

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 welfare 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 directors' remuneration, as follows:

- (1) 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 a 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 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. Director remuneration consideration procedure

The Nomination and Remuneration Committee would consider and determine the remuneration as per the criteria and propose to the Board of Directors to consider and propose to the shareholder meeting for further approval.

3. Directors Remuneration for 2024

In the preceding year, the 2024 Annual General Meeting of Shareholders approved Annual Reward for 2023 in the amount not exceeding Baht 5,600,000 and the remuneration for directors for 2024 in the amount not exceeding Baht 5,000,000 with no other benefits.

4. Previous Remuneration for Directors

The Company considers the director's remuneration, based on the operational results and dividend rate received by shareholders. The comparison between annual remuneration, annual reward, and dividend rates are as follows:

Year	Dividend Rate (Baht per share)	Remuneration for Directors (Baht per year)	Annual Reward (Baht per year)	Other benefits	Total Remuneration (Baht per year)
2025	0.085	4,400,000*	-	-None-	4,400,000
2024	0.085	5,000,000	5,200,000*	-None-	10,200,000
2023	0.085	5,000,000	5,600,000	-None-	10,600,000

Remark: * Such rates will be proposed for consideration in the 2025 Annual General Meeting of Shareholders.

5. Remuneration for Directors for 2025

The Board of Directors Meeting No. 1/2025 held on February 20, 2025, considered the proposal of the Nomination and Remuneration Committee and deemed it appropriate to propose the Shareholders' Meeting to consider and approve the remuneration for directors, per the details proposed by the Nomination and Remuneration Committee, as follows:

- 1) 2024 Annual Reward for directors in the amount not exceeding Baht 5,200,000 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 (Person)	Amount (Baht)	
		Per person	Total
Chairman of the Board of Directors	1	1,000,000	1,000,000
Chairman of the Executive Committee	1	600,000	600,000
Chairman of the Audit Committee	1	400,000	400,000
Chairman of the Nomination and Remuneration Committee	1	400,000	400,000
Chairman of the Corporate Governance, Risk Management and Sustainable Development Committee	1	400,000	400,000
Directors and Subcommittee Members	4	400,000	1,600,000
Directors	2	400,000	800,000
Total	11		5,200,000

- 2) 2025 Remuneration for directors and subcommittee members in the amount not exceeding Baht 4,400,000 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:

Type of Remuneration	Amount (Baht) per person per year
<u>Remuneration for Directors</u>	
- Director	300,000
- Executive Committee Member	40,000
- Audit Committee Member	40,000
- Nomination and Remuneration Committee Member	40,000
- Corporate Governance, Risk Management and Sustainable Development Committee Member	40,000
<u>Office remuneration</u>	
- Chairman of the Board of Directors	300,000
- Chairman of the Executive Committee	100,000
- Chairman of the Audit Committee	100,000
- Chairman of the Nomination and Remuneration Committee	100,000
- Chairman of the Corporate Governance, Risk Management and Sustainable Development Committee	100,000

- 3) Other benefits: None