

Information of Remuneration of Directors and Members of Subcommittees
(For Agenda Item 7 To consider and approve the remunerations for directors and members of subcommittees)

The Board of Directors has determined the Directors' remuneration to be in line with the Company's performance and the roles and responsibilities of each member and at an appropriate level comparable to the market and the same industry. The Board of Directors opined that the remunerations for directors and member of subcommittees in the form of monthly fee, meeting allowance for directors and members of sub-committees and bonus for the year 2020 at the total amount of not exceeding Baht 10 (ten) million which is the same rate as the year 2019 should be proposed to the shareholders for approval and authorized the Board of Directors to allocate the remunerations to directors and members of sub-committee as deemed appropriate.

Description	Year 2020 (Proposed Year)	Year 2019	
		Proposed amount	Actual amount paid
Directors' remuneration (Baht)	10 million	10 million	9.99 million
Other benefits	None	None	

For year 2019, the remuneration in the form of monthly fee and meeting allowance paid to directors and members of sub-committees was Baht 7.80 million bonus paid to non-executive directors was Baht 2.19 million of which the amount is in line with the director bonus policy as described above, which is not exceeding the remuneration budget of Baht 10 million as approved by the shareholders at the AGM No. 1/2019 on 24th April 2019.

In this regard, the Company do not pay any other forms of remuneration or benefits to non-executive directors apart from the remuneration as afore-mentioned. The Company disclosed the details of directors' remuneration of each director and type of remuneration in the Annual Information Disclosure (Form 56-1) and the 2019 Annual Report of the Company for transparency and in compliance with Good Corporate Governance.

The details of remuneration for directors and sub-committees and bonus in 2020 are as follows :

Committee	Type of Remuneration	Current Remuneration
Director	Monthly Fees	Baht 150,000 - Chairman Baht 24,500 - Non-Executive Director
	Attendance Fee per meeting	Baht 54,000 - Chairman Baht 31,500 - Non-Executive Director
	Bonus	A bonus for all non-executive directors shall be paid at a rate of not exceeding 1% of the consolidated net profit of the Company (after deducting unrealized gains/losses). The Board of Directors will fix the appropriate amount of the bonus to be payable to the directors (in line with the above director bonus policy).

Committee	Type of Remuneration	Current Remuneration
Audit Committee	Attendance Fee per meeting	Baht 33,600 - Chairman Baht 28,000 - Member
Nomination and Remuneration Committee	Attendance Fee per meeting	Baht 25,200 - Chairman Baht 21,000 - Member
Risk Management Committee	Attendance Fee per meeting	Baht 15,120 - Chairman Baht 12,600 - Member
Corporate Governance Committee	Attendance Fee per meeting	Baht 15,120 - Chairman Baht 12,600 - Member

Comparison of Directors' Remuneration

The latest Directors' Remuneration Report surveyed by the Thai Institute of Directors Association, providing listed companies statistical information of director's remuneration, is used as an index for comparison with the directors' remuneration of the Company for 2020 as follows:

Directors' remuneration of listed company with revenues exceeding Baht 10,000 million.

Unit: Baht

Chairman	Median	Min	Max	TTA
Retainer Fee	52,000	20,000	340,000	150,000
Attendance Fee per meeting	35,000	6,250	360,000	54,000

Non-executive Directors	Median	Min	Max	TTA
Retainer Fee/person/month	30,000	10,000	150,000	24,500
Attendance Fee per meeting	20,000	5,000	180,000	31,500

Remuneration for sub-committees of listed company with revenues exceeding Baht 10,000 million.

a) Attendance Fee for Audit Committee.

Unit: Baht

Per meeting	Median	Min	Max	TTA
Chairman	31,800	6,250	100,000	33,600
Member of Committee	24,000	5,000	90,000	28,000

b) Attendance Fee for Nomination and Remuneration Committee.

Unit: Baht

Per meeting	Median	Min	Max	TTA
Chairman	30,000	6,250	90,000	25,200
Member of Committee	20,000	6,000	90,000	21,000

c) Attendance Fee for Corporate Governance Committee.

Unit: Baht

Per meeting	Median	Min	Max	TTA
Chairman	26,250	6,250	90,000	15,120
Member of Committee	19,000	5,000	90,000	12,600