

**EXEMPLAR REITail LIMITED**

**POLICY ON THE PROMOTION OF BROADER DIVERSITY AT  
BOARD LEVEL**

## **1. INTRODUCTION**

- 1.1 In accordance with the JSE Listings Requirements, Exemplar REITail Limited (the “**Company**”) must have a policy on the promotion of broader diversity at board level, specifically focusing on the promotion of the diversity attributes of gender, race, culture, age, field of knowledge, skills and experience.
- 1.2 A diverse board may contribute to robust discussions, multiple perspectives, active listening, challenging ideas and asking the hard questions. Robust discussions about challenging issues require insight and multiple angles. Great ideas often emerge when common thinking patterns are disrupted and new perspectives are welcomed. Boards should embrace members with a range of experiences to help them anticipate change, assess risks and discover opportunities. Accordingly, having a diverse board will result in great ideas, more strategic board decisions, sustainability, and an improved brand and reputation.
- 1.3 The board of directors of the Company acknowledges the importance of and value added by diversity in the composition of a board of directors and specifically recognises that diversity of gender, race, culture, age, field of knowledge, skills and experience strengthens the board’s ability to effectively carry out its duties and add value to the Company, as recorded in 1.2. The board of directors of the Company further acknowledges that good governance is beneficial to the Company and its shareholders and that good governance calls for diversity in the boardroom.
- 1.4 Accordingly, the board adopts this policy, the purpose of which is to provide guidelines for broader diversity as they apply to appointments to the board of directors of the Company.

## **2. ROLES AND RESPONSIBILITIES**

- 2.1 The board shall -
- 2.1.1 annually review the composition of the board taking into account the promotion of broader diversity at board level;
  - 2.1.2 annually review its own progress in promoting broader diversity on the board;  
and
  - 2.1.3 evaluate the criteria for nomination and appointment of directors to the board.

- 2.2 When appropriate, the board shall engage with the social and ethics committee in terms of seeking its guidance and input around broader diversity at board level.
- 2.3 In reviewing board composition, the board will consider the benefits of broader diversity, specifically diversity in respect of gender, race, culture, age, field of knowledge, skills and experience, in order to discharge its duties and responsibilities effectively. In identifying suitable candidates for appointment to the board, the board will consider candidates on merit and with due regard to the benefits of broader diversity on the board.
- 2.4 As part of the annual performance evaluation of the board, the committees and directors, the board will consider the composition of the board, including the balance of gender, race, culture, age, field of knowledge, skills and experience, and any other relevant factors to the board's effectiveness.

### **3. MONITORING AND REPORTING**

- 3.1 The board will consider and report on how it takes broader diversity into account when nominating candidates to the board.
- 3.2 The board will report annually in the integrated report on how the board has considered and applied this policy.

### **4. APPROVAL OF THIS POLICY**

This policy was approved by the board and will be reviewed annually.



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**For: Exemplar REITail Limited**

**Date: 17 February 2026**