

## Remuneration Committee Report

The Remuneration Committee of I.C.C. International Public Company Limited consists of Mr. Boonkiet Chokwatana as Chairman, Mr. Thamarat Chokwatana and Miss Munchusa Teraongpipat 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, Subcommittee 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 2022, the Remuneration Committee held 4 Meetings attended by all the Directors. (The number of each director's attendance is not stated in this report, details in Chart meetings on page 108-109 of Annual Registration Statement / Annual Report 2022) The Charter of Remuneration Committee was also reviewed annually. The remuneration of Company Directors, Subcommittee Directors and Management were disclosed in the Annual Registration Statement/Annual Report 2022 (Form 56-1 One Report). The Remuneration Committee considered and agreed that they are appropriate and coincided with their duties, obligations as well as conforming to Company Policy.



(Mr. Boonkiet Chokwatana)  
Chairman of Remuneration Committee