

NOMINATION COMMITTEE REPORT

Dear Shareholder

On behalf of your Board, I am pleased to present the Nomination Committee Report for the year ended 31 March 2020.

Report on the work of the Committee

Appointments to the Board

When I wrote to you last year, we had started the process of searching for an additional Non-Executive Director. I am delighted to report that we welcomed Natalie Gammon to the Board in November 2019. Natalie has over 20 years of global technology, commercial and operational experience. She also has a track record of successful digital, strategic and transformational change programmes in both private equity and blue-chip companies. Her excellent technical skills and knowledge have added to the Board's competencies in a valuable way and we welcome her insight and input as GBG continues to grow and develop.

We continue to monitor the balance of skills and experience on the Board as well as its independence, diversity and knowledge.

Diversity, Equality & Gender

Diversity is important when we appoint someone new to the Board, or across the Group. We make sure our recruitment processes do not discriminate against existing team members and applicants. The Group's team members have a broad range of skills, backgrounds and experience, reflecting both the type of industry we are in and the places where we operate.

We are committed to equal opportunities in every part of our business and we promote team members on merit. We recruit, train, promote and retain skilled and motivated people regardless of gender, age, marital status, disability, sexual orientation, race and religion, or ethnic or national origin. In line with this, we also promote a culture of openness and responsibility in our business.

We want to increase the number of women across all levels of our organisation. As a global business we always consider our success against our overall people diversity. Part of our significant growth in the last 12 months has been outside of the UK. As a result of this we have seen an increase in women in senior roles across the Group.

We have reflected that some of the change can only be made by taking slow steps. We will continue to promote our culture of diversity as we endeavour to create a more gender and inclusive organisation that is representative of our ambitions.

There is more information in our Corporate Responsibility Statement on pages 33 to 38.

David Rasche

Nomination Committee Chair

Percentage of Attendance

(1 meeting)



The Nomination Committee is made up of members drawn from the Board as and when the Committee needs them. The table shows everyone who served on the Committee during this financial year.

Role and Responsibilities

The primary role and responsibilities of the Committee are to:

- ensure that appropriate procedures are in place to nominate and select candidates for appointment to the Board, particularly in terms of the balance of skills, experience, independence and knowledge of the Board; and
- make recommendations to the Board about new appointments, re-electing Directors, succession planning and Board composition, particularly the benefits of diversity on the Board, including gender.

The Nomination Committee's terms of reference, including its role and the authority the Board delegates to it, are on the Group's website: www.gbgplc.com/investors