall hold office for the remaining term of the member replaced.
7) The Board of Directors may periodically review the composition of the Executive Committee to ensure alignment with the Company's strategies, business direction, management structure, required knowledge and expertise, and succession plan.

5. Scope of Authority, Duties and Responsibilities

1) Oversee the operations of the subsidiaries to ensure that they are conducted in accordance with the Company's policies, strategies, delegation of authority and governance principles.
2) Consider the allocation of resources and investment funds to achieve optimal efficiency.
3) Review, formulate and propose improvements to policies, criteria, practices or processes within the scope of authority and responsibilities of the Executive Committee for submission to the Board of Directors for consideration.
4) Prepare and propose the Company's strategic plan, business plan, annual budget, investment plan, management authority and annual expenditure budget to the Board of Directors for consideration and approval.
5) Manage, oversee, monitor and drive the business operations of the Company and its subsidiaries in accordance with the policies and strategies established by the Board of Directors.
6) Monitor, evaluate and regularly report operating performance, financial position and significant matters that may affect the Company's business operations to the Board of Directors, together with recommendations for appropriate remedial actions or business improvements.
7) Propose business opportunities, investments, joint ventures, new business development and improvements in operational efficiency within the scope of delegated authority.
8) Oversee the organizational structure, human resource management, development of high-potential executives and personnel, and the preparation of succession plans for senior executives.

9) Have the authority to appoint, transfer, reassign and remove senior executives, executives and employees within the scope of delegated authority.
10) Promote the adoption of technology, innovation and information systems in business operations, including ensuring appropriate management of cybersecurity and personal data protection in accordance with applicable laws and the Company's policies.
11) Promote digital transformation and data-driven management.
12) Promote, support and drive the Company's management in accordance with its strategies, business plans, policies, the principles of good corporate governance and ethical business conduct to create sustainable value and growth for the Company.
13) Promote an organizational culture founded on ethics, transparency, innovation and risk management.
14) Promote communication and foster appropriate relationships with customers, business partners, employees, communities and stakeholders.
15) Drive the Company's ESG initiatives and implement the Climate Strategy and Net Zero Plan, including managing sustainability targets in accordance with the policies established by the Board of Directors.
16) Support and monitor the establishment of effective risk management, internal control and compliance systems within the scope of authority delegated by the Board of Directors.
17) Prepare business continuity plans, crisis risk management plans and plans to address emerging risks.
18) Prepare and propose the Company's Objectives and Key Results (OKRs) for monitoring the performance of each function and ensure that corrective actions are taken when performance does not meet established targets.

6. Approval Authority

1) The Executive Committee shall exercise its approval authority in accordance with the Delegation of Authority (DOA) and shall not act inconsistently with or exceed any authority reserved by law, the Company's Articles of Association or the Board of Directors.
2) The Executive Committee or any person to whom authority has been delegated shall not have the authority to approve any transaction in which such person has an interest, a conflict of interest or a relationship with the transaction as defined under applicable laws and regulatory requirements, except for transactions conducted in accordance with policies or criteria previously approved by the Board of Directors.

7. Meetings

1) The Executive Committee shall meet at least once every quarter or as necessary.
2) At least one-half of the total number of Executive Committee members must be present to constitute a quorum.
3) Resolutions of the meeting shall be passed by a majority vote of the members present at a meeting constituting a quorum. Each member shall have one vote.
4) Meetings may be conducted by electronic means as permitted by law.
5) Minutes of meetings shall be prepared, and the results of the Committee's performance shall be reported to the Board of Directors.

8. Reporting

The Executive Committee shall regularly, or as appropriate, report to the Board of Directors on the results of its meetings, operating performance, the exercise of delegated authority, and significant matters within the scope of its authority and responsibilities.

9. Performance Evaluation

A performance evaluation shall be conducted at least once a year, covering both individual and collective performance. The evaluation results shall be used to improve the effectiveness of the Executive Committee, and the results shall subsequently be reported to the Board of Directors for acknowledgment.

10. Others

1) Perform any other duties as assigned by the Board of Directors.
2) The Executive Committee shall provide recommendations to the Board of Directors. The final decision-making authority shall remain with the Board of Directors, unless specific authority has been expressly delegated to the Executive Committee.
3) The Executive Committee shall review this Charter at least once a year or whenever there are changes to applicable laws, regulations or relevant practices, to ensure alignment with the principles of good corporate governance and sustainable business operations.

(Mr. Chakkrit Parapuntakul)
Chairman of the Board
RS Public Company Limited