

Board Diversity Policy

Purpose

The purpose of this Board Diversity Policy (Policy) is to set out the approach to diversity on the Company's Board of Directors (Board) and within senior management.

Policy Statement

The Board recognises the benefits of diversity in its broadest sense and believes that the Board's capabilities are improved by a diverse balance of skills, expertise, gender, ethnicity, and professional and social backgrounds. Together, this brings the widest possible breadth of perspectives, insights and challenge to the decision-making process, ultimately ensuring the Board and senior management are equipped to promote the long-term success of the Company.

Objectives

Supported by the Nomination and Governance Committee, the Board will:

Consider all aspects of diversity, including gender and ethnicity, when reviewing the composition and balance of the Board and when conducting the annual Board effectiveness review.

Only engage executive search firms who have signed up to the Voluntary Code of Conduct of Conduct for Executive Search Firms or otherwise have similar standards of best practice.

Encourage and monitor the development of internal high calibre employees including considering all aspects of diversity to help support the internal talent pipeline for succession at both Board and senior management level.

Ensure that candidate lists for Non-Executive Director positions are compiled by drawing from a broad and diverse range of candidates including those who may not have previous listed company experience but who possess suitable skills or qualities.

Monitoring

The Nomination and Governance Committee will review this Policy on a periodic basis and recommend any amendments to the Board.

Reporting

The Nomination and Governance Committee will report annually in the Company's Annual Report on the implementation of this Policy.

Approved by the Board of Directors of Atalaya Mining plc on 15 November 2023.