



SYMPHONY HOLDINGS LIMITED

(the “Company”)

Board diversity policy

INTRODUCTION

The Company is committed to equality of opportunity in all aspects of its business.

The Company continuously seeks to improve the effectiveness of its Board and to maintain the highest standards of corporate governance and recognises and embraces the benefits of diversity in the boardroom. Diversity is a wide concept and diversity of perspectives can be achieved through consideration of the following factors, including but not limited to skills, regional and industry experience, background, race, gender and other qualities. In assessing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

COMPOSITION OF THE BOARD

The Board will on a regular basis review the composition of the Board, the diversity of background, skills, and experience (including but not limited to gender, age, race, disability, religious, educational and professional background, skills and experience); their complementarity and the characteristics required of both executive and non-executive members of the Board in the context of the business environment and its strategies.

APPOINTMENT PROCEDURES

The Board as a whole is responsible for the procedure of agreeing to the appointment of its own members and for nominating them for election by the shareholders at intervals by rotation. The Nomination Committee assesses and nominates candidates for the approval of the Board.

INDEPENDENCE OF INDEPENDENT NON-EXECUTIVE DIRECTOR

The Board believes that independence is a matter of judgement and conscience but that, to be independent, non-executive Directors should be free from any business or other relationship which might impair their independent judgement.

TRAINING AND DEVELOPMENT

All directors are encouraged to regularly update and refresh their skills, knowledge and understanding of the Company's business and markets.

21 August 2014