Remuneration policy

1) Remuneration for the board of directors and the subcommittees

Consideration of the remuneration for the board of directors and committees in the subcommittees It has been analyzed, compared, and reviewed based on the results from the survey of remuneration of the companies in the same type of industry. It also considers the suitability with the duty and responsibility assigned, including the results on the performance that is consistent with the policy and operation results of the company. However, it shall be in the sufficient level to attract, maintain and motivate the experts from the various technological fields under the process and procedure that is transparent. It shall comply with the principle of good governance, accountability by presenting the remuneration of the directors to the board meeting and the annual general meeting (AGM) for approval.

2) Remuneration of the management

There is consideration for the remuneration of the management to be consistent with the results on the company's operations both in the short term and long term under the scope of duty and responsibility of each position. Moreover, the results on the individual performance by comparing with the indicators, e.g., financial indicator, customer indicator, working process development and risk management and personnel development indicators, etc. They come under the process and procedure that are transparent, abide by the principle of good governance and can be accountable, and in the sufficient level to attract, motivate and keep the quality personnel with the company.

3) Remuneration in money

The management shall be paid remuneration in the form of salary, provident fund, and annual bonus.

4) Other remunerations

The management has received benefits and other fringe benefits in accordance with the rules of the company, e.g., benefits on medical care, medical examination, loan of all kinds, including the provident fund, etc.