

CHARTER OF THE REMUNERATION AND NOMINATION COMMITTEE

Purpose of the Remuneration and Nomination Committee

The Board of Directors it has appointed the Remuneration and Nomination Committee to support the good governance of the company. The committee is responsible for setting the company's policy and criteria in the selection of directors and determining the remuneration of the Board of Directors and sub-committees.

Also, to recruit, select, and nominate the right person to be a director as well as to set the remuneration for a director. This includes working on other assigned tasks and present to the Board of Directors and/or to the Shareholders' Meeting.

Composition of the Remuneration and Nomination Committee

1. The Remuneration and Nomination Committee must be composed of at least 3 directors.
2. The Independent Director shall be the Chairman of Remuneration and Nomination Committee.
3. The Remuneration and Nomination Committee by more must Independent Director than one-half of total number.

Term of office of the Remuneration and Nomination Committee

1. The Remuneration and Nomination Committee shall each have a term of office of 3 years.
2. After the term expired, the members can be re-appointed. In addition to vacating office upon the termination of the term mentioned, the members shall vacate office upon:
 - (1) Death;
 - (2) Resignation;
 - (3) Removal from office by resolution of the Board.

A member who wishes to resign must tender his or her resignation to the Chairman of the Board for the Board's approval. If a member vacates office during the term of appointment, the Board shall appoint a replacement the required number of members as set forth, The substituted member can only be in the office within the remaining term of the member he/she replaced.

Meeting of the Remuneration and Nomination Committee

The Committee shall meet at least two (2) times a year. In calling a meeting, the Chairman or Secretary of the Committee (as instructed by the Chairman) shall send an invitation letter to all members at least seven (7) days in advance.

Scope of duties and responsibilities of the Remuneration and Nomination Committee**Remuneration**

1. To consider and determine the standard procedure for the company's directors' remuneration.
2. To consider the remuneration of directors and propose to the company's board of directors and put as an agenda during the shareholder meeting.
3. To consider and propose the remuneration of CEO during the Directors' meeting for consideration and approval.
4. To be responsible in the job assigned by the Board of Directors.

Nomination

1. To determine the qualification of the candidates for directorship.
2. To propose the qualified candidates for the directorship and propose during the Annual General Meeting for approval.
3. To propose successor CEO, together with the President. for presentation to Board of Director approval.
4. Consider successor Managing director. presented by the president for presentation to the board of director approved the company.
5. Consider the appropriateness of the Board of Directors. To be presented to the conference board approval.
6. To be responsible in the job assigned by the Board of Directors.

Reporting of the Remuneration and Nomination Committee

1. To report results of performance to the Board of Directors for acknowledgement or approval.
2. To prepare the report of the Remuneration and Nomination Committee and disclose the report which has been signed by the Chairman of the Remuneration and Nomination Committee on the Company annual report.