

ANNUAL CORPORATE GOVERNANCE REPORT

RECOMMENDED CG PRACTICE / POLICY	COMPLIANT / NON-COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance,	Compliant	Revised Manual on Corporate Governance, Article XI, pages 24-27	
2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Revised Manual on Corporate Governance, Article XI, pages 24-27	
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant information at least 21 days before the meeting,	Compliant	Notice of Annual Meeting of Stockholders; Amended By-Laws, Article II, Section 4, page 2	
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day	Compliant	Minutes of Annual Meeting of Stockholders held on 27 October 2020	
2. Minutes of the Annual and Special Shareholders' Meetings are available on the company website within five business days from the end of the meeting.	Compliant	Minutes of Annual Meeting of Stockholders held on 27 October 2020	
Recommendation 13.4			
1. Board has an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner	Compliant	Board Charter	
2. The alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	Board Charter	