

## **Board Appointment Process**

The process for appointing executive and non-executive directors to the Board of Oando PLC are transparent and in accordance with local laws and regulations governing the Company and ethical values.

The Governance and Nominations Committee (GNC) has the overall responsibility for the appointment process. The committee makes recommendations of qualified candidates to the board of directors for approval. The board evaluates the balance of skills, knowledge and experience on the board along with its succession plan as part of the decision making process.

The GNC collates the requirements for suitable candidates based on various criteria set by the board and may appoint an external consultant to conduct a search for candidates that meet the identified criteria.

The external consultant presents a shortlist of suitable candidates to the GNC for further screening. Potential candidates are then screened to ensure that there are no adverse financial or reputational issues that would make them unsuitable for appointment as director. Members of the GNC further consider the qualifications of the candidates and decide on the most suitable candidates for presentation to the board.

Any successful candidates are presented to the Board for approval in a convened meeting where the majority of the members of the Board are present.