

Remuneration of Directors and Executives

Explicit Remuneration

- In 2017, the Company had paid remunerations for the Directors in the form of monthly salary and annual remuneration as follows:

(Unit: Baht)

Director's Name	Position in Company	Year 2016			Year 2017		
		Salary	Bonus	Total	Salary	Bonus	Total
(1) Mr. Somkiart Limsong	Chairman	720,000	762,204	1,482,204	720,000	672,000	1,392,000
(2) Mr. Kraisi Sirirungsi	Director	360,000	571,644	961,644	360,000	336,000	726,000
	Nomination and Remuneration Committee Chairman	30,000	-	-	30,000	-	-
(3) Mr. Paul Heinz Hugentobler	Director	360,000	381,096	741,096	360,000	336,000	696,000
(4) Mr. Vorathep Rangchaikul	Director	114,000	381,096	495,096	-	-	-
(5) Mr. Siva Mahasandana	Director	246,000	-	246,000	360,000	336,000	696,000
(6) Mr. Suroj Subhasavasdikul	Director	360,000	381,096	741,096	360,000	336,000	696,000
(7) Mr. Vanchai Tosomboon	Director	360,000	381,096	751,096	360,000	336,000	716,000
	Nomination and Remuneration Committee Member	10,000	-	-	20,000	-	-
(8) Mr. Visit Tantisunthorn	Director	360,000	381,096	741,096	360,000	336,000	696,000
(9) Mr. Pilas Puntakosol	Director	-	381,096	381,096	-	-	-
(10) Mr. Srihasak Arirachakaran	Director	360,000	-	380,000	360,000	336,000	716,000
	Nomination and Remuneration Committee Member	20,000	-	-	20,000	-	-
(11) Mr. Tanon Tantisunthorn	Director	360,000	381,096	741,096	360,000	336,000	696,000
(12) Mr. Anun Louharanoo	Director	360,000	381,096	761,096	360,000	336,000	716,000
	Nomination and Remuneration Committee Member	20,000	-	-	20,000	-	-
(13) Mr. Padoong Techasarintr	Independent Director	360,000	381,096	921,096	360,000	336,000	876,000
	Audit Committee Chairman	180,000	-	-	180,000	-	-
(14) Mr. Adul Tantharatana	Independent Director	360,000	381,096	861,096	360,000	336,000	816,000
	Audit Committee Member	120,000	-	-	120,000	-	-
(15) Mrs. Duangkamol Suchato	Independent Director	360,000	381,096	861,096	360,000	336,000	816,000
	Audit Committee Member	120,000	-	-	120,000	-	-
(16) Mr. Akasit Jirayuwanon	Independent Director	360,000	381,096	741,096	360,000	336,000	696,000

- 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 2016		Year 2017	
	Number of Persons	Baht per Year	Number of Persons	Baht per Year
Monthly Salary	7	20,474,720	7	21,726,584
Annual Remuneration (Bonus)	7	4,236,401	7	7,387,977
Total Remuneration	7	24,711,121	7	29,114,561

- 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 2017, totaling Baht 8,079,267 (Baht 6,562,990 in year 2016).

Other Remunerations

- Other than the above mentioned remuneration, the Company does not issue shares, warrant, convertible debenture and/or other privilege to directors and executive