Directors' remuneration

Directors' remuneration is subject to approval by the Annual General Meeting of Shareholders upon the recommendation of the Nomination, Remuneration and Corporate Governance Committee. The remuneration is benchmarked against the median level of directors' remuneration among comparable companies with similar revenue, market capitalization, or those within the same industry. In determining the appropriate level of remuneration, the Company considers the roles and responsibilities, experience, and performance of each director. Directors who undertake additional responsibilities, such as serving on sub-committees, receive additional remuneration as appropriate.

The Director Remuneration Policy for 2025 resulted in total monetary remuneration, including bonuses, which was approved at the 2025 Annual General Meeting of Shareholders held on 8 April 2025. The remuneration policy comprises monthly retainer, annual retainer, meeting allowances, and directors' bonuses for the 2024 operating results.

Board of directors	Retainer Fee	Meeting Allowance
(1) Board of Directors		
- Chairperson	45,000/month	30,000/ Attendance
- Executive Director	25,000/month	20,000/ Attendance
- Non-Executive Director	30,000/month	20,000/ Attendance
- Independent Director	30,000/month	20,000/ Attendance
(2) Audit Committee		
- Chairperson of Audit Committee	30,000/month	25,000/ Attendance
- Member of the Audit Committee	20,000/month	20,000/ Attendance
(3) Risk Management Committee		
- Chairperson of the Risk Management Committee	180,000/year	20,000/ Attendance
- Executive Director	84,000/year	10,000/Attendance
- Independent Director	120,000/year	10,000/ Attendance
(4) Nomination Remuneration and Corporate Governance Committee ("NRCG")		
- Chairperson of NRCG	180,000/year	20,000/ Attendance
- Non-Executive Director	120,000/year	10,000/ Attendance
- Independent Director	120,000/year	10,000/ Attendance
(5) Other Benefits	None	

Board of directors	Retainer Fee	Meeting Allowance
(6) Directors' Bonus	The director bonuses paid for the entire board shall not exceed 0.5% of the dividend payment. The bonus for the Chairman of the Board is twice of the bonus paid to each director. The bonuses from the 2025 operating results for the entire board, including a bonus for the Chairman of the Board is THB 10,200,000, equivalent to 0.40% of the 2025 dividend payout. The bonus will be paid on April 30, 2026.	