

# SIRIUS REAL ESTATE LIMITED

SIRIUS REAL ESTATE LIMITED (“SIRIUS” OR “THE COMPANY”)

## BOARD DIVERSITY POLICY (“POLICY”)

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### 1. Background and Purpose

- 1.1. This Policy sets out the Company’s approach to diversity regarding its board composition.
- 1.2. In terms of the JSE Limited Listings Requirements (“**JSE Listings Requirements**”), every JSE-listed company is required, on an annual basis, to disclose to its shareholders how the Company has addressed diversity regarding its board composition, as well as progress made in achieving voluntary targets set in respect thereof. In this regard, paragraph 5.7(j) of the JSE Listings Requirements stipulates –

*“Applicant issuers must have a policy on the promotion of broader diversity at board level, dealing with the promotion of the diversity attributes of gender, race, culture, age, field of knowledge, skills and experience, which policy must be available on the issuer’s website. The policy may include voluntary diversity targets. A statement must be included in the annual report on how the board applied the policy of broader diversity in the nomination and appointment of directors. If applicable, the board must explain why any of the diversity indicators have not been applied and report progress on voluntary diversity targets contained in the policy.”*

### 2. Policy Statement

- 2.1. Sirius believes that diversity at board level maximises opportunities to achieve its business goals through an informed understanding of the diverse environments in which we operate.
- 2.2. Since 2017, the Company has been progressively working, *inter alia*, towards greater gender diversity in the boardroom, including in the Remuneration, Audit and Nomination Committees, to which the Diversity Policy applies.

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- 2.3. A truly diverse board will include, and make good use of, differences between directors in gender, race, culture, age, field of knowledge, skills and experience.
- 2.4. These differences will be considered in determining the optimum composition of the board and, when possible, should be balanced appropriately.
- 2.5. The selection of board members is made on merit, in the context of the skills, experience, independence and knowledge, which the board as a whole requires to be effective.
- 2.6. The Sirius Nomination Committee (“**Committee**”) assesses the composition of the board and recommends appointments thereto. As such, the Committee will be the main body responsible for promoting diversity at board level.
- 2.7. In reviewing the board composition, the Committee will consider the benefits of all aspects of diversity, including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively.
- 2.8. In identifying suitable candidates for appointment to the board, the Committee will consider candidates on merit against objective criteria and with due regard for the potential benefits of diversity on the board.
- 2.9. For the annual performance evaluation regarding the effectiveness of the board, the Committee will consider the criteria mentioned above, including, without limitation, the diversity of the board and any other factors relevant to its effectiveness.

### **3. Voluntary Measurable Targets**

- 3.1. The Committee will discuss and may annually agree on measurable targets for achieving diversity at board level, to the extent deemed necessary.
- 3.2. The Committee can at any given time seek to improve any aspects of the board’s diversity and measure progress accordingly.

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#### **4. Monitoring and Reporting**

- 4.1. The Committee will report annually in the Sirius Annual Report and Accounts, on how it considered and applied this Policy in the nomination and appointment of directors to the board.
- 4.2. The Report will include the measurable targets set in terms of this Policy and the progress made towards achieving such targets.

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*Notwithstanding anything to the contrary contained herein, the provisions of this policy are not intended and should not be construed nor interpreted as placing more onerous duties, obligations or responsibilities of any nature whatsoever on the board, its members, the Company or its shareholders than what is required in terms of any legislation and/or regulatory requirements.*

Date approved: 11 February 2026  
Approved by: Sirius Nomination Committee

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