

**Benevolent<sup>AI</sup>**

**BOARD DIVERSITY POLICY**

### **PURPOSE**

This Board Diversity Policy sets out the approach to diversity with respect to the Board of Directors of BenevolentAI (the “**Company**”) (the “**Board**”). The Nomination and Governance Committee of the Board is responsible for implementing this Policy and will review it annually in order to monitor its effectiveness.

This Policy should also be read in conjunction with the Company’s Equality, Diversity and Inclusion Policy which can be found on the Company’s website and which also applies to the Board of Directors.

BenevolentAI recognises the benefits that diversity brings within its Board and within the executive and senior leadership teams across the Group, and believes that this diversity is critical to our ability to be open to different ways of thinking and acting.

### **APPOINTMENTS TO THE BOARD**

The Nomination and Governance Committee should take the Company's Board Diversity Policy into consideration when making recommendations for Board Director vacancies, considering the following factors in particular:

- that Board Director candidates will be considered according to their merits, in addition to the benefits of diversity they might bring, including diversity of thought, age, gender, race, ethnicity, nationality, cultural background, and personal and professional experience - so as to encourage an appropriately diverse shortlist of candidates at each stage of any recruitment process;
- that, in addition to appropriate skills and abilities, the Nomination and Governance Committee will also consider personal qualities, ethics and integrity;
- that the Board shall strive to achieve a reasonable and balanced gender distribution;  
and
- that the Board shall take Board self-evaluations into consideration when evaluating the Board's needs, as well as any third-party facilitated evaluations to the extent that these have been carried out.

**Approved by the Board on 14 March 2023.**