

Nomination, Remuneration and Human Resource Management Committee

The Board of Directors appointed the Nomination, Remuneration and Human Resources Management Committee comprising of:

No.	Name	Position
1	Mr. Sima Simananta	Chairman
2	Ms. Thida Pattatham	Member
3	Mrs. Sumana Vonggapan	Member
4	Deputy Managing Director, Management	Secretary

Scope of Duties and Responsibilities of the Nomination, Remuneration and Human Resource Management Committee

1. Nomination:

1.1 To define the policies, frameworks, and criteria for the nomination of directors and members of subcommittees who are appointed by the Board of Directors, Advisors, and Managing Director.

1.2 To recruit and propose persons who own appropriate qualifications to be appointed as directors and members of subcommittees, as well as Advisors for replacement in cases of vacancy or as appropriate to propose to the Board of Directors for various appointments.

1.3 To consider and select candidates to propose to the Board of Directors for appointment as the Managing Director and to set the guidelines for evaluation of performance of the Managing Director for adjustment of annual remuneration by taking into consideration the relevant roles, responsibilities, and risk factors.

2. Remuneration

2.1 To propose the guidelines and procedure for fixing meeting allowances, entertainment expenses, bonuses, rewards, including other benefits of remunerations nature for the Board of Directors, subcommittees, and Advisors to the Board of Directors for approval.

2.2 To make recommendations on policies and approve the fixing of remuneration for the Managing Director to ensure that the remuneration is appropriate and comparable to those in the same industry and propose the same to the Board of Directors for approval.

3. Human Resource Management

3.1 To establish policies and strategies for the human resources management, the organization structure, the performance evaluation system, and the employee remuneration criteria that are in line with the Company's strategies.

3.2 To select qualified persons to be appointed as executives in the position of department directors or higher and propose to the Board of Directors for approval and appointment.

3.3 To make recommendations and approve the remuneration policy and the fixing of remunerations for the executives for the level of department director or higher holding the positions from the department directors and higher to ensure that the remuneration is appropriate and comparable to those in the same industry and propose the same to the Board of Directors for approval.

3.4 To define the remuneration policy to ensure that the remuneration rates and overall benefits are attractive for recruiting new staff members and maintaining existing qualified employees.

4. Other tasks

4.1 To perform other tasks as delegated by the Board of Directors.