

Enclosure 5. Remuneration of the Board of Directors and Sub-Committees

Remuneration of the Board of Directors and Sub-Committees ข้อมูลเปรียบเทียบค่าตอบแทนกรรมการ

1. 2026 Meeting Allowance

| Director Name | Position | 2024 | 2025 | 2026 (Proposed Year) |
|---|---|---------------------------|---------------------------|---------------------------|
| | | Meeting Allowance (THB/Y) | Meeting Allowance (THB/Y) | Meeting Allowance (THB/Y) |
| Board of Director: | | | | |
| 1.Assoc. Prof. Chotchai Charoenggam | Chairman of the Board | 125,000.00 | 150,000.00 | 175,000.00 |
| 2. Mr. Paisan Mahapunnaporn | Vice Chairman of the Board / Independent Director | 100,000.00 | 120,000.00 | 140,000.00 |
| 3. Ms. Onchulee Lawsmithikul | Independent Director | 100,000.00 | 120,000.00 | 140,000.00 |
| 4. Mr. Dussadee Meechai | Director | - | - | - |
| 5. Dr. Rompo Suwannik | Director | - | - | - |
| 6. Mr. Kamtorn Kunanoparat | Director | - | - | - |
| Total | | 325,000.00 | 390,000.00 | 455,000.00 |
| Audit Committee: | | | | |
| 1.Assoc. Prof. Chotchai Charoenggam | Chairman of Audit Committee | 100,000.00 | 100,000.00 | 100,000.00 |
| 2.Mr. Paisan Mahapunnaporn | Audit Committee | 75,000.00 | 75,000.00 | 75,000.00 |
| 3. Miss Onchulee Lawsmithikul | Audit Committee | 75,000.00 | 75,000.00 | 75,000.00 |
| Total | | 250,000.00 | 250,000.00 | 250,000.00 |
| Nomination and Remuneration Committee: | | | | |
| 1. Assoc. Prof. Chotchai Charoenggam | Chairman of the Nomination and Remuneration Committee | - | - | 30,000.00 |
| 2. Mr. Paisan Mahapunnaporn | NRC Member | - | - | - |
| 3. Dr. Rompo Suwannik | NRC Member | - | - | - |
| Total | | - | - | 50,000.00 |
| Corporate Governance and Sustainability Committee: | | | | |
| 1. Miss Onchulee Lawsmithikul | Chairperson of the CG & ESG Committee | - | - | 30,000.00 |
| 2. Mr. Paisan Mahapunnaporn | CG & ESG Member | - | - | 20,000.00 |
| 3. Mr. Kamtorn Kunanoparat | CG & ESG Member | - | - | - |

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| Director Name | Position | 2024 | 2025 | 2026 (Proposed Year) |
|-----------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| | | Meeting Allowance (THB/Y) | Meeting Allowance (THB/Y) | Meeting Allowance (THB/Y) |
| | | | | |
| Total | | - | - | 50,000.00 |
| Risk Management Committee: | | | | |
| 1. Mr. Paisan Mahapunnaporn | Chairman of RMC | - | - | 60,000.00 |
| 2. Mr. Dussadee Meechai | Risk Management Committee | - | - | - |
| 3. Mr. Arpasinee Chanwangsa | Risk Management Committee | - | - | - |
| 4. Ms. Sudathip Limsakul | Risk Management Committee | - | - | - |
| 5. Ms. Parin Thipsombatwong | Risk Management Committee | - | - | - |
| Total | | - | - | 60,000.00 |
| Grand Total | | 575,000.00 | 640,000.00 | 865,000.00 |

Remarks:

2024: 5 Board of Directors Meetings and 5 Audit Committee Meetings

2025: 6 Board of Directors Meetings and 5 Audit Committee Meetings

***** Remuneration of the Board of Directors and Sub-Committees in 2026*****

1) Meeting Allowance:

Chairman of the Board: Baht 25,000.00 per meeting (Not exceeding Baht 175,000.00 per year/person)

Director (each): Baht 20,000.00 per meeting (Not exceeding Baht 140,000.00 per year/person)

Chairman of the Audit Committee: Baht 20,000.00 per meeting (Not exceeding Baht 100,000.00 per year/person)

Audit Committee Member (each): Baht 15,000.00 per meeting (Not exceeding Baht 100,000.00 per year/person)

Chairman of the NRC: Baht 15,000.00 per meeting (Not exceeding Baht 30,000.00 per year/person)

NRC Member (each): Baht 10,000.00 per meeting (Not exceeding Baht 20,000.00 per year/person)

Chairperson of the CG & ESG: Baht 15,000.00 per meeting (Not exceeding Baht 30,000.00 per year/person)

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CG & ESG Member (each): Baht 10,000.00 per meeting (Not exceeding Baht 20,000.00 per year/person)

Chairman of the RMC: Baht 15,000.00 per meeting (Not exceeding Baht 60,000.00 per year/person)

Risk Management Committee: Baht 10,000.00 per meeting Not exceeding Baht 0 per year/person)

Note: *Directors who hold an executive position or are employees of the Company are not entitled to receive the aforementioned meeting allowance.*

2) Directors' Bonus:

The bonus for the Board of Directors depends on the Company's operating results each year, totaling no more than Baht 1,500,000.00. The Chairman of the Board is authorized to allocate this amount to each director.

Notes:

For directors who do not serve a full term, the payment shall be made pro rata to their period of directorship in that year.

Directors who are employees of the Company are not entitled to receive a bonus in their capacity as a director.

3) Other Remuneration Components:

There are no other remuneration components proposed for approval, whether in monetary or non-monetary form.

นโยบายและหลักเกณฑ์

บริษัทกำหนดค่าตอบแทนกรรมการและกรรมการชุดย่อยโดยพิจารณาจากขอบเขตหน้าที่ ความรับผิดชอบ ภาระงาน จำนวน ภารกิจประชุม ผลการดำเนินงานของบริษัท รวมถึงเปรียบเทียบกับบริษัทในอุตสาหกรรมเดียวกันที่มีขนาดใกล้เคียงกัน โดยผ่านการพิจารณาจากคณะกรรมการตรวจสอบซึ่งได้รับมอบหมายจากคณะกรรมการบริษัทให้ทำหน้าที่พิจารณากลับกรองความเหมาะสมของ ค่าตอบแทนดังกล่าว ก่อนเสนอให้คณะกรรมการบริษัทและที่ประชุมผู้ถือหุ้นอนุมัติ

การกำหนดค่าตอบแทนดังกล่าวเป็นไปเพื่อให้สอดคล้องกับภาระหน้าที่และความรับผิดชอบของกรรมการ และจูงใจให้ กรรมการสามารถปฏิบัติหน้าที่ได้อย่างมีประสิทธิภาพ และเป็นประโยชน์สูงสุดต่อบริษัทและผู้ถือหุ้น