

Management Structure

1. The Board of Directors

1.1 The Board of Directors

At present, The Board of Directors consisted of 15 members, classified into :

- 5 executive directors
- 10 non-executive directors (including 6 independent directors)

Name list of the Board of Directors

	Name	The Board of Directors	The Audit Committee	The Nomination Committee	The Remuneration Committee	The Risk Management Committee	The Corporate Social Responsibility Committee	The Corporate Governance Committee	The Executive Board
1	Mr.Boonkiet Chokwatana	Chairman	-	Chairman	Chairman	-	-	-	-
2	Mrs.Tipapom Chokwatana	Vice Chairman	-	-	-	-	-	-	-
3	Mr.Thirasak Vikitset	Managing Director	-	Director	Director	-	-	-	Chairman
4	Dr..Atthakorn Glankwamdee	Deputy Managing Director	-	Director	-	-	-	-	Director
5	Mrs.Kaewta Ongsaranakom	Director	-	Director	Director	-	-	Director	Director
6	Prof.Dr.Malyn Ungsurungsie	Director	-	-	-	-	Chairman	-	Director
7	Mrs.Chitraporn Vikitset	Director	-	Director	-	-	-	-	Director
8	Mrs.Teerada Ambhanwong	Director	-	-	-	-	-	-	-
9	Mr.Suthep Dansirivroj	Director	-	-	-	-	-	-	-
10	Admiral Apichart Pengsritong	Independent Director	-	-	-	-	Director	-	-
11	Mrs.Pismai Chandrubeksa	Independent Director	-	-	Director	-	-	-	-
12	Mr.Amom Asvanunt	Independent Director	Chairman	-	-	-	-	-	-
13	Mrs.Pradittha Chongwattana	Independent Director	Director	-	-	-	-	-	-
14	Pol.Gen.Somchai Prabhasabhakdi	Independent Director	Director	-	-	-	-	Chairman	-
15	Assist.Prof.Dr.Pongchai Athikomrattanakul	Independent Director	Director	-	-	Chairman	-	-	-

Remark : Qualification standards for independent director and the Audit Committee members were in accordance with the provisions set forth in related announcements.

Directors representing the company

To represent the company, 2 out of the following 9 directors are required to sign their names, together with the affixing of company seal, namely :

- | | | |
|----|----------------|--------------|
| 1. | Mr.Boonkiet | Chokwatana |
| 2. | Mrs.Tipaporn | Chokwatana |
| 3. | Mr.Thirasak | Vikitset |
| 4. | Mr.Atthakorn | Glinkwamdee |
| 5. | Mrs.Kaewta | Ongsaranakom |
| 6. | Mrs.Malyn | Ungsurungsie |
| 7. | Mrs.Chitraporn | Vikitset |
| 8. | Mrs.Teerada | Ambhanwong |
| 9. | Mr.Suthep | Dansiriviroj |

1.2 Personal information of company directors

The details of personal information of company directors were display per the section “Personal information of company directors and management members”.

1.3 Controller

The company does not have any controller who has the influence over the company’s management policy, or its operations , in such manner deemed as significant.

2. The Management

2.1 The Management

At present, there were 13 company’s management members in accordance with the definition of the management set by The Securities and Exchange Commission. The management were authorized by the company to carry out duties in accordance with the company’s policies.

Name list of the Management as of December 31, 2020

Name		Position
1.	Mr.Thirasak Vikitset	Managing Director / Director which are Management
2.	Dr.Atthakorn Glinkwamdee	Deputy Managing Director / Director which are Management
3.	Mrs.Kaewta Ongsaranakom	Director / Director which are Management
4.	Prof.Dr.Malyn Ungsurungsie	Director / Director which are Management
5.	Mrs.Chitraporn Vikitset	Director / Director which are Management
6.	Mr.Bo Nystrup Nielsen	Strategy and Corporate Development Division Manager
7.	Mr.Simon Rhoderick Knight	Overseas Business Division Manager
8.	Mrs.Thongsuk Upathambhakul	Domestic Business Division Manager
9.	Mr.Praj Srichandra	Factory Division Manager
10.	Mr.Varith Tritrapun	Office Division Assistant Manager (Accounting & Finance)
11.	Mrs.Patchara Pongwichan	Human Resource Division Assistant Manager
12.	Mrs.Daranee Ajjaneeyakul	Technical Division Assistant Manager
13.	Dr.Arucha Budsakornbhinanda	Automation and Digital Technology Division Assistant Manager

2.2 Personal information of management members

The details of personal information of management members were display per the section “personal information of company directors and management members”.

3. Remuneration for the directors and management

3.1 Remuneration criteria for the directors and management

The Board of Directors set up a policy on the determination of the director’s remuneration in a fair and reasonable manner and assigned the Remuneration Committee to be responsible for setting the budget and allocation criteria for the directors, on a comparative basis with other companies in the same business category. Consideration were given to such areas as, expansion in the company’s business activities, business growth rate, operating results, together with proper reference to the authority, duty, responsibility scope, the financial liquidity position, the possible factors impacts on both the company and overall economic situation, and performances by the directors. The Remuneration Committee set the criteria on meeting allowance and yearly remuneration. The said resolution would be proposed to the Board of Directors’ meeting for their consideration prior to propose to the shareholders’ meeting for final approval of said remuneration budget.

Whereas the remuneration authorization for top management and other management members would be required to follow the criteria set forth by the company, in term of the duty and responsibility scope, as well as the individuals’ performance evaluation by said top management and management members, who would be entitled to such same remuneration criteria.

3.2 Remuneration amount

(A) Remuneration for company directors

The shareholders’ meeting approved annual remuneration budget for company directors for total amount not exceeding 15 million baht per year as the piror year, until further changes. The disbursement of said remuneration budget required the consideration by the Remuneration Committee, and the approval of the Board of Directors, with such disbursement not exceeding the budget amount earlier approved by the shareholders’ meeting and compared with other group of companies in the same level. This is not inclusive of remuneration or welfare to which the directors are entitled to in the capacity as a staff member or and employee of the company.

- Annual Remuneration is paid to all directors. The Remuneration Committee will allocate the remuneration on basis of principle, operational results and propose to the Board of Directors.
- Meeting fee, is paid to attending directors only. In case of there is a meeting more than 1 times in each month, it accounts to receive the meeting fee not exceeding 1 time.
- Remuneration of other sub-committees which organized by the Board will be in the consideration of the Remuneration Committee by considering in accordance with appropriateness, and to be in line with duties and responsibilities.

Details of meeting allowance payments were as follows:

	2020 (baht / time)		2019 (baht / time)	
	Chairman	Director	Chairman	Director
The Board of Directors				
The Audit Committee	12,000	10,000	12,000	10,000
The Nominating Committee				
The Remuneration Committee				
The Risk Management Committee	10,000	9,000	10,000	9,000
The Corporate Social Responsibility Committee				
The Corporate Governance Committee				

For year 2020, the company paid the meeting allowance of Baht 1,743,000 and director remuneration of Baht 12,300,000, totalling Baht 14,043,000.

(B) **Remuneration for management** Referred to the remuneration for the 5 executive directors who were non-management members and 8 company's management members in accordance with the definition of the management set by The Securities and Exchange Commission, altogether totaling 13 persons. The remuneration details were classified into salary, bonus, allowance, and meeting allowance accorded their status as company employees.

Remuneration details for management members

Remuneration	2020		2019	
	Number of persons	Amount (baht)	Number of persons	Amount (baht)
Salary and bonus	13	54,042,696	14	51,610,590
Meeting fee	13	678,000	14	531,000
Total		54,720,696		52,141,590

3.3 Other Remuneration

The company does not have the policy to provide any extra benefits to its executives, whether in term of shares, debentures, other than those remuneration normally accorded the directors and company employees.

(A) Other remuneration for company directors

- None -

(B) Other remuneration for management members

The Company has established a provident fund to management by subscribing to be provident fund membership. The company has contributed at rate of 3 percent of salary.

Other remuneration details for management members

Other Remuneration	2020		2019	
	Number of persons	Amount (baht)	Number of persons	Amount (baht)
Provident fund contribution	13	156,312	14	126,500
Total		156,312		126,500