

BARING EMERGING EUROPE PLC
(the “Company”)

BOARD DIVERSITY POLICY

1. PURPOSE

The Board Diversity Policy (the “**Policy**”) sets out the approach to diversity on the Board of Directors (the “**Board**”) of the Company.

2. POLICY STATEMENT

The Board notes the requirements for diversity and inclusion for Company Boards and Executive Management as set out in the Financial Conduct Authority’s (FCA) policy statement PS22/3 April 2022; which sets out the following requirements for premium and standard listed companies for the financial years on or after 1 April 2022:

- the board comprises at least 40% women;
- at least one of the Chair, CEO, CFO or Senior Independent Director is a woman; and
- at least one member of the board is from a minority ethnic background (that is one of the ethnic background categories recommended by the UK Office for National Statistics, other than a white ethnic group).

The Board acknowledges the benefits of greater diversity, including gender and ethnic diversity, and remains committed to ensuring that the Company’s Directors bring a wide range of skills, knowledge, experience, backgrounds and perspectives to the Board.

3. OBJECTIVES

The Board has established the following objectives for the appointment of Directors to the Board:

- all Board appointments will be made on merit, in the context of the skills, knowledge and experience that are needed for the Board to be effective; and
- recruitment of potential non-executive directors should include diverse candidates of appropriate merit;
- recruitment will be mindful of the geographic diversity of the investment universe of the Company and seek to include candidates with relevant experience in the region.

4. MONITORING AND REPORTING

The Board will review this Policy annually and report on this in the Annual Report and Accounts.

The Board will also report annually on the outcome of the Board evaluation, the composition and structure of the Board, as well as any issues and challenges the Board is facing when considering the diverse make-up of the Board.

5. APPROVAL

This policy was last reviewed by the Board on 28 August 2025 where it was agreed that it remained appropriate.