

## **Policy and Criteria for Consideration of Executive Remuneration for top and executive**

The Board of Directors has a policy on determining the remuneration of the company's top executives. Taking into account the results conducting operations and evaluating the performance of the company's top executives. In order to be suitable for the duties and responsibilities assigned to lead the organization to achieve its goals target as specified.

### **1. Purpose**

- 1.1 Prepared to be used as a framework and guideline for consideration of remuneration for Top executives and executives.
- 1.2 It is a consideration of remuneration that is linked to the performance of the company and performance appraisal in the past year of each executive.

### **2. Organization structure**

The management structure of the organization consists of

2.1 Managing Director

2.2 Department Manager (currently divided into 6 departments) namely

- 2.2.1 Production and Engineering Manager
- 2.2.2 Marketing Manager
- 2.2.3 Accounting and Finance Manager (CFO)
- 2.2.4 Business Development Manager
- 2.2.5 Administration and Warehouse Manager
- 2.2.6 Development and Quality Control Manager

### **3. Criteria and method of consideration**

3.1 Senior executives the highest level of the organization

The Board of Directors has assigned the Corporate Governance Nomination and Remuneration Committee to Be an evaluator in the performance of the top executives of the organization. Ready to offer compensation of Top executives to the Board of Directors' meeting for consideration. The consideration will be taken from the roles, scope, authorities and responsibilities of the executives and the operating results of the company. Including leading the organization to achieve its goals.

3.2 Executives

CEO evaluating the performance of executives according to the scope of authority and assigned responsibilities to consider the remuneration for executives.

#### **4. Composition of compensation**

##### 4.1 Salary

Compensation for working every month that considering the performance as assignment experience and potential of holding the position.

##### 4.2 Remuneration for executives

The compensation in this section will be addition to the salary of the executives such as privileges various company's car and travel expenses.

#### **5. Remuneration Consideration Process**

By adhering to the principles of good corporate governance It is transparent, fair and verifiable consider as follows.

##### 5.1 Top Executive

5.1.1 Corporate Governance Nomination and Remuneration Committee consider to determine remuneration according to the criteria and method of consideration specified.

5.1.2 Corporate Governance Nomination and Remuneration Committee Propose compensation to Board of Directors to consider and approve.

##### 5.2 Executives

5.2.1 The top management evaluates the performance of department level executives (according to the established criteria)

5.2.2 The top management considers remuneration. By considering the operating results of the year. Including agreements made between the top executives and executives.

#### **6. Disclosure and Report**

Disclose information in the annual report (56-1 One report) with items that disclosed as follows.

1. Policy and criteria for determining the remuneration of top executives of the organization.
2. Remuneration of executives in the past year both in compensation and non-financial benefit.

#### **7. Policy Review**

The policy is reviewed annually in order to keep it up-to-date and consistent with the vision and strategy of the organization.