

## Guidelines and director compensation for the year 2018

From The Board of Directors meeting no.2/2018 dated 22 February 2018 agreed with the Remuneration Nomination and Corporate Committee to propose the Directors' remuneration for the year 2018 in the total of 7,000,000 baht which divided into 2 types as follows;

1. Remuneration in money: Allowance and Pension
2. Other:
  - 2.1 Medical limits.
  - 2.2 Pension for the independent director retired by rotation according to the corporate governance policy of the Company
  - 2.3 Training to enhance the performance of the directors.

### Allowance and Pension

	2017		2018	
	Allowance (Baht/Time)	Pension (Baht/Year)	Allowance (Baht/Time)	Pension (Baht/Year)
<b>The Board of Director</b>				
- Chairman (Executive director)	20,000	480,000	20,000	480,000
- Vice Chairman	20,000	360,000	20,000	360,000
- Board of director (Executive director)	-	240,000	-	240,000
- Board of director (Non-Executive director)	20,000	240,000	20,000	240,000
<b>Audit Committee</b>				
- Chairman of Audit Committee	10,000	180,000	10,000	180,000
- Audit Committee	10,000	90,000	10,000	90,000
<b>Remuneration Nomination and Corporate Committee</b>				
- Chairman of Remuneration Nomination and Corporate Committee	10,000	180,000	10,000	180,000
- Remuneration Nomination and Corporate Committee	10,000	90,000	10,000	90,000
<b>Risk Management Committee</b>				
- Chairman of Risk Management Committee	10,000	180,000	10,000	180,000
- Risk Management Committee	10,000	90,000	10,000	90,000

Note: The executive directors won't receive the allowance because they have full-time duties in the management.

### Comparison of remuneration budget of previous year

(UNIT: Baht / Year)	2016	2017	2018
Remuneration of directors	8,000,000	7,000,000	7,000,000