



BOARD DIVERSITY POLICY

AUGUST 2024

1. PURPOSE

In terms of the Johannesburg Stock Exchange (“JSE”) Listing Requirements, a listed company is required to have a policy in place in respect of the promotion of broader diversity at board level and compliance thereto is to be reported to shareholders in the Annual Integrated Report.

The Board of Spur Corporation Limited (“the Company”) is committed to achieving broader diversity at board level as set in this Board Diversity Policy (“the Policy”), notwithstanding the Board’s commitment for diversity at management level.

The Company has mandated the Nominations and Remuneration Committee (“the Committee”) to act as the custodian of the Policy and is responsible for the implementation and reporting hereof.

2. OBJECTIVES

This Policy requires that the Committee undertake the following:

- i. Establishing measurable targets for achieving broader diversity at Board level, specifically focusing on the promotion of gender, race, culture, age, field of knowledge, skills and experience;
- ii. If applicable, the Committee must explain in the annual integrated report why any of the above diversity indicators have not been applied and further report on progress in respect thereof based on agreed voluntary targets.
- iii. Ensure that any appointment to the Board is made in cognisance of this Policy;
- iv. Reassessing the measurable voluntary targets annually; and
- v. Make recommendations to the Board in respect of i to iv above.

3. DISCLOSURE TO SHAREHOLDERS

The Company shall in its Annual Integrated Report, disclose to shareholders how the Committee has considered and applied the Policy and report on the progress achieved in respect of the agreed voluntary targets.

4. APPROVAL OF POLICY

This policy is subject to periodic review by the Board and the Committee.

The policy may only be amended by recommendation of the Nominations and Remuneration Committee and resolution of the Board.

This policy was approved by the Board on 20 August 2024.



Mike Bosman
Chairman of the Board



Shirley Zinn
Chairperson of the Nominations
and Remuneration Committee