MultiChoice Group Limited (MCG)

Board diversity policy

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1. Introduction and purpose

1.1. The Board Diversity Policy ("the Policy) sets out the approach to diversity for the boards of MultiChoice Group Ltd ("MCG" or "the Group") and MultiChoice South Africa Holdings (Pty) Ltd (MCSAH).

1.2. Diversity includes diversity in terms of skills, geographic, commercial and industry experience, knowledge, background, culture, age, race, gender, independence and other distinctions between members of the relevant board.

2. Application

The policy applies to the composition of the MCG and MCSAH boards (collectively "the boards").

3. Policy statement

3.1 The MCG and MCSAH boards recognizes that a diverse board is more likely to make effective decisions as they bring a variety of perspectives and approaches to solving problems. This is an essential element to maintain the Group's competitive advantage.

3.2 Diversity is considered in determining the optimum composition of the board and when possible, should be balanced appropriately. All board appointments are made on merit, in the context of the appropriate balance of skills, experience, independence, diversity and knowledge that the board as a whole requires to be effective.

3.3 The MCG nomination committee ("the nomination committee") is required to consider diversity when reviewing the compositions of boards. Additionally, the nomination committee oversees the annual review of board effectiveness.

3.4 As part of the annual evaluation of the effectiveness of the board, board committees and individual directors, the nomination committee will consider the appropriate balance of skills, experience, independence and diversity of the board, including gender and race, how the board works together as a unit, and other factors relevant to its effectiveness.

4. Objectives

Annually, the nomination committee will discuss and agree proposed objectives (if any) for diversity on the relevant board. Any such recommendations are to be approved by the relevant board.

5. Monitoring and reporting

5.1 The nomination committee will report annually, in the corporate governance section of the MCG or MCSAH integrated annual report, on the process followed in relation to board appointments and consideration given to diversity in general, and more specifically gender and race diversity.

5.2 The MCG and MCSAH boards will make specific disclosures recommended by King IV in their respective integrated annual reports with regard to their respective compositions, including whether the relevant board is satisfied that its composition reflects the appropriate mix of knowledge, skills, experience, diversity and independence.

6. Review of the policy

The Policy will be reviewed at least every three years from the date of the latest board approval. However periodic validations will be done in order to ensure that the policy is aligned and up to date with current regulations and standards.

7. Document properties

MultiChoice Group	Document Number
	MCG-GRP-BRD-POL-003
Document Type (As per Policy Framework)	Effective Date
	01/04/2025

	Name and Surname	Position	Signature	Date
Policy owner:	Carmen Miller	Group company secretary		21/01/2025
Reviewed by:	Tim Jacobs	Group chief finance Officer		02/02/2025
Approved by:	MCG	Board of directors		27/03/2025

Rev No.	Rev Date	Section/s	Description of Change
1	10 Dec 2018	n/a	New policy
2	2 April 2020	4	Setting voluntary race and gender diversity targets.
3	31 March 2022	3	Updated to include “independence” as a diversity category.
		7	Revised to align to the three-year rotational policy review plan.
4	January 2025	All	• Updated to align to the new policy template. • Wording and sentence structure updates made for improved flow and clarity.