DIVERSITY AT BOARD LEVEL POLICY

Policy custodian	Chief Executive Officer
Key purpose of policy	To ensure the Company has an appropriate Diversity Policy which aligns with the Company's transformation objectives
Reason for review	Scheduled review
Key changes	Updating Nominations Committee references to Remuneration and Nominations Committee.

Policy review and approval

Date	**Version**	**Reviewer**	**Approved**
18 February 2019	V3	COO	Approved
12 March 2019	V3	Nomco	Board
17 March 2021	V4	Nomco	Board
16 March 2022	V4	Nomco	Board
23 March 2023	V4	Nomco	Board
20 March 2024	V5	Nomco	Board
19 March 2025	V5	Nomco	Board
19 March 2026	V6	RemNomco	Board

ACCELERATE PROPERTY FUND LIMITED

REGISTRATION NO. 2005/015057/06

("the company")

DIVERSITY AT BOARD LEVEL POLICY

1. INTRODUCTION

In terms of paragraph 3.84 (i) of the JSE Listings Requirements, *the board of directors or the nomination committee, as the case may be, 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 and experience. The issuer must confirm this by reporting to shareholders in its annual report on how the board of directors or the nomination committee, as the case may be, have considered and applied the policy of broad diversity in the nomination and appointment of directors. If applicable, the board of directors or the nomination committee must explain why any of the above diversity indicators have not been applied and further report progress in respect thereof on agreed voluntary targets."*

2. OBJECTIVES

2.1 The Company supports 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 and experience* as this reflects the country's population demographics and contributes to diverse skills and talents on the board.

2.2 Diversity involves recognizing and valuing the unique contribution people can make because of their individual backgrounds, different skills, experiences and perspectives.

2.3 Diversity at board level encompasses age, gender ethnicity, cultural background, race, skills, industry and business experience, international experience as well as personal attributes.

3. IMPLEMENTATION OF THE POLICY

3.1 The Remuneration and Nominations Committee shall establish relevant criteria for nominating and appointing a diverse board with a view to providing a broad spectrum of perspectives, expertise, skills, knowledge and experience from appropriately qualified individuals to contribute to overseeing the effective functioning of the Company.

3.2 The Remuneration and Nominations Committee is empowered to engage professional consultants to assist in the recruiting process of suitable diverse candidates for consideration as directors.

3.3 The board will consider training and mentoring programmes to develop skills and experience to prepare suitable senior management for board positions.

3.4 All decisions relating to career advancement will be determined by the Company's needs and ultimately based on merit.

3.5 The Remuneration and Nominations Committee shall consider the requirements of this policy when nominating and recommending the appointment of directors to the board.

3.6 The board will annually review the objectives of this policy and proactively monitor achievement of its objectives.

3.7 The board shall annually ensure that the integrated report includes meaningful disclosure on how the board of directors or the nomination committee, as the case may be, have considered and applied this policy in the nomination and appointment of directors. If applicable, the board of directors or the nomination committee must explain why any of the diversity indicators have not been applied, and further report progress in respect thereof on agreed voluntary targets.

4. APPROVAL AND REVIEW

4.1 This Policy was recommended by the Remuneration and Nominations Committee and approved by the Board on 19 March2026.

4.2 This policy will be reviewed annually and may be amended as required.

CHAIRMAN OF THE REMUNERATION AND NOMINATIONS COMMITTEE (NOMINATIONS)	06.07.2026 **DATE**
CHAIRMAN OF THE BOARD	06.07.2026 **DATE**