

BID CORPORATION LIMITED

Registration Number: 1995/008615/06

BOARD DIVERSITY POLICY

1. INTRODUCTION AND BACKGROUND

In terms of changes to the JSE Listings Requirements (item 3.84(i) and 3.84(j)), an Issuer's board of directors ("the board" or its Nominations Committee) must:

- 1.1. have a policy on the promotion of gender and race diversity ("the diversity policy"); and
- 1.2. report to shareholders in its integrated report on how the board has considered and applied the diversity policy in the nomination and appointment of directors.

2. POLICY AND MANDATE

- 2.1. Bid Corporation Limited ("Bidcorp" or the "company") supports the principles and aims of race and gender diversity at board level.
- 2.2. The Bidcorp Nominations Committee is mandated to assist the board in managing the diversity policy, review the state of the board's gender and race representation on an ongoing basis and ensure that the diversity policy is appropriately applied.
- 2.4. Although no voluntary target has been set, the approach to race and gender diversity adopted by the Bidcorp board shall be as follows:
 - 2.4.1. Should a vacancy on the board arise, or should there be a requirement for an additional board appointment, preferred consideration will be given to the appointment of a black African (as defined by the BBBEE Act) and / or a female director(s), having due regard to the skills, expertise, experience and background required to fill any such board position.
 - 2.4.2. Application of the diversity policy in effecting new or replacement appointments to the board will be subject to the terms of the company's Memorandum of Incorporation.



- 2.5. The diversity policy shall apply equally to any appointment of executive, non-executive and/or alternate directors to the board.
- 2.6. The obligations under this diversity policy will be considered in addition to the requirements of the B-BBEE Codes.

3. APPROVAL

This policy was approved and adopted by the board and will be reviewed on a regular basis.

CHAIRMAN