

Rules and procedures for proposing directors' remuneration

The Board of Directors has a policy to set the directors' and committee members' remuneration to be at an appropriate level, in accordance with the duties and responsibilities of the directors and committee members, taking into consideration the overall economic situation, and comparison with other companies in the industry. Directors' remuneration consists of annual remuneration and meeting attendance remuneration.

The duties and responsibilities of the Nomination and Remuneration Committee are as follows:

1. To specify the procedures and rules of setting the directors' and committee members' remuneration to be at an impartial and reasonable level.
2. To present the directors', committee members', and Nomination and Remuneration Committee members' remuneration for approval at the Board of Directors Meeting or Annual General Shareholder Meeting.
3. To provide an evaluation system for directors' and committee members' performance, including an evaluation form.

Remuneration elements of Directors and Management

The Company considers the appropriate remuneration for directors and management by proposing paying the directors' remuneration in the form of annual and meeting attendance remuneration to the Annual General Shareholder Meeting.

The remuneration shall be considered by comparison with other companies of the same size and in the same industry, and which are listed on the Stock Exchange of Thailand. The committee members shall get the remuneration in the form of meeting attendance remuneration only.

The management's remuneration shall be in the form of salary and bonus, and the duties, responsibilities, and performance of each management, together with the Company's turnover, shall be taken into account. The details of directors' remuneration for the year 2018, as approved by Annual General Shareholders Meeting, were disclosed in the article on "Remuneration of Directors, Committee Members, and Management" on page 113 of the Annual Report.