



Terms of Appointment of Independent Directors

Terms of Appointment for Independent Directors:

1. **Appointment Duration:** The appointment is for a period of 2 years (or any such term as decided by the management) subject to the director's performance and adherence to company policies.
2. **Role and Responsibilities:**
 - Provide independent judgment on issues of strategy, performance, risk management, and resource allocation.
 - Actively participate in Board and committee meetings.
 - Offer constructive criticism and independent views to enhance the decision-making process.
3. **Remuneration:**
 - Independent directors will receive remuneration as approved by the Board, including sitting fees for attending Board and committee meetings.
 - Reimbursement of expenses incurred during the performance of duties.
4. **Code of Conduct:**
 - Adherence to the company's Code of Conduct.
 - Avoidance of conflicts of interest and disclosure of any potential conflicts.
5. **Evaluation:** Performance evaluation will be conducted annually based on criteria developed by the Nomination and Remuneration Committee.
