

SPECTRIS PLC

BOARD DIVERSITY POLICY

1. Purpose

The purpose of the Board Diversity Policy is to ensure and support the promotion of diversity and inclusiveness of all kinds when considering the membership of the Board, regardless of geography, nationality, country of origin or cultural or social background. The Board believes that its Board Diversity Policy supports and underpins the broader diversity and inclusion programme within the Group.

2. Policy Statement

The Board is committed to further promoting diversity and inclusiveness of all kinds both on the Board and throughout the Group, regardless of geography, nationality, country of origin or cultural background.

The Board agrees that diversity, which should be construed in its broadest sense and includes gender and ethnic diversity, is an important factor in Board effectiveness.

The Group is a supportive participant of the FTSE Women Leaders Review and is committed to maintaining a diverse Board, Executive Committee and senior leadership composition and will continue to focus on improving diversity and inclusion within the leadership population and throughout the Group.

3. Diversity objectives

The Board aspires to:

- (i) maintain a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, ethnicity and diversity of thought;
- (ii) whenever possible, maintain the commitment of no less than 40% of the Board to be women as set out by the FTSE Women Leaders Review; and
- (iii) whenever possible, maintain the commitment to the Parker Review of at least one director to be from an ethnic minority background

while recognising that periods of change in Board composition may result in temporary periods when these objectives are not achieved.

The Board also supports the broader Group with its diversity and inclusion objectives, including the ambition that at least 40% of our senior leadership population will be women by 2030; and, that we will continue to build ethnic diversity within our senior leadership population.

4. Monitoring and Reporting

The Nomination Committee is responsible for evaluating the balance of skills, knowledge, experience and diversity on the Board before any appointment is made and will continue to do so in line with its Terms of Reference.

The Annual Report will contain details of the implementation of the Board Diversity policy as well as other matters as required by the UK Corporate Governance Code and other regulatory, statutory, and best practice requirements and recommendations.

The Board will continue to review the Board Diversity Policy regularly.

Approved by the Board: 8 December 2023