

Gender Board Diversity		
Doc No: WES CS 0007	Responsible function: Company Secretary	Implementation Date: 9 December 2016
Version No: 2.0		Last Revision Date: 20 January 2025 Reviewed: 20 January 2025



POLICY

GENDER BOARD DIVERSITY

	NAME	POSITION	SIGNATURE	DATE
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REVIEWED BY	L Zou	Chief Executive Officer	<i>[Signature]</i>	20-12-2024
APPROVED BY	D Mokhobo	Board Chairperson	<i>[Signature]</i>	31-03-2025

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1 Purpose

The purpose of this Policy is to set out the approach to achieve gender diversity on the board of directors of Wesizwe Platinum Limited ("Company") in accordance with the JSE Listings Requirements and the Mineral and Petroleum Resources Development Act, 2002 as amended.

The Company commits to evolve and place the necessary importance on gender diversity at board level.

2 Scope

The policy applies to the board and not to gender diversity in relation to employees of the Company

3 Definitions

None

4 Abbreviations

Abbreviation	Explanation
JSE	Johannesburg Securities Exchange

5 Responsible for review

The delegated sub-committee of the board in consultation with the company secretary will review this Policy every second year, which will include an assessment of the effectiveness of the Policy.

The Committee will also discuss any revisions that may be required and recommend any revisions to the board.

6 Responsible for implementation

The company secretary is responsible for the implementation of this policy.

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7 Contravention

N/A

8 General

N/A

9 Policy

9.1. POLICY STATEMENT

The Company believes that gender diversity at board level maximizes opportunities to achieve its business goals through an informed understanding of the diverse environments in which we operate.

A truly diverse board will include, and make good use of differences in age, gender, skills, industry experience and other distinctions between directors.

These differences will be considered in determining the optimum composition of the board and when possible, should be balanced appropriately.

The selection of board members is made on merit, in the context of the skills, experience, independence and knowledge, which the board as a whole requires to be effective.

The delegated board sub - committee ("**Committee**") assesses the composition and recommends the appointment of directors and will be the main body responsible for evaluating, promoting and ensuring gender diversity.

In reviewing the 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.

In identifying suitable candidates for appointment to the board, the Committee will consider candidates on merit against objective criteria and with due regard for the benefits of gender diversity on the board.

For the annual performance evaluation of the effectiveness of the board the Committee will consider the balance, skills, experience and the diversity

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representation of the board and other factors relevant to its effectiveness.

9.2 MEASURABLE OBJECTIVES

The Committee will discuss and agree annually all measurable targets for achieving diversity on the board to the extent deemed necessary.

The Committee can at any given time seek to improve any aspects of its board diversity and measure progress accordingly.

At the date of adopting the policy the Committee's aim was to ensure that at least one female director is appointed by the end of 2016 and that women on merit will specifically be considered for all vacant board positions going forward.

9.3 MONITORING AND REPORTING

The Committee will report annually, in the corporate governance section of the Annual Report, on the progress and process it has used in relation to board appointments.

The report will include an assessment of the effectiveness of the Policy, the measurable objectives set for implementing the Policy and the progress made towards achieving the objectives.

9.4 RESPONSIBILITIES

The attached table outlines a summary of the roles and responsibilities for managing risk in the Company on a day to day basis:

Responsible Body	Responsibilities in terms of Social and Human Rights

10 Appendices

None

11 Reference

None

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12 Reason for Change

A	As a result of incidents	F	Change in training requirements
B	As a result of audit findings	G	Results of risk assessments
C	New/ changes in governance documents	H	Change due to spelling or grammatical error
D	Changes in legislation	I	New document format
E	Changes in technology	J	To integrate a special instruction into the document control system

13 History of Changes

Date of change	Revised Item (Paragraph number reference if required)	Reason Code	Name of reviewer
20 January 2025		H	Azeyech Consulting Services Pty Ltd

14 Recording control

Identification	Reference number	Responsible for maintenance	Responsible for filing	Location of storage area	Retention period	Method of disposal
			Document controller		Hard copy 5 years	Hard copy shred file electronic