

# The Nomination and Remuneration Committee charter

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## The Nomination and Remuneration Committee

### Duties and responsibilities of the Board are as follows:

1. Nomination
  - 1.1 Establish Nomination procedures and policies comply with effectiveness in number and characteristics in each committee, and then propose to related committees for approval
  - 1.2 Select and propose candidate for member in Board of Director committee
  - 1.3 Consider and propose policy in human resource management
2. Remuneration
  - 2.1 Compose presume policy in remuneration of every committee and propose to committee responsible for committee approval
  - 2.2 Determine and propose appropriate (both financial and non- financial compensations) of every board committee those comply with duties, responsibilities, outcomes in each board committee and compensations in similar industries, to board of directors and then to the ordinary general meeting of shareholders
  - 2.3 Clarify questions and comments concerning nomination and remuneration in ordinary general meeting of shareholders
  - 2.4 Report policy principle and background information on nomination and remuneration strategy comply with the stock exchange of Thailand regulations
  - 2.5 To achieve missions from board of directors, nomination and remuneration committee has right to receive reports, details and documents involve nomination and remuneration strategy assigned from board of directors

### Term of Office

1. Member of the Nomination and Remuneration Committee shall hold office for a term of 3 years. According to the term of being a director of the Company
2. Member of the Nomination and Remuneration Committee may be appointed to his position further by the Board of Directors deems it appropriate.
3. In addition to retiring pursuant to No.1, the Nomination and Remuneration Committee when to retire
  - 3.1 Resign
  - 3.2 The Board of Directors resolved to retire.
4. Board of Directors is authorized to appoint member of the Nomination and Remuneration Committee for the purpose of further administrative purposes or to substitute Nomination and Remuneration Committee Retiring pursuant to No.1 or 3. The person appointed as the Nomination and Compensation Committee in accordance with No.3. Will be in office only for the remaining term of the post person.