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ជាតិ សាសនា ព្រះមហាក្សត្រ
KINGDOM OF CAMBODIA
Nation Religion King

កំពង់ផែស្វយ័តក្រុងព្រះសីហនុ

Sihanoukville Autonomous Port

លេខ/No: 026 PAS

Sihanoukville, 20th May 2021

Announcement

On

Recruitment of the candidate of Non-Executive Director

As a representative of the private shareholders for the 8th mandate

Sihanoukville Autonomous Port (PAS) is a public enterprise which was officially listed in Cambodia Securities Exchange (CSX) on June 08th, 2017. PAS is an international deep-sea port which is playing an important role as either the port operator or the port authority of the Kingdom of Cambodia.

The Board of Directors for the 8th mandate shall, in accordance with PAS's Article of Incorporation, compose of 7 (seven) members and one of the members shall be a Non-Executive Director as a representative of the private Shareholder.

With reference to the above, PAS has the honor to notify all the public that the letter will start receiving the applications of the potential candidates who intend to stand for a Non-Executive Director as a representative of the private Shareholder in order to be shortlisted and submit to the shareholders meeting which will be held in the coming June of this 2021 to be selected member of the Board of Directors for the 8th Mandate for the period of 3 (three) years.

1. Requirements and Qualifications of the candidates

Candidate of Non-Executive Director as a representative of the private shareholders shall have the following requirements and qualifications:

1.1. Requirements of the candidates

- Shall hold at least 1% of Total Voting Shares of PAS
- Shall hold a Master degree or other equivalent degrees in economics, management, port management, transportation, and/or logistics
- Shall be at least 35 years of age (at the submission date)
- Shall have at least 3 years working experience in economics, management, port management, transportation, and/or logistics
- Foreign candidate shall have at least 6 months experience working in Cambodia (at the submission date).

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- Shall have never been punished in administrative punishment which is certified by his/her employer (letter to be submitted immediately after elected)
- Shall have never been declared bankruptcy by the court (letter to be submitted immediately after elected)
- Shall submit the Judicial Letter by Ministry of Justice of Cambodia which certify non-guilty in crime and/or misdemeanor (to be submitted immediately after elected).

1.2. Qualification of candidate selection

- Possess legality, talent, competency, and integrity
- Possess a strong commitment in serving/protecting the interest of PAS and shareholders
- Possess sufficient time, energy, and support necessary to fulfill all duties including the attendance of the meeting and the conference
- Possess the ability to work effectively as a team member.
- Possess ability to work effectively towards the common goals of PAS and shareholders.
- Show his/her leadership
- Possess and ability to play a proactive role during turnaround/turmoil situations faced by PAS

2. Required documents for submission

- | | |
|--|--------|
| ▪ Curriculum Vitae attached with a photo (4x6cm) | 1 Copy |
| ▪ Cover letter | 1 Copy |
| ▪ Certified copy of Degrees | 1 Copy |
| ▪ Recommendation Letter | 1 Copy |
| ▪ Other documents deemed necessary | 1 Copy |

3. Responsibilities

- Member of Board of Directors
- Member of Nomination Committee and other committees of Board of Directors
- Attend Board of Directors Meetings and Shareholders' Meetings
- Approve on policy and implementation procedure
- Participate in and approve on strategic plan
- Follow up on policy implementation
- Ensure to implement relevant law and regulations
- Provide accountability to PAS
- Ensure solvency of PAS through effective finance management and control
- Provide leadership, support, motivation to employees
- Ensure effectiveness of Board of Director in leading PAS
- Contribute to achieving PAS's goals
- Provide vision for ensuring effectiveness and accountability to shareholders
- Another requirement deemed necessary.

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4. Benefits

- Monthly allowance
- Monthly fuel allowance
- Monthly lunch allowance
- Annual Bonus
- Annual uniform allowance
- Other allowances for Khmer New Year Pchum Ben Day and Other.

5. Date and Location for submission

- **Submission date:** May 20th 2021 during working hour
- **Closing date:** May 29th, 2021 at 16:00
- **Contact location and submission:**
 - Department of Administration and Human Resource, Sihanoukville Autonomous Port (PAS)
 - Terak Vithei Akkha Moha Sena Padei Techo HUN SEN, Quarter 3, Sihanoukville, Sihanouk Province
 - Email: pasinfo@pas.gov.kh
 - Website: www.pas.gov.kh
- Or Through Telegram:
Contact Number: (855) 10 788 880, 95 668 897 / 11 817 847.

Delegate of the Royal Government of Cambodia
In charge as Chairman and CEO



LOU KIMCHHUN

CC:

"For information"

- Ministry of Economy and Finance
- Ministry of Public Works and Transportation
- BOD of PAS
- Securities and Exchange Regulator of Cambodia

"For announcement"

- Cambodia Securities Exchanges
- Securities Firms