

CONSTANCE La Gaieté Company Limited

(the 'Company')

Position Statements of Key Senior Governance Positions

Constance Group Chief Executive Officer (CEO)

The Constance Group CEO is responsible for:

- Developing and implementing the Company's short and long-term strategy;
- Making major corporate decisions and managing the overall operations and resources of the Company;
- Setting accountability, vision, values and corporate culture;
- Ensuring the Group is compliant with all applicable laws and regulations;
- Building and maintaining relationships with all stakeholders
- Providing direction to the Executive Team of the Company.

Constance Group Head of Finance

The Constance Group Head of Finance is responsible for:

- The sound overall financial and fiscal management of the Company;
- Providing leadership and coordination in treasury management, business and tax planning, regulatory financial compliance and reporting, accounting, and budgeting for the Company; and
- Directing the IT function, information and data integrity and controls of the Company.

Group Risk & Compliance Officer (GRCO)

The Group Risk & Compliance Officer is responsible for:

- Assisting the Board, Management and Line Managers, in their responsibility for complying with all relevant laws, rules, regulations, industry and business codes of good governance, Company charters, codes, standards, policies and procedures;
- Keeping track of changes to business trends, best practices, and foregoing laws, rules and regulations to ensure compliance procedures and controls are adequate to cover them;
- Monitoring adherence to the Company's codes, charters, policies, procedures, and controls;
- Establishing an adequate framework for the effective management, detection, control and reporting in the areas of responsibility of the compliance function, namely: corporate governance, compliance, risk management, data protection and anti-money laundering /combating the financing of terrorism and proliferation (AML/CFT).

Human Resource Officer cum Compliance Officer (HRO/CO)

- The HRO/CO manages and oversees all aspects of the Company's Human Resource Department, including recruitment and hiring, policy and procedure counselling, payroll management, onboarding and training, wellness, welfare and health programs, performance management, employee records maintenance, legal compliance and serves as a link between the Company's Management and its employees.
- The HRO/CO works in close collaboration with the GRCO in the execution of the Group's Risk & Compliance program, ensuring a good flow of communication to enable employees understand their compliance responsibilities, and identifying any compliance issues for prompt action.

Chief Operations Officer - Agriculture

The Chief Operations Officer is responsible for:

- Providing leadership and direction to Line Managers to ensure that the performance of all business units of the Company operating within the Agricultural cluster, aligns with the strategic objectives agreed and approved by the Board;
- Maximising the operational, human, administrative and financial performance of the Agricultural cluster in order to facilitate the achievement of performance objectives; and
- Supporting the Company's expansion initiatives by actively identifying new strategic growth opportunities and exploring /developing new partnerships and business opportunities.

Head of Property

The Head of Property is responsible for:

- The setting up and the execution of the sustainable real estate pipeline development of the Company to value the landbank.
- Providing leadership and direction to the team to ensure that the best performance of the real estate cluster of the Company (in terms of customer satisfaction, people, sustainable development, reasonable & sustainable financial results and legal & regulatory compliance, including with AML/CFT) aligns with the strategic objectives agreed and approved by the Board;
- Develop efficiency to the operational, human, administrative and financial performance of the real estate cluster to facilitate the achievement of performance objectives; and
- Supporting the cluster's property development initiatives by actively identifying new strategic projects opportunities and exploring /developing new partnerships and business opportunities.