

## The Management Development and Compensation Committee's Charter

The Management Development and Compensation is comprised of 3 directors as follows:

| <u>Name-Lastname</u>        | <u>Position</u>            |
|-----------------------------|----------------------------|
| 1. Mrs. Panida Thepkanjana  | Chairman of the Committee  |
| 2. Mr. Banyong Pongpanich   | Member                     |
| 3. Mrs. Arada Vongkusolkit  | Member                     |
| 4. Ms. Sangjun Oranrittinun | Secretary of the Committee |

**Term of Office:** 3 years each term

### **Roles and Responsibilities**

1. To evaluate the performance and determine the annual remunerations and the compensation structure of President while offering him/her some advice regarding remunerations of senior executives.
  2. To consider a succession plan of President as well as a Skills and Competency Development Plan of the potential candidates for President Position and to give some advice to the President on the Executive Succession Plan Development.
  3. To acknowledge the report on the succession plan of Executive Vice President level.
  4. To determine the significant HR policies and the structure of staff's remunerations' policy: the Annual Remunerations policy and Budgeting, Rewards (bonus), etc.
  5. To consider an allocation of the Employees Share Options Program (ESOP) in case such allocation exceeds 5 percent of the program's shares.
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