EPE CAPITAL PARTNERS LTD

Board Diversity Policy, including Race and Gender

The Board recognises the importance and benefits of having diversity of industry and geographical experience, knowledge, approach and outlook, skills, culture and background amongst the members of the Board for the purpose of conducting their roles and responsibilities in respect of the Company.

The Board also acknowledges the relevance and significance of race and gender diversity.

When nominations for new or replacement Directors, and/or the size of the Board, are considered, the Board assesses the composition of the Board as a whole, to identify any areas that need strengthening.

The Board gives careful consideration to issues of Board balance and diversity when making new appointments, but importantly, do so on merit.

Whilst the Board can elect to set voluntary targets to achieve specific diversity requirements at Board level, the Board currently does not have any gender or race diversity targets.

The Board has to consist of at least two Directors that are resident in Mauritius.

This approach will be reviewed annually.

Where applicable, the Board will report annually in the Integrated Annual Report on any considerations given to diversity in appointing Directors.