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TSA GROUP BERHAD
[Registration No. 202201010003 (1455700-A)]
(Incorporated in Malaysia)

INDEPENDENT DIRECTOR TENURE POLICY

REVISION HISTORY

Version	Effective Date
1	17 May 2024

IMPLEMENTATION DATE

Version	Effective Date
1	17 May 2024

1. INTRODUCTION

The Independent Director Tenure Policy ("Policy") is established to ensure the effective functioning of the Board of Directors in accordance with the Malaysian Code of Corporate Governance. It aims to strike a balance between continuity and independence, thereby upholding principles of accountability and effective oversight.

2. OBJECTIVE

This Policy seeks to address concerns regarding extended directorship, recognising both the benefits of continuity and the risks of eroding independence. It serves as a guide for the Nominating Committee ("NC"), Remuneration Committee and the Board in determining director independence, ensuring alignment with regulatory requirements and fostering constructive board dynamics.

3. TENURE LIMITATION

The tenure of an independent director shall not exceed a cumulative term of nine (9) years from the date of first appointment. Upon completion of nine (9) years, an independent director may continue to serve on the Board as a non-independent director.

4. PUBLICATION AT THE WEBSITE

This Policy shall be made available on the Company's website.

5. REVIEW

The NC shall review and recommend any change to the Policy to the Board, with updates made as necessary in response to changes in regulations or best practices.

6. REVISION

The provisions of this Policy can be amended and supplemented from time to time by a resolution of the Board.

END