

## Remuneration of the Board of Directors and CEO

The Nomination and Remuneration committee has duty to determine directors' remuneration policy and criteria and present to the Board for consideration and propose to the shareholders for approval. The remuneration is considered with appropriateness and consistent to the responsibility and contribution from each director.

In addition to the remuneration of the Board of Directors, the company also takes into of the increased responsibilities from having more sub-committees which the Board of Directors proposed to the shareholders' meeting to approve the remuneration of the sub-committees. For the compensation of the Chief Executive Officer, will go through the process of consideration by the Nomination and Remuneration committee before propose to the board of directors for approval.

The criteria to determine the remuneration are as follows:

1. Remuneration of the Board of Directors comprises of the monthly remuneration because the Company considers that the duties and responsibilities of directors are at all the time during their directors' term;
2. Remuneration of Sub-Committees shall be the attendance meeting fees for which this remuneration shall be proposed and obtain the approval from shareholders' meeting as the budget every year. Each sub-committee will set their working plan for the year as assigned by the board of directors;
3. Annual award or bonus for the Company's Directors is proposed as budget for shareholders meeting approval in advance. The bonus budget is considered from overall performance of the Company. However, the Board of Directors also conducts the self-assessment both of the whole board and each of director as well before paying such bonus;
4. Remuneration of CEO consists of salary and bonus, the Nomination and Remuneration Committee considers and set KPI of Chief Executive Office according to goal and planning of the Company and as per assignment from the Board of Director. The evaluation, in comparing with the Key Performance Indicator (KPI) and remuneration of CEO of the company in the same size and sector of the Company, is conducted at the end of the year. The remuneration of CEO is proposed to the Board of Directors for approval.