

**Summary Details of the Bonus Scheme in the Form of Ordinary Shares Allocation to Executives and  
Employees of Asset World Corp Public Company Limited (the “Company”) and/or its Subsidiaries  
(AWC Shares Plan 2025)  
 (“AWC Shares Plan 2025”)**

**1. Reason and Necessity**

- 1.1 To create motivation for qualified and capable personnel to join the Company and to retain key personnel to continue working with the Company in the long term, which will benefit the operations and performance of the Company in the future. It also serves as an incentive for such personnel to contribute in creating added value for the Company in the future.
- 1.2 To create benefits for the shareholders as a consequence of the Company having qualified and capable personnel working jointly with the Company to the best of their effort, allowing the Company to achieve good operating results and financial stability, which will provide improved returns for the shareholders in the future.
- 1.3 Therefore, the Company wishes to offer for sale newly issued ordinary shares of the Company to executives and employees of the Company and/or its subsidiaries under AWC Shares Plan 2025, which is considered an offering for sale of securities to directors or employees (ESOP) under the Notification of the Capital Market Supervisory Board No. TorChor. 32/2551 Re: Offering for Sale Newly issued Securities to Directors or Employees (as amended).

**2. Details of the Newly Issued Ordinary Shares**

<b>Name of Securities</b>	: Ordinary shares of Asset World Corp Public Company Limited (AWC)
<b>Nature</b>	: Newly issued ordinary shares
<b>Type</b>	: Transferable ordinary shares which specified the name of the holder
<b>Offering Method</b>	: When the Nomination and Remuneration Committee (" <b>Nomination Committee</b> ") has resolved to determine the list of executives and employees of the Company and/or its subsidiaries who meet the qualification specified in Clause 4 (" <b>Employees under AWC Shares Plan 2025</b> ") and the number of newly issued ordinary shares to be offered (Grant) to the Employees under AWC Shares Plan 2025 each time

("Offering of the Newly Issued Ordinary Shares"), the Company will gradually allocate the newly issued ordinary shares (Vest) to Employees under AWC Shares Plan 2025 within a period of 3 years from the year which the Company offers for sale the newly issued ordinary shares (Grant) each time. Employees under AWC Shares Plan 2025 shall be entitled to subscribe for the newly issued ordinary shares under the conditions specified in Clause 5.

In this regard, the Company will offer for sale the newly issued ordinary shares (Grant) to each of the Employees under AWC Shares Plan 2025 in the full amount of 100 shares or any amount which is a multiple of 100 shares. In the event that the amount of the newly issued ordinary shares allocated is a fraction of share (i.e., less than 100 shares), any fractions higher than 50 or more shares shall be rounded up to 100 shares, and any fractions less than 50 shares shall be rounded down.

**Term of the Continuous Scheme :** 5 years from the date the Shareholders' Meeting approves AWC Shares Plan 2025. In this regard, since each offering for sale of the newly issued ordinary shares (Grant) the Company will gradually allocate the newly issued ordinary shares (Vest) to the employees within a period of 3 years from the year each offering for sale of the newly issued ordinary shares (Grant) takes place, therefore, upon completion of the term of the scheme and the final offering for sale of the newly issued ordinary shares (Grant), the Company will still have some newly issued ordinary shares that have been offered but not fully allocated. As a result, the Company will continue to allocate the remaining newly issued ordinary shares (Vest) until completion within 3 years following the year the scheme ends.

In the event that the Company intends to implement a new AWC Shares Plan before the end of the 5-year period, the Company may do so in accordance with the regulations set by the Securities and Exchange Commission, and would be proposed for approval at a shareholders' meeting subsequently.

**Amount of Ordinary Shares to be Offered for Sale :** Total amount of not exceeding 136,000,000 shares at a par value of THB 1 per share, whereby the Company will offer for sale the newly issued ordinary shares in a continuous scheme, (please see the details of the

offering for sale of the newly issued ordinary shares under “**Offering Period**”)

**Offering Price per Share** : The offering price of the newly issued ordinary shares to be offered to the executives and employees of the Company and/or its subsidiaries under AWC Shares Plan 2025 is equal to an average closing price of the Company’s ordinary shares on the Stock Exchange of Thailand (the “**SET**”) for each trading day, for a period of not less than 90 calendar days prior to each offering date of the newly issued ordinary shares (Grant).

The calculated offering price of the newly issued ordinary shares may be the price lower than 90 percent of the market price as prescribed in the Notification of the Office of the Securities and Exchange Commission No. SorChor. 46/2565 Re: Calculation of Offer Price of Securities and Determination of Market Price for Consideration of Offer for Sale of Newly Issued Shares with Discount. In the event that the calculated offering price is lower than 90 percent of the market price, the Company will offer for sale the newly issued ordinary shares to the Employees under AWC Shares Plan 2025 at the Market Price

“**Market Price**” means the volume weighted average price of the shares traded on the SET for not less than 7 consecutive business days but not exceeding 15 consecutive business days prior to each offering date of the newly issued ordinary shares.

**Offering Period** : The Company will offer for sale the newly issued ordinary shares (Grant) as a continuous scheme as follows:

- (1) The Company will offer the newly issued ordinary shares (Grant), i.e., the Nomination Committee has resolved to determine the list of executives and employees under AWC Shares Plan 2025 and the number of shares to be allocated for the first time within 1 year from the date of the shareholders' meeting approving AWC Shares Plan 2025.
- (2) The Company will offer newly issued ordinary shares (Grant) each subsequent time within 5 years from the date the shareholders' meeting approves AWC Shares Plan 2025.

Preliminarily, it is anticipated that there will be no more than 5 offerings of the newly issued ordinary shares (Grant) throughout the term of the scheme. The shares may or may not be offered until the full amount is reached as per the plan, which is subject to change as the Nomination Committee deems appropriate.

**Secondary Market for the Newly Issued Ordinary Shares** : The Company will list the offered newly issued ordinary shares on the SET at every allocation (Vest).

Effect on Profit Sharing or Voting Rights of the Existing Shareholders (Control Dilution) from AWC Shares Plan 2025 : As the Company has implemented AWC Shares Plan 2025 using the existing newly issued ordinary shares, which the Company previously received approval from the 2020 Annual General Meeting of Shareholders to issue and offer under AWC Shares Plan 2020, which have not yet been fully paid up, there will be no capital increase to accommodate AWC Shares Plan 2025, as these shares had already been approved under AWC Shares Plan 2020. However, for the benefit of shareholders and to comply with the regulations of the Securities and Exchange Commission, the Company has calculated effect on profit sharing or voting rights of the existing shareholders (control dilution) from AWC Shares Plan 2025 in the event that all shares under AWC Shares Plan 2025 have been fully offered. The calculated Control Dilution is lower than that previously calculated under AWC Shares Plan 2020 (0.0047) and can be calculated as follows:

Control Dilution =

$$\frac{\text{Amount of shares offered this time under AWC Share Plan 2025}}{\text{Amount of paid up shares} + \text{The amount of shares offered this time under AWC Share Plan 2025}}$$

$$\text{Control Dilution} = \frac{136,000,000}{32,012,971,100 + 136,000,000} = 0.0042$$

Effect on the Market Price of the Company's Shares (Price Dilution) from AWC Shares Plan 2025 : Effect on the Market Price of the Company's Shares (Price Dilution) can be calculated using the following formula:

Price Dilution =

$$\frac{\text{Market Price before offering} - \text{Market price after offering}}{\text{Market Price before offering}}$$

Market price after offering =

$$\frac{(\text{Market Price} \times \text{Amount of paid up shares}) + (\text{Exercise price} \times \text{Amount of shares or underlying shares offered this time})}{\text{Amount of paid up shares} + \text{Amount of shares or underlying shares offered this time}}$$

In this regard, (i) “Exercise Price” means an average of the closing prices of the ordinary shares on each trading day for a period of not less than 90 calendar days prior to each offering date of the newly issued ordinary shares, and (ii) “Market Price before Offering” and “Market Price” mean the weighted average price of the shares traded on the SET for not less than 7 consecutive business days but not exceeding 15 consecutive business days prior to each offering date of the newly issued ordinary shares (Grant).

However, at, present, the calculation of the effect on the market price of the Company’s shares (Price Dilution) cannot be made because this offering for sale of newly issued ordinary shares is conducted as a continuous scheme, which the Company is unable to determine the offering price and specific amount of shares to be offered on each occasion.

### 3. Method for Offering for Sale of Newly Issued Ordinary Shares

The Company will offer for sale not exceeding 136,000,000 newly issued ordinary shares to the Employees under AWC Shares Plan 2025 and the Nomination Committee shall have the power to determine the offering date of the newly issued ordinary shares (Grant), the offering price (in accordance with the criteria specified in the “**Offering Price per Share**”), the subscription date, and the amount of the newly issued ordinary shares to be offered to each Employees under AWC Shares Plan 2025 by taking into consideration their scope of duties and responsibilities together with their performance and the benefit provided for the Company during the relevant period, in accordance with the consideration criteria of the Company, as well as the number of newly issued ordinary shares offered (Grant) throughout the term of the scheme, in accordance with the criteria set by the Nomination Committee or by individuals authorized by the Nomination Committee.

### 4. Qualifications of Employees to be Offered the Newly Issued Ordinary Shares

4.1 The Nomination Committee will determine the qualifications and list of Employees under AWC Shares Plan 2025 who will be offered newly issued ordinary shares (Grant), of which Employees under AWC Shares Plan 2025 has to be executives or employees of the Company and/or its subsidiaries on the date of each offering of newly issued ordinary shares (Grant).

- 4.2 In the event that Employees under AWC Shares Plan 2025 ceases to be an executive or employee of the Company and/or its subsidiaries due to retirement in accordance with the Company's criteria, the retiring executive or employee will still be considered eligible to receive the offering of the newly issued ordinary shares (Grant) under the exact same terms and conditions.
- 4.3 In the event that Employees under AWC Shares Plan 2025 ceases to be an executive or employee of the Company and/or its subsidiaries due to death, they will still retain the right to subscribe for newly issued ordinary shares on the specified subscription date, under the exact same terms and conditions, whereby the legal heirs will be entitled to subscribe for such newly issued ordinary shares, at the discretion of the Nomination Committee or a person authorized by the Nomination Committee, who will consider the matter as deemed appropriate.
- 4.4 The Nomination Committee or persons authorized by the Nomination Committee shall have the authority to determine the qualifications of the executives and employees of the Company and/or its subsidiaries who will be offered newly issued ordinary shares under AWC Shares Plan 2025, in order for the Company to achieve the objectives of AWC Shares Plan 2025.

**5. Conditions for Subscription for the Newly Issued Ordinary Shares Offered under AWC Shares Plan 2025**

- 5.1 The Nomination Committee shall have the power to determine the subscription date of the newly issued ordinary shares to which each Employees under AWC Shares Plan 2025 is entitled to receive in each offering for sale of the newly issued ordinary shares (Grant), and may divide the subscription date for each offering for sale of the newly issued ordinary shares into multiple dates. In addition, the Nomination Committee has the power to determine the number of newly issued ordinary shares subject to the exercise of the subscription rights on each subscription date and to undertake necessary and reasonable acts in relation to the determination of details and conditions for the subscription for the newly issued ordinary shares to be offered for sale in AWC Shares Plan 2025.
- 5.2 Employees under AWC Shares Plan 2025 shall subscribe for their newly issued ordinary shares in accordance with their respective subscription rights and pay the subscription price of the newly issued ordinary shares on the subscription date or any extended date as specified by the Nomination Committee or the person authorized by the Nomination Committee.
- 5.3 Employees under AWC Shares Plan 2025 that are entitled to subscribe for the newly issued ordinary shares on the subscription date shall possess the qualification specified in Clause 4.

5.4 The Nomination Committee or the person authorized by the Nomination Committee shall be authorized to determine the conditions for the subscription of the newly issued ordinary shares offered under AWC Shares Plan 2025, to enable the company to achieve AWC Shares Plan 2025's objectives.

**6. Commitment between the Company and its Employees with respect to the Offering for Sale of the Newly Issued Ordinary Shares**

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**7. The Company's Actions in Relation to Application for Permission and Offering for Sale of the Newly Issued Ordinary Shares with Relevant Authorities**

The Company will offer for sale the newly issued ordinary shares to the Employees under AWC Shares Plan 2025 under the regulations, conditions, and criteria in accordance with Notification of the Capital Market Supervisory Board. No. TorChor. 32/2551 Re: Offering for Sale Newly issued Securities to Directors or Employees (as amended)

**8. Right of Shareholders to Oppose the Offering**

The Company's offering for sale of the newly issued ordinary shares under AWC Shares Plan 2025 shall be approved by a shareholders meeting with votes of no less than three-quarters of the total votes of the shareholders attending the meeting and entitled to vote, and there shall be no shareholders having an aggregate shareholding exceeding 10 percent of the total votes of the shareholders and entitled to vote in opposition to the offering for sale of the newly issued ordinary shares under AWC Shares Plan 2025.

**9. Names of every directors who will be allocated newly issued ordinary shares and the amount of newly issued ordinary shares that will be allocated under AWC Shares Plan 2025**

No.	Name	Position: Director of the Company and/or its subsidiaries, and	The maximum number of shares to be allocated throughout the duration of the scheme*	Percentage of the total newly issued ordinary shares under AWC Shares Plan 2025
1.	Mrs. Wallapa Traisorat	CEO and President	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
2.	Mr. Souffian Zaeraoui	Chief Hospitality Group Officer (CHO)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent

No.	Name	Position: Director of the Company and/or its subsidiaries, and	The maximum number of shares to be allocated throughout the duration of the scheme*	Percentage of the total newly issued ordinary shares under AWC Shares Plan 2025
3.	Mr. Michael Hariz	Chief Commercial Business Officer (CCBO)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
4.	Dr. Paitoon Wongsasutthikul	Chief Investment Officer (CIO)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
5.	Mr. Chayanon Horpattaporn	Chief Financial Officer (CFO)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
6.	Dr. Sivate Rojanasoonthon	Chief Corporate Officer (CCO)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
7.	Mr. Heng Boon Chin	Chief Project Development Officer (CPD)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
8.	Mrs. Natha Boonprasit	Chief Strategic Marketing and Sustainability Officer (CST)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
9.	Ms. Anita Sony	Chief People Officer (CPO)	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
10.	Mrs. Arunrung Tankiattichai	Group Accounting Director	Not exceeding 6.8 million shares	Not exceeding 5.00 percent
11.	Mr. Sarawut Lelakulwaj	Director of Corporate Treasury & IBC	Not exceeding 6.8 million shares	Not exceeding 5.00 percent

**\*Remark** The maximum number of shares that may be allocated is only a maximum estimate for the entire duration of the scheme, which was prepared solely for disclosure purposes. The total numbers of shares that the aforementioned individuals will receive under AWC Shares Plan 2025 in actuality are subject to consideration of the Nomination and Remuneration Committee. The allocation of shares to the foregoing individuals, when combined with other employees of the Company will not exceed the number of shares reserved for AWC Shares Plan 2025.

Additionally, the maximum number of shares that may be allocated throughout the duration of the scheme to each of the abovementioned person represents an amount not exceeding 5.00 percent of the number of shares issued and allocated for AWC Shares Plan 2025 in the total amount of 136,000,000 shares

**10. List of Independent Directors whom Shareholders May Grant Proxy Rights to Attend the Meeting and Exercise the Rights on Their Behalf**

1. Mr. Rungson Sriworasat
2. Mrs. Nuntawan Sakuntanaga
3. Mr. Pongpanu Svetarundra
4. Mr. Kalin Sarasin
5. Mr. Vachara Tuntariyanond
6. Mr. Yuthasak Supasorn
7. Associate Prof. Tithiphan Chuerboonchai
8. Mr. Santi Pongjareanpit