
	Directors' Remuneration Policy	
	Document No. : PD-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :1/4

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	Document No. : PD-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :2/4


Policy and Criteria for Directors' Remuneration, Remuneration of the Board of Directors and Sub-Committees, and the Policy and Criteria for Determining Remuneration for the Board of Directors / Chief Executive Officer / Executives

The Board of Directors assigns the Nomination and Remuneration Committee, excluding executive directors, to determine, review, and oversee the remuneration structure of the Board of Directors, the Chief Executive Officer (CEO), senior executives, and management. This includes monitoring the performance evaluation process based on established criteria to be used as input in determining appropriate short-term and long-term remuneration, and ensuring effective communication to all levels of management. All procedures shall also be applied to employees at all levels accordingly.

At the Board of Directors' Meeting No. 10/2023 held on December 7, 2023, the Board resolved to approve the review and revision of the policy on remuneration and other benefits for the Board of Directors, sub-committees, the Chief Executive Officer, and senior executives. The revision aims to align with the guidelines set by the Stock Exchange of Thailand and to ensure consistency with industry practices by benchmarking against other companies of similar size and business nature within the same industry.

The responsibilities and performance of the Board of Directors, as well as the results of the directors' remuneration survey conducted by the Thai Institute of Directors (IOD), are taken into account by the Nomination and Remuneration Committee in determining directors' remuneration. The Committee follows the guidelines below to ensure the provision of appropriate incentives that attract and retain qualified directors capable of achieving the company's goals and strategic direction, with a transparent and accountable process.

- **Directors' Remuneration** The Nomination and Remuneration Committee is responsible for considering and determining directors' remuneration. The consideration process is conducted with prudence, clarity, and transparency, taking into account the appropriateness and alignment with the scope of duties and responsibilities of the directors. The committee also benchmarks against companies within the same industry and of similar size. Additional factors considered include the company's business expansion and profit growth, which should be sufficient to attract and retain qualified directors. The proposed remuneration is then submitted to the Board of Directors for consideration and subsequently presented to the Annual General Meeting of Shareholders for approval.

	Directors' Remuneration Policy	
	Document No. : PD-IR-005	Revision No : REV00
	Effective Date : December 8, 2023	Page :3/4

- Chief Executive Officer (CEO) Remuneration** The remuneration of the Chief Executive Officer (CEO) is reviewed annually in accordance with the principles and policies set by the Nomination and Remuneration Committee. The remuneration package is designed to be competitive and performance-based, taking into consideration the scope of duties and responsibilities, the CEO's individual performance, achievement of the company's action plan, profit growth during the past year, and the overall economic condition of the company. It also aligns with the company's strategic objectives and long-term goals to ensure consistency with the company's long-term interests.

In addition, the committee benchmarks remuneration levels against companies within the same industry and of similar size. An annual performance evaluation of the CEO is conducted by the Nomination and Remuneration Committee at the end of each year. The proposed remuneration is then submitted to the Board of Directors for approval, after which the management is responsible for implementation.

The long-term remuneration is provided in the form of a provident fund contribution, in which the company makes contributions alongside the employee's portion. The contribution rate is in accordance with the company's policy and increases based on the employee's length of service.

The policy shall be effective from December 8, 2023 onwards.



The approver of the Directors' Remuneration Policy

Mr. Adisak Sukumvitaya

Chairman of the Board of Directors

