

Remuneration of Directors and Executives

Explicit Remuneration

• In 2018, 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 2017			Year 2018		
		Salary	Bonus	Total	Salary	Bonus	Total
(1) Mr. Somkiart Limsong*	Chairman	720,000	672,000	1,392,000	720,000	913,600	1,633,600
(2) Mr. Kraisi Sirirungsi	Director	360,000	336,000	726,000	360,000	456,800	846,800
	Nomination and Remuneration Committee Chairman	30,000	-	-	30,000	-	-
(3) Mr. Paul Heinz Hugentobler*	Director	360,000	336,000	696,000	360,000	456,800	816,800
(4) Mr. Siva Mahasandana*	Director	360,000	336,000	696,000	360,000	456,800	816,800
(5) Mr. Suroj Subhasavasdikul	Director	360,000	336,000	696,000	360,000	456,800	816,800
(6) Mr. Vanchai Tosomboon*	Director	360,000	336,000	716,000	360,000	456,800	816,800
	Nomination and Remuneration Committee Member	20,000	-	-	20,000	-	-
(7) Mr. Visit Tantisunthorn	Director	360,000	336,000	696,000	360,000	456,800	816,800
(8) Mr. Srihasak Arirachakaran	Director	360,000	336,000	716,000	360,000	456,800	836,800
	Nomination and Remuneration Committee Member	20,000	-	-	20,000	-	-
(9) Mr. Tanon Tantisunthorn*	Director	360,000	336,000	696,000	360,000	456,800	816,800
(10) Mr. Anun Louharanoo	Director	360,000	336,000	716,000	360,000	456,800	836,800
	Nomination and Remuneration Committee Member	20,000	-	-	20,000	-	-
(11) Mr. Padoong Techasarintr*	Independent Director	360,000	336,000	876,000	360,000	456,800	1,036,800
	Audit Committee Chairman	180,000	-	-	220,000	-	-
(12) Mr. Adul Tantharatana*	Independent Director	360,000	336,000	816,000	360,000	456,800	976,800
	Audit Committee Member	120,000	-	-	160,000	-	-
(13) Mrs. Duangkamol Suchato*	Independent Director	360,000	336,000	816,000	360,000	456,800	976,800
	Audit Committee Member	120,000	-	-	160,000	-	-
(14) Mr. Akasit Jirayuwanon*	Independent Director	360,000	336,000	696,000	360,000	456,800	816,800

Remark : * Non-Executive Director

• 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 2017		Year 2018	
	Number of Persons	Baht per Year	Number of Persons	Baht per Year
Monthly Salary	6	16,171,064	7	16,928,432
Annual Remuneration	6	5,651,877	7	4,598,188
Total Remuneration	6	21,822,941	7	21,526,620

• The Company paid remuneration to Chief Executive Officer in the form of monthly salary and annual remuneration, which varied according to operating results of the Company in 2018, totaling Baht 7,551,495 (Baht 8,079,267 in year 2017).

Other Remunerations

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