



Policy on Remuneration for Directors and Executives

TQR Public Company Limited

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The Board of Directors has delegated the responsibility of determining, reviewing, and overseeing the remuneration structure for directors, the Chief Executive Officer (CEO), and senior executives to the Nomination and Remuneration Committee (excluding executive directors). The committee ensures that performance evaluations align with established criteria, providing data to support decisions on appropriate short-term and long-term remuneration.

Implementation Guidelines

Executive Directors

The Nomination and Remuneration Committee is responsible for reviewing and determining the remuneration for executive directors. The review process adheres to principles of thoroughness, clarity, and transparency. It considers the appropriateness and alignment with the scope of responsibilities and duties of the executive directors, benchmarking against companies within the same industry at a comparable level. Additionally, factors such as the company's business expansion and profit growth, sufficient to attract and retain qualified directors, are taken into account.

Recommendations are submitted to the Board of Directors for approval and subsequently to the Annual General Meeting of Shareholders for final endorsement.

Remuneration allocation is based on the roles and responsibilities of each executive director. Directors assigned with additional responsibilities will receive higher remuneration proportionate to their expanded duties.

Senior Executives/Executives

The remuneration for senior executives/executives is reviewed annually by the Chairman of the Board or the CEO. This review follows the principles and policies established by the Nomination and Remuneration Committee.

This policy is reviewed and effective from October 3, 2024 onwards.

Note : Approved by the resolution of the Board of Directors' Meeting No. 5/2024 on October 3, 2024.