

Nomination Committee Report – 2022

The Nomination Committee of the Company is responsible for monitoring the composition, size, training, performance appraisal, succession planning, orientation and diversity of the Board of Directors and its Committees. In addition, the Committee reviews the human resource practices of Company.

The Committee comprises of 3 Directors and the composition is as below:

1. Mr. Vijay Karwal	Independent Director, Chairperson of Committee	Attended 03 out of 03 meetings (100%)
2. Mr. Alan Kam	Independent Director, Member of Committee	Attended 03 out of 03 meetings (100%)
3. Mr. Thor Santisiri	Independent Director, Member of Committee	Attended 03 out of 03 meetings (100%)

The Nomination and Remuneration Committee held three (03) meetings in year 2022. All the members attended all the meetings thereby recording 100% attendance for the year for each member.

The Committee performed the following duties in fiscal year ending December 31, 2022 financial year:

Board of Directors

The Committee reviewed the structure of the Board including its committees, independence of Directors and also their roles and responsibilities. The Board's education including orientation programs for new Directors and the policy of retirement by rotation was also discussed. The Directors due for retirement by rotation and appointment in the Annual General Meeting were identified and recommended for appointment by vote in the coming Shareholders' meeting.

Diversity

The Committee reviewed the diversity in the Board of Directors and employees of the Company. The Company employed 56% female and 44% male employees as of December 31, 2022. The Committee continues to encourage employment based on merit, talent and skills required.

Succession planning

The Committee reviewed the succession planning for the Company's Management and Board of Directors as well as its committees.

Talent management, sustainable workforce and training

The Company firmly believes that a talent pipeline is essential for ensuring the Company's long term success and over the past few years Human Capital Development training processes have been embedded across the Company to assist in training, retaining and developing existing employees while attracting new personnel to the organization. The Committee has reviewed and discussed the training programs for employees and Directors.

Vijay Karwal

Independent Director
Chairperson