

Remuneration of Directors and Executives

(1) Explicit Remuneration of Directors and Executives of the Company

(1.1) The Company has clearly and transparently determined the remuneration for directors and specific directors, through the deliberation of 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 of the Company such as revenue and profit of the Company, and was approved by the Annual General Meeting of Shareholders Year 2020 with the following resolutions:

(1.1.1) Monthly remuneration which is fixed every month, with the Chairman of the Board shall receive Baht 60,000 per month, and the Directors receive Baht 30,000 per month each.

(1.1.2) Annual remuneration for year 2020 shall be paid once a year according to the Company's operating results of each year to 14 Directors totaling Baht 5,904,000 which is based on the same basis as in the previous year, by which 2 parts are given to the Chairman of the Board at Baht 787,200; and 1 part to each of the 13 directors at Baht 393,600 per person.

(1.1.3) The Audit Committee members shall receive a monthly remuneration which is fixed every month, with the Audit Committee Chairman receiving Baht 20,000 per month and the other Audit Committee Members receiving Baht 15,000 per month per person.

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

(1.2) Remuneration policy for the directors of subsidiaries, the Company shall consider appointing executives to be directors of subsidiaries in order to ensure that the operations of the subsidiaries are in compliance with the policy framework and strategic directions of the Company.

Determination of the remuneration payment policy for the directors of subsidiaries, roles and authorities of the Board of Directors of the subsidiaries will be taken into consideration, including the size of investment, as well as business risk factors. In this regard, executives, as a director of subsidiary, shall be able to receive remuneration according to the remuneration policy of such subsidiary.

Details of the remuneration paid to the directors of the Company and subsidiaries for year 2020 are shown in the table below.

Director's Name	Position	Remuneration for Year 2020		
		LANNA	Subsidiary	Total
(1) Mr. Somkiart Limsong	Chairman of the Board	1,349,800	-	1,349,800
(2) Mr. Kraisi Sirirungsi	Director, NRC Chairman	704,900	2,089,016.87	2,794,006.87
(3) Mr. Paul Heinz Hugentobler	Director	674,900	-	674,900
(4) Mr. Siva Mahasandana	Director	674,900	-	674,900
(5) Mr. Suroj Subhasavasdikul	Director	524,900	1,143,900	1,668,800
(6) Mr. Vanchai Tosomboon	Director and NRC Member	694,900	-	694,900
(7) Mr. Visit Tantisunthorn	Director	674,900	-	674,900
(8) Mr. Srihasak Arirachakaran	Director, NRC Member and Chief Executive Officer	694,900	5,052,786.05	5,747,686.05
(9) Mr. Tanon Tantisunthorn	Director	674,900	-	674,900
(10) Mr. Anun Louharanoo	Director and NRC Member	694,900	3,035,184.73	3,730,084.73
(11) Mr. Padoong Techasarintr	Independent Director and Audit Committee Chairman	914,900	-	914,900
(12) Mr. Adul Tantharatana	Independent Director and Audit Committee Member	854,900	-	854,900
(13) Mrs. Duangkamol Suchato	Independent Director and Audit Committee Member	854,900	-	854,900
(14) Mr. Akasit Jirayuwanon	Independent Director	674,900	-	674,900
Remark : LANNA = Lanna Resources Public Co., Ltd.				

(1.3) The Company paid remunerations to nine executives in the form of monthly salary, annual bonus and other benefits, by paying remuneration in 2020 totaling Baht 30.83 Million.

(1.4) The Company paid remuneration to Chief Executive Officer in the form of monthly salary, annual remuneration and other benefits, which varied according to operating results of the Company, by paying remuneration in 2020 totaling Baht 8.76 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.