

**To consider and approve the remuneration for the Board of Directors and Management for the year 2015**

**The Determination of the Remuneration of Directors and Management**

The president & CEO through the Nomination & Remuneration Committee proposed the remuneration of the Directors and Management members to the Board of Directors for approval as deems appropriate.

**The Board of Directors**

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|--------------------------------|--|
| 1) Mr. Hironobu Iriya          | Chairman of Board of Directors                       |
| 2) Mr. Piriya Wongphayabal     | Vice Chairman of Board of Directors                  |
| 3) Mrs. Nijaporn Charanachitta | Director   |
| 4) Mr. Makoto Fusayama         | Director   |
| 5) Mr. Tiwa Jaruke             | Director   |
| 6) Mr. Norimasa Matsuoka       | Director   |
| 7) Mr. Sivaraks Phinicharomna  | Independent Director and Chairman of Audit Committee |
| 8) Mr. Gumthorn Utarnwuthipong | Independent Director and Audit Committee             |
| 9) Mr. Ryuzo Nagaoka           | Independent Director and Audit Committee             |

**The Board of Management**

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|---------------------------------|---------------------|
| 1) Mr. Hironobu Iriya           | President & CEO     |
| 2) Mr. Tiwa Jaruke              | Board of Management |
| 3) Ms. Kantika Tanthuvanit      | Board of Management |
| 4) Mr. Saneh Poorisat           | Board of Management |
| 5) Mrs. Suratana Trinratana     | Board of Management |
| 6) Mr. Wanchai Ratinthorn       | Board of Management |
| 7) Mr. Hideto Koyama            | Board of Management |
| 8) Mr. Gobchai Tanasugarn       | Board of Management |
| 9) Mr. Yukio Kobe               | Board of Management |
| 10) Ms. Pornchan Katejulasriroj | Board of Management |

Position	Remuneration / Year (THB)	
	2015 (to propose)	2014
Chairman of the Board of Directors	600,000.00	600,000.00
8 Directors	4,000,000.00	4,000,000.00
Company Secretary	500,000.00	500,000.00
Chairman of Audit Committee	200,000.00	200,000.00
2 Independent Directors	200,000.00	200,000.00
Audit Committee Secretary	100,000.00	100,000.00
38 Board of Management /Management Team	7,700,000.00	7,670,000.00