



BOARD DIVERSITY POLICY

The Alumasc Group plc (Alumasc) fully recognises the benefits of having diversity in the Boardroom to reflect our employees, suppliers and stakeholders.

Alumasc believes that effective Boards reflect differences in culture, gender, skills, age, education, background, regional and industry experience and other qualities. All of these factors are considered in determining the composition of the Board, and all Board appointments will continue to be made on merit, in the context of skills, diversity and experience.

All Board appointments are subject to a formal procedure and are made on merit. The Nomination Committee (the "Committee") oversees all appointments and makes recommendations to the Board. The Committee ensures candidates from different backgrounds are considered on merit and against objective criteria and appropriate regard for the benefits of diversity on the Board.