

Supporting document for Agenda 6: To consider and approve the Determination of Director's Remuneration**1) Criteria for Consideration of Remuneration for Directors**

Article 17 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 for 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) Directors' Remuneration for the Year 2025

In the preceding year, the 2025 Annual Ordinary General Meeting of Shareholders resolved to approve the remuneration for directors, comprising bonus for directors for 2024 that was paid in 2025 in an amount not exceeding 13.82 million Baht and remuneration for directors for 2025 in an amount not exceeding 7.89 million Baht.

3) Directors' Remuneration for the Year 2026

The Nomination and Remuneration Committee's Meeting on 24 February 2026, considered and deemed appropriate to propose that the Board of Directors' Meeting consider proposing the matter to the 2026 Annual Ordinary General Meeting of Shareholders to consider determining the remuneration for directors at the same rate as previous year as follows:

1. Bonus for directors for 2025 that will be paid in 2026: 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 2025 in an amount not exceeding 13.82 million Baht.
2. Remuneration for Directors for 2026 in the amount of not exceeding 7.89 million Baht.

The details of directors' remuneration consist of annual remuneration and meeting allowances, with the particulars as follows:

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 a position, and fixed for each year and paid quarterly, as per the following details:

Unit : Baht / Year / Person

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

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

- 3) The Board of Directors' Meeting no.1/2026 on 24 February 2026 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 approves remuneration for directors at the same rate as previous year, comprising the following:

1. Bonus for directors for 2025 that will be paid in 2026 in an amount not exceeding 13.82 million Baht.
2. Remuneration for directors for 2026 in the amount of not exceeding 7.89 million Baht.