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| <br><b>Jaymart</b><br><small>GROUP</small> | <b>Directors' Remuneration Policy</b> |                      |
|   | Document No. : PD-IR-005              | Revision No. : REV00 |
|   | Effective Date : December 8, 2023     | Page :1/3            |


**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 has assigned the Nomination and Remuneration Committee, excluding any executive directors, to oversee the structure, consideration, and monitoring of the remuneration framework for the Board of Directors, the Chief Executive Officer (CEO), senior executives, and management. This includes monitoring the performance evaluation process based on predetermined criteria to ensure that such information is used to determine appropriate short-term and long-term remuneration. This process must be communicated clearly to all levels of management and be applied consistently across all levels of employees.

At the 10th meeting of the Board of Directors in 2023, held on December 7, 2023, the Board resolved to review and revise the policy on remuneration and other benefits for the Board of Directors, sub-committees, the Chief Executive Officer, and senior executives. The objective is to align the policy with the guidelines established by the Stock Exchange of Thailand, as well as benchmark it against other companies within the same industry and with comparable business size and nature.

The responsibilities and performance of the Board of Directors, as well as the director remuneration survey results from the Thai Institute of Directors Association (IOD), are taken into consideration. The Nomination and Remuneration Committee is responsible for determining the remuneration in accordance with the following practices, with the aim of motivating directors to perform effectively and in alignment with the company's business direction and goals, under 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.


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- 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.

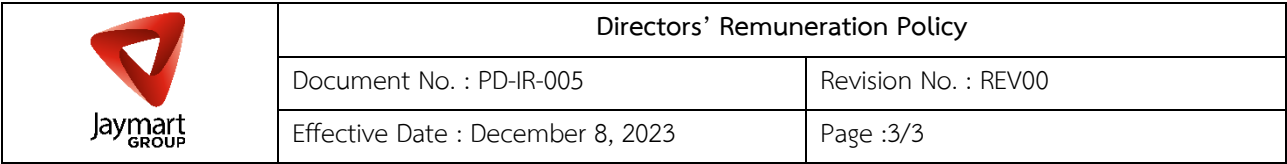
The long-term remuneration is provided in the form of a provident fund contribution, in which the company makes contributions alongside the employee's portion. The contribution rate is in accordance with the company's policy and increases based on the employee's length of service.

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



The approver of the Directors' Remuneration Policy

Mr. Pisnu Pong-Acha  
Chairman of the Board of Directors



## Records of Revision

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