



BOARD COMMITTEE CHARTERS

Audit Committee

The Committee is responsible for reviewing the company's risk profile and evaluating the effectiveness of its risk management policies. It commissions and reviews actuarial studies as necessary to assess potential risks. Additionally, the Committee reviews the effectiveness of internal controls, suggesting modifications where required, and monitors the robustness and integrity of financial statements, ensuring appropriate reporting and disclosures. It also examines the appropriateness of accounting policies, ensuring consistency in their adoption and alignment with international financial reporting standards (IFRS). The Committee provides advice on, and reviews, the internal audit function and its work plan, and oversees the external audit process to ensure its thoroughness and compliance.

Nomination And Remuneration Committee

The Nomination and Remuneration (NR) Committee is responsible for ensuring effective governance by overseeing the appointment and evaluation of key executives. The Committee maintains an independent stance, making recommendations for appointments and ensuring that executive members possess the necessary experience and qualifications. It also plays a crucial role in establishing transparent and fair remuneration policies that align with the Company's goals.

The NR Committee's work ensures that the appointment process is conducted fairly, that its members are independent of management, and that decisions are made in the best interest of the Company and its shareholders. The Nomination and Remuneration Committee is composed of at least three directors, with a majority being non-executive and independent of management.

Appointments to the committee are made by the Board, following recommendations from the Nomination Committee, and are for a period of up to three years, extendable for two additional terms. The committee's members have exclusive rights to attend meetings, although other individuals, such as the CEO, HR head, or external advisors, may be invited when necessary. The company secretary or a nominee act as the committee's secretary, ensuring timely distribution of information for proper consideration. The Board appoints the committee chair, who must be either the Board chair or a non-executive director. In the absence of the chair, the remaining members elect a substitute from those eligible for the position.

