

### Rules and Procedures for Proposing Directors' Remuneration

The Board of Directors has a policy of setting the directors' and committee members' remuneration at an appropriate level based on their duties and responsibilities, taking into consideration the overall economic situation and comparing it with that of other listed companies of the same size and in the same industry.

The Nomination and Remuneration Committee's authority to set director remunerations is as follows:

1. To establish criteria and procedures for determining the remunerations of directors and committee members in accordance with the policies of the Board of Directors.
2. To present remunerations of directors and committee members and those of the Nomination and Remuneration Committee members to the Board of Directors Meeting and the Annual General Meeting for their approval.

### Components of Remunerations of Directors, Committee Members, and Executives

○ Directors' remunerations consist of the following:

- Annual remunerations
- Meeting allowances
- Personal and family medical allowance.

In 2023, shareholders approved the total amount and rate of directors' and committee members' annual meeting allowances and the annual medical allowance for directors and family members, effective 1 January 2023 until further change. They are as follows:

The annual meeting allowance for directors and committee members shall not exceed Baht 5.6 million, where rates are as follows. This shall come into effect from 1 January 2023 until further change.

Baht/person/meeting	
Board of Directors Meeting	
Chairman	65,000
Vice Chairman	50,000
Director	40,000

Baht/person/meeting			
Committee's Meeting	Audit Committee	Nomination and Remuneration Committee	Investment Committee
Chairman	60,000	55,000	55,000
Committee member	40,000	40,000	40,000

Annual medical allowance for directors and family members is as follows.

#### Personal medical allowance

Each director will be entitled to a medical allowance of not exceeding Baht two million per year, applicable at Bumrungrad Hospital, Vitallife Clinics, and Esperance Clinic. Any amount exceeding Baht two million will be entitled to a 50% discount.

In addition, a special privilege for each director to utilize the facility at RAKxa, Vitallife @ Bangkrajao Clinic for up to Baht 100,000 per year.

#### Family Medical Allowance

Parents, spouses, and minor children (up to 20 years old) will be entitled to a 30% discount applicable at Bumrungrad Hospital.

- Committee members will receive a meeting allowance only.
- Remunerations of executives consist of
  - Salary
  - Bonus

This will be subject to duties and responsibilities as well as the performance of each executive, together with the Company's operation results.

The details of individual directors' remuneration for 2023, as approved by the Annual General Meeting, and the executives' total remuneration were disclosed in the Remuneration of Directors, Committee Members, and Management section of the Company's 56-1 One Report.