

**SCOTT & CO LTD**

**NOMINATION AND APPOINTMENT PROCESS OF DIRECTORS**

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1. *The Board identifies the profile for the consideration as director of the company based on the skills and competences that company's board requires to perform efficiently. Suitable candidates are proposed for consideration by the Board and the Chairman is delegated by the Board to interview the shortlisted candidates.*
2. *The Chairman carries out interviews of the potential candidate(s) before selecting appropriate candidates.*
3. *The Chairman then proposes the selected candidate(s) to the Board for assessment.*
4. *Once Board has reviewed and is satisfied with the profile of the candidates, the Board shall propose the election of the potential candidate/s by way of an ordinary resolution/s to be approved at the Meeting of Shareholder/s.*
5. *Reappointment of a director at the end of his/her mandate shall be based on the recommendation of the Chairman and subject to approval from the Board of directors and to election by the shareholder.*
6. *A letter of appointment stipulating the terms and conditions is remitted to the new directors.*
7. *Necessary filing is effected with regulatory authorities.*
8. *The Board then ensures that an induction programme is provided to the new Directors covering their roles and responsibilities.*