

## **Board Diversity Policy**

### ***Objective***

The Policy aims to set a framework for WGB and its subsidiaries to achieve the objective of ensuring its Board of Directors has the diversity of perspectives, experience and skills necessary for effective management of the Group.

### ***Overview***

This Group believes that recognises that Board diversity enhances decision making capability and quality of the Board's performance. With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategy's objectives and its sustainable development.

### ***Strategies***

The Group believes that a truly diverse Board will leverage differences in perspective, knowledge, skill, industry experience, background, age, ethnicity, race and gender between the Directors, and these differences will be considered in determining the optimum composition of the Board.

The Nomination Committee has the primary responsibility in identifying suitable qualified candidates to become members of the Board. The selection of candidates will be considered against objective criteria, having due regard for the benefits of diversity on the board.

The Group does not set specific numerical target for appointment of candidates belonging to particular demographic groups to the Board. Notwithstanding the importance to promote board diversity, appointments to the Board are ultimately based on merit, having regard to the contribution of the candidates to the Board as a whole. The Board believes that merit-based appointment will best enable the Group to serve its shareholders and stakeholders.

### ***Responsibilities***

The Nomination Committee is delegated with the overall responsibility for implementation, monitoring and periodic review of this Policy.

### ***Adoption and Review of Policy***

The Policy was adopted by the Board on 10 June 2020