BOARD DIVERSITY POLICY
OF AZALEA LEISURE RESIDENCES CORPORATION

1. Policy Statement

Azalea Leisure Residences Corporation recognizes that a diverse and inclusive Board of Directors strengthens governance, enhances decision-making, and supports the long-term success and sustainability of the organization. The organization is committed to promoting diversity, equity, and inclusion in the composition of its Board.

The Board values diversity in all forms, including but not limited to gender, age, ethnicity, race, nationality, cultural background, disability, sexual orientation, religion, professional experience, skills, perspectives, and socioeconomic background.

2. Purpose

The purpose of this Policy is to:

- Promote diversity and inclusion at the Board level;
- Ensure a broad range of perspectives, experiences, and competencies in Board deliberations;
- Support fair and equitable Board recruitment, nomination, and succession processes;
- Enhance organizational performance, accountability, and stakeholder confidence; and,
- Align governance practices with applicable laws, regulations, and best practices.

3. Scope

This Policy applies to:

- The Board of Directors;
- Board committees;
- Nomination and governance processes; and
- Any individual or committee involved in identifying, evaluating, or recommending Board candidates.

4. Principles

The organization commits to the following principles:

4.1. Board appointments shall be based on merit, qualifications, integrity, competence, and the ability to contribute effectively to the Board's responsibilities, while recognizing the value of diversity.

4.2. The organization shall provide equal opportunity to qualified candidates and shall not discriminate on the basis of race, gender, age, religion, disability, sexual orientation, marital status, nationality, or any other protected characteristic.

4.3. The Board shall foster an inclusive culture where all directors are respected, heard, and able to contribute meaningfully.

4.4. The organization shall seek to maintain an appropriate balance of skills, experience, independence, and demographic diversity on the Board.

5. Board Recruitment and Nomination

The Nominations/ Committee shall:

5.1. Consider diversity as an essential criterion in Board recruitment and succession planning;
5.2. Maintain a broad and inclusive pool of potential Board candidates;
5.3. Encourage applications and nominations from underrepresented groups;
5.4. Periodically review Board composition to identify diversity gaps; and,
5.5. Recommend candidates who collectively enhance the Board's diversity and effectiveness.

6. Measurable Objectives

The Board may establish measurable diversity objectives from time to time, which may include gender representation targets, representation from underrepresented sectors or communities, diversity of professional expertise and industry experience, and age and geographic diversity considerations.

Progress toward these objectives shall be reviewed annually.

7. Monitoring and Reporting

The Board or Governance Committee shall :

7.1. Monitor implementation of this Policy;
7.2. Review Board diversity data periodically;
7.3. Assess the effectiveness of diversity initiatives; and,
7.4. Include appropriate disclosures on Board diversity in annual reports or governance reports, where applicable.

8. Review of Policy

This Policy shall be reviewed every three (3) years, or more frequently if required by law, regulation, or organizational needs.

9. Responsibility

The Board of Directors has overall responsibility for ensuring the effective implementation of this Policy. The Governance or Nominations Committee shall oversee compliance and recommend updates as necessary.

10. Approval and Effectivity

This Policy shall take effect immediately upon approval by the Board of Directors.

APPROVED BY THE BOARD OF DIRECTORS

Pursuant to Board Resolution No. 20251201A dated 1 December 2025.

LONY R. CAPELLAN
Chairperson of the Board

ATTESTED BY:

DARIAN KAYE S. AQUINO
Corporate Secretary

TERESA C. SECUYA
Compliance Officer