



Board Appointment Policy

Our Commitment:

Equity Group Holdings PLC (EGH) appoints Board members through a transparent, fair process to build a diverse, skilled, and ethical Board that reflects our shareholders and stakeholders, ensuring effective governance.

What This Policy Covers:

- Outlines how we identify, vet, select, and appoint Directors, including re-appointments and removals.
- Applies to EGH and its subsidiaries, aligning with local regulations.

How We Appoint Directors:

1. **Assessing Needs:** The Governance, Nominations, and Compensation Committee (GNCC) identifies gaps in Board skills and diversity.
2. **Finding Candidates:** The GNCC invites nominations from Board members, stakeholders, or external consultants.
3. **Vetting Process:** Executive Management conducts due diligence, followed by GNCC interviews to assess candidates' integrity, experience, commitment, and ability to contribute.
4. **Board and Shareholder Approval:** The GNCC recommends candidates to the Board, which presents them for shareholder election at the Annual General Meeting (AGM).
5. **Re-appointment:** Retiring Directors are evaluated for skills, performance, and impact before re-appointment recommendations.
6. **Appointment Process:** Approved candidates receive a formal appointment letter and undergo Board induction. Regulatory approvals are secured as needed.

Our Standards:

- Candidates must demonstrate integrity, business acumen, and commitment to EGH's objectives.
- Diversity in skills, gender, nationality, and backgrounds is prioritized, according to our Board Diversity Policy.
- No conflicts of interest or legal disqualifications (e.g., fraud convictions) are permitted.

Tenure and Removal:

- Non-Executive Directors serve 3-year terms, renewable based on performance.
- Independent Non-Executive Directors serve up to 6 years (or 9 years for pre-2023 appointees), then may be re-designated as non-executive.
- Directors may be removed due to term expiry, non-re-election, resignation.

Why It Matters:

- A strong diverse, capable Board drives EGH's long-term success and stakeholder trust.
- Transparency ensures fairness and accountability in appointments.



Any inquiries regarding Board appointments should be directed to the Company Secretary through the contact channels provided on our website <https://equitygroupholdings.com/>