

Position Statement: Fund Manager

Main Responsibilities include:

General

The Fund Manager is responsible for the implementation of investment strategies and management of trading activities while undertaking investment appraisals, financial valuations, building financial models and assessing the feasibility/ viability of investment projects.

These objectives can be classified as follows:

1. Strategy and Direction

- Assist the CEO in developing and reviewing investment objectives and strategic plan;
- Implement marketing strategies to secure local and foreign investors.

2. Accountability to the CEO

Assist the CEO in a range of corporate development activities such as the strategic management, investor relations, fund raising, debt raising and restructuring, acquisitions and disposals.

3. Management

- Monitor and analyse performance of business units, prepare management reports and measure Key Performance Indicators;
- Appraise financial models and make recommendations on new development projects, acquisitions and disposals;
- Advise and coordinate funding requirements, including raising of bonds, renegotiation of existing funding facilities and entering into interest rate hedges;
- Prepare, organise and attend in councils and other meetings as a representative of the Funds Management services and act as point of contact with bankers and investors;

4. Compliance

In the performance of his duties, ensure that all relevant local laws, regulations, Rules and Codes issued by the Stock Exchange of Mauritius are abided by.

5. Risk Governance

Ensure appropriate risk management techniques and controls are embedded throughout the Company at strategic and operational levels.

6. Communication and Investors Relations

- Prepare and publish external results and reports, including Annual report.
- Prepare and organise investors briefing
- Develop relationships and networks within the industry and establish contacts with the various stakeholders;
- Develop and implement Investors Relations Plans
- Local and foreign market surveillance.

Position Statement: Head of Finance

Accountable to the Chief Executive Officer (CEO) for heading the Finance and Administration function of Ascencia Limited & its subsidiaries (the "Company").

Main Responsibilities:

1. Strategy and Direction

Assisting and providing sound financial advice to the CEO, Directors and other senior management in the design and implementation of the strategic objectives of the Company.

2. Accountability to the CEO

Assisting the CEO in the implementation of the strategic objectives of the Company.

3. Management

- Overseeing the accounting and financial management of the Company;
- Advising and supporting senior management in achieving set goals and objectives as well as accurate financial reporting of the Company which includes designing and executing the financial planning;
- Leading the promotion and delivery by the Company of good financial management so that Company's property is safeguarded at all times and used appropriately, economically, efficiently and effectively.

4. Compliance

- Ensuring all corporate rules relating to capital expenditure and proposed acquisitions are complied with by the Company;
- Complying with the internal and external requirements around the effectiveness of the company's internal controls and procedures for financial reporting;
- Provide a strongly controlled financial environment consistent with corporate and statutory requirements.

5. Risk Governance

Ensuring appropriate risk management techniques and financial controls are embedded throughout the Company at strategic and operational levels

6. Communication

Empowering team members to demonstrate the long term and sustainable ethical values of the Company.

Position Statement: Head of Assets

Accountable to the Chief Executive Officer (CEO) for the formulation and implementation of the asset management plans for Ascencia Limited's and its subsidiaries (the Company) broad portfolio of assets in view of maximising value, reducing costs and improving/increasing returns from each property.

Main Responsibilities include:

1. Strategy and Direction

Assisting and providing sound advice to the CEO, Directors and other senior management in the design and implementation of the strategic objectives of the Company.

2. Accountability to the CEO

Assisting the CEO in matters relating to the implementation of key strategies pertaining to Asset Management in line with the strategic objective of the Company.

3. Management

- Formulating and consulting upon:
 - o Asset Management Strategy;
 - o Development Strategy
 - o Disposal and Acquisition Strategy
 - o Environmental Sustainability Plan
- Mastering the specificities of each asset in order to propose recommendations to senior management;
- Actively managing assets to maximise net cash flow and increase long-term economic value;
- Reporting on performance, budget variances and significant changes in market and property conditions;
- Collaborating with Leasing and Development Management sections to refine pricing strategy and ensure inter-departmental alignment.

4. Compliance

Ensuring compliance with all local laws, regulations, codes and rules.

5. Risk Governance

Ensuring appropriate risk management techniques and controls are embedded throughout the Company at strategic and operational levels.

6. People Management

- Working collaboratively with local field teams to ensure peak investment performance;
- Ensuring performance management of personnel including, reviews, corrective action, mentoring, development plans and performance improvement plans;
- Assisting in the identification of training opportunities for team members;
- Demonstrating and empowering team members to adopt and abide by the values of the company.

Position Statement: Head of Development

Accountable to the Chief Executive Officer (CEO) on the implementation and execution of the property development strategy in view of strengthening long term sustainability and service excellence of Ascencia Limited & its subsidiaries (the "Company").

Main Responsibilities:

1. Strategy and Direction

Assisting and providing sound advice to the CEO, Directors and other senior management in the design and implementation of the strategic objectives of the company.

2. Accountability to the CEO

Assisting the CEO in matters relating to major variations and alternative course of action pertaining to Project development, promotion and implementation in line with the strategic objective of the Company.

3. Management

- Preparing and presenting reports relating to project performance, goals, standards and benchmarks in line with the strategic goal of the Company;
- Working closely with senior officers to evaluate performance against benchmarks established by investors, lenders, and the buildings' operational;
- Monitoring market rents and market conditions regularly and communicate to CEO any market changes that need to be addressed;
- Communicating with external stakeholders namely; regulatory agencies, tenants, and community partners.

4. Compliance

- Incorporating the Occupational Safety and Health (OSH) element in the project planning from an early stage by involving the company/group OSH specialist;
- Ensuring that contractors and employees on site are compliant to OSH norms, practices and regulations;
- Overseeing that there are no major health and safety hazards on site;
- Ensuring that a health and safety representative is assigned on site and that a risk assessment is also carried out as per legal requirements.

5. Risk Governance

Ensuring appropriate risk management techniques and controls are embedded throughout the Company at strategic and operational levels

6. People Management

- Assisting in identifying training opportunities for team members
- Demonstrating and empowering team members to adopt and abide by the values of the company