

Nomination Committee Report



Meeting attendance

Details of the Committee members who served during the year can be found below.

Meeting attendance	Attended/ eligible to attend
Mr Vijay Thakrar (Chair)	2/2
Mr Stephen Beechey	2/2
Mrs Karen McInerney	2/2



Focus has been on the Board effectiveness review and long-term succession planning."

Vijay Thakrar
Chair of the Nomination Committee

Dear shareholders

I am pleased to present the Committee's report on its work for the year ended 30 June 2023, together with additional information about its ongoing objectives and responsibilities.

A key objective of the Committee is to ensure that the Board comprises individuals with the necessary skills and experience to ensure that the Board is effective and discharges its responsibilities. The terms of reference, as updated last year, were approved by the Board and these can be found on our website (www.alumasc.co.uk). The Committee's key responsibilities include reviewing Board composition, including skills and experience needed, as well as succession/resilience planning for the Board and Senior leadership positions.

Attendance

During the year, there were two formal scheduled Committee meetings. In addition, several unscheduled meetings were held; attendance at the scheduled meetings is shown in the table. The Group Company Secretary attends all formal meetings of the Committee, and the Committee can request executives to attend, as necessary.

Activities of the Committee

During the year, the Committee initiated a review of the resilience/succession plan for all of our Senior leadership positions. As a result, there is now a plan in place to provide short and medium term resilience for each of those positions, together with a plan to develop next generation leaders. This includes external leadership training at Cambridge Judge Business School, which two of our next generation leaders attended, with a plan to extend this to others going forward.

The Committee also initiated a Board evaluation and the key themes arising from this are summarised in our Corporate Governance Report (Principle 7 on page 70).

Diversity

We recognise the importance of diversity and seek to reflect our communities and seek to have an inclusive culture that gives each person an opportunity to use their talent and abilities, experience and skills to help us grow as a business. We support diversity in its widest sense. This includes social background diversity, and many of our Board and Senior Management come from humble social backgrounds. For further information on diversity please see our ESG Report on pages 38 and 39.

Board re-appointments

Those Directors who have come to the end of their three-year term and will be seeking re-election are referenced on page 69 of our Governance report and in the Notice of AGM on page 159. The Board recommends the re-election of the Directors standing and information on their skills and experience can be found on pages 64 to 65.

Vijay Thakrar
Chair of the Nomination Committee
5 September 2023