

Determination of remuneration for directors for the year 2023

Board of Directors Consider comparing with the remuneration of directors of companies listed on the Stock Exchange of Thailand, which are companies with similar business size or in the same industry as the Company and proposed to the shareholders' meeting To consider and approve the directors' remuneration for the year 2023 in the amount of 2,000,000 baht (same as the previous year), with the conditions and criteria for payment to be at the discretion of the Board of Directors.

Compensation components

1. Monetary compensation
2. Compensation that is any other benefit? This does not include welfare given to general employees.

The criteria for determining monetary remuneration consist of:

1. Monetary compensation

- 1) Directors and independent directors will receive remuneration in the form of meeting allowances. As for executive directors, they will only receive remuneration in the form of salary, bonus and provident fund.
- 2) Remuneration for Directors and Subcommittees. Details are as follows:

2.1 Annual General Meeting of Shareholders / Extraordinary General Meeting of Shareholders will be paid each time they attend the meeting.

- Chairman 40,000 baht/meeting
- Director 25,000 baht/person/meeting

2.2 Directors' meeting allowances are paid each time they attend the meeting.

- Chairman 40,000 baht/meeting
- Director 25,000 baht/person/meeting

2.3 Sub-committee meeting allowance (Audit Committee, Risk Management Committee, Nomination and Remuneration Committee) will receive remuneration for each meeting.

- Chairman 30,000 baht/meeting
- Director 20,000 baht/person/meeting

2. Compensation that is any other benefit? This does not include welfare given to general employees.

- 2.1) No other dividends were paid to directors and sub-committees.

Comparison of remuneration for directors and sub-committees

Board	Year 2022 baht/meeting	Year 2023 (Proposed year) baht/meeting
• Annual General Meeting of Shareholders/Extraordinary General Meeting of Shareholders		
Chairman	40,000	40,000
Director	25,000	25,000
• Board of Directors		
Chairman	40,000	40,000
Director	25,000	25,000
• Audit Committee		
Chairman	30,000	30,000
Director	20,000	20,000
• Risk Management Committee		
Chairman	30,000	30,000
Director	20,000	20,000
• Nomination and Remuneration Committee		
Chairman	30,000	30,000
Director	20,000	20,000

In the past year 2022, the Company paid remuneration for directors and meeting allowances for the Board of Directors and sub-committees. In the amount of 1,215,000 baht, as approved by the 2022 Annual General Meeting of Shareholders.