

Remuneration Policy

Remuneration for the Board of Directors

The Board of Directors set up a fair and reasonable remuneration policy for the Company's Directors in accordance with good corporate governance principles. The Nomination and Remuneration Committee determines Directors' remunerations based on suitability as followings:

1. To consider the suitability of the Company's financial status and comparing with the other SET listed companies in the same industry and of similar sizes.
2. To take into an account of each director's responsibilities as assigned. Any Directors appointed to be on a Sub-Committee are entitled to receive an additional remuneration due to their added responsibilities.
3. To determine the position of the Chairman of the Board shall receive a higher remuneration than the Director.
4. The remuneration of the Board of Directors and Sub-Committees shall be approved by the shareholders' meeting.

The Annual General Meeting of Shareholders for the year 2023 held on 21 April 2023 resolved to approve the remuneration of the Board of Directors and the Sub-committees for the year 2023 as follows:

(1) Monetary Remuneration, In the amount not exceeding Baht 3.00 million.

Details of Remuneration	Rate of Remuneration
Remuneration for the Board of Directors	<u>Remuneration for Meeting Attendance</u> Chairman: Baht 20,000 / Meeting / Person Vice Chairman: Baht 17,500 / Meeting / Person Director: Baht 15,000 / Meeting / Person
Remuneration for the Sub-Committees	
Audit Committee	<u>Remuneration for Meeting Attendance</u> Chairman: Baht 15,000 / Meeting / Person Director: Baht 10,000 / Meeting / Person
Nomination and Remuneration Committee	<u>Remuneration for Meeting Attendance</u> Chairman: Baht 15,000 / Meeting / Person Director: Baht 10,000 / Meeting / Person
Risk Management Committee	<u>Remuneration for Meeting Attendance</u> Chairman: Baht 15,000 / Meeting / Person Director: Baht 10,000 / Meeting / Person

Executive Committee	<u>Monthly Remuneration</u> Chairman: Baht 35,000 / Meeting / Person Director: Baht 30,000 / Meeting / Person
Corporate Governance & Sustainable Development Committee	<u>Remuneration for Meeting Attendance</u> Chairman: Baht 17,500 / Meeting / Person Director: Baht 15,000 / Meeting / Person

Notes: The executive directors receive no remuneration for their services in a Board and sub committees.

Directors' remuneration should be paid on a per time basis. If there were more than one meeting in a month, such remuneration should be paid only once.

(2) Variable Remuneration

Offered to pay at 3 percent of total dividends paid from operating profits, excluding retained earnings as not exceeding of Baht 4.00 million. In addition, the Annual General Meeting of Shareholders for the year 2022 also approved to propose that the Nomination and Remuneration Committee is authorized to determine an allocation of variable remuneration to the directors.

(3) Other Remuneration

- None –

Remunerations for the Executives

The Company regularly reviews the performance of its executives by evaluating the implementation of long-term strategic objectives and the performance results of the Company. The Company also takes into account their duties, responsibilities and overall economic conditions to be criteria to determine the remuneration for their executives. The Board of Directors assigned the Nomination and Remuneration Committee to consider and determine the remuneration for the highest position of executives that is Chief Executive Officer and Senior Executive Vice President that is the next level down from Chief Executive Officer. The other executives will be considered by the Chief Executive Officer.