

**To consider and approve the remuneration and bonus for the Board of Directors  
and for the Audit Committee for the year 2014**

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

The remuneration paid to the Director and Management members conforms to the policies and the Board resolutions. Special bonus is reflected from previous year of Management Operation Performance of which the Nomination & Remuneration Committee proposed to the Board for consideration and approval.

The Board of Directors

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|----|-----------------------------|--|
| 1) | Mr. Hironobu Iriya          | Chairman of Board of Directors   |
| 2) | Mrs. Nijaporn Charanachitta | Director   |
| 3) | Mr. Makoto Fusayama         | Director   |
| 4) | Mr. Tiwa Jaruke             | Director   |
| 5) | Mr. Norimasa Matsuoka       | Director (Appointed to be a director instead of Mr. Manabu Mitani on August 14 <sup>th</sup> , 2013) |
| 6) | Mr. Piriya Wongphayabal     | 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 |

	<b>Remuneration (THB/Committee/year)</b>		
	<b>2014</b>	<b>2013</b>	<b>2012</b>
Board of Directors / Company Secretary	5,100,000	5,100,000	5,100,000
Audit Committee / Secretary	500,000	500,000	500,000
Board of Management / Management Team	7,670,000	6,600,000	4,710,000

	<b>Bonus (THB/person/year)</b>		
	<b>Operation Performance</b>		
	<b>2013</b>	<b>2012</b>	<b>2011</b>
Board of Directors / Company Secretary	8,150,000	3,260,000	2,624,515
Audit Committee / Secretary	750,000	320,000	257,305
Board of Management / Management Team	12,430,000	4,270,000	2,423,814