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**Succession planning policy for CEO  
and top executives in main line of the  
organization Policy  
v2016-1  
—9/Nov/2016 —**

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## Opening

The Company recognizes the importance of continuous management which leads to sustainable growth and advancement.

## Policy Statements

1. Prepare a succession planning policy for CEO and top executives in main line of the organization by considering the appropriate qualification and experience, work result, potential and readiness under the criteria determined by the Company to develop good resulted and high potential personnel to continue in higher position.
2. Prepare for readiness of the designated successor to develop the knowledge, capacity and skill required for the position to success in case the CEO and top executives in main line of the organization cannot perform their duties.

In this regard, the designated successor not only have to be qualified and experienced in appropriate line of business, but also has to receive the experience by rotating in other relevant departments and receive additional training as necessary to be prepared for continuous performance.

## Closing

### Succession planning policy for CEO and top executives in main line of the organization Policy's Validity

This Succession planning policy for CEO and top executives in main line of the organization Policy shall be effective on 9 November 2016 and will last until the issuance of the new Whistle Blowing Policy as duly approved by the Board of Directors.