Supporting Document for Agenda No. 5
Information of the directors' remuneration for 2020

Proposal for Remuneration for Directors for 2020

The proposed remuneration for Directors at the total amount of not exceeding Baht 50,000,000 per year consists of Directors' remuneration and annual bonus for 2020 as follows:

Committee	Position	Monthly Compensation (Baht/Person/Year)	
		2020	**2019**
Board of Director	Chairman	-	-
	Member	900,000	900,000
Audit Committee	Chairman	612,000	612,000
	Member	180,000	180,000
Nomination and Remuneration Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Investment Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Sustainable Development Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Risk Management Committee	Chairman	540,000	540,000
	Member	108,000	108,000
Other type of remunerations		- None -	

Remark : (1) Mr. Charoen Sirivadhanabhakdi and Khunying Wanna Sirivadhanabhakdi expressed their intentions not to accept any remuneration from 1 April 2008 onwards.

(2) Three directors who receive monthly salaries or monthly consulting fees, namely Mr. Thirasakdi Nathikanchanalab, Mr. Aswin Techajareonvikul and Mrs. Thapanee Techajareonvikul, are not entitled to receive remuneration as directors.

Source from survey report of 2018 director's remuneration for the SET listed companies from Thai Institute of Director Association (IOD)

1. Remuneration for directors

	Chairman of the Board of Director	Executive directors	Non-executive directors
Remuneration for Director/Month	43,750	25,000	25,000
Meeting Allowance/Meeting	25,000	15,897	15,000
Bonus/Year	420,660	250,000	300,000

2. Bonuses for Non-Executive Directors (Baht/Person/Year)

	Mean	Minimum	Maximum
Bonuses for Non-Executive Directors	665,678	35,200	4,800,000
Service business sector	798,911	60,000	4,765,520
Total Revenue exceeding 50,000 Million Baht	2,651,513	1,211,538	4,800,000
Market Cap exceeding 50,000 Million Baht	2,010,895	407,000	4,800,000