

Criteria, Nomination, and Appointment of Corporate Directors
of
Phol Dhanya Public Company Limited

As a listed company in the Stock Exchange of Thailand, in order to be in accordance with the Good Corporate Governance Principles and Guidelines of the Stock Exchange of Thailand and the Thai Institute of Directors Associations (Thai IOD), the Nominating and Compensating Committee has prepared systematic regulations and process of nomination and appointment of the Company's Directors for suitable persons to hold positions of Directors of the Company. The details of the nomination of persons to be appointed as the Company's Directors are as follows:

1. Composition and Appointment of the Board of Directors

In reference to the Company's Articles of Association, the number of directors in the Board shall be stipulated by the Shareholders' Meeting, but must not be less than 5 directors. In addition, the number of Directors of no less than half of the Total Directors shall have residence in the Kingdom of Thailand. The Board of Directors shall be at least one-third of the directors of the Company and shall have no less than three people.

The Nominating and Compensating Committee shall consider and nominate candidates with suitable qualifications for the position of Directors and the Board of Directors and the Shareholders' Meeting shall consider appointment of the Directors. The Company's Articles of Association stipulate that the Shareholders' Meeting appoint the Directors followings the regulations and processes as follows:

1. Each shareholder shall have one vote per each share held for the election of each director.
2. Each shareholder's all votes as stated in 1. shall be cast for either an individual or many candidates to be a Director. The shareholder shall not allot his or her votes to any person in any number. When there are many candidates to be elected as Directors, each shareholder shall vote for no more than a total number of Directors whom will be elected at the Shareholders' Meeting.
3. The candidates shall be ranked in order descending from the highest number of votes received to the lowest, and shall be appointed as directors in that order in the amount required in the election at the Shareholders' Meeting. Where there is an equality of votes cast for candidates in descending order causing the number of directors to be exceeded, the remaining appointments shall be made by the determination of the chairman of the Meeting;

Any vacancy occurring in the board of directors otherwise than by term completion, the Board of Directors may select a person with qualification and without any prohibited qualification as prescribed under the laws, Section 68 of the Public Limited Company Act B.E. 2535, the Securities and Exchange Act, and the Announcement of the Securities and Exchange Commission, No way that shows a lack of sense to be entrusted to the board of a public company with shareholders according Section 89/3 of the Securities and Exchange Act of 2535, as amended by the Securities and Exchange Act (No. 4) B.E.2551 the Securities and Exchange Commission No. Kor Jor 3/2017 subject determination of untrustworthy characteristics of company directors and executives of the company, effective from 16 February 2017 onward.

In case the properties are independent of a) also requires specific qualifications for independent directors per notification of the Capital Market Supervisory Board No. Tor Jor. 39/2016 refer the approval of Offer for sale of newly issued shares dated 30 September 2016. (see Appendix)

To fill in the vacancy in the next Meeting of the Board of Directors, unless the remaining duration of the director's term of office is less than two months. Any person so appointed shall retain his office during such time only the remaining term of the vacating director. The resolution of the Board of Directors shall consist of a vote of not less than three-fourths of the number of remaining directors.

The Shareholders' Meeting may have a resolution to demote a Director prior to his/her completion of term with the votes of no less than three-fourths of the total shareholders who attend the Meeting and are entitled to vote, as well as with the total shares of no less than half of the total shares held by the shareholders who attend the Meeting and are entitled to vote.

2. Guidelines for stipulation of Directors' qualification, knowledge, and skill

Upon screening of the candidates' name lists to be the Directors, the Nominating and Compensating Committee shall follow Directors Nomination Best Practices of the Thai IOD by focusing on important components as follows:

2.1 Individual Director Characteristics

To consider individual characteristics to enhance the board's efficiency as follows:

- Integrity and Accountability
- Ability to utilize an Informed Judgment
- Being a prudent mature person and stability mature person and a good listener who is able to advance constructive debates and independent opinions
- A person of principles and professionals
- Other characteristics as the Nominating and Compensating Committee deems necessary.

2.2 Collective Board Competencies

The Board of Director needs to excel in formulating the business strategies and policies, and implementing the devised strategies effectively. The Board shall comply to necessary competencies are:

- Accounting and Finance
- Organization and Human Resource Management
- Risk Management
- Sustainable Management
- Law and Legal
- Business Knowledge
- Domestic and International Market
- Vision and Strategy Identification
- Other competencies deems specialized knowledge and expertise that it is in line with the necessity of the Company's current and future business and environment. They are, for example, Crisis Management, Health and Safety Regulations, Research & Development, E-Commerce, or Merger & Acquisition, etc.

The Nominating and Compensating Committee shall prepare training plan to provide specific knowledge and skills for the Board of Directors for consideration of the competencies of the existing Board of Directors which consists of Directors with complete knowledge and skills as necessary and suitable for the Company, leading to the utmost benefit of the Company.

2.3 Board Diversities

In addition to different characteristics; skills, knowledge, abilities, experiences and attitudes variety of board as well as gender and age or a director from variety of stakeholders, that is useful in creating added value and achieving the main objectives and goals of the organization.

3. Directors Nomination Processes

1. Review the existing structure of the Board of Directors whether it suits the strategic necessity of the Company and propose the improvement guidelines and nomination guidelines to be in accordance with the structure to the Board of Directors;

2. Apart from the nominating of the candidates, the Company shall provide an opportunity for minority shareholders to nominate candidates with appropriate qualifications and propose to consider a directors. The period for

nomination shall be sufficient for consideration and screening as stipulated by the Nominating and Compensating Committee;

3. Consider qualifications, screening profile of the candidate or interviewing those nominated for directorship and proceeding to have an interview with qualified person as specified by the company and proposed to the Board of Directors for consideration and proposed to the Shareholders' Meeting for approval;

4. The nomination of the candidates for Directors, the Nominating and Compensating Committee shall formulate the scope of nomination to ensure that the candidates are able to perform their duties in accordance with the two important duties of the Fiduciary Duty: duty of care and duty of loyalty;

5. For clarification and transparency, the Nominating and Compensating Committee shall disclose the policy of nomination and process of Directors nomination to the shareholders, as well as preparing a nomination form which includes necessary information for consideration, supporting reasons, and willingness of the candidates which publicized to the company's website;

6. Screen and examine candidates' name list with related organizations whether they are not in a blacklist or demoted from such organizations, including Meeting and interview persons who pass the screening and nominating of the Nominating and Compensating Committee;

7. Upon proposing the candidates, the Nominating and Compensating Committee shall propose an appropriate number of candidates to the Board of Directors for selection and propose to the Shareholders' Meeting to consider appointment of the Directors to fill the vacant positions;

8. The Nominating and Compensating Committee shall send the name lists and profiles of the candidates in advance with the letter of invitation of the Annual General Meeting of the Shareholders;

9. Upon the re-election of a Director whose term has already completed, his contribution and profile shall be proposed to the Meetings of the Board of Directors and shareholders for consideration;

10. In order to propose the Directors' name lists to the shareholders for consideration, the Board of Directors shall provide an opportunity for each shareholder to cast the vote in order to consider each candidate's qualification. The vote result shall be disclosed by individual at the Meeting;

11. An official orientation for the new Directors shall be held prior to the first Board of Directors' Meeting.