

### **Rules and procedures for proposing directors' remuneration**

The Board of Directors has the policy to set the directors' and committee members' remuneration to be at an appropriate level, based on their duties and responsibilities, taking into consideration the overall economic situation and comparison with other listed companies in the industry. Directors' remuneration consists of annual and meeting attendance remuneration, including personal and family medical allowance.

The duties and responsibilities of the Nomination and Remuneration Committee are as follows:

1. To specify the procedures and rules of setting the directors' and committee members' remuneration to be at an impartial and reasonable level.
2. To present the directors', committee members' and Nomination and Remuneration Committee members' remuneration for approval at the Board of Directors Meeting and Annual General Meeting.

### **Remuneration elements of Directors and Executives**

The Company considers the appropriate remuneration for directors by proposing paying the directors' remuneration in the form of annual and meeting attendance remuneration, including personal and family medical allowance to the Annual General Meeting.

The remuneration shall be considered by comparison with other companies of the same size and in the same industry, which are listed on the Stock Exchange of Thailand. The committee members shall get the remuneration in the form of meeting attendance fees only.

The executive's remuneration shall be in the form of salary and bonus. The duties, responsibilities, and performance of each executive, together with the Company's turnover, shall be taken into account.

The details of individual directors' remuneration for the year 2021, as approved by Annual General Meeting, and the executives' total remuneration were disclosed in the section "Remuneration of Directors, Committee Members, and Executives" of the 56-1 One Report.