

Information on the remuneration of the Board of Directors and subcommittees, for the accounting period ending 2021

The Company has stipulated a clear and transparent remuneration policy for the Board of Directors and the subcommittees. The remuneration is at an appropriate rate which is suitable for the responsibilities of the directors, and it motivates the directors to lead the Company to pursue both short-term and long-term goals. The remuneration must be in accordance with the Company's strategies and long-term goals, experience, duties, and scope of roles and responsibilities (Accountability and Responsibility), including the expected benefits that the Company will receive from each director, which are comparable to those of leading businesses in the same industry. In this regard, the shareholders' meeting will approve the remuneration of the directors for both cash and non-cash forms of remuneration. The Board of Directors, with the recommendation of the Nomination and Remuneration Committee, has determined the remuneration to be suitable by associating it with the value that the Company has created for shareholders, but not at an overly high level, which would cause the Board of Directors and the subcommittees to focus on only the short-term operating results of the Company. The Nomination and Remuneration Committee will determine the criteria or method for determining fair and reasonable compensation based on the duties and responsibilities of each director.

After due consideration, the Board of Directors approved the proposition of the Nomination and Remuneration Committee and deemed it appropriate to propose that the Meeting considers and approves the remuneration of the Board of Directors and the subcommittees for the accounting period of 2021. After combining such amount of remuneration with the special remuneration (if any), the total remuneration to be paid will not exceed a total of THB 32,000,000, which is the same amount as that of 2020. In this regard, the special remuneration shall be determined by the Nomination and Remuneration Committee and the Chairman of the Board of Directors, as they deem appropriate, based on the operating results of the Company, and the duties and responsibilities of each director, without providing any additional benefits to the Board of Directors and the subcommittees.

The details of the remuneration of the Board of Directors and subcommittees, for the accounting period ending 2021, as compared to the accounting period ending 2020

Board of Directors	The accounting period ending 2021 (proposed year)		The accounting period ending 2020 (previous year)	
	Monthly remuneration ¹ (THB/Person/Month)	Meeting allowance (THB/Person/Meeting)	Monthly remuneration (THB/Person/Month)	Meeting allowance (THB/Person/Meeting)
Board of Directors				
- Chairman of the Board of Directors	none	none	none	none
- Director	75,000	none	75,000	none
Executive Committee				
- Chairman of the Executive Committee	none	none	none	none
- Member of the Executive Committee	none	none	none	none
Audit Committee				
- Chairman of the Audit Committee	51,000	none	51,000	none
- Member of the Audit Committee	15,000	none	15,000	None

(Translation)

Board of Directors	The accounting period ending 2021 (proposed year)		The accounting period ending 2020 (previous year)	
	Monthly remuneration ¹ (THB/Person/Month)	Meeting allowance (THB/Person/Meeting)	Monthly remuneration (THB/Person/Month)	Meeting allowance (THB/Person/Meeting)
Nomination and Remuneration Committee				
- Chairman of the Nomination and Remuneration Committee	45,000	none	45,000	none
- Member of the Nomination and Remuneration Committee	9,000	none	9,000	none
Risk Management Committee				
- Chairman of the Risk Management Committee	45,000	none	45,000	none
- Member of the Risk Management Committee	9,000	none	9,000	none
Corporate Governance Committee				
- Chairman of the Corporate Governance Committee	45,000	none	45,000	none
- Member of the Corporate Governance Committee	9,000	none	9,000	none

Remarks:¹ Mr. Charoen Sirivadhanabhakdi (Chairman of the Board and Chairman of the Executive Committee), Khunying Wanna Sirivadhanabhakdi (Vice Chairman of the Board and Vice-Chairman of the Executive Committee) declared their intentions not to receive remuneration.

Mrs. Wallapa Traisorat (Chief Executive Officer and President) shall not be entitled to remuneration as a director because she receives salary from the Company.

In addition, the details of the scope of duties of the Board of Directors and subcommittees, including the remuneration for each director for the accounting period ending 2020, are set out in the 2020 Annual Report, [Attachment 1](#), or shareholders can download the Annual Report from the Company's website at www.assetworldcorp-th.com/.