

For consideration of Agenda No 6 : To consider and approve the directors' remuneration

Reference is made to the resolution of the 2019 Annual General Meeting of Shareholders dated on April 25, 2019 approving the remuneration for directors for the year 2019 in the total of not exceeding Baht 6 million until the meeting of shareholders has resolved otherwise and proposing to the Board of Directors to allocate and determine remuneration for directors and sub-committees such as the monthly compensation or meeting allowances for as appropriate and necessary. Taking into consideration the overall interests of the company in the future but only the meeting allowances are as follows:

1.	Mr. Charoen	Sirivadhanabhakdi	Chairman	Baht	-
2.	Khunying Wanna	Sirivadhanabhakdi	Vice Chairman	Baht	-
3.	Mr. Areepong	Bhoocha-oom	Vice Chairman	Baht	500,000
4.	Mr. Chotiphath	Bijananda	Director	Baht	400,000
5.	Mrs. Atinant	Bijananda	Director	Baht	400,000
6.	Mr. Thapana	Sirivadhanabhakdi	Director	Baht	240,000
7.	Mr. Somchai	Sujjapongse	Director	Baht	400,000
8.	Mr. Apichai	Boontherawara	Director	Baht	400,000
9.	Pol. Gen. Jate	Mongkolhutthi	Director	Baht	460,000
10.	Mr. Yothin	Pibulkasetkij	Director	Baht	840,000
11.	Mr. Padungdej	Indralak	Director	Baht	800,000
12.	Mrs. Kulpatra	Sirodom	Director	Baht	850,000

Total remuneration for the Board of Directors Totaling Baht 5,290,000.

The Board of Directors deems it appropriate to propose the Annual General Meeting of Shareholders to approve the remuneration for directors as proposed by the Nomination and Remuneration Committee. The Nomination and Remuneration Committee has considered various suitability by comparing with the group of companies operating the same business including business conditions trends. In addition, the remuneration and composition of directors' remuneration have been considered to reflect the value of the directors' knowledge and the performance of their duties in helping the company and its subsidiaries to successful and sustainable business operations. Therefore, proposed to the general meeting of shareholders to consider and approve the determination of the remuneration of directors for the year 2020 (excluding director bonus) in the amount not exceeding 8 million baht (eight million baht only). However, the remuneration will not affect the rights of directors in receiving the remuneration and / or benefits as an employee or company employee. The details of important compensation rates as proposed by the Nomination and Remuneration Committee are as follows:

1. Remuneration for the Board of Directors: The meeting fee will be paid on a regular basis, only when attending the meeting as follows:
 - Chairman of the Board Baht 70,000 per meeting
 - Vice chairman Bath 50,000 per meeting
 - Director Baht 40,000 per meeting

2. Remuneration for Audit Committee: The meeting fee will be paid on a regular basis, only when attending the meeting as follows:
- Chairman Baht 50,000 per meeting
 - Director Baht 40,000 per meeting
3. Remuneration for the sub-committees: The meeting fee will be paid on a regular basis, only when attending the meeting as follows:
- Chairman Baht 40,000 per meeting
 - Director Baht 30,000 per meeting

Table shows comparison on directors' remuneration for the years 2018 - 2020

Components of Remuneration	Year 2020 (Proposed)	Year 2019	Year 2018
	Attendance Fee (Baht/ Attendance)	Attendance Fee (Baht/ Attendance)	Attendance Fee (Baht/ Attendance)
1) Board of Directors			
- Chairman	70,000	70,000	70,000
- Vice chairman	50,000	50,000	50,000
- Director	40,000	40,000	40,000
2) Audit committee			
- Chairman	50,000	50,000	50,000
- Director	40,000	40,000	40,000
3) Sub-committees*			
- Chairman	40,000	40,000	40,000
- Director	30,000	30,000	30,000

* The Board of Directors has resolved to appoint a sub-committee. (Risk Management Committee / Nomination and Remuneration Committee / Corporate Governance Committee) in the meeting No. 5/2019 on August 9, 2019.

The proposed rates of attendance fees for the meetings which will be paid in 2020 are equal to those of the year 2019.

The Board of Directors is of the opinion that the remuneration for the Chairman, which is proposed at a higher rate than those of other directors, is appropriate as the Chairman of the Board of Directors has a significant role in supporting the performance of the Board of Directors for the utmost benefit of the Company and shareholders.

Remarks 1) Executive directors, who receive monthly salary as employees from the Company or companies in the Group, shall receive monthly remuneration as an officer.

2) The Company offers no other benefits to directors in particular.