

Corporate governance practices



Key highlights

60 years
Median age of Directors

5 years
Average tenure of Independent Directors

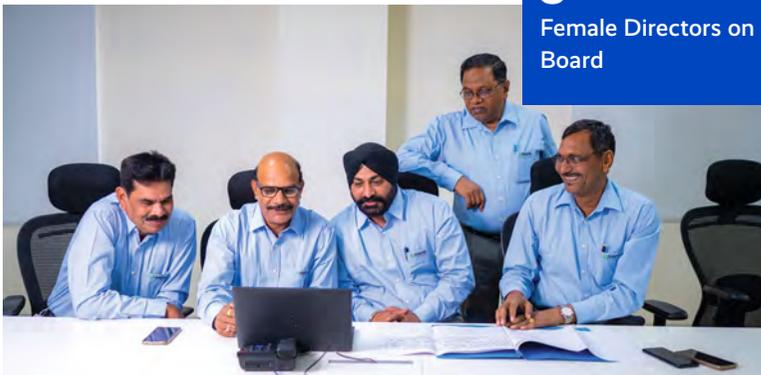
94.23%
Average attendance rate in board meeting

3
Independent Directors on Board

3
Female Directors on Board

We have established clear policies to protect human rights and promote ethical behaviour. Maintaining the trust and reputation of our brand is a top priority, and we are dedicated to upholding transparency and accountability in all our actions. To reinforce these commitments, our Board regularly reviews the policies and charters we have put in place.

We are consistently working towards meeting regulatory and compliance obligations, while aligning with the best practices of transparency and accountability.



Governance policies

We are committed to upholding the highest standards of corporate governance by adhering to applicable laws, regulations and statutory guidelines. The Company emphasises transparency, fairness and ethical business practices in all its operations. Employees including leadership and Directors' are expected to conduct themselves with honesty and integrity, reflecting the organisation's dedication to ethical conduct. The Company ensures robust governance across business operations through its policies such as:

- ◆ Whistle-Blower policy
- ◆ Business responsibility policy
- ◆ Code of Conduct
- ◆ Anti-corruption policy
- ◆ Fair competition policy
- ◆ Human rights policy
- ◆ Public policy and political engagement statement
- ◆ Stakeholder engagement policy
- ◆ Innovation policy
- ◆ Tax management policy
- ◆ Treasury management policy

All our policies are applied to the maximum extent and are shared on the Company website and is accessible to all stakeholders.

Transparency and stakeholder engagement



We apply principles of fairness, accuracy and equity in our daily operations to drive long term value creation for our stakeholders. Our efforts to build lasting relationships with employees, customers, partners, and community members have ensured sustainable growth. It has enabled us to maintain transparent communication with all stakeholders.

