

(English Translation)

**Remuneration Policy  
for  
Directors and Top Executives**

**WHA Corporation Public Company Limited**

WHA Corporation Public Company Limited (“**the Company**”) realized the importance of good corporate governance. As a result, the Board of Directors has established a remuneration policy that includes a long-term incentive to determine either monetary or non-monetary remuneration for directors, Chief Executive Officer, and C-Level executives so that they can operate the business in accordance with the Company's objectives, policies, goals, as well as short-term and long-term performance alignment. The Board of Directors has assigned the Nomination and Remuneration Committee to determine suitable compensation structures that conform to the law and good corporate governance.

The Board of Directors receives remuneration as approved by the shareholders' meeting, while Chief Executive Officer and C-Level executives receive fixed and variable compensation in accordance with the Company's policy. The Nomination and Remuneration Committee will propose the Chief Executive Officer and C-Level executives compensation to the Board of Directors for consideration and approval. The compensation rate is competitive and comparable in the same industry, and it is linked to the Company's performance, individual performance assessment and dedication to the Company and the indicator along with good corporate governance standards in order to ensure that it can create motivation for achieving sustainable operations.

The Company also has a policy regarding Clawback Provision conforming to Sections 89/7, 89/18, 89/19 and 281/2 of the Securities and Exchange Act B.E. 2535 (and as amended). The said law requires all directors and top executives to perform their duties with responsibility, due care, and loyalty, comply with all laws, the objectives, the articles of association of the Company, the resolutions of the Board of Directors, and the shareholders' meetings. In the event that any director, Chief Executive Officer, or C-Level executives fail to perform their duties or engage in misconduct that cause damage to the Company or cause inappropriate benefits to him/herself or to those involved, he/she must return such compensation or benefits that have been received to the Company as required by law.

*-Somkid Jatusripitak-*

(Mr. Somkid Jatusripitak)  
Chairman of the Board of Directors