

NOMINATING COMMITTEE REPORT

The Nominating Committee was established on 24 April 2013 and comprises exclusively of Non-Executive Directors, with a majority of independent directors.

Name of Directors	Designation	Number of Meetings Attended
Dato' Seri Mohamed Azahari bin Mohamed Kamil (Chairman)	Independent Non-Executive Director	2/2
Dato' Mearia @ Massahariah binti Hamzah	Independent Non-Executive Director	2/2
Abdul Rahim bin Mohamed Ali ¹	Non-Independent Non-Executive Director	1/1
Fahad Abdulla S A Al-Mana ²	Non-Independent Non-Executive Director	1/1

¹ appointed as a member on 30 October 2025

² ceased as a member on his resignation as a director on 24 October 2025

The Nominating Committee is responsible for assessing, making recommendations, and considering candidates for appointment to the Board. The scope of responsibilities of the Nominating Committee also covers the assessment of the performance and effectiveness of the Board and Board Committees, as well as the performance of each Board member and each Audit Committee member.

The Nominating Committee is guided by the Directors' Fit and Proper Policy for the appointment, re-election, and periodic/annual assessments of the Board, Board Committees, and individual director. The Nominating Committee assesses each director against the criteria in the Directors' Fit and Proper Policy, which includes character, integrity, experience, competence, time, and commitment. Consideration is also given to the required size and board composition to ensure that the Board and Board Committees function effectively and efficiently, enabling the Board to make effective business decisions and recommendations. For the Independent Non-Executive Directors, they are specifically assessed on their independence and their abilities to discharge their responsibilities and functions with objective judgement.

For the financial year ended 31 December 2025, the Nominating Committee conducted the following assessments and reviews:

- (a) the performance of the Board and Board Committees, the contribution of each Board member, the independence of the Independent Non-Executive Directors, and the term of office, performance of Audit Committee, and each of its members;
- (b) recommendation of the retiring Board members for re-election; and
- (c) recommendation of candidate for appointment as Non-Independent Non-Executive Director.

The Nominating Committee is satisfied with the performance of the Board, Board Committees, and the contribution of each Director. The Independent Non-Executive Directors have maintained their independence and are competent to continue serving as independent directors. The Audit Committee and its members have discharged their duties effectively and in accordance with their terms of reference.

The performance, fitness, and propriety of those Directors subject to re-election were assessed, and the Nominating Committee recommended to the Board the tabling of the resolution proposing the re-election of these Directors for shareholders' approval.

The Nominating Committee assessed the candidate for the appointment of Non-Independent Non-Executive Director based on the Directors' Fit and Proper Policy, focusing on character, integrity, experience, competence and expertise. The Nominating Committee recommended the appointment to the Board for consideration.