



CONNECT COUNTY
HOLDINGS BERHAD (618933-D)

TERMS OF REFERENCE OF NOMINATION COMMITTEE

This Terms of Reference was updated on 27th March 2018 and approved for adoption at the Special Meeting of the Board of Directors held on 27th March 2018.

CONNECTCOUNTY HOLDINGS BERHAD

(Company No. 618933-D)

(Incorporated in Malaysia)

TERMS OF REFERENCE OF NOMINATION COMMITTEE

(Revised and adopted on 27 March 2018)

1. OBJECTIVES

The principal objectives of the Nomination Committee are to assist the Board of Directors in their responsibilities in nominating new nominees to the Board of Directors and to assess the performance of the Board, the Committees of the Board and the Directors of the Company on an on-going basis.

2. COMPOSITION OF NOMINATION COMMITTEE

The Board of Directors shall elect the Nomination Committee members from amongst themselves and it must be composed of no fewer than two (2) members consisting wholly of non-executive directors, a majority of whom are independent.

The term of office and performance of the Nomination Committee and each of its members shall be reviewed by the Board at least once every three (3) years to determine whether such Nomination Committee and members have carried out their duties in accordance with their terms of reference.

No alternate director shall be appointed as a member of the Nomination Committee.

Retirement and Resignation

In the event of any vacancy with the result that the number of members is reduced to below two (2), the vacancy shall be filled within three (3) months thereof. Therefore, a member of the Nomination Committee who wishes to retire or resign should provide sufficient written notice to the Company so that a replacement may be appointed before he leaves.

3. CHAIRMAN

The Chairman of the Nomination Committee shall be elected from amongst the Nomination Committee members whom shall be an Independent Director or the Senior Independent Non-Executive Director identified by the Board of Directors.

In the absence of the Chairman, the members can elect from amongst themselves the Chairman for the Nomination Committee meeting.

As chair of the Nominating Committee, the Independent Director or a Senior Independent Director shall: -

- Lead the succession planning and appointment of board members, including the future Chairman and CEO; and
- Lead the annual review of board effectiveness, ensuring that the performance of each individual director is independently assessed.

4. SECRETARY

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

5. MEETINGS

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

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

6. MINUTES

Minutes of each meeting shall be kept at the registered office and distributed to each member of the Nomination Committee and also to the other members of the Board. The Nomination Committee Chairman shall report on the proceeding of each meeting to the Board.

The minutes of the Nomination 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.

The Nomination Committee members may inspect the minutes of the Nomination Committee at the Registered Office or such other place as may be determined by the Nomination Committee.

7. QUORUM

A quorum shall consist of two (2) members.

8. CIRCULAR RESOLUTION

A resolution in writing signed by a majority of the Nomination Committee members for the time being shall be as valid and effectual as if it had been passed at a meeting of the Nomination Committee duly called and constituted.

Any such resolution may consist of several documents in like form each signed by one (1) or more Nomination Committee members. Any such document may be accepted as sufficiently signed by a Nomination 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 Nomination Committee member.

9. REPORTING

The Nomination 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 Nomination 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 Nomination Committee to all members of the Board.

10. AUTHORITY

The Nomination 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.

11. DUTIES AND RESPONSIBILITIES

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

- To assess and recommend to the Board of Directors, candidates for all directorships to be filled by the Shareholders or the Board of Directors. In making its recommendations, the Nomination Committee should consider the candidates':-
 - (a) technical competency, skills, knowledge, expertise and experience;
 - (b) strong sense of professionalism;
 - (c) integrity;
 - (d) other commitments and time available to contribute inputs to the Board; and
 - (e) in the case of candidates for the position of independent non-executive Directors, the Nomination Committee should evaluate the candidates' ability to discharge such responsibilities/functions as expected from independent non-executive directors.
- 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 major shareholder(s) or any independent sources to identify suitably qualify candidates.
- To recommend to the Board of Directors the nominees to fill the seats on Board Committees.
- To review Board and Senior Management succession plans and ensure that the appointment of Board and/or Senior Management based on objective criteria, merit and with due regard for diversity in skills, experience, age, cultural background and gender.
- To review the training needs/training programmes for the Board and facilitate board induction and training programmes.
- 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.
- 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 Nomination Committee in the discharge of all its functions should be properly documented. If so required, independent expert may periodically be engaged to facilitate objective and candid board evaluation.

- To examine the size of the Board with a view to determining the impact of the number upon its effectiveness.
- To review the required mix of skills and experience and other qualities including core competencies which non-executive directors should bring to the Board.
- 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.
- To recommend the retention of its Independent Non-Executive Directors whose terms have exceeded nine (9) years' tenure for continuance in the office.
- To recommend the re-election of Directors who retired by rotation pursuant to the Company's Articles of Association.
- To establish time commitment expectations/protocol for the members of the Board.
- To review the attendance of the Directors at Board and/or Board Committee(s) Meetings.
- To establish a policy formalising its approach to boardroom diversity.
- To act in line with the directions of the Board of Directors.
- To consider and examine such other matters as the Nomination Committee considers appropriate.
- To consider any other matters as defined by the Board.