



**Policy on Remuneration for Executive
Directors and Executives
CH. Karnchang Public Company Limited**



Policy on Remuneration for Executive Directors and Executives

The policy on remuneration for executive directors and executives is in accordance with the criteria as specified by the Board of Directors, namely, such remuneration shall be appropriate and at a sufficient level to attract and retain qualified high-ranking executive directors and executives to work for the Company, as well as at a rate comparable to that offered by companies at the same level or in the same business, corresponding to the Company's operational results and performance evaluation results of each executive director and executive as measured with the performance management system.

In respect of remuneration for President, the Company formulates policy on remuneration for President under which the Nomination and Remuneration Committee shall consider remuneration of the President in line with the Company's operational results in the short term and long term, and performance of the President for submission to the Board of Directors for consideration on a yearly basis.