



Policy of Board Diversity in the Directors Nomination Process

The Nomination and Remuneration Committee recruits the Board of Directors in line with the Principles of Good Corporate Governance of the Company, which will consider candidates with various qualification, which are skills, experience, and expertise that are useful to the Company. Directors should commit to their responsibilities and put all efforts to create a strong Board of Directors and bring the optimum benefits to the Company. In addition, the conflict of interest that might arise from any Director is also considered.

The Nomination and Remuneration Committee will search and nominate suitable persons to be directors without discrimination of gender, age, race or nationality.

There is a need for the IRPC Board of Directors to comprise of Directors who represent a mix of balanced skills in various fields required for a petroleum, petrochemical and energy business, i.e. they must be knowledgeable about the industry, accounting and finance, legal matters, public administration, and management skills.

In addition to candidates' qualification and expertise (skills mix) stated above, the Nomination and Remuneration Committee must also take into account the Board Composition as stipulated in CG handbook such as age (must not older than 70 years old), Independence directors (1/3 of the Board must be the Independent directors), consecutive term (director with 9 years consecutively serve as a board will not be considered and nominated), directorship limitation (director candidates must not be director more than four listed companies), etc.