



FIRST PACIFIC COMPANY LIMITED

(Incorporated with limited liability under the laws of Bermuda)

Website: www.firstpacific.com

(Stock Code: 00142)

NOMINATION POLICY

1. OBJECTIVES

The Nomination Committee (the “**Committee**”) of First Pacific Company Limited (the “**Company**”) shall nominate suitable candidates to the board of directors of the Company (the “**Board**”) for it to consider and appoint as executive directors, non-executive directors or independent non-executive directors (“**INED**”) of the Company to fill casual vacancies and to make recommendations to shareholders for election as director(s) at general meetings.

The Committee may, as it considers appropriate, nominate a number of candidates more than the number of directors to be appointed or re-appointed at a general meeting, or the number of casual vacancies to be filled.

2. SELECTION CRITERIA

- i. The factors listed below would be used as reference by the Committee in assessing the suitability of a proposed candidate.
 - Reputation for integrity
 - Accomplishment and experience in areas (relating to the Company’s major businesses, in particular, in the telecommunications, consumer food products, infrastructure and natural resources industries)
 - Commitment in respect of available time and relevant interest
 - Diversity in all its aspects, including but not limited to gender, age (25 years or above), cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service

These factors are for reference only, and not meant to be exhaustive and decisive. The Committee has the discretion to nominate any person, as it considers appropriate.

- ii. Retiring INEDs are eligible for nomination by the Board to stand for re-election at a general meeting. In assessing whether to nominate a retiring INED who has served more than 9 years to stand for re-election, the Committee will consider the question of independence of the said director and the reasons as to why he/she should be re-elected.
- iii. Proposed candidates will be asked to submit the necessary personal information in a prescribed form, together with their written consent to be appointed as a director and to the public disclosure of their personal data on any documents or the relevant websites for the purpose of or in relation to their standing for election as a director. Proposed candidates will also have to agree to a detailed background check to be conducted by a reputable international talent search firm, if considered necessary.
- iv. The Committee may request candidates to provide additional information and documents, if considered necessary.

3. NOMINATION PROCEDURES

- i. The Secretary of the Committee shall call a meeting of the Committee, and invite nominations of candidates from Board members if any, for consideration by the Committee prior to its meeting. The Committee may also put forward candidates who are not nominated by Board members.
- ii. For filling a casual vacancy, the Committee shall make recommendations for the Board's consideration and approval. For proposing candidates to stand for election at a general meeting, the Committee shall make nominations to the Board for its consideration and recommendation.
- iii. Until the issue of the circular to shareholders and/or explanatory statement accompanying the notice of the relevant general meeting, the nominated persons shall not assume that they have been proposed by the Board to stand for election at the general meeting.
- iv. In order to provide information of the candidates nominated by the Board to stand for election at a general meeting, and to invite nominations from shareholders, a circular will be sent to shareholders. The circular will set out the lodgment period for shareholders to make the nominations. The names, brief biographies (including qualifications and relevant experience), independence, proposed remuneration and any other information, as required pursuant to the applicable laws, rules and regulations, of the proposed candidates will be included in the circular to shareholders.
- v. A shareholder can serve a notice to the Company Secretary within the lodgment period of its intention to propose a resolution to elect a certain person as a director, without the Board's recommendation or the Committee's nomination, other than those candidates set out in the circular to shareholders. The particulars of the candidates so proposed will be sent to all shareholders for information by a supplementary circular.

- vi. A candidate is allowed to withdraw his candidature at any time before the general meeting by serving a notice in writing to the Company Secretary.
- vii. The Board shall have the final decision on all matters relating to its recommendation of candidates to stand for election at any general meeting.
- viii. As there may be more candidates than the vacancies available, and the “gross-vote” method will be used to determine who shall be elected as a director, shareholder proposed resolutions shall therefore take the same form as the resolutions proposed for the candidates recommended by the Board.

4. CONFIDENTIALITY

Unless required by law or any regulatory authority, under no circumstances shall a member of the Committee or a staff member of the Company disclose any information to or entertain any enquiries from the public with regard to any nomination or candidature before the circular to shareholders, as the case may be, is issued. Following the issue of the circular, the Committee or the Company Secretary or other staff member of the Company approved by the Committee may answer enquiries from the regulatory authorities or the public but confidential information regarding nominations and candidates should not be disclosed.

Dated 31 August 2022