

CHAARAT GOLD HOLDINGS LIMITED

TERMS OF REFERENCE OF THE NOMINATION COMMITTEE

Revised and adopted by the Board on 16 June 2021

CONSTITUTION AND PURPOSE

1. The nomination committee (the “**Committee**”) was established by the board of directors (the “**Board**”) on 14 December 2018. Its purpose is to assist the Board in keeping under review the structure, size, and composition of the Board, formulating plans for succession, and managing the appointment process for new directors.

DUTIES AND TERMS OF REFERENCE

2. The Committee shall:
 - (a) regularly review the structure, size, and composition (including the skills, knowledge, and experience) required of the Board compared to its current position and make recommendations to the Board with regard to any changes;
 - (b) give full consideration to succession planning for directors and other senior executives in the course of its work, taking into account the challenges and opportunities facing the Company, and what skills and expertise are therefore needed on the Board in the future;
 - (c) be responsible for identifying and nominating for the approval of the Board, candidates to fill Board vacancies as and when they arise;
 - (d) before appointment is made by the Board, evaluate the balance of skills, knowledge, and experience on the Board, and, in the light of this evaluation prepare a description of the role and capabilities required for a particular appointment. In identifying suitable candidates, the Committee shall:
 - (i) consider the need for open advertising or the services of external advisers to facilitate the search;
 - (ii) consider candidates from a wide range of backgrounds; and
 - (iii) consider candidates on merit and against objective criteria, taking care that appointees have enough time available to devote to the position;
 - (e) keep under review the leadership needs of the organisation, both executive and non-executive, with a view to ensuring the continued ability of the organisation to compete effectively in the marketplace;
 - (f) keep up to date and fully informed about strategic issues and commercial changes affecting the Company and the market in which it operates;
 - (g) review annually the time required from non-executive directors. Performance evaluation should be used to assess whether the non-executive directors are spending enough time to fulfil their duties; and
 - (h) ensure that on appointment to the Board, non-executive directors receive a formal letter of appointment setting out clearly what is expected of them in terms of time commitment, committee service and involvement outside Board meetings.

3. The Committee shall seek advice from the Company's Nominated Adviser at the earliest opportunity about any proposed changes to the Board and succession planning.
4. The Committee shall also make recommendations to the Board concerning:
 - (a) formulating plans for succession for both executive and non-executive directors and in particular for the key roles of Chairman and Chief Executive (but see 4(g) below);
 - (b) suitable candidates for the role, where needed, of senior independent director;
 - (c) membership of the Audit, ESG, Remuneration and Technical Committees, in consultation with the Chairmen of those committees;
 - (d) the re-appointment of any non-executive director at the conclusion of their specified term of office having given due regard to their performance and ability to continue to contribute to the Board in the light of the knowledge, skills and experience required;
 - (e) the re-election by shareholders of any director under the 'retirement by rotation' provisions in the Company's articles of association having due regard to their performance and ability to continue to contribute to the Board in the light of the knowledge, skills and experience required;
 - (f) any matters relating to the continuation in office of any director at any time including the suspension or termination of service of an executive director as an employee of the Company subject to the provisions of the law and their service contract; and
 - (g) the appointment of any director to executive or other office other than to the positions of Chairman and Chief Executive, the recommendation for which would be considered at a meeting of the full Board.
5. To consider such other matters as may be requested by the Board.

MEMBERSHIP

6. The members of the Committee shall be appointed by the Board. The majority of the members of the Committee should be independent non-executive directors. The Board shall appoint the chairman of the Committee who should be either the chairman of the Company or an independent non-executive director. The chairman of the Company shall not chair the Committee when it is dealing with the matter of succession to the chairmanship.
7. Appointments to the Committee shall be for a period of up to three years, which may be extended for two further periods of three years provided the majority of the Committee members remain independent.
8. The Committee shall have at least three members.
9. The Board shall have the power at any time to remove any members from the Committee and to fill any vacancies so created and, in any event, shall review the composition of the Committee annually.

VOTING ARRANGEMENTS

10. Each member of the Committee shall have one vote which may be cast on matters considered at the meeting. Votes can only be cast by members attending a meeting of the Committee.

11. If a matter that is considered by the Committee is one where a member of the Committee, either directly or indirectly has a personal interest, that member shall not be permitted to vote at the meeting.
12. Save where he has a personal interest, the chairman will have a casting vote.

ATTENDANCE AT MEETINGS

13. A quorum of the Committee shall be two members, attending either in person or by telephone or other similar means of communication. In the absence of the Chairman of the Committee, the remaining members present shall elect one of themselves to chair the meeting.
14. The Committee will meet at least three times a year. The Committee may meet at other times during the year as agreed between the members of the Committee.
15. Other directors and external advisers may be invited to attend all or part of any meeting as and when appropriate.
16. The company secretary shall be the secretary of the Committee.

NOTICE OF MEETINGS

17. Meetings of the Committee shall be summoned by the company secretary at the request of any of its members.
18. Unless otherwise agreed, notice of each meeting confirming the venue, time, and date together with an agenda of the matters to be discussed at the meeting shall be forwarded to each member and any other person required to attend no later than three working days before the date of the meeting. Any supporting papers shall be sent to each member of the Committee (as appropriate) at the same time.

AUTHORITY

19. The Committee is authorised by the Board to examine any activity within its terms of reference and to obtain, at the Company's expense, professional advice on any matter within its terms of reference, including from the Company's Nominated Adviser. The Committee is authorised to seek any information it requires from any employee or director, and all such employees or directors will be directed to co-operate with any request made by the Committee.

REPORTING

20. Draft minutes of each meeting will be circulated to all members of the Committee. On finalisation and signature by the chairman, the minutes of each meeting will be submitted to the Board as a formal record of the decisions of the Committee on behalf of the Board.

GENERAL MATTERS

21. Finalised minutes of the meetings of the Committee will be circulated to the members of the Board as part of the board papers for each full meeting of the Board.

22. The chairman of the Committee should make himself available at each Annual General Meeting of the Company to answer questions concerning the Committee's work during the preceding year.
23. The recommendations of the Committee minutes must be approved by the Board before they can be implemented.
24. The Committee shall, at least once a year, review its own performance, constitution, and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.

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