

(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 2022 shall be paid once a year according to the Company's operating results of each year to 12 Directors totaling Baht 16,898,000 which is based on the same basis as in the previous year, by which the Chairman of the Board who served for less than a full year received Baht 2,380,000; and nine Directors who served for a full year received Baht 1,400,000 each person. As for two Directors who served for less than a full year received Baht 1,176,000 and Baht 742,000.

(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, 2022)

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 two NRC meetings altogether in 2022.

(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, 2022)

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	720,000	-	20,000	-	-	2,380,000	3,120,000
(2) Mr. Kraisi Sirirungsi	360,000	-	30,000	-	-	1,400,000	1,790,000
(3) Mr. Paul Heinz Hugentobler	360,000	-	-	-	-	1,400,000	1,760,000
(4) Mr. Siva Mahasandana	360,000	-	-	-	-	1,400,000	1,760,000
(5) Mr. Mark Anatol Schmidt	360,000	-	-	-	-	1,176,000	1,536,000
(6) Mr. Visit Tantisunthorn	360,000	-	-	-	-	1,400,000	1,760,000
(7) Mr. Tanon Tantisunthorn	360,000	-	-	-	-	1,400,000	1,760,000
(8) Mr. Adul Tantharatana	360,000	240,000	-	-	-	1,400,000	2,000,000
(9) Mrs. Duangkamol Suchato	360,000	180,000	-	-	-	1,400,000	1,940,000
(10) Mr. Ralph Robert Tye	360,000	180,000	-	-	-	742,000	1,282,000
(11) Mr. Anun Louharanoo	360,000	-	20,000	-	-	1,400,000	1,780,000
(12) Mr. Srihasak Arirachakaran	360,000	-	20,000	-	-	1,400,000	1,780,000

Remarks:
(1) The Nomination and Remuneration Committee receives remuneration for each meeting attended. There were two meetings altogether in 2022.
(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.

(C) Remuneration of Executive Directors and Executives

Remuneration (Unit: Million Baht)	Year 2022		Year 2021		Year 2020	
	Number of Persons	Remuneration Amount	Number of Persons	Remuneration Amount	Number of Persons	Remuneration Amount
Directors' Remuneration and Bonus	12	22,268,000	16	9,019,000	14	10,663,500
Executives' Monthly Salary, Bonus and others	10	52,534,959	10	48,302,570	9	31,825,270
Total	22	74,802,959	26	57,321,570	23	42,488,770

(D) Details of the remuneration paid to the directors of the Company and subsidiaries for year 2022 are shown in the table below.

Director's Name	Position	Remuneration for Year 2022		
		LANNA	Subsidiary	Total
(1) Mr. Vanchai Tosomboon	Chairman of the Board and NRC Member	3,120,000	-	3,120,000
(2) Mr. Kraisi Sirirungsi	Vice Chairman and NRC Chairman	1,790,000	3,569,769	5,359,769
(3) Mr. Paul Heinz Hugentobler	Director	1,760,000	-	1,760,000
(4) Mr. Siva Mahasandana	Director	1,760,000	-	1,760,000
(5) Mr. Mark Anatol Schmidt	Director	1,536,000	-	1,536,000
(6) Mr. Visit Tantisunthorn	Director	1,760,000	-	1,760,000
(7) Mr. Adul Tantharatana	Independent Director and Audit Committee Chairman	2,000,000	-	2,000,000
(8) Mrs. Duangkamol Suchato	Independent Director and Audit Committee Member	1,940,000	-	1,940,000
(9) Mr. Ralph Robert Tye	Independent Director and Audit Committee Member	1,282,000	-	1,282,000
(10) Mr. Tanon Tantisunthorn	Independent Director	1,760,000	-	1,760,000
(11) Mr. Anun Louharanoo	Director and NRC Member	1,780,000	5,215,142	6,995,142
(12) Mr. Srihasak Arirachakaran	Director, NRC Member and Chief Executive Officer	1,780,000	7,536,934	9,316,934

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 2022 totaling Baht 50.74 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 2022 totaling Baht 13.47 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.