

Details of 2025 actual remuneration of Board of Directors and Committees

Policy of directors' remuneration has been clearly and transparently set to be comparable to the general practice in same industry and be appealing enough to attract and retain qualified directors. The directors who also be appointed to be the member of any sub Committees will be paid appropriately more in accordance with the extra work. The Nominating & Compensation Committee will consider the remuneration and propose for consideration of the Board of Directors prior to further approval from the shareholders.

The Shareholders in the 2025 Annual General Meeting approved remuneration for directors of the Company and Committees' members in 2025 at the amount of not exceeding Bath 6,500,000. Details of actual directors' and committees' remuneration for 2025 are as follows:

Directors	Cash Remuneration (Baht)							Subsidiaries	Grand Total	
	Company						Performance Bonus			Total Cash Remuneration from the Company
	Meeting Allowance ⁽¹⁾					Total Meeting Allowance				
	Board of Directors	Audit Committee	Corporate Governance Committee	Nominating & Compensation Committee						
1. General Sumpun Boonyanun Chairman / Independent Director Chairman of the Nominating & Compensation Committee	150,000	60,000	-	60,000	270,000	120,000	390,000	-	390,000	
2. Mr. Vichai Pokasamrit Director / Independent Director Chairman of the Audit Committee / Chairman of the Corporate Governance Committee	75,000	120,000	40,000	45,000	280,000	100,000	380,000	-	380,000	
3. Miss Rapeepan Luangaramrut Director / Independent Director	75,000	60,000	30,000	45,000	210,000	100,000	310,000	-	310,000	
4. Mr. Sirichai Rasameechan Director / Independent Director	75,000	-	30,000	45,000	150,000	100,000	250,000	-	250,000	
5. Mr. Kajornvut Tayanukom Independent Director	75,000	-	30,000	-	105,000	100,000	205,000	-	205,000	
6. Mr. Charoenrath Vilailuck Director	75,000	-	-	-	75,000	100,000	175,000	-	175,000	
7. Mr. Watchai Vilailuck Director	75,000	-	-	-	75,000	100,000	175,000	-	175,000	
8. Mr. Thananan Vilailuck Director	75,000	-	-	-	75,000	100,000	175,000	-	175,000	
9. Mr. Jong Diloksombat Director	75,000	-	30,000	-	105,000	100,000	205,000	-	205,000	
Total	750,000	240,000	160,000	195,000	1,345,000	920,000	2,265,000	-	2,265,000	

Remark: ⁽¹⁾ Meeting allowance shall not be paid to the Executive Board, Risk Management Committee and Sustainable Committee because all members of such Committees are the executives who have remuneration as the executives already.

The actual payment for remuneration of Directors and Committees' members in 2025 was Baht 2,265,000 which is in the approved budget of Baht 6,500,000.

Type of Remuneration	Amount (Baht)
Meeting allowance	1,345,000
Performance Bonus	920,000
Total	2,265,000