

The Nominating Committee has been tasked by the Board to identify, select and recommend individuals with the appropriate skills, expertise and experience for appointment, thereby ensuring a balanced and effective board at all times.

Newly appointed Directors are provided with a training and induction programme, so as to familiarise him with the Group's structure and its business.

The Nominating Committee comprises of the following Directors:

- Teo Kiang Kok (Chairman)
- Gay Chee Cheong
- Olivia Lum
- Christopher Murugasu

The primary function and duties of the Nominating Committee are outlined as follows:

1. to make recommendations to the Board on all board appointments and re-nominations having regard to the Director's contribution and performance (e.g. attendance, preparedness, participation, candour, and any other salient factors);
2. to ensure that all Directors would be required to submit themselves for re-nomination and reelection at regular intervals and at least once in every three years;
3. to determine annually whether a Director is independent, in accordance with the independence guidelines in the Code;
4. to review whether a Director is able to and has adequately carried out his duties as a Director of the Company in particular where the Director concerned has multiple board representations; and
5. to consider how the Board's performance may be evaluated and to propose objective performance criteria.

The Nominating Committee conducts an annual review of Directors' independence and based on the Code's criteria for independence, the Committee is of the view in respect of financial year ended 31 December 2010, Mr Teo Kiang Kok, Mr Lee Joo Hai, Mr Gay Chee Cheong, Professor Tan Teck Meng, Mr Rajsekar Kuppuswami Mitta and Christopher Murugasu are deemed independent.

The Nominating Committee has recommended the nomination of Directors retiring by rotation under the Company's Articles of Association, namely, Mr Rajsekar Kuppuswami Mitta and Professor Tan Teck Meng.

In reviewing the nomination of the retiring directors, the Nominating Committee considered the performance and contribution of each of the retiring directors, having regards not only to their attendance and to participation at Board and Board Committee meetings but also the time and efforts devoted to the Group's business and affairs.