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## WEAVER FINTECH LTD BOARD DIVERSITY POLICY

### Preamble

In terms of the JSE Listing Requirements, a listed company in South Africa is required to publish its diversity policy on the company's website. It is also required to disclose to its shareholders how the company has addressed gender and race (and, where applicable, other elements of diversity) on its board, as well as progress made in achieving voluntary targets set in respect thereof during the prior year in the Integrated Annual Report.

### Policy

The Board recognises that a diverse and balanced Board enhances corporate performance, governance, quality and reputation. Diversity is a matter of good business, good management and good governance, and it underpins the group's desire to improve long-term performance.

Diversity, in its broadest sense, includes race, gender, age, skills, experience, independence, tenure, and diversity of thought. These elements are considered holistically in determining the optimal composition of the Board.

### Targets

The Company has adopted voluntary targets for race and gender in their consideration of the Board composition in line with the JSE Listings Requirements.

### Inclusion

The Board is committed not only to diversity in composition, but to fostering an inclusive environment in which all directors are able to contribute meaningfully, challenge constructively, and exercise independent judgement.

### Review of policy

This Policy is reviewed at least every two years, or earlier if required by changes in legislation. Any proposed amendments are submitted to the Board for approval.