

Supporting Document for Item 6: To consider and approve the determination of remuneration for directors

1. Criteria for Consideration of Remuneration for Directors

Article 33 of the Articles of Association stipulates that directors shall have the right to receive remuneration, meeting allowances, consideration and welfares from the Company in the form of honorarium, bonus or other benefits in other forms, in accordance with the Articles of Association or with the approval of the shareholders' meeting.

Article 45 of the Articles of Association stipulates that business to be transacted at the annual ordinary general meeting are at least as follows: (4) Consideration of the election of directors in place of those who are due to retire by rotation and fixing of directors' remuneration

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

- (1) Remuneration for directors shall be considered based on related rules, regulations and criteria, including results of the board self-assessment in the previous year. In this regard, remuneration rates will be reviewed yearly to ensure appropriateness under the Company's policy and operational results.
- (2) Remuneration for directors shall be considered according to performance, appropriateness for the scope of duties and responsibilities of each director in the previous year, including his/her experience, benefits expected from each director, remuneration level sufficient to attract and retain knowledgeable and qualified directors to perform duties for the Company, as well as the Directors Compensation Survey of listed companies, comparable to that of companies in the same industry and with similar scale.
- (3) Elements of remuneration are clear, transparent and easy to understand.
- (4) Remuneration for directors can be divided into three categories, namely:
 - Annual Reward: Annual reward (bonus) for directors in an amount that is contingent on the Company's operational results and the Board of Directors' performance in the previous year, with the payment scheduled to be made after approval by the resolution of the Shareholders' Meeting and based on the period of their directorship.
 - Remuneration for Directors: Annual remuneration for the performance of duties as directors and subcommittee members, comprising remuneration and office remuneration, as fixed for each year and paid quarterly, and based on the period of their directorship.
 - Other benefits: None

2. Remuneration for Directors for 2021

In the preceding year, the 2021 Annual Ordinary General Meeting of Shareholders approved bonus for 2020 in the amount not exceeding Baht 2,800,000.00 and the remuneration for directors for 2021 in the amount not exceeding Baht 5,000,000.00.

3. Remuneration for Directors with Retroactive Effect

The 2021 Annual Ordinary General Meeting of Shareholders resolved to consider approving the remuneration for directors for 2021 at the same rate of 2020 and determination of bonus for directors, based on the operational results and dividend rate received by shareholders. The comparison between annual remuneration and dividend rates is as follows:

Year	Dividend Rate (Baht per share)	Remuneration for Directors (Baht per year)	Bonus (Baht per year)	Total Remuneration (Baht per year)
2022	0.0800	5,000,000.00*	-	5,000,000.00
2021	0.0350	5,000,000.00	6,570,000.00*	11,570,000.00
2020	0.0300	5,000,000.00	2,800,000.00*	7,800,000.00

Remark: *Such rates will be proposed for consideration in the 2022 Annual Ordinary General Meeting of Shareholders.

4. Remuneration for Directors for 2022

The Board of Directors' Meeting No. 2/2022 held on February 21, 2022 considered and approved the matter and deemed it appropriate to propose the Shareholders' Meeting consider approving the remuneration for directors, per the details proposed by the Nomination and Remuneration Committee, as follows:

- 1) Bonus for 2021 for directors in the amount not exceeding Baht 6,570,000.00, with the payment scheduled to be paid after consideration and approval by the resolution of the Shareholders' Meeting. The bonus is allocated based on the period of their directorship, per the following details:

Position	Number	Amount (Baht)	
		Per person	Total
Chairman of the Board of Directors	1	1,170,000.00	1,170,000.00
Chairman of the Executive Committee	1	700,000.00	700,000.00
Chairman of the Audit Committee	1	470,000.00	470,000.00
Chairman of the Corporate Governance Risk Management and Sustainable Development Committee	1	470,000.00	470,000.00
Chairman of the Nomination and Remuneration Committee	1	470,000.00	470,000.00
Directors and Subcommittee Members	5	470,000.00	2,350,000.00
Directors	2	470,000.00	940,000.00
Total	12		6,570,000.00

- 2) Remuneration for 2022 for directors and subcommittee members in the amount not exceeding Baht 5,000,000.00, comprising remuneration for directors and office remuneration, with the payment scheduled to be quarterly paid. The remuneration is allocated based on the period of their directorship, per the following details:

Remuneration for Directors	Amount (Baht) per person per year
Director	300,000.00
Executive Committee Member	40,000.00
Audit Committee Member	40,000.00
Corporate Governance Risk Management and Sustainable Development Committee Member	40,000.00
Nomination and Remuneration Committee Member	40,000.00

Remuneration for Chairman	Amount (Baht) per person per year
Chairman of the Board of Directors	300,000.00
Chairman of the Executive Committee	100,000.00
Chairman of the Audit Committee	100,000.00
Chairman of the Corporate Governance Risk Management and Sustainable Development Committee	100,000.00
Chairman of the Nomination and Remuneration Committee	100,000.00

3) Other benefits: None