

(Translation)

**Supporting Document for Item 6: To consider the determination of remuneration for directors**

**1. Criteria for Consideration of Remuneration for Directors**

Article 15 of the Company's Articles of Association prescribes that directors are entitled to receive remuneration from the Company in the form of honorarium, meeting allowance, consideration, bonus or benefit in any other forms, in accordance with the Articles of Association or as may be approved by the meeting of shareholders, which may be a fixed amount or in accordance with the rules, and may be periodically fixed or permanently fixed until changed. Directors may receive allowance, welfare and per diem according to the Company's regulations.

The Company has considered granting proper remuneration for directors, with the criteria for consideration of remuneration for directors, as follows:

- 1) The remuneration is suitable and in line with the scope of the duties and responsibilities of each director, for instance, being the Chairman of the Board of Directors, Chairman of the Subcommittees and members of the Executive Board, Audit Committee and Nomination and Remuneration Committee, and Corporate Governance and Risk Management Committee, who will receive additional remuneration for such position.
- 2) The remuneration is at the same rate as that of the industry of same nature and sufficient to attract and maintain knowledgeable and capable directors, with efficient performance of duties for the Company.
- 3) The components of the remuneration are clear, transparent and easy to understand.
- 4) The remuneration shall be considered and scrutinized by the Nomination and Remuneration Committee.

**2. Remuneration for Directors for 2016**

In the preceding year, the 2016 Annual Ordinary General Meeting of Shareholders resolved to approve the remuneration for directors comprising bonus for directors for 2015 in the amount not exceeding Baht 19.25 Million and remuneration for directors for 2016 in the amount not exceeding Baht 18 Million.

**3. Remuneration for Directors for 2017**

The Nomination and Remuneration Committee's Meeting on February 22, 2017 considered and deemed it appropriate to propose that the Board of Directors' Meeting consider proposing the matter to the 2017 Annual Ordinary General Meeting of Shareholders consider determining the remuneration for directors, as follows:

- 1) Bonus for directors for 2016: This is an annual reward for directors in an amount that is contingent on the Company's operational results and the Board of Directors' performance in the preceding year. The Company's operational results for 2016 showed a profit at the rate similar to that of 2015.

It was thus deemed appropriate to determine bonus for directors for 2016 at the same rate as that of 2015 in the amount not exceeding Baht 19.25 Million, which shall be allocated by the Chairman of the Board of Directors under the scope of the duties and responsibilities of each director.

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2) Remuneration for directors for 2017

It was deemed appropriate to propose the remuneration for directors for 2017 at the same rate as that of the previous year in the amount not exceeding Baht 18 Million.

Details of the remuneration for directors are in the following forms:

(1) Annual Remuneration:

This is an annual remuneration paid to directors for the performance of duties as directors, whereby the remuneration for directors will be in accordance with the period of time served in such position, and fixed for each year and paid quarterly, as per the following details:

	(Baht/year/person)	
	<u>Chairman</u>	<u>Member</u>
Directors:	1,600,000	300,000
Executive Directors:	700,000	200,000
Audit Committee Members:	400,000	200,000
Nomination and Remuneration Committee Members:	200,000	100,000
Corporate Governance and Risk Management Committee Members:	200,000	100,000

(2) Meeting Allowance:

This is a remuneration paid quarterly to directors based on their attendance in the meetings of the Board of Directors or subcommittees, as per the following details:

	(Baht/meeting/person)
<u>Meeting</u>	<u>Meeting Allowance</u>
Board of Directors' Meetings	50,000*
Subcommittees' Meetings	25,000

\* The meeting allowance for the Chairman of the Board of Directors is at the rate of two times the Board of Directors' Meeting allowance.

4. The Board of Directors' Meeting No. 1/2017 on February 22, 2017 resolved to propose that the 2017 Annual Ordinary General Meeting of Shareholders approve the remuneration for directors as proposed by the Nomination and Remuneration Committee, namely, bonus for directors for 2016 at the same rate as that of 2015 in the amount not exceeding Baht 19.25 Million and remuneration for directors for 2017 at the same rate as that of the previous year in the amount not exceeding Baht 18 Million.