

	The Hub Power Company Limited	Directorships in Other Companies
	Approved by Board on 18 February 2014	

It is the policy of The Hub Power Limited (“**Hubco**”) to restrict the holding by employees of directorships in companies that are not subsidiaries or joint ventures of Hubco and to restrict the acceptance by any employee of such a directorship.

While employees are generally restricted from serving as directors of companies that are not subsidiaries or joint ventures of Hubco, the Chairman or Chief Executive Officer, as the case may be, may make exceptions to this general rule in special circumstances, where Hubco’s interest and that of the public would best be served or where an employee may desire to serve as a director of a family owned company, or for an employee who has firm plans to retire within three years. For any other reason or circumstances, the Board of Hubco will approve the exception.

All expenses incurred by an employee serving as a director of company that is not a subsidiary or joint venture of Hubco in accordance with this policy will be on the employee’s own account. The employee may also accept and retain annual fees, meeting fees or any other remuneration related to the service as a director.