

To consider and approve the remuneration for the Board of Directors, Audit Committee, Board of Management and Management for the year 2016

The Determination of the Remuneration of Directors and Management

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

Position	Remuneration / Year (THB)		
	2016 (to propose)	2015	2014
Chairman of the Board of Directors	600,000.00	600,000.00	600,000.00
8 Directors (@ 500,000.-)	4,000,000.00	4,000,000.00	4,000,000.00
Company Secretary	-	500,000.00	500,000.00
Investor Relations (IR)	200,000.00	150,000.00	150,000.00
Assistant to Company Secretary	200,000.00	150,000.00	150,000.00
Chairman of Audit Committee	200,000.00	200,000.00	200,000.00
2 Independent Directors (@ 100,000.-)	200,000.00	200,000.00	200,000.00
Audit Committee Secretary	100,000.00	100,000.00	100,000.00
President & CEO	700,000.00	700,000.00	700,000.00
9 Board of Management (@ 600,000.-)	5,400,000.00	5,400,000.00	5,400,000.00
Senior General Manager			
- 2016 (8 SGM @ 70,000.-)	560,000.00	-	-
- 2015 (7 SGM @ 70,000.-)	-	490,000.00	-
- 2014 (7 SGM @ 70,000.-)	-	-	490,000.00
General Manager			
- 2016 (16 GM @ 60,000.-)	960,000.00	-	-
- 2015 (16 GM @ 60,000.-)	-	960,000.00	-
- 2014 (15 GM @ 60,000.-)	-	-	900,000.00
Deputy General Manager			
- 2016 (6 DGM @ 30,000.-)	180,000.00	-	-
- 2015 (5 DGM @ 30,000.-)	-	150,000.00	-
- 2014 (6 DGM @ 30,000.-)	-	-	180,000.00

Position	Special Bonus from operation result / Fiscal year (THB)		
	2015	2014	2013
Chairman of the Board of Director	400,000.00	-	950,000.00
8 Directors			
- 2015 (@ 330,000.-)	2,640,000.00		
- 2014		-	
- 2013 (@ 800,000.-)			6,400,000.00
Company Secretary	-	-	800,000.00
Investor Relations (IR)	130,000.00	-	-
Assistant to Company Secretary	130,000.00	-	-
Chairman of Audit Committee	130,000.00	-	300,000.00
2 Independent Directors			
- 2015 (@ 65,000.-)	130,000.00		
- 2014		-	
- 2013 (@ 150,000.-)			300,000.00
Audit Committee Secretary	65,000.00	-	150,000.00
President & CEO	465,000.00	-	1,140,000.00
9 Board of Management			
- 2015 (@ 400,000.-)	3,600,000.00		
- 2014		-	
- 2013 (@ 965,000.-)			8,685,000.00
Senior General Manager			
- 2015 (8 SGM @ 50,000.-)	400,000.00	-	-
- 2014	-	-	-
- 2013 (7 SGM @ 115,000.-)	-	-	805,000.00
General Manager			
- 2015 (16 GM @ 42,000.-)	672,000.00	-	-
- 2014	-	-	-
- 2013 (15 GM @ 100,000.-)	-	-	1,500,000.00
Deputy General Manager			
- 2015 (6 DGM @ 23,000.-)	138,000.00	-	-
- 2014	-	-	-
- 2013 (6 DGM @ 50,000.-)	-	-	300,000.00