

INDUSTRONICS BERHAD
Registration No. 197501001969 (23699-X)
(Incorporated in Malaysia)

TERMS OF REFERENCE OF THE NOMINATION COMMITTEE

1. NAME

The name of this Committee shall be called the Nomination Committee.

2. OBJECTIVES

The principal objectives of the Nomination Committee (the “Committee”) is to assist the Board to ensure that the Directors comprise members which provide a required mix of responsibilities, skills, experience and gender diversity needed to direct and control the Company towards achieving its intended goals and objectives.

3. COMPOSITION

The Committee shall be appointed from amongst the Board and shall comprise no fewer than three (3) members, and shall comprise exclusively of non-executive directors, a majority of whom must be independent.

4. CHAIRMAN

The Chairman of the Committee shall be elected amongst the members of the Committee and shall be an independent Director or the Senior Independent Director. The Chairman shall chair all meetings of the Committee other than matters concerning him/herself.

5. RETIREMENT AND RESIGNATION

In the event of any vacancy with the result that the number of members is reduced to below three (3), the vacancy shall be filled within three (3) months thereof. Therefore, a member of the Committee who wishes to retire or resign should provide sufficient written notice to the Company so that a replacement may be appointed before the Director leaves.

6. SECRETARIES

The Company Secretaries shall be the Secretaries of the Committee and shall be responsible, in conjunction with the Chairman, for drawing up the agenda and circulating it prior to each meeting.

7. MEETINGS

The Committee may meet together for the despatch of business, adjourn and otherwise regulate their meetings, at least once a year or more frequently as deemed necessary. The Chairman may call for additional meetings at any time at the Chairman’s discretion. The Secretary shall on the requisition of the members of the Committee summon a meeting of

the Committee and except in the case of an emergency, reasonable notice of every Committee meeting shall be given in writing.

Other Board members and/or employees may attend the Committee meeting upon invitation of the Committee.

8. MINUTES

Minutes of each meeting shall be kept at the registered office and distributed to each member of the Committee and also to the other members of the Board. The Committee Chairman shall report on the proceedings of each meeting to the Board. The minutes of the Committee meeting shall be signed by the Chairman of the meeting at which the proceedings were held or by the Chairman of the next succeeding meeting.

9. QUORUM

A quorum shall consist of two (2) members.

10. CIRCULAR RESOLUTION

A resolution in writing signed by a majority of the Committee members for the time being shall be as valid and effectual as if it had been passed at a meeting of the Committee duly called and constituted. Any such resolution may consist of several documents in like form each signed by one (1) or more Committee members. Any such document may be accepted as sufficiently signed by an Committee member if transmitted to the Company by telex, telegram, cable, facsimile or other electrical or digital written message to include a signature of a Committee member.

11. REPORTING

The Committee shall report to the Board of Directors, either formally in writing, or verbally, as it considers appropriate on the matters within its terms of reference at least once a year, but more frequently if it so wishes. The Committee shall report to the Board of Directors on any specific matters referred to it by the Board. The Company Secretary shall circulate the minutes of the Committee to all members of the Board.

12. AUTHORITY

The Committee, in accordance with a procedure or process to be determined by the Board of Directors and at the expense of the Company,

- (a) shall annually review the required mix of skills and experience and other qualities, including core competencies which non-executive and executive directors should have.
- (b) shall assess on an annual basis, the effectiveness of the Board as a whole, the committees of the Board and for assessing the contribution of each individual Director.
- (c) shall be entitled to the services of a company secretary who must ensure that all appointments are properly made, that all necessary information is obtained from

Directors, both for the company's own records and for the purposes of meeting statutory obligations, as well as obligations arising from the Listing Requirements of Bursa Malaysia Securities Berhad ("Bursa Securities") or other regulatory requirements.

13. DUTIES AND RESPONSIBILITIES

The duties and responsibilities of the Committee are as follows:-

- (a) To assess and recommend to the Board of Directors, candidates for appointment of board and senior management to be filled by the Shareholders or the Board of Directors. In making its recommendations, the Committee should consider the candidates:-
 - technical competency, skills, knowledge, expertise and experience;
 - strong sense of professionalism;
 - integrity;
 - other commitments and time available to contribute inputs to the Board; and
 - in the case of candidates for the position of independent non-executive Directors, the Committee should evaluate the candidates' ability to discharge such responsibilities / functions as expected from independent non-executive directors.
- (b) To consider, in making its recommendations, candidates for directorships proposed by the Executive Chairperson and, within the bounds of practicability, by any other senior executive or any Director or Shareholder.
- (c) To recommend to the Board of Directors the nominees to fill the seats on Board Committees.
- (d) To review Board and Senior Management succession plans.
- (e) To review the training needs/training programmes for the Board and facilitate Board induction and training programme.
- (f) To review annually, the term of office and performance of the Audit Committee and each of its members to determine whether the Audit Committee and members have carried out their duties in accordance with the terms of reference of the Audit Committee
- (g) To implement annual assessment on the effectiveness and performance of the Board of Directors as a whole, the committees of the Board, as well as the contribution / performance of each individual director, including non-executive directors and executive director(s). All assessments and evaluations carried out by the Committee in the discharge of all its functions should be properly documented.
- (h) To examine the size of the Board with a view to determining the impact of the number upon its effectiveness.
- (i) To review the required mix of skills and experience and other qualities including core competencies which non-executive directors should bring to the Board.

- (j) To develop the criteria to assess independence and to assess on an annual basis, the independence of the Independent Non-Executive Directors and recommend the same to the Board.
- (k) To recommend the retention of its Independent Non-Executive Directors whose terms have exceeded nine (9) years' tenure for continuance in the office.
- (l) To recommend the re-election of Directors who retired by rotation pursuant to the Company's Constitution and re-appointment of Directors who retired pursuant to relevant section of the Companies Act, 2016.
- (m) To establish time commitment expectations/protocol for individual board member.
- (n) To review the attendance of the Directors at Board and/or Board Committee(s) Meetings.
- (o) To establish a policy formalising its approach to boardroom diversity.
- (p) To consider and examine such other matters as the Committee considers appropriate.
- (q) To perform exit interviews with Directors and Senior Management leaving the organisation.

14. REVIEW OF THE WRITTEN TERM OF REFERENCE

Any amendment to this term of reference can only be approved by the Board. These terms of reference will be reviewed and updated periodically in accordance with the needs of the Company and any new regulations that may have an impact on the discharge of the Committee's responsibilities.

The written terms of references should be made public in the Company's website.