



**Policies and Practices relating to
Remuneration for Directors and Top
Management
CH. Karnchang Public Company Limited**



Policies and Practices relating to Remuneration for Directors and Top Management

The policies and practices related to remuneration for directors and top management are in accordance with the criteria specified by the Board of Directors, namely, remuneration shall be reasonable and at the sufficient level to motivate and retain the competent directors and executives while being comparable to that offered by the companies on similar scale or of similar nature, corresponding to the Company's operational results and performance evaluation results of each director and executive as measured with the performance management system. That is:

Remuneration for directors : The Company establishes a clear and transparent policy on remuneration for directors and the President in line with duties and responsibilities of each director as chairman or member of subcommittee, subject to review by the Nomination and Remuneration Committee. The remuneration shall be at the same level as that in the same industry and sufficient to retain the qualified directors.

(Mr. Nattavut Trivisvavet)

President

As at November 14, 2023