

**Article 12**  
**Procedures of Implementing the Function of Nomination and Remuneration**

1. In implementing the function of Nomination, the Committee shall follow the procedures as follows:
  - (a) To make the composition and process of nomination of the Board of Directors/ members of the Board of Commissioners;
  - (b) To make the policies and criteria needed in the Nomination process;
  - (c) To help the evaluation on performance of the members of Board of Directors and/or members of the Board of Commissioners;
  - (d) To develop a capacity-building program; and
  - (e) To review and propose the qualified candidates to the Board of Commissioners to be submitted to the GMS.
  
2. In implementing the function of Remuneration, the Committee shall perform the procedures as follows :
  - (a) To make Remuneration structure for the members of Board of Directors and/or members of Board of Commissioners;
  - (b) To develop Remuneration policy for members of the Board of Directors and/or members of the Board of Commissioners; and
  - (c) Prepare the amount on remuneration for members of the Board of Directors and/or members of the Board of Commissioners.