

PRIDE HOTELS LIMITED

BOARD DIVERSITY POLICY

1. Purpose

This policy outlines the approach of Pride Hotels Limited ("the Company") to achieving and maintaining diversity on its Board of Directors ("the Board"). The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in maintaining good governance and achieving strategic objectives.

2. Scope

This policy applies to the Board of Directors of the Company and serves as a guideline for the nomination, selection, and appointment of directors.

3. Policy Statement

The Company is committed to ensuring that its Board is composed of individuals who bring a variety of perspectives and experiences to the table. The Board values diversity in its broadest sense, including but not limited to:

- Gender
- Age
- Ethnicity
- Race
- Nationality
- Disability
- Socio-economic background
- Cultural background
- Professional experience
- Education

The Company believes that a diverse Board will contribute to better decision-making, enhanced company performance, and more effective governance.

Upcoming Properties:





4. Objectives

- To ensure the Board reflects a range of viewpoints, skills, backgrounds, and experiences.
- To consider diversity as one of the key criteria in the selection and appointment of directors.
- To set measurable objectives for achieving diversity and to assess progress against these objectives annually.

5. Implementation

- The Nomination and Remuneration Committee will identify qualified candidates based on a balance of skills, experience, independence, knowledge, and diversity.
- The Board will monitor the implementation of this policy and provide updates in the annual governance or sustainability reports.

6. Monitoring and Reporting

The Nomination and Remuneration Committee will Review this policy annually and recommend any revisions to the Board.

7. Review of the Policy

This policy will be reviewed annually by the Board to ensure its effectiveness and relevance. Updates will be made as needed to reflect evolving best practices, legal requirements, and the Company's values.



