

## **FIRST SPONSOR GROUP LIMITED BOARD DIVERSITY POLICY**

### **PURPOSE**

This Board Diversity Policy sets out the policy and framework for promoting diversity on the Board of Directors (“**Board**”) of First Sponsor Group Limited (“**Company**”).

### **POLICY STATEMENT**

The Board recognizes that a diverse Board is an important element which will better support the Company’s achievement of its strategic objectives for sustainable development by enhancing the decision-making process of the Board through the perspectives derived from the various skills, business experience, industry discipline, gender, age, tenure of service and other distinguishing qualities of the Directors.

When reviewing and assessing the composition of the Board and making recommendations to the Board for the appointment of Directors, the Nominating Committee (“**NC**”) of the Company will consider all aspects of diversity in order to arrive at an optimum balanced composition of the Board.

The final decision on selection of Directors will be based on merit against an objective criteria that complements and expands the skills and experience of the Board as a whole, and after having given due regard to the overall balance and effectiveness of a diverse Board.

### **MONITORING AND REPORTING**

The NC will monitor the implementation of this Policy and report annually in the Corporate Governance Statement on the Board’s composition in terms of diversity.

### **REVIEW OF POLICY**

The NC will review this Policy from time to time, as appropriate, for an assessment of its effectiveness and will recommend changes, as appropriate, to the Board.

17 December 2019