Remuneration Policy

Siam Gas Group ("the Company") has established a reasonable and fair compensation policy for directors, executives, and employees. This policy is based on important factors and aligned with the company's objectives, vision, mission, and long-term goals.

Compensation for Directors

Policy and Criteria

1. Director compensation is aligned with responsibilities and performance, including those of specialized directors and board advisors.
2. The Nomination and Remuneration Committee determines necessary and appropriate compensation for directors, specialized directors, and board advisors.
3. Compensation for directors and specialized directors is presented for approval at the Annual General Meeting of Shareholders.
4. Annual compensation is provided for the Chairman and members of the Audit Committee.
5. Directors and specialized directors receive meeting allowances based on attendance.

Types of Director Compensation

1. **Monetary Compensation**

   The Nomination and Remuneration Committee considers the duties, responsibilities, and roles of the directors, as well as comparisons with companies of similar size and business nature. Monetary compensation for directors is categorized into two types:

   1.1. **Meeting Allowance** Reflects the directors' contributions and encourages regular attendance at meetings. Directors or specialized directors receive an allowance per meeting attended.

   1.2. **Annual Compensation** Reflects the duties and responsibilities of the directors.

2. **Non-Monetary Compensation** - None. -

Compensation for Executives

Policy and Criteria

1. The Nomination and Remuneration Committee determines the compensation structure for executives based on their responsibilities and performance.
2. The Chairman and the Managing Director evaluate the appropriateness of compensation and annual salary adjustments for managers and higher levels, based on individual and company performance.
3. The Company offers additional executive benefits, such as contributions to a provident fund at 5% of the monthly salary.

Compensation for Employees

Policy and Criteria

The company adopts a Pay for Performance policy, which ties compensation to both the quantity and quality of work performed. This approach aims to enhance efficiency, maintain quality, and promote long-term fairness. It establishes a structured and transparent compensation system that motivates employees to maximize their potential.

In addition to aligning compensation with performance, the company ensures wages are sufficient to support employees' living standards and are appropriate for the current cost of living and economic conditions. Regular bonuses and special bonuses are provided to employees, with special bonuses determined based on individual performance and the company's overall results. This system serves as a strong incentive for employees to work toward achieving the organization's goals.

Annual salary adjustments and compensation payments are determined through a systematic performance evaluation process. This process includes setting Key Performance Indicators (KPIs) aligned with the organization's goals. These KPIs are mutually agreed upon between employees and their supervisors, ensuring measurable and evidence-based evaluations. Additionally, the company establishes Core Competencies that combine skill expectations with ethical behavior, aiming to cultivate a workforce that is both capable and virtuous.

The company considers compensation fairly, ensuring that employees with equal performance receive equal pay, while employees who perform better, more, or harder are compensated with higher pay. The company also analyzes and evaluates job value transparently, allowing for comparison across all roles within the organization. Every task and aspect is important to the organization, though they may differ in the nature of the duties.

The company has a welfare policy to help alleviate the burden on employees, such as medical expenses, lunch allowances, employee uniforms, education funds for employees' children, special assistance, cost of living allowances, transportation allowances, fuel expenses, position-related company cars, communication equipment, life insurance, accident insurance, and the provision of financial institutions to support home loan credit. Additionally, there is a provident fund to which the company contributes, encouraging employees to save for the long term. Employees are also entitled to legal severance pay upon retirement when they reach the age of 60.