

Remuneration for Executive Directors and Executives

Remuneration policy for Executives of the Company

Remuneration of Group Executive Committee Members and Top Executives (as defined by the SEC)

In 2024, the Company evaluated the performance of top executives and all employees in terms of Key Performance Index (KPI). Each employee must set their KPIs together with action plans and submit them to the Group Chief Executive Officer and/or Group Executive Committee and/or Board of Directors which will be in conjunction with compensation, salary adjustment and bonus. The performance evaluation with KPI is performed together with performance evaluation set by the Human Resources Department.

The Board of Directors has established a policy on the remuneration of the Group Chief Executive Officer (Top executive) for short-term by considering KPI and the success of the action plan, together with the performance evaluated by the Nomination and Remuneration Committee before submitting to the Board of Directors for approval. The long-term compensation will be in the form of the provident fund based on the period of employment. The Board of Directors considers that the remuneration structure for top executives is appropriate for their responsibilities and can motivate executive directors and top executives to lead the organization to meet both short-term and long-term goals and can compare with the level that is practiced in the same industry.

The monetary remuneration for the Group Executive Committee and Top Executives ('Executives' in this instance refers the SEC's definition including Group Chief Executive Officer or Group CEO, the top four most senior members of the management team ranked below the Group CEO irrespective of their positions, including the position equivalent to the fourth rank and Chief Finance Officer) is in the form of salary, bonus, provident fund and other benefits such as company cars, car allowances as a substitute for of company cars and mobile phones usage fee

Total Remuneration of Group Executive Committee and executives of the Company

In 2024, the total monetary remuneration for Group Executive Committee members and top executives in total 5 persons amounted to 63,393,284 Baht.

Remuneration for members of group executive committee and executives	Amount (Baht)		
	2024	2023	2022
Salary and Bonus	60,005,837	144,362,117	61,834,829
Other Benefits:			
- Provident Fund (Depend on the period of employment)	1,889,947	1,853,826	1,523,700
- Others	1,497,500	2,423,000	1,736,000
Total	63,393,284	148,638,943	65,094,529

Remark: The aforementioned remuneration includes the compensation that GRAMMY provides to its employees, namely Mr. Phawit Chitrakorn and Mr. Fahmai Damrongchaitham, for their full-time services at GMM Music under the Secondment Agreement. This amount excludes any management fees that GRAMMY charges GMM Music in addition to the actual costs incurred for seconding these individuals to work full-time at the company, effective from September 1, 2023, onwards.