



Board Diversity Policy

ContourGlobal recognises the importance and value of diversity, and the Board's role in driving diversity and inclusion across the organisation. We are committed to creating a culture which reflects the diverse communities we serve, and which provides equal opportunity and support for all to utilise their experiences and skills to contribute to the business.

We believe a key driver in delivering our organisational diversity commitments is through a Board which is diverse in gender, social and ethnic background, cognitive and personal strengths.

Policy Objectives

- Places emphasis on development of diversity within the Group and commit to further pursuing diversity, as appropriate and on merit, within the Group senior management roles
- Aspire to achieve a level of at least 33% female directors on the Contour Global plc board;
- The Board intends to meet where possible the recommendations of the Hampton-Alexander Review of 33% women in senior leadership positions;
- Aspire to achieve the recommendations of the Parker Review by having at least one director on the Board from an ethnic minority background;
- In its search for candidates, to engage with executive search firms which are signatories to the Voluntary Code of Conduct for Executive Search Firms;
- As required by the UK Corporate Governance Code, report annually against these objectives and other initiatives taking place within the Company to promote gender and other forms of diversity; and
- Report annually on the outcome of the board evaluation, the composition and structure of the Board

A summary of this policy will be disclosed in the Annual Report and published on the Company's website.

Approved and adopted by the Board on 2 December 2020