



DIVERSITY AND EQUITY POLICY

POLICY STATEMENT

The Codan group of Companies is committed to promoting a culture that supports the development of and embraces a diverse mix of employees throughout all levels of the organisation.

The Company considers that its commitment to achieving a diverse mix of employees, by way of gender, age, ethnicity and cultural background, will ensure that it benefits from a wide range of talent, experience, skills, perspectives and approaches that in turn maximise the opportunity to achieve, if not exceed, its corporate goals.

Further, Codan Limited ('Company') and the Codan board ('Board') considers that in fulfilling its commitment to diversity, it shall in turn ably comply with the Australian Securities Exchange ("ASX") Corporate Governance Council ("CGC") recommendations on diversity.

The application of the Company's commitment to diversity shall be demonstrated through the review and achievement of annual objectives as defined in organisational and human resource business plans.