Remuneration Committee Charter

1. Objective

The Remuneration Committee is established in accordance with the principles of good governance to consider appropriate remuneration for the committees and subcommittees, as well as performing other duties as assigned by and to be presented to a board meeting and/or a shareholder meeting, as a case may be.

2. Compositions and Qualities of Remunerative Committee

The Remuneration Committee is appointed by the Board of Directors and consists of at least three (3) Directors and Executives, more than a half of which shall be independent directors. The Board of Directors shall select one member to serve as the Chairman of the Remuneration Committee.

3. Official Term

1) The term of each member of the Remuneration Committee is 3 years and concurrent with the term of office of the Company's directors.
2) The Remuneration Committee may be reappointed to continue to serve as the Board of Directors as deemed appropriate, but the term should not be automatically renewed.
3) In addition to vacating the position when the term has expired as specified, a member of the Remuneration Committee will vacate the position when:
   (a) That member resigns;
   (b) The Board of Directors resolves to dismiss the position; or
   (c) The court orders the dismissal.

4. Scope of Power and Responsibilities of the Remuneration Committee

To consider the criteria related to the remuneration and benefits of directors and senior executives to propose to the Board of Directors, with the following duties and responsibilities:

1) To consider and determine the policy and criteria related to the remuneration and other benefits of senior executives, by determining the remuneration that is appropriate for the duties and responsibilities and consistent with the Company's performance and market conditions, and submit it to the Board of Directors for approval;

2) To consider and determine the policy and criteria related to the remuneration and other benefits of the Board of Directors and various subcommittees, by determining the remuneration that is appropriate for the duties and responsibilities and consistent with the Company's performance and market conditions, and submit it to the shareholders' meeting for approval;
3) To be responsible to the Board of Directors, to give explanations and answer questions about the remuneration of the Board of Directors at the shareholders' meeting; and
4) To perform other duties related to the determination of remuneration as assigned by the Board of Directors.

5. Committee Meeting

The Remuneration Committee shall hold or call for a meeting at least once a year or call for an extraordinary meeting as appropriate. The meeting agenda shall be set and the Remuneration Committee shall be notified at least 7 days in advance of the meeting, except in cases of necessity or urgency where the meeting may be notified by other methods or the meeting day may be set earlier.

6. Quorum

A quorum for a meeting of the Remuneration Committee shall consist of not less than a half of the total number of Remuneration Committee members appointed by the Board of Directors. In the event where the Chairman of the Remuneration Committee is not present at the meeting or is unable to perform his/her duties, the Remuneration Committee members present at the meeting shall select one of them to preside over the meeting.