

Remuneration and allowance to the directors and the committees

The company's policy is to compensate directors at the level closely applicable in the industry and sufficiently to maintain directors of required qualifications. As it is also into account of the operation result and performance. The company's standard is to directors' bonus at approximately 3.5% of the around paid for dividend. At this time the director's compensation, committee's and considered from remuneration committee with carefulness and match to the company growth and profits.

The board proposed to pay compensation to the board of directors and the committees as follows:-

Composition of compensation

Unit : Baht

Details of Compensation	2009	2008	2007	%Increased(Decreased) from	
				2008	2007
1. Director's bonus (yearly)	3,680,000*	3,680,000	4,250,000	0.00%	-13.41%
Number of directors (person)	14	14	15	0.00%	-6.67%
Dividend paid	105,000,000	105,000,000	120,000,000	0.00%	-12.50%
Directors bonus to dividend	3.50%	3.50%	3.54%		

* Pending for approval of the annual general shareholders meeting

Unit : Baht

Details of Compensation	2010 *	2009	2008	%Increased(Decreased) from	
				2009	2008
2. Meeting fee for attendance (per meeting / person)					
2.1 The board of directors					
- Chairman of the board	30,000	30,000	30,000	0.00%	0.00%
- All other directors	20,000	20,000	20,000	0.00%	0.00%
Number of the directors (person)	13	14	14	-7.14%	-7.14%
2.2 The audit committee					
- The chairman of audit committee	30,000	30,000	30,000	0.00%	0.00%
- Audit committee members	20,000	20,000	20,000	0.00%	0.00%
Number of the audit committee (person)	3	3	3	0.00%	0.00%

* Pending for approval of the annual general shareholders meeting

Unit : Baht

Details of Compensation	2010*	2009	2008	%Increased(Decreased) from	
				2009	2008
2.3 Other 2 committees					
- The chairman of each committee	20,000	20,000	20,000	0.00%	0.00%
- Other members	10,000	10,000	10,000	0.00%	0.00%
No. of member of each committee (person)					
1) the Remuneration and Nomination Committee (person)**	4	6	6		
2) Risk Management committee (person)	5	5	5		

* Pending for approval of the annual general shareholders meeting

** The Board of Directors meeting No.74/2553 held on February 25, 2010 has resolved to combine 3 members of the Nominating Committee and 3 members of the Remuneration Committee as only one which named "the Remuneration and Nomination Committee". The said committee has 4 members who the majority of them are Independent directors.