

Information for considering directors' remuneration for the year 2025

Criteria for considering remuneration: Consider determining remuneration based on the performance, experience, duties and responsibilities of directors. By comparing with other companies in the same industry, or has a similar size and nature of business to the company.

At the 3/2025 Board of Directors meeting on March 3, 2025, the remuneration for the company's directors and the Audit Committee was thoroughly reviewed in terms of various appropriateness. Therefore, it was resolved to propose an increase in the directors' remuneration for the year 2025. The directors' remuneration of not more than 1,580,000 THB (one million five hundred eighty thousand baht) has been used since 2008, for 16 years, without any request for an increase. It is deemed appropriate to adjust the directors' remuneration for the year 2025 to not exceed 2,000,000 THB (two million baht) per year.

However, this proposal to increase the directors' remuneration is only a request for the budget. This is due to the fact that in 2024, the company appointed an additional subcommittee, the Sustainability and Risk Management Committee. However, the Board of Directors has not yet considered determining the remuneration for this subcommittee for the year 2025.

1. Remuneration

(Unit: THB/year)

Position	Year 2024	Year 2025 (Proposed)
Chairman	200,000	200,000
Director	100,000	100,000

2. Meeting Allowance

Committee	Chairman		Director	
	Year 2024	Year 2025 (Proposed)	Year 2024	Year 2025 (Proposed)
Board of Directors	40,000	40,000	40,000	40,000
Audit Committee	150,000	150,000	150,000	150,000
Sustainability and Risk Management Committee	-	-	-	-

Rockworth

"Comparison of the directors' remuneration rates for the years 2021 – 2025 as follows:

Compensation rate and Meeting allowance (Annual)	2025	2024	2023	2022	2021
Chairman	240,000	240,000	120,000	120,000	120,000
Director	140,000	140,000	120,000	120,000	120,000
Chairman of Audit Committee	340,000	340,000	320,000	320,000	320,000
Audit Committee	290,000	290,000	270,000	270,000	270,000

The Board of Directors Audit Committee There is no meeting allowance per meeting. Annual bonus for directors Including other benefits In any other way (Same as last year).

Therefore, the rate of remuneration for directors is given above. Effective until the general meeting of shareholders determines otherwise.