

**Executive Committee Charter**  
**Osotspa Public Company Limited**  
**(the “Company”)**

(Approved by the Board of Directors’ Meeting No. 2/2025 on 26 February 2025,  
effective from 26 February 2025 onwards)

**1. Objectives**

The Executive Committee is appointed by the Board of Directors and is responsible for driving business operations to achieve targets and align with strategies, missions, policies of the Company. The Executive Committee is also responsible for performing any act as assigned by the Board of Directors. The purpose of this Charter is to ensure that the Executive Committee understands their roles, duties, and responsibilities, and that this Charter be adopted and followed as a guideline for the performance of their duties in line with the principles of good corporate governance.

**2. Composition**

- 2.1. The Executive Committee shall be appointed by the Board of Directors in the total number of at least five (5) members, composing of the Non-Executive Directors at least one (1) person, Executives and/or outsider as appropriated. Each member appointed by the Board of Directors shall have one voting right.
- 2.2. The Board of Directors is empowered to appoint a member of the Executive Committee to be the Chairman of the Executive Committee.
- 2.3. The following positions are ex-officio members of the Executive Committee which can be classified into two groups as follows:
  - 1) Ex-officio members with voting rights
    - Chief Executive Officer
    - Group Chief Financial Officer
  - 2) Ex-officio members without voting rights
    - Chief International Beverage Officer
    - Chief Domestic Beverage Officer - Customer & Channel Management
    - Chief Domestic Beverage Officer - Consumer & Category Management
    - Chief Home & Personal Care and Health Care Officer
    - Chief Marketing & Innovation Officer – Corporate & Domestic Beverages
    - Chief Manufacturing Officer
    - Head of Legal and Compliance
    - Head of Human Capital and Organization Excellence
- 2.4. The Company Secretary shall act as the Secretary to the Executive Committee, unless assigned otherwise by the Executive Committee.

**3. Qualifications**

- 3.1. Each member of the Executive Committee shall possess knowledge, abilities and experiences which are of benefit to the Company's business operations. They shall have honesty, integrity and ethics in conducting business operations and also have sufficient time to fully dedicate their knowledge and abilities, as well as to perform their duties, for the Company.
- 3.2. Each member of the Executive Committee shall be fully qualified and possesses no characteristics prohibited by the laws on public limited companies, securities and exchange and any other applicable laws governing the business operation of the Company. They shall not possess untrustworthy characteristics as required by the Securities and Exchange Commission.
- 3.3. Each member of the Executive Committee shall immediately notify the Company if they have any vested interest, whether directly or indirectly, in any contract entered into by the Company or if they hold, or increase or decrease the holding of, shares in the Company or in any subsidiary.

#### **4. Roles, Duties and Responsibilities**

- 4.1. To manage business affairs in its ordinary course of business, including considering and setting targets, policies, business plans, business strategies, and directions, as well as the annual budgets of the Company and those of companies within the Group. This includes any expansion of the Company's business, investments, financial plans, management structure, policies on human resource management, as well as considering and scrutinizing any proposal made by the management before presenting them to the Board of Directors for approval.
- 4.2. To drive business operations and IT and follow up on business operational results and financial condition of the Company and those companies within the Group to achieve business targets and be in line with those policies, strategies, plans, and budgets as approved by the Board of Directors, including considering the resource allocation and management in an efficient and effective manner, having regard to impact and development of resource through a value chain in order to sustainably achieve its objective and main targets and reporting the same on a regular basis to the Board of Directors.
- 4.3. To control management and set up policies on management structure of the Company's subsidiaries and associated companies so that the Executive Committee can manage and be accountable for the management and business operation of such subsidiaries and associated companies in an efficient manner. To follow up on the management of such subsidiaries and associated companies so as to preserve investments made by the Company, in this regard the Executive Committee is authorized by the Board of Directors to consider nominating any appropriate person to represent the Company by way of acting as directors of such subsidiaries and associated companies, including to define the scope of duties and responsibilities of those directors in such subsidiaries and associated companies.
- 4.4. To consider and approve the entry into contracts or the conduct of ordinary business or ancillary activities in support of such ordinary business under general commercial terms, the opening and closure of bank and financial institution accounts, the use of financial services within credit limits and/or within the budget as approved by the Board of Directors or as approved in principle by the Board of Directors, as well as in accordance with the Schedule of Authority as approved by the Board of Directors.
- 4.5. To consider profits and losses of the Company and to propose interim dividend payments to the Board of Directors for approval.
- 4.6. To consider annual dividend payments and propose the same to the Board of Directors for approval prior to further submitting the same to the meeting of shareholders.

- 4.7. To have power to issue any power of attorney delegating its authority to any one person or more to perform any act under the supervision of the Executive Committee or to issue any power of attorney delegating such person(s) to have authority and within the period of time as deemed appropriate by the Executive Committee. The Executive Committee may cancel, revoke, change or amend any person(s) to be so authorized or such power of attorney as the Executive Committee may consider appropriate.

In so doing, the delegation of such authority or the issue of power of attorney shall not be of such nature that allows such authorized person(s) to have authority or power to approve transactions in which they or any third person may have a conflict of interest (as this term is so defined in any applicable regulation or notification of the Capital Market Supervisory Board, the Stock Exchange of Thailand and/or competent agencies), have vested interest in, or have any other sorts of conflicts of interest with, the Company, the Company's subsidiaries and/or related companies. In this regard, the Executive Committee shall also not have authority to approve such matters as well and such matters must be proposed to the meetings of Board of Directors and/or the shareholder (as the case may be) for approval, except where such matters are of transactions in the Company's ordinary course of business with general commercial terms as per any applicable regulation or notification of the Capital Market Supervisory Board, the Stock Exchange of Thailand and/or competent agencies.

- 4.8. To consider and give opinion on issues which are required to be approved by the Board of Directors, except where such issues are otherwise authorized by the Board of Directors to be handled by any sub-committees.
- 4.9. To have power and authority to seek independent opinion from any other professional advisors as deemed necessary at the expense of the Company.
- 4.10. To have power to invite and solicit the management team or any person related to the Company for opinion, meeting attendance or information, as well as to request data from other divisions of the Company and those of the Company's subsidiaries as supporting information for further consideration on any related matters.
- 4.11. To perform any other duties as assigned by the Board of Directors.
- 4.12. To actively participate in the meetings with the Company's best interest.
- 4.13. For items 4.3 - 4.8, these roles and responsibilities are reserved for only members with voting rights. Moreover, members with voting rights shall evaluate and rate the performance of all ex-officio members of the Executive Committee to intensify their contributions and alignment with the strategic direction. Self-rating is prohibited on back of conflicts of interest.

## **5. Tenure**

- 5.1. Member(s) of the Executive Committee who are directors shall have terms of services equal to their tenure of directorship in the Company. Each member who retires by the end of their tenure is eligible for re-appointment.
- 5.2. Member(s) of the Executive Committee who are the Company's executives have terms of services equal to their executive positions, unless resolved otherwise by the Board of Directors.
- 5.3. Member(s) of the Executive Committee members who are outsiders, not being directors or executives of the Company, have terms of services as may be deemed appropriate by the Board of Directors, subject to change as maybe deemed by the Board of Directors.
- 5.4. Besides 5.1-5.3, each member of the Executive Committee shall retire in the following cases:

- (1) death;
  - (2) resignation;
  - (3) lack of required qualifications or having characteristics prohibited by the laws on public limited companies and/or securities and exchange;
  - (4) removal by the resolution of the Board of Directors;
  - (5) removal by the court's order;
- 5.5. If any member of the Executive Committee wishes to resign from their position, they shall submit a written resignation letter to the Chairman of the Executive Committee and such resignation will be effective from the time the resignation letter reaches the Chairman of the Executive Committee.
- 5.6. In the case where any position in the Executive Committee becomes vacant, the Board of Directors shall appoint any qualified person as so recommended by the Nomination, Remuneration, Corporate Governance, and Sustainable Development Committee to assume such position, provided that the number of members of the Executive Committee shall in no circumstance fall below the required minimum number.

**6. Meetings**

- 6.1. The quorum of the meeting of the Executive Committee shall comprise members in attendance of no less than half of the total number of members of the Executive Committee. In the case where the Chairman of the Executive Committee is absent, one of the members of the Executive Committee shall instead act as the Chairman of that meeting.
- 6.2. Any resolution of the meeting of the Executive Committee shall be made by a majority vote from members with voting rights, provided that each member of the Executive Committee shall have one vote each, unless any such member has any vested interest in any matter to be so voted, such member will not be entitled to vote. If the vote in the meeting is tied, the Chairman of that meeting shall have a casting vote.
- 6.3. The meeting of the Executive Committee can be arranged or convened as appropriate, provided that such meeting shall generally be held at least once a month. The Chairman of the Executive Committee will be the person to convene a meeting or, if necessary, any member of the Executive Committee may request the Chairman of the Executive Committee to convene a meeting.
- 6.4. In convening any meeting of the Executive Committee, the Chairman of the Executive Committee or the Secretary to the Executive Committee (as delegated by the Chairman of the Executive Committee) shall send an invitation letter and necessary supporting documents to all members of the Executive Committee.

**7. Reporting**

The Executive Committee shall have a duty to report the results of each meeting or other necessary matters that the Board of Directors regularly. This Charter will be reviewed on a regular basis at least once a year.

-Signature -

Signed .....  
(Mr. Somprasong Boonyachai)  
Chairman of the Board of Directors