

The Remuneration Committee's Report

S & J International Enterprises Public Company Limited has appointed the Remuneration Committee with 4 members as follows:

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| 1. Mr.Boonkiet | Chokwatana | Chairman |
| 2. Mr.Thirasak | Vikitset | Member |
| 3. Mrs.Kaewta | Ongsaranakom | Member |
| 4. Mrs.Pismai | Chandrubeksa | Member |

The Remuneration Committee has performed its duties as assigned by the Board of Directors, which is specified in the Charter of the Remuneration Committee. Its duties are to determine remuneration to company directors, others various committees and top management at the appropriate level, and to create incentive to obtain work efficiency as well as retain knowledgeable and capable persons to work with the company and propose to the Board of Directors' Meeting.

The Remuneration Committee has determined the remuneration policy and criteria for company directors, based on the authority, assigned responsibility, and operating results, as well as growth and the company's performance, business liquidity and factors which may affect the company or overall economic situation. The methods are in accordance with the Charter and related regulations.

In 2019, The Remuneration Committee held 2 meetings to perform its assigned duties by consideration and review of annual remuneration of the company directors, other various committees and the managements. The remunerations has been disclosed the remunerations in this Annual Report and Form 56-1. The Remuneration Committee has considered its appropriate for their responsibilities in accordance with the company policy.



(Mr.Boonkiet Chokwatana)

Chairman of the Remuneration Committee