

Gender Diversity Policy



## **1. INTRODUCTION AND BACKGROUND**

Lighthouse Properties p.l.c. (the group or the company) is committed to applying the recommendations and principles of the King IV Report on Corporate Governance for South Africa 2016 (King IV) and other applicable and non-binding rules, codes and standards, as amended from time to time.

The board of the company must comply with regulation 3.84 (k) of the JSE Listings Requirements which require the implementation of the promotion of gender diversity policy at the Board level.

## **2. OBJECTIVES**

The company supports the objectives and principles of appropriate gender diversity at board level.

The company recognises that gender diversity at board level, which reflects the population demographics, is an important aspect of diversity and can ensure progressive representation of women on the board and within the company.

The company recognises the positive aspects arising from gender diversity and equitable representation at board level, including accessing different perspectives and ideas and benefiting from all available talent, improving key people retention and contributing to the competitiveness of the real estate industry. Diversity includes, but is not limited to: gender, age, ethnicity and cultural background.

## **3. IMPLEMENTATION OF THE POLICY**

The group recognises and embraces the benefits of having a diverse board, and sees increasing diversity at board level as an essential element in maintaining a competitive advantage.

A truly diverse board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between directors.

### **3.1. Commitment**

Although no voluntary target has been set, the approach to gender diversity adopted by the board of the company shall be as follows:

- Should a vacancy on the board arise, or should there be a requirement for an additional board appointment, consideration will be given to the appointment of female director(s) so as to attain and maintain a level of gender diversity within the board that is considered appropriate at the time, having due regard to the skills, expertise, experience and background required to fill any such board position(s), the availability of suitable candidates, the development potential of candidates and any additional requirements that may be necessary to ensure a mix of skills, and experience on the board and its committees, that will best serve the interests of the company and its stakeholders.
- Application of the policy in effecting new or replacement appointments to the board will be subject to the approval/ratification of the shareholders of the company to such appointments at annual general meetings of the company.

### **3.2. Nomination committee**

The nomination committee (the committee) reviews and assesses board composition on behalf of the board and recommends the appointment of new directors. The committee helps the board of directors identify individuals qualified to become board members and makes recommendations regarding board composition.

The nomination committee is mandated to assist the board in managing the policy.

The nomination committee shall:

- Review the state of the board's gender representation on an ongoing basis and ensure that the policy is appropriately applied; and
- Should a vacancy on the board arise and, in the opinion of the committee, should a suitable female candidate be available to fill the position, make recommendations to the board regarding the suitability of her appointment.

### **3.3. Monitoring and reporting**

In order to comply with the JSE Listings Requirements, the company shall annually report to shareholders in its annual integrated report on how the board has considered and applied the policy in the nomination and appointment of directors to the board of the company.

The policy shall apply equally to any appointment of executive, non-executive and/or alternate directors to the board.

### **3.4. Review**

The committee will review the policy annually, which will include an assessment of the effectiveness of the policy. The committee will discuss any revisions that may be required and recommend any such revisions to the board for approval.

### **3.5. Approval**

This policy was recommended by the nomination committee for board approval on 16 March 2023 and will be reviewed regularly.

**Approved by the Board – 20 November 2025**