Supalai Public Company Limited

Policy on Remuneration and Welfare

Supalai Public Company Limited attaches importance to all employees equally regardless of whichever department or section they are working in without discrimination. It pays remuneration according to the performance appraisal system with open and clear evaluation form and criteria with the emphasis on creating a good working environment, that is safe with good welfare. In addition, the Company has provided innovation and new technology to support the performance and as reward to all employees who work for maximum benefit of the Company. Such policy cover the operations of its subsidiaries, which are in line with the resolution of the Board of Directors No. 1/2018 held on 9 January 2018 with the following details:

1. The Company provides fair employment conditions and an opportunity to advance in the company on a fair basis.
2. The Company encourages and supports employees with a stable career path by providing promotion, raising of salaries by firstly consider suitability before taking into account the outsiders.
3. The Company provides opportunity to all employees to exercise their ability fully with appropriate remuneration, and creates incentives in the form of salary, special remuneration and expenses for performing duties in accordance with the regulations of the Company. Furthermore, the Company has considered providing remuneration on an equal basis with the same group of business and results of operations of the Company, which for the short term, depends on the ability to make profit each year. For the long-term, the Company has provided employees with stock options, depending on the consideration and screening of the Nomination and Remuneration Committee with the approval of the Board of Directors.
4. The Company provides various employment rights, such as rights to take leave, transfer of positions and channel of communications between employees and senior executive in order to understand the issues and listen to ideas and comments directly from the employees.
5. The Company provides fringe benefits to meet the needs of the employees, such as medical expenses, provident fund, accident insurance, scholarships, uniforms, financial assistance and the right to have discount price to buy a house, etc.
6. The Company has allocated resources, labor, place and full facilities for performing duties, they are not for use other than for performing duties or welfare entitled by the employees.

Please be informed for your acknowledgement.

Notified on this 10th day of January 2018

Prateep Tangmatitham

(Dr.Prateep Tangmatitham)
Chief Executive Office