

Charter of the Performance Evaluation Committee

Bangkok Life Assurance Public Company Limited

1. Composition and Qualifications of Performance Evaluation Directors

- 1.1 The Performance Evaluation Committee is established by the Company's Board of Directors.
- 1.2 The Performance Evaluation Committee shall consist of at least 3 members.
- 1.3 The Performance Evaluation Committee possesses the knowledge, ability and experience as well as the understanding of qualifications, duties, responsibilities and is able to devote sufficient time to perform duties so that the operations of the Performance Evaluation Committee can be completed as planned based on its objectives.

2. Term of Office

- 2.1 The term of each committee member is the same as their term as a director on the Board. Members whose term of office expires may be re-elected.
- 2.2 Once the term is complete, or there is any incident which causes a member to not complete their term resulting in an inadequate number of directors to constitute quorum, the Company's Board of Directors may appoint a new member to constitute the quorum at least within 3 months starting from the date where the quorum became incomplete.

3. Authorities, Duties and Responsibilities

The Performance Evaluation Committee is to consider setting the guidelines, procedures and the method of evaluation regarding the performance of the President and Chief Executive Officer as well as to operate the performance evaluation within the timeframe of the company's usual performance evaluation.

4. Meetings of the Performance Evaluation Committee

- 4.1 The Performance Evaluation Committee shall convene at least twice a year and more meetings may be organized, as the Chairperson of the Performance Evaluation Committee sees fit.

4.2 At least half of the number of directors must be present to constitute a quorum. The Chairperson of the Performance Evaluation Committee shall sit as Chairperson of the meeting.

4.3 In case that the Chairperson of the Performance Evaluation Committee is not present in the meeting or is unable to perform their duty, the committee members shall choose one director to act as the Chairperson of the meeting.

4.4 Decisions in the meeting shall be made by a simple majority vote. Each director is entitled to one vote. In the event of a tie vote, the Chairperson of the meeting shall have a casting vote.

The Charter of the Performance Assessment and Evaluation Committee of directors was approved by the 8/2025 board of directors' meeting on December 12, 2025.

(signed)

(Dr. Siri Garnjarendee)

Chairman of the Board