



OLAM GROUP LIMITED BOARD DIVERSITY POLICY

1. PURPOSE

The Board Diversity Policy (the “**Policy**”) sets out the approach to diversity for the members of the Board and Committees of Olam Group Limited (“**Olam**” or “**Company**”).

2. POLICY STATEMENT

Olam believes in a diverse and inclusive community. The Company is committed to a culture that embraces the views of individuals from all backgrounds, experiences, knowledge, skill-sets and abilities, which are essential to creating a thriving and innovative community that will positively impact our people and our stakeholders.

There is greater emphasis to ensure the development of diversity (eg. gender diversity) both at the Board level and in the senior management roles. The Board recognizes the importance of diversity, which will lead the way for the Company to thrive in a varied and collaborative culture.

At the Board level, it is essential to demonstrate diversity through having an optimal mix of expertise and experience in the boardroom. To align with the extensive geographical spread and depth of the business, the Board should comprise Directors with diverse skills and expertise in the agri and/or ingredients industry, consumer, supply chain, finance and accounting, banking, investment, strategic planning, retail, infrastructure, technology, legal and environment and sustainability issues. The importance of diversity stretches across skills, industry experience, geographic exposure, training, race, ethnicity, gender and nationality.

Recognizing the importance and benefits, the Board will pro-actively identify key gaps in our diversity representation (eg. gender diversity), and commit to developing a bench of individuals, who are suitable and qualified, for future succession.

There will be no discrimination of candidate(s) for Board membership on grounds of gender, race, ethnicity and nationality.

3. TARGETS

Gender diversity	Gender parity amongst Board Directors with 25% women on the Board by 2025, subject to yearly review.
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Ethnic / national diversity	Diversity of our Board members to reflect our broad operational footprint across multiple regions and continents.
ESG expertise	All Directors shall be aware of fundamental ESG themes, principles and concerns, and of Olam Group's ESG framework and targets. At least one Director shall have proven expertise in environmental and social.

4. IMPLEMENTATION

The Board has delegated to the Nomination & Remuneration Committee ("**NRC**") the role of overseeing the implementation of this Policy.

The NRC will monitor and assess the implementation and progress as described in this Policy.

5. REVIEW AND REPORT

The NRC will review this Policy from time to time, as appropriate and at least annually for its effectiveness. Any revisions will be recommended by the NRC for consideration by the Board.

The NRC will report to the Board annually on the progress made under this Policy.

*Amended from OIL Board Diversity Policy prior to Scheme
Adopted by the Board on 15 November 2022*