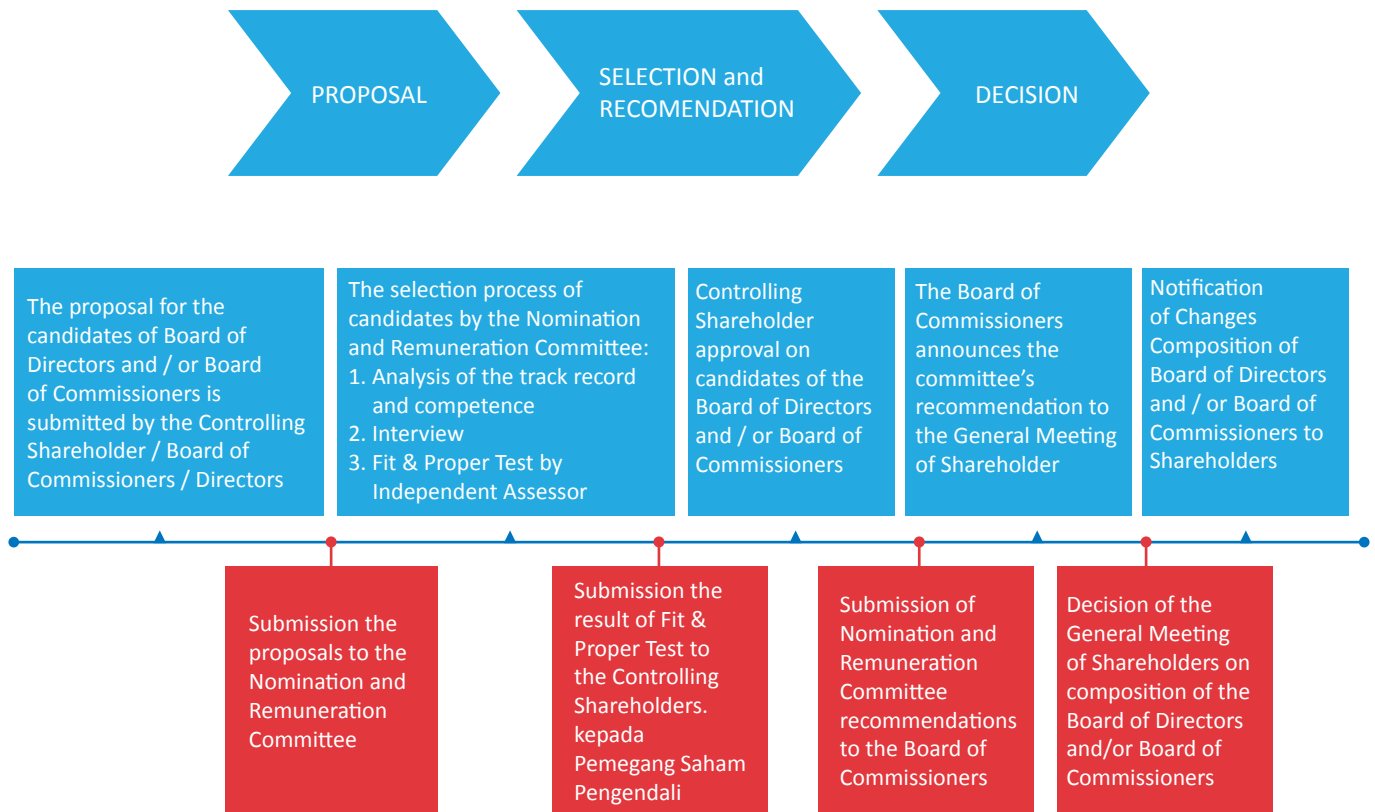
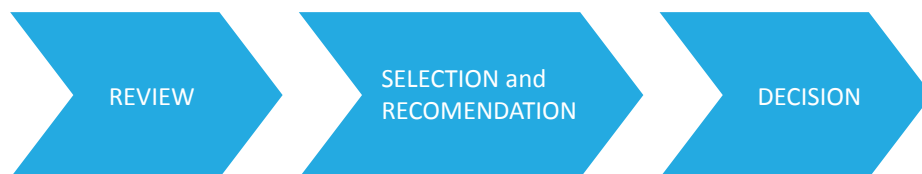


FLOW OF NOMINATION PROCESS FOR CANDIDATES OF BOARD OF DIRECTORS AND/OR BOARD OF COMMISSIONERS



FLOW OF REMUNERATION PROCESS



- The evaluation of the amount of remuneration:
 - Proposal from Board of Directors and/or Board of Commissioners.
 - Evaluation by the Nomination and Remuneration Committee
- The Nomination and Remuneration Committee conducted a survey and/or the comparative study and conduct the study in determining the amount of remuneration that apply to the industry in accordance with the Company's business activities and the type of business scale of the Company in its industry. If needed Nomination and Remuneration Committee may appoint consultants or independent parties to obtain more valid data.*
- Assessment of the performance of the Company by the Nomination and Remuneration Committee as a reflection of the performance of the Board of Directors and Board of Commissioners..

*) Nomination and Remuneration Committee may appoint consultants or independent parties to assist the Committee with the written approval of the Board of Commissioners and the expense of the Company allocated from the budget of the Board of Commissioners.

- Based on the survey results and/or the comparative study and performance of the Company, the Nomination and Remuneration Committee will recommend the amount of remuneration for Board of Directors and Board of Commissioners to the Controlling Shareholder.
- Approval of Controlling Shareholders on the amount of remuneration for Board of Directors and Board of Commissioners.
- The Board of Commissioners announces the committee's recommendation to the General Meeting of Shareholder.
- Decision of the General Meeting of Shareholders on the amount of remuneration for Board of Directors and Board of Commissioners.