

LANDMARC LEISURE CORPORATION LIMITED

BOARD DIVERSITY POLICY

1. Purpose:

The Board Diversity Policy (the “Policy”) aims to set out the approach to achieve diversity on the Company’s Board of Directors (the “Board”). The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

2. Policy Statement and Objective:

With a view to achieving a sustainable and balanced development, the Company is looking forward to increase diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development. In designing the Board’s composition, Board diversity has been considered from a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service. Keeping this objective in view all Board appointments will be based on meritocracy, and candidates will be considered, having due regard for the benefits of diversity on the Board. The ultimate decision will be based on merit and contribution that the selected candidates will bring for the benefit of the company.

3. Monitoring and Reporting:

The Nomination and Remuneration Committee (the “Committee”) is responsible for reviewing and assessing the composition and performance of the Board, as well as identifying appropriately qualified persons to occupy Board positions.

In order to enhance the effectiveness of the Board and to obtain the benefit in better and improved decision making, the Committee shall be responsible for:

- formally assessing the appropriate mix of diversity, skills, experience and expertise required on the Board and assessing the extent to which the required skills are represented on the Board,

- making recommendations to the Board in relation to appointments, and maintain an appropriate mix of diversity, skills, experience and expertise on the Board, and
- Reviewing and reporting to the Board in relation to Board Diversity.

The Board shall have an optimum combination of executive, non-executive and independent directors in accordance with requirements of the Companies Act, 2013, Listing Agreement and the Articles of Association of the Company.

4. Review of this Policy:

The Committee will review this Policy, when considered necessary, to ensure its effectiveness and recommend appropriate revisions to the Board.