

## Board Diversity Report

WFCU's Board of Directors is committed to diversity. With diversity, WFCU is better able to consider and respond to various interests from a broad group of people with valued insight and support, which substantially contributes to a more effective Board.

A balanced Board is comprised of a diverse group of Directors offering complementary expertise, skills and perspectives and who are also capable of contributing to Board decisions on topics that may fall outside their sphere of expertise.

Supporting a diverse and inclusive strategy for WFCU means respect for and appreciation of differences resulting in a broad range of diverse perspectives, demographic considerations, educational backgrounds, work experiences, life styles and cultures.

WFCU's Corporate Governance Policy, Nominating Committee Terms of Reference states that "The Nominating Committee will consider the qualifications of candidates to ensure the highest quality of Board Composition, in order to meet any gaps as identified by the Board and Nominating Committee in their analysis of the Board's individual skills, behavioural competencies, knowledge and experience as well as to adhere to the Board's commitment to enhancing diversity in all dimensions, including skills, diversity of the demographic make-up of the communities and Membership considering gender, culture and communities served."

WFCU considers diversity of thought, experience, and background important. The best qualified candidates will be recommended for election to WFCU's Board, taking into account broad diversity required to represent our Membership of today and tomorrow.

In fiscal 2024, the gender diversity of the Board was 70% male and 30% female, with 10% BIPOC representation, as well as a spectrum of education and experience, in particular significant professional experience.