

Nomination and Remuneration Committee Charter

The Nomination and Remuneration Committee is established with the approval of the Board of Directors. To support the performance of the Board of Directors under laws, announcements, rules, regulations, and other related laws.

Objective

The Board of Directors agrees that the Nomination and Remuneration Committee Charter should be prescribed to review information to be more current Determining duties and responsibilities in determining criteria and policies for nomination and remuneration of the Company's directors Sub-committees as well as performing other tasks as assigned and presented to the Board of Directors and/or the shareholders' meeting, as the case may be To enable the Nomination and Remuneration Committee to perform duties fairly, appropriately and transparently following the principles of good corporate governance to build confidence and credibility with stakeholders.

Qualifications of the Nomination and Remuneration Committee

The Nomination and Remuneration Committee consists of at least three directors, and one-third of the Nomination and Remuneration Committee must be independent directors. The chairman of the committee must be an independent director.

The Board of Directors considers and appoints to perform duties in the position of the Nomination and Remuneration Committee and have qualifications according to laws and regulations of regulatory agencies such as the Securities and Exchange Act B.E. 2535

Term of position

The Nomination and Remuneration Committee has a term of office according to the terms of the Company's directorship. However, upon the expiration of the term, it may be re-appointed at the discretion of the Board of Directors. In addition to the termination of the position according to the above-mentioned terms Member of the Nomination and Remuneration Committee vacates office upon

1. Die
2. Resign
3. Lack of qualifications to be a member of the Nomination and Remuneration Committee
4. The Board of Directors has resolved to vacate the position.
5. Member of the Nomination and Remuneration Committee One of them resigned from the position.

The resignation will be effective from the date the letter of resignation reaches the Chairman of the Board.

6. If the Nomination and Remuneration Committee vacates office as a whole group. The Nomination and Remuneration Committee who vacates office shall remain in office to continue the work until the new committee takes over

7. In case the position of the Nomination and Remuneration Committee becomes vacant for reasons other than retirement by rotation. The Board of Directors shall appoint a qualified person as the Nomination

and Remuneration Committee to have a full number of directors by the person who becomes the director instead can be in office only for the remainder of the term.

Scope of duties

- Oversee the structure, size, and composition of the Board of Directors to be appropriate for the organization, and changing
- Consider the criteria for selecting directors of the Company and screening qualified persons with transparency to appoint a director of Company. It is proposed to the Board of Directors for consideration and approval before presenting to the shareholders' meeting for consideration and approval for appointment as a director of the Company.
- Consider the qualifications of independent director consider the qualifications of the person who will be an independent director to be appropriate with the company's characteristics. Independence must at least comply with the rules of the SEC Office.
- To consider and screen qualified persons for the position of Managing Director and senior management experienced in the core business or industry in which the company operates with transparency to propose to the Board of Directors for consideration and appointment.
- Provide a succession plan for the managing director position, and senior management to prepare as a continuation plan to have successors if the Managing Director or senior management in that position Retired or unable to perform duties for the Company's management to continue with regular reviews.
- Consider the criteria for the payment of remuneration of the Company's directors. Sub-committees and Managing Director to be fair and reasonable by comparing the remuneration rates of other companies in the same business group or close to the Company, including presenting the remuneration to the directors and sub-committees to the directors for approval before proposing to the shareholders' meeting for consideration and approval.
- Evaluate the performance of the President to consider the appropriateness of the remuneration, consider the overall recommendation on the determination of remuneration and other benefits for the Company's employees according to the preliminary recommendation of the President.
- Review, change and amend the Nomination and Remuneration Committee Charter following the circumstances, and propose to the Board of Directors for approval.
- Perform other duties as assigned by the Board of Directors.

Meeting

- The Nomination and Remuneration Committee should hold meetings as necessary, and appropriate to the duties and responsibilities under the Nomination and Remuneration Committee Charter at least twice a year.

- In summoning the meeting, the chairman of the Nomination and Remuneration Committee or the secretary of the Nomination and Remuneration Committee By order of the Chairman of the Nomination and Remuneration Committee Notify the Nomination and Remuneration Committee at least 7 days before the meeting except in case of urgency, the meeting will be called by other methods or set a meeting date earlier.

Reporting

Report the performance of the Nomination and Remuneration Committee to the Board of Directors for acknowledgment. At least once a year and prepare a report of the Nomination and Remuneration Committee. To be disclosed in the Company's annual report and signed by the Chairman of the Nomination and Remuneration Committee.

Performance appraisal

Nomination and Remuneration Committee will evaluate their performance once a year, the Nomination and Remuneration Committee, and report the results of the annual assessment to the Board of Directors.

This Nomination and Remuneration Committee Charter was approved by the Board of Directors Meeting No. 6/2017 on 29 June 2017, effective and publicly announced.



Signed.....

(Mr. Picha Attavipach)

Chairman

29 June 2017