



Criteria for Nomination and Appointment of Chief Executive Officer

The criteria are set forth by the Nomination and Remuneration Committee for the nomination and appointment of the Chief Executive Officer as listed below:

- Serving as a Director of the Company, as per the Company's Articles of Association;
- Knowledgeable and skilled in business operations;
- Experienced in business, energy, petroleum and petrochemicals;
- Experienced in organizational leadership;
- Strong leadership skills;
- Well-recognized by leading organizations in the industry;
- Approved by the Board of Directors; and
- Consider the conflict of interest.