

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 Nomination and Remuneration Committee has the duty to consider related rules, regulations and criteria, including results of the board self-assessment in the previous year. In this regard, remuneration rates will be reviewed yearly to ensure appropriateness under the Company's policy and operational results;
- (2) Remuneration for directors shall be considered according to performance, appropriateness for the scope of duties and responsibilities of each director in the previous year, including his/her experience, benefits expected from each director, remuneration level sufficient to attract and retain knowledgeable and qualified directors to perform duties for the Company, as well as the Directors Compensation Survey of listed companies, compared to that of companies in the same industry;
- (3) Elements of remuneration are clear, transparent and easy to understand.
- (4) 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 2019

In the preceding year, the 2019 Annual Ordinary General Meeting of Shareholders approved bonus for 2018 in the amount not exceeding Baht 3,500,000 and the remuneration for directors for 2019 in the amount not exceeding Baht 5,000,000.

3. Remuneration for Directors with Retroactive Effect

The Ordinary General Meeting of Shareholders has considered approving the remuneration for directors for 2019 at the same rate of 2018. The bonus is 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)
2020	0.0300	5,000,000*	-	5,000,000
2019	0.0280	5,000,000	2,800,000*	7,800,000
2018	0.0225	5,000,000	3,500,000	8,500,000

Remark: *Such rates will be proposed for consideration in the 2020 Annual Ordinary General Meeting of Shareholders.

4. Remuneration for Directors for 2020

The Board of Directors' Meeting No.2/2020 held on February 25,2020 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 2019 for directors in the amount not exceeding Baht 2,800,000, 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	500,000.00	500,000.00
Chairman of the Executive Committee	1	300,000.00	300,000.00
Chairman of the Audit Committee	1	200,000.00	200,000.00
Chairman of the Corporate Governance and Risk Management Committee	1	200,000.00	200,000.00
Chairman of the Nomination and Remuneration Committee	1	200,000.00	200,000.00
Directors and Subcommittee Members	5	200,000.00	1,000,000.00
Directors	2	200,000.00	400,000.00
Total	12		2,800,000.00

- 2) Remuneration for 2020 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