

The details of director's remuneration

Referring to the Article of Association of the Company Section 22 as follows;

“Section 22 Directors are entitled to receive directors' remuneration in the form of prize money, allowance, bonus or other benefits. According to the meeting, the shareholders will consider and vote by not less than two-thirds (2/3) of the total number of votes of the shareholders attending the meeting. The directors' remuneration may be fixed in a certain amount or set as specific criteria and will be scheduled periodically or until the shareholders meeting is resolved otherwise. In addition, the directors are entitled to allowances and welfare in accordance with the Company's regulations.

The text in the first paragraph shall not affect on the rights of the directors appointed by the employees of the Company in order to receive compensation and benefits as employees of the Company.

The AGM 2020 has resolved on Directors' remuneration as follows;

- 1) Remuneration of the Board of Directors' Members

Position	Amount
Chairman of the Board of Directors	250,000 per year*
Director	200,000 per year *

Remark Payment to be made on a monthly basis.*

- 2) Meeting Allowance of the Board of Directors. This allowance is payable to the directors who attend the meeting.

Position	Meeting Allowance per Time
Chairman of the Board of Directors	40,000 Baht per time
Chairman of the Audit Committee	35,000 Baht per time
Director	30,000 Baht per time

- 3) Meeting Allowance of each committee. This allowance is payable to committee's members who attend the meeting.

Position	Meeting Allowance per Time
Chairman of Committees	25,000 Baht per time
Committee's Members	15,000 Baht per time

- 4) Bonus at the rate of 0.17 percent of the total income of the Consolidated Financial Statements, Share of profit of associates and joint ventures for the year ended December 31, 2020.
- 5) None of other privileges

According to the resolution of the AGM 2020, the director's remuneration has been paid in term of Meeting Allowance and Position allowance totaling Baht 8,342,779 and for bonus of the year 2020 in the amount of Baht 15,990,000 totaling Baht 24,332,779.

For the year 2021, it is proposed to determine the rate equivalent to the year 2020 as follows:

- 1) Remuneration of the Board of Directors' Members

Position	Amount
Chairman of the Board of Directors	250,000 per year*
Director	200,000 per year *

Remark Payment to be made on a monthly basis.*

- 2) Meeting Allowance of the Board of Directors. This allowance is payable to the directors who attend the meeting.

Position	Meeting Allowance per Time
Chairman of the Board of Directors	40,000 Baht per time
Chairman of the Audit Committee	35,000 Baht per time
Director	30,000 Baht per time

- 3) Meeting Allowance of each committee. This allowance is payable to committee's members who attend the meeting.

Position	Meeting Allowance per Time
Chairman of Committees	25,000 Baht per time
Committee's Members	15,000 Baht per time

- 4) Bonus at the rate of 0.17 percent of the total income of the Consolidated Financial Statements, Share of profit of associates and joint ventures for the year ended December 31, 2021. The Board of Directors or any persons assigned by the Board of Directors is authorized to set the details and other conditions of the bonus payment.

- 5) None of other privileges

Role and duty of the Board of Directors and Sub Committees are detailed in "Management" Chapter of the 2020 Annual Report,