

Agenda 7 To consider and approve the determination of remuneration for the Board of Directors and subcommittees for the year 2022

Refer to the opinion of the Nomination and Remuneration Committee and the Board of Directors, proposed the 2022 determination of remuneration as details below:

1) Conference Remuneration Fee 2022 for Consideration (comparing with the year of 2021 and 2020)

(Unit : Baht)

| Position | Board of Directors | | | Audit Committee | | | Risk Management Committee | | | Nomination & Remuneration Committee | | | Good Corporate Governance Committee | | | Executives Committee | | |
|--|--------------------|--------|--------|-----------------|--------|--------|---------------------------|--------|--------|-------------------------------------|--------|--------|-------------------------------------|--------|--------|----------------------|--------|--------|
| | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 |
| 1. Chairman | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 20,000 | 7,500 | 7,500 | 7,500 |
| Increased compared to last year (Baht) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increased compared to last year (%) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2. Director | 20,000 | 20,000 | 18,000 | 18,000 | 18,000 | 18,000 | 15,000 | 15,000 | 12,000 | 15,000 | 15,000 | 12,000 | 15,000 | 15,000 | 12,000 | 5,000 | 5,000 | 5,000 |
| Increased compared to last year (Baht) | - | 2,000 | - | - | - | - | - | 3,000 | - | - | 3,000 | - | - | 3,000 | - | - | - | - |
| Increased compared to last year (%) | - | 11.11% | - | - | - | - | - | 25% | - | - | 25% | - | - | 25% | - | - | - | - |
| 3. Secretary to Committee | 8,000 | 8,000 | 6,000 | 8,000 | 8,000 | 6,000 | 8,000 | 8,000 | 6,000 | 8,000 | 8,000 | 6,000 | 8,000 | 8,000 | 6,000 | - | - | - |
| Increased compared to last year (Baht) | - | 2,000 | - | - | 2,000 | - | - | 2,000 | - | - | 2,000 | - | - | 2,000 | - | - | - | - |
| Increased compared to last year (%) | - | 33.33% | - | - | 33.33% | - | - | 33.33% | - | - | 33.33% | - | - | 33.33% | - | - | - | - |

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) Yearly Remuneration Fee 2022 for Consideration (comparing with the year of 2021 and 2020)

(Unit : Baht)

| Position | Board of Directors | | | Audit Committee | | | Risk Management Committee | | | Nomination & Remuneration Committee | | | Good Corporate Governance Committee | | | Executive Committee | | |
|--|--------------------|---------|---------|-----------------|---------|---------|---------------------------|---------|---------|-------------------------------------|---------|---------|-------------------------------------|---------|---------|---------------------|---------|---------|
| | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 | Y 2022 | Y 2021 | Y 2020 |
| 1. Chairman | 750,000 | 750,000 | 750,000 | 300,000 | 300,000 | 300,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 500,000 | 500,000 | 500,000 |
| Increased compared to last year (Baht) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increased compared to last year (%) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2. Director | 300,000 | 300,000 | 300,000 | 200,000 | 200,000 | 200,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 100,000 | 200,000 | 200,000 | 200,000 |
| Increased compared to last year (Baht) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increased compared to last year (%) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3. Secretary to Committee | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 | 50,000 | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | 25,000 | - | - | - |
| Increased compared to last year (Baht) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increased compared to last year (%) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4. Company Secretary | 100,000 | 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 2022 | Y 2021 | Y 2020 | |
| <u>The maximum of the all compensation payment is set as follows:</u> | | | | |
| 1) Chairman of the Board of Directors | 3,500,000 | 3,500,000 | 2,500,000 | - 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. - The maximum of the all compensation payment for all directors is set in the total not exceeding 18,000,000.00 Baht. |
| 2) Chairman of the Executive Committee | 2,500,000 | 2,500,000 | 1,800,000 | |
| 3) Chairman of All Committees (Except: Chairman of Board of Director and Chairman of Executive Committee) | 1,500,000 | 1,500,000 | 1,000,000 | |
| 4) Chief Executive Officer | 1,000,000 | 1,000,000 | 1,000,000 | |
| 5) Executive Director | 800,000 | 800,000 | 800,000 | |
| 6) Director of Any Committee (Except: Executive Committee) | 400,000 | 400,000 | 400,000 | |

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

Meeting attendance of the Board of Directors for the year 2020 and the year 2021

| No. | Name | | Board of Directors | | Audit Committee | | Risk Management Committee | | Nomination and Remuneration Committee | | Good Corporate Governance Committee | | Executive Committee | |
|---|--------------------------|-------------------------------|------------------------|-------------------------|------------------------|------------------------|---------------------------|------------------------|---------------------------------------|------------------------|-------------------------------------|------------------------|-------------------------|-------------------------|
| | | | Year 2020 (9 times) | Year 2021 (10 times) | Year 2020 (5 times) | Year 2021 (5 times) | Year 2020 (6 times) | Year 2021 (4 times) | Year 2020 (2 times) | Year 2021 (2 times) | Year 2020 (6 times) | Year 2021 (4 times) | Year 2020 (29 times) | Year 2021 (32 times) |
| Company Directors and Subcommittees | | | | | | | | | | | | | | |
| 1 | Dr. Gunkul | Dhumrongpiyawut | 9/9 | 10/10 | | | | | | | | | | |
| 2 | Dr. Chongrak | Rarueysong ¹⁾ | 9/9 | 10/10 | 5/5 | 5/5 | | | | | 6/6 | 4/4 | | |
| 3 | Assoc. Prof. Dr. Panarat | Panmanee ¹⁾ | 9/9 | 10/10 | 5/5 | 5/5 | | | | | | | | |
| 4 | Gen. Tarnchaiyan | Srisuwan ¹⁾ | 9/9 | 10/10 | | | | | | | | | | |
| 5 | Mr. Tarakorn | Angpubate ¹⁾ | 9/9 | 10/10 | - | 5/5 | 6/6 | 4/4 | 2/2 | - | | | | |
| 6 | Mr. Kris | Chantanotoke ¹⁾ | 9/9 | 10/10 | | | | | | | | | | |
| 7 | Miss Sopacha | Dhumrongpiyawut | 9/9 | 10/10 | | | 6/6 | 4/4 | | | | | 29/29 | 32/32 |
| 8 | Dr. Somboon | Aueatchasai | 9/9 | 10/10 | | | | | | | | | 29/29 | 32/32 |
| 9 | Miss Naruechon | Dhumrongpiyawut | 8/9 | 10/10 | | | | | | | | | 29/29 | 32/32 |
| 10 | Mrs. Areewan | Chaloemdan | 9/9 | 10/10 | | | | | | | | | 29/29 | 32/32 |
| 11 | Mr. Chaloepon | Sricharoen | 9/9 | 10/10 | | | | | | | | | 29/29 | 32/32 |
| 12 | Mr. Somchai | Trairatanapirom ¹⁾ | | | | | 6/6 | 4/4 | | | 6/6 | 4/4 | | |
| 13 | Mr. Thitipong | Techaratanayuenyong | | | | | 6/6 | 4/4 | | | | | | |
| 14 | Pol.Maj.Gen. Visit | Sukarasep ¹⁾ | | | | | | | - | 2/2 | | | | |
| 15 | Mr. Decha | Chooligorn ¹⁾ | | | | | | | 2/2 | 2/2 | | | | |
| 16 | Mr. Hathai | Uthai ¹⁾ | | | | | | | 2/2 | 2/2 | | | | |
| 17 | Mrs. Somluk | Kanuenghet | | | | | | | 2/2 | 2/2 | | | | |
| 18 | Mr. Pongtep | Thithapand ¹⁾ | | | | | | | | | 6/6 | 4/4 | | |
| Directors who resigned/completed their terms during the year 2020 who receive remuneration | | | | | | | | | | | | | | |
| 1 | Dr. Djitt | Laowattana ¹⁾ | 8/8 | - | 5/5 | - | | | | | | | | |

Note ¹⁾ independent director

Remuneration for the year 2020 and 2021

In 2020 and 2021, the Company pays the directors' remuneration in both monetary and non-monetary terms, with the following details:

1. Monetary Remuneration: The total amount of directors' remuneration is Baht 10,153,800.00 in 2020 and Baht 9,990,000 in 2021.

| No. | List | Remuneration for the year 2020 ^{2) 3)} (Meeting Allowance and Annual Remuneration) | | | Remuneration for the year 2021 ^{2) 3)} (Meeting Allowance and Annual Remuneration) | | |
|--|--|--|----------------|--------------------|--|----------------|--------------------|
| | | Board of Directors | Sub-Committees | Total Remuneration | Board Of Directors | Sub-Committees | Total Remuneration |
| Company's Directors and Subcommittees | | | | | | | |
| 1 | Dr. Gunkul Dhumrongpiyawut | 950,000.00 | - | 950,000.00 | 975,000.00 | - | 975,000.00 |
| 2 | Dr. Chongrak Rarueysong ¹⁾ | 444,000.00 | 495,000.00 | 939,000.00 | 480,000.00 | 585,000.00 | 1,065,000.00 |
| 3 | Assoc. Prof. Dr. Panmanee ¹⁾ Panarat | 444,000.00 | 290,000.00 | 734,000.00 | 480,000.00 | 290,000.00 | 770,000.00 |
| 4 | Gen. Tarnchaiyan Srisuwan ¹⁾ | 444,000.00 | - | 444,000.00 | 480,000.00 | - | 480,000.00 |
| 5 | Mr. Tarakorn Angpubate ¹⁾ | 444,000.00 | 229,800.00 | 673,800.00 | 480,000.00 | 470,000.00 | 950,000.00 |
| 6 | Mr. Kris Chantanotoke ¹⁾ | 444,000.00 | - | 444,000.00 | 480,000.00 | - | 480,000.00 |
| 7 | Miss Sopacha Dhumrongpiyawut | 444,000.00 | 672,000.00 | 1,116,000.00 | 480,000.00 | 660,000.00 | 1,140,000.00 |
| 8 | Dr. Somboon Aueatchasai | 542,000.00 | 200,000.00 | 742,000.00 | 602,000.00 | 200,000.00 | 802,000.00 |
| 9 | Miss Naruechon Dhumrongpiyawut | 426,000.00 | 200,000.00 | 626,000.00 | 480,000.00 | 200,000.00 | 680,000.00 |
| 10 | Mrs. Areewan Chaloeandan | 444,000.00 | 200,000.00 | 644,000.00 | 480,000.00 | 200,000.00 | 680,000.00 |
| 11 | Mr. Chaloepon Sricharoen | 444,000.00 | 200,000.00 | 644,000.00 | 480,000.00 | 200,000.00 | 680,000.00 |
| 12 | Mr. Somchai Trairatanapirom ¹⁾ | - | 332,000.00 | 332,000.00 | - | 340,000.00 | 340,000.00 |
| 13 | Mr. Thitipong Techaratanayuenyong | - | 233,000.00 | 233,000.00 | - | 217,000.00 | 217,000.00 |
| 14 | Pol.Maj.Gen. Visit Sukarasep ¹⁾ | - | 140,000.00 | 140,000.00 | - | 140,000.00 | 140,000.00 |
| 15 | Mr. Decha Chooligorn ¹⁾ | - | 124,000.00 | 124,000.00 | - | 130,000.00 | 130,000.00 |
| 16 | Mr. Hathai Uthai ¹⁾ | - | 124,000.00 | 124,000.00 | - | 130,000.00 | 130,000.00 |
| 17 | Mrs. Somluk Kanuenghet | - | 161,000.00 | 161,000.00 | - | 171,000.00 | 171,000.00 |
| 18 | Mr. Pongtep Thithapand ¹⁾ | - | 160,000.00 | 160,000.00 | - | 160,000.00 | 160,000.00 |
| Directors who resigned/completed their terms during the year 2020 and received remuneration | | | | | | | |
| 1 | Dr. Djitt Laowattana ¹⁾ | 462,000.00 | 461,000.00 | 923,000.00 | - | - | - |
| | | 5,932,000.00 | 4,221,800.00 | 10,153,800.00 | 5,897,000.00 | 4,093,000.00 | 9,990,000.00 |

Note:

¹⁾ An independent director

²⁾ The Company pays annual remuneration quarterly. The annual remuneration for 1st – 3rd quarter was paid within the year, and for 4th quarter was paid at the beginning of the following year. The annual remuneration stated in the "remuneration" table is the remuneration recorded in accordance with the accounting period of that year.

³⁾ Meeting allowance and annual remuneration received by the Executive Directors Committees from attending the meetings and holding the position during 2020-2021. 5 members of Executive Director did not wish to receive meeting allowance.

⁴⁾ 11 directors did not wish to receive meeting allowance for the Board of Directors Meeting No. 3/2021 in the amount totaling of Baht 233,000.

The Company does not have any independent director of the Company as an independent director of its subsidiaries or the same-level subsidiary.

2. Non-monetary Compensation

Year 2020: No

Year 2021: No

Board of Directors' position holding during 2021

| No. | Name | Position Starting Date | Total years in office at present (December 31, 2021) | | | | | | Date of resignation / due date | number of months in office | |
|-----|---|---|--|---------------------|---------------------------|---------------------------------------|-------------------------------------|---------------------|--------------------------------|----------------------------|-------------------|
| | | | Director | Audit Committee | Risk Management Committee | Nomination and Remuneration Committee | Good Corporate Governance Committee | Executive Committee | | Year 2020 (month) | Year 2021 (month) |
| | | | Company Directors and Subcommittees | | | | | | | | |
| 1 | Dr. Gunkul Dhumrongpiyawut | 10 August 2009 ²⁾ | 12 years 5 months | | | | | | | 12 | 12 |
| 2 | Dr. Chongrak Rarueysong ¹⁾ | 3 July 2015 / 3 July 2015 / 3 July 2558 ³⁾ | 6 years 6 months | 6 years 6 months | | | | 6 years 6 months | | 12 | 12 |
| 3 | Assoc. Prof. Dr. Panarat Panmanee ¹⁾ | 20 April 2018 / 14 May 2018 ⁶⁾ | 3 years 8 months | 3 years 8 months | | | | | | 12 | 12 |
| 4 | Gen. Tarnchaiyan Srisuwan ¹⁾ | 18 April 2019 | 2 years 8 months | | | | | | | 12 | 12 |
| 5 | Mr. Tarakorn Angpubate ¹⁾ | 20 April 2018 / 14 December 2020 / 20 February 2019 ⁵⁾ | 3 years 8 months | 1 year 1 month | 2 years 10 months | | | | | 12 | 12 |
| 6 | Mr. Kris Chantanotoke ¹⁾ | 6 November 2019 | 2 years 2 months | | | | | | | 12 | 12 |
| 7 | Miss Sopacha Dhumrongpiyawut | 10 August 2009 / 10 August 2009 / 10 August 2009 ²⁾ | 12 years 5 months | | 12 years 5 months | | | | 12 years 5 months | 12 | 12 |
| 8 | Dr. Somboon Aueatchasai | 9 June 2010 ³⁾ / 10 August 2009 ⁷⁾ | 11 years 7 months | | | | | | 12 years 5 months | 12 | 12 |
| 9 | Miss Naruechon Dhumrongpiyawut | 10 August 2009 / 10 August 2009 ²⁾ | 12 years 5 months | | | | | | 12 years 5 months | 12 | 12 |
| 10 | Mrs. Areewan Chaloeждан | August 10, 2009 / August 10, 2009 ²⁾ | 12 years 5 months | | | | | | 12 years 5 months | 12 | 12 |

| No. | Name | Position Starting Date | Total years in office at present (December 31, 2021) | | | | | | Date of resignation / due date | number of months in office | |
|--|--|--|--|--------------------------|---|---------------------------------------|-------------------------------------|----------------------|--------------------------------|----------------------------|-------------------|
| | | | Director | Audit Committee | Risk Management Committee | Nomination and Remuneration Committee | Good Corporate Governance Committee | Executive Committee | | Year 2020 (month) | Year 2021 (month) |
| | | | 11 | Mr. Chaloepon Sricharoen | August 10, 2009/ August 10, 2009 ²⁾ | 12 years 5 months | | | | | |
| 12 | Mr. Somchai Trairatanapirom ¹⁾ | June 22, 2015 / February 25, 2013 ⁴⁾ | | | 6 years 6 months | | | 8 years 10 months | 12 | 12 | |
| 13 | Mr. Thitipong Techaratanayuenyong | November 12, 2014 | | | 7 years 2 months | | | | 12 | 12 | |
| 14 | Pol.Maj.Gen. Visit Sukarasep ¹⁾ | February 20, 2019 | | | | 2 years 10 months | | | 12 | 12 | |
| 15 | Mr. Decha Chooligorn ¹⁾ | November 9, 2012 | | | | 9 years 2 months | | | 12 | 12 | |
| 16 | Mr. Hathai Uthai ¹⁾ | November 12, 2015 | | | | 6 years 2 months | | | 12 | 12 | |
| 17 | Mrs. Somluk Kanuenghet | August 10, 2009 | | | | 12 years 5 months | | | 12 | 12 | |
| 18 | Mr. Pongtep Thithapand ¹⁾ | February 25, 2013 | | | | | 8 years 10 months | | 12 | 12 | |
| Directors who resigned/completed their terms during the year 2020 who received remuneration | | | | | | | | | | | |
| 1 | Dr. Djitt Laowattana ¹⁾ | August 18, 2014 ³⁾ | - | - | | | | | December 13, 2020 | 11.5 | - |

Note

¹⁾ An independent director

²⁾ August 10, 2009 was the date on which GUNKUL transformed into a public company. On such date, the Company has registered with the Department of Business Development for the first Board of Directors to take the position as the director of the public company.

³⁾ The date of registration as a director of the Company as registered with Department of Business Development.

⁴⁾ The date of holding the position as Good Corporate Governance Committee (currently holding the position of the Chairman of the Good Corporate Governance Committee) and member of the Risk Management Committee, respectively.

⁵⁾ The date of holding the position as director, member of the Audit Committee and Chairman of the Risk Management Committee, respectively.

⁶⁾ The date of holding the position as the Company's director and member of the Audit Committee, respectively

⁷⁾ The date of holding the position as the Company's director and Executive Committee, respectively