

Remunerations for the Board and Board Committees for the year 2024

In agreeing with the Nomination and Compensation Committee's recommendation, the Board of Directors considered the directors' remuneration upon the Company's performances, responsibilities and performance of each director that is at the appropriate level comparable to the same market and industry. In light of this, the Board of Directors proposed to the Shareholders' Meeting to approve the payment of the Director's Remunerations for year 2024 consisting of monthly directors' fees and/or meeting fees (as applicable), including Directors' Bonuses, under the following principles:

Remunerations of directors consist of monthly director fees and/or meeting fees, and bonuses. Payments of remunerations of directors shall be made in accordance with the following principle from the day the resolution is passed by a vote of the Shareholders onwards and until the Shareholders' Meeting determines otherwise.

Directors' Remuneration: The Board members shall receive monthly director fees and/or meeting fees (as the case may be), at the aggregated amount of not more than the annual budget of THB 45 million (same as previous year). The Board of Directors shall allocate accordingly. Executive directors shall not receive directors remunerations. The Shareholders was requested to grant the authority to the Board of Directors to adjust the Directors' Remuneration if the Board of Directors deem necessary to further adjust the Board Committees in the future, provided that the total Directors' Remuneration shall not exceed the approved annual budget of THB 45 million.

Directors' Bonuses: The Board members shall receive the annual bonuses in the aggregated amount of not exceeding THB 15 million (same as previous year). The Board of Directors shall allocate accordingly.

Other Benefits for Directors: None

The remuneration of the Board of Directors in 2023 was approximately THB 37.4 million and the annual bonuses were approximately THB 4.95 million, the total of which was not exceeding the limit approved by the 30th Annual General Meeting of Shareholders held on 31 March 2023, amounting to THB 45 million per year and annual bonuses of THB 15 million per year, respectively.

Details of the proposed remunerations for the year 2024 by Position and Committee*

| Position | THB/person/month | THB/person/meeting |
|--|---|--------------------|
| Board of Directors | | (None) |
| - Chairman | 240,000 | |
| - Director | 120,000 | |
| Audit Committee | | (None) |
| - Chairman | 180,000 | |
| - Director | 120,000 | |
| Nomination and Compensation Committee | | (None) |
| - Chairman | 120,000 | |
| - Director | 75,000 | |
| Governance Committee | (None) | |
| - Chairman | | 120,000 |
| - Director | | 75,000 |
| Investment and Finance Committee | | (None) |
| - Chairman | 120,000 | |
| - Director | 75,000 | |
| Directors' Bonus | The Board members shall receive the annual bonuses in the aggregated amount of not exceeding THB 15 million. The Board of Directors shall allocate accordingly. | |

Remark * Executive Directors shall not receive directors remunerations.