

Remuneration Policy

1. Purpose

The policy aims to ensure that the Company offers remuneration to employees in a manner that encourages professional growth, develops potential, retains high-performing individuals, and motivates them to work in line with competitive market conditions. This policy seeks to assure employees that they will receive appropriate remuneration following market guidelines, fostering morale to promote sustainable results for the Company. This policy applies to all employees of Thaifoods Group Public Company Limited (the "Company").

2. Components of Remuneration

"Base Salary"

is determined based on the roles, positions, duties, responsibilities, complexity of work, work experience, professional qualifications, and prevailing market conditions for each employee.

"Annual Performance-Based Bonus"

is designed to incentivize and reward employees who achieve the established Key Performance Indicators (KPIs), which include:

- Company's objectives
- Departmental objectives
- Individual objectives

The bonus must reflect both the department's and individual employee's performance, such as revenues, profits, expenses, and work performance effectiveness, both in terms of financial and non-financial factors; in other words, adherence to the Company's guidelines, policies, principles, and processes; competence, dedication, work performance, and others; as well as product and service satisfaction, innovation development, community and societal engagement, and environmental stewardship.

"Benefits"

are provided following legal requirements, the Company Benefits Policy, and individual employment contracts, based on the employee's role, responsibilities, and position, as well as local market practices.

"Severance Pay"

is determined according to the applicable labour laws (Labour Protection Act).

The Executive Committee is responsible for setting employee remuneration in line with the Company's short-term and long-term performance, adhering to the objectives of this policy and the approval process of authority as established by the Board of Directors.

3. Policy Review and Improvement

The Company requires this policy to be reviewed regularly, at least every year or when significant changes occur, to be consistent with the Company's operations.

Announcement on January 1st, 2026