

### The Remuneration of the Board of Directors and Committees for 2021

Remuneration for Directors and Non-Executive Directors Policy has been clearly and transparently set to be comparable to the general practice in same industry and be appealing enough to attract and retain qualified directors. The directors who also be appointed to be the member of any sub Committees will be paid appropriately more in accordance with the extra work. The Nominating & Compensation Committee will consider the remuneration and propose for consideration of the Board of Directors prior to further approval from the shareholders.

The Shareholders in the 2020 Annual General Meeting approved remuneration for directors of the Company and Committees' members in 2020 at the amount of not exceeding Bath 4,000,000. Actual payment of the remuneration for 2020 was Baht 1,820,000 as follows:

Directors	Cash Remuneration					Performance Bonus (Baht)	Total Amount (Baht)
	Meeting Allowance <sup>(1)</sup> (Baht)						
	Board of Directors <sup>(2)</sup>	Audit Committee	Nominating & Compensation Committee	Corporate Governance Committee			
1. Mr. Vichai Srikwan Chairman / Independent Director	180,000	40,000	45,000	-	75,000	340,000	
2. Mr. Chaisak Angkasuwan <sup>(3)</sup> Director / Independent Director	70,000	40,000	-	30,000	50,000	190,000	
3. Dr. Rathian Srimongkol, MD. <sup>(3)</sup> Director / Independent Director	70,000	80,000	30,000	20,000	50,000	250,000	
4. Dr. Pairoj Boonkongchuen, M.D. Director / Independent Director	90,000	40,000	30,000	20,000	50,000	230,000	
5. Mr. Watchai Vilailuck Director	70,000	-	-	-	50,000	120,000	
6. Mr. Thananan Vilailuck <sup>(4)</sup> Director	60,000	-	-	-	50,000	110,000	
7. Mrs. Sukanya Vanichjakkong Director	90,000	-	-	-	50,000	140,000	
8. Mr. Sirichai Rasameechan <sup>(5)</sup> Director	80,000	-	-	20,000	50,000	150,000	
9. Mr. Teerachai Phongpananga <sup>(5)</sup> Director	80,000	-	-	-	50,000	130,000	
10. Mrs. Phongsri Saluckpetch <sup>(5)</sup> Director	80,000	-	-	-	50,000	130,000	
11. Mr. Kanawuthi Wattanadhirach <sup>(6)</sup> Director	10,000	-	-	-	-	10,000	
12. Mr. Boonlerd lewpornchai <sup>(6)</sup> Director	10,000	-	-	-	-	10,000	
13. Mr. Chaiwat Phithakraktham <sup>(6)</sup> Director	10,000	-	-	-	-	10,000	
<b>Total</b>	<b>900,000</b>	<b>200,000</b>	<b>105,000</b>	<b>90,000</b>	<b>525,000</b>	<b>1,820,000</b>	

*Remark : <sup>(1)</sup> There is no remuneration paid to Executive Board Committee, Risk Management Committee and Sustainable Development Committee.*

*<sup>(2)</sup> The 2020 meeting allowance was for 9 meetings of the Board of Directors.*

*<sup>(3)</sup> Resigned from the position of director with effective on November 21, 2020*

*<sup>(4)</sup> Resigned from the position of director with effective on December 9, 2020*

*<sup>(5)</sup> Resigned from the position of director with effective on December 14, 2020*

*<sup>(6)</sup> The Board of Directors meeting no.8/2020 that was held on December 14, 2020, appointed to be as director*