

GOVERNANCE

Ethics, Transparency and Integrity, pillars for our success

We proactively promote the principles of ethics, transparency and integrity to ensure sustainable excellence in our business. Our strong corporate governance philosophy and risk management ensures continued growth for the Company and high stakeholder trust and confidence.

Role of the Board

The Board of Directors is responsible for providing guidance, oversight and strategic direction to the management in achieving its objectives based on our culture, ethics and values. The Board clearly understands the business dynamics and environment under which the Company operates and the challenges and opportunities associated with the business operations. This collaborative approach helps ensure long-term sustainability of the business and maximise stakeholders' interest.

Board Composition and Diversity

The Board of the Company has an optimum combination of Executive and Non-Executive Directors. The Board consists of 12 Directors, of which, 3 are Executive Directors and 9 are Non-Executive Directors. Out of 9 Non-Executive Directors, 6 are Independent Directors including one woman Independent Director. Our Board is composed of highly-skilled professionals who bring a diverse range of skills, perspectives and corporate experience to the organisation. The Board's expertise extends across Business, Finance, Law, IT, HR, Chemicals and Project Management.

62 Years

Median age of Directors

30+ Years

Average Experience of Directors

~100%

Average attendance in Board meetings

Board Committees

The Board Committees operate under specific terms of reference which sets out its role and responsibilities, composition and scope of authority.

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders' Relationship and Investors Grievance Committee
- Corporate Social Responsibility Committee
- Risk Management Committee
- Project Committee

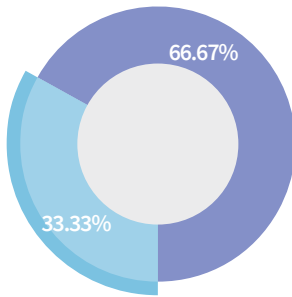
Ethical and Transparent Practices

Corporate governance forms the bedrock of the Company's business on a day-to-day basis. With good governance an important pillar of our operations, we have always sought to elevate the level of transparency and ensure that integrity, accountability and fairness are hallmarks of its dealings with shareholders, customers, investors and other stakeholders. Our Board appreciates the importance of ethics and its contribution to value creation and is committed to instilling ethical values and transparent practices throughout the Company.

Code of Conduct

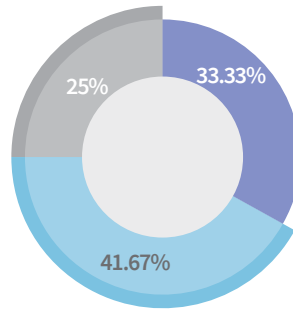
Our values and culture continue to be the cornerstones of governance. We are of the view that the correct institutional culture must flow from the top as there is no substitute for ethical leadership. We have formulated and adopted a Code of Conduct ('the Code') for the members of the Board and the Senior Management in terms of requirements of the Listing Regulations. Our Code is integral to the way we operate, laying the general principles designed to guide all Directors and Senior Management for the ethical conduct of business and compliance of laws. Our Directors, Committees and Management have affirmed their responsibility for embedding good governance practices into our business in consistence with the provisions of the Code.

Diversity Based on Experience



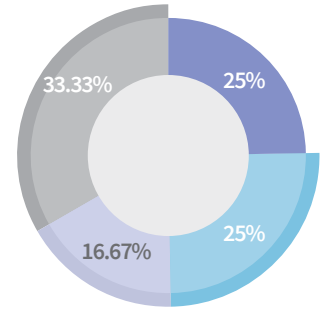
● >30 years ● <30 years

Board Age Profile



● 36-55 years ● 56-70 years ● >70 years

Diversity Based on Expertise



● Business ● Finance/Law/Governance
 ● IT/HR ● Chemical

