

Composition of Remuneration for the Year 2026

The Nomination and Remuneration Committee resolved to propose the directors' remuneration for the year 2026 at an amount **not exceeding Baht 11.6 million**. This consists of **Annual Remuneration of Baht 8.4 million and Special Remuneration of Baht 3.2 million**.

The remuneration details cover the Board of Directors, Independent Directors, and Sub-committees, including the Investment Committee, the Risk Management Committee, and the Corporate Governance and Sustainability Development Committee.

Furthermore, the meeting allowance for 2026 has been determined at Baht 10,000 per person per meeting attendance. A comparison of the remuneration from 2022 to 2025 is provided below;

Composition of Remuneration for the Year 2026 compare with the Year 2022 to 2025

Composition of Remuneration	2022 (Baht/Year)	2023 (Baht/Year)	2024 (Baht/Year)	2025 (Baht/Year)	2026 (Baht/Year) (Proposed year)
Remuneration for Chairman of the Board	216,000	360,000	360,000	360,000	360,000
Remuneration for Director	357,000	595,000	595,000	595,000	595,000
Remuneration for - Chairman of the Executive Committee - Chairman of Audit Committee	75,000	125,000	125,000	125,000	125,000
Remuneration for - Executive Committee - Audit Committee	45,000	75,000	75,000	75,000	75,000
Remuneration for Nomination and Remuneration Committee	18,000	30,000	30,000	30,000	30,000

The remuneration for Sub-committee members has been set per meeting attendance. (Baht per meeting)

Remuneration for - Investment Committee - Risk Management Committee - Corporate Governance and Sustainability Development Committee	-	-	10,000	10,000	10,000
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Meeting allowance, remuneration and the Special Remuneration for the directors for the year 2026 compared with 2022 to 2025

Year	Remuneration (Million Baht)	Special Remuneration (Million Baht)	Total
2022	4.7	7.9	12.6
2023	7.8	1.3	9.1
2024	8.4	5.2	13.6
2025	8.4	3.7	12.1
2026 (Proposed year)	8.4	3.2	11.6

Other remuneration –None (2026: None)