



“Efficiently providing you with the most reliable source of energy”



I. POLICY STATEMENT

Consistent with the key mandates of the Board of Directors of King Energy Generation Inc. ("KEGI" or the "Company"), the Company hereby formalizes the Board Diversity Policy ("Policy").

As stated in the Company's Manual of Good Governance, Section 4.2, the Board of the Company, in order to ensure a high standard of best practice for the Company and its stakeholders, shall adopt a process of selection to ensure a mix of competent directors and officers.

II. BOARD DIVERSITY

Rationale

The policy is created in recognition of the need to comply with Securities and Exchange Commission ("SEC") Memorandum Circular No. 24, Series of 2019 which requires the Board to have a policy on board diversity.

Having a board diversity policy is a move to avoid groupthink and ensure that optimal decision-making is achieved. Groupthink is a mode of thinking in which individual members of small cohesive groups tend to accept a viewpoint or conclusion that represents a perceived group consensus, whether or not the group members believe it to be valid, correct, or optimal. Groupthink reduces the efficiency of collective problem-solving within such groups.

1. Selection of candidates will include considerations of a range of diverse perspectives, including, but not limited to:
 - a) Age
 - b) Gender
 - c) Cultural and educational background
 - d) Ethnicity
 - e) Professional experience
 - f) Technical skills
 - g) Knowledge
 - h) Experience
2. Composition of the Board, as indicated in the Company's Manual of Good Governance under Section 1.0 Composition of the Board. The Board consists of nine (9) directors who shall be elected by the stockholders at a regular or special meeting in accordance with the Amended By-Laws of the Company. The Board shall have at least two (2) independent directors or such number of independent directors that constitute twenty percent (20%) of the members of the Board, whichever is lesser, but in no case less than two (2).
3. The Board composition's objective is to achieve the required and desired level of diversity that will result in an optimal and sound decision-making process for the Board. This is essential in ensuring the long-term business strategies and plans of the Company are strategically implemented under diversified perspectives.