

The Remuneration of Directors for the year 2021

Principle and Procedure of Remuneration Payment

The determination of Directors' remuneration will be preliminary considered and determined by the Nomination and Remuneration Committee, then proposed for the Company's Board of Directors' consideration and endorsement, and will be further proposed for the Annual Ordinary Shareholders' meeting for consideration and approval. Remuneration for Directors consists of fixed remuneration, monthly remuneration, and meeting allowance.

The Nomination and Remuneration Committee's Opinion

The Nomination and Remuneration Committee has considered the director remuneration for the year 2021, by taking into account the benchmark rates of peers in the industry, as well as the Company's business expansion, the performance of the Company and its subsidiaries, and scope and responsibility of each committee, and endorsed the matter to be proposed to the Board of Directors for further proposal to the Annual General Meeting of Shareholders to approve the directors' remuneration for the year 2021, in which the amount is the same as the directors' remuneration for the year 2020 as approved by the Annual General Meeting of Shareholders. The details are as follows:

Position	Fixed Remuneration (Baht/month)	Monthly Remuneration (Baht/month)	Meeting Allowance (Baht/Meeting)
Board of Directors			
Chairman	60,000	-	6,250
Director	-	20,000	5,000
Audit Committee			
Chairman	60,000	-	6,250
Member	-	-	5,000
Sub-Committees^(*)			
Chairman	-	-	6,250
Member	-	-	5,000
Other benefits	-	-	-

Remark:

- (*) Sub-Committees include Nomination and Remuneration Committee, Corporate Governance and Risk Management Committee

Any directors holding executive position and receive salary shall not receive any of the remuneration stated in the above table. In the case where a director holds more than one position, such director shall only receive remuneration for the position with highest remuneration

Opinion of the Board of Directors

Concurred with the Nominating and Remuneration Committee's recommendation, the Meeting of Board of Directors No. 1/2564 held on 23 February 2021 have resolved to propose the determination of director's remuneration for the year 2021 endorsed by the Nomination and Remuneration Committee, to the General Meeting of Shareholders, including the remuneration for sub-committees which were appointed by the Board of Directors to assist in supervising the operations under scope of responsibilities to comply with the Company's policies, for consideration and approval as proposed above.