

For Agenda Item No. 6 To approve the directors' remuneration for the year 2026

Nomination and Remuneration Committee's Opinion:

The Nomination and Remuneration Committee has considered remuneration for Board of Directors and all committees in comparison with those of other companies in the same industry at the same size, business line and income level as well as the market share prices during the same period, while taking the Board and all committees' responsibilities and performance, the corporate performance and the domestic economic conditions.

Board of Directors' Opinion:

The Board agreed to propose the Annual General Meeting of the Shareholders to review and approve the following remuneration rates for the Board members and committee directors for 2026 with the following details;

Remuneration for the Board			
Remuneration Elements	Proposed 2026	2025	2024
1. Annual remuneration	Baht/Year	Baht/Year	Baht/Year
- Chairman	528,000	480,000	480,000
- Other Directors	396,000	360,000	360,000
2. The meeting allowance	-none-	-none-	-none-
3. Other benefits	-none-	-none-	-none-
Remuneration for committees			
1. Audit Committee 2. Risk Management, Corporate Governance and Sustainability Committee 3. Nomination and Remuneration Committee			
Remuneration Elements	Proposed 2026	2025	2024
1. Annual remuneration	-none-	-none-	-none-
- Chairman			
- Other Directors			
2. The meeting allowance	Baht/Person/	Baht/Person/	Baht/Person/
Audit Committee	Time	Time	Time
- Chairman	40,000	40,000	40,000
- Other Directors	30,000	30,000	30,000
Risk Management, Corporate Governance and Sustainability Committee/ Nomination and Remuneration Committee			
- Chairman	30,000	30,000	30,000
- Other Directors	20,000	20,000	20,000
3. Any other benefits	-none-	-none-	-none-

Note:

1) Board of Directors

1.1) The remuneration rate (baht/person/month) as follows:

The remuneration rate for Chairman at 4,000 baht/month for a total of 528,000 baht/year.

The remuneration rate for seven (7) Board members at 33,000 baht/month/person for a total of 2,772,000 baht per year.

Total remuneration is 3,300,000 baht/year.

*The said remuneration excludes that for Mr. Kiyotaka Nakamura and Mr. Masakazu Kawamura, the Board members who represent TIS Inc. and denies the rights for remuneration throughout his term in office, according to the good corporate governance principles of Japan's stock exchange.

1.2) The meeting allowance -None-

2) Audit Committee

2.1) The remuneration rate -None-

2.2) The meeting allowance (baht/person/ time) as follows:

The remuneration rate for Chairman at 40,000 baht/time for a total of 160,000 baht (4 time/year).

The remuneration rate for two (2) Directors at 30,000 baht/time for a total of 120,000 baht (4 time/year).

Total remuneration is 400,000 baht/year.

3) Risk Management, Corporate Governance and Sustainability Committee

3.1) The remuneration rate -None-

3.2) The meeting allowance (baht/person/ time) as follows:

The remuneration rate for Chairman at 30,000 baht/time for a total of 120,000 baht (4 time/year).

The remuneration rate for two (2) Directors at 20,000 baht/time for a total of 80,000 baht (4 time/year).

Total remuneration is 280,000 baht per year.

*Remuneration will be waived for Mr. Thanakorn Charlee who is Executive Director and holds the position of Risk Management, Corporate Governance and Sustainability Director. This is in line with the remuneration policy.

4) Nomination and Remuneration Committee

4.1) The remuneration rate -None-

4.2) The meeting allowance (baht/person/ time) as follows:

The remuneration rate for Chairman at 30,000 baht per time for a total of 120,000 baht (4 time/year).

The remuneration rate for one (1) Directors at 20,000 baht per time for a total of 80,000 baht (4 time/year).

Total remuneration is 200,000 baht per year.

*Remuneration will be waived for Mr. Kiyotaka Nakamura, TIS Inc.'s Director and representative who waived the right to receive remuneration throughout his term, according to the principles of corporate governance of listed companies in the Stock Exchange of Japan.

Proposing to pay the remuneration of each committee for the year 2026 within an amount not exceeding 4,300,000 Baht, in accordance with the performance of duties of each committee.