



บริษัท ศูนย์บริการเหล็กสยาม จำกัด (มหาชน)
SIAM STEEL SERVICE CENTER PUBLIC COMPANY LIMITED

ทะเบียนเลขที่ 0107537002052
REGISTRATION No. 0107537002052



Principles on Remuneration

For

Directors, Sub-Committees and Chief Executives

At the Board of Directors' Meeting no. 1/2012 on February 28, 2012 has passed the resolution on principles of Remuneration of Directors. Then, will be reviewed annually. Last on February 27, 2018 the Board of Directors' meeting revised the policy for determining remuneration and other benefits for Directors and Executives to comply with additional recommendations on Best practices of the Remuneration committee proposed by the Stock Exchange of Thailand and included a comparison with other companies in the same industry with the same capacity and nature of business, the scope of responsibilities and work performance of the Company's directors, and the outcome of a survey on directors' remuneration conducted by the Thai Institute of Directors (IOD).

The Nomination and Remuneration Committee designates the directors' remuneration as the following criteria:-

1. Directors' Remuneration

The remuneration of directors depends on duties, responsibilities and performance with the shareholders' approval.

The Committee's duty is to propose category, how to pay remuneration and amount to the shareholders' meeting.

The Committee has to be aware of the appropriate remuneration in line with director's duties, responsibilities, dedication, group and size of business, market, and competitors. The remuneration is in proper level and adequate to motivate and retain the qualified directors.

The committee is also responsible for consideration of the Chief Executive Officer's compensation.

2. Category of Remuneration

2.1 Meeting Allowance reflects the directors' performance. Payment of the meeting allowance is to induce the directors to attend the meeting.

2.2 Monthly remuneration reflects the directors' and responsibilities.

3. Method of Payment

3.1 Meeting Allowance is paid to the directors who not receive salary, audit committee, independent committee and the sub-committees who attend the meeting

3.2 Monthly Remuneration is paid to the Executive Directors to reflect duties and responsibilities in the post of directors.