

## Remuneration of Directors and Sub-committee

### **Remuneration of Directors**

The Board of Directors has clearly and transparently set the policy on director's remuneration by assigning the Nomination and Remuneration Committee to determine guidelines and policies on the remuneration of the Board of Directors and sub-committees, both monetary and non-monetary in each year and presented to the Board of Directors and / or shareholders meeting for approval. The director's remuneration has been considered under appropriateness for duties and responsibilities, comparing with other companies in similar businesses, as well as the benefits to the Company. The Director's Remuneration Survey Report which conducted by the IOD (latest data), the information on remuneration of director and executive of listed companies by the SET was also taken into consideration

Remuneration of Directors in 2024 was in accordance with the resolution from the 2024 annual shareholders' meeting on April 29, 2024 at the amount of 6,650,000 baht based upon the remuneration criteria comprising of the monthly remuneration, the meeting allowance and annual bonus, for the Chairman of the Company, Independent Directors and Non-Executive Directors except the Executive Directors that will not receive monthly remuneration and meeting allowance because they already receive salary from being an employee of the Company, same as last year; summarized as follows:

- **Monthly Remuneration** Paid for directors every month with the following pay rates:

Unit: Baht/Person/Month

Position	Monthly Remuneration
Chairman	50,000
Independent Director	20,000
Director	20,000
Executive Director*	-

Remark: \* Because Executive Directors already receive salary from being an employee of the Company

- **Meeting Allowance** Paid for only directors who attended the meeting

Unit: Baht/Person/Time

Position	Meeting Allowance
Chairman	20,000
Independent Director	20,000
Director	20,000
Executive Director*	-

Remark: \* Because Executive Directors already receive salary from being an employee of the Company

- **Annual Bonus** The allocation was according to the shareholders' meeting resolutions as follows:

Total annual bonus in 2024 for the Board was being paid from the amount approved by the shareholders as mentioned above, deducted by total monthly

remuneration and meeting allowances paid to directors and independent directors during the year. The annual bonus was proportionated according to individual attendance records for the year, with an allocation rate for Chairman applied twice the number of attendances; while an allocation rate for independent director, director and executive director applied at one time the number of attendances by consideration and approval of Chairman of the Nomination and Remuneration Committee

- **Non-monetary/Other benefits** - None -

#### **Remuneration of Sub-committees**

##### **Audit Committee**

Remuneration for the Audit Committee was in accordance with the resolution from the shareholders' meeting as follows:

- **Monthly Remuneration** Paid to directors every month with the following pay rates:

Unit: Baht/Person/Month

<b>Position</b>	<b>Monthly Remuneration for the Audit Committee</b>
Chairman of Audit Committee	30,000
Audit Committee (per person)	10,000

- **Meeting Allowance** Paid for only directors who attended the meeting

Unit: Baht/Person/Time

<b>Position</b>	<b>Meeting Allowance for the Audit Committee</b>
Chairman of Audit Committee	20,000
Audit Committee (per person)	20,000

- **Non-monetary/ Other benefits** - None -

#### **Remuneration of other Sub-committees**

Other Sub-committees (Group Executive Committee, Nomination and Remuneration Committee, Risk Management Committee and Corporate Governance and Ethics Committee) have not received any non-monetary or other benefits.

#### **Remuneration of directors as directors of the subsidiaries**

No compensation or any other benefits paid to directors of the subsidiaries.

In 2024, remuneration for 9 directors of the Board, was amounting to 6,650,000 baht in total, with details as follows:

Name	Title	Remuneration for the Board of Directors			Remuneration for the Audit Committee		Non-Monetary	Total Remuneration 2024 (Baht)
		Meeting Allowance 2024 (Baht)	Monthly Remuneration 2024 (Baht)	Director's Annual Gratuity 2024 (Baht)	Meeting Allowance 2024 (Baht)	Monthly Remuneration 2024 (Baht)		
1. Mr. Palboon Damrongchaittham (calculated 2 times)	Chairman	200,000.00	600,000.00	462,626.26	-	-	-None-	1,262,626.26
2. Dr. Naris Chalyasoot	Chairman of the Audit Committee+ Independent Director	200,000.00	240,000.00	231,313.13	160,000.00	360,000.00	-None-	1,191,313.13
3. Mr. Chanitr Charnchalarong	Member of the Audit Committee+ Independent Director	200,000.00	240,000.00	231,313.13	160,000.00	120,000.00	-None-	951,313.13
4. Mr. Thana Thienachariya <sup>12</sup>	Member of the Audit Committee+ Independent Director	180,000.00	160,000.00	208,181.82	100,000.00	80,000.00	-None-	728,181.82
5. Mr. Sunyaluck Chalkajornwat	Member of the Audit Committee+ Independent Director	200,000.00	240,000.00	231,313.13	160,000.00	20,000.00	-None-	951,313.13
6. Miss Suwilom Chungjotikapisit	Non-Executive Director	200,000.00	240,000.00	231,313.13	-	-	-None-	671,313.13
7. Miss Boosaba Daorueng	Director/Executive Director	-	-	231,313.13	-	-	-None-	231,313.13
8. Mr. Phawit Chitrakorn	Director/Executive Director	-	-	231,313.13	-	-	-None-	231,313.13
9. Mr. Fahmal Damrongchaittham	Director/Executive Director	-	-	208,181.82	-	-	-None-	208,181.82
10. Mr. Suvit Mapaisansin <sup>11</sup>	Member of the Audit Committee+ Independent Director	20,000.00	80,000.00	23,131.31	60,000.00	40,000.00	-None-	223,131.31
<b>Total (Baht)</b>		<b>1,200,000.00</b>	<b>1,800,000.00</b>	<b>2,290,000.00</b>	<b>640,000.00</b>	<b>720,000.00</b>		<b>6,650,000.00</b>

**\*\*Note: Additional Information and Changes During the Year 2024\*\***

<sup>11</sup> Mr. Suvit Mapaisansin completed his term as a Director and a member of the Audit Committee, in accordance with the resolution of the 2024 Annual General Meeting of Shareholders. His tenure ended following the Annual General Meeting of Shareholders, effective April 29, 2024. Mr. Suvit will receive monthly compensation for a period of four months (January – April 2024).

<sup>12</sup> Mr. Thana Thienachariya was appointed as a Director and a member of the Audit Committee in accordance with the resolution of the 2024 Annual General Meeting of Shareholders, effective April 29, 2024. Mr. Thana will receive monthly compensation for a period of eight months (May – December 2024).

## Remuneration for directors of subsidiaries operating core business

Details of remuneration payments for directors of subsidiaries operating core business for the year 2024 are as follows:

No.	subsidiaries operating main businesses	Directors' remuneration (Baht)
1.	GMM Music Co.,Ltd.	3,683,741.93
2.	GMM Music Publishing International Co.,Ltd	No payment
3.	GR Vocal Studio Co.,Ltd	No payment
4.	G200M Co.,Ltd.	No payment
5.	YGMM Co.,Ltd.*	No payment
6.	GMM Global Co.,Ltd.	No payment
7.	TNY Entertainment and Technology Co.,Ltd.*	No payment
8.	G&LDH Co.,Ltd*	No payment
9.	GMM X ONE Co.,Ltd *	No payment
10.	GMM Asia Co.,Ltd *	No payment
11.	GMM O-Shopping Co., Ltd.	No payment
12.	OSP TV Co.,Ltd.	No payment
13.	GMM Goods Co.,Ltd.	No payment
14.	GMM Channel Co.,Ltd.	No payment
15.	Exact Co.,Ltd.	No payment

**Remark:**

\* Subsidiaries of the Company According to the definition of the announcement of the Securities and Exchange Commission No. Kor Jor. 17/2551 regarding defining definitions in announcements regarding the issuance and offering of securities. But it is a Joint Venture. According to the company's consolidated financial statements.