

## Directors' Remuneration for the Year 2026

### 1) Criteria for Determining Directors' Remuneration

According to Clause 22 of the Company's Articles of Association, the directors are entitled to receive remuneration from the Company in the form of reward, meeting allowance, gratuity, bonus, or other benefits as approved by the shareholders' meeting by a vote of not less than two-thirds (2/3) of the total number of votes of shareholders attending the meeting. The remuneration may be determined as a fixed amount or based on specific criteria and may be determined from time to time or remain effective until changed by a resolution of the shareholders' meeting. In addition, directors are entitled to receive per diem allowances and other welfare benefits in accordance with the Company's regulations.

The Company has a policy to determine directors' remuneration, whereby the Nomination and Remuneration Committee is responsible for considering and reviewing the remuneration by taking into account the scope of duties and responsibilities, directors' performance, the Company's performance, industry practices, the expected benefits to be derived from directors, and the annual performance evaluation results. The remuneration shall be set at an appropriate level to motivate directors to perform their duties in order to achieve the Company's short-term and long-term objectives. The Nomination and Remuneration Committee will propose the remuneration to the Board of Directors for consideration before proposing to the shareholders' meeting for approval.

### 2) Directors' Remuneration for the Year 2025

The Annual General Meeting of Shareholders for the year 2025 approved the directors' remuneration in monetary form within the total amount not exceeding Baht 4,000,000 (Four Million Baht), which is the same rate as the previous year.

### 3) Directors' Remuneration for the Year 2026

The Nomination and Remuneration Committee Meeting No. 1/2026 held on February 17, 2026 and the Board of Directors Meeting No. 1/2026 held on February 20, 2026 considered and deemed it appropriate to propose that the Annual General Meeting of Shareholders for the year 2026 approve the directors' remuneration for the year 2026 within the total amount not exceeding Baht 4,000,000 (Four Million Baht), which is the same rate as that approved in 2025, taking into consideration the scope of duties and responsibilities and in comparison with companies of similar size in the same industry, subject to approval of the Shareholders' Meeting, with details as follows:

Directors' Remuneration		Year 2025 Baht/person/Meeting	Year 2026 (Proposed Year) Baht/person/Meeting	Increase / Decrease
1.	Monetary Remuneration			
	1.1 Monthly Remuneration	- None -	- None -	- None -
	1.2 Meeting Allowance			
	<ul style="list-style-type: none"> <li>Board of Directors</li> </ul>			
	Chairman	50,000	50,000	Unchanged
	Director	30,000	30,000	Unchanged
	<ul style="list-style-type: none"> <li>Audit Committee</li> </ul>			
	Chairman	40,000	40,000	Unchanged
	Committee member	30,000	30,000	Unchanged
	<ul style="list-style-type: none"> <li>Sustainability and Risk Management Committee</li> </ul>			
	Chairman	20,000	20,000	Unchanged
	Committee member	10,000	10,000	Unchanged
	<ul style="list-style-type: none"> <li>Nomination and Remuneration Committee</li> </ul>			
	Chairman	20,000	20,000	Unchanged
	Committee member	10,000	10,000	Unchanged
	<ul style="list-style-type: none"> <li>Executive Committee</li> </ul>			
	Chairman	15,000	20,000	Increase <i>(to reflect the increased duties and responsibilities)</i>
	Committee member	10,000	10,000	Unchanged
	1.3 Annual Bonus	<p>The Company may consider paying directors' bonus from the remaining approved directors' remuneration budget. The Board of Directors will determine the criteria, conditions, details and payment rate as appropriate, taking into account the Company's performance.</p> <p>The bonus will be allocated based on the directors' performance and participation in meetings of the Board of Directors and relevant sub-committees. Directors who are executives of the Company or its subsidiaries will not receive directors' bonus.</p>		
2.	Non-Monetary Remuneration and Other Benefits	- None -	- None -	- None - (same as 2025).

**Remarks:**

1. *Meeting allowances will be paid to directors who do not receive a salary, including Audit Committee members, independent directors and members of sub-committees, on a per-meeting basis according to attendance.*
2. *Directors who are executives of the Company will not receive meeting allowances or directors' bonus from the Company.*
3. *In the case where directors or executives of the Company serve as directors in subsidiaries or associated companies, the Company does not provide meeting allowances or remuneration. Any remuneration received from such companies (if any) shall be in accordance with the policies of those companies.*