

Board Appointments: Criteria and Selection Process

BOARD NEED ASSESSMENT

The Board periodically assesses its composition and future needs, considering its diversity; skills-gap; anticipated departures/ retirements; and statutory & business requirements.

CANDIDATE IDENTIFICATION

The HR & Nomination Committee ('HRC') considers recommendations from shareholders, Board members and management in accordance with the applicable legal and governance framework. The Company also engages third-party advisors/ search firms to facilitate identification/ shortlisting of candidates meeting the requirements of Board need assessment.

INTERACTIONS WITH PROPOSED APPOINTEE

The potential candidate meets with the Board Chairman, Chairperson of HRC and other Committees (as applicable) and other members of Board.

EVALUATION AGAINST DEFINED CRITERIA

The HRC evaluates potential candidates against various relevant criteria, including:

- Background including professional experience, education, culture & geography and accomplishments.
- Skills, attributes, capabilities, knowledge and thought to exercise sound judgement.
- Time commitment.
- Understanding of the sector(s) & industry(ies) in which Company operates including Telecommunication sector.
- Expertise in marketing, technology, finance & other disciplines relevant to the Company's business.
- Independence, potential conflict of interest and other applicable eligibility criteria.

BOARD CONSIDERATION

The HRC recommends the proposed candidate to the Board. Post detailed deliberations, the Board recommends the appointment of new Board Member to shareholders for approval.