TERMS OF REFERENCE

NOMINATION COMMITTEE

1. DATE ESTABLISHED

The Nomination Committee was established on 24 September 2025.

2. OBJECTIVES

The principal objectives of the Nomination Committee are to assist the Board of Directors of Enest Group Berhad ("Company")("Board") in their responsibility in nominating new nominees to the Board and to assess the performance of the Board, the Committees of the Board and the Directors of the Company on an on-going basis.

3. COMPOSITION

The Board shall elect the Committee members from amongst themselves and it must be composed of no fewer than three (3) members consisting wholly of Non-Executive Directors, a majority of whom are independent.

The term of office and performance of the Nomination Committee and each of its members shall be reviewed by the Board annually to determine whether its members have carried out their duties in accordance with their terms of reference.

No alternate Director shall be appointed as a member of the Committee.

4. RETIREMENT AND RESIGNATION

In the event of any vacancy with the result that the number of members is reduced to below three (3), the vacancy shall be filled within three (3) months thereof.

5. CHAIRMAN

The Chairman of the Committee shall be elected from amongst the Committee members whom shall be an Independent Director or the Senior Independent Non- Executive Director identified by the Board.

In the absence of the Chairman of the Committee, the members can elect from amongst themselves the Chairman for the Committee meeting.

6. SECRETARY

The Secretary of the Committee shall be the Company Secretary of the Company and shall be responsible, in conjunction with the Chairman of the Committee, for drawing up the agenda and circulating it prior to each meeting.

7. MEETINGS

The Committee shall meet at least once a year or more frequently as deemed necessary. The Chairman of the Committee may call for additional meetings at any time at the Chairman's discretion.

The Secretary shall on the requisition of the members of the Committee summon a meeting of the Committee and except in the case of an emergency, reasonable notice of every Committee meeting shall be given in writing.

Other Board members and/or employees may attend the Committee meeting upon invitation of the Committee.

Each member of the Committee is entitled to one (1) vote in deciding the matters deliberated in the meeting.

The decision that gained the majority votes shall be the decision of the Committee. In the event of an equality of votes, the Chairman of the Committee shall be entitled to a second or casting vote.

Members of the Committee may participate in a meeting by means of conference telephone, conference videotape or any similar or other communications equipment by means of which all persons participating in the meeting can hear each other. Such participation in a meeting shall constitute presence in person at such meeting.

Questions arising at any meeting of the Committee shall be decided by a majority of votes and a determination by a majority of members shall for all purposes be deemed a determination of the Committee.

8. MINUTES

Minutes of each meeting shall be kept at the registered office and distributed to each member of the Committee and also to the other members of the Board. The Chairman of the Committee shall report on the proceeding of each meeting to the Board.

The minutes of the Committee meeting shall be signed by the Chairman of the meeting at which the proceedings were held or by the Chairman of the next succeeding meeting.

The Committee members may inspect the minutes of the Committee at the Registered Office or such other place as may be determined by the Committee.

9. QUORUM

A quorum shall consist of two (2) members.

10. REPORTING

The Committee shall report to the Board, either formally in writing, or verbally, as it considers appropriate on the matters within its terms of reference at least once a year, but more frequently if it so wishes.

The Committee shall report to the Board on any specific matters referred to it by the Board.

The Company Secretary shall circulate the minutes of the Committee to all members of the Board.

11. AUTHORITY

The Committee, in accordance with a procedure or process to be determined by the Board and at the expense of the Company:

(a) Shall annually review the required mix of skills and experience and other qualities, including core competencies, which Non-Executive and Executive Directors should have.

(b) Shall assess on an annual basis, the effectiveness of the Board as a whole, the committees of the Board and for assessing the contribution of each individual Director.

(c) Shall be entitled to the services of a company secretary who must ensure that all appointments are properly made, that all necessary information is obtained from Directors, both for the Company's own records and for the purposes of meeting statutory obligations, as well as obligations arising from the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad ("AMLR") or other regulatory requirements.

12. RESPONSIBILITIES AND DUTIES

The responsibilities and duties of the Committee are as follows:

(a) to review the criteria to be used in the recruitment of Directors and senior management;

(b) to review the re-appointment and re-election process of Directors having due regard to their performance and ability to continue to contribute to the Board in the light of knowledge, skills and experience required and to oversee the development of a diverse pipeline for Board and management succession;

(c) to formulate a Fit and Proper Policy and to ensure that all Directors fulfil the fit and proper criteria and conduct assessments of the fitness and properness of candidates to be appointed onto the Board and Directors who are seeking for re-election; and

(d) to assess and make recommendations to the Board with regard to any appointment of Directors;

(e) to review the effectiveness of the Board on an annual basis, ensuring the performance of individual Directors are independently assessed

13. CIRCULAR RESOLUTION

A resolution in writing signed by a majority of the members of the Committee for the time being shall be as valid and effectual as if it had been passed at a meeting of the Committee duly called and constituted.

Any such resolution may consist of several documents in like form each signed by two (2) or more of the members of the Committee. Any such documents may be accepted as sufficiently signed by the Committee if transmitted to the Company by facsimile or electronic mail or digital written message to include as a signature of a member of the Committee.

14. REVIEW OF THE TERMS OF REFERENCE

The Committee shall recommend any changes to its terms of reference in such manner as the Committee deems appropriate to the Board for approval. The terms of reference shall be assessed, reviewed and updated where necessary i.e. when there are changes to the Malaysian Code of Corporate Governance, AMLR or any other regulatory requirements. It should also be reviewed and updated when there are changes to the direction or strategies of the Group that may affect the Committee's role.

This Terms of Reference was adopted by the Board on 24 September 2025.