

PROFITABILITY LINKED BONUS SCHEME - TCB

Operating Profit Target *	1100	Mln Baht
Thershold : 75% target achievement **	825	Mln Baht

* Operating Profit including depreciation = Sales - (Cost of Sales + Selling Expense + Administrative Expense). Reference will be made to Audited TCB Annual Report to arrive at the

** No Variable Bonus payout if the operating profit acheivement is less than 75%. In such a scenario, the fixed bonus of 60 days will be payable.

Operating Profit %	Operating Profit Quantum (Mln Baht)	Fixed Bonus Days	Variable Bonus Days	Total Bonus Days	Remarks	Payout %
76%	836	60.00	2.5	63	2.5 days increase for every 1% increase in Operating Profit from 76% to 85%	47.71%
77%	847	60.00	5	65		49.62%
78%	858	60.00	7.5	68		51.53%
79%	869	60.00	10	70		53.44%
80%	880	60.00	12.5	73		55.34%
81%	891	60.00	15	75		57.25%
82%	902	60.00	17.5	78		59.16%
83%	913	60.00	20	80		61.07%
84%	924	60.00	22.5	83		62.98%
85%	935	60.00	25	85		64.89%
86%	946	60.00	28	88	3 days increase for every 1% increase in Operating Profit from 86% to 95%	67.18%
87%	957	60.00	31	91		69.47%
88%	968	60.00	34	94		71.76%
89%	979	60.00	37	97		74.05%
90%	990	60.00	40	100		76.34%
91%	1001	60.00	43	103		78.63%
92%	1012	60.00	46	106		80.92%
93%	1023	60.00	49	109		83.21%
94%	1034	60.00	52	112		85.50%
95%	1045	60.00	55	115		87.79%
96%	1056	60.00	58.25	118	3.25 days increase for every 1% increase in Operating Profit from 96% to 100%.	90.27%
97%	1067	60.00	61.5	122		92.75%
98%	1078	60.00	64.75	125		95.23%
99%	1089	60.00	68	128		97.71%
100%	1100	60.00	71.25	131	1 day increase with every 1% increase in Operating Profit beyond 100%. The	100.19%
101%	1111	60.00	72.25	132		100.95%
102%	1122	60.00	73.25	133		101.72%
103%	1133	60.00	74.25	134		102.48%
104%	1144	60.00	75.25	135		103.24%