

Remuneration and Annual Reward for the Board of Directors and Subcommittees

1. Financial Remuneration

Year	Position	Remuneration (THB)		Reward for the Performance in 2015 (Paid in 2016)
		Month Remuneration	Position Fee	
2016	Director	25,000	-	12.50% increase from the reward in 2014
	Chairman of the Board of Directors	-	60,000	
	Vice Chairman of the Board of Directors	-	30,000	
	Chairman of Audit Committee	-	45,000	
	Audit Committee Member	-	35,000	
	Chairman of Nomination, Remuneration and Good Corporate Governance Committee	-	7,500	
	Nomination, Remuneration and Good Corporate Governance Committee Member	-	5,000	
	Total: 13 Directors	Total 6,510,000 THB/Year		

Note: The reward for directors is calculated from the business growth rate of the Company.

Year	Position	Remuneration (THB)		Reward for the Performance in 2014 (Paid in 2015)
		Month Remuneration	Position Fee	
2015	Director	25,000	-	4.76% decrease from the reward for directors in 2013
	Chairman of the Board of Directors	-	60,000	
	Vice Chairman of the Board of Directors	-	30,000	
	Chairman of Audit Committee	-	45,000	
	Audit Committee Member	-	35,000	
	Chairman of Nomination, Remuneration and Good Corporate Governance Committee	-	7,500	
	Nomination, Remuneration and Good Corporate Governance Committee Member	-	5,000	
	Total: 13 Directors	Total 6,510,000 THB/Year		

Additional Information

1. Mr. Opas Sripayak, Managing Director, is the director by position and staff of the Company so he is not entitled to receive the monthly remuneration or reward as a director of the Company or subcommittee member.
2. Mr. Charan Kesorn, director of the Company and Managing Director of Pornsanti Co., Ltd. which is the subsidiary company, is a staff of the Company. Therefore, he is not entitled to receive the monthly remuneration or reward as a director of the Company or subcommittee member.
3. There is no remuneration for independent director, Risk Management Committee Member and Corporate Environmental and Social Responsibility Committee Member.

2. Non-Financial Remuneration and Other Benefits

2015	2016
<ul style="list-style-type: none"> ● Group health insurance ● Annual medical check-up 	<ul style="list-style-type: none"> ● Group health insurance ● Annual medical check-up

Note:

1. The group health insurance and annual medical check-up is provided for executives and all staff of the organization.
2. The remuneration in 2016 is categorized to be clearer than that in 2015.