

Remuneration Committee Report - 2025

The Remuneration Committee ('Committee') of Mega Lifesciences Public Company ("Company") is responsible for monitoring the remuneration of Board of Directors, Management, and assessment of the Committee.

The Committee comprises of 3 Directors and the Composition is as below:

1.	Mr. Thor Santisiri	Independent Director, Chairperson of Committee	Since April 05, 2023	Attended 02 out 02 meetings (100%)
2.	Mr. Vivek Dhawan	Executive Director, Member of Committee	Since Feb 23, 2022	Attended 02 out 02 meetings (100%)
3.	Mr. Kirit Shah	Non-Executive Director, Member of Committee	Since Feb 23, 2022	Attended 02 out 02 meetings (100%)

The Remuneration Committee considered and reviewed the remuneration of Board of Directors considering each individual director's roles and responsibilities and benchmarked with the remunerations of Directors in similar companies in Thailand and considering the performance of the Company.

The Committee also reviewed the Management's compensation and guidelines for salary increments for key businesses.

Remuneration Committee conducted a self-appraisal as per Stock Exchange of Thailand and shall continue to improve its performance accordingly.

Mr. Thor Santisiri
Independent Director
Chairperson