



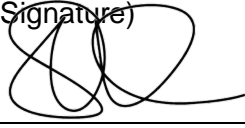


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Policy on the promotion of diversity at board level

Effective date: 23 June 2021

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Approval and revision control

Compiled by: S Hsieh	Company Secretary	(Signature) 	23 March 2021
Reviewed by: Remuneration and Nomination Committee	Chairman of Nomination Committee	(Signature) 	1 April 2021
Approved by: Board	Chairman of the Board	(Signature) 	23 June 2021
Version: 1.0			

1. Introduction

In terms of the JSE Listings Requirements, every public listed company in South Africa is required, on an annual basis, to disclose to its shareholders how the company has addressed diversity in general on its board, as well as progress made in achieving voluntary targets set in respect thereof during the prior year.

In terms of paragraphs 3.84(i) of the Listings Requirements of the JSE:

“The board of directors or the nomination committee, as the case may be, must have a policy on the promotion of broader diversity at board level, specifically focusing on the promotion of the diversity attributes of gender, race, culture, age, field of knowledge, skills and experience. The issuer must confirm this by reporting to shareholders in its annual report on how the board of directors or the nomination committee, as the case may be, have considered and applied the policy of diversity in the nomination and appointment of directors. If applicable, the board of directors or the nomination committee must further explain why any of the above diversity indicators have not been applied and further report progress in respect thereof on agreed voluntary targets.”

2. Objective

The objective of this policy is to set out York’s approach to diversity in general on the board of York Timber Holdings Limited (the “Board”).

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3. Scope

This policy covers diversity in general on Board level.

4. Definitions and abbreviations

Diversity Indicators Diversity attributes of gender, race, culture, age, field of knowledge, skills and experience.

5. Policy

- 5.1. York recognizes the benefits of having a diverse Board. A diverse and balanced Board will include and make good use of differences in skills and experience, sector and industry experience, race, age, gender and other distinctions between members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. All Board appointments are made on merit, in the context of the skills, experience, independence and knowledge, which the Board as a whole requires to be effective.
- 5.2. York's Nomination Committee ("the Committee") reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors.
- 5.3. In reviewing Board composition, the Committee will consider the benefits of all aspects of diversity, including but not limited to gender and race diversity, in order to enable it to discharge its duties and responsibilities effectively.
- 5.4. In identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit against objective criteria, including but not limited to diversity criteria, and with due regard to attaining the appropriate balance of knowledge and experience, skills, race, gender, culture, age, independence, how the Board works together as a unit, and any other factors relevant to its effectiveness in order for the Board to discharge its role and responsibilities.
- 5.5. Annually, the Committee will discuss and agree proposed objectives, including, without limitation, the setting of voluntary targets, for achieving diversity on the Board and recommend the same to the Board for approval and adoption. If and when appropriate, the Committee shall engage with the York S&E Committee in terms of seeking its guidance and input around, inter alia, gender, race, culture, age and skills and experience diversity at a Board level.
- 5.6. The Committee will report annually to its shareholders in the Company's Integrated Annual Report, on the process adopted in relation to Board appointments and the consideration given to diversity on the Board in general and more specifically gender, race, culture, age and skills and experience diversity. Such report will include a narrative on how the Committee have considered and applied

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this Policy in the nomination and appointment of directors, report on progress in respect of agreed voluntary targets of the Diversity Indicators.

6. Appendix

Not applicable.

7. Records

Not applicable.

8. References

Not applicable.

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