

TANCO HOLDINGS BERHAD
Registration No.: 195801000190 (3326-K)

INDEPENDENT DIRECTOR TENURE POLICY

1. INTRODUCTION

The Independent Director Tenure Policy ("**Policy**") is established to support the effective functioning of the Board of Directors ("**Board**") of Tanco Holdings Berhad ("**Company**" or "**Tanco**") in accordance with the Main Market of Listing Requirements ("**Listing Requirements**") of Bursa Malaysia Securities Berhad and the principles set out in the Malaysian Code on Corporate Governance ("**MCCG**").

This Policy aims to ensure that Independent Directors continue to fulfil their oversight responsibilities effectively while maintaining independence, objectivity, and the ability to provide meaningful insight to the Board.

2. OBJECTIVE

The objective of this Policy is to outline the tenure limits and re-appointment process for Independent Non-Executive Directors ("**INEDs**") in order to preserve their independence and promote regular Board renewal. This ensures the Board remains dynamic, diverse, and capable of providing effective oversight in line with sound corporate governance practices.

3. TENURE GUIDELINES

3.1 Nine-Year Tenure Limit

An INED may serve on the Board for a cumulative term of up to nine (9) years from the date of first appointment.

3.2 Continuation Beyond Nine Years

Upon completion of nine (9) years, the INED may be retained on the Board as an INED subject to:

- (i) Board assessment and justification of the director's independence and contribution;
- (ii) Shareholders' approval at the annual general meeting of the Company; and
- (iii) Implementation of a two-tier voting process as recommended under Practice 5.3 of the MCCG.

4. MAXIMUM TENURE

To promote board refreshment and in line with the Listing Requirements, the maximum cumulative tenure of an INED shall not exceed twelve (12) years from the date of first appointment. Upon completion of the twelfth (12th) year, an INED may continue to serve on the Board as a Non-Independent Non-Executive Director.

5. DISCLOSURE

The tenure of each INED and any justification for their retention beyond nine (9) years shall be disclosed in the Corporate Governance Overview Statement of the Company's Annual Report.

6. REVIEW OF POLICY

This Policy shall be reviewed periodically and updated in accordance with changes in the regulatory framework or corporate governance best practices.

7. APPROVAL

This Policy was approved and adopted by the Board of Tanco on 28 August 2025.