

Remuneration of Directors

The Company has established the remuneration policy for directors and sub-directors clearly, transparently, and fairly, taking into consideration suitability for duties, assigned responsibility, and parity with SET-listed industry and business peers of comparable sizes in order to retain qualified directors and enable them to function effectively according to the Company's goals and business directions. The Compensation and Nomination Committee will review the remuneration of directors and sub-directors, propose to the Board of Directors for consideration and obtain further approval from the Annual General Meeting of Shareholders.

Criteria for determining the remuneration of directors and top executives

- 1) The Board of Directors and the top executive are unable to determine remuneration for themselves due to a conflict of interest. Remuneration is therefore determined by the Compensation and Nomination Committee, taking into account the business performance of the Company and remuneration of directors for listed companies in the same industry.
- 2) The Company will set the structure/element of remuneration fairly, appropriate to the duties, the assigned responsibility and in accordance with the business performance. The remuneration should be at a level that can motivate and retain such quality directors or equivalent to remuneration in the same industry. This must be clear, transparent, and easy to understand.
- 3) Shareholders have the rights to consider the criteria and policy of determining directors' remuneration every year. The Board of Directors must present the directors' remuneration to shareholders for consideration and approval. It must be set as the agenda for the Annual General Meeting of Shareholders in order to comply with the principles of good corporate governance