



## **HYPROP INVESTMENTS LIMITED**

### **BOARD DIVERSITY POLICY**

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## **1. Introduction**

The board of directors of the Company ("**Board**") acknowledges the importance of promoting diversity and inclusion within its composition. The purpose of the policy is to outline an approach to diversity of the Board, including gender and race diversity in line with the JSE Listings Requirements, King IV Code and other applicable legislation.

This policy applies to the Board and does not extend to gender and race diversity regarding the Company's employees.

## **2. Policy statement**

The Board is committed to fostering a diverse and inclusive environment. Diversity encompasses a wide range of attributes, including gender, age, race, religion, cultural, and educational backgrounds, skills, field of knowledge and experience. The Board believes that a diverse Board with varying perspectives will improve its decision-making and be of benefit to the Company's stakeholders.

All Board appointments are made on merit, in the context of skills, experience, independence, diversity and field of knowledge that the Board requires to be effective.

## **3. Roles and responsibilities**

The Nomination Committee ("**Committee**") is responsible for reviewing and assessing the composition of the Board as well as identifying appropriately qualified persons to occupy Board position/s. The Nomination Committee will:

- Actively seek to achieve diversity in the composition of the Board, including but not limited to gender, race, age, ethnicity, skills, field of knowledge and experience.
- Ensure that the recruitment and nomination process for Board members is inclusive of candidates from diverse backgrounds.
- Provide equal opportunities for all potential candidates to be considered for Board position/s, without discrimination, based on their qualifications, skills, and experiences.
- Annually review the composition of the Board considering the balance of skills, experience, background, culture, race, age and gender.

## **4. Measurable Objectives**

- a) The Committee will annually review the Board's skills matrix and all aspects of diversity, including gender and race. In identifying suitable candidates for appointment to the Board, the Committee will consider candidates based on merit against objective criteria, with due regard to achieving the appropriate balance of knowledge, skills, experience, diversity and independence needed for the effective discharge of the Board's duties and responsibilities.

## **5. The Monitoring and reporting**

The Board will report annually to the shareholders in the corporate governance section of the Integrated Annual Report, on the process adopted in relation to Board appointments and the consideration given to diversity on the Board in general and more specifically, gender and race diversity. This report will include a narrative on how the Board or the Committee, as the case may be, has considered and applied this Policy in the nomination and appointment of directors. If applicable, the Board or the Committee will further report progress against agreed voluntary targets.

## **6. Review**

The Committee will review this Policy every two years and where required may propose any revisions thereto, to the Board for approval.

## APPROVAL AND OWNERSHIP

| Author          | Designation          | Date          |
|-----------------|----------------------|---------------|
| Fundiswa Nkosi  | Company Secretary    | April 2024    |
| <b>Approval</b> |                      |               |
| Recommended by: | Nomination Committee | 03 March 2025 |
| Approved by:    | Board                | 10 March 2025 |

## REVISION HISTORY

| Version | Revision date  | Description | Next review date     |
|---------|----------------|-------------|----------------------|
| V0      |                | New Policy  | September 2024       |
| V1      | September 2024 | Revision    | As and when required |