



**Nominations Policy - As per
Board Charter**

- 2.28 The board will sit as a Nominations Committee from time to time to consider the composition of the board and the suitability of new nominees to the board. The Nomination Committee will consider the board's Diversity policies set out in 3 below in respect of the appointment of non-executive directors. As a Nominations Committee the board will follow the following formal process:
 - 2.28.1 A nomination committee should assist with the process of identifying suitable members for the board.
 - 2.28.2 Background and reference checks should be performed before the nomination and appointment of directors.
 - 2.28.3 The appointment of non-executive directors should be formalised through a letter of appointment.
 - 2.28.4 The board should make disclosure regarding individual directors to shareholders.
 - 2.28.5 The board may if required appoint a nominations committee.
3. Diversity Policy
 - 3.1. The Board has voluntarily resolved that in the event that the size of the current Board is increased and/or any of the current non-executive directors of Super Group retires or steps down, preference will be given to women with the necessary skills, experience, independence and knowledge, taking into account Super Group's circumstances and needs. Super Group's ultimate aim is that at least 30% of the Board should comprise of women.
 - 3.2. In relation to racial diversification, the Board shall, at all times and to the extent practically possible, strive to meet the legislated and/or regulated Employment Equity targets applicable from time to time at Board level.
 - 3.3. The Diversity Policy will be reviewed annually.