



Board diversity policy

Foxway Group: Board diversity policy

Purpose of this policy

- + To ensure that inclusion and diversity among the members of the Foxway board of directors (the "Board") together result in optimal decision-making for the benefit of its shareholders.

This policy sits alongside Foxway Code of Conduct that includes also the Board.

Policy Statement

The Board believes that:

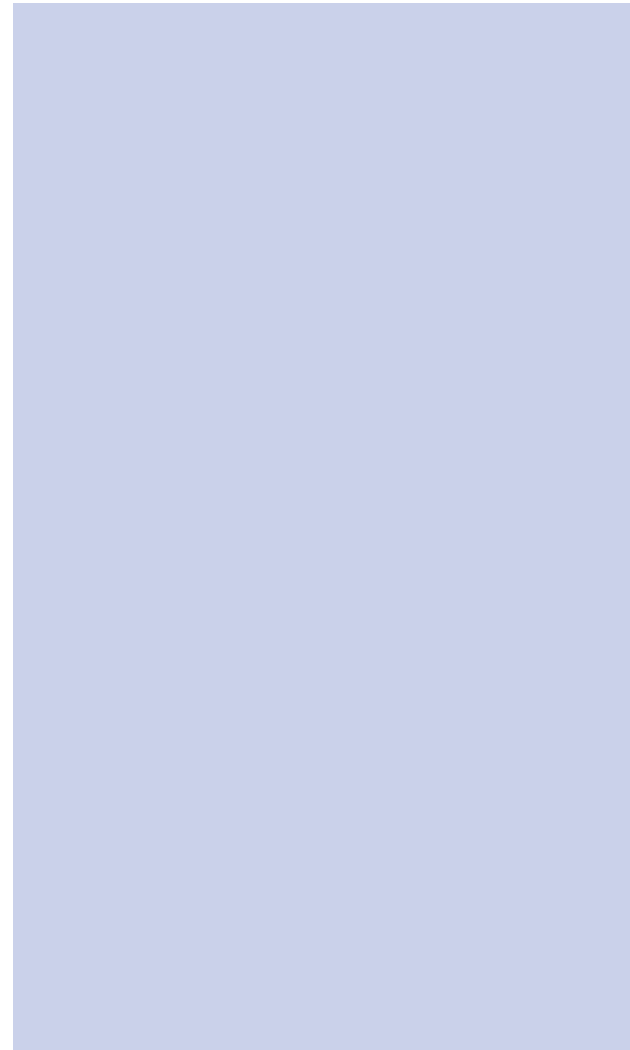
- + It is critical that members of the Board represent a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure and diversity of thought.
- + A diverse Board with a range of views, insights, perspectives and opinions will improve its decisions – to the benefit of the company's shareholders and other stakeholders.
- + A culture of inclusion and diversity is cultivated through clear tone from the top, with the Board advocating diversity and inclusion in line with Foxway's values.

Objectives

The Board commits to having:

- + No less than 40% female representation on the Board.
- + Members from at least 2 nationalities.
- + Members that together have IT experience, finance experience and experience in company development.

Periods of change in Board composition may result in temporary periods when this balance is not achieved.



Policy information

Approved by the Foxway board of Directors on: 12 April 2021