

KAZ Minerals PLC

Board Diversity Policy

Purpose

This Board Diversity Policy (the “Policy”) sets out the approach to diversity on the Board of Directors of KAZ Minerals PLC (“the Company”). The Policy applies to the Board only, as the Company’s wider commitment to diversity is set out in its Diversity and Equality Policy.

Policy Statement

The Board recognises the benefits of diversity on the Board including gender diversity and our Board is comprised of men and women with a range of nationalities, bringing diversity to Board discussions and this is reflected in our workforce. Diversity includes diversity of education, social and ethnic backgrounds, disability, age and gender and we believe that diversity on the Board enables the business to draw from a wide range of thought, experience and expertise. All appointments will be made on merit to meet the skill set required by the Board to carry out its business effectively, including cognitive and personal strengths against objective criteria, whilst at the same time increasing our focus on diversity.

Objectives

The Nomination Committee oversees the Board evaluation process, annually reviews the composition of the Board and works on succession planning. When doing so, it takes into account the need for diversity of background including of gender and ethnicity and when recruiting requests an appropriately diverse range of candidates.

The Nomination Committee considers and selects candidates for appointment as Directors from a wide pool, giving weight to those with relevant skills, competencies and personal attributes rather than only proven career experience.

The Board aims to maintain its current female representation and remains committed to seeking to improve further its position on diversity when appropriate opportunities arise with the aspiration of moving towards a board composed of 33% women by the end of 2020. In its search for candidates, the Board aims only to engage with executive search firms which are signatories to the Voluntary Code of Conduct for Executive Search Firms.

We will report annually against our diversity objectives and other initiatives to promote diversity within the Company.

Review

This Policy shall be reviewed periodically.