

**Supporting Document for Item 6 : To consider the determination of remuneration for directors**

1. Criteria for Consideration of Remuneration for Directors

Pursuant to Article 33 of the Articles of Association stipulates that ...directors shall have the right to receive remuneration, meeting allowances, consideration and welfares from the Company in the form of honorarium, bonus or other benefits in other forms, in accordance with the Articles of Association or with the approval of the shareholders' meeting...

Pursuant to Article 45 of the Articles of Association stipulates that business to be transacted at the annual ordinary general meeting are at least as follows: ... (4) Consideration of the election of directors in place of those who are due to retire by rotation and fixing of directors' remuneration...

The Company has considered granting proper remuneration for directors, with the criteria for consideration of remuneration for directors, as follows:

- (1) The remuneration is suitable and in line with the scope of the duties and responsibilities of each director, as well as workloads in the capacity as chairman or members of the Company's Board or subcommittees, who will receive additional remuneration for such position.
- (2) The remuneration is sufficient to attract and maintain knowledgeable and capable directors, with efficient performance of duties for the Company.
- (3) Remuneration for directors can be divided into three categories, namely:
  - Annual Reward: Annual reward (bonus) for directors in an amount that is contingent on the Company's operational results and the Board of Directors' performance in the previous year, with the payment scheduled to be made after approval by the resolution of the Shareholders' Meeting.
  - Remuneration for Directors: Remuneration for the performance of duties as directors and subcommittee members, comprising remuneration and office remuneration, as fixed for each year and paid quarterly.
  - Other benefits: None

2. Remuneration for Directors for 2018

In the preceding year, the 2018 Annual Ordinary General Meeting of Shareholders approved the remuneration for directors for 2018 in the amount not exceeding Baht 5,000,000 and bonus for 2017 in the amount not exceeding Baht 2,800,000.

3. Remuneration for Directors with Retroactive Effect

The Ordinary General Meeting of Shareholders has considered approving the remuneration for directors for 2018 at the same rate from 2013 until the present time. Bonus for directors for 2014 was declared as the first year. The remuneration rate and bonus are considered based on the operational results and dividend received by shareholders. The comparison between annual remuneration and dividend rates is as follows:

Year	Dividend Rate (Baht per share)	Remuneration for Directors (Baht per year)	Bonus (Baht per year)	Total Remuneration (Baht per year)
2019	0.0280	5,000,000*	-	5,000,000
2018	0.0225	5,000,000	3,500,000*	8,500,000
2017	0.0600	5,000,000	2,800,000	7,800,000

**Remark:** \* Such rates will be proposed for consideration in the 2019 Annual Ordinary General Meeting of Shareholders.

#### 4. Remuneration for Directors for 2019

The Board of Directors' Meeting No. 1/2019 held on February 21, 2019 considered the matter and deemed it appropriate to propose that the Shareholders' Meeting consider approving the remuneration for directors, per the details proposed by the Nomination and Remuneration Committee, as follows:

- 1) Bonus for 2018 for directors in the amount not exceeding Baht 3,500,000, with the payment scheduled to be paid after consideration and approval by the resolution of the Shareholders' Meeting, per the following details:

Position	Number	Amount (Baht)	
		Per person	Total
Chairman of the Board of Directors	1	625,000.00	625,000.00
Chairman of the Executive Committee	1	375,000.00	375,000.00
Chairman of the Audit Committee	1	250,000.00	250,000.00
Chairman of the Corporate Governance and Risk Management Committee	1	250,000.00	250,000.00
Chairman of the Nomination and Remuneration Committee	1	250,000.00	250,000.00
Directors and Subcommittee Members	5	250,000.00	1,250,000.00
Directors	2	250,000.00	500,000.00
Total	12		3,500,000.00

- 2) Remuneration for 2019 for directors and subcommittee members in the amount not exceeding Baht 5,000,000, comprising remuneration for directors and office remuneration, with the payment scheduled to be quarterly paid, per the following details:

Remuneration for Directors	Amount (Baht) per person per year
Director	300,000
Executive Committee Member	40,000
Audit Committee Member	40,000
Corporate Governance and Risk Management Committee Member	40,000
Nomination and Remuneration Committee Member	40,000

Remuneration for Chairman	Amount (Baht) per person per year
Chairman of the Board of Directors	300,000
Chairman of the Executive Committee	100,000
Chairman of the Audit Committee	100,000
Chairman of the Corporate Governance and Risk Management Committee	100,000
Chairman of the Nomination and Remuneration Committee	100,000

- 3) Other benefits : None