



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

**Remuneration for Directors for 2017**

The proposed remuneration for Directors at the total amount not exceeding Baht 25,000,000 per year consists of Monthly remuneration and Annual bonus

Following are tables which compare Monthly remuneration.

Committee	Position	Monthly remuneration (Baht/Person/Year)		
		2017 (Proposed)	Year 2016	Year 2015
<b>Board of Director</b>	Chairman	-	-	-
	Members	900,000	900,000	900,000
<b>Audit Committee</b>	Chairman	612,000	1,440,000	1,440,000
	Members	180,000	1,080,000	1,080,000
<b>Nomination Remuneration and Corporate Governance Committee</b>	Chairman	540,000	-	-
	Members	108,000	-	-
<b>Investment Committee</b>	Chairman	540,000	-	-
	Members	108,000	-	-
<b>Corporate Social Responsibility Committee</b>	Chairman	540,000	-	-
	Members	108,000	-	-
<b>Other benefits</b>			-None-	

- 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:

**1. The Remuneration approved by Shareholders at the Annual General Shareholders Meeting in 2016 (Baht/Committee) (Exclude Bonus)**

	Mean	Minimum	Maximum
Remuneration for Director	8,893,760	132,000	100,000,000
Service business sector	7,353,352	1,720,000	42,000,000
Total Revenue over 50,000 Baht	33,053,000	5,970,000	100,000,000
Market Cap over 50,000 Baht	34,419,625	9,160,000	100,000,000

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

	Mean	Minimum	Maximum
Bonuses for Non-Executive Directors	566,158	13,000	4,800,000
Service business sector	404,405	40,000	2,307,692
Total Revenue over 50,000 Baht	2,275,916	555,560	4,800,000
Market Cap over 50,000 Baht	2,087,421	555,560	4,800,000

Source from survey report of the 2016 director's remuneration for the listed company from Thai Institute of Directors Association (IOD)



### Directors' Remuneration for 2016 and 2015

Director	Position	2016			2015		
		Remuneration	Bonus	Total	Remuneration	Bonus	Total
1. Mr. Charoen Sirivadhanabhakdi <sup>(1)</sup>	Chairman	-	-	-	-	-	-
2. Khunying Wanna Sirivadhanabhakdi <sup>(1)</sup>	Vice Chairman	-	-	-	-	-	-
3. Mr. Chaiyut Pilun-Owad	Director	900,000	502,350	1,402,350	900,000	436,827	1,336,827
4. Mr. Thirasakdi Nathikanchanalab <sup>(2)</sup>	Director	-	-	-	-	-	-
5. Mr. Prasert Maekwatana	Director	900,000	430,590	1,330,590	900,000	371,423	1,274,423
6. Mr. Sithichai Chaikriangkrai	Director	900,000	4,867,500	5,767,500	900,000	3,744,225	4,644,225
7. Mr. Aswin Techajareonvikul <sup>(2)</sup>	Director	-	-	-	-	-	-
8. Mrs. Thapanee Techajareonvikul <sup>(2)</sup>	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/Chairman of the Audit Committee	1,440,000	1,347,840	2,787,840	1,440,000	1,036,800	2,476,800
12. Mr. Weerawong Chittmitrapap <sup>(3)</sup>	Independent Director	940,161	466,560	1,406,721	1,080,000	388,800	1,468,800
13. Mr. Rungson Sriworasat	Independent Director	900,000	466,560	1,366,560	150,000	-	150,000
14. Police General Krisna Polananta	Independent Director/Audit Committee Member	1,080,000	466,560	1,546,560	1,080,000	291,600	1,371,600
15. Prof. Pirom Kamolratanakul, M.D., M.Sc. <sup>(4)</sup>	Independent Director/Audit Committee Member	668,500	867,787	1,536,287	-	-	-
16. Ms. Potjaneer Thanavaranit <sup>(5)</sup>	Independent Director	225,000	329,500	554,500	900,000	274,577	1,174,577
<b>Total</b>		<b>9,753,661</b>	<b>9,745,247</b>	<b>19,498,908</b>	<b>9,150,000</b>	<b>6,547,252</b>	<b>15,697,752</b>

- Remark**
- (1) Mr. Charoen Sirivadhanabhakdi and Khunying Wanna Sirivadhanabhakdi intention not to receive remuneration from 1 April 2008 onwards.
  - (2) Three Executive Directors who receive monthly salary or advisory fee shall not be entitled to receive Director's remuneration Mr. Thirasakdi Nathikanchanalab Mr. Aswin Techajareonvikul and Mrs. Thapanee Techajareonvikul
  - (3) Mr. Weerawong Chittmitrapap resigned from Audit Committee Member on 22 March 2016 but remain a director of the company
  - (4) Prof. Pirom Kamolratanakul, M.D., M.Sc. has appointed to Audit Committee effective on 29 June 2016
  - (5) Ms. Potjaneer Thanavaranit has resigned from Independent Director on 22 March 2016