

Directors' remuneration for year 2026

Guidelines and procedures for proposing compensation

The Board recommends that the remuneration of the Board of Directors for the year 2026 consideration by compared with the listed company in The Stock Exchange of Thailand in nearness size or in the same industry in total amount **7,000,000** baht (same as the previous year) and payment conditions shall be determined by the Board of Director.

Director's remuneration components as follows:

1. Director Fee
2. Audit Committee Fee
3. Meeting allowance (only those present at the meeting)

In the past fiscal year 2025, the Board of Directors has considered the directors' remuneration of 25,000 baht per month, the remuneration of the Audit Committee Chairman 30,000 baht per month, the Audit Committee's remuneration 20,000 baht per month, and considering the meeting allowance of 10,000 baht per meeting. (Only Directors and Audit Committee attending the meeting) . The company have no any other compensation or other benefits besides monthly compensation and meeting allowances (Only Directors attending the meeting).

In 2025 The company payment for Director Fee and meeting allowance total amount 4,180,000.- baht and payment for Audit Committee fee and meeting allowance amount 1,110,000.- baht and total amount 5,290,000.- baht , that consistently with the approved by Shareholders Meeting for year 2025 , details as follows:

Name	Type of Position	Type of Remuneration (Baht)		
		Director Fee	Audit Committee Fee	Total
1.Mr. Apichart Leeissarakul	Executive Chairman	350,000.-		350,000.-
2. Mr. Kazunori Nakai	President	350,000.-		350,000.-
3. Mr.Haruki Uchida	Executive Director	350,000.-		350,000.-
4. Mr.Thanong Leeissaranukul	Director	350,000.-		350,000.-
5. Mrs.Pimjai Leeissaranukul	Director	350,000.-		350,000.-
6. Mrs.Pornthip Sethiwan	Director	350,000.-		350,000.-

Name	Type of Position	Type of Remuneration (Baht)		
		Director Fee	Audit Committee Fee	Total
7. Mr.Yasuaki Kaizumi	Director	350,000.-		350,000.-
8. Mr.Tomohiro Kondo	Director	350,000.-		350,000.-
9. Mr.Picharn Sukparangsee	Independent Director	340,000.-		350,000.-
10. Mr.Krisada Visavateeranon	Independent Director and Chairman Audit Committee	350,000.-	450,000.-	800,000.-
11. Mr.Suchart Phisitvanich	Independent Director and Audit Committee	350,000.-	330,000.-	680,000.-
12. Mr.Wiboon Rasmeepaisarn	Independent Director and Audit Committee	350,000.-	330,000.-	680,000.-
Total		4,180,000.-	1,110,000.-	5,290,000.-