

**Comparison of the directors' remuneration.**

The Company stipulates a clear and transparent remuneration policy for the Board of Directors and the Sub-Committee. The remuneration is at an appropriate rate comparable to that of the same industry and is suitable for the duties and responsibilities of each director. The directors assigned to perform the duties in the Sub-Committee are entitled to receive additional remuneration as a result of the increase in responsibilities. The Remuneration and Nomination Committee will consider the preliminary remuneration and propose to the meeting of Company's Board of Directors for consideration before proposing to the Annual General Meeting of Shareholders for approval.

The Board of Directors is agreeable on the proposal of the Remuneration and Nomination Committee and deemed it appropriate to propose to the Annual General Meeting of Shareholders to approve the remuneration for the Board of Directors and the Sub-Committee for the year 2018, which when calculated together with the extra remuneration (if any) shall not exceed 9,000,000. For the extra remuneration, the Remuneration and Nomination Committee will consider and appropriately allocate by taking into account the Company's operational result. The details of remuneration for the Board of Directors and the Sub-Committee for the year 2018 compared to that of the year 2017.

| Remuneration for                                     | Monthly remuneration<br>(Baht/month) |        | Meeting allowance<br>(Baht/meeting) |        |
|--|--------------------------------------|--------|-------------------------------------|--------|
|  | 2018                                 | 2017   | 2018                                | 2017   |
| 1. Board of Directors                                |                                      |        |                                     |        |
| - Chairman   | 20,000                               | 20,000 | 25,000                              | 25,000 |
| - Each director                                      | 10,000                               | 10,000 | 20,000                              | 20,000 |
| 2. Audit Committee                                   |                                      |        |                                     |        |
| - Chairman   | 40,000                               | 40,000 | -                                   | -      |
| - Each director                                      | 30,000                               | 30,000 | -                                   | -      |
| 3. Board of Executive Directors*                     |                                      |        |                                     |        |
| - Chairman   | 25,000                               | 25,000 | -                                   | -      |
| - Each director                                      | 20,000                               | 20,000 | -                                   | -      |
| 4. Remuneration and Nomination Committee             |                                      |        |                                     |        |
| - Chairman   | -                                    | -      | 22,000                              | 22,000 |
| - Each director                                      | -                                    | -      | 18,000                              | 18,000 |
| 5. Corporate Governance Committee                    |                                      |        |                                     |        |
| - Chairman   | -                                    | -      | 22,000                              | 22,000 |
| - Each director                                      | -                                    | -      | 18,000                              | 18,000 |
| 6. Other benefits                                    | None                                 |        | None                                |        |
| Financial amount approved by the shareholders (Baht) | 9,000,000                            |        | 9,000,000                           |        |

\* Excluding the Executive Committee who are the executives of the Company and its

The Information of the Charter on the Board of Directors and all Committees as well as individual remuneration are shown in the Company's 2017 Annual Report, and may be found on the Company's website [www.univentures.co.th](http://www.univentures.co.th)