

Duties and Responsibilities of the Nomination and Remuneration Committee

1. To consider and propose the Board of Directors on the Board of Directors' structure
2. To determine the criteria and process for nominating a candidate for directors
3. To nominate a candidate to be appointed as directors
4. To consider the appropriate structure, amount, form and criteria for all types of remuneration (monetary and non-monetary) for the Chairman of the Board of Directors, directors, the sub-committees as well as the Chief Executive Officer
5. To consider the evaluation criteria for the performance of the Chief Executive Officer and to propose the results of such evaluation to the Board of Directors for approval
6. To formulate plans for succession for key executive and non-executive Directors
7. To report its performance to the Board of Directors once a year and to the shareholders via annual report once a year
8. To conduct the annual evaluation of its performance and report the result to the Board of Directors
9. The chairman of the Committee shall attend the annual general meeting and be prepared to respond to any shareholder's questions on the Committee's activities
10. To undertake any actions in relation to the nomination and determination of remuneration as designated by the Board of Directors and to perform any other tasks as stipulated by laws and regulations of the governmental authorities.