

Directors and Executives Remuneration Policy

Humanica Public Company Limited

The Board of directors has assigned the Nomination and Remuneration Committee which does not include directors who are executives responsible for determining consider and monitor the compensation structure of the committee, sub-committees and the top executive, namely the Chief Executive Officer (CEO), including monitoring and evaluating performance according to the specified criteria to use the information to consider appropriate compensation in both the short and long term.

Guidelines

The remuneration of Directors, Sub-Committee and Group Chief Executive Officer

The Company has a Nomination and Remuneration Committee to consider and determine the remuneration of directors, sub-committee and Chief Executive Officer. The guidelines are as follows;

- 1) Set policies, formats, criteria or methods for considering compensation and benefits whether in the form of cash, securities or anything else) including offering remuneration for directors, sub-committee and Group Chief Executive Officer (“Group CEO”) to the Board of Directors meeting for approval and/or presentation to the shareholders meeting for further consideration and approval (depending on the case) with clear criteria, transparency, appropriateness, fairness, and in accordance with good practices and in accordance with relevant laws which will be considered by compare with the same industry same level and considered according to experience, duties, and scope of duties and responsibilities.
- 2) Take care of the Company’s directors, sub-committees and executives receive remuneration appropriate to their duties and responsibility.

Compensation for Top Executives

Compensation for top executives is determined annually by the Group CEO in accordance with the principles and policies set by the Nomination and Remuneration Committee.