

Nomination Committee Report - 2023

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	Since February 23, 2022.	Attended 02/02 meetings (100%)
2. Mr. Alan Kam	Independent Director, Member of Committee	Since February 23, 2022	Attended 02/02 meetings (100%)
3. Mr. Thor Santhisiri	Independent Director, Member of Committee	February 23, 2022 till April 05, 2023	Attended 01/01 meetings (100%)
4. Dr. Nithinart Sinthudeacha	Independent Director, Member of the Committee	Since April 05, 2023	Attended 01/01 meetings (100%)

The Nomination and Remuneration Committee held two (02) meetings in year 2023. 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, 2023 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, 2023. 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