

<b>Supporting Document for Item 6:      To consider and approve the determination of remuneration for directors</b>
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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 2025

In the preceding year, the 2025 Annual General Meeting of Shareholders approved Annual Reward for 2024 in the amount not exceeding Baht 5,200,000 and the remuneration for directors for 2025 in the amount not exceeding Baht 4,400,000 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)
2026	0.088	5,720,000 *	-	-None-	5,720,000
2025	0.085	4,400,000	6,760,000*	-None-	11,160,000
2024	0.085	5,000,000	5,200,000	-None-	10,200,000

Remark: \* Such rates will be proposed for consideration in the 2026 Annual General Meeting of Shareholders.

### 5. Remuneration for Directors for 2026

The Board of Directors Meeting No. 1/2026 held on February 23, 2026, 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) 2025 Annual Reward for directors in the amount not exceeding Baht 6,760,000, increasing by Baht 1,560,000 or 30% from the previous year. The increase is due to the Company's significantly improved performance during the past year, driven by the continued revenue generation from the Xayaburi Hydroelectric Power Plant and the Nam Ngum 2 Hydroelectric Power Plant. The payment is scheduled to be paid after consideration and approval by the resolution of the Shareholders' Meeting. The Annual Reward is allocated based on the period of directorship, according to the following details:

Position	Number (Person)	2024 Annual Reward		2025 Annual Reward	
		Per person (Baht)	Total (Baht)	Per person (Baht)	Total (Baht)
Chairman of the Board of Directors	1	1,000,000	1,000,000	1,300,000	1,300,000
Chairman of the Executive Committee	1	600,000	600,000	780,000	780,000
Chairman of the Audit Committee	1	400,000	400,000	520,000	520,000
Chairman of the Nomination and Remuneration Committee	1	400,000	400,000	520,000	520,000
Chairman of the Corporate Governance, Risk Management and Sustainable Development Committee	1	400,000	400,000	520,000	520,000
Directors and Subcommittee Members	4	400,000	1,600,000	520,000	2,080,000
Directors	2	400,000	800,000	520,000	1,040,000
Total	11		5,200,000		6,760,000

- 1) Directors Remuneration 2026 for director and sub-committees which consists of directors' remuneration and position allowances, with the total combined amount not exceeding Baht 5,720,000, increasing by Baht 1,320,000 or 30% from the previous year. This is because, during the initial stage of the Company's business operations, the directors' remuneration structure was set at a relatively low level compared to companies in the same industry. In addition, the existing remuneration structure does not fully reflect the roles, duties, and responsibilities of the Board of Directors, which have increased in line with the growth in the Company's business scale and operational complexity. Therefore, it is proposed that the directors' remuneration be adjusted in order to ensure that the remuneration structure is appropriate, fair, and comparable with those of companies in the same industry. The proposed remuneration will be paid on a quarterly basis and allocated based on the period of directorship, according to the following details:

Type of Remuneration	Amount (Baht) per person per year	
	2025	2026
<u>Remuneration for Directors</u>		
- Director	300,000	390,000
- Executive Committee Member	40,000	52,000
- Audit Committee Member	40,000	52,000
- Nomination and Remuneration Committee Member	40,000	52,000
- Corporate Governance, Risk Management and Sustainable Development Committee Member	40,000	52,000
<u>Office remuneration</u>		
- Chairman of the Board of Directors	300,000	390,000
- Chairman of the Executive Committee	100,000	130,000
- Chairman of the Audit Committee	100,000	130,000
- Chairman of the Nomination and Remuneration Committee	100,000	130,000
- Chairman of the Corporate Governance, Risk Management and Sustainable Development Committee	100,000	130,000

- 3) Other benefits:

	2025	2026
Other compensation and benefits	-None-	-None-