

## Compensation and Benefits Policy

Siam Global House Public Limited Company recognizes and emphasizes the importance of the well-being of the employee by imploring the “Living Wage”. Global House is committed to returning fair compensation to every employee based on regional factors. This includes constant monitoring of the impact on the cost of living and employment factors. To assess and review compensation in the current market to make sure a sufficient income in every household.

### Implementation

The company adhere to following the procedures of a fair compensation policy for jobs to receive adequate pay. The company is committed to paying every employee the living wage which is above the minimum wage that is set by government regulation. This is to ensure to let every household has at least the necessities for the employee and family. There will be regular evaluations of compensation to align with the current labour force and other direct competitors.

The company provides various welfare benefits such as retirement funds, insurance, housing allowances, financial funeral assistance, employee uniforms, annual health check-ups, Hospital visit with Employee Support, etc. These welfares are designed to support and ensure that employees have a quality of life. The company thrives to support employees to in an excellent working environment in hopes to encourage and motivate everyone to be successful. Furthermore, the company urges to bring the best out of every employee with a goal set for sustainable growth.

The company is committed to strictly complying with relevant regulations, laws and international organization guidelines in the following:

- United Nations Universal Declaration of Human Rights
- United Nations Global Compact (UNGC) Principles
- International Labour Organization (ILO) Fundamental Conventions
- National Wage Committee

## Methodology

1. The company utilizes the analytical data and results from Asia Floor Wage Alliance to calculate a sufficient wage for decent living standard.
2. The company has an internal auditing process to ensure employees are receiving the minimum living wage and annual conduct evaluations of employee compensation. Furthermore, the company also monitors the welfare benefits and any relevant changes to compensation data such as minimum wage, cost of living and labour force. The evaluation results are regularly checked and reported to Human Resources Department.

(Mr.Witoon Suriyawanaku)

Chief Executive Officer

Siam Global House Public Company Limited