



EXECUTIVE COMMITTEE CHARTER

This Charter establishes the composition, role, responsibilities, authority and operations of the Executive Committee (the “Committee”).

1. COMPOSITION

The Executive Committee shall compose of at least three (3) members of the Board of Directors (BOD). The Committee shall likewise appoint the Committee Chairperson and Secretary. Member of the Committee may be removed or replaced and any vacancy in the Committee shall be filled in by the Board.

2. ROLE

The Executive Committee shall be responsible for the governance and management of the business and affairs of the Company. The Committee may exercise such powers and authority to ensure the day-to-day activities and operations of the Company will proceed in accordance with its business goals

3. RESPONSIBILITIES

The Executive Committee shall have the following responsibilities:

- 3.1. Oversee the implementation of strategies and business plans;
- 3.2. Sets and monitor the Company’s performance goals;
- 3.3. Foster the sharing and dissemination of best practices in all areas of the business group;
- 3.4. Define and implement the group-wide policies and actions, including those relating to sustainable development such as, but not limited to, environment, health and safety, internal communications, innovation and research and technology and purchasing;
- 3.5. Review issues facing the Company as it deems fit;
- 3.6. Evaluate the Committee’s and individual members’ performance on a regular basis.

4. PROCEEDINGS

The Committee shall meet regularly in between board meetings and may invite members of the Management team or other representatives of various teams within the Group to attend meetings to provide pertinent information and updates that is paramount to the business decision

making. The Secretary, under the direction of the Committee Chairperson, shall prepare the agenda and provide the Committee Members advance notice of meetings, the agenda, along with appropriate briefing materials. Minutes of meeting shall be provided to the members within days after the said meeting.

5. COMMITTEE ADVISORS

The Committee is authorized to hire independent advisors, as it may deem necessary to assist it in its responsibilities and obligations as provided for in this charter.

6. REVIEW OF CHARTER

The Committee may conduct a review of this Charter and propose amendments as often as it deems necessary.

September 1, 2021