

## The Nomination and Remuneration Committee

### Duties and Responsibilities of Nomination and Remuneration Committee

#### Duties and Responsibilities—Nomination:

1. Consider the appropriateness of the structure and composition of the Company's Board of Directors.
2. Determine the qualifications of the Directors and the President, the criteria in the nomination of the persons for such positions, review the qualifications of the directors, as well as evaluate the performance of the directors who complete their term of service and the President.
3. Set out the methodology and procedures in the preparation of the persons qualified for being appointed directors and the President.
4. Prepare and submit to the Board the report on the Committee's performance on an annual basis.

#### Duties and Responsibilities—Remuneration:

1. Set out criteria and review the structure of the remuneration for the Board of Directors, sub-committees, and the President. The Board is in charge of approving the remuneration for the President, while the remuneration for the directors is subject to the approval by a shareholder meeting.
2. Formulate criteria for the evaluation of the President's performance.
3. Provide explanations and answers to the shareholder meeting on directors' remuneration.
4. Prepare and submit to the Board a report on the Committee's performance on an annual basis.