

## CORONATION GROUP NOMINATIONS POLICY

This nominations policy applies to all companies within the Coronation Group. The **Coronation Group** includes Coronation Fund Managers Limited (“**Coronation Fund Managers**”) and all companies that, from time to time, qualify directly or indirectly as subsidiaries of Coronation Fund Managers.

### 1. INTRODUCTION

- 1.1. The Company acknowledges the importance of implementing a nominations policy that entrenches the Company’s commitment to making appointments to the board of directors (“the board”) of Coronation Fund Managers that are appropriate, fair and transparent; and
- 1.2. The Company’s purpose in establishing this policy is accordingly to document the principles, commitment and objectives in relation to the nomination of candidates for election to the board.

### 2. NOMINATIONS GOVERNANCE

- 2.1. The Coronation Group Remuneration and Nominations Committee (“Group Remco”) is responsible for the implementation of this nominations policy. It is constituted in such a way that it is enabled to exercise competent and independent judgement. The Group Remco shall have a minimum of three members, of which no less than two of the members should be independent members, ideally with experience and knowledge of the investment industry which is necessary to exercise sound judgement.
- 2.2. The Group Remco Charter provides comprehensive details on the composition, roles and responsibilities of the Group Remco and is available on the Coronation website ([www.coronation.com](http://www.coronation.com)).

### 3. PURPOSE AND OBJECTIVES

- 3.1. In performing its responsibilities and duties (as contemplated in the Group RemCo Charter) and in particular its duty to make recommendations to the board in regard to board appointments, the committee shall give due consideration to the following:
  - 3.1.1. A balance of power and skills, experience, diversity, independence and knowledge in the composition of the board;
  - 3.1.2. Each director should have sufficient and appropriate experience and expertise in the financial services industry, in respect of finance matters and/or in such other areas as may add value to the deliberations of the board;
  - 3.1.3. Appropriate diversity in the board so that various perspectives are brought to deliberations and to add depth to discussions as more fully set out below.
  - 3.1.4. The appropriate size and composition of board and, in doing so, shall take the following into account:
    - a. evolving circumstances, the needs of the Company and the nature of its business;
    - b. an appropriate mix of executive, non-executive and independent members;

- c. the need to have sufficient and qualified directors to serve on committees of the board;
  - d. the need to secure a quorum at board meetings;
  - e. legislative and regulatory requirements applicable to the Company;
  - f. collective skills, knowledge and experience; and
  - g. diversity.
- 3.1.5. To facilitate better decision-making, the composition of the board should be diverse in terms of academic qualifications, expertise, skills, experience, age, race and gender;
- 3.1.6. The following factors should be considered prior to nominating a candidate for election as director:
- a. the collective skills, knowledge and experience required on the Board;
  - b. the ethical integrity and reputation of the candidate;
  - c. details of the other boards of directors on which the candidate serves, or previously served;
  - d. the existence of actual or perceived conflicts of interest;
  - e. the skills, knowledge and experience of the candidate;
  - f. the capacity of the candidate to dedicate the necessary time to discharge his/her duties as director; and
  - g. any other pertinent matter.
- 3.1.7. The Company is committed to achieving an appropriate level of race and gender diversity on the Board in accordance with the Company's race and gender diversity policy. Preference should accordingly, whenever practically and commercially possible, be given to those candidates whose appointment will contribute to or achieve or maintain the Board's targeted level of race and gender diversity;
- 3.1.8. All candidates who have been identified for election as a director will undergo background screenings to verify the candidates personal and professional information. The background screening includes but is not limited to police clearance (criminal history), qualification verification, credit records, social media history and employment history. Due consideration must be given to the background screenings before confirming a candidate's suitability to stand for election as a director.
- 3.1.9. When deciding whether to nominate an incumbent board member for re-election, due consideration will be given to that board member's performance, including attendance at meetings of the governing body and its committees; and
- 3.1.10. Succession planning, and staggered rotation of directors to retain valuable skills and maintain continuity of knowledge and experience, whilst also introducing directors who are able to contribute new ideas and a fresh perspective.

#### **4. REVIEW OF POLICY**

This policy will be reviewed and assessed on a continuous basis to ensure that it is meeting its purpose and objectives, but, in any event, at least on an annual basis.

## 5. GENERAL

This policy does not place any legally binding obligations on the Company. The board shall accordingly always be entitled at any time to amend and/or deviate from any of the terms of the policy where the board, in its sole discretion, considers it appropriate to do so, provided that such deviation is permissible under such legislation and/or regulation as is applicable to the Company from time to time.

Policy	CFM Group Nominations Policy
Committee Approval	Nominations Committee October 2023
CFM Board Approval:	16 November 2023