

Determination of remuneration of directors for the Year 2020 (for Agenda 6)

Board of Directors has determined the policy of remuneration of directors, taking into consideration various appropriateness e.g. duties, responsibilities as assigned and performance beneficial to the Company's overall operational performance, as well as comparing with the directors' remuneration of leading listed companies and other companies within the same industry in the Stock Exchange of Thailand. In addition, the remuneration for the directors must be appropriate and sufficient to attract, retain and motivate qualified directors to work with the Company. In this regard, the Board of Directors proposed to the Shareholders' Meeting to consider and approve the remuneration of directors for the year 2020 with the conditions and criteria for payment to be in the discretion of the Board of Directors.

Compensation components consist of

Remuneration in the form of meeting allowance of Board of Directors and subcommittees for Year 2020

| Compensation component | Meeting allowance (baht / time) | |
|---|---------------------------------|--------------------------------|
| | 2019 | 2020 (Proposed year) |
| Director Remuneration | | <u>Constant</u> |
| 1. Meeting Allowance | | |
| - Chairman | Baht 16,000 / month | Baht 16,000 / month |
| - Vice-Chairman | Baht 13,000 / month | Baht 13,000 / month |
| - Director | Baht 10,000 / month | Baht 10,000 / month |
| 2. Special Bonus (Results of Operations in 2020) | -None- | -None- |
| 3. Other benefits | -None- | -None- |
| Sub-Committee Remuneration | | <u>Constant</u> |
| 1. Meeting Allowance | | |
| - Chairman of the Executive Committee | Baht 16,000 / month | Baht 16,000 / month |
| - Member of the Executive Committee | Baht 10,000 / month | Baht 10,000 / month |
| - Chairman of the Audit Committee | Baht 12,000 / meeting attended | Baht 12,000 / meeting attended |
| - Member of the Audit Committee | Baht 10,000 / meeting attended | Baht 10,000 / meeting attended |
| - Chairman of the Risk Management Committee | Baht 12,000 / meeting attended | Baht 12,000 / meeting attended |
| - Member of the Risk Management Committee | Baht 10,000 / meeting attended | Baht 10,000 / meeting attended |
| 2. Special Bonus (Results of Operations in 2020) | -None- | -None- |
| 3. Other benefits | -None- | -None- |