

Board Composition Policy and Criteria for Appointment of Independent Directors

Independence

- Have not been employed as an executive officer of the Company or any of its subsidiaries within the past five years
- Do not have family members who have been employed as executive officers of the Company or any of its subsidiaries within the past three years
- Except as permitted under "SEC Rule 4200 Definitions", do not have family members who receive compensation exceeding USD 60,000 per year from the Company or any of its subsidiaries
- Are not advisers or consultants to the Company
- Are not affiliated with the Company's significant customers or business partners
- Do not have any personal service, advisory, or consulting agreements with the Company or its senior management
- Are not affiliated with a not-for-profit entity that receives significant contributions from the Company
- Are not employed by the Company's external audit firm
- Have no conflicts of interest in matters determined by the Board



Diversity

- Proactively consider diversity factors when nominating director candidates, including gender, race, religion, ethnicity, nationality, cultural background, and area of expertise



Expertise

- Nominate candidates with extensive knowledge and experience in areas such as management and economy, law, engineering, risk management, and ESG strategy

