

(2) AMOUNT OF 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 2021 shall be paid once a year according to the Company's operating results of each year to 12 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.

(1.3) Remuneration of Individual Director

(A) Remuneration of Directors/ Sub-Committee Members for each month and/or each meeting attended (For the year ended December 31, 2021)

Position (Unit: Baht)	Monthly Remuneration		Remuneration for each meeting attended	No Remuneration	
	Board of Directors	Audit Committee	Nomination and Remuneration Committee	Risk Management Committee	Corporate Governance Committee
Chairman of the Board	60,000	20,000	15,000	-	-
Directors	30,000	15,000	10,000	-	-
Remarks:					
(1) The Nomination and Remuneration Committee ("NRC") receives remuneration for each meeting attended. There were 3 NRC meetings altogether in 2021.					
(2) The Risk Management Committee and Corporate Governance Committee receive no remuneration as their members comprise of executives who already receive monthly salary and benefits as Company's employees and therefore, there are no additional compensation.					

(B) Yearly Remuneration of Directors/Committee Members (For the year ended December 31, 2021)

Directors' Name (Unit: million Baht)	Annual Remuneration					Annual Remuneration (Bonus)	Total
	Board of Directors	Audit Committee	Nomination and Remuneration Committee	Risk Management Committee	Corporate Governance Committee		
(1) Mr. Vanchai Tosomboon	611,000	-	30,000	-	-	243,000	884,000
(2) Mr. Kraisi Sirirungsi	360,000	-	45,000	-	-	243,000	648,000
(3) Mr. Paul Heinz Hugentobler	360,000	-	-	-	-	243,000	603,000
(4) Mr. Siva Mahasandana	360,000	-	-	-	-	243,000	603,000
(5) Mr. Mark Anatol Schmidt	300,000	-	-	-	-	-	300,000
(6) Mr. Visit Tantisunthorn	360,000	-	-	-	-	243,000	603,000
(7) Mr. Tanon Tantisunthorn	360,000	-	-	-	-	243,000	603,000
(8) Mr. Adul Tantharatana	360,000	207,833	-	-	-	243,000	810,833
(9) Mrs. Duangkamol Suchato	360,000	180,000	-	-	-	243,000	783,000
(10) Mr. Ralph Robert Tye	189,000	94,500	-	-	-	-	283,500
(11) Mr. Anun Louharanoo	360,000	-	30,000	-	-	243,000	633,000
(12) Mr. Srihasak Arirachakaran	360,000	-	30,000	-	-	243,000	633,000
(13) Mr. Somkiart Limsong	218,000	-	-	-	-	486,000	704,000
(14) Mr. Padoong Techasarintr	109,000	72,667	-	-	-	243,000	424,667
(15) Mr. Akasit Jirayuwanon	120,000	-	-	-	-	243,000	363,000
(16) Mr. Suroj Subhasavasdikul	-	-	-	-	-	140,000	140,000

Remarks:

- (1) The Nomination and Remuneration Committee ("NRC") receives remuneration for each meeting attended. There were 3 NRC meetings altogether in 2021.
- (2) The Risk Management Committee and Corporate Governance Committee receive no remuneration as their members comprise of executives who already receive monthly salary and benefits as Company's employees and therefore, there are no additional compensation.
- (3) Mr. Vanchai Tosomboon was appointed as the Chairman of the Board of Directors on April 19, 2021.
- (4) Mr. Kraisi Sirirungsi was appointed as Vice Chairman of the Board of Directors on April 19, 2021.
- (5) Mr. Adul Tantharatana was appointed as the Audit Committee Chairman on July 14, 2021.
- (6) Mr. Mark Anatol Schmidt was appointed as the Director on March 2, 2021.
- (7) Mr. Ralph Robert Tye was appointed as the Independent Director and Audit Committee Member on June 22, 2021.
- (8) Mr. Tanon Tantisunthorn was appointed as the Independent Director on June 22, 2021.
- (9) Mr. Somkiart Limsong retired from the position of Chairman of the Board of Directors at end of term on April 19, 2021.
- (10) Mr. Padoong Techasarintr retired from the position of Independent Director and Audit Committee Chairman at end of term on April 19, 2021.
- (11) Mr. Akasit Jirayuwanon resigned from the position of Independent on May 1, 2021.
- (12) Mr. Suroj Subhasavasdikul passed away on July 28, 2020.

(C) Remuneration of Executive Directors and Executives

Remuneration (Unit: Million Baht)	Year 2021		Year 2020		Year 2019	
	Number of Persons	Remuneration Amount	Number of Persons	Remuneration Amount	Number of Persons	Remuneration Amount
Directors' Remuneration and Bonus	16	9,019,000	14	10,663,500	14	11,994,000
Executives' Monthly Salary, Bonus and others	10	48,302,570	9	31,825,270	6	27,472,490
Total	26	57,321,570	23	42,488,770	20	39,466,490

(D) Details of the remuneration paid to the directors of the Company and subsidiaries for year 2021 are shown in the table below.

Director's Name	Position	Remuneration for Year 2021		
		LANNA	Subsidiary	Total
(1) Mr. Vanchai Tosomboon	Chairman of the Board and NRC Member	884,000	-	884,000
(2) Mr. Kraisi Sirirungsi	Vice Chairman and NRC Chairman	648,000	2,983,698	3,631,698
(3) Mr. Paul Heinz Hugentobler	Director	603,000	-	603,000
(4) Mr. Siva Mahasandana	Director	603,000	-	603,000
(5) Mr. Mark Anatol Schmidt	Director	300,000	-	300,000
(6) Mr. Visit Tantisunthorn	Director	603,000	-	603,000
(7) Mr. Adul Tantharatana	Independent Director and Audit Committee Chairman	810,833	-	810,833
(8) Mrs. Duangkamol Suchato	Independent Director and Audit Committee Member	783,000	-	783,000
(9) Mr. Ralph Robert Tye	Independent Director and Audit Committee Member	283,500	-	283,500
(10) Mr. Tanon Tantisunthorn	Independent Director	603,000	-	603,000
(11) Mr. Anun Louharanoo	Director and NRC Member	633,000	4,070,724	4,703,724
(12) Mr. Srihasak Arirachakaran	Director, NRC Member and Chief Executive Officer	633,000	6,317,650	6,950,650
(13) Mr. Somkiart Limsong	Chairman of the Board	704,000	-	704,000
(14) Mr. Padoong Techarintra	Independent Director and Audit Committee Chairman	424,667	-	424,667
(15) Mr. Akasit Jirayuwanon	Independent Director	363,000	-	363,000
(16) Mr. Suroj Subhasavasdikul	Director	140,000	-	140,000
Remark : LANNA =Lanna Resources Public Co., Ltd.				

(1.4) The Company paid remunerations to ten executives in the form of monthly salary, annual bonus and other benefits, by paying remuneration in 2021 totaling Baht 46.55 Million.

(1.5) 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 2021 totaling Baht 12.15 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.