



Remuneration of Directors / CEO / Executives

Human
Wellness



RESPECT each other's differences

FREEDOM in your work and
personal lives

TRUST you as an adult

TRUTH in what we do every day



MEGA COMMITMENT

is to provide

**Quality Products and Services to
Our Customers**

**Through constant Improvement and
Innovation**



Policy For Remuneration of Directors/ CEO / Executives

The Board of Directors has assigned the Nomination Committee and Remuneration Committee for determining, considering and monitoring the remuneration structure of The Board of Directors, Chief Executive Officer-and Management Board. In addition, the NRC the Sustainability, Risk Management and Corporate Governance Committee. would monitor the assessment of performance in accordance with the specific criteria, to apply for the information in determining proper compensation for the short-term and long-term, including communicating the executives at all levels to acknowledge.

Directors

The Board would assign the Remuneration Committee to consider the remuneration of the Directors appropriately and transparently by comparing to other companies in the similar fields and in the same level, including the duties, responsibilities and also considering the expansion of the business and the growth of the Company's profit which should be sufficient to attract and retain valuable and qualified Directors. The remuneration of Directors in each year would be presented to the Board of Directors for approval and further propose to the Shareholders Meeting for approval. In this, the Directors who were given more duties and responsibilities would be rewarded more to compensate with the tasks given.

Chief Executive Officer (CEO)

Remuneration of the Chief Executive Officer (CEO) are determined annually by the Committee, in accordance with the policy of the Nomination Committee and Remuneration Committee designated, being in line with the Company's operating results both in the short term and in the long term, by applying the individualized metrics (KPIs) to determine fairly and equitably. The results of the assessment would be applied for managing the rewards and considering career path advancement, to create incentives along with the development and increase the potential of executives.

Executives

Remuneration of the Executives are determined annually by the CEO, in accordance with the policy of the Nomination Committee and Remuneration Committee designated, being in line with the Company's operating results both in the short term and in the long term, by applying the individualized metrics (KPIs) to determine fairly and equitably. The results of the assessment would be applied for managing the rewards and considering career path advancement, to create incentives along with the development and increase the potential of executives.