

Criteria for Determination of Remuneration for Directors

The Company has considered granting proper remuneration for directors, with the criteria for consideration of directors' remuneration, as follows:

- (1) Considered based on related rules, regulations, and criteria, including results of the board self-assessment in the previous year. In this regard, remuneration rates will be reviewed yearly to ensure appropriateness under the Company's policy and operational results.
- (2) Remuneration for directors shall be considered according to performance, appropriateness for the scope of duties and responsibilities of each director in the previous year, including his/her experience, benefits expected from each director, remuneration level sufficient to attract and retain knowledgeable and qualified directors to perform duties for the Company, as well as the Directors Compensation Survey of listed companies, comparable to that of companies in the same industry and with a similar scale. Elements of remuneration are clear, transparent, and easy to understand.
- (3) Remuneration for directors can be divided into three categories, namely:
 - Annual Reward: Annual reward for directors in an amount that is contingent on the Company's operational results and the Board of Directors' performance in the previous year, with the payment scheduled to be made after approval by the resolution of the Shareholders' Meeting and based on the period of their directorship.
 - Remuneration for Directors: Annual remuneration for the performance of duties as directors and subcommittee members, comprising remuneration and office remuneration, as fixed for each year and paid quarterly, and based on the period of their directorship.
 - Other benefits: None
- (4) Director remuneration consideration procedure The Nomination and Remuneration Committee would consider and determine the remuneration as per the criteria and propose to the Board of Directors to consider and propose to the shareholder meeting for further approval.