

In addition to short courses, the Company also supports higher education by providing select employees with scholarships for masters-level study at leading institutions both in Thailand and abroad. Scholarships are focused on those wishing to study less common fields which are related to the Company's current and future business needs, such as Satellite Communications Engineering or System Design and Management.

10) Succession Planning

The Company has implemented a systematic succession plan and has appointed a committee to nominate successors and monitor their development in order to ensure that the plan is effective and transparent, providing career advancement along both professional and management tracks. This plan covers all senior management across the group, down to the assistant vice-president level, and aims to mitigate inherent business continuity risks by retaining and developing leaders while strengthening relationships within the organization in order to ensure the Company's long-term growth and sustainability.

11) Management Role

The Company encourages managers at all levels of the organization to undertake the following human resource management roles:

- Strengthen the understanding between the Company and its employees by building good relationships between management and staff.
- Build motivation among staff by listening to employees, responding to their concerns, and providing helpful advice through a variety of communication channels.
- Treat employees who encounter personal difficulties in a fair and humane manner as long as any assistance provided is in accordance with the law, the Human Resources Rules & Regulations, and the Corporate Governance Policy.

In 2017, the Company provided training for employees throughout the year. The number of training hours averaged 32.09 hours per person.

Year	2017	2016	2015
Training hours/person/year	32.09	24.95	27.94

The Company also places importance on the environment and provides both internal and external environmental training opportunities for employees. Environmental trainings have also been added as a fixed part of the yearly training plan. In 2017, the following relevant courses were provided:

Course Name	Employees Attending (persons)	Note
1. Energy Conservation Awareness	27	External Course
2. Encouragement of Efficient Energy Conservation Awareness	29	Internal Course

2. Corporate Governance

2.1 Corporate Governance Policy

The Board of Directors (Board) realizes the importance of the principles of good corporate governance as a crucial factor in the Company's sustainable growth and, as it firmly believes, the long-term maximization of

value and returns to shareholders and all stakeholders. On 12 November 2002, the Board therefore prescribed and approved the Company's Corporate Governance Policy in writing to promote transparency in the management of business affairs and to protect the rights of minority shareholders and other stakeholders, while also encouraging them to participate in the supervision

of the management of the Company's affairs. The policy also aims to ensure proper management of risks to ensure the stability and security of the Company's business. At the same time, the policy describes the Company's business philosophy and ethics, and takes into account the Company's social responsibility in the conduct of its business.

Formulation of the Corporate Governance Policy

The Board has formulated the Corporate Governance Policy in writing as a guideline for directors, executives and staff to follow. The Policy upholds the good corporate governance principles and the Stock Exchange of Thailand's (SET) best practices on corporate governance, covering the following five areas:

1. Rights of Shareholders
2. Equitable Treatment of Shareholders
3. Roles of Stakeholders
4. Information Disclosure and Transparency
5. Responsibilities of the Board of Directors

The Board of Directors reviews and revises the Corporate Governance Policy on an annual basis and the latest revision was issued on 8 August 2016 to enhance the Company's corporate governance standards and to ensure alignment with the CG principles of the SET, the Securities and Exchange Commission (SEC) and the Thai Institute of Directors (IOD).

Communication of the Corporate Governance Policy

The Company also issued a Corporate Governance and Code of Business Ethics Handbook. The handbook consists of 3 main parts-Part 1 Corporate Governance Policy, Part 2 Code of Conduct, and Part 3 Anti-Corruption Policy-communicated to all directors, executives, and staff as guidelines to be strictly followed in the performance of duties. Each recipient is required to sign an acknowledgement form stating that they will adhere to the Company's Corporate Governance Policy, Code of Conduct, and Anti-Corruption Policy. All new employees are also given the handbook and required to sign the

acknowledgement form stating that they will adhere to the policies and guidelines presented in the handbook.

(For further information please visit the Company's website at www.thaicom.net under the tabs for Sustainability > Corporate Governance > Good Corporate Governance of Thaicom > Corporate Governance Policy)

In 2017, the Board remains committed to ensuring that the Company will strictly comply with corporate governance policies and best practice guidelines. The Board will continue to focus on developing and improving corporate governance to ensure international compliance, particularly with the corporate governance requirements of the ASEAN region. This compliance will also ensure that the Company can maintain its goal of sustainable growth and contributions to its shareholders and stakeholders in all sectors. Focusing on maintaining standards and improving governance, as well as promoting a corporate culture of good governance, the Company has taken the following actions:

- Created and published a Corporate Governance and Code of Business Ethics Handbook for employees to read and pledge to follow. This has continued since 2013 and is helpful in allowing new employees to develop a better understanding of the Company as they pledge to follow the code.
- Arranged a new employee orientation to provide advice and information on corporate culture and governance, as well as the Code of Conduct and the purpose of the Company's Anti-Corruption Policy.
- Arranged e-learning courses for employees' study and taking the quiz online on corporate governance and anti-corruption, in order to encourage executives and employees to understand and aware the importance of the Company's Corporate Governance Policy and Anti-Corruption Policy and ensure they can follow these policies as correctness and maintain sustainable growth.
- Announced the application of guidelines for suppliers to promote mutual understanding between the Company and suppliers that these guidelines will be used when conducting business. These guidelines will be used as an essential element when selecting and evaluating suppliers for the Company.

The Company has notified all suppliers of these guidelines and requested that each supplier sign in acknowledgement and agreement to follow these guidelines as a mutual standard.

- A channel for communicating law, regulations, and Company policies to employees by publishing an e-magazine entitled “Keeping Up with Compliance” to ensure employees of all level receive up-to-date compliance information.
- Required that all employees complete a report on conflicts of interest which they, their family members, or any related juristic person may have. Employees are also required to report any changes to said conflicts of interest in a timely manner to ensure that all Company transactions are carried out transparently, reasonably, and with primary consideration for the highest benefit of the Company.
- Conducted a training course in the topic of “Catching up with HQ” to ensure employees working overseas have a common understanding of anti-corruption practice.
- Created an Information Security Management Regulations in order to build confidence in the Company’s business operations among investors, shareholders and stakeholders and asitpulate a guideline for executives, employees, and related persons.
- Arranged a seminar in the topic of “Thaicom Open House for a sustainable business No. 1” in order to promote mutual understanding between the Company and suppliers and to operate the

Company’s business with transparency and equitable according to the corporate governance principles.

- Promoted corporate values (“EPIC”).

Corporate Governance Awards

In 2017, the Company was recognized for its excellence in Corporate Governance as follows:

- The Company’s 2017 Annual General Meeting of Shareholders was evaluated by the Thai Investors Association under the AGM Assessment Program and was awarded a perfect score of 100  for the 4th year in a row.
- In the Corporate Governance Report of Thai Listed Companies 2017 (CGR 2017) conducted by the Thai Institute of Directors (IOD), the Company recieved a score of “Excellent” for the  5th year in a row.

Adherence to Corporate Governance Best Practice Policy

A review of the Corporate Governance Policy in 2017 by the Board showed strict compliance with the relevant policies and guidelines. However, some principles held by the Company are different from the Principles of Good Corporate Governance for Listed Companies 2012 recommended by the Stock Exchange of Thailand. The differences are detailed as follows:



Principles/guidelines from Stock Exchange of Thailand	Company statement
The company has limited the term of office of independent directors to a maximum of 3 consecutive 3-year terms, or 9 years. If the board of directors sees it necessary that certain independent directors, who have served on the board for 3 consecutive terms, or 9 years, should continue to hold the position, the board of directors has the right to extend the term of offices of said independent directors.	As the satellite business requires special expertise, directors have to clearly understand the Company's business operation and administration, management of investments that requires large funds, and the varying social and political climates for business operations abroad. The Company believes that long-term involvement supports all directors' responsibilities. Furthermore, the Company conducts a director evaluation process every year and in the year 2015, the Company began using a professional search firm for the director evaluation process to confirm that there are not any conflicts of interest and also that the director selection process has been considered and approved by the Governance and Nomination Committee.
The nomination committee should consist entirely of independent directors.	On 31 December 2017, independent directors constituted 66.7% of the Governance and Nomination Committee. The Board believed that was the appropriate portion for the business and the Company's structure.

The Board of Directors closely adheres to good corporate governance guidelines for listed companies in performing its various duties to ensure maximum benefits and returns to the Company's shareholders and other stakeholders. The Board also supports a number of activities to promote the implementation of and adherence to good corporate governance practices within the Company, including the establishment of a Corporate Governance Committee, dissemination of corporate governance best practice through a CG day, the publication of a CG policy and Code of Conduct handbook periodically, and preparation of e-learning materials to provide employees with insights into the Corporate Governance Policy. The activities undertaken can be divided into the following 5 sections:

Section 1 Rights of Shareholders

Shareholders own the company, controlling it by appointing the Board of Directors (Board) to act as their representatives. Shareholders are eligible to make decisions on any significant corporate change. Therefore, the Board's policy is to encourage, promote and facilitate shareholders in exercising their rights, especially the following basic shareholder rights:

- Right to buy, sell, or transfer shares of the Company;
- Right to receive correct, adequate, and timely information regarding the Company's operations and activities. Furthermore, the Company has a

policy to prevent obstruction of communication between shareholders and the Company;

- Right to attend shareholder meetings, express his/her opinions, give recommendations, and be involved in decision making for significant matters;
- Right to appoint and remove directors at shareholder meetings;
- Right to appoint Company Auditors and set their remuneration;
- Right to acquire profits of the Company in the form of a dividend;
- Right to acquire share certificates, transfer shares, and return share on the Company's behalf;
- Right to stipulate, change, add, or delete clauses from the Company's Articles of Association;
- Other rights as prescribed by law and the Company's Articles of Association, and other relevant regulations.

Shareholder Meeting

In 2017, the Company held its 2017 Annual General Meeting of Shareholders ("AGM") on 29 March 2017. The Company took actions pursuant to good corporate governance regarding rights of shareholders as follows:

1. Before the Meeting

- 1.1 The Company encouraged all shareholders, including institutional ones, to attend the Company's shareholder meeting.

- 1.2 The Company granted minor shareholders the right to propose items for inclusion on the agenda of the AGM and to propose suitable candidates for selection as directors at least 3 months in advance of the AGM. On 23 September 2016, the Company informed shareholders through the news portal of the SET. At the same time, the Company also provided the guidelines and procedures on how to propose items for inclusion on the agenda of the meeting on the Company's website: www.thaicom.net. The shareholders were able to propose agenda items to the Company from 1 October 2016 to 31 December 2016.
- 1.3 The Company sent invitation letters to attend the AGM to shareholders no less than 21 days in advance of the meeting date. For the 2017 AGM, the Company sent the invitation letter to all shareholders on 7 March 2017. The invitation letter consisted of all necessary information such as date, time, venue, agenda, objective, and the Board's opinions as well as any other relevant information required.
- 1.4 The Company posted the 2017 invitation letter on the Company's website at www.thaicom.net in both Thai and English beginning on 27 February 2017. This provided shareholders enough time to acknowledge and study the information no less than 30 days in advance of the meeting date.
- 1.5 The Company allowed shareholders to send their questions to the Company prior to the meeting date and provided the guidelines and procedures on how to propose the question. The shareholders were able to send the question to the Company via the Company Secretary Office located at Thaicom Satellite Station 63/21 Rattathibet Rd., Nonthaburi, Thailand 11000, or via email at comsec@thaicom.net from 27 February 2017 to 21 March 2017.
- 1.6 The Company enclosed the Proxy Form (A), Proxy Form (B), and Proxy Form (C) with the AGM invitation letter. This form may be used by shareholders who are unable to attend the meeting in person. The shareholders may

complete this form to authorize another representative or an independent director appointed by the Company as a Proxy for Shareholders, to submit their votes on the day of the meeting.

- 1.7 The Company encouraged shareholders to attend the shareholder meeting. The meeting was arranged at the Vibhavadee Ballroom, Lobby Floor, Centara Grand Hotel at Central Plaza Ladprao Bangkok, 1695 Phahonyothin Rd., Chatuchak, Bangkok, where it is convenient for shareholders to attend the Meeting, with convenient forms of transportation nearby.

2. At the Meeting

- 2.1 The Company ensures that sufficient staff and the necessary technology are available for checking relevant documents, registering meeting attendance, and counting and showing the votes for each agenda item. In addition, the Company provided ballot papers for voting through a secret ballot on each agenda item as it was transparent and easy to verify. For an agenda item with multiple voting items--for example, election of directors--a secret ballot was applied to each sub-issue. A barcode system was supplied and operated by PTT IT Solutions Company Limited.
- 2.2 All directors attended the shareholders meeting in addition to the chairmen of the sub-committees, Chief Executive Officer, top executives and auditor. Shareholders were able to ask questions directly to the person responsible for any specific issue.
- 2.3 The Company appointed an external lawyer from Weerawong, Chinnavat & Peangpanor Ltd. to inspect the vote counting process. The scrutineer was disclosed at the meeting and recorded in the minutes.
- 2.4 The Chairman also provides opportunities for shareholders to submit their opinions and questions related to the Company's operations. The questions asked and the answers were duly recorded in the minutes.

3. After the Meeting

- 3.1 After the meeting, the Company posted the resolutions of the shareholders meeting and outcomes of the voting on each agenda item on the SET website as well as the Company's website within the day.
- 3.2 The minutes of the AGM record a description of the voting and vote tabulation procedures used, declaring both before the meeting proceeds, including an opportunity for shareholders to ask questions or raise issues, question and answers, resolutions, voting results of each agenda, and a list the board members who attended or missed the meeting. The Company posted the minutes of the AGM on the Company's website within 14 days after the AGM, and informed shareholders and investors through the SET website on 12 April 2017.

Section 2 Equitable Treatment of Shareholders

The Company respects the rights that shareholders have according to the law and the Company's Articles of Association. The Company has a duty to protect the benefits of every shareholder equitably, regardless of whether they are a retail, foreign, institutional, or wholesale investor. Moreover, the Company shall treat each and every shareholder equally regardless of gender, age, disability, race, nationality, religion, belief, or political opinion, with details as follows:

1. Release of information before the shareholders' meeting

- 1.1 The Company prepared the 2017 AGM invitation letter and disclosed it on the Company's website at www.thaicom.net on 27 February 2017 in order to provide an opportunity for shareholders to study all information at least 30 days prior to the date of meeting
- 1.2 The Company prepared and disclosed the 2017 AGM invitation letter in both Thai and English so that all shareholders could access information equally.
- 1.3 At the AGM, the Company informed shareholders of the regulations and methodologies that will be applied throughout the meeting, voting and

counting process, and voting rights attached to each class of shares.

2. Protect of minor shareholders

- 2.1 The Company granted minor shareholders the right to propose items for inclusion on the agenda of the AGM and to propose suitable candidates for selection as directors at least 3 months in advance of the AGM. On 23 September 2016, the Company informed shareholders through the news portal of the SET. At the same time, the Company also provided the guidelines and procedures on how to propose items for inclusion on the agenda of the meeting on the Company's website: www.thaicom.net. The shareholders were able to propose agenda items to the Company from 1 October 2016 to 31 December 2016.
- 2.2 The Company did not add items to the meeting agenda or change significant information without providing prior notice to the shareholders.
- 2.3 To ensure transparency, the Company did provide the opportunity for shareholders and institutional investors to vote for and appoint directors individually.

3. Protection against abuse of inside information

- 3.1 The Company has a Security Trading Policy and internal practices to prevent use of Company or Group inside information especially information that is material to changes in the prices of securities and which has not yet been disclosed to the public by the directors, executives, or employee for personal or third party interests. The Company regularly communicates with and monitors the directors, executives, and employees in relation to this policy as follows.
- All directors, executives, and employees must comply with the insider trading prohibition as defined in the Securities and Exchange Act, B.E. 2535.
 - Directors, executives, and employees who have access to the Company's inside information are prohibited from trading

Thaicom Group's securities for a period of 30 days prior to the disclosure or publication of the quarter and annual financial statements, or any other period that the Company might specify from time to time. There may be an exception if they have a severe financial hardship or have to meet law and regulation requirements, especially under a court order.

- The Compliance Department will publish the date of the blackout period in advance in order to help the designated persons comply with this requirement.
- All directors, executives, and employees who have access to the Company's inside information must report their holdings of Thaicom Group securities to the Company Secretary in one of the forms below.
 - (1) Report of Directors and Executives Interest and Personal Information (Form 89/14), which must be submitted within 7 business days of appointment in case of directors and executives;
 - (2) Report of Securities Holding in Thaicom Group, which must be submitted within 7 business days of notification by the Company Secretary in case of other than directors and executives.
- Directors, executives, and employees who have access to the Company's inside information must report any change in their holdings of Thaicom Group securities to the Company Secretary within 7 business days of the trading date.
- All directors and executives are responsible for preparing and disclosing their holdings of that company's securities as well as any change in their holding to the Office of the Securities and Exchange Commission in compliance with Section 59 of the Securities and Exchange Act, B.E. 2535.
- The Company Secretary must submit copies of the securities holding report to the Chairman of the Board, Chairman of the Audit Committee, and Chairman of the

Executive Committee within 7 business days of receipt and report the details at the next board meeting.

In addition, the Company has summarize information of the securities holding of directors and executives report to the Board of Directors quarterly.

- 3.2 The Company has an Information Security Management Regulations in order to build confidence in the Company's business operations among investors, shareholders and stakeholders and asitpulate a guideline for executives, employees, and related persons.

4. Preventing Conflict of interest

- 4.1 Directors and executives must report conflict of interest information as well as information about related persons (Form 89/14) to ensure transparency in the consideration of the Company's business transactions. Directors and executives holding stakes in any transaction must not take part in the decision making process for said transaction. All transactions will proceed according to the Company's approval process for related transactions.
- 4.2 At the Board of Directors' meeting, any directors or executives who may have a vested interest in any agends item under consideration must not attend the meeting or must abstain from voting on such agenda item. This is to ensure that the Board and executives make decisions in a fair manner for the utmost benefit of shareholders.
- 4.3 In 2017, the Company stipulated that its staff to report any conflicts of interest of the staff, their families and related juristic persons and also to report on any changes of such conflicts via the aforementioned system. This is in pursuant to the Company's principles of good corporate governance, ensuring that all transactions are carried out with transparency, reasonableness and with the greatest benefit of the Company in mind.

4.4 The Board of Directors realizes that working for the Company can lead to situations whereby personal interests of directors, executives, and staff may be in conflict with the Company's interests. Such conflicts may come in many forms and make it impossible to act in a manner that ensures fairness to partners, stakeholders, or other entities. Therefore, the Board has considered and approved the Conflict of Interest Policy contained in the Company's Code of Conduct as follows:

- **Taking money or emoluments**
Directors, executives and staff must not take money or any emoluments in private from customers or business partners of the Company or any person as a result of working for the Company.

Directors, executives, and staff must not lend, borrow, or solicit money or any object from customers or those who conduct business with the Company, with the exception that the borrowing is from a commercial bank or financial institution as a customer of said commercial bank or financial institution.
- **Conducting other businesses outside the Company**
Conducting private business by directors, executives, and staff must not affect them in performing their duties and working hours. Conducting business or taking part in competition with the business of a company in the Group is prohibited without regards to whether directors, executives, or staff receive direct or indirect benefits.
- **Conducting any businesses with companies in the Group**
Conducting any business with companies, whether in one's own name, the name of a family member, or any juristic person, in

which executives or staff stand to gain or lose requires the disclosure of the status in standing to gain or lose prior to conducting the business.

Directors, executives, and staff with the status in standing to gain or to lose are prohibited from approving any transaction agreement or taking any action on behalf of the Company.

The person who conducts a transaction on behalf of the Company has the duty to check as to whether or not the business partner is in anyway related to the Company's directors, executives, or staff prior to conducting the transaction in order to prevent any possible conflicts of interest from arising. Furthermore, for any contract with a business partner, the Company employs the Contract Management System to verify whether any conflicts of interest between the Company and such business partner exist.

- **Holding directorships in companies outside Group**
It is not Company policy to release executives to be directors in other companies outside Group. Company executives holding PG 13 status and up require approval from an authorized person in the Company prior to holding a directorship in another company.

Holding the mentioned directorship must not be against any clause in the law or regulations related to the business operations of the Company. Neither can the executives use the position in the Company as a reference to promote business outside the Company. Request for approval on holding the directorship requires the following approval authority:

Position	Approve by
Executive Level PG 13-15	Chairman of Executive Committee
Executive Level UC up	Executive Committee

- Accepting gifts and attending business receptions

Directors, executives, and staff should refrain from accepting gifts, whether in the form of cash or not, from business partners or persons relevant to the Company's business. The exception is accepting a gift as a seasonal or traditional practice, yet the value of gifts must not exceed 3,000 baht and recipients must adhere to the Anti-Corruption Policy.

Directors, executives, and staff can attend business receptions within the boundaries of the policy, as well as appropriate value, and should refrain from attending receptions with nature above normal relationship from other persons related to the Company or those likely to become business partners in the future.

- Trips for seminars and study tours
All directors, executives, and staff can accept invitations to seminars, business events, and company visits where the traveling expenses are sponsored by suppliers, customers, creditors, or any other person they are dealing with on behalf of the Company. However, the aforementioned activities must benefit the Company's business and be authorized by the relevant supervisor. The Company will pay all transportation, accommodation, and other related expenses as specified in the Company's regulations. All directors, executives, and employees must not accept spending money or other benefits provided by the above persons for these events.

4.5 In case of transactions between related companies, the Board of Directors will consider the benefits of the Company to be of foremost importance, and the principles and process in their approval shall be followed accordingly. This is in pursuant with the policy included in the Company's Code of Conduct and the Company's Transactions between related companies Policy as follows:

- All related party transactions made by the Company and its subsidiaries must comply with the Securities Exchange Act, B.E. 2535, the Notification of the Capital Market Supervisory Board, the Notification of the Board of Governors of the Stock Exchange of Thailand, and/or other relevant regulations determined by the regulator.
- All related party transactions made by the Company and its subsidiaries must be deemed as settled transactions with independent third parties and conducted on arm's length basis in order to create the highest benefit for the Company.
- In entering into related party transactions, which are normal business transactions with general trading conditions as determined by the regulatory agencies, such as advertising, computer, mobile and internet services, the management can approve these transactions according to the Company's Approval Authority.
- Any director or executive with a conflict of interest in a transaction involving the Company or its subsidiaries is prohibited from participating in the approval process for that transaction.

Section 3 Rights and Equitable Treatment of Stakeholders

The Company and its Board take into account the rights of all stakeholder groups and consistently abide by corporate governance principles, best practices, and other supporting guidelines, including our Code of Conduct, to ensure equal and proper treatment of all stakeholders. This takes into account, although not exclusively, employees, shareholders, customers, business partners, competitors, creditors, communities in which we operate, society as a whole, and the environment. Furthermore, the Company abides by international human rights principles and anti-corruption guidelines to promote the development of society as follows:

1. Shareholders

The Company takes into account the rights and equitable treatment of stakeholders in line with the Company's Corporate Governance Policy and Code of Conduct. The Company is determined to operate its businesses in a manner that ensures the greatest shareholder satisfaction. This includes long-term growth in the Company's value, consistent returns, and transparent and trustworthy disclosure of data to shareholders.

2. Customers

The Company has a quality policy as well as the ISO 9001:2008 quality system dedicated to creating customer satisfaction and allowing customers to trust that they are receiving high quality products and services at reasonable prices. The Company aims to maintain good customer relations and is dedicated to ensuring that any customer complaints are dealt with fairly and efficiently. The Company will also safeguard any customer data that should not be divulged, unless such customer information must be disclosed to third parties under the Sustainable Development Policy and Code of Conduct on responsibility to customers.

3. Business partners and creditors

The Company has a policy to treat every business partners and/or creditors with equality and fairness, adhering to the business operation to create credit worthiness in the eyes of creditors on the realization of mutual benefits whilst avoiding a situation which can give rise to conflict of interest or damage to the Company's reputation or illegal as follows:

- The Company shall do its best to endeavor to comply with any contract, agreement, or various conditions concluded with business partners and/or creditors. If compliance with the conditions cannot be achieved, the Company shall promptly inform business partners and/or creditors within a reasonable time in order to determine sound and reasonable remedial actions.
- The Company shall provide business partners and/or creditors with adequate data, and shall not provide any false, distorted, or incomplete

data which, in turn, can cause business partners and/or creditors to have a misunderstanding and impact decisions.

- The Company shall conduct financial management in a way that business partners and/or creditors shall have confidence in its financial status and ability to pay Company debt.
- The Company shall by no means, ask for, receive, or grant any trade benefits to business partners and/or creditors with dishonesty. If dishonest behavior occurs, the Company shall notify business partners and/or creditors of all details and cooperate with them to correct the problem with speed as well as take measures to prevent recurrence.
- Deals with business partners and/or creditors shall be conducted in a good manner without damage to the Company's reputation or any illegal activity. Conduct should be on a basis of equality, fairness, and mutual benefits.

The Company has disclosed its policy on fairness and responsibilities towards business partners and/or creditors on www.thaicom.net in the Section of Sustainability > Corporate Governance > Good Corporate Governance of Thaicom > Other Policy

4. Community, society and environment

The Company realizes that it has duties and responsibilities toward the country. The Company is an integral part of the country's business and social fabric, and as such must help and lend support to local activities in the communities where the Company has business operations. Moreover, the Company urges its staff to look after the environment and conserve resources by promoting efficiency and maximizing benefits from resources in an environmentally friendly manner as described in the Sustainable Development Policy and Code of Conduct as follows:

- Community and Social Development
The Company believes in the idea of creating shared value between the business and social sectors and implements this belief as a guideline for business conduct, to maintain sustainable growth. The Company maintains a policy of

providing educational support and access to technology and learning, creating jobs, and developing potential and investments for the benefit of society with regard to the involvement and unique characteristics of each community. Being publically-mined, the Company aims to reduce environmental impacts and improve quality of life society in the long term, but especially in the field of telecommunications. The Company plays an important role in strengthening cooperation in developing and maintaining quality of communication, both in normal circumstances as well as in disaster situations in order to assist communities, disadvantaged individuals, and victims in receiving timely assistance at the first possible opportunity.

- **Environment Management**

The Company maintains a policy of emphasizing environmental sustainability and conservation of resources by nurturing a corporate culture which encourages environmental restoration and care activities, prevents and reduces pollution, uses resources efficiently, and promotes sustainability. The objectives are to reduce global warming, promote living and working in harmony with nature, and foster cooperation among organizations, including community involvement as follows:

1. The Company initiated the iSave Project which aims to encourage its employees to appreciate resources as well as their efficient utilization and to raise awareness on the environmental impacts on both the community and the Company itself. The Company also seeks cooperation in energy conservation and alternative energy.
2. The Company strictly regulates and monitors its radio signal equipment to ensure that frequencies are well within the regulations. Moreover, the Company regularly monitors the weather and the environment within the vicinity of both satellite stations to ensure that the tools and equipment are not polluting the environment or nearby communities.

In 2017, the Company also prepared its annual Sustainability Report, demonstrating its dedication to fostering a sustainable society via its products and services as well as its dedication to conserving the environment (for further information please see SD Report at the Company's website www.thaicom.net).

5. Employees

Our employees are our most valuable asset. Therefore, there are policies in place to foster advancement of employees, driven by procedures for human resource improvement including the provision of both professional and general improvement training courses on a regular basis. Also, the Company values equal and fair treatment of its employees.

Remuneration Management

The Company has a policy to determine appropriate remuneration and other benefits for employees in line with the Company's performance both in the short and long terms. The Company has implemented a job evaluation system to determine the value or worth of a particular job in relation to other jobs within the organization in order to provide merit compensation. Regular salary and benefit surveys are conducted to benchmark the Company against the market, while the cost-of-living index is taken into account to ensure that compensation packages and rewards are reasonable and competitive. The Company considers it a high priority to provide equitable rewards through a meritocratic system and ensure that compensation is in line with the market by using the following "3P" principle (Position, Performance and Person):

- Pay for Position - based on fair comparisons to create internal equity by determining the value of a particular job and job benchmarking against the external market.
- Pay for Performance - based on individual, team, and organization performance and rewarded through an annual merit-based salary increase and bonus.
- Pay for Person - based on each employee's knowledge, skills, required skills, professional qualifications, and level of competency.

The Company also uses a performance management system, which aims to align business objectives at all levels and help employees understand their value and contribution to the organization. This system also reinforces individual accountability for achieving goals, tracks individual and organizational performance results, and facilitates feedback and coaching to develop competencies and improve performance.

Performing work with honesty is a significant factor in performance appraisal, rewards and promotion consideration. The Company will not compromise with an employee proven to have any behavior associated with corruption.

Welfare and Benefits

The Company provides appropriate employee benefits such as medical welfare, health check, life and accident group insurance, aid for injured from working, provident fund, marriage financial aid, funeral financial aid, disaster, and gift for patient.

Safety, Occupational Health, and Environmental Conservation

The Company considers the management of safety, health and environment conditions in workplace to be of utmost importance to successful and sustainable business operations. This includes ensuring safety of the work environment for company employees as well as customers and other relevant persons. The Company therefore maintain has Policy on Occupational Safety, Health, and Environment as follows:

- All employees throughout all levels of the Company are responsible for maintaining the safety, health, and environment conditions in the workplace by cooperating to ensure the safety of life and property.
- The administration of occupational safety, health, and environment procedures is carried out in accordance with all applicable laws, regulations, and other relevant provisions throughout the Company's business operations.
- The Company maintains procedures as well as a working plan concerning occupational safety, health, and environment, including review of the

plan and continual follow up and assessment of results. The Company also establishes preventative measures to control risk which may give rise to loss from accident, injury, or illness due to improperly following procedures or any errors which may occur.

- The Company promotes and supports performance of duties by personnel in a manner which does not create danger to life, body, mind, or health.
- The Company communicates and distributes information regarding occupational safety, health, and environment to company personnel as well as to stakeholders involved in the Company's operations, in an appropriate manner.

Employee Well-being

The Company places consistent priority on employee well-being. In addition to providing a safe and healthy working environment as required under occupational health, safety, and environment legislation, the company also aims to improve overall quality of life for its employees by adhering to international standards for workplace health and safety, providing ergonomic office equipment, and offering facilities and programs to encourage wellness among all employees.

The Company has also set up a provident fund, run by a professional fund management company certified by the Securities and Exchange Commission, to help employees prepare for financial security in retirement.

Employee Development

The Company supports and invests in continuous employee development throughout the organization with a systematic approach whereby managers must consistently plan, review, and report on staff development activities that are aligned with their business direction. This development covers managerial knowledge and skills, leadership, professional/functional knowledge & skills, critical thinking skills, and global perspectives. The Company provides a career path for continual advancement, supported by a succession plan and a talent development program, in order to achieve objectives, maintain a culture of good corporate

governance, and fulfill commitments to all stakeholders.

To ensure that the employees are aware of the importance of and fully understand the anti-corruption policy, the Company has added anti-corruption practices into the content of the onboarding program for new employees. All employees will be trained and required to take an annual test to review their knowledge concerning the anti-corruption policy.

The Company strives to be a Learning Organization, encouraging employees to learn how to learn, think about thinking, and appreciate learning for the sake of learning. Every person is challenged to actively seek out all kinds of new knowledge about their respective functions through self-learning, project-based learning, and other experiences, so they can advise or coach other people in the organization and apply their knowledge and experience for the benefit of themselves, their colleagues, the organization, and society at large.

The Company also nurtures budding innovators, encouraging employees to show initiative and providing channels for them to communicate suggestions and new ideas that will improve business processes and overall competency. The Company provides scholarships for higher education and supports research and development that will benefit the organization, society in general, and the environment.

6. Human Rights

The Company supports and respects human rights and will operate its business based on the principles and intentions of the Universal Declaration of Human Rights under the auspices of the United Nations. Under no circumstance will the Company take part in any action which is against the principles of human rights. The Company has also specified compensation measures in its “business ethics” manual for cases where stakeholders incur damage from a violation of stakeholders’ legal rights as addressed in the Sustainable Development

Policy and Code of Conduct. In addition, the Company has a Human Rights Policy with details as follows:

- The Company respects and supports human rights and prohibits involvement in activities violating such rights, including forced labor and child labor.
- The Company respects stakeholders and treats them accordingly with dignity and without discrimination, embracing people of different backgrounds, races, gender, religions, physical appearances, status, and bloodlines.
- The Company always ensures compliance with human rights and encourages its subsidiaries, joint venture partners, suppliers, and all stakeholders to abide by these rights in order to meet international standards.
- The Company is responsible for any damage or loss to stakeholders resulting from its misconduct. Resulting compensation will not be less than the rate specified by law.

Furthermore, the Company will operate its business based on the principles and intentions of the Universal Declaration of Human Rights under the auspices of the United Nations. Under no circumstances will the Company take part in any action which is against the principles of human rights or the policy against human rights violation. The Company has disclosed a Human Rights Policy on www.thaicom.net in the Section of Sustainability > Corporate Governance > Good Corporate Governance Policy of Thaicom > Other Policy

7. Business Competition

It is the Company policy to support and promote free and fair competition in business in pursuant to the rules of fair competition. It is against the aforementioned policy to resort to any form of business competition in which information from competitors is acquired in an unlawful or unethical manner or which intentionally aims to destroy the reputation of competitors with groundless slander as described in the Code of Conduct.

8. The Media

Any information about the Company to be supplied to outside sources must be factual and accurate, and presented with care. This policy has been included in the Code of Conduct. Those who do not have

relevant duties or receive assignment cannot give information or interviews to press or public in reference to the Group in any way. This prohibited action can give rise to undesirable impact on the reputation and business operations of the Company.

In 2017, the Company held the following press conferences and activities for shareholders:

Meeting with Shareholders and Analysts	Frequency (per year)
Analyst Meeting	2
Opportunity Day	4
Company Visit	1

9. Anti-corruption practices

The Company opposes all forms of corruption and complies with all anti-corruption laws in Thailand as well as in any other countries or territories where the Company may have business interests or operations. The Company has an Anti-Corruption Policy in 2013 and the latest revision was issued on 1 February 2017 in order to place an internal compliance and control program to prevent and monitor corruption risk and is a guideline for all directors, executives, and employees.

The Anti-Corruption Policy exists for the following purposes:

- To demonstrate the Company's position against fraud of all kinds
- To set up rules and guidelines that prevent the Company and employees from violating anti-corruption law
- To establish procedures for monitoring and determining compliance with the policy
- To encourage employees to observe and report any fraud through secure communication channels

According to this policy, fraud refers to the abuse of power acquired through position and any act of giving, accepting, receiving, or authorizing assets or benefits to and from government officials, state agencies, private officials, or private agencies to

allow them to seek personal gain from Thaicom, unless they are not prohibited by the provisions of laws, customs, or traditions. Fraud also refers to bribery and corruption.

In 2013, the Company agreed to sign the declaration of Thailand's Private Sector Collective Action Against Corruption ("CAC") with the Thai Institute of Directors (IOD) to realize transparency of business operations and ensure that there are regulatory audits.

Moreover, the Board of Directors meeting on 17 December 2014 called for the submission of a self-evaluation form. The Board of Directors had reviewed the data and participated in the verification of the members of the private sector alliance in an attempt to combat fraud in the fourth quarter of 2014. The Company was certified by the Private Sector Collective Action Coalition Against Corruption Council on 16 January 2015.

In 2017, the Board of Directors' Meeting No. 14/2017 held on 13 December 2017 has consider and approve the re-certification of a member of the Private Sector Collective Action Coalition Against Corruption. In addition, the Company complied with the Anti-Corruption Policy through the following:

1. The Company implemented the policy strictly. The Board of Directors assigned the Audit

Committee to the Anti-Corruption Policy to ensure the Company's compliance with the laws and Code of Conduct.

2. The CG Committee is responsible for implementing the aforementioned policy and communicating such policy to all employees as well as following up on its outcomes. All directors are required to ensure that their subordinates understand such policy. The Company shall also provide adequate training for employees regularly.
3. Every executive is responsible for ensuring that each person who reports to them is aware of and understands this Policy through adequate and regular training.
4. Employees must perform their duties in accordance with this Policy. Anyone who suspects or discovers a violation of this Policy must report it to a supervisor or through the channels prescribed under the Company's Whistle-blowing Policy.
5. The Company has also set guidelines for disbursement procedures to comply with the Anti-Corruption Policy. The employees must fill out the following application forms through the request system:
 - (1) Charity and/or sponsorship
 - (2) Recreation or entertainment
 - (3) Giving or receiving gifts

The employees must provide details such as the names of recipients of donation or sponsors, recreational activity participants, gift receivers, and nature of business relationships. Once the forms are completed, the system will send them to the authorized person for approval.

In addition, the Company can summarize a report from the aforementioned data, in which such report may be utilized as a guideline to evaluate the anti-corruption efforts. The report and the evaluation results shall then be proposed to the Board for their consideration quarterly.

6. The Compliance Office is responsible for regularly monitoring its executives and employees to evaluate the work under their responsibilities and whether they are in compliance with the Anti-Corruption Policy.
7. The Company also regularly provides training and communication of its Anti-Corruption Policy and guidelines to its employees. The Company arranged e-learning courses for employees' study and taking the quiz online and has electronic magazines "Keeping up with Compliance" on such topics which are also available to ensure that all employees have the same understanding of the Anti-Corruption Policy.
8. The Company has established the Risk Management Committee. They consider the assessment process, monitor and control risks for the organization, including fraud risk which had been identify the risk may incurred from administration procedure operation that would be result of fraud risks.
9. The Company determined the fraud risk in order to determine appropriate plans to control, prevent, monitor and verify risks, including evaluating the effectiveness of any criteria to ensure that risk management processes are performed and further propose to management, the Audit Committee and the Board of Directors.
10. The Company also specified principles of corporate governance with an internal compliance and control program to prevent and monitor corruption risk.
11. The Company requires all directors and executives, as defined by notification of the SEC, to report on conflicts of interest as ordered by the law, and has extended this requirement to all employees to prevent conflicts of interest which they, their family members, or any related juristic person may have to ensure that all Company transactions are carried out transparently, reasonably, and with primary consideration for the highest benefit of the Company.

12. The Company has communicated the Anti-Corruption Policy to directors, management, and staff for acknowledgement in a variety of ways:

- Addressed the Anti-Corruption Policy via the Company's intranet and website.
- Developed e-learning courses for employees and executives in order to provide them with access to and education on the Company's Anti-Corruption Policy.
- Arranged a new employee orientation to provide advice and information on the Company's Anti-Corruption Policy.
- Added a channel for communicating Anti-Corruption Policy to directors, executives and employees by publishing an e-magazine entitled "Keeping Up with Compliance" to ensure employees of all level receive up-to-date compliance information monthly.
- Conducted a training course in the topic of "Catching up with HQ" to ensure employees working overseas have a common understanding of anti-corruption practice.
- Announced Gift Guidelines to prevent and avoid the exchange of inappropriate gifts with respect to the Anti-Corruption Policy.
- Communicated the Anti-Corruption Policy to country representatives abroad in order to inform country representative heads to communicate the Anti-Corruption Policy to suppliers, service providers and contractors for acknowledgement and commitment on a best effort basis to ensure that anti-corruption procedures are aligned across the Company.
- Arranged a seminar in the topic of "Thaicom Open House for sustainable business No. 1" in order to promote mutual understanding between the Company and suppliers and to operate the Company's business with transparency and equitable according to the corporate governance principles.

13. The Company has announced a 'No Gift Policy' of refraining from accepting gifts from business partners and suppliers during the New Year season.

14. The Company has notified all suppliers of its Supplier Charter and Anti-Corruption Policy and requested that each supplier sign in acknowledgement and agreement to follow these guidelines as a mutual standard.

15. The Company has revised the Human Resources Policy in order to incorporate anti-corruption measures as a part of the Company's human resources management such as fair recruitment and selection, merit-based compensation, and equal promotion opportunities.

The Company has also promoted activities that encourage all staff to follow the policy. The Company has disclosed an Anti-Corruption Policy on www.thaicom.net under Sustainability > Corporate Governance > Good Corporate Governance of Thaicom > Anti-Corruption.

10. Whistle Blowing

The Company has set up a Whistle-blowing Policy to provide channels for reporting and to encourage all employees to report any information on misconduct and/or fraud occurring in the Company. This will prevent misconduct and/or fraud which may occur in the organization and help detect and reduce damage from misconduct and fraud. In addition, this Policy provides protection to employees who provide information, cooperation or assistance to the Company concerning misconduct and fraud from any kind of threat or unfair act.

Channels for making a complaint or reporting misconduct or fraud

1. If an employee has any cause for concern over matters relating to misconduct or fraud, they must immediately report their concerns to their immediate line manager verbally or in writing. If the line manager ignores or dismisses the concerns raised, the employee must report their concerns to the next level manager.

2. If the employee suspects any Company supervisor or manager is involved in misconduct or fraud, the Employee can report any concerns through the following channels:

2.1 Head of Internal Audit: Tel. +662 596 5001
or E-mail: jirojs@thaicom.net

2.2 Head of Human Resources:
Tel. +662 596 5074 or
E-mail: pavitn@thaicom.net

2.3 Ethics Hotline; on the company's Intranet.
Any information is passed directly to the Chairman of the Audit Committee, the Head of Internal Audit and the Head of Human Resources.

2.4 Chairman of the Audit Committee or the Board of Directors at the following address:

“
Thaicom Public Company Limited
63/21 Rattana Thibet Road, Bangkrasor,
Amphur Muang, Nonthaburi, Thailand 11000
E-mail: comsec@thaicom.net
”

3. If an employee suspects a senior manager at the department head-level or above, the Head of Internal Audit, or the Head of Human Resources is involved in misconduct or fraud, the Employee should notify the Chairman of the Audit Committee or the Chairman of the Board of Directors.
4. Responsible executives noted in Article 1 and 2, upon receiving notification of misconduct or fraud, must report to the Internal Audit Department of the Company within (seven) 7 working days.
5. For external parties, complaints or reports can be lodged on www.thaicom.net under the section “Sustainability” > “Corporate Governance” > “Whistle Blowing”. Their complaints or reports will be sent directly to any of the following:
- 5.1 Head of Internal Audit
- 5.2 Head of Human Resources
- 5.3 Company Secretary

The Company's response

- When the Company receives a complaint or report of misconduct or fraud via any channel, the Company must complete the evaluation and verification of the primary information within thirty (30) days from the date of receiving the complaint or report of misconduct or fraud.
 - If finds that the information received indicates that misconduct or fraud has occurred, a request must be submitted to the Ethic Committee and an authorized person to appoint an Investigation Committee.
 - If finds that the information received indicates that misconduct or fraud has not occurred, Internal Audit or the assigned department must be notified that no evidence can be found and the case has been closed.
- The Investigation Committee must interview each person accused of committing misconduct or fraud along with his or her supervisor and any other related persons, and complete the investigation within forty-five (45) days from the date of appointment. If the investigation cannot be completed within this time, the Investigation Committee must report the cause of the delay to the person who appointed the committee and request an extension not exceeding thirty (30) days each time.
- When the investigation is completed, the Investigation Committee must prepare an investigation report and submit this to the person who appointed the committee. A copy of this report must also be submitted to the chairman of Executive Committee, the Chief Executive Officer, the Head of Finance, the Head of Accounting, the Head of Internal Audit, the Head of Human Resources, the Head of Legal, other relevant parties as the case may be, and the Disciplinary Committee (in case of misconduct or fraud that is characterized as a disciplinary violation).
- If the person who appointed the Investigation Committee and/or the Head of Internal Audit

finds that the material facts are unclear or incomplete, the person who appointed the committee must either instruct it to conduct a further investigation or appoint a new committee as deemed appropriate.

Disciplinary Action and Legal Proceeding

1. The Disciplinary Committee must consider the nature of misconduct or fraud that occurred and determine the disciplinary action. The matter must then be submitted to the authorized persons for approval within thirty (30) days of receiving the investigation report.
2. When a decision has been made to take disciplinary action, Human Resources must issue a notification of disciplinary action and submit it to the authorized person stipulated in the Approval Authority Policy, report the disciplinary action and obtain a written acknowledgement from the recipient(s).
3. If a case of misconduct or fraud has occurred and caused damage to the Company's property, reputation or image, or violated relevant laws or regulations, the Disciplinary Committee must submit the matter to the Company's authorized persons as stipulated in the Approval Authority Policy to consider the legal proceedings (civil and/or criminal) to be taken. The matter may be considered in consultation with the Head of Legal or any other related department.

Communication with Whistle-Blowers

The Company will inform the whistle-blowers who have disclosed their names and contact details of the progress of investigations and their outcome. However, the Company may not provide details of the investigation process or any disciplinary action taken if these are deemed to be private and confidential.

Protection of Employees

1. The Company will not tolerate any intimidation of employees who provide information for misconduct or suspected fraud, including those employees who cooperate with or assist in the investigation with honest intent. The company

will provide protection and not allow Company executives to threaten, take any disciplinary action against, or dismiss employees who provide information during the investigation. The Company will take disciplinary action against any violation of Company employees.

2. If an employee is threatened or intimidated in any way, he or she has the right to request the necessary protection. The Company may provide additional protection as required and determined by the severity and importance of the complaint(s). In the event that an employee is threatened, the employee must report the incident to the Head of Human Resources immediately, and the Head of Human Resources will serve as a protection officer for the employee.
3. In the case of an investigation where the Company conducts an investigation and finds no evidence of wrongdoing, any employee who has provided information with honest intent will not be subject to any disciplinary action. However, if the investigation finds that an employee made unfounded complaints, or provided false information or facts that were disparaging or made with willful intent to cause harm to the Company or its employees, the company will consider appropriate disciplinary action and consequent penalties against the employee concerned, including, but not limited to, a verbal or written warning, dismissal from the Company or legal prosecution.

Confidentiality

1. All related persons must keep the fraud information and the investigation confidential and disclose details to anyone other than those who have a legitimate need to know.
2. The Investigation Report may not be disclosed to anyone in order to avoid damaging the reputation of an employee suspected but subsequently found innocent of any fraud, and to avoid potential civil liability.

In 2017 showed that, under the Company's Whistle-blowing Policy, the Company received 4 complaints that had been made throughout the year with one

case was pending from the previous year. The complaints were duly investigated, and it was found that all four cases of the complaints were not related to fraud incident.

Section 4 Information Disclosure and Transparency

The Company values accurate, complete, thorough, and timely disclosure of financial, operational, and other relevant information for investors and concerned persons to use in investment decisions. The Company issued its Market Disclosure Policy in accordance with the regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC). The objective of the policy is to ensure transparency and accountability and the provision of financial information, corporate performance, and other related information. This disclosure is made through communication channels via the Stock Exchange of Thailand (SET), the Securities and Exchange Commission (SEC), and the Company's website www.thaicom.net. All important information is provided in both Thai and English-language versions for the convenience of interested parties.

In addition, the Company's Investor Relations Department acts as a portal for access to the Company's performance results. The department is responsible for communicating useful information to shareholders, investors, and analysts as well as preparing policies and handbooks for investor relations activities and information disclosure to the Stock Exchange in order to ensure that the Company fully complies with laws, rules, and regulations.

The disclosed information is transparent and provided on a regular basis in both Thai and English in accordance with the Company's policy and guidelines, as well as the regulations of the SEC outlined as follows:

1. The Company discloses information in accordance with the laws such as the Company's overall performance together with a commentary and analysis from the executives, as well as supporting documentation for analysts and investors. The

Company releases its operational performance on a regular basis, at least 4 times per year to investors, analysts, and other interested parties at scheduled meetings that are attended by the Company's management. The meetings are intended to provide an opportunity for participants to raise questions about the Company's performance, and for the Company to provide detailed explanations on its operational performance. For people interested in receiving additional information, the Company's Investor Relations Department can be contacted by telephone, or by visiting the Company's website at: www.thaicom.net under the Investor Relations heading.

2. The Company emphasizes the importance of financial reports in order to reflect its accurate financial status and performance. It has prepared quality information that is complete, meeting generally accepted accounting standards, and audited by an independent auditor as well as an experienced and capable Audit Committee. The Company has also conducted reports on the Board's responsibilities in the financial reports along with the auditor's report in the annual report. The Company prepares a Management Discussion and Analysis (MD&A) report for each quarterly financial statement.
3. The Company reveals auditing fees and other service fees paid to its auditors in Form 56-1 and the annual report.
4. The Company discloses roles and responsibilities of the Board of Directors and subcommittees, number of meetings, attendance of each member in 2017, as well as trainings and knowledge development activities of the Board in Form 56-1 and the annual report.
5. The Company discloses remuneration of directors and senior executives, indicating forms and types of remuneration, in Form 56-1 and the annual report.
6. The Company maintains a policy requiring directors to disclose/report security trading/holdings in the Company every quarter and/or every time there is a change in their holdings.

7. In addition to disclosing information as specified in regulations through the SET, the Company has disclosed important Company information, both in Thai and English, to the public on the Company's website. All disclosed information is up-to-date and includes the following:

- The Company's vision and mission
- Nature of Business
- List of members of the Board of Directors, Sub-committees, and executives
- Financial statements, financial status and performance, MD&A reports, and related transactions (current and at least one prior year)
- Downloadable Annual Registration Statements (Form 56-1) and Annual Report
- Shareholders structure and the Company structure
- List of major shareholders
- Securities holdings of directors and executives
- Invitation letters for shareholder meetings, other relevant documents and minutes of shareholder meetings
- Articles of Association and Affidavit
- Corporate Governance Policy, Code of Conduct, Anti-Corruption Policy, Risk Enterprise Management Policy as well as other policies
- Internal control system and risk management efforts by the Company
- Sub-committee charters
- Contact information for Investor Relations
- Other information and documents for analysts, fund managers, and mass media

Investor Relations

The Company's Investor Relations Department acts as a portal for access to the Company's performance results. The Department is responsible for communicating useful information to shareholders, investors, analysts. Meanwhile, the Compliance Office is responsible for preparing policies and handbooks for investor relations activities and information disclosure to the SET in order to ensure

that the Company fully complies with laws, rules and regulations. The Investor Relations Department also presents Company information at road shows, both domestically and abroad, to interested parties. For people who would like more information on the Company's operations, please contact

Investor Relations

Thaicom Public Company Limited
Thaicom Satellite Station,
63/21 Rattana Thibet Road, Bangkrasor,
Amphur Muang Nonthaburi, Thailand 11000
Tel. 02 596 5072-3
Fax 02 591 0724
Email: ir@thaicom.net
Website: www.thaicom.net

Section 5 Duties and Responsibilities of the Board of Directors

The Board plays an important role in corporate governance for the best interest of the Company's shareholders and stakeholders, and as such will continue to perform the following functions to ensure sustainable and long-term business performance.

1. Structure of the Board of Directors

1.1 Composition of the Board of Directors

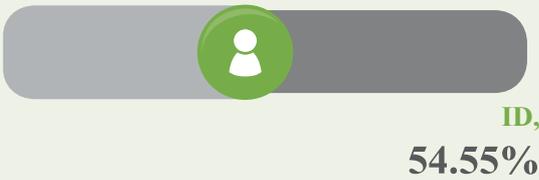
The Board shall be composed of both men and women who are experts with a wide range of experience in various fields. The Company has to additionally consider knowledge, ability, experience, and management expertise of that person (Board Diversity). The Company's Board shall consist of no less than 5 persons, and may consist of more in keeping with the size of the Company's activities. The Board shall have one Chairman and the remaining members shall be directors. All independent directors are neither connected nor affiliated with the Company in any way, including independence from the Company's management, the Company's business operations or any other connection which may give rise to a conflict of interest.

Independent and non-executive directors must constitute a majority of the Board to ensure balance between executive and non-executive directors. At least one third of the total number of directors on the Board, and not less than three persons, must be independent directors.

As of 31 December 2017, the Board of Directors, as per affidavit of the Company, consisted of the following 11 people; including 6 independent directors or 54.55% of the entire the Board of Directors, which can divided into 4 executive directors and 7 non-executive directors.

Proportion of Independent Directors (ID)

Director,
45.45%

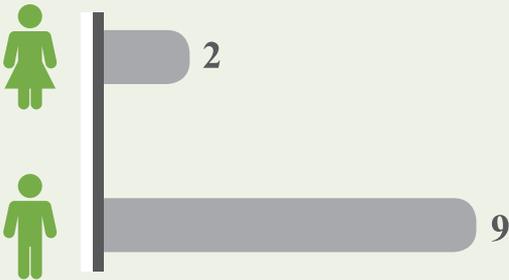


Proportion of Non-Executives Directors

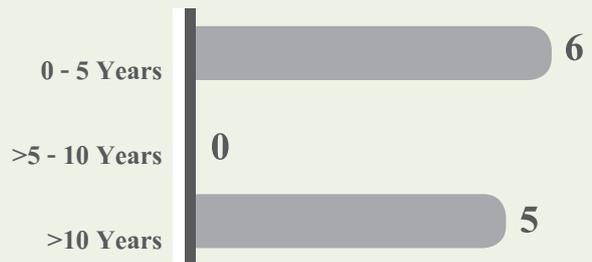
Executive Directors,
36.36%



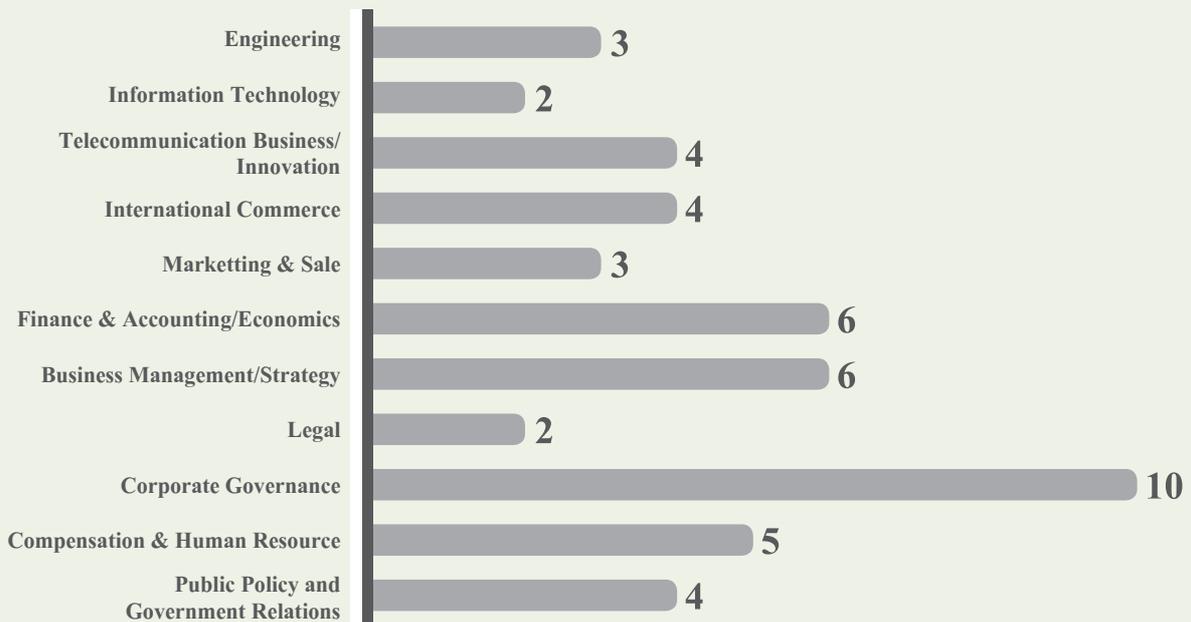
Female / Male



Length of Directors' Tenure



Skills and Experience of Directors



Separation of the Roles of the Chairman of the Board of Directors, the Chairman of the Executive Committee and the Chief Executive Officer

The Company has a policy on segregation of duties between the Chairman of the Board and the Chairman of the Executive Committee, that they shall not be the same person, in order to maintain a balance of power between direction and management functions.

- The Chairman of the Board of Directors is the leader of directors and is responsible for monitoring and supervising management functions of the Executive Committee in accordance with the approved business plan. The Chairman also acts as the Chairman of the Board at shareholder meetings.
- The Chairman of the Executive Committee is the head of the Executive Committee and responsible for supervising the Executive Committee in carrying out the duties that were assigned by the Board. The Chairman is also responsible for considering each agenda item before proposing it to the Committee and also for approving the procedures of the Company's ordinary business operations.
- The Chief Executive Officer (CEO) is the head of the Company's management team, responsible to the Board for achieving the approved business plans and reporting the business performance (if any) to the Executive Committee and the Board. The assignment shall be done by designation of the Board.

1.2 Qualification of Directors

The Company's directors must hold qualifications and no record of illegal actions according to the Public Limited Companies Act B.E.2535 and shall not have characteristics indicating a lack of appropriateness in respect of trustworthiness in managing business whose shares are held by public shareholders pursuant to the laws on securities and exchange. Additionally, the Company has to consider knowledge, ability, experience, and management expertise of that person, including demonstrated capability, integrity, carefulness and abidance to

ethical business practices. Directors must have adequate time to devote their knowledge and abilities to performing duties for the Company.

1.3 Qualification of Independent Directors

Independent directors shall have all the qualifications stipulated by the Capital Market Supervisory Board. Independent directors have a duty to protect the interests of every shareholder in a fair and impartial manner in order to avoid any conflicts of interest that may arise. They shall be able to attend Board meetings and independently express their comments and opinions.

Independent directors shall have the following qualifications:

1. Holds no more than 0.1% of total voting stocks of the Company, its parent Company, its subsidiaries, its associated companies, major shareholder or controlling persons who may have conflicts of interest, including stocks held by connected persons of the independent director.
2. Is not or has never been an executive director, employee, staff, or advisor who receives salary of a controlling person of the Company, its parent Company, its subsidiaries, its associated companies, same-level subsidiaries, a major shareholder or controlling persons who may have conflicts of interest unless the foregoing status has ended for more than 2 years before the date of appointment as independent director. The above restrictions do not apply to the appointment of an independent director who was a Government official or civil servant or consultant to a Government entity which was a major shareholder in the Company or which had a control over the Company.
3. Is not a person related by blood or legal registration, such as father, mother, spouse, sibling or child, including spouse of children, management, major shareholders, controlling persons, or persons to be nominated as

management or controlling person of the Company or its subsidiaries.

4. Does not have or has not had a business relationship with the Company, its parent Company, its subsidiaries, its associated companies or controlling persons who may have conflicts of interest, in a manner that may interfere with his independent judgment, or is not or has never been a major shareholder or controlling persons of any person having business relationship with the Company, its parent Company, its subsidiaries, its associated companies a major shareholder or controlling persons who may have conflicts of interest unless the foregoing relationship has ended for more than 2 years prior to appointment as independent director.

The term ‘business relationship’ mentioned under paragraph one includes any normal business transaction, rental or lease of immovable property, transaction relating to assets or services or grant or receipt of financial assistance through receiving or extending loans, guarantee, providing assets as collateral, including any other similar actions, which result in the applicant or his counterparty being subject to indebtedness payable to the other party in the amount of 3 percent or more of the net tangible assets of the applicant or Baht 20 million or more, whichever is lower. The amount of such indebtedness shall be calculated according to the calculation method for value of connected transactions under the Notification of Capital Market Supervisory Board concerning Rules on Connected Transactions. The combination of such indebtedness shall include indebtedness taking place during the course of 1 year prior to the date on which the business relationship with the person commences.

5. Is not or has never been an auditor of the Company, its parent Company, its

subsidiaries or its associated companies who may have conflicts of interest and is not a major shareholder, or partner of an audit firm which employs auditors of the Company, its parent Company, its subsidiaries, its associated companies, a major shareholder or controlling persons who may have conflicts of interest unless the foregoing relationship has ended for more than 2 years prior to appointment as independent director.

6. Is not or has never been any professional advisor including legal or financial advisor who receives an annual service fee exceeding Baht 2 million from the Company, its parent Company, its subsidiaries, its associated companies, a major shareholder or controlling persons who may have conflicts of interest, and is not a major shareholder, controlling persons or partner of the professional advisor unless the foregoing relationship has ended for more than 2 years appointment as independent director.
7. Does not represent the Company’s or its major shareholder’s board member or a shareholder who is related to the Company’s major shareholder.
8. Is not an entrepreneur in any business similar to or materially competing with the Company or its subsidiaries or not being the material partner in partnership, executive director, employee, staff, or advisor who receives salary or holds more than 1% of total voting stocks of the Company similar to or materially competing with the Company or its subsidiaries.
9. Has no characteristics which make him/her incapable of expressing independent opinions with regard to the Company’s business.

After being appointed as an independent director per clauses 1 to 9, an independent director could be authorized by Board of Directors to make any decisions on the

Company business operations and that of its subsidiaries or major shareholders or controlling persons through authorization in the form of a collective decision only.

The Company may appoint a person who has or used to have business dealings with the Company or provided professional advice receiving an annual service fee exceeding that prescribed in (4) or (6) if the Board agrees that an appointment of such person has no effect on performing their duty and expressing an independent opinion. This information shall be disclosed in the invitation letter for the AGM in the agenda item related to the appointment of independent directors, and contain the following:

- a. Characteristics of the person's business affairs or professional services which might cause the disqualification of such a person.
- b. Reason and necessity for maintaining or appointing such person as independent director.
- c. Opinion of the Board on nominating such person as independent director.

1.4 The Selection of Directors

1. The Board has appointed the Governance and Nomination Committee to select qualified persons using the Board Skill Matrix in order to nominate qualified people for the post of director based on their qualifications and by considering other skills they may possess which may be lacking on the Board and aligned with the company's strategic directions. Shortlisted candidates will be presented to the Board for initial approval, before approval is sought at the shareholder meeting.
2. In determining whether to recommend a director for re-election, the Governance and Nomination Committee will consider relevant factors such as the director's performance, history of attendance at and

participation in meetings, and other contributions to the activities undertaken by the Board.

3. To identify director candidates, the Governance and Nomination Committee may use the following sources:

(3.1) The directors may propose a candidate

(3.2) An external consultant

(3.3) The Thai Institute of Directors (IOD) list of Chartered Directors in line with the qualifications identified by the Securities and Exchange Commission, and the Stock Exchange of Thailand

(3.4) Allow minority shareholders to propose a qualified person through the Company's website in accordance with the criteria and procedures specified by the Company.

4. The appointment of members of the Board shall comply with the Company's Articles of Association and all relevant laws in Thailand. Selection of the directors shall be transparent and clear, and processed through the Governance and Nomination Committee.

1.5 Directors' Terms

1. The term of directors is three years and the directors can be reappointed. The Company has no regulation forbidding a director who is retired by rotation from being re-elected as director, nor is the age of the director a disqualifying factor. The Board will take into account the abilities of directors in performing duties when making selections.
2. The term which directors will serve is based on the Company's Articles of Association. At each AGM, one-third of the directors shall be retired by rotation. The Directors with the longest term shall be retired by rotation and then can be re-elected
3. In case of vacancy or vacancies due to other reasons, the Board of Directors, by a vote in which three fourths of its members agree,

shall elect someone who has the prerequisite qualifications and is not subject to prohibited conditions according to Clause 68 of the Public Companies Act, B.E. 2535 (1992). The Board of Directors can thereby appoint him/her as a director in the next meeting. An exception is the case of a term with less than 2 months remaining, where the term of the newly appointed director shall expire at the same time as the preceding director.

4. Independent directors shall not hold office continuously for more than 3 consecutive terms or 9 years, whichever is longer, unless the Board of Directors considers it necessary for such independent directors to continue in office, in which case the Board can extend the term.

1.6 Directorship in other Companies

Directors can hold the position of board member in no more than 5 listed companies simultaneously, provided that these appointments do not interfere or cause conflicts of interest with their performance and duties for the Company.

2. The Sub-Committees

The Board has established 6 Committees to study and screen tasks and reduce the workload of the Board. Each of these committees has a clear scope of duties, responsibilities and authority as follows:

- (1) Audit Committee
- (2) Compensation Committee
- (3) Governance and Nomination Committee
- (4) Executive Committee
- (5) Risk Management Committee
- (6) Sustainable Development Committee

3. Roles, Duties, and Responsibilities of the Board of Directors

The Board, as a representative of the shareholders, has the duty to oversee that the management will perform in accordance with Company objectives,

policies, procedures, rules, regulations and resolutions from the shareholder meeting with honesty and loyalty, and meticulously takes care of shareholders' interest including other stakeholders.

The Board of Directors has the following duties and responsibilities:

- To establish policies, strategize and assign the business direction for the Company and its subsidiaries in order to maximize benefit to shareholders and drive continuous improvement. The Board must also review the objectives and vision of the Company once a year.
- To monitor the implementation of policy and the corporate strategy approved by the Board. The Committee regularly reports its performance to the Board.
- To consider and decide on significant issues related to the business operations of the Company and subsidiaries, such as business policies, business plans, asset acquisition and disposal, project investments, connected transactions, levels of authority and other issues as required by law, and to monitor the performance of management in terms of efficiency for the best interest of the Company and its subsidiaries by establishing accounting systems, reliable financial reporting and auditing, including evaluation processes for effectiveness and efficiency of internal control systems, risk management and appropriate follow up procedures.
- To oversee matters to prevent conflicts of interest among the Company's stakeholders and approve related transactions and transactions in which conflicts of interest are incurred.
- To ensure business operations are in accordance with good corporate governance and ethics guidelines, and to review the Corporate Governance Policy and evaluate compliance with the Corporate Governance Policy at least once a year;
- To evaluate performance of all committees and individuals at least once a year.

- The Board of Directors may delegate power to any individual to conduct business on specific cases or other matters. The delegation of power shall not include power to execute conflicts of interest or transactions in the Company or subsidiaries as prescribed in the Company's Articles of Association or as regulated by the Securities and Exchange Commission or the Stock Exchange of Thailand, except in cases which are in compliance with the policy or the criteria approved by the Board of Directors.

4. Approval Authority of Board of Directors

- The Company's Policies
- Business plan, annual budget, strategy and KPI
- Investment in subsidiaries, associates, and joint ventures regarding investment in new business, changing the Company's business, increase or decrease of capital, and appointment of directors and authorized directors in the Company and its subsidiaries.
- Entering into, amendment or termination of a material contract or any contract which would have a material exposure or liability impact or involve significant financial or technological commitments or would create or amplify significant risks for the Company.
- Transfer or renounce the Company's rights regarding its interest or claims against any person who causes damage to the Company regardless of whether such rights are related to the Company's or its subsidiaries' assets.
- Changes in accounting policy or early adoption of new accounting standards.
- Litigation/out of court settlement/arbitration and lawsuits related to the Company's reputation and image.
- Organizational structure and manpower
- Merit increase, bonus, incentive payments, position, and salary structure
- HR rules and regulations
- Opening and closing deposit accounts with financial institutions or banks

- External loans, changing conditions of credit facilities, and utilizing credit facilities.
- Hedging policy

5. The Meeting of the Board of the Directors

The Board performs its duties through Board meetings as follows:

1. The Board's meetings are officially scheduled throughout the year and well in advance. Board members are informed of these meeting in advance.
2. A minimum of 6 Board meetings are scheduled in one year, although the number may be increased as necessary.
3. The Meeting quorum is not less than half of the number of Board members.
4. A minimum quorum of the meeting requires at least 2/3 of members for Board decisions.
5. In the Board meeting, the Chairperson shall allocate sufficient time for Management to propose documents and information to discuss significant problems and for the Board to discuss important issues adequately. All members of the Board can express their opinions and propose agenda items for meetings independently.
6. Company Secretary's duty is to make meeting appointments, prepare all meeting documents, and submit those documents along with invitation letters at least 7 days before the meeting date so that Board members have sufficient time to read and study the materials ahead of the meeting. The secretary is also responsible for recording minutes in writing and proposes those minutes to the Chairman and the Board members for consideration and approval. The Company Secretary shall keep all minutes and all relevant materials for filing and future verification.
7. Directors who have a personal interest in an agenda item must not be present in the meeting when such agenda item is discussed. The Executive Committee shall write a monthly performance report for the Board.

8. The non-management directors shall have an internal meeting at least once a year to discuss problems related to management which attracts attention and then inform the Chairman about the results of meeting.

The details of each director's attendance at meetings is provided in section 1.1 Board of Directors.

6. Company Secretary Office

The Company appointed the Company Secretary according to the laws of the Securities Exchange Commission and the Stock Exchange of Thailand. The Company Secretary is tasked with safekeeping documents and minutes of meetings, including reports on interests of directors and executives and other relevant issues. The Company Secretary shall perform these duties in accordance to the relevant laws and regulations: Organize and arrange the meetings of the Board of Directors and other Committees as established in accordance with the law, Company Articles of Association and the rules and governance guidelines of the Board of Directors and other committees; Present any resolutions from the Board of Directors and shareholders to management for their acknowledgment; Consult with and propose basic information to the Board of Directors and management on Company regulations and Corporate Governance guidelines.

7. Evaluation of the Board of Directors' Performance

The company regards self-evaluation as an essential step to the best practices and development of good corporate governance. Therefore, the Company shall evaluate the performance of the Board and all sub-committees, as well as individual members of the Board and subcommittee, on an annual basis. The results of the evaluation will show whether or not the Board has fulfilled its mandate to the fullest of its ability, and will also serve to provide information and support to the Company's management in improving management efficiency and suitability.

The evaluation criteria and process include:

1. Governance and Nomination Committee has tasked the Company Secretary with distributing self-assessment forms to the members of the Board and sub-committees to complete an evaluation. For these self-assessment forms, the company uses the performance evaluation form provided by the Stock Exchange of Thailand as a guideline and improves the form as suggested by the Governance and Nomination Committee to suit the Company's nature of business. The forms are provided in the three following types:
 - A. The entire board performance evaluation form
 - B. The sub-committee performance evaluation form
 - C. The individual self-evaluation form
2. The Company Secretary will collect all the performance evaluation forms, summarize all scores, including criteria and processes of evaluation and present the results to the Governance and Nomination Committee for consideration.
3. The Governance and Nomination Committee will present the complete evaluation to the Board for review and use as guidelines in improving the Board management and potential for individual directors.

In addition, the Company will engage and independent outside consultant to undertake the evaluation of the Board every 3 years. A consultant can set up criteria and provide recommendation for transparency and reliable evaluation. In 2015, the Company engaged AON Hewitt, an external advisor, to evaluate the entire Board for the first time.

In 2017, the Company Secretary sent the entire board performance evaluation form and the individual self-evaluation form to the Board and all subcommittees for individual self-evaluation for the year 2017. The criteria and results are detailed as follows:

Type of Committee and Type of Evaluation Form	Evaluation Result
Board of Directors	
<p><u>Entire board evaluation</u></p> <p>Criteria of the evaluation consist of 7 topics (1) Board Policy (2) Structure and Characteristics of Board (3) Role and Responsibilities of the board (4) Board meeting preparation and procedure (5) The board's performance of duties (6) Relationship with management (7) Self-development of Directors and Executives Development</p>	3.74 / 4.00
<p><u>Individual self-evaluation</u></p> <p>Criteria of the evaluation consist of 5 topics (1) Background of the Board's Duty (2) The Organization Knowledge (3) The Boards' Meeting (4) Relationship with Executive (5) Individual Personal Performance as a Board Member</p>	3.80 / 4.00
Audit Committee	
<p><u>Entire committee evaluation</u></p> <p>Criteria of the evaluation consist of 2 topics (1) Role of the Audit Committee (2) Duty of the Audit Committee with consists of (2.1) To review company's financial report (2.2) To review Internal Control and independent of Corporate Audit Department (2.3) To review rules and regulations of the company (2.4) To consider, select and nominate an independent person to be auditor of the company (2.5) To consider connected transaction or conflict of interest accordance with rules and regulations (2.6) Disclose audit committee report in annual report</p>	2.89 / 3.00
<p><u>Individual self-evaluation</u></p> <p>Criteria of the evaluation consist of 3 topics (1) Committee structure and qualifications with consists of (1.1) Knowledge and experience of a member is fit with business (1.2) knowledge and experience are appropriate to the assigned duties and responsibilities (2) The committee meeting with consists of (2.1) A member prepares and studies information prior to the meeting (2.2) Opinions of a member are useful for the business (2.3) Particular member does not attend the meeting and abstains from voting on a particular agenda in which he or she has a conflict of interest (2.4) Chairman or an assigned person can conduct efficient meetings (3) Roles, duties and responsibilities of the Committee with consists of (3.1) A member complies with related rules, laws and charter, and performs his duty well (3.2) A member devotes time for his duties (3.3) A member does not intervene the normal operation carried out by management team (3.4) A member properly supervises and monitors management's operation (3.5) A member is enthusiastic about continuous development</p>	3.84/4.00
Compensation Committee	
<p><u>Entire committee evaluation</u></p> <p>Criteria of the evaluation consist of 5 topics (1) Preparation of the Committee (2) Policy Determination and Consideration of Procedure (3) Monitoring and Evaluation (4) The Meeting of the Compensation Committee (5) Roles and Responsibilities of the Committee</p>	2.98 / 3.00
<p><u>Individual self-evaluation</u></p> <p>Criteria of the evaluation consist of 10 topics (1) Performance of the Committee (2) Understanding of the Committee's roles and responsibilities as specified in the charter (3) Clearly defined in the Committee's role and responsibilities (4) Relationship within the Committee (5) The consideration procedure, regarding the remuneration determination (6) Appropriate for evaluation the Chairman of Executive Committee (7) Spend sufficient time on considering the criteria of remuneration and appropriate for the consideration procedure (8) Spend sufficient time on considering in problem-solving (9) Preparation before the meeting (10) Each member can express their opinion freely</p>	4.67 / 5.00

Type of Committee and Type of Evaluation Form	Evaluation Result
Governance and Nominations Committee	
<p><u>Entire committee evaluation</u></p> <p>Criteria of the evaluation consist of 5 topics (1) Preparation of the Governance and Nominations Committee (2) Policy Determination and Consideration of Procedure (3) Monitoring and Evaluation (4) The Meeting of the Governance and Nominations Committee (5) Roles of Chairman of the Committee</p>	2.88 / 3.00
<p><u>Individual self-evaluation</u></p> <p>Criteria of the evaluation consist of 9 topics (1) Performance of the Committee (2) Understanding of the Committee's roles and responsibilities as specified in the charter (3) Clearly defined of the Committee's role and responsibilities (4) Relationship within the Committee (5) The consideration procedure, regarding the nomination of directors (6) The Committee has review Corporate Governance policy and other related regularly (7) Spend appropriated time on considering the criteria of Corporate Governance Policy (8) Preparation before the meeting (9) Each member can express their opinion freely</p>	4.93 / 5.00
Executive Committee	
<p><u>Entire committee evaluation</u></p> <p>Criteria of the evaluation consist of 4 topics (1) Composition and qualification of the Executive Committee (2) Meeting arrangement (3) Roles, duties and responsibilities (4) Knowledge and skill in specialized analysis</p>	3.67 / 4.00
<p><u>Individual self-evaluation</u></p> <p>Criteria of the evaluation consist of 14 topics (1) Overall satisfaction of the performance (2) Satisfaction with the process of problem-solving (3) Understanding of the Committee's roles duties and responsibilities as specified in the charter (4) Understanding the Company's Strategy (5) Relationship among the Committee (6) Clearly defined of the Committee's role and responsibilities (7) Appropriate for the criteria of performance evaluation (8) Spend sufficient time on considering the policy and direction of the Company appropriately (9) Spend sufficient time on considering the Company's operational appropriately (10) Spend sufficient time on considering in direction of problem-solving if undefined with determined direction appropriately (11) Preparation before the meeting (12) Independently to express opinion (13) Impartial to express opinion (14) Chairman has given the opportunity and encourage all member to express opinion independently</p>	3.73 / 4.00
Risk Management Committee	
<p><u>Entire committee evaluation</u></p> <p>Criteria of the evaluation consist of 5 topics (1) Composition and Quality (2) Understanding the business and associated risks (3) Process and Procedure (4) Monitoring Activities (5) Communication Activities</p>	3.11 / 4.00
<p><u>Individual self-evaluation</u></p> <p>Criteria of the evaluation consist of 14 topics (1) Overall satisfaction of the performance (2) Satisfaction the process of problem-solving (3) Understanding of the Committee's roles duties and responsibilities as specified in the charter (4) Understanding the Company's Policy on Enterprise Risk Management (5) Relationship among the Committee (6) Clearly defined of the Committee's role and responsibilities (7) Appropriate for the criteria of performance evaluation (8) Spend sufficient time on considering the risk assessment of the company appropriately (9) Spend sufficient time on considering the company's risk, treatment plan appropriately (10) Spend sufficient time on considering in direction of problem-solving if undefined with determined direction appropriately (11) Preparation before the meeting (12) Independently to express opinion freely (13) Independently to express opinion without bias (14) Chairman has given the opportunity and encourage all member to express opinion independently</p>	4.19 / 5.00

Type of Committee and Type of Evaluation Form	Evaluation Result
Sustainable Development Committee	
<p>Entire committee evaluation</p> <p>Criteria of the evaluation consist of 6 topics (1) Preparation of the Sustainable Development Committee (2) Determination and Consideration of the Company's Strategy (3) Risk Management (4) Sustainable Development Framework (5) The Meeting of the Sustainable Development Committee (6) Roles Duties and Responsibilities of the Chairman of the Sustainable Development Committee</p>	2.81 / 3.00
<p>Individual self-evaluation</p> <p>Criteria of the evaluation consist of 14 topics (1) Overall satisfaction of the performance (2) Satisfaction the process of problem-solving (3) Understanding of the Committee's roles duties and responsibilities as specified in the charter (4) Understanding of the Sustainable Development strategy (5) Relationship among the Committee (6) Clearly defined of the Committee's role and responsibilities (7) Appropriate for the criteria of performance evaluation (8) Spend sufficient time on considering the policy and direction of the company's sustainable development appropriately (9) Spend sufficient time on considering the sustainable development report and other performance results appropriately (10) Spend sufficient time on considering in direction of problem-solving if undefined with determined direction appropriately (11) Preparation before the meeting (12) Independently to express opinion freely (13) Independently to express opinion without bias (14) Chairman has given the opportunity and encourage all member to express opinion independently</p>	4.39 / 5.00

8. Remuneration for Directors and Management

The Company has developed a clear Remuneration Policy for its directors and executives. Remuneration for the Company's directors is in line with the duties, responsibilities, and capabilities of said persons, and is based on comparisons with compensation paid by companies in the same industry as well as results from surveys performed by the Thai Institute of Directors (IOD), and is adjusted accordingly when there are changes to such factors. Additional remuneration is also provided when directors must assume additional duties as sub-committee members. Remuneration is sufficient and attractive enough to retain the Company's directors.

- (1) Directors who are staff or hold executive management positions within the Company have no right to receive remuneration in the performance of their duties as directors or sub-committee members.
- (2) The remuneration of executives comprises salary, bonus, provident fund, and other benefits which are linked to the performance of the Company and criteria for executives.

- (3) Non-Monetary Consideration: The Company maintains a warrant allocation program for directors and executive management of the Company. The program was launched in 2013 to motivate them.

Details of remuneration of directors and executives appear in section 1.4 Remuneration of Directors and Executives

9. Orientation and Knowledge Development of Board of Directors and Management

The Company has created a handbook for directors that includes information on the Company, the Articles of Association of the Company, the Company's Corporate Governance policies, as well as the Anti-Corruption Policy and other regulations related to the duties and responsibilities of the directors so that they may familiarize themselves with their duties and the manner of performing those duties efficiently.

For newly appointed directors, the Company also provides an introduction session to the Company, its operations, and the businesses of its subsidiaries. In addition, the Company provides directors with opportunities to attend special training courses and

seminars related to their specific duties, particularly those seminars and training sessions organized by the Thai Institute of Directors (IOD), or the Stock Exchange of Thailand.

In 2017, directors and executives applied for and participated in the following courses:

Directors / Executives	Courses
1. Mr. Paron Israsena Chairman (Independent Director)	Declaration of Intent of the Government and Private Sector to anti-bribery- the National Anti-Corruption Commission
2. Mrs. Charintorn Vongspootorn Independent Director, Member of the Audit Committee, and Chairman of the Compensation Committee	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
3. Mr. Somprasong Boonyachai Director	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
4. Mr. Prasert Bunsumpun Independent Director, Member of the Compensation Committee and Chairman of Executive Committee	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
5. Mr. Anek Pana-Apichon Director and Member of Executive Committee	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
6. Mrs. Patareeya Benjapolchai Independent Director, Member of the Audit Committee and Chairman of the Governance and Nomination Committee	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
7. Mr. Paiboon Panuwattanawong Director, Member of the Executive Committee and Chief Executive Officer	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
8. Mr. Kwek Buck Chye Director, Member of the Governance and Nomination Committee and Member of the Executive Committee	Intouch Annual Board Seminar: “Succession Planning” and “Financial Innovation - Technology and Trend”
9. Ms. Yupapan Panclurbthong Company Secretary	<ul style="list-style-type: none"> - BNCP: Board Nomination and Compensation Program Class 1/2560 - TMA: Management Development Program Class 26/2560 - ITD World: Change your habits, change your world Class 2560

10. Evaluation of the Chief Executive Officer

The Board, excluding executive directors or members of the Compensation Committee, should assess the performance of the Managing Director or Chief Executive Officer annually in keeping with pre-agreed standards and performance criteria covering the Company’s financial performance as well as other strategic objectives.

The evaluation criteria are divided into 7 parts:

- Part 1** Evaluation of Leadership Competency
Corporate Governance Policy - 2015
Revised Edition Page 24 from 25
- Part 2** Evaluation of Financial Management
- Part 3** Evaluation of Skills and Attitudes
- Part 4** Evaluation of successful completion of important tasks over a period of time longer than the last 12 months

Part 5 Evaluation of decision making on significant matters in the last twelve months.

Part 6 Evaluation of preparation to meet significant new challenges in the future.

Part 7 Evaluation of any other related criteria.

The results of the evaluation will be used to formulate a compensation package for the CEO for the following year.

11. Contact with Management

The Board supports the participation of executives in meetings of the Board when such persons are responsible for giving a presentation on a specific agenda item for that meeting. Such participation will allow members of the Board to learn about specific elements of the Company's operations, and will allow the executives to learn of the Board's point of view on specific topics and issues. Members of the Board should be able to contact executives directly if necessary, but such contact should not interfere or create conflicts with the work of the executives.

12. Management Succession

The Board realizes that human resources management is a major factor in ensuring the success of an organization. Therefore, the Board authorized the Governance and Nomination Committee to annually review and study the executive management succession plan for the Company. The Committee is responsible for considering the succession plan of senior

management from EVP level upwards who report directly to the CEO.

2.2 Sub-committees

To fit the Company's operational structure, the Board of Directors also approved 6 more sub-committees including the Audit Committee, Compensation Committee, Governance and Nomination Committee, Executive Committee, Risk Management Committee and Sustainable Development Committee. Sub-committees' roles and responsibilities are detailed as follows:

(1) Audit Committee

The Audit Committee comprises at least 3 independent directors, all of which must be independent directors who meet the criteria set out by the Securities and Exchange Commission of the Stock Exchange of Thailand. At least one director shall have sufficient knowledge and experience in accounting or finance to be able to audit the reliability of financial statements. The Board of Directors shall appoint one member of the Committee as the Chairman. The head of the internal audit unit shall be the Secretary to the Committee.

Committee members shall hold 3-year terms and may be reappointed at the end of their term, but for no more than 3 consecutive terms unless the Board of Directors considers it necessary for the member to continue in office.

As of 31 December 2017, the Audit Committee consists of 4 members, all of whom are independent directors:

Committee Members	Position
1. Prof. Hiran Radeesri ⁽¹⁾	Chairman of the Audit Committee
2. Mrs. Charintorn Vongsbootorn ⁽¹⁾	Member of the Audit Committee
3. Prof. Samrieng Mekkiengkrai	Member of the Audit Committee
4. Mrs. Patareeya Benjapolchai ⁽¹⁾	Member of the Audit Committee

Remarks: ⁽¹⁾ Prof. Hiran Radeesri, Mrs. Charintorn Vongsbootorn and Mrs. Patareeya Benjapolchai have the prerequisite knowledge and experience to review and audit the Company's financial statements.

The Audit Committee shall meet at least 8 times a year and not less than one-half of the Committee shall constitute a quorum for the transaction of business. In 2017, the Committee met 12 times and presented subsequent proposals to the Board of Directors (Please see details in the section “The meetings of the sub-committees in the year 2017”).

Roles, Duties, and Responsibilities of the Audit Committee

The Audit Committee performs its duties in accordance with the regularly reviewed Audit Committee Charter presented below:

- To ensure that the Company has accurate, complete, and credible financial reports.
- To ensure that the Company has appropriate and effective internal control systems and internal auditing activities, and the Internal Audit Department’s performance will also be evaluated to meet the international standard regarding budget sufficiency, personnel, independence and approval for appointing, transferring, crediting, dismissing the Head of Internal Audit or other offices in charge of the internal audit.
- To maintain a protective system to ensure higher performance, efficiency and effectiveness of the Internal Audit Department.
- To ensure that the Company complies with the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC) as well as all rules and regulations related to the Company’s business.
- To test the accuracy and effectiveness of the information technology system used in financial reporting and complying with the law and regulations.
- To consider, select, nominate and terminate independent persons as the Company’s auditor, propose the audit’s remuneration and attend a non-management meeting with auditor at least once a year.
- To ensure the independence of the auditors and considers other alternative services rather than auditing from the same audit office, as well as coordinates between the auditors and the Internal Audit Department.
- To consider connected transactions or transactions that may lead to conflicts of interest whether it complies with all rules and regulations of the SET and SEC and ensure the transactions are appropriate and provide the best interest to the Company.
- To consider the acquisition and disposal of the assets comply with the laws and regulations subject to the Securities and Exchange Act and to consider to disclose information in relevance with the connected transactions or any conflict of interest transaction , including the acquisition and disposal of the assets
- To assure that the Company has appropriate and effective risk management processes.
- To implement a process to receive information from employees on illegal activities or questionable entries in the Company’s balance sheets and accounts. Review the summary report on investigation of fraud and establish internal preventive measures.
- To review and oversee improvement of internal control systems on the preparation of the Company’s financial reports to ensure accuracy.
- To prepare the Audit Committee’s report and disclosure in the Company’s annual report. The report must be signed by the Chairman of the Audit Committee and include at least the following comments.
 1. Accuracy, completeness, and credibility of the Company’s financial reports
 2. Adequacy of the Company’s internal control system
 3. Compliance with the laws of SEC, SET and regulations and other laws relevant to the Company’s business
 4. Suitability of the external auditor
 5. Transactions that may cause conflicts of interest and fraud

6. An opinion on channels that may lead to fraud
 7. Number of committee meetings and attendance of each member
 8. Other concerns that have arisen as the Audit Committee performed its duties as defined in the Committee's charter
 9. Anything else which should be made available to shareholders and general investors within the scope of duties and responsibilities assigned by the Board of Directors.
- To report activities of the Audit Committee to the Board of Directors at least 4 times a year.
 - To review scope, authority and responsibility and conduct self-evaluation on an annual basis.
 - In carrying out the Audit Committee duties and responsibilities, if there are unusual transactions or the following activities which may have material impact on the financial position and operating results of the Company, the Audit Committee must report to the Board of Directors to take corrective action within a reasonable period of time.
 1. Conflict of interest transactions
 2. Fraud or unusual transactions or significant deficiency in the internal control system
 3. Violations under the laws of the SEC or SET, or regulations or other laws relevant to the Company's business.

If the Board of Directors has not taken corrective actions within the period of time specified in the first paragraph, any member of the Audit Committee might report that there was an action specified in the first paragraph to the SEC or the SET.

- If the auditor discovers any suspicious activities or irregularities performed by a director, manager or any person responsible for the operation of the Company, the auditor will report to the Audit Committee and the Audit Committee will investigate such activities without delay. The Audit Committee shall report the preliminary inspection

results to the SEC office and the auditor within 30 days from the notification date of the auditor. The circumstances that shall be reported and the procedures for acquiring the facts related to such circumstances shall comply with the notifications of the Capital Market Supervisory Board.

- The Audit Committee should receive regular and continuous training and knowledge development on the Committee's tasks and duties.
- To carry out any assignment by the Board of Directors that is agreed upon by the Audit Committee.

The Audit Committee has the authority to hold discussion among executives, supervisors or employees, or query them, as well as to appoint external consultants to provide advice and counseling if necessary according to the Company's regulations.

The Audit Committee works under the authority and responsibilities assigned by the Board which is directly responsible for the Company's performance towards the shareholders, stakeholders and common individuals.

(2) Compensation Committee

The Compensation Committee shall consist of at least 3 members, of which more than one-half must be independent directors and the Chairman of the Committee must be an independent director appointed by the Board of Directors. The Company Secretary shall act as the Secretary of the Compensation Committee unless the Committee considers and assigns otherwise.

The members of the Compensation Committee shall hold office for a term of 3 years and may be reappointed at the end of their term, but for no more than 3 consecutive terms unless the Board of Directors considers it necessary for the member to continue in office.

As of 31 December 2017, the Compensation Committee consists of the following 3 members:

Committee Members	Position
1. Mrs. Charintorn Vongsbootorn	Chairman of the Compensation Committee
2. Prof. Samrieng Mekkiengkrai	Member of the Compensation Committee
3. Mr. Prasert Bunsumpun ⁽¹⁾	Member of the Compensation Committee

Remark: ⁽¹⁾ Mr. Prasert Bunsumpun was appointed as Member of the Compensation Committee in replacement of Mr. Philip Chen Chong Tan who resigned, by resolution of the Board of Directors Meeting No. 6/2017 held on 27 June 2017, effective from 1 July 2017.

The Compensation Committee shall meet at least twice a year. At a meeting of the Compensation Committee more than half of the Committee members shall be present to form a quorum. In 2017, the Committee met 3 times and presented results to the Board (Please see details in the section “The meetings of the sub-committees in the year 2017”).

Roles, Duties, and Responsibilities of the Compensation Committee

The Compensation Committee performs its duties in accordance to the Compensation Committee Charter which is regularly reviewed by the Board of Directors. The Charter is presented below:

- Fix appropriate remuneration, both monetary and non-monetary, in order to be an incentive for members of the Board, the Committee, and high level executives to remain with the Company;
- Prescribe criteria and policy for determining the remuneration of the Board and executives for the Board’ or the shareholders’ consideration, as the case may be;
- Consider and approve the annual remuneration of directors and submit its recommendation to the Board and for the shareholder meeting for approval;
- Review the Company’s performance in order to determine the KPI bonus and merit-based increase in salary for executives (above 15th Grade) and propose to the Board for approval;
- Review the special bonus adjustment requisition for executives (above 15th Grade) and propose to the Board for approval;
- Consider and approve the EV Bonus Plan (Economic Value Bonus Plan) and prescribe criteria for implementation of the EV Bonus Plan, including consideration and the allocation of annual EV Bonus to the Company’s executives and submit its recommendations to the Board for approval;
- Supervise the implementation of the EV Bonus Plan and to give final determination in case there are problems or controversies in the implementation of the EV Bonus Plan and report to the Board;
- Consider and approve the evaluation of performance for determining the annual EV Bonus and salary increase for the Company’s CEO and submit its recommendation to the Board for approval;
- Review the salary structure and remuneration package for executives (above 15th Grade) and propose to the Board for approval;
- Consider and give consent for the early retirement program for executives (above 15th Grade) and propose to the Board;
- Consider and give consent for employment and remuneration adjustment for executives (above 15th Grade) which includes hiring, personal grade adjustment, salary and remuneration package adjustment and propose to the Board for approval;
- In the event there is a proposal to issue new shares (or stock option), to be made part of the director and employee remuneration package, the Compensation Committee should consider and propose guidelines so that will be attractive for directors and employees to work in the long-term interest of the Company’s shareholders, and to ensure that valuable employees

will remain with the Company, while at the same time being just to the Company's shareholders. Furthermore, if a member of the Board or an employee is to be awarded more than 5% of the total stock option to be issued, the Compensation Committee should review the appropriateness of such a decision and recommend the approval or disapproval of such a decision. Under no circumstances should one of the Committee's members have a say or vote on the issuance of stock options if that particular Committee member stands to receive more than 5% of the total stock option to be issued;

- The Compensation Committee is responsible to the Board of Directors and has a duty to provide reasons/answers relating to the remuneration of directors at the shareholder meeting;
- Engage consultants or independent persons to give opinions or advice as necessary and in accordance with the Company's regulations;
- Review and assess the adequacy of the Charter of the Compensation Committee and recommend to the Board if any change or amendment is needed;
- Report the performance of important tasks to the Board on a regular basis and important issues for the Board's knowledge;
- To report the Committee's activities of previous year, in accordance with the Committee Charter, and to include such a report in the Company's

Annual Report and to answer shareholders' questions at the Annual General Meeting. The Committee is also responsible for disclosing policies governing the directors' remuneration in the Company's Annual Report;

- Annually review its performance
- The Committee has the authority to require the management, executives or concerned persons to give opinions, provide information, or participate in meetings;
- Carry out any other duties assigned by the Board.

(3) Governance and Nomination Committee

The Governance and Nomination Committee shall be composed of at least 3 directors, of which not less than 50 percent must be independent directors. The Chairman of the Committee shall be appointed by the Board of Directors. The Company Secretary shall act as secretary of the Committee unless the Committee considers and assigns otherwise.

The members of the Committee shall hold office 3-year terms and may be reappointed, but shall not serve more than 3 consecutive terms unless the Board of Directors considers it necessary for the member to continue in office.

As of 31 December 2017, the Governance and Nomination Committee consists of the following 3 members:

Committee Members	Position
1. Mrs. Patareeya Benjapolchai	Chairman of the Governance and Nomination Committee
2. Prof. Samrieng Mekkiengkrai	Member of the Governance and Nomination Committee
3. Mr. Kwek Buck Chye ⁽¹⁾	Member of the Governance and Nomination Committee

Remarks: ⁽¹⁾ Mr. Kwek Buck Chye was appointed as Member of the Governance and Nomination Committee in replacement of Mr. Philip Chen Chong Tan who resigned, by resolution of the Board of Directors Meeting No. 4/2017 held on 29 March 2017, effective from 29 March 2017.

The Governance and Nomination Committee shall meet at least twice a year. The presence of more than half the total number of members shall constitute a quorum. In 2017, the Committee met 3 times and made subsequent presentations to the Board (Please see details in the section “The meetings of the sub-committees in the year 2017”).

Roles, Duties, and Responsibilities of the Governance and Nomination Committee

The Committee shall have the following authorities, duties, and responsibilities:

Consideration and Selection

- To establish the criteria and policy for Board membership including Board membership of subsidiaries.
- To evaluate and propose candidates to the Board and shareholders for election as members of the Board as well as for re-election or removal. The GNC may use professional or recruiter services and/or search from among the IOD chartered directors.
- Consider qualified candidates to be Chairman of Executive Committee and Chief Executive Officer (CEO) in relevant vacant positions and present for the Board’s consideration and appointment.
- Nominate qualified persons to be directors and chairmen of sub-committees for the Board’s consideration;
- Nominate qualified persons to be appointed as directors of the subsidiaries, affiliates, and joint ventures for the Board’s consideration.
- The Committee shall disclose the policies and selection procedures in the Annual Report.

Corporate Governance

- Set policy on compliance with good corporate governance, annually review the Company’s Corporate Governance Policy and recommend any amendments or revisions for the Board’s consideration.
- Arrange an orientation for new directors and encourage all directors to attend seminars to

develop their skills to increase capability to perform their duties efficiently.

- Consider and specify the criteria of the succession plan for executive management (UC Level) that report directly to the Chief Executive Officer (CEO) and further propose to the Board for consideration and approval annually.
- Carry out the annual evaluation of the performance of the Board, the Board’s committees (including its own performance) and of each member of the Board, review the results of the evaluation of each of the Board’s committees and report to the Board.
- Carry out the annual evaluation of the Chief Executive Officer (CEO) and report results to the Board.
- Engage consultants or independent persons to give opinions or advice as necessary and in accordance with the Company’s regulations.
- Review and assess the adequacy of this charter and recommend to the Board if any change or amendment is needed.
- Report the performance of important tasks to the Board on a regular basis and bring up important issues for the Board’s knowledge.
- To perform such other duties and responsibilities enumerated in and consistent with this Charter.

(4) Executive Committee

The Company’s Executive Committee consists of at least 5 qualified and experienced members. The Chairman of the Committee shall be appointed by the Board of Directors. The Secretary of the Board of Directors shall also be the secretary of the Executive Committee unless the Committee designates otherwise.

The Executive Committee members must be knowledgeable, capable, and honest, with business ethics and sufficient time to devote their knowledge and capability to the Company’s business operations, and must not have any disqualifications as prescribed by the Public Limited Companies Act. In addition, no member shall be a partner in any ordinary partnership or hold a position in the juristic entity of the same nature as or in

competition with that of the Company, whether for his own benefit or that of others, unless receiving approval from the Board of Directors.

The Executive Committee is responsible for setting business operation directions to meet targets set by the Board of Directors. The Committee reports to the Board of Directors.

As of 31 December 2017, the Executive Committee consists of the following 5 members:

Committee Members	Position
1. Mr. Prasert Bunsumpun	Chairman of the Executive Committee
2. Mr. Kwek Buck Chye	Executive Director
3. Mr. Paiboon Panuwattanawong	Executive Director
4. Mr. Anek Pana-apichon	Executive Director
5. Mr. Patompob Suwansiri	Executive Director

Remarks Mr. Philip Chen Chong Tan resigned as Member of the Executive Committee, effective from 30 June 2017.

The Executive Committee shall meet at least once a month. A majority of the members comprising the Committee shall constitute a quorum for the transaction of business. In 2017, the Committee met 15 times and made subsequent presentations to the Board (Please see details in the section “The meetings of the sub-committees in the year 2017”).

Roles, Duties, and Responsibilities of the Executive Committee

The Executive Committee performs its duties in accordance with the Executive Committee Charter which is regularly reviewed by Board of Directors. The Charter is presented below:

- Formulate the Company’s goals, strategic direction, management structure, and annual business plan and budget for the Board of Directors’ approval; guide and control the Company’s business operations to ensure that they are in keeping with the overall vision, commitments, strategies and policies of the Company’s Board of Directors, related laws, regulations and Articles of Association of the Company;
- Develop and manage the direction of the Company’s business operations to ensure the Company’s growth and development is in keeping with the vision, commitments, strategies, policies and decisions of the Board of Directors;
- Supervise and monitor the operating results and financial standing of the Company and report the business performance, along with the remedial actions to be taken in case the business performance of the Company fails to meet the target, to the Board of Directors every month;
- Identify and evaluate new business opportunities;
- Review and make recommendations to the Board of Directors regarding the Company’s dividend policy;
- Review and approve all transactions concerning investments and disposal of assets, human resources management, finance and treasury, general administration and any other transactions related to the Company’s business within the limits of authority granted by the Board of Directors;
- Appoint Company management members to fill all necessary management areas within the Company per the Human Resources Authority Table, and screen potential candidates for appointment as UC-level management team members, the first appointment of which requires the approval of the Board of Directors;
- Review matters that require the Board of Directors’ approval and make appropriate recommendations with the exception of activities that have been delegated to other Board sub-committees;
- Consider and review the Company’s risk management and control system;
- The Committee may delegate its authority to any member of the management or staff as it deems

appropriate. However, such authority does not permit the Committee or appointed persons to approve any transaction between them or related persons having mutual benefits or conflicts of interest (as prescribed in the Company's Articles of Association and Notifications of the Securities Exchange Commission). The approval for transactions shall be in accordance with the policies and principles already determined by the Board and regulatory bodies;

- Engage consultants or independent persons to provide opinions or advice if necessary;
- The Committee may ask members of the management or other persons to attend its meetings or provide pertinent information as necessary;
- Report to the Board of Directors on a monthly basis regarding the material actions taken by the Committee under the Chief Executive Committee Report agenda;
- Annually review its own performance and assess the adequacy of the charter of the Executive Committee, which may be done in conjunction with the annual evaluation of the Board and its other committees,

conducted under the oversight of the Governance and Nomination Committee;

- Take any other action or assume any other powers and responsibilities that may from time to time be assigned or delegated to the Committee by the Board.

(5) Risk Management Committee

The Risk Management Committee consists of no fewer than 7 members chosen from among directors and executives who are knowledgeable, capable, honest, and able to dedicate adequate time to their position on the Committee in order to achieve the Company's goals. The Committee is tasked with developing proper procedures and guidelines for analyzing and mitigating risks for the Company. The Committee must also regularly review the Company's policies in relation to risk management to ensure that they are sufficient and cover all areas. Additionally, the Committee is responsible for overseeing all risk management activities as tasked by the Company's Board of Directors.

As of 31 December 2017, the Risk Management Committee consists of the following 13 members:

Committee Members	Position
1. Mr. Paiboon Panuwattanawong	Chairman of the Risk Management Committee
2. Mr. Anuwat Sanguansappayakorn ⁽¹⁾	Member of the Risk Management Committee
3. Mr. Patompob Suwansiri	Member of the Risk Management Committee
4. Mr. Wichai Kittiwittayakul	Member of the Risk Management Committee
5. Mr. Teerayuth Boonchote	Member of the Risk Management Committee
6. Mr. Theerawat Kusalangoorawat	Member of the Risk Management Committee
7. Mr. Ekachai Pakdurong	Member of the Risk Management Committee
8. Mr. Pramook Chaiwongwutthikul	Member of the Risk Management Committee
9. Dr. Supoj Chinveeraphan	Member of the Risk Management Committee
10. Mr. Pavit Ngansamrej	Member of the Risk Management Committee
11. Ms. Yupapan Panclurbthong	Member of the Risk Management Committee
12. Mr. Salil Charuchinda	Member of the Risk Management Committee
13. Mr. Komson Seripapong ⁽²⁾	Member of the Risk Management Committee

Remarks: ⁽¹⁾ Mr. Anuwat Sanguansappayakorn was appointed as Member of the Risk Management Committee in replacement of Mr. Vuthi Asavasermcharoen who resigned, by resolution of the Board of Directors Meeting No. 12/2017 held on 1 November 2017, effective from 1 November 2017.

⁽²⁾ Mr. Komson Seripapong was additional appointed as as Member of the Risk Management Committee by resolution of the Board of Directors Meeting No. 12/2017 held on 1 November 2017, effective from 1 November 2017.

⁽³⁾ Mr. Prawin Khurowat resigned as Member of the Risk Management Committee, effective form 30 November 2017.

The Risk Management Committee shall meet at least once a quarter as well as upon request. The presence of more than half the total number of members shall constitute a quorum. In 2017, the Risk Management Committee held 4 meetings in total and subsequent reports were presented to the Board (Please see details in the section “The meetings of the sub-committees in the year 2017”).

Roles, Duties, and Responsibilities of the Risk Management Committees

The Risk Management Committees’ scope of duties is set in writing under the authority of the Risk Management Committee Appointment, approved by the Board of Directors as follows:

- To establish rules, policies, and procedures to assess and manage the risks which affect the Company and annually review the adequacy of risk management policy and risk management process;
- To provide risk assessment, risk prioritization, establishment guidelines and strategies for risk management to ensure that risks are in the risk appetite, and manage the risk with appropriate cost;
- To manage and monitor the operations according to the Risk Management Policy, and follow the guidelines and policies which are approved by the Board;

- To encourage top management and employees to understand and acknowledge their role in the Risk Management;
- Report to the Board, Audit Committee, and Executive Committee regularly about the management, operations, Company’s risk status, various changes, and the improvement and corrective actions in accordance with the defined policies and strategies;
- To review the authority and responsibility annually and propose changes the Board of Directors for approval.

(6) Sustainable Development Committee

The Sustainable Development Committees consist of at least 5 members, chosen from among the directors and executives who are knowledgeable, capable, honest, and able to dedicate adequate time to their position on the Committee in order to drive the Company’s sustainable development goals in alignment with the Company’s business direction. The Chairman of the Sustainable Development Committee shall be appointed by the Board of Directors. The Assistant Vice President of Corporate Communications shall act as the Secretary of the Sustainable Development Committee unless the Board of Directors assigns otherwise.

As of 31 December 2017, the Sustainable Development Committee consists of the following 11 members:

Committee Members	Position
1. Mr. Paiboon Panuwattanawong	Chairman of the Sustainable Development Committee
2. Mr. Patompob Suwansiri	Member of the Sustainable Development Committee
3. Mr. Teerayuth Boonchote	Member of the Sustainable Development Committee
4. Mr. Teerawat Kusalonggoorawat	Member of the Sustainable Development Committee
5. Mr. Ekachai Phakdurong	Member of the Sustainable Development Committee
6. Mr. Salil Charuchinda	Member of the Sustainable Development Committee
7. Mrs. Kuntima Uawithya	Member of the Sustainable Development Committee
8. Ms. Yupapan Panclurbthong	Member of the Sustainable Development Committee
9. Mr. Pavit Ngansamrej	Member of the Sustainable Development Committee
10. Mr. Supoj Chinveephan ⁽¹⁾	Member of the Sustainable Development Committee
11. Ms. Piyanuch Sujpluem ⁽²⁾	Member and Secretary of the Sustainable Development Committee

Remarks: ⁽¹⁾ Mr. Supoj Chinveephan was appointed as Member of the Sustainable Development Committee, effective from 25 April 2017.
⁽²⁾ Ms. Piyanuch Sujpluem was appointed as Member and Secretary of the Sustainable Development Committee, effective from 25 April 2017.
⁽³⁾ Mr. Vuthi Asavasermcharoen resigned as Member of the Sustainable Development Committee, effective from 31 August 2017.

The Sustainable Development Committees shall meet at least twice a year as well as upon request. The presence of more than half the total number of members shall constitute a quorum. In 2017, there were 3 meetings in total and subsequent reports were presented to the Board (Please see details in the section “The meetings of the sub-committees in the year 2017”).

Roles, Duties, and Responsibilities of the Sustainable Development Committees

The Sustainable Development Committees’ scope of duties is set in writing under the authority of the Sustainable Development Committee Appointment, approved by the Board of Directors as follows:

- Review and set the Company goals, policies, strategies and an action plan for sustainable development to align with the business direction of the Company economically, socially, and environmentally;
- Clearly define time frame and people responsible for tasks;
- Monitor implementation of the sustainable development policies, strategies, and action plans through the Sustainable Development Working Group;
- Define materiality and provide appropriate recommendations regarding sustainable development policies aligning with the Company’s guidelines for good corporate governance to the Board of Directors for approval;
- Authorize requests for other persons to attend its meetings or provide pertinent information as necessary;
- Authorize appointments to the Sustainable Development Working Group (SDWG) in order to take responsibility for and drive sustainable activity that shall require the further approval of the Board of Directors;
- Review, provide recommendations for, and approve the Sustainability Report, which shall require the further approval of the Board of Directors;
- Report the performance to the Board of Directors at least once a year and provide an annual performance report at the end of the fiscal year;
- Evaluate its own performance and the overall performance of the Committee, including assessment of the adequacy of this charter, annually; and
- Perform such other duties and responsibilities as to ensure success of sustainable development goals and carry out any duties assigned by the Board of Directors.



The meetings of the sub-committees in the year 2017

Committee Member	Attendance of Meeting/Total of Meetings (Times)					
	Audit Committee	Compensation Committee	Governance and Nomination Committee	Executive Committee	Risk Management Committee	Sustainable Development Committee
1. Prof. Hiran Radeesri	12/12					
2. Mrs. Charintorn Vongspootorn	12/12	3/3				
3. Prof. Samrieng Mekkiengkrai	12/12	3/3	3/3			
4. Mrs. Patareeya Benjapolchai	11/12		3/3			
5. Mr. Somprasong Boonyachai						
6. Mr. Prasert Bunsumpun ⁽¹⁾		1/1		15/15		
7. Mr. Philip Chen Chong Tan ^{(2) (3)}		2/2	1/1	7/8		
8. Mr. Kwek Buck Chye ⁽⁴⁾			2/2	14/15		
9. Mr. Anek Pana-apichon				15/15		
10. Mr. Paiboon Panuwattanawong				15/15	2/4	3/3
11. Mr. Patompob Suwansiri				15/15	4/4	3/3
12. Mr. Vuthi Asvasermcharoen ⁽⁵⁾					3/4	1/3
13. Mr. Wichai Kittiwittayakul					3/4	
14. Mr. Teerayuth Boonchote					4/4	3/3
15. Mr. Theerawat Kusalanggoorawat					3/4	2/3
16. Mr. Ekachai Phakdurong					4/4	3/3
17. Mr. Pramook Chaiwongwutthikul					3/4	
18. Dr. Supoj Chinveeraphan ⁽⁶⁾					3/4	2/3
19. Mr. Pavit Ngansamrej					0/4	1/3
20. Ms. Yupapan Panclurbthong					3/4	3/3
21. Mr. Salil Charuchinda					3/4	3/3
22. Mr. Prawin Khurowat ⁽⁷⁾					4/4	
23. Mrs. Kuntima Uawithya						2/3
24. Ms. Piyanuch Sujpluem ⁽⁸⁾						2/3

- Remarks: ⁽¹⁾ Mr. Praset Bunsumpun was appointed as Member of the Compensation Committee in replacement of Mr. Philip Chen Chong Tan who resigned, by resolution of the Board of Directors Meeting No. 6/2017 held on 27 June 2017, effective from 1 July 2017.
- ⁽²⁾ Mr. Philip Chen Chong Tan resigned as Member of the Compensation Committee and Member of Executive Committee, effective from 30 June 2017.
- ⁽³⁾ Mr. Philip Chen Chong Tan resigned as Member of the Governance and Nomination Committee, effective from 29 March 2017.
- ⁽⁴⁾ Mr. Kwek Buck Chye was appointed as Member of the Governance and Nomination Committee in replacement of Mr. Philip Chen Chong Tan who resigned, by resolution of the Board of Directors Meeting No. 4/2017 held on 29 March 2017, effective from 29 March 2017.
- ⁽⁵⁾ Mr. Vuthi Asavasermcharoen resigned as Member of the Risk Management Committee and Member of the Sustainable Development Committee, effective from 31 August 2017.
- ⁽⁶⁾ Mr. Supoj Chinveeraphan was appointed as Member of the Sustainable Development Committee, effective from 25 April 2017.
- ⁽⁷⁾ Mr. Prawin Khurowat resigned as Member of the Risk Management Committee, effective from 30 November 2017.
- ⁽⁸⁾ Ms. Piyanuch Sujpluem was appointed as Member and Secretary of the Sustainable Development Committee, effective from 25 April 2017.

2.3 The Selection of Directors and Management Executives

(1) The Selection of Independent Directors

The criteria to propose and to elect independent directors and the qualifications required for such directors can be found in Section 5: The Role and Responsibility of the Board of Directors, Item 1 Structure and Composition of the Board of Directors > 1.3 Qualification of Independent Directors

(2) The Selection of Directors and Management

The Selection of Directors

The Board of Directors has appointed the Governance and Nomination Committee, which consists mainly of independent directors, to select and screen the nominees for selection and appointment to positions on the Board under the Company's director selection policy. In the selection stage, appropriate ratio, number, and diversity of Board members are considered in a variety of areas, including skills and specific expertise needed and alignment with the Company's strategic directions. Board members should be prepared to dedicate their time to fully performing their role on the Board and not possess any characteristics which would disqualify them under the law. Good corporate governance for registered companies includes selection policies and committee selection procedures as follows:

1. Selection criteria - the Governance and Nomination Committee can use the Board Skill Matrix in order to nominate qualified people for the post of director based on their qualifications and by considering other skills they may possess which may be lacking on the Board and are aligned with the Company's strategic directions.
2. Selection procedures - Candidates for director may be selected via the following methods:
 - Directors may propose a candidate.
 - Minority shareholders may be allowed to propose a qualified person through the Company's website prior to the AGM pursuant to the rules specified by the Company.

On 16 January 2017, the Company notified the Stock Exchange of Thailand that at the expiration of the period for proposing directors by minority shareholders, no proposals had been received from shareholders.

- An external professional search firm may be used to pre-select qualified candidates.
- The Company Secretary will present the list of qualified candidates per the qualifications identified by the Securities and Exchange Commission, the Stock Exchange of Thailand, and the Thai Institute of Directors (IOD) Chartered Directors guidelines.

3. Selection - The Governance and Nomination Committees will assess the initial qualifications of the nominated applicants and select the ones considered appropriate.
4. Appointment - The Governance and Nomination Committees will propose a list of qualified candidates to the Board of Directors' meeting for concurrence before presenting the list in the shareholder meeting for a vote on each individual, when appointing new directors in place of directors whose terms have expired.

If a Board seat is vacant because of reasons other than term expiration, the matter of re-appointment should be proposed in the Board of Directors' meeting.

Director selection must follow the rules and regulations specified in the Articles of Association of the Company as follows:

1. According to the Articles of Association, the term of one third of the directors shall end at every Annual General Meeting of Shareholders. The longest serving directors shall be due first, and may be re-elected to resume duty.
2. At the Annual General Meeting of Shareholders, directors should be chosen in the following manner:
 - 2.1 Each shareholder shall have a number of votes equal to the number of shares held.

- 2.2 Each shareholder may exercise all the votes he/she has under item 1 to elect one or several persons as director or directors. If several persons are to be elected as directors, the shareholder may not allocate his/her votes in different numbers to different persons.
- 2.3 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 until all of the directorships are filled. When there is a tie in the votes cast for candidates in descending order, which would otherwise cause the number of directors to exceed the limit, the Chairman is entitled to cast the deciding vote.
3. In case of vacancy or vacancies due to other reasons, the Board of Directors, by a vote in which three-fourths of its members agree, shall elect someone who has the prerequisite qualifications and is not subject to prohibited conditions according to clause 68 of the Public Companies Act, B.E. 2535 (1992). The Board of Directors can thereby appoint him/her as a director in the next Meeting. An exception is the case of a term with less than 2 months remaining, where the term of the newly appointed director shall expire at the same time as the preceding director.

The Selection of Management

The selection of management is disclosed in Section 5: The Role and Responsibility of the Board of Directors, Clause 11 Selection of Management Executives

2.4 Corporate Governance Concerning Subsidiaries and Associated Companies

The Board of Directors uses its authority to oversee and manage the Company's subsidiaries and joint venture companies according to the Company's objectives and Articles of Association, as well as in compliance with any resolutions passed at shareholder meetings. This

management and oversight is performed through the appointment of management executives, or by authorizing a sub-committee or any other persons if necessary, to perform the business operations in compliance with the directions set by the Board of Directors to ensure good corporate governance and maximum benefits for the Company.

The Company will authorize directors and/or management to be its representatives in subsidiaries or joint venture companies. The authorization of such persons shall be approved by the Company's Board of Directors. The Board of Directors will authorize the Governance and Nomination Committee to select eligible persons for such positions, and propose them to the Board of Directors for consideration and approval.

The nominated person shall operate and/or oversee the activities of the subsidiary or joint-venture Company in keeping with the Company's policies and in line with Corporate Governance Best Practices as outlined by the Securities and Exchange Commission and the Stock Exchange of Thailand, and the Company's own Code of Conduct to ensure to maximum profit for shareholders.

2.5 Internal Control Information

The Company is committed to carrying out its business with customers, partners, and shareholders in an ethical manner with integrity and honesty. A Code of Conduct has been developed and issued to all employees to guide corporate behavior at all levels. Disclosure of inside information by employees or management to others or for their own interest or involvement in activities that may lead to conflicts of interest is considered severe misconduct and may subject them to the highest disciplinary action.

In addition, the Company prohibits employees and management who work in a department or business unit that has access to inside information from buying or selling the Company's securities for a period of one month prior to the disclosure of financial statements to the public.

The Company also educates directors and management on their duties to report their, as well as their spouse or minor children's, holdings or changes in holdings of the Company's securities to the Securities Exchange Commission (SEC) in accordance with Section 59 of the Securities and Exchange Act B.E. 2535, and the SET regulations. Regarding the sharing of supporting data or documents within the group of companies, data rules have been issued to prevent the leak of information. These rules include requesting a letter of confidentiality or non-disclosure agreement, and the prohibition of making photo copies without permission.

In 2017, the Company revised its Information Security Management Regulations to be in line with the Information Security Management Regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission, including to build confidence in the Company's business operations among investors, shareholders, business partners and stakeholders. In addition, the Company also utilized the Policy Statement on the Security of the Information System in its principles alongside the Information Security Management Regulations.

2.6 Auditor Fees

In 2017, the Company and its subsidiaries paid auditor fees as detailed below:

(1) Audit Fees

The Company and its subsidiaries paid auditor fees to Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. as follows:

Company	Audit Fees (Million Baht)
Thaicom Public Company Limited	1.86
Subsidiaries and associates	5.74
Total audit fees	7.60
Out-of-pocket	0.05
Total audit fees and out-of-pocket	7.65

(2) Non-Audit Fees

The Company paid other compensation for special audit and consultant service which not related to audit to Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. in the amount of 80,000 Baht.

