

# **Remuneration Policy**



**THAI AUTO TOOLS AND DIE PUBLIC COMPANY LIMITED**

**("The Company")**



## Remuneration Policy

Thai Auto Tools and Die Public Company Limited (“**the Company**”) has a policy and guidelines for determining directors' remuneration that are in accordance with the best practices. The Board of Directors has assigned the Nomination and Remuneration Committee (“**Nomination Committee**”) to review the remuneration structure of the Company's Board of Directors, all sub-committees, and the Chief Executive Officer (CEO) to ensure that it is at an appropriate level and consistent with the responsibilities and roles of each director, and is comparable to similar industries.

The Nomination Committee is responsible for proposing to the Board of Directors, all sub-committees, and the Chief Executive Officer (CEO) for consideration of their remuneration. The remuneration of the Company's Board of Directors and all its sub-committees must be submitted for approval at the shareholders' meeting.

The compensation for the Chief Executive Officer (CEO) will be presented for approval by the Company's Board of Directors. The criteria for determining the CEO's compensation will give consideration to comparable levels of compensation in similar businesses to ensure it is appropriate for the responsibilities of the CEO and is sufficient to motivate and retain quality personnel. In the consideration of the CEO's remuneration, the Board of Directors will conduct a performance review every year and use the results to determine the appropriate compensation.

For senior executives/managers, compensation is reviewed annually by the CEO in accordance with the principles and policies set by the Nomination and Remuneration Committee.

This policy was approved by the Board of Directors Meeting No. 4/2025 on 14 November 2025, effective from 14 November 2025 onwards.

- *Dr. Damri Sukhotanang* -  
Dr. Damri Sukhotanang  
Chairman of the Board of Directors