

Remunerations for the Board and Board Committees for the year 2026

In compliance 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 2026 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 the previous year). The Board of Directors shall allocate accordingly. Executive directors shall not receive directors' remuneration. The Shareholders were requested to grant the authority to the Board of Directors to adjust the Board Committees and their remunerations 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 such bonuses among its members accordingly.

Other Benefits for Directors: None. In this regard, reimbursement of travel expenses incurred in the performance of duties is not considered directors' remuneration, as such reimbursement is of the same nature as employee welfare provided to general employees and constitutes an expense incurred, not income or compensation (same as the previous year).

The remuneration of the Board of Directors in 2025 was approximately THB 28,065,000 and the annual bonuses were approximately THB 4,646,500 the total of which was not exceeding the limit approved by the 32nd Annual General Meeting of Shareholders held on 30 April 2025, 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 2026 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
Technology and Digitalization 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.	

*Remarks

- Executive Directors shall not receive directors' remuneration.
- Directors' Remuneration per position shown in the above table is the same amount for the year 2025. The Board of Directors may adjust the Board Committees and their remunerations in the future. However, the total Directors' Remuneration for the year 2026 shall not exceed the approved limit which is THB 45 million per year.