Directors' Remuneration for 2025

The remuneration budget for the Company's directors for 2025 being set with a ceiling of THB 30,000,000, an increase of THB 5,000,000 from 2024, composing of Regular Retainer, Meeting allowance, Bonus and Other Benefits. The details of the Company's director's remuneration structures will be as follows:

1. Regular Retainer and Meeting allowance

Remuneration*	Year 2024	Year 2025 (For consideration)	Changes
1. Regular Retainer (THB/Month)			
- Chairman	80,000	85,000	5,000
- Lead Independent Director	65,000	75,000	10,000
- Independent Director	50,000	60,000	10,000
- Director	30,000	35,000	5,000
2. Meeting allowances for the Board of Directors (THB/Meeting)			
- Chairman	60,000	60,000	-
- Lead Independent Director	50,000	50,000	-
- Director	45,000	45,000	-
3. Meeting allowances for the Audit and Corporate Governance Committee (THB/Meeting)			
- Chairman of the Audit and Corporate Governance Committee	70,000	70,000	-
- Member of the Audit and Corporate Governance Committee	55,000	55,000	-
4. Meeting allowances for the Nomination and Remuneration Committee (THB/Meeting)			
- Chairman of the Nomination and Remuneration Committee	50,000	50,000	-
- Member and advisory of the Nomination and Remuneration Committee	40,000	40,000	-
5. Meeting allowances for the Risk Policy Committee (THB/Meeting)			
- Chairman of the Risk Policy Committee	50,000	50,000	-
- Member the Risk Policy Committee	40,000	40,000	-
6. Meeting allowances for Independent Directors (THB/Meeting)			
- Lead Independent Director	-	50,000	50,000
- Independent Director	-	40,000	40,000

***Remark:** The Executive Director and management who have any responsibilities in the sub-committee will not receive the remuneration.

2. Bonus

   The bonus (calculated from the remaining amount of approved remuneration budget) will be allocated to directors by which the Board of Directors is authorized to determine the conditions, the details, and the rate of bonus payment as appropriate together with consideration of the Company's performance outcomes. In addition, the amount of bonus being allocated to each director depends on the accountability, performance and the participation in the meeting. The Executive Director will not receive any director's bonus, however.

3. Other benefits

   Directors have the welfare rights to the hotels' accommodations and services as determined by the Company, with a value not exceeding THB 100,000 per person per year