

Criteria on the Determination of the Directors' Remuneration

Criteria and Procedures of Remuneration

The Nomination and Remuneration Committee has reviewed and recommended to the Board of Directors to propose to the shareholders' meeting to approve the directors' remuneration with the following criteria:

1. Operating result and size of the business by comparing directors' remuneration of other listed companies in the Stock Exchange of Thailand with the same size and in the same business segment.
2. Experience, role, duty and scope of responsibility of each director.
3. Benefits that the Company expects from each director.
4. The determined remuneration must be able to encourage and maintain directors who have knowledge, expertise and adequate qualifications to be our directors of the Company.

Composition of Remuneration

The directors' remuneration composes of:

1. Monthly remuneration will be paid in accordance with the duties and responsibilities of each director.
2. Meeting allowance will be paid to non-executive directors based on their attendances at each meeting.
3. Bonus will be paid based on the Company's profits and total amount of dividends paid to shareholders and propose the power to the Board of Directors shall be authorized to allocate the proposed bonus to each director.

Directors' Remuneration for the Year 2021

The Board of Directors deemed it appropriate to propose to the shareholders' meeting to approve the directors' remuneration for the year 2021 to be paid in an amount of not exceeding Baht 14,000,000 whereas the directors' remuneration for the year 2020 was an amount of not exceeding Baht 7,000,000 with the following details:

1. Total directors' remuneration - Not exceeding of Baht 14,000,000

Proposed Directors' Remuneration in 2021	Directors' Remuneration in 2020	Increase (%)
Not exceeding of Baht 14,000,000	Not exceeding of Baht 7,000,000*	100.00

Remarks *The Board of Directors proposed to the 2020 Annual General Meeting of Shareholders dated 28 April 2020 to approve the decrease in directors' remuneration for the year 2020 from not exceeding of Baht 14 million to not exceeding of Baht 7 million since the Company had the impact from the outbreak of the Coronavirus Disease 2019 (COVID-19)

Position	Directors' Remuneration (Baht)	
	Monthly	Meeting Fee/Time
Chairman of the Board of Directors	200,000	25,000
Chairman of the Audit Committee	75,000	25,000
Chairman of the Risk Management Committee	75,000	25,000
Member of the Audit Committee	65,000	25,000
Non - Executive Director	65,000	25,000
Executive Director	30,000	-

2. Other Remuneration

– None –

Information on the Directors' Remuneration Since 2012

	Directors' Remuneration (Baht)	Increased (Decreased) (Baht)	Actual Directors' Remuneration (Baht)
Year 2020	7,000,000	(7,000,000)	6,975,250
Year 2019	14,000,000	2,000,000	12,935,000
Year 2018	12,000,000	0	9,042,192
Year 2017	12,000,000	3,000,000	8,709,000
Year 2016	9,000,000	1,000,000	7,635,000
Year 2015	8,000,000	0	6,107,334
Year 2014	8,000,000	0	5,989,967
Year 2013	8,000,000	500,000	6,570,000
Year 2012	7,500,000	0	4,680,000

In this regard, the Company has not pay other benefits to directors. As for the transparency and comply with the Good Corporate Governance principles, the Company was disclosed the details of directors' remuneration in each person and types of remuneration in the Annual Registration Statement (Form 56-1) and the Annual Report of the Company.