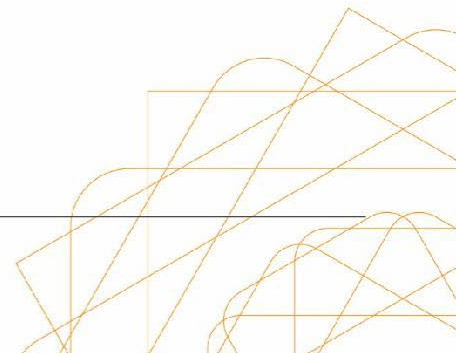


# ETION LIMITED BOARD GENDER POLICY STATEMENT

QMS\_ETION\_POL-003

## APPROVED FOR RELEASE

	NAME	SIGNATURE	DATE
DOCUMENT OWNER	Mile Sofijanic		08/03/2019
CHECKED BY	GEXCO	N/A	08/03/2019
APPROVED BY	Teddy Daka Group Chief Executive Officer		
Approved by	Board		25/11/ 2019



## REVISION HISTORY

ISSUE	AUTHOR	DESCRIPTION / ACTION REQUEST	DATE
01	Elena Bielich	1 <sup>st</sup> issue of ANSYS LIMITED BOARD GENDER POLICY STATEMENT	12/01/2017
02	Mile Sofijanic	2 <sup>nd</sup> issue of ETION LIMITED BOARD GENDER POLICY STATEMENT – REBRANDING AND MINOR FORMATTING	08/03/2019

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## 1. INTRODUCTION

Etion Limited ("Etion") subscribes to a policy of promoting equitable gender representation at Board level. This policy sets out the approach to achieve equitable gender representation on the Etion Board, with a specific focus on promoting female representation.

## 2. POLICY STATEMENT

- 2.1. Etion supports the principles and objectives of gender diversity at Board level. A truly diverse Board will include and make effective use of differences in the skills, industry expertise, background, race, gender and other distinctions between members of the Board.
- 2.2. These differences will be considered in determining the optimal composition of the Board and where possible, should be balanced appropriately. All Board appointments will be made on merit against objective criteria in the context of the skills, experience, independence and knowledge, which the Board as a whole requires to be effective.
- 2.3. The Nomination Committee ("the Committee") reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors for approval.
- 2.4. In reviewing 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.
- 2.5. The Committee will consider the diversity of the Board, with specific reference to gender diversity, the balance of skills, experience, independence and knowledge of directors on the Board.

## 3. SCOPE OF APPLICATION

The Policy applies to the Board. It does not apply to diversity in relation to employees of Etion Limited.

## 4. MEASURABLE OBJECTIVE

The Committee will discuss and agree annually all measurable objectives for achieving diversity on the Board and recommend them to the Board for adoption.

At the date of adoption of this Policy, the Board's aim was to ensure that at least 50% of the Board is made up of women at all times, unless a member has resigned and while a replacement member is being appointed.

## 5. MONITORING AND REPORTING

The Committee will report annually, in the corporate governance section of Etion Limited's Integrated Annual Report, on the process it applied in relation to Board appointments. The report will include a summary of this policy, the measurable objectives set for implementing the policy and progress made towards achieving those objectives.

## 6. REVIEW THE POLICY

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.

Date approved by the Board:

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Date for Policy review:

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Signature of Chairperson of the Board:

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