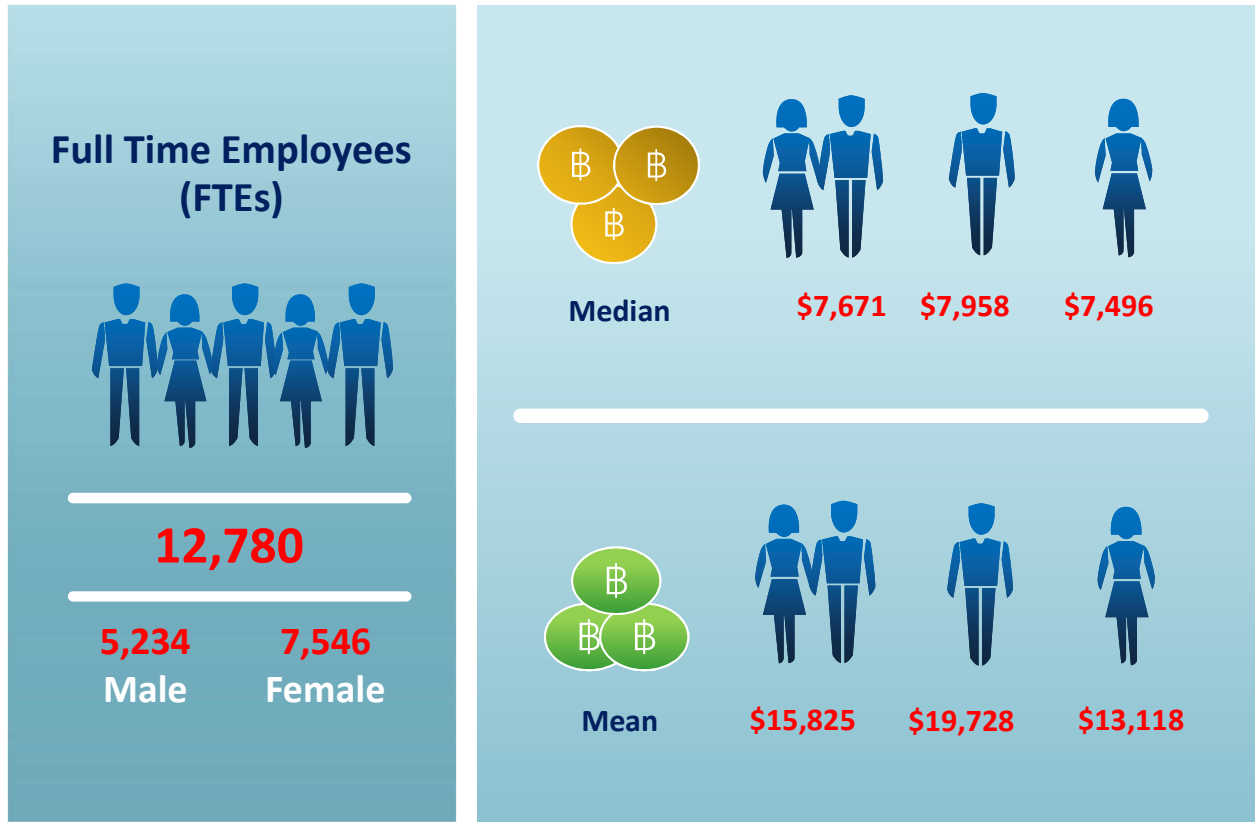


Employee Compensation



Definitions:

- The period of calculation is from January to December 2017
- Compensation is calculated from a summation of Annual Salary per Contract and Bonus paid in 2017
- The scope of calculation includes Executive, Management, and Non-management in Thailand, Vietnam, Portugal, Seychelles, UK, Ireland, Netherland, Norway, Italy, France, Poland, Ghana, Luxemburg, and USA