

Remuneration of Directors and Executives

Explicit Remuneration

- In 2016, the Company had paid remunerations for the Directors in the form of monthly salary and annual remuneration (bonus) as follows:

(Unit: Baht)

Director's Name	Position in Company	Year 2015			Year 2016		
		Salary	Bonus	Total	Salary	Bonus	Total
(1) Mr. Somkiart Limsong	Chairman	720,000	762,204	1,482,204	720,000	762,204	1,482,204
(2) Mr. Kraisi Sirirungsi	Director	360,000	571,644	931,644	360,000	571,644	961,644
	Nomination and Remuneration Committee Chairman	-	-	-	30,000	-	-
(3) Mr. Paul Heinz Hugentobler	Director	360,000	381,096	741,096	360,000	381,096	741,096
(4) Mr. Vorathep Rangchaikul	Director	360,000	381,096	741,096	114,000	381,096	495,096
(5) Mr. Siva Mahasandana	Director	-	-	-	246,000	-	246,000
(6) Mr. Suroj Subhasavasdikul	Director	360,000	381,096	741,096	360,000	381,096	741,096
(7) Mr. Vanchai Tosomboon	Director	360,000	381,096	741,096	360,000	381,096	751,096
	Nomination and Remuneration Committee Member	-	-	-	10,000	-	-
(8) Mr. Visit Tantisunthorn	Director	360,000	381,096	741,096	360,000	381,096	741,096
(9) Mr. Pilas Puntakosol	Director	360,000	381,096	741,096	-	381,096	381,096
(10) Mr. Srihasak Arirachakaran	Director	-	-	-	360,000	-	380,000
	Nomination and Remuneration Committee Member	-	-	-	20,000	-	-
(11) Mr. Tanon Tantisunthorn	Director	360,000	381,096	741,096	360,000	381,096	741,096
(12) Mr. Anun Louharanoo	Director	360,000	381,096	741,096	360,000	381,096	761,096
	Nomination and Remuneration Committee Member	-	-	-	20,000	-	-
(13) Mr. Padoong Techasarintr	Independent Director	360,000	381,096	921,096	360,000	381,096	921,096
	Audit Committee Chairman	180,000	-	-	180,000	-	-
(14) Mr. Adul Tantharatana	Independent Director	360,000	381,096	861,096	360,000	381,096	861,096
	Audit Committee Member	120,000	-	-	120,000	-	-
(15) Mrs. Duangkamol Suchato	Independent Director	360,000	381,096	861,096	360,000	381,096	861,096
	Audit Committee Member	120,000	-	-	120,000	-	-
(16) Mr. Akasit Jirayuwanon	Independent Director	360,000	381,096	741,096	360,000	381,096	741,096

- The Company paid remunerations to the executives in the form of monthly salary and annual bonus, which varies according to operating results of the Company as follows.

Executives' Remuneration	Year 2015		Year 2016	
	Number of Persons	Baht per Year	Number of Persons	Baht per Year
Monthly Salary	10	35,236,608	7	20,474,720
Annual Remuneration (Bonus)	10	8,584,152	7	4,236,401
Total Remuneration	10	43,820,760	7	24,711,121

- The Company paid remuneration to Chief Executive Officer in the form of monthly salary and annual bonus, which varied according to operating results of the Company in 2016, totaling Baht 6,562,990 (Baht 9,870,000 in year 2015).

Other Remunerations

- The Company contributed a total of Baht 814,716 into the Employee Joint Investment Program (EJIP) and the Provident Fund for Chief Executive Officer (Baht 1,155,600 in 2015), and provided a Company's vehicle for the Chief Executive Officer.
- The Company contributed a total of Baht 3,003,819.36 into the Employee Joint Investment Program (EJIP) and the Provident Fund in year 2016 for seven executives as employees of the Company (Baht 6,812,112.16 for 10 executives in 2015), and provided Company's vehicles for six executives.
- Other than the above mentioned remuneration, the Company does not issue shares, warrant, convertible debenture and/or other privilege to directors and executive