

**Agenda 7: To consider and approve the determination of remuneration for the Board of Directors and Sub-committees for the year 2024**

Refer to the opinion of the Nomination and Remuneration Committee and the Board of Directors, proposed the 2024 determination of remuneration as details below:

**1) For Consideration: Conference Remuneration Fee for the Fiscal Year 2024 (comparing with the year of 2023 and 2022)**

(Unit : Baht)

Position	Board of Directors			Audit Committee			Risk Management Committee			Nomination & Remuneration Committee			Good Corporate Governance and Sustainable Development Committee			Executives Committee		
	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022
<b>1. Chairman</b>	<b>25,000</b>	25,000	25,000	<b>25,000</b>	25,000	25,000	<b>20,000</b>	20,000	20,000	<b>20,000</b>	20,000	20,000	<b>20,000</b>	20,000	20,000	<b>7,500</b>	7,500	7,500
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>2. Director</b>	<b>20,000</b>	20,000	20,000	<b>18,000</b>	18,000	18,000	<b>15,000</b>	15,000	15,000	<b>15,000</b>	15,000	15,000	<b>15,000</b>	15,000	15,000	<b>5,000</b>	5,000	5,000
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>3. Secretary to Committee</b>	<b>8,000</b>	8,000	8,000	<b>8,000</b>	8,000	8,000	<b>8,000</b>	8,000	8,000	<b>8,000</b>	8,000	8,000	<b>8,000</b>	8,000	8,000	-	-	-
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Remark: Independent Director who has appointed as Chairman of the Board of Directors will earn right to receive the conference remuneration fee with the compensation rate of the highest current position of each committee.

**2) For Consideration: Yearly Remuneration Fee for the Fiscal Year 2024 (comparing with the year of 2023 and 2022)**

(Unit : Baht)

Position	Board of Directors			Audit Committee			Risk Management Committee			Nomination & Remuneration Committee			Good Corporate Governance and Sustainable Development Committee			Executive Committee		
	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022	Y 2024	Y 2023	Y 2022
<b>1. Chairman</b>	<b>750,000</b>	750,000	750,000	<b>300,000</b>	300,000	300,000	<b>100,000</b>	100,000	100,000	<b>100,000</b>	100,000	100,000	<b>100,000</b>	100,000	100,000	<b>500,000</b>	500,000	500,000
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>2. Director</b>	<b>300,000</b>	300,000	300,000	<b>200,000</b>	200,000	200,000	<b>100,000</b>	100,000	100,000	<b>100,000</b>	100,000	100,000	<b>100,000</b>	100,000	100,000	<b>200,000</b>	200,000	200,000
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>3. Secretary to Committee</b>	<b>50,000</b>	50,000	50,000	<b>50,000</b>	50,000	50,000	<b>25,000</b>	25,000	25,000	<b>25,000</b>	25,000	25,000	<b>25,000</b>	25,000	25,000	-	-	-
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>4. Company Secretary</b>	<b>100,000</b>	100,000	100,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (Baht)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increased compared to last year (%)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Remark: Independent Director who has appointed as Chairman of the Board of Directors will earn right to receive the yearly remuneration fee with the compensation rate of the highest current position of each committee.

Position	Maximum Payment			
	Y 2024	Y 2023	Y 2022	
<u>The maximum of the all compensation payment is set as follows:</u>				
1) Chairman of the Board of Directors	<b>3,500,000</b>	3,500,000	2,500,000	<ul style="list-style-type: none"> <li>- If any director holds more than one position, the payment will pay calculate the sum of all types of compensation including Conference Remuneration Fee and Yearly Remuneration Fee which must not exceed the ceiling rate or the maximum limit of each position that the director holds. However, if the director holds more than one position, the payment will be from the ceiling position of the highest position only.</li> <li>- The maximum of the all compensation payment for all directors is set in the total not exceeding 18,000,000.00 Baht.</li> </ul>
2) Chairman of the Executive Committee	<b>2,500,000</b>	2,500,000	1,800,000	
3) Chairman of All Committees (Except: Chairman of Board of Director and Chairman of Executive Committee)	<b>1,500,000</b>	1,500,000	1,000,000	
4) Chief Executive Officer	<b>1,000,000</b>	1,000,000	1,000,000	
5) Executive Director	<b>800,000</b>	800,000	800,000	
6) Director of Any Committee (Except: Executive Committee)	<b>400,000</b>	400,000	400,000	

**Compensation / other benefit-in-kind that are not monetary**

Year 2024 : No  
Year 2023 : No  
Year 2022 : No

**Meeting attendance and the remuneration payment for each member of the Board of Directors**

Meeting attendance of the Board of Directors and Sub-committees for the year 2022 and 2023

No.	Name	Board of Directors		Audit Committee		Risk Management Committee		Nomination and Remuneration Committee		Good Corporate Governance and Sustainable Development Committee		Executive Committee	
		Year 2022 (11 times)	Year 2023 (9 times)	Year 2022 (6 times)	Year 2023 (6 times)	Year 2022 (6 times)	Year 2023 (4 times)	Year 2022 (2 times)	Year 2023 (3 times)	Year 2022 (4times)	Year 2023 (5 times)	Year 2022 (29 times)	Year 2023 (17 times)
<b>Board of Directors and Sub-committees</b>													
1	Dr. Gunkul Dhumrongpiyawut	11/11	9/9										
2	Dr. Chongrak Rarueysong <sup>1)</sup>	11/11	9/9	5/5	6/6					4/4	5/5		
3	Assoc. Prof. Dr. Panarat Panmanee <sup>1)</sup>	11/11	9/9	5/5	6/6								
4	Gen. Tarnchaiyan Srisuwan <sup>1)</sup>	11/11	9/9										
5	Mr. Tarakorn Angpubate <sup>1)</sup>	11/11	9/9	5/5	6/6	6/6	4/4						
6	Dr. Somchint Pilouk <sup>1) 2)</sup>	-	3/3	-	2/2								
7	Ms. Sopacha Dhumrongpiyawut	11/11	9/9			6/6	4/4					29/29	17/17
8	Dr. Somboon Aueatchasai	11/11	9/9									29/29	17/17
9	Ms. Naruechon Dhumrongpiyawut	11/11	9/9									29/29	17/17
10	Mrs. Areewan Chaloezman	11/11	9/9									29/29	17/17
11	Mr. Chaloezman Sritharoen	11/11	9/9									29/29	17/17
12	Mr. Somchai Trairatanapirom <sup>1)</sup>					6/6	4/4			4/4	5/5		
13	Mr. Thitipong Techaratanayuenyong					6/6	4/4						
14	Pol.Maj.Gen. Visit Sukarasep <sup>1)</sup>							2/2	3/3				
15	Mr. Decha Chooligorn <sup>1)</sup>							2/2	3/3				
16	Mr. Hathai Uthai <sup>1)</sup>							2/2	3/3				
17	Mrs. Somluk Kanuenghet							2/2	3/3				
18	Mr. Pongtep Thithapand <sup>1)</sup>									4/4	5/5		
<b>Directors who resigned/completed their terms during the year 2023 who receive remuneration</b>													
	No												

Note <sup>1)</sup> Independent director

<sup>2)</sup>The resolution of the Board of Directors Meeting No. 6/2023 held on 3<sup>rd</sup> August 2023, approved the appointment of Dr. Somchint Pilouk to serve as member of the Board of Directors and member of the Audit Committee (Independent director) to replace the director who resigned and still has remaining term.

**Remuneration of the Board of Directors and Sub-committees**

In 2022 and 2023, the Company had the directors' remuneration, both monetary and non-monetary, as follows:

**1. Monetary Remuneration: The total remuneration for all sets of committees amounts to 9,896,500.00 baht in 2022 and 9,782,163.05 baht in 2023.**

No.	List	Remuneration for the year 2022 <sup>2) 3)</sup> (Meeting Allowance and Annual Remuneration)			Remuneration for the year 2023 <sup>2) 3)</sup> (Meeting Allowance and Annual Remuneration)		
		Board of Directors <sup>4)</sup>	Sub-committees	Total Remuneration	Board Of Directors <sup>4)</sup>	Sub-committees	Total Remuneration
<b>Board of Directors and Sub-committees members</b>							
1	Dr. Gunkul Dhumrongpiyawut	1,000,000.00	-	1,000,000.00	950,000.00	-	950,000.00
2	Dr. Chongrak Rarueysong <sup>1)</sup>	500,000.00	585,000.00	1,085,000.00	460,000.00	625,000.00	1,085,000.00
3	Assoc. Prof. Dr. Panarat Panmanee <sup>1)</sup>	500,000.00	290,000.00	790,000.00	460,000.00	308,000.00	768,000.00
4	Gen. Tarnchaiyan Srisuwan <sup>1)</sup>	500,000.00	-	500,000.00	460,000.00	-	460,000.00
5	Mr. Tarakorn Angpubate <sup>1)</sup>	500,000.00	510,000.00	1,010,000.00	460,000.00	488,000.00	948,000.00
6	Dr. Somchint Pilouk <sup>1)</sup>	-	-	-	183,097.83	118,065.22	301,163.05
7	Ms. Sopacha Dhumrongpiyawut	500,000.00	697,500.00	1,197,500.00	460,000.00	660,000.00	1,120,000.00
8	Dr. Somboon Aueatchasai	630,000.00	205,000.00	835,000.00	574,000.00	200,000.00	774,000.00
9	Ms. Naruechon Dhumrongpiyawut	500,000.00	205,000.00	705,000.00	460,000.00	200,000.00	660,000.00
10	Mrs. Areewan Chaloemdan	500,000.00	205,000.00	705,000.00	460,000.00	200,000.00	660,000.00
11	Mr. Chaloepon Sricharoen	500,000.00	205,000.00	705,000.00	460,000.00	200,000.00	660,000.00
12	Mr. Somchai Trairatanapirom <sup>1)</sup>	-	370,000.00	370,000.00	-	360,000.00	360,000.00
13	Mr. Thitipong Techaratanayuenyong	-	263,000.00	263,000.00	-	217,000.00	217,000.00
14	Pol.Maj.Gen. Visit Sukarasep <sup>1)</sup>	-	140,000.00	140,000.00	-	160,000.00	160,000.00
15	Mr. Decha Chooligorn <sup>1)</sup>	-	130,000.00	130,000.00	-	145,000.00	145,000.00
16	Mr. Hathai Uthai <sup>1)</sup>	-	130,000.00	130,000.00	-	145,000.00	145,000.00
17	Mrs. Somluk Kanuenghet	-	171,000.00	171,000.00	-	194,000.00	194,000.00
18	Mr. Pongtep Thithapand <sup>1)</sup>	-	160,000.00	160,000.00	-	175,000.00	175,000.00
<b>Directors who resigned/completed their terms during the year 2023 and received remuneration : No</b>							
<b>Total</b>		<b>5,630,000.00</b>	<b>4,266,500.00</b>	<b>9,896,500.00</b>	<b>5,387,097.83</b>	<b>4,395,065.22</b>	<b>9,782,163.05</b>

Note: <sup>1)</sup> An independent director

<sup>2)</sup> The company pays annual remuneration on a quarterly basis. The annual remuneration for each quarter (Q1 - Q4) is disbursed within the respective year. Therefore, the annual remuneration specified in the "Remuneration" table reflects the annual remuneration recorded according to the accounting periods of each year.

<sup>3)</sup> The Executive committee, consisting of 5 members, declined meeting fees for all 17 meetings in both the fiscal years 2022 and 2023.

<sup>4)</sup> In fiscal year 2022, the entire board of directors, totaling 11 members, declined meeting fees for the 3/2022 Board of Directors meeting, amounting to 233,000 Baht, and in fiscal year 2023, the entire board of directors, totaling 10 members, declined meeting fees for the Board of Directors meeting No.4/2023, totaling 213,000 Baht.

In this regard, independent directors of the Company do not serve as independent directors of subsidiary companies or subsidiaries of the same level.

**2. Compensation / other benefit-in-kind that are not monetary :** Year 2022: No Year 2023: No

**The Board of Directors and Sub-committees' position**

No.	Name	Position Starting Date	Total number of years in current position (31 <sup>st</sup> December 2023)						Date of resignation / due date	Number of months in position	
			Director	Audit Committee	Risk Management Committee	Nomination and Remuneration Committee	Good Corporate Governance and Sustainable Development Committee	Executive Committee		Year 2022 (month)	Year 2023 (month)
			<b>Board of Directors and Sub-committees</b>								
1	Dr. Gunkul Dhumrongpiyawut	10 AUG 2009	14 Y 5 M							12	12
2	Dr. Chongrak Rarueysong <sup>1)</sup>	3 JUL 2015 / 3 JUL 2015 / 3 JUL 2015	8 Y 6 M	8 Y 6 M			8 Y 6 M			12	12
3	Assoc. Prof. Dr. Panarat Panmanee <sup>1)</sup>	20 APR 2018 / 14 MAY 2018	5 Y 8 M	5 Y 8 M						12	12
4	Gen. Tarnchaiyan Srisuwan <sup>1)</sup>	18 APR 2019	4 Y 8 M							12	12
5	Mr. Tarakorn Angpubate <sup>1)</sup>	20 APR 2018 / 14 DEC 2021 / 20 FEB 2019	5 Y 8 M	3 Y 1 M	4 Y 10 M					12	12
6	Dr. Somchint Pilouk <sup>1)</sup>	3 AUG 2023 / 3 AUG 2023	5 M	5 M						-	5
7	Ms. Sopacha Dhumrongpiyawut	10 AUG 2009 / 10 AUG 2009 / 10 AUG 2009	14 Y 5 M		14 Y 5M			14 Y 5M		12	12
8	Dr. Somboon Aueatchasai	9 JUN 2010 / 10 AUG 2009	13 Y 7 M					14 Y 5M		12	12
9	Ms. Naruechon Dhumrongpiyawut	10 AUG 2009 / 10 AUG 2009	14 Y 5 M					14 Y 5M		12	12
10	Mrs. Areewan Chaloeindan	10 AUG 2009 / 10 AUG 2009	14 Y 5 M					14 Y 5M		12	12
11	Mr. Chaloeimon Sricharoen	10 AUG 2009 / 10 AUG 2009	14 Y 5 M					14 Y 5M		12	12
12	Mr. Somchai Trairatanapirom <sup>1)</sup>	22 JUN 2015 / 25 FEB 2013			8 Y 6 M			10 Y 10 M		12	12

No.	Name	Position Starting Date	Total number of years in current position (31 <sup>st</sup> December 2023)						Date of resignation / due date	Number of months in position	
			Director	Audit Committee	Risk Management Committee	Nomination and Remuneration Committee	Good Corporate Governance and Sustainable Development Committee	Executive Committee		Year 2022 (month)	Year 2023 (month)
			13	Mr. Thitipong Techaratanayuenyong	12 NOV 2014			9 Y 2 M			
14	Pol.Maj.Gen. Visit Sukarasep <sup>1)</sup>	20 FEB 2019				4 Y 10 M				12	12
15	Mr. Decha Chooligorn <sup>1)</sup>	9 NOV 2012				11 Y 2 M				12	12
16	Mr. Hathai Uthai <sup>1)</sup>	12 NOV 2015				8 Y 2 M				12	12
17	Mrs. Somluk Kanuenghet	10 AUG 2009				14 Y 5 M				12	12
18	Mr. Pongtep Thithapand <sup>1)</sup>	25 FEB 2013					10 Y 10 M			12	12
<b><u>Directors who resigned/completed their terms during the year 2023 who received remuneration</u></b>											
No											

Note: <sup>1)</sup> Independent director

### Changes of Director in 2023

In 2023, the Company's Annual General Meeting of Shareholders held on 21<sup>st</sup> April 2023, approved the election of directors who have completed their terms to serve another term as the Company's directors, totaling 4 persons as follows:

1. Dr. Chongrak Rarueysong Director (Independent director)
2. Assoc. Prof. Dr. Panarat Panmanee Director (Independent director)
3. Ms. Sopacha Dhumrongpiyawut Director (Executive director)
4. Mr. Chaloepon Srirachoen Director (Executive director)