

**Remuneration's policy**

	Position	2024		2023	
		Monthly	Meeting allowance	Monthly	Meeting allowance
Board of Director	Chairman	320,000	-	320,000	-
	Member	150,000	-	150,000	-
Audit committee	Chairman	70,000	-	70,000	-
	Member	50,000	-	50,000	-
Other Subcommittees (Executive Committee, Investment Committee, Nomination and Remuneration Committee, Corporate Governance and Sustainable Development Committee, and Risk Oversight Committee)	Chairman	-	50,000	-	50,000
	Member	-	40,000	-	40,000

Note:

1. Executives serving as directors or executives in subsidiaries and affiliated companies will not be entitled to meeting allowances or any other forms of compensation.
2. Non-monetary remuneration and other benefits include health insurance, directors' group insurance, Directors and Officers liability insurance (D&O), health check-ups at Vimut Group Hospital with preferential rates, and provident fund.
3. Bonuses will be disbursed at the same rate as in 2023, ranging from 0.3 percent to 0.5 percent of dividend payments upon the fulfilment of Key Performance Indicators (KPIs).

**Information regarding the comparison to the previous year's payment.**

Please scan the QR code for further details in Enclosure 1, 56-1 One Report Page 166.