

### **Rules and procedures for proposing directors' remuneration**

The Board of Directors has a policy to set the directors' and committee members' remuneration to be at an appropriate level, in accordance with the duties and responsibilities of the directors and committee members, taking into consideration the overall economic situation, and comparison with other companies in the industry. Directors' remuneration consists of annual remuneration and meeting attendance remuneration, including personal and family medical allowance.

The duties and responsibilities of the Nomination and Remuneration Committee are as follows:

1. To specify the procedures and rules of setting the directors' and committee members' remuneration to be at an impartial and reasonable level.
2. To present the directors', committee members', and Nomination and Remuneration Committee members' remuneration for approval at the Board of Directors Meeting or Annual General Meeting.

### **Remuneration elements of Directors and Management**

The Company considers the appropriate remuneration for directors by proposing paying the directors' remuneration in the form of annual and meeting attendance remuneration including personal and family medical allowance to the Annual General Meeting.

The remuneration shall be considered by comparison with other companies of the same size and in the same industry, and which are listed on the Stock Exchange of Thailand. The committee members shall get the remuneration in the form of meeting fee only.

The management's remuneration shall be in the form of salary and bonus, and the duties, responsibilities, and performance of each management, together with the Company's turnover, shall be taken into account.

The details of directors' remuneration for the year 2020, as approved by Annual General Meeting, were disclosed in the section on "Remuneration of Directors, Committee Members, and Management" on page 124 of the Annual Report, attached as Enclosure 2.