

Supporting document for Agenda 7
Criteria for Consideration of Remuneration for Directors

1) Criteria for Consideration of Remuneration for Directors

Article 32 of the Company's Articles of Association prescribes that directors are entitled to receive remuneration for performing their duties from the Company in the form of Retainer Fee, Incentive Fee, Bonus, or benefit in any other forms, in accordance with the Articles of Association or as may be approved by the meeting of shareholders. The remuneration is suitable and in line with the scope of the duties and responsibilities of each director and can be compared to listed companies in the Stock Exchange of Thailand that are in similar industries.

The Company has considered granting proper remuneration for directors, with the criteria to consideration of remuneration for directors as follows:

1. The remuneration is suitable and in line with the scope of the duties and responsibilities of each director, for instance, being the Chairman of the Board of Directors, the Chairman of the subcommittees, and the members of the subcommittees, who will receive additional remuneration for such positions.
2. The remuneration is at the same rate as that comparable to listed companies in the Stock Exchange of Thailand that are in similar industries.
3. The components of the remuneration are clear, transparent and easy to understand.
4. The remuneration shall be considered and scrutinized by the Nomination and Remuneration Committee.

2) Remuneration for Directors for 2023

In the preceding year, the 2023 Annual Ordinary General Meeting of Shareholders resolved to approve the remuneration for directors, comprising bonus for directors for 2022 that paid in 2023 in an amount not exceeding 13.82 million Baht and remuneration for directors for 2023 in an amount not exceeding 7.89 million Baht.

3) Remuneration for Directors for 2024

The Nomination and Remuneration Committee's Meeting on 22 February 2024, considered and deemed appropriate to propose that the Board of Directors' Meeting consider proposing the matter to the 2024 Annual Ordinary General Meeting of Shareholders to consider determining the remuneration for directors as follows:

1. Bonus for directors for 2023 that will be paid in 2024: This is an annual reward for directors in an amount that is contingent on the Company's operational results and the Board of Directors' performance in the preceding year, as well as taking into account the current overall economic conditions. It was thus deemed appropriate to determine a bonus for directors for 2023 in an amount not exceeding 13.82 million Baht.
2. Remuneration for Directors for 2024 in the amount of not exceeding 7.89 million Baht.

The remuneration for both items is the same rate as previous year, details are in the following forms:

1. Annual Remuneration, paid to directors for the performance of duties as directors, whereby the remuneration for directors will be in accordance with the period of time served in such position, and fixed for each year and paid quarterly, as per the following details:

(Unit : Baht / Year / Person)

	Chairman	Vice Chairman	Member
Directors	800,000	700,000	250,000
Executive Directors	300,000	-	100,000
Audit Committee Member	200,000	-	100,000
Nomination and Remuneration Committee Member	100,000	-	50,000
Risk Management and Corporate Governance Committee Member	100,000	-	50,000

2. Meeting Allowance is a remuneration paid quarterly to directors based on their attendance in the meetings of the Board of Directors or subcommittees, as per the following details:

(Unit : Baht / year / person)

	Chairman	Member
Directors	34,000	17,000
Executive Directors	16,000	8,000
Audit Committee Member	10,000	5,000
Nomination and Remuneration Committee Member	10,000	5,000
Risk Management and Corporate Governance Committee Member	10,000	5,000

3. The Board of Directors' Meeting no.1/2024 on 22 February 2024, resolved to approve the matter as proposed by the Nomination and Remuneration Committee, and it was then deemed appropriate to propose that the Shareholders' Meeting approve the remuneration for directors, comprising the following:

1. Bonus for directors for 2023 that will be paid in 2024 in an amount not exceeding 13.82 million Baht.
2. Remuneration for directors for 2024 in the amount of not exceeding 7.89 million Baht.

The remuneration for both items is the same rate as the previous years