

TECOM GROUP PJSC ANNOUNCEMENT OF THE OPENING OF NOMINATIONS FOR BOARD MEMBERSHIP

The Board of Directors of TECOM Group PJSC (the “**Company**”) is pleased to inform the shareholders about the opening of nomination for the Board of Directors membership. The nomination period will run from Monday, 17 February 2025 to Friday, 28 February 2025.

Any individual/shareholder who meets the nomination criteria may nominate themselves by completing the nomination forms available on the Company’s website (<https://tecomgroup.ae>), and submitting it, with all the supporting documents, by email to Board.Secretary@tecomgroup.ae.

GENERAL CONDITIONS

1. The number of members to be elected to the Board of Directors is seven (7) members.
2. The nomination period of the Board membership shall remain open for ten (10) days following the date of public notice.
3. Candidate names and details of their nomination shall be displayed on the Company’s website (<https://tecomgroup.ae>), at least two (2) days before the scheduled General Assembly meeting of the Company on 10 March 2025.
4. Once the nomination period concludes, candidates are not permitted to transfer their nomination to another individual.
5. The list of the candidates' names shall be shared with the Securities & Commodities Authority (“**SCA**”) and the Dubai Financial Market on the day subsequent to the closure of nominations.
6. The criteria of the Board candidate shall comprise of the following but are not limited to:
 - a. The candidate shall have sufficient experience relevant to the Company's field of operation, which may include, but is not limited to, expertise in finance, law, administration, or executive leadership, and otherwise fit and proper in accordance with relevant laws and regulations;
 - b. The candidate shall not have a history of criminal convictions or offenses compromising moral character or honesty, unless they have been officially rehabilitated;
 - c. The candidate shall not have been removed or dismissed from the Board of any publicly traded joint stock companies within the financial market in the year prior to their nomination;
 - d. The candidate's professional record, as maintained by the Authority, shall be free from any administrative penalties;
 - e. The candidate shall not be currently involved in legal actions, complaints, or investigative proceedings related to offenses;
 - f. The candidate shall contribute to the Board's overall diversity, which includes a variety of personal and professional experiences, education and gender; and
 - g. The candidate shall meet the definition of an Independent Director under SCA Governance Guide¹ to be nominated as an Independent Director.
7. The acceptance of an application will be conditional upon:
 - a. Submitting the Director Nomination Form within the deadline indicated above.
 - b. Attaching **all** the required documents.
 - c. The accuracy and clarity of the information provided.
8. Selected candidates may be interviewed by the Nomination and Remuneration Committee, if deemed necessary.

¹ Independence criteria as defined in Article 19 of Chairman of Authority’s Board of Directors’ Decision no. (3/Chairman) of 2020 concerning the Approval of Joint Stock Companies Governance Guide, as may be amended or replaced from time to time.