

Appointment of Mr Tan Chade Phang Roger

Board's comments on appointment of director (including rationale, selection criteria, and the search and nomination process)

Upon the recommendation of the Nominating Committee, which had reviewed the qualifications and experience of Mr **Tan** Chade Phang Roger, the Board has appraised Mr Tan and found him to be capable of performing high level corporate and business analysis besides having the necessary job experience and management skills that meets the needs of an Independent Director of the Company.

Besides being an experienced Independent Director of listed companies in Singapore, Mr Roger Tan is the CEO of Voyage Research Pte Ltd (previously known as SIAS Research). Prior to that, Mr Tan worked as an Investment Analyst in the Standard Chartered Bank.

Mr Tan graduated with a Master of Finance from RMIT University in 2002. He also has a Bachelor of Business in Accountancy from the same university.

As Mr Tan meets the criteria of an Independent Director, the Nominating Committee has recommended to the Board to appoint him as an Independent Director of TIH. Pursuant to Article 111 of the Company's Constitution, the Board of Directors has accepted the recommendation and approved the appointment of Mr Tan as an Independent Director of the Company until the next Annual General Meeting at which Mr Tan shall then be eligible for re-election by the shareholders of the Company. On recommendation of the Nominating Committee, Mr Tan has also been appointed as a member to the Risk Management Committee.