

Supporting Information for Agenda 6: To consider the determination of remuneration for directors

1. Criteria for Consideration of Remuneration for Directors

Article 15 of the Company's Articles of Association prescribes that directors are entitled to receive remuneration from the Company in the form of honorarium, meeting allowance, consideration, bonus or benefit in any other forms, in accordance with the Articles of Association or as may be approved by the meeting of shareholders, which may be a fixed amount or in accordance with the rules, and may be periodically fixed or permanently fixed until changed. Directors may receive allowance, welfare and per diem according to the Company's regulations.

The Company has considered granting proper remuneration for directors, with the criteria for consideration of remuneration for directors, as follows:

- 1) The remuneration is suitable and in line with the scope of the duties and responsibilities of each director, for instance, being the Chairman of the Board of Directors, chairmen of the subcommittees and members of the Executive Board, Audit Committee and Nomination and Remuneration Committee, and Corporate Governance and Risk Management Committee, who will receive additional remuneration for such position.
- 2) The remuneration is at the same rate as that of the industry of same nature and sufficient to attract and maintain knowledgeable and capable directors, with efficient performance of duties for the Company.
- 3) The components of the remuneration are clear, transparent and easy to understand.
- 4) The remuneration shall be considered and scrutinized by the Nomination and Remuneration Committee.

2. Remuneration for Directors for 2021

In the preceding year, the 2021 Annual Ordinary General Meeting of Shareholders resolved to approve the remuneration for directors comprising bonus for director for 2020 in the amount not exceeding Baht 15.75 Million and remuneration for directors for 2021 at the same rate as that of the previous year in the amount not exceeding Baht 18 Million.

3. Remuneration for Directors for 2022

The Nomination and Remuneration Committee's Meeting on February 23, 2022 considered and deemed appropriate to propose that the Board of Directors' Meeting consider proposing the matter to the 2022 Annual Ordinary General Meeting of Shareholders consider determining the remuneration for directors, as follows:

- 1) Bonus for directors for 2021: This is an annual reward for directors in an amount that is contingent on the Company's operational results and the Board of Directors' performance in the preceding year. For this year, it was resolved to deem that the rate of bonus for directors should be reduced from the original rate that was paid under normal circumstances, as was the case in 2020, and thus, it deemed appropriate to determine bonus for directors for 2021 in the amount not exceeding Baht 12.60 Million.

2) Remuneration for directors for 2022

It was deemed appropriate to propose the remuneration for directors for 2022 at the same rate as that of the previous year in the amount not exceeding Baht 18 Million.

Details of the remuneration for directors are in the following forms:

(1) Annual Remuneration:

This is an annual remuneration paid to directors for the performance of duties as directors, whereby the remuneration for directors will be in accordance with the period of time served in such position, and fixed for each year and paid quarterly, as per the following details:

	(Baht/year/person)	
	<u>Chairman</u>	<u>Member</u>
Directors:	1,600,000	300,000
Executive Directors:	700,000	200,000
Audit Committee Members:	400,000	200,000
Nomination and Remuneration Committee Members:	200,000	100,000
Corporate Governance and Risk Management Committee Members:	200,000	100,000

(2) Meeting Allowance:

This is a remuneration paid quarterly to directors based on their attendance in the meetings of the Board of Directors or subcommittees, as per the following details:

	(Baht/meeting/person)
<u>Meeting</u>	<u>Meeting Allowance</u>
Chairman of the Board of Directors	100,000
Board of Directors' Meetings	50,000
Subcommittees' Meetings	25,000

The Company does not grant any benefits to the directors other than such remuneration.

4. The Board of Directors' Meeting No. 1/2022 on February 23, 2022 resolved to approve the matter as proposed by the Nomination and Remuneration Committee, and it was then deemed appropriate to propose that the Shareholders' Meeting approve the remuneration for directors, comprising the following:

1. Bonus for directors for 2021 in the amount not exceeding Baht 12.60 Million;
2. Remuneration for directors for 2022 in the amount not exceeding Baht 18 Million equal to that in the past year.