

Policy and Criteria for Determining the Remuneration of the Board of Directors

The Board of Directors has a policy to determine the remuneration of Company Directors. Taking into account the suitability of the obligations responsibilities assigned and comparable to a company listed on the Stock Exchange of Thailand. That are similar in similar industries and businesses. The aforementioned directors' remuneration is sufficient to motivate Directors are qualified and able to perform their duties to achieve the Company's goals. The goals and business direction of the company with a transparent process and confidential for shareholders.

1. Objectives

- 1.1 To be used as a framework and guideline for determining and paying remuneration to the Board of Directors.
- 1.2 It is a compensation that is in line with experience, duties, scope of roles and responsible.
- 1.3 To keep the remuneration rate at an appropriate level and sufficient to motivate and retain quality of directors.

2. Structure of the Board of Directors

Board of Directors Consists of sub-committees as follows:

- 2.1 Audit Committee
- 2.2 Corporate Governance Nomination and Remuneration Committee
- 2.3 Executive Committee
- 2.4 Risk Management Committee

3. Type of Director can be classified as follows

- 3.1 Independent Directors
- 3.2 Non-Executive Directors
- 3.3 Executive Directors

4. Procedures

The Board of Directors has assigned the Corporate Governance Nomination and Remuneration Committee has recommend the remuneration of the Board of Directors. To present to the Board of Directors for consideration and approval and present to the shareholder meeting for approval the criteria are as follows:

- 4.1 Roles, scope, authority and responsibilities of the Board of Directors.
- 4.2 Performance of the Board of Directors
- 4.3 The company's operating results by considering the type and size of the company's business in the same industry of the Thai Institute of Directors Association.

5. Composition of compensation

5.1 Monetary

5.1.1 Monthly Remuneration that reflect the experience and responsibilities of the directors.

5.1.2 Meeting allowances that reflected the performance of the directors and motivate directors to perform their duties By attending the meeting regularly.

5.1.3 Annual Remuneration to reflect the duties and responsibilities of directors

5.2 Non-monetary

5.2.1 Directors and Officers Liability Insurance

Liability Insurance so that directors can be confident in performing their duties fully and efficiently.

6. Remuneration Consideration Process

The adhering to principles of good corporate governance transparency and verifiable, which has the following steps for consideration.

6.1 Corporate Governance Nomination and Remuneration Committee consider it to determine the remuneration According to the criteria and method of consideration specified.

6.2 Corporate Governance Nomination and Remuneration Committee propose compensation to Board of Directors for approval.

6.3 The Board of Directors approves and proposes to the shareholders' meeting.

6.4 The shareholders' meeting approves the remuneration.

7. Disclosure of information and reports

Disclosure of information by comparing the past 3 years in the annual report (56-1 One Report) with disclosure items as follows:

1. Policy and criteria for determining the remuneration of all committees.
2. Details of remuneration paid in each type during the year. In the past all committees were categorized individually both monetary and non-monetary.

8. Policy Review

The policy is reviewed annually by the Corporate Governance Nomination and Remuneration Committee. Remuneration proposed to the Board of Directors for consideration.