

Nomination Committee Report - 2025

The Nomination Committee of Mega Lifesciences Public Company Limited (“Company”) is responsible for monitoring the composition, size, training, performance appraisal, succession planning, orientation and diversity of the Company’s Management, Board of Directors and its Committees. In addition, the Committee also 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.	Dr. Nithinart Sinhudeacha	Independent Director, Member of the Committee	Since April 05, 2023	Attended 02/02 meetings (100%)

The Nomination Committee held two (02) meetings in year 2025. 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, 2025 financial year:

Board of Directors - The Committee reviewed the structure of the Board including its committees, independence of Directors and 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 57% female and 43% male employees as of December 31, 2025. The Committee continues to encourage employment based on merit, talent and skills required.

Succession Planning - The Committee reviewed the succession plans 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’s 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.

Mr. Vijay Karwal
Independent Director
Chairperson