



Remuneration Committee Report

The Remuneration Committee of I.C.C. International Public Company Limited consists of Mr. Pitak Pruttisarikorn as Chairman, Mr. Boonkiet Chokwatana, Mr. Thamarat Chokwatana and Mr. Vichai Kulsomphob as Directors.

The Remuneration Committee performed its duties as assigned by the Company Board of Directors as specified in the Charter of the Remuneration Committee. The main duties are as follows:

1. Propose fair and reasonable Remuneration Policy and Rule for Company Directors, Sub - Committee directors and Management because remuneration is an important factor, which helps to attract and retain knowledgeable and capable persons to remain with the organization. Moreover, it is a tool to motivate and create work efficiency.

2. Consider allocation of remuneration to Company Directors, Sub-Committee directors on an individual basis by taking into consideration authority, duties and obligations skills and experience and commensuration with the same type of industry within the financial limit as approved by shareowners and propose to Company Board of Directors Meeting.

In 2025, the Remuneration Committee held 4 Meetings, with full attendance by all committee members in each session. The attendance details are as follows:

Name	Position	Number of Meetings Attended ** (Total 4 per Year) (Onsite)
1. Mr. Pitak Pruttisarikorn	Chairman of the Remuneration Committee	4
2. Mr. Boonkiet Chokwatana	Remuneration Committee Member	4
3. Mr. Thamarat Chokwatana	Remuneration Committee Member	4
*4. Mr. Vichai Kulsomphob	Remuneration Committee Member	-

Note: *4 Appointed as Remuneration Committee Member on April 28, 2025.

** The number of meetings are based on the year of service of the directors, counted from the date of the first Board of Directors meeting following the annual shareholders' meeting, which regularly falls in April of every year (and does not align with the calendar year)

The Remuneration Committee has conducted an annual review of its Charter. The remuneration of the Company's Directors, Sub-Committee Directors and Executive has been disclosed in the Annual Registration Statement/Annual Report 2025 (Form 56-1 One Report). The Remuneration Committee has reviewed and affirmed that the remuneration is appropriate, aligned with their duties and responsibilities and complies with the Company's policies.

(Mr. Pitak Pruttisarikorn)

Chairman of Remuneration Committee