MPACT LIMITED

("the Company")

DIVERSITY POLICY FOR THE BOARD

PREAMBLE

In terms of paragraph 5.7(j) of the JSE Listings Requirements, the board of directors ("Board") must have a policy on the promotion of broader diversity at Board level, specifically focusing on the promotion of the diversity attributes of gender, race, culture, age, field of knowledge, skills, experience and other distinctions between and among individuals including ethnicity and geographical differences. The Company is required to report to its shareholders in its Integrated Annual Report on how the Board have considered and applied the policy of broad diversity in the nomination and appointment of directors. If applicable, the Board must explain why any of the above diversity indicators have not been applied and further report progress in respect thereof on agreed voluntary targets.

King IV provides that the Board should promote diversity in its membership across a variety of attributes relevant for promoting better decision-making and effective governance, including field of knowledge, skills and experience as well as age, culture, race and gender and should set targets for race and gender representation in its membership.

1. DEFINITIONS

1.1. **DIVERSITY** refers to race representation, gender and gender identity, age, experience, values, attitudes, cultural perspectives, beliefs, ethnic background, nationality, sexual orientation, ability, health, social status, skill and other specific personal characteristics.

1.2 Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including equal enjoyment of rights, responsibilities and opportunities for all.

1.3. Black people as defined in the Board-Based Black Economic Empowerment Amendment Act 2013, is a generic term which means Africans, Coloureds and Indians who are citizens of the Republic of South Africa.

2. OBJECTIVES

2.1 The Company's purpose in establishing this Diversity Policy is to document the principles and commitment in relation to diversity upon which the Company forms and implements its recruitment and retention strategies for the Board.

2.2. The Company encourages diversity in the composition of its Board, as a means of ensuring that the Board has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

2.3. Cognisance is taken of the South African context, in that promotion and implementation of diversity factors at Board level in particular, are critical to achieve progressive and sustainable transformation.

2.4 The Company recognises the benefits arising from diversifying at Board level, some of which include accessing a broader pool of high-quality directors, gaining different perspectives and ideas and drawing on wider experience. The Company believes that it has a sound reputation and the adoption of this policy will serve as evidence of its commitment to diversity and strengthen its external perception as a good corporate citizen.

3. COMMITMENT

In adopting this Policy, the Board is committed to:

3.1 Providing equal opportunity for all genders, races, diverse cultures and social backgrounds; and
3.2 Monitoring the performance of the Company in achieving the objectives of this Policy.

4. ACHIEVING DIVERSITY

4.1 The Board will ensure that appropriate selection criteria based on diverse skills aligned to the Company strategy, experience and perspectives is used when appointing new directors. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination.

4.2 As a priority, the Board is committed to ensuring the ethnic and racial diversity, inclusiveness, equal opportunities and participation of women on the Board.

4.3 The Board will set measurable objectives for achieving race representation and gender diversity that are appropriate for the Company, which will be disclosed in the Company's Integrated Annual Report.

4.4 The following measurable voluntary targets have been set:

- the number of women on the Board - 33%; and
- race representation of black people on the Board - 44%.

5. MONITORING AND REPORTING

5.1 The Board will report annually to its shareholders in the corporate governance section of the Mpact Limited Integrated Annual Report, on the process adopted in relation to Board appointments and the consideration given to diversity and race representation, as well as the progress made on any agreed voluntary targets, where applicable.

6. APPROVAL AND REVIEW OF THE POLICY

6.1. The Board will proactively monitor its performance in meeting the standards and policies outlined in this Policy. This will include an annual review of the race and diversity objectives set and progress made in achieving them.

6.2 This policy is approved by the Remuneration and Nomination Committee on 03 March 2026 and the Board of Directors on 05 March 2026.

Chairman of the Nomination Committee

Chairman of the Board

Date: 05 March 2026