

KINGFISH LIMITED

DIVERSITY POLICY



INTRODUCTION

Diversity is considered by the Kingfish Board in accordance with the NZX Listing Rules and is implemented by the Kingfish Board in conjunction with the Remuneration and Nominations Committee, a sub-committee of the Board. The Kingfish Diversity Policy is limited to the Board and the Corporate Manager.

OBJECTIVES

The Board recognises that having a diverse Board will assist it in effectively carrying out its role and that its membership is best served by having a mix of individuals with deep expertise and a breadth of experience.

The Board views diversity as including but not being limited to, skills, qualifications, experience, gender, race, age, ethnicity and cultural background.

ACCOUNTABILITY

The Remuneration and Nominations Committee is accountable to the Kingfish Board for the successful implementation of this policy and will ensure the company meets its compliance and reporting obligations.

The Remuneration and Nominations Committee will annually assess the measurable objectives for achieving gender diversity and the progress in achieving them.

DISCLOSURE

The company will annually disclose the gender composition of the Board in its annual report as well as providing a statement evaluating the company's performance with respect to its Diversity Policy.