

► Executive Compensation

YEAR 2012

AMOUNT

THB 43,548,090.69

YEAR 2013

AMOUNT

THB 49,234,785.79

YEAR 2014

AMOUNT

THB 38,026,411.44

Source : Financial Report as of 31 December 2012, 31 December 2013, and 31 December 2014

► Conflict of Interest Prevention Policy

Directors and staff must perform their duties for corporate highest benefit without abuse of position ranking for personal benefit and avoid conflict of interest that may affect any decision making. Any business on behalf of private or legal entity on behalf of whom related to the company must be disclosed in accordance with the company regulation and as a function of the Director and the employee to maintain a vested interest of the company by least limitation on the scope of freedom of expression in activities of Directors and employees, under following guidelines:

1. Shall avoid transactions related to personal connection causing conflict of interest with the company or perform such transaction as if with external parties instead. No staff under conflict of interest shall be authorized to approve any related transaction
2. Shall not engage or participate in any business competition with the Company either directly or indirectly including abuse of position ranking for personal benefit
3. Shall not provide or utilize insider information for any personal benefit
4. Shall not hold any Director position in any business partners or competitors unless appointed by the Company
5. Shall not perform any managerial actions as to become impediment of corporate benefit or beneficial to any person, or juristic persons as personal benefit
6. Prepare conflict of interest report of all staff members every six months or after each new appointment, or whenever conflict of interest occurs during the year