

Remuneration of Directors and Executives

(1) Remuneration of Directors and Executives in explicit (cash) basis.

(1.1) The Company has specified remuneration for Directors and specific committee clearly and transparently, which has been through deliberation from the Nomination and Remuneration Committee by considering and comparing with references from the same industrial sector, including the business size, business expansion and operating results such as revenue and profit of the Company, which has been approved by the Annual General Meeting Year 2019 with the following resolutions;

(1.1.1) Fixed monthly remuneration, with the Chairman receiving Baht 60,000 per month and the Directors receiving Baht 30,000 per month each.

(1.1.2) Annual remuneration in 2019, varied according to the Company's operating results of each year, has been paid to 14 Directors totaling Baht 5,904,000, using the basis by which 2 parts were given to the Chairman of the Board at Baht 787,200; and 1 part to 13 Directors at Baht 393,600 each person.

(1.1.3) The Audit Committee Members each receive fixed monthly remuneration. The Chairman of the Audit Committee receiving Baht 20,000 per month, with the other Audit Committee Members receiving Baht 15,000 per month per person.

(1.1.4) The Nomination and Remuneration Committee Members each receive fixed remuneration per meeting. The Chairman of the Nomination and Remuneration Committee receiving Baht 15,000 per meeting, with the other Nomination and Remuneration Committee Members receiving Baht 10,000 per meeting per person.

(1.2) Remuneration policy for directors of subsidiary companies; the Company shall consider appointing executives as directors of subsidiary companies in order to ensure that the subsidiary companies' operations conform to the policy framework and strategic direction of the Company.

The establishment of the remuneration policy for subsidiary companies' directors is based on the roles and powers of the subsidiary companies' Board of Directors and the investment size as well as business risk factors. In this regard, the executives, as directors of the subsidiary companies, may receive remuneration in accordance with the remuneration policy of each subsidiary company which has been specified.

The Company had paid remunerations for the Directors of the Company and subsidiary company in 2019 as follows:

Director's Name	Position	Remuneration for Year 2019		
		LANNA	Subsidiary Companies	Total
(1) Mr. Somkiart Limsong	Chairman	1,507,200	-	1,507,200
(2) Mr. Kraisi Sirirungsi	Director and NRC Chairman	783,600	2,012,635	2,796,235
(3) Mr. Paul Heinz Hugentobler	Director	753,600	-	753,600
(4) Mr. Siva Mahasandana	Director	753,600	-	753,600
(5) Mr. Suroj Subhasavasdikul	Director	753,600	1,198,412	1,952,012
(6) Mr. Vanchai Tosomboon	Director and NRC Member	773,600	-	773,600
(7) Mr. Visit Tantisunthorn	Director	753,600	-	753,600
(8) Mr. Srihasak Arirachakaran	Director, NRC Member and Chief Executive Officer	773,600	5,003,009	5,776,609
(9) Mr. Tanon Tantisunthorn	Director	753,600	-	753,600
(10) Mr. Anun Louharanoo	Director and NRC Member	773,600	2,966,687	3,740,287
(11) Mr. Padoong Techasarintr	Independent Director and Audit Committee Chairman	993,600	-	993,600
(12) Mr. Adul Tantharatana	Independent Director and Audit Committee Member	933,600	-	933,600
(13) Mrs. Duangkamol Suchato	Independent Director and Audit Committee Member	933,600	-	933,600
(14) Mr. Akasit Jirayuwanon	Independent Director	753,600	-	753,600

Remark : LANNA = Lanna Resources Public Co., Ltd.

(1.3) The Company paid remunerations to 6 executives in the form of monthly salary, annual bonus and other welfares, by paying remuneration in 2019 totaling Baht 27.38 Million.

(1.4) The Company paid remuneration to Chief Executive Officer in the form of monthly salary and annual remuneration and other welfares, which varied according to operating results of the Company, by paying remuneration in 2019 totaling Baht 8.58 Million.

(2) 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.