

Directors Selection and Appointment Procedure

The board has determined the following procedure in respect of the selection and re-appointment of directors:

- The Directors as a board carries the responsibility of analysing the skills and special qualifications represented by incumbent directors and identifying any skills/qualifications gaps taking into consideration the future strategy of the company and the current, likely future and developing trends in the industry in which the company is involved
- When a vacancy exists, through whatever cause, or where the Board considers that it would benefit from the services of a new member with particular skills, the Board considers a potential candidate having regard to:
 - i) What may be appropriate for the Company and the Group;
 - ii) The skills, expertise and experience of any candidate;
 - iii) The mix of those skills, expertise and experience with those of the existing Directors; and
 - iv) The perceived compatibility of the candidates with the Group and with the existing Directors.
- The potential candidate(s) to be appointed as Directors is (are) considered by the Board. Advice from an external consultant may be considered by the Directors as determined to be appropriate in their absolute discretion. The Board will then consider the appointment of the most suitable candidate.
- Once the appointment has been resolved by the Board, the successful candidate, who has consented to act as such in writing, continues in office until their office is vacated as provided in the Company's Constitution.
- The terms and conditions of the appointment of all new directors shall be specified in a letter of appointment. The letter of appointment may refer to the Constitution, the Company's corporate governance policies and to these procedures.