

## Remuneration Committee Report

The Remuneration Committee of I.C.C. International Public Company Limited consists of Mr. Pitak Pruittisarikorn as Chairman, Mr. Boonkiet Chokwatana, Mr. Thamarat Chokwatana and Miss Munchusa Terapongpipat as committee members.

At the Board of Directors meeting held on April 22, 2024, Mr. Pitak Pruittisarikorn, an Audit Committee member, was appointed as the Chairman of the Remuneration Committee.

The Remuneration Committee has performed its duties as assigned by the Company's Board of Directors, in accordance with the Charter of the Remuneration Committee. The main duties are as follows:

1. Propose fair and reasonable remuneration policies and guidelines for Company Directors, Sub-Committee Directors, and Executives. Remuneration is a key factor in attracting and retaining knowledgeable and capable individuals within the organization, as well as serving as a tool to motivate and enhance work efficiency.

2. Consider and allocate remuneration to individual Company Directors and Sub-Committee Directors at an appropriate level. This is done by taking into account their authority, responsibilities, skills, and experience, while ensuring that the remuneration is benchmarked against similar industries and remains within the financial limit approved by shareholders before being proposed to the Board of Directors meeting.

In 2024, the Remuneration Committee held a total of 6 meetings, with full attendance by all committee members in each session. The attendance details are as follows:

Name	Position	Number of Meetings Attended ** (Total 6 per Year) (Onsite)
*1. Mr. Pitak Pruittisarikorn	Chairman of the Remuneration Committee	-
2. Mr. Boonkiet Chokwatana	Remuneration Committee Member	6
3. Mr. Thamarat Chokwatana	Remuneration Committee Member	6
4. Miss Munchusa Terapongpipat	Remuneration Committee Member	6

**Note:** \* Appointed as Chairman of the Remuneration Committee on April 22, 2024.

\*\* The number of meetings is 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 Executives has been disclosed in the Annual Registration Statement / Annual Report 2024 (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 Pruittisarikorn)

Chairman of Remuneration Committee