RT-G011

DIVERSITY & INCLUSIVITY POLICY

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REVISION HISTORY

Rev No.	Effective Date	Affected Section	Change Descriptions
00	01/10/2025	Nil	Initial Release

1.0 INTRODUCTION

This policy sets out the Board of Directors' ("**Board**") approach to promote diversity for the Board of Rosado Group. Diversity in this context covers, amongst others, gender, age, ethnicity, cultural background and religious belief. Diversity also encompasses the ways people differ in terms of education, life experience, job function, work experience, personality, location, marital status and career responsibilities.

2.0 SCOPE

The Policy applies solely to the Board of Rosado and does not extend to cover diversity in the Group's recruitment practices for non-Board personnel.

3.0 POLICY STATEMENT

3.1 Building a diverse and inclusive culture is integral to Rosado's success. An inclusive culture helps us respond to diverse customer base.

3.2 The Board affirms its commitment to boardroom diversity. A truly diversified Board can enhance the Board's effectiveness, creativity and capacity to thrive in good times and weather tough times. The Board works to ensure that there is no discrimination in the appointment of Directors on the basis of ethnicity, race, age, gender, nationality, political affiliation, religious affiliation, marital status or physical ability.

3.3 The Group's strategic intent for boardroom diversity is the attraction, retention and development of a diverse team of skilled people who are increasingly engaged towards the delivery of the Group's strategies. The Policy revolves around the following initiatives:

i) Identifying and balancing the different skills and industry experience, background and gender of the Board members.

ii) Retaining Directors based on merit, in the context of skills, time commitment and experience in order for the Board to be effective.

iii) Providing a safe and healthy environment for the views of all Board members to be heard and their concerns attended to, and where bias, discrimination and harassment on any matter are not tolerated.

iv) The Board's Nominating Committee ("**NC**") is to review and assess the Board's composition and make recommendations on the appointment of new Directors. The NC is tasked with the following responsibilities:

a) to take into consideration the benefits that flow from diversity and to the appointment of candidates based on merit and without prejudice, when reviewing the Board's composition;

b) to consider the balance of skills, experience, independence, knowledge and the diversity of representation of the Board, as part of the annual performance evaluation of the effectiveness of the Board, the Board Committees and individual Directors; and

c) to implement the Policy, and to monitor the progress towards the achievement of these objective

4.0 MEASUREABLE OBJECTIVES

The NC shall discuss, on an annual basis, the implementation of this Policy and recommend implementation measures to the Board for adoption.

5.0 REVIEW OF THIS POLICY

The NC and the Board shall review and assess the effectiveness of this Policy once in every three years or as and when the need arises. Any recommendation for revision shall be proposed by the NC to the Board for approval.