

Policy and Criteria in Relation to Remuneration of Top Executive

- **Remuneration of Top Executive**

Compensation of top executive/ executive is determined yearly by Vice President and/or President and/or the Company's Board according to principles and policy as defined by the Nomination and Remuneration Committee as same as compensation of the President.

With regard to the determination of the compensation in cash and non-cash bases of individual director of the Board, the Nomination and Remuneration Committee takes into determination the consistent duties, responsibilities, dedication, business type and size, market and competitors. The compensation shall be appropriate and enough to attract and retain qualified directors.

1) Types of Compensation

- (1) Meeting allowance to reflect performances of the director and to incentivize non executive director to regularly attend the meeting.
- (2) Monthly compensation paid only to director to reflect duties and responsibilities of director.

2) Payment Methods

- (1) Attendance fee paid to non-salaried director, audit committee member, independent director, and member of committees.
- (2) Fix compensation paid monthly to executive director to reflect duties and responsibilities as executive and director

3) Other benefits for director and executive

- none -

In 2022, the compensation paid to directors and executives as approved by the shareholders is illustrated below.

1) Total Cash Compensation

- There is no monthly cash compensation paid to directors of the Board (except salary paid for performance as executive of the Company).
- In the case of non – executive director and/or non-salaried director, Audit Committee member, and sub-committee member, meeting allowance Baht 30,000 for each person per meeting is given as details shown hereunder.



Name	Remuneration (Baht)							Total
	Director	Audit Committee	Corporate Governance Committee	Nomination & Remuneration Committee	Risk Management Committee	Sustainability Committee		
1. Mr. Wanchai Kunanantakul	-	-	-	-	-	-	-	
2. Mr. Surasak Kunanantakul	-	-	-	-	-	-	-	
3. Mr. Hiroyuki Inoguchi	-	-	-	-	-	-	-	
4. Mr. Surapol Kunanantakul	-	-	-	-	-	-	-	
5. Mr. Taku Yamada	-	-	-	-	-	-	-	
6. Mr. Jun Murase	150,000	-	-	-	-	-	150,000	
7. Mrs. Naphaporn Hoonthanaseevee	150,000	-	-	-	-	-	150,000	
8. Mr. Sittichai Kunanantakul	150,000	-	-	-	-	-	150,000	
9. Mr. Pongsak Angsupun	150,000	120,000	60,000	60,000	60,000	-	450,000	
10. Mr. Vichit Vuthisombut	150,000	120,000	60,000	60,000	60,000	-	450,000	
11. Assoc.Prof.Dr. Sucharit Koontanakulvong	150,000	120,000	-	60,000	60,000	60,000	450,000	
12. Dr. Damri Sukhotanang	150,000	120,000	60,000	-	60,000	60,000	450,000	
Total	1,050,000	480,000	180,000	180,000	240,000	120,000	2,250,000	

Remarks: Compensation in this regard is paid to directors of the Company's Board pursuant to Section 90 of the Public Limited Companies Act B.E. 2535 (excluding salary and other benefits paid to director being executive of the Company), being member of sub-committee does not receive compensation.

The cash compensation of the executives of the Company includes salary, bonus and provident fund as follows:

Cash compensation of executive includes salary, bonus, provident fund.

Year	Total (Person)	Total Salary and Bonus (Million Baht)
2020	7	27.51
2021	7	22.10
2022	7	22.90

2) Other compensation

The Company establishes the provident fund on which the Company's contributions amount to 6% of the salary earned by each individual.

Year	Total (Person)	Provident Fund (Baht)
2020	2	260,616
2021	2	287,354
2022	2	231,674