

**Summary of Remuneration and Annual Reward for the Board of Directors and Subcommittees Compared to the Previous Year**

**1. Financial Remuneration**

Year	Position	Remuneration (THB)		Reward for the Performance in 2019 (Paid in 2020)
		Monthly Remuneration	Position Fee	
2020	Director	25,000	-	Similar to the reward for directors in 2018 (Paid in 2019)
	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	
<b>Total: 12 Directors</b>		<b>Total 6,210,000 THB/Year</b>		<b>Total 6,811,564.67 THB/Year</b>

**Note:** The reward for directors is calculated based on the changes of the dividend paid to shareholders.

Year	Position	Remuneration (THB)		Reward for the Performance in 2018 (Paid in 2019)
		Monthly Remuneration	Position Fee	
2019	Director	25,000	-	33% increase from the reward for directors in 2017 (Paid in 2018)
	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	
<b>Total: 12 Directors</b>		<b>Total 6,210,000 THB/Year</b>		<b>Total 6,811,564.67 THB/Year</b>

**Additional Information**

- Mr. Opas Sripayak, Mr. Apichart Kasemkulsiri and Mr. Surawut Sukcharoensin are the directors by position and staff of the Company so they are not entitled to receive the monthly remuneration or reward as a director of the Company or subcommittee member.

2. 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

2019	2020
<ul style="list-style-type: none"><li>• Group health insurance</li><li>• Annual medical check-up</li></ul>	<ul style="list-style-type: none"><li>• Group health insurance</li><li>• Annual medical check-up</li></ul>

**Note:** The group health insurance and annual medical check-up is provided for executives and all staff of the organization.