

(Translation)

Opinion of the Leadership Development and Compensation Committee

2 February 2016

To: The Board of Directors
Advanced Info Service Plc.

The Leadership Development and Compensation Committee (“the Committee”) of Advanced Info Service Plc. (“the Company”) is appointed by the Board of Directors and comprises Mr. Vithit Leenutaphong as the Chairman, with Mr. Somprasong Boonyachai and Mr. Allen Lew Yoong Keong as members. The Committee has considered and approved the allocation of the Warrants to employees of the Company and its subsidiaries. Some of these people will be entitled to receive an amount of more than 5 (five) percent of the total warrants so in order to comply with the *Notification of the Capital Market Supervisory Board No. TorChor 32/2551, Re: Offer for Sale of Newly Issued Securities to Directors and Employees*, dated 15 December 2008, they have been named in the table below.

According to the Committee’s resolution, the following people will be entitled to receive more than 5 (five) percent of the total warrants under this scheme.

No.	Name	No. of the Warrants allocated (Units)	% of the Warrants
1.	Mr. Somchai Lertsutiwong	Not exceeding 61,900 Units	Not exceeding 7.49%

Rationale, needs and potential benefits to the Company

In order to retain valuable employees and to show gratitude for their devotion at work which contribute greatly to growth and prosperity of the company, the Committee considered and approved the allocation of the Warrants to 1 (one) employees of the Company and its subsidiaries who possess high level of expertise and well-rounded experience in the business. These people represent not only a great leader who demonstrated honestly loyalty, accountability and dedication in driving success of the Company and its subsidiaries, but also play a significant role in strengthening future business success and a role model to the next generation leaders. This allocation of warrants will contribute more benefit to the organization through sustainable leadership.

Yours faithfully,

-Signed-

Mr. Vithit Leenutaphong
Chairman of the Leadership Development and Compensation Committee
Advanced Info Service Plc.

Details of the directors and employees of the Company and its subsidiaries entitled to the allotment of more than five (5) percent of the total number of warrants

No.	Directors/Employees	No. of Warrants Allocated (Units)	Percentage of the Program	Rationale, needs and potential benefits to the Company
1.	Mr. Somchai Lertsutiwong	Not exceeding 61,900 units	Not exceeding 7.49%	<ul style="list-style-type: none"> <li data-bbox="949 245 2136 464">▪ Chief Executive Officer. His main responsibilities are leading the senior management team, defining the Company's vision and direction, and providing guidance on business operations and strategic management in order to create a strong and stable organization of AIS and its subsidiaries. He also oversees the technology and the services to enhance the business competitiveness of the group and create sustainable growth. <li data-bbox="949 491 2136 807">▪ To retain a valuable employee in the organization and show gratitude for his dedication to the job and significant contribution to the Company's culture, sustainable growth, prosperity and obvious achievements. Mr. Somchai has played an important and key role in driving AIS forward to be recognized by our customers as the leading telecom operator in Thailand. Not only is he an excellent leader who has demonstrated honesty, loyalty, accountability and commitment to the Company and its subsidiaries, he also plays a substantial part in creating future business success and is a role model for the next generation of leaders.