## Criteria of Remuneration of Directors

In general practice, the Board of Directors had assigned the Nomination and Compensation Committee to assess criteria and suitability of remunerations of directors, based on role and responsibilities, type of business, comparison with remunerations by listed companies of similar natures and comparison similar industry is similar duties and responsibilities, directors remuneration of the Company was the right criteria. The Nomination and Compensation has review directors remuneration at least once a year before making recommendation to the Board of Directors who would subsequently propose it to meeting of shareholders.

## Types of Remuneration

## The remuneration of Director

1. Director Fee, paid to Non-Executive Directors based on their attendances at each meeting.

2. Bonus, paid based on the Company's operating. Due to this year the Company nominated candidates to election of 2 New Director. The Board of Directors considered and deemed appropriate to increase the Bonus of the Board of Directors as appropriate

			Unit : Baht
Description	2019	2020	2021
1.Meeting Fee (per time)			
Board of Directors			
Chairman	38,000	38,000	38,000
Directors	31,000	31,000	31,000
Audit Committee			
Chairman of the Audit Committee	31,000	31,000	31,000
Audit Committee	25,000	25,000	25,000
Nomination and Compensation Committee			
Chairman of the Nomination and Compensation Committee	19,000	19,000	19,000
Nomination and Compensation Committee	12,000	12,000	12,000
Risk Management Committee			
Chairman of the Risk Manament Committee	10,000	10,000	10,000
Risk Management Committee	10,000	10,000	10,000
2.The Annual Incentive (Total)	2,000,000	2,000,000	2,500,000

## Comparative Data of Remuneration Paid

Note: 1) The remunerations will be paid only for the attendants.

2) Directors who receive monthly salary as the employee of the Company and/or Subsidiaries will not be receive remuneration as the Board of Director.

3) The Annual Incentive to Board of Directors which is less than 2.5 million baht, the Board of Directors will allocate appropriately.

In addition to the director remuneration of the above, Independent Directors and Non-Executive Directors also receive remuneration in other benefits such as expenses for training courses of IOD and other. This is in accordance with the Company's regulations.

The Company has disclosure remuneration of directors by seprate individually and types of remuneration shown in Form 56-1 and Annual Report for transparency and in accordance with good corporate governance principles.