

Remuneration of Directors

The following are the Company's policy and guidelines related to the remuneration of the Board of Directors and specific committees:

- 1) The remuneration of the Board of Directors, and specific committees, is subject to annual review and shall be presented to the meeting of shareholders annually for approval.
- 2) The Nominating and Remuneration Committee is responsible for reviewing the remuneration of the Board of Directors and specific committees, ensuring that the remuneration is appropriate and in line with the Company's remuneration policy.

In reviewing the remuneration, the committee will take into account the respective duties, and responsibilities to fulfill the role of a director, and member of specific committees. Consideration is also given to the company's business expansion, and profit growth.

The Board of Directors carefully considered all the recommendation of the Nominating and Remuneration Committee and resolved to propose to the Annual General Meeting of Shareholders to consider and approve the remuneration in the form of a monthly retainer fee, meeting allowances for directors and members of specific committees, and an annual performance bonus. The total remuneration amount is not to exceed Baht 15 million.

Director fee

Description	Monthly Remuneration (Baht)	
	Actual 2024	Proposed 2025
Director's Fees	37,500	37,500
Chairman's Fees	56,250	56,250
Chairman's Expenses	183,000	183,000
Other benefit	None	None

Meeting Allowances

Description	Remuneration (per meeting)	
	Actual 2024	Proposed 2025
Board of Directors (Non-Executive only)	30,000	30,000
Audit Committee's Chairman	45,000	45,000
Audit Committee's Members	37,500	37,500
Nominating and Remuneration Committee	30,000	30,000
Strategic Planning Committee	30,000	30,000

Performance Bonus

Description	Annual Remuneration (Baht)			
	Actual 2024		Proposed 2025	
Performance Bonus*	<u>ROE</u>	<u>Bonus% to consolidated</u>	<u>ROE</u>	<u>Bonus% to consolidated</u>
		<u>revenue</u>		<u>revenue</u>
	0-10%	0%	0-10%	0%
	10%-14.99%	0.02%	10%-14.99%	0.02%
	Over15%	0.03%	Over15%	0.03%

**A bonus for all Non-Executive Directors is proposed to be paid, subject to the company achieving greater than 10% ROE (Return on Equity).*