Remuneration's policy

Committee	Position	2025		2024	
		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	-
Executive Committee [2)]	Chairman	-	50,000	-	50,000
	Member	-	40,000	-	40,000
Other Subcommittees	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 remuneration (if any).
2. The Executive Committee's remuneration for a month in which one meeting is held shall be paid according to the proposed meeting allowance rate. However, if more than one meeting is held in a month, the total remuneration shall not exceed THB 50,000, applicable to both the Chairman and Directors.
3. Non-monetary compensation and other company benefits include health insurance, Directors' group insurance, Directors' and officers' liability insurance (D&O), special-rate health check-up services at ViMUT Hospital and the ViMUT Ultimate Card, along with other benefits as per the Group's policy. Which remains unchanged compared to the non-monetary compensation and other company benefits as approved by the 2024 AGM.
4. The annual bonus policy for directors shall remain consistent with the 2024 rate, ranging from 0.3 percent to 0.5 percent of the declared dividend payments, subject to predefined performance indicators from Key Performance Indicators (KPIs).
5. Directors serving as advisors in the subcommittees, as well as those appointed as a board advisors, shall receive meeting allowances at the same rate as the subcommittee member.
6. The Board advisors are entitled to receive the ViMUT Ultimate Card, similar to directors, but are not eligible for the annual bonus.

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 2024, page 141-142*.