



I REIT MANAGERS SDN. BHD.

Registration No. 202101014501 (1414801-X)

**TERMS OF REFERENCE OF
NOMINATION AND REMUNERATION
COMMITTEE**

TERMS OF REFERENCE OF NOMINATION AND REMUNERATION COMMITTEE

The terms of reference of our Nomination and Remuneration Committee, amongst others, include the following:

- (i) Identify and recommend to the Board, candidates for board directorships;
- (ii) Recommend to the Board, the directors to fill the seats on Board committees;
- (iii) Review and define orientation and induction plans for new directors;
- (iv) Develop, maintain and review the criteria to be used in the recruitment process and annual assessment of Directors;
- (v) Assess the training needs of each Director, review the fulfilment of such training;
- (vi) Evaluate the effectiveness of the Board and Board committees (including its size and composition) and contributions of each individual director;
- (vii) Ensure an appropriate framework and plan for Board succession;
- (viii) Ensure the composition of the Board is refreshed periodically;
- (ix) Review the tenure of each director and ensure the director to be contingent on satisfactory evaluation of the Director's performance and contribution to the Board;
- (x) Provide assistance to the Board in determining the remuneration of Executive Directors and, if applicable, senior management. In fulfilling this responsibility, the Remuneration Committee is to ensure that the Executive Directors and applicable senior management:
 - (a) are fairly rewarded for their individual contributions to overall performance;
 - (b) that the compensation is reasonable in light of I REIT Managers and AME REIT's objectives; and
 - (c) that the compensation is market comparable to other companies.
- (xi) Establish the Chief Executive Officer's goals and objectives; and
- (xii) Review the Chief Executive Officer's performance against the goals and objective set.