

## Report of the Remuneration Committee

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


1. Mr.Boonkiet	Chokwatana	Chairman of the Remuneration Committee
2. Mr.Thirasak	Vikitset	Member of the Remuneration Committee
3. Mrs.Kaewta	Ongsaranakom	Member of the Remuneration Committee
4. Mrs.Pismai	Chandrubeksa	Member of the Remuneration Committee

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, sub-committees and top management at the appropriate level.

In 2023, The Remuneration Committee held 2 meetings in order to carry out its assigned duties and responsibilities and report its performance of duties to The Board of Directors, which activities are summarized as follows:

- Determined the remuneration policy and criteria for The Board of Directors and sub-committees as well as allocated annual remuneration for The Board of Directors. The remuneration is considered based on The Board of Directors' performances, authority, assigned responsibility, the performance of individual directors, as well as the company's growth and performance, business liquidity and factors which may affect the company or overall economic situation. Consideration is also given to the budget amount approved by the shareholders' meeting, the remuneration amount for the previous year and the comparison with other companies in similar businesses. The company ensured that the remuneration policy and criteria including allocation of annual remuneration is suitable for the duty and responsibility of The Board of Directors and sub-committees as well as to create incentive to obtain work efficiency in accordance with the strategic direction.
- Reviewed the Charter of The Remuneration Committee annually for the most effective performance and clear scope of responsibilities.
- Evaluated the performance of The Remuneration Committee and Managing Director as well as acknowledged the evaluation report on the performances of The Board of Directors, the sub-committees and Managing Director for year 2023.

The Remuneration Committee has independently performed its duties with transparency and fairness in accordance with the principles of good corporate governance and it is appropriate for their responsibilities and in accordance with the company policy.



(Mr.Boonkiet Chokwatana)

Chairman of the Remuneration Committee