



Supporting Document
Agenda Item 6: To fix the remuneration for Directors

Remuneration for Directors for 2016

The proposed remuneration for Directors at the total amount not exceeding Baht 25,000,000 per year consists of:

Monthly remuneration at the total amount not exceeding	Baht 15,000,000 per year
Annual bonus at the total amount not exceeding	Baht 10,000,000 per year

The proposed remuneration is for 10 Directors as follows:

Monthly Remuneration		<u>Baht/Person/Year</u>
Directors	6 persons	900,000
Chairman of the Audit Committee	1 person	1,440,000
Audit Committee Members	3 persons	1,080,000

- Remarks:
1. The Company has 15 Directors. Three Executive Directors who receive monthly salary or advisory fee shall not be entitled to receive Director's remuneration.
 2. The Chairman and Vice Chairman expressed their intention not to receive remuneration.
 3. Same amount as last year which was approved by the Shareholders' Meeting.

Remuneration and Bonuses for the Non-Executive Directors of SET's and MAI's listed Companies are as follows:

Remuneration

1. The Remuneration approved by Shareholders at the Annual General Shareholders Meeting in 2014 in every business sector totalling 169 companies

	<u>Baht/Board/Year</u>
Mean	8,420,737
Median	5,628,404
Minimum	264,000
Maximum	67,000,000

2. The Remuneration approved by Shareholders at the Annual General Shareholders Meeting in 2014 in service business sector totalling 26 companies

	<u>Baht/Board/Year</u>
Mean	7,788,250
Median	6,825,000
Minimum	1,744,000
Maximum	27,800,000



3. Total Revenue of THB 10,001 – 50,000 Million, totalling 39 companies

	<u>Baht/Board/Year</u>
Mean	12,697,692
Median	9,630,000
Minimum	1,750,000
Maximum	40,000,000

Bonuses for Non-Executive Directors

1. Bonuses for Non-Executive Directors in every business sector totalling 92 companies

	<u>Baht/Person/Year</u>
Mean	793,391
Median	361,695
Minimum	25,000
Maximum	5,760,000

2. Bonuses for Non-Executive Directors in service business sector totalling 15 companies

	<u>Baht/ Person/Year</u>
Mean	718,922
Median	382,500
Minimum	82,500
Maximum	2,680,000

3. Total Revenue of THB 10,001 – 50,000 Million, totalling 22 companies

	<u>Baht/ Person/Year</u>
Mean	651,868
Median	447,318
Minimum	25,000
Maximum	1,923,077

* Source from survey report of the 2014 director's remuneration for the listed company from Thai Institute of Directors Association (IOD)



Directors' Remuneration for 2015 and 2014

No.	Director	Position	2015			2014		
			Remuneration	Bonus	Total	Remuneration	Bonus	Total
1	Mr. Charoen Sirivadhanabhakdi ⁽¹⁾	Chairman	-	-	-	-	-	-
2	Khunying Wanna Sirivadhanabhakdi ⁽²⁾	Vice Chairman	-	-	-	-	-	-
3	Mr. Chaiyut Pilun-Owad	Director	900,000	436,827	1,336,827	900,000	404,469	1,304,469
4	Mr. Thirasakdi Nathikanchanalab	Director	-	-	-	-	-	-
5	Mr. Prasert Maekwatana	Director	900,000	374,423	1,274,423	900,000	346,688	1,246,688
6	Mr. Sithichai Chaikriangkrai	Director	900,000	3,744,225	4,644,225	900,000	3,466,875	4,366,875
7	Mr. Aswin Techajareonvikul	Director	-	-	-	-	-	-
8	Mrs. Thapanee Techajareonvikul	Director	-	-	-	-	-	-
9	Mr. Thapana Sirivadhanabhakdi	Director	900,000	-	900,000	900,000	-	900,000
10	Mr. Panot Sirivadhanabhakdi	Director	900,000	-	900,000	900,000	-	900,000
11	Mr. Prasit Kovilaikool	Independent Director and Chairman of the Audit Committee	1,440,000	1,036,800	2,476,800	1,440,000	960,000	2,400,000
12	Mr. Weerawong Chittmittrapap	Independent Director and Audit Committee Member	1,080,000	388,800	1,468,800	1,080,000	360,000	1,440,000
13	Mr. Suvit Maesincee ⁽³⁾	Independent Director and Audit Committee Member	675,000	-	675,000	1,080,000	450,000	1,530,000
14	Ms. Potjane Thanavarant	Independent Director	900,000	274,577	1,174,577	900,000	254,238	1,154,238
15	Police General Krisna Polananta	Independent Director and Audit Committee Member	1,080,000	291,600	1,371,600	1,080,000	270,000	1,350,000
16	Mr. Rungson Sriworasat ⁽⁴⁾	Independent Director	150,000	-	150,000	-	-	-
Total			9,825,000	6,547,252	16,372,252	10,080,000	6,512,270	16,592,270

Remarks

1. He expressed his intention not to receive remuneration from 1 April 2008 onwards.

2. She expressed her intention not to receive remuneration from 1 April 2008 onwards.

3,4 The appointment of Mr. Rungson Sriworasat to the Independent Director of the Company in replacement of Mr. Suvit Maesincee for the remaining period, effective from 11 November 2015 onward.