

Determination of the remuneration of the Board of Directors

In order to determine the remuneration structure that can motivate Managing Director, top executives and other personnel at all levels to work in accordance with the objectives and main targets of the organization and in line with the interests of the Company in the long term, the Board of Directors, therefore, set the criteria and scope of authorities and responsibilities of the Remuneration Committee as follows:

1. Consider the appropriateness of remuneration ratio like salary, short-term performance, such as bonus; and consider the guidelines for long-term remuneration such as giving the Company's shares or warrants, etc.
2. Consider and compare the remunerations determined by the Company to the level of remuneration in the same size of business, same business, or similar performance, etc.
3. Establish the policy regarding evaluation criteria and disclosure of information.

Every year, the Board of Directors, excluding directors who have gain and loss and Managing Director, will evaluate the performance of Managing Director, the Chairman of the Remuneration Committee will disclose the evaluation results and development issues to Managing Director. The criteria for evaluation are as follows:

1. Consider the targets and status of each target's achievement.
2. Evaluate performance based on
 - 2.1 Leadership
 - 2.2 Strategy formulation
 - 2.3 Compliance with strategies
 - 2.4 Financial planning and performance
 - 2.5 Relationships with the Board of Directors
 - 2.6 Relationships with external parties
 - 2.7 Management and relationships with employees
 - 2.8 Succession
 - 2.9 Knowledge of products and services
 - 2.10 Personal characteristics
3. Development of Managing Director

The results of performance evaluation of the Managing Director will be one of factors used to consider and approve the annual remuneration of Managing Director as well

The Board of Directors will supervise and provide the appropriate remuneration for each member of the Board of Directors according to authorities, responsibilities and compare to the level of remuneration in the same business group. In the Board of Directors' Meeting No. 2/2015 held on 27 February 2015, the Board of Directors approved the appointment of the Remuneration Committee. The remuneration criteria considered by the Nomination Committee will be based on the Company's business performance in previous year, performance and responsibility of directors, benefits provided to the Company by director's performance. The preliminary compensation data will be compared to the size of business or industry with income, net profit

that are close to those of the Company. The information remuneration for directors is classified by business category - by the Market for Alternative Investment (MAI), based on the information of remuneration for directors and executives of listed companies, prepared by the Stock Exchange of Thailand each year. In addition, only independent directors in the Board of Directors also prepare an evaluation form for the performance of Managing Director every year in order to submit such assessment data, collect, analyze and present to the Remuneration Committee for consideration of adjusting the appropriate remuneration for Managing Director every year if the performance evaluation of Managing Director can achieve the target and comply with the policy of the Board of Directors,

The Board of Directors has determined the policy of remuneration for Managing Director to be appropriate under clear and transparent criteria. The Remuneration Committee will consider and review the remuneration for Managing Director and propose to the Board of Directors for consideration and approval. The consideration will be based on his/her performance that is consistent with the Company's targets both in short term and long term, business strategies, the Company's performance and the consistency with Managing Director's duties and responsibilities. The remuneration is intended to create motivation as follows:

Short-term remuneration: it is paid in the form of salary and bonus based on performance.

Long term remuneration: it is considered to provide in the form of ordinary shares, if the

Company will establish a subsidiary in the future, the Company will register additional listed company on the Stock Exchange of Thailand (Spin-off), at that time, the Board of Directors and / or the Remuneration Committee of the subsidiary and the Company will jointly consider finalizing a clear conclusion of such remuneration.

In addition, the Board of Directors has a policy to assign Managing Director to evaluate the performance of top management by setting criteria and factors for performance evaluation and preparing criteria and factors for performance evaluation for the entire organization, which the results.

In addition, the Board of Directors has a policy to allow Managing Director to evaluate the performance of top executives by prescribing criteria and factors for performance evaluation and to prepare the criteria and factors for performance evaluation for the whole organization as well will be further applied to the determination of both short-term and long-term appropriate remuneration structure.

At the Annual General Meeting of Shareholders, 2019, on 22 April 2019 has approved the determination of the remuneration of the directors for the year 2019 with the following details:

Remuneration for the Board of Directors

Remuneration of the Board of Directors and all sub-committees for the year 2019 with the following details:

Director	Monetary Remuneration (Baht)		
	Monthly Retainer	Meeting Allowance	Bonus
The Board of Directors			
Chairman	34,000	7,000	Considering the performance
Member	24,000		
Audit Committee Executive Committee			
Chairman	29,000		
Member	24,000		
Other Sub-Committees	X		

Details of remuneration for the Board of Directors in 2019

Name of Members	Position	Monthly Retainer (Baht)	Meeting Allowance (Baht)	Bonus (Baht)	Total (Baht)
1. General Terdsak Marom	<ul style="list-style-type: none"> ● Chairman of the Board ● Audit Committee Member ● Independent Director 	408,000	77,000	120,000	605,000
2. Assoc. Prof. Dr. Montree Socratyanurak	<ul style="list-style-type: none"> ● Chairman of the Audit Committee ● Chairman of Risk Management Committee ● Chairman of Remuneration Committee ● Independent Director 	288,000	77,000	120,000	485,000

Name of Members	Position	Monthly Retainer (Baht)	Meeting Allowance (Baht)	Bonus (Baht)	Total (Baht)
3. Assoc. Prof. Songklod Jarusombat	<ul style="list-style-type: none"> ● Chairman of the Nomination Committee ● Audit Committee Member ● Risk Management Committee Member ● Independent Director 	288,000	70,000	60,000	418,000
4. Dr. Ekarin Vasanasong	<ul style="list-style-type: none"> ● Independent Director 	288,000	77,000	60,000	425,000
5. Mr. Suphan Setthapanich	<ul style="list-style-type: none"> ● Independent Director 	216,000	42,000	-	258,000
6. Mr. Chalee Suksawad	<ul style="list-style-type: none"> ● Vice Chairman of the Board ● Risk Management Committee Member ● Nomination Committee Member ● Remuneration Committee Member 	288,000	77,000	-	365,000
7. Mr. Wanlop Suksawad	<ul style="list-style-type: none"> ● Director ● Chairman of Executive Directors 	288,000	70,000	-	358,000
8. Mr. Arak Suksawad	<ul style="list-style-type: none"> ● Director ● Managing director ● Risk Management Committee Member ● Nomination Committee Member ● Remuneration Committee Member 	288,000	70,000	-	358,000
9. Miss Tippawan Suksawad	<ul style="list-style-type: none"> ● Director ● Deputy Managing Director ● Company Secretary 	288,000	70,000	-	358,000
Total		2,640,000	630,000	360,000	3,630,000

Details of remuneration for executives in the year 2019

Remuneration for Executives	Year 2019	
	No. of Persons (persons)	Amount (baht)
Salary	8	11,934,720
Bonus	-	263,270
Provident Fund	-	0
Total	8	12,197,990