

# CENTURION CORPORATION LIMITED

勝捷企業有限公司\*

*(Incorporated in the Republic of Singapore with limited liability)*

*(Co. Reg. No.: 198401088W)*

**(SGX Stock Code: OU8)**

## NOMINATING COMMITTEE

The Code of Corporate Governance 2018 (the “**Code**”) of Singapore and Listing Manual of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) require companies listed on the SGX-ST to set up a nominating committee (the “**NC**” or “**Committee**”) which reports to the board of directors (the “**Director(s)**”) of the Company (the “**Board**”).

The primary role of the NC is to make recommendations to the Board on all appointments and re-appointments of Directors to ensure a formal and transparent process for the appointment and re-appointment of Director(s) to the Board, taking into account the need for progressive renewal of the Board.

The terms of reference for the NC are annexed hereto as Appendix A.

# Appendix A

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## TERMS OF REFERENCE FOR NOMINATING COMMITTEE

### 1. MEMBERSHIP

- 1.1 The Committee shall be appointed by the Board from amongst its members, and shall comprise at least three (3) members.
- 1.2 A majority of the Committee members, including the chairman of the NC (“**NC Chairman**”), shall be independent non-executive Directors (“**Independent Director(s)**”) of the Company. The Lead Independent Director, if any, shall be a NC member.
- 1.3 The NC Chairman shall be elected by members of the NC and shall be independent.
- 1.4 The Board shall consider whether a Director is independent in accordance with the provisions of the Listing Manual of the SGX-ST and the Code, as may be amended from time to time.
- 1.5 If the Board considers, in spite of the existence of one (1) or more of the relationships or circumstances as listed in the return referred to in clause 1.6 below, a Director as independent, the Company has to fully disclose the nature of the Director's relationship and why the Board has determined the Director to be considered independent.
- 1.6 On appointment, and thereafter, on an annual basis, every Independent Director shall complete, sign and return to the Company a return as to his/her independence in accordance with the provisions of the SGX-ST's Listing Manual and the Code, and in the form as specified by the Company from time to time. The NC shall review the completed and signed return to decide if a Director is to be considered independent and make its recommendation to the Board.

- 1.7 An Independent Director shall immediately notify the company secretary of the Company (“**Company Secretary**”) of any change in circumstances that may result in him/her not being able to meet the criteria for independence.

The Board may, after considering the change in circumstances (with the recommendation of the NC), require the resignation of the member, in compliance with the provisions of the NC's terms of reference and/or any other applicable statutes, rules or regulations.

The Board may, as a result of the resignation, re-constitute the NC before its next scheduled meeting.

- 1.8 A member who wishes to retire or resign from the NC shall notify the Board in writing, giving at least one (1) month’s notice or such shorter period as may be agreed by the Board.
- 1.9 The office of a member shall become vacant upon the member's death/resignation/retirement/removal or disqualification as a Director.
- 1.10 Any vacancy in the NC shall be filled within two (2) months, and in any case, no later than three (3) months. If for any reason, the total number of members shall fall below three (3), the Board shall within three (3) months of such occurrence, appoint such number of new members so that the total number of members is at least three (3).

## **2. ADMINISTRATION**

### **2.1 Meetings**

- (a) Meetings of the NC (“**NC Meetings**”) may be conducted by means of telephone conference, video conference or any other form of audio or audio-visual instantaneous communication and the participation in the meeting pursuant to this provision shall constitute presence in person at such meeting.

The minutes of such a meeting signed by the NC Chairman or chairman of the meeting shall be conclusive evidence of any meeting conducted as aforesaid.

- (b) NC Meetings shall be held as the NC deems appropriate and be held at least once a year. Meetings shall be organised so that attendance is maximised. NC Meetings may be called, at any time, by the NC Chairman or any member.
- (c) The NC shall have full discretion to invite any Director or Management or external parties, such as consultants/advisers, if necessary, to attend its meetings.
- (d) The secretary of the NC shall be the Company Secretary for the time being or, such other person as may be nominated by the NC.

- (e) The secretary of the NC shall attend all NC Meetings and minute the proceedings thereof including providing an attendance record of individual members present at all meetings.
- (f) Draft and final version of the minutes of all NC Meetings shall be circulated to all NC members for their comments and record within a reasonable time after the meetings.

Minutes of all NC Meetings shall (i) be confirmed by the NC Chairman or chairman of the meeting and circulated to all NC members and (ii) signed by the NC Chairman or chairman of the meeting.

If the NC Chairman so decides, the minutes shall be circulated to other members of the Board. A Director may, provided that there is no conflict of interest and with the agreement of the NC Chairman, obtain copies of minutes of NC Meetings.

- (g) The notice of each NC Meeting, confirming the venue, date and time and enclosing an agenda of items to be discussed, shall other than under exceptional circumstances, be forwarded to each member of the NC at least three (3) working days prior to the date of the meeting. The members of the Committee may (i) consent to shorter notice whereupon the requisite notice period shall be waived or (ii) waive notice of a NC Meeting and such waiver may be retroactive.

## **2.2 Quorum**

The quorum shall be any two (2) members, including at least one (1) Independent Director.

If the NC Chairman is not present within five (5) minutes from the appointed time of the meeting, the members present may elect one (1) of their members, who must be independent, to chair the meeting.

## **2.3 Voting**

A resolution shall be considered passed if:

- (a) there is a majority of votes cast in favour of the resolution at a NC Meeting; or
- (b) there is agreement in writing by a majority of members entitled to vote on the decision.

In the event of an equality of votes, the NC Chairman or chairman of the meeting shall not have a casting vote. All conflicting views shall be submitted to the Board for its final decision.

Any member who has an interest in any matter being reviewed or considered by the NC shall abstain from voting on the matter.

## **2.4 NC Resolutions in Writing**

The NC may pass written resolutions by circulation. A resolution in writing signed by a majority of members, including at least one (1) Independent Director, shall be as valid and effectual as if it had been passed at a meeting of the Committee duly called and constituted.

These resolutions may consist of several documents in original or facsimile in the like form, each signed by one (1) or more members.

## **2.5 Attendance at General Meetings**

The NC Chairman and all NC members attend the general meetings of the Company and to be prepared to answer questions concerning matters falling within the scope of the Committee, including Board appointments and related matters.

# **3. DUTIES AND RESPONSIBILITIES**

The duties of the Committee shall be:

- (a) To make recommendations to the Board on the appointment or re-appointment of Directors (including alternate Director(s), if any), including making recommendations on the composition of the Board generally and the balance between executive and non-executive Directors appointed to the Board in compliance with the provisions of the SGX-ST's Listing Manual and the Code.

The Committee to review and monitor that the Board should include a sufficient number of non-executive Directors and Independent Directors in compliance with the provisions of the SGX-ST's Listing Manual and the Code. In the event of any resignation or retirement which renders the Company unable to meet the requirements set out in the SGX-ST's Listing Manual and the Code, the Committee to review and recommend to the Board to appoint such number of new Directors within two (2) months, but in any case not later than three (3) months.

Non-executive Directors should be appointed for a specific term subject to re-election.

If an alternate Director is appointed, the alternate Director should be familiar with the Company's affairs and be appropriately qualified. If a person is proposed to be appointed as an alternate Director to an Independent Director, the NC and the Board should review and conclude that the person would similarly qualify as an Independent Director.

- (b) To review the Board structure, size and composition (including appropriate balance and mix of skills, knowledge, experience and other aspects of diversity such as gender and age, so as to avoid groupthink and foster constructive debate) at least annually, having regard to the scope and nature of the operations of the Company and the core competencies of the Directors as a group, and make recommendations to the Board on any proposed adjustments to the Board that may be deemed necessary to complement the Company's corporate strategy.

To review and ensure that the Board has a balance and mix of skills, knowledge and experience appropriate for the requirements of the Company's business and that changes to its composition can be managed without undue disruption. The Committee to make recommendation to the Board to include a balanced composition of executive and non-executive Directors (including Independent Directors) so that there is a strong independent element on the Board, which can effectively exercise independent judgment.

- (c) To assess and determine, on an annual basis, and as and when circumstances require, if a Director (including alternate Director if applicable) is independent, having regard to the circumstances set forth in Rule 210(5)(d) of the SGX-ST's Listing Manual, Provision 2.1 of the Code and other salient factors.
- (d) To review the diversity policy of the Board. The Board diversity policy and progress made towards implementing the policy, including targets should be disclosed in the Company's annual report.
- (e) To determine the process for the search, nomination, selection, appointment and re-appointment of Directors to the Board and assess nominees or candidates for appointment or election to the Board, determining whether or not such nominee or candidate has the requisite qualifications, competency and whether or not he/she is independent.

Important issues to be considered as part of the process for the selection, appointment and re-appointment of Directors include composition and progressive renewal of the Board and each Director's competencies, commitment, contribution and performance (e.g. attendance, preparedness, participation and candour) including, if applicable, his/her performance as an Independent Director.

The NC should ensure that new Directors are aware of their duties and obligations.

- (f) To review and recommend succession plans for Directors, in particular for the chairman of the Board, chief executive officer (“CEO”) and key management personnel<sup>1</sup>.
- (g) To develop a process for evaluation of the performance of the Board, its Board committees and Directors.
- (h) To determine how the Board's performance may be evaluated and propose objective performance criteria. Such performance criteria, which should be approved by the Board, should allow for comparison with industry peers and address how the Board has enhanced long-term shareholder value. These performance criteria should not be changed from year to year, and where circumstances deem it necessary for any of the criteria to be changed, the onus should be on the Board to justify this decision.
- (i) To assess the effectiveness of the Board as a whole, the Board Committees and the contribution of the chairman of the Board and each individual Director to the effectiveness of the Board.

The results of the performance evaluation will be reviewed by the NC Chairman and the assessment process shall be disclosed in the Company's annual report. Individual evaluation should aim to assess whether each Director continues to contribute effectively and demonstrate commitment to the role.

The chairman of the Board should act on the results of the performance evaluation, and in consultation with the NC, propose, where appropriate, new members to be appointed to the Board or seek the resignation of Directors.

If an external facilitator has been used, the Board should disclose in the Company's annual report the identity of the external facilitator and its connection, if any, with the Company or any of its Directors.

- (j) To review training and professional development programmes for the Board, its Directors (including new Director who has no prior experience as a director of an issuer listed on the SGX-ST).
- (k) To review and monitor that the Company arranges and funds on-going training for its Directors, placing an appropriate emphasis on the roles, functions and duties of a Director and to monitor that the Directors provide a record of the training they have received to the Company.

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<sup>1</sup> *The term "key management personnel" shall mean the CEO and other persons having authority and responsibility for planning, directing and controlling the activities of the company.*

- (l) To recommend Directors who are retiring by rotation or are newly appointed to be put forward for re-election.

All Directors (including executive Directors) must submit themselves for re-nomination and re-appointment at regular intervals and at least once every three (3) years. Directors appointed by the Board as an additional Director or to fill a casual vacancy shall hold office only until the next annual general meeting of the Company and shall be eligible for re-election.

- (m) To review and determine whether a Director is able to and has been adequately carrying out his/her duties as a Director of the Company, taking into consideration the Director's number of Board representations on listed companies and principal commitments, and whether he/she is spending sufficient time performing his/her responsibilities to the Company.

The NC shall recommend to the Board guidelines to address competing time commitments faced by Directors who serve on multiple boards or have principal commitments.

- (n) To review and recommend candidates for senior management staff, who are not also candidates for appointment to the Board.
- (o) To undertake such other duties or functions as may be delegated by the Board or required by regulatory authorities.

#### **4. REPORTING PROCEDURES**

- 4.1 The NC shall report from time to time its findings and recommendations to the Board.
- 4.2 The NC shall make recommendations to the Board as it deems appropriate in any area within its remit where action or improvement is needed.

#### **5. REMUNERATION**

- 5.1 Having regard to the functions performed by members of the Committee in addition to their functions as Directors in relation to the activities of the NC and pursuant to the specific powers conferred upon the Board by the Constitution of the Company, members of the Committee may be paid such special remuneration in respect of their appointment and in such manner as shall be fixed by the Board.
- 5.2 Such special remuneration shall be in addition to the annual fees payable to Directors.

**6. GENERAL**

- 6.1 The Company should provide the NC with sufficient resources to perform its duties. Where necessary, the NC should seek independent professional advice, at the Company's expense, to perform its responsibilities.
- 6.2 The Board will ensure that the NC has access to management resources and external or other independent professional advice in order for it to perform its duties.
- 6.3 These terms of reference may from time to time be amended as required, subject to the approval of the Board.

*Approved and adopted by the Nominating Committee on: 18 March 2024*

*Approved by the Board of Directors on: 18 March 2024*