



## GENUS PLC - BOARD DIVERSITY POLICY

Genus recognises and embraces the benefits of Board diversity. A diverse Board has members with different skills, backgrounds, regional and industry experiences, race, gender and other qualities.

By bringing these differences to bear in its discussions and decision-making, a diverse Board can help Genus to maintain its competitive advantage.

Diversity also links directly to our values, not only by being people focused and responsible, but by encouraging new ideas which deliver for our customers and ultimately drive our results.

Our Board diversity policy therefore aims to ensure that we consider diversity in its broadest sense. The Board, with the support of the Nomination Committee, will:

- consider all aspects of diversity when reviewing the Board's composition and when conducting the annual Board effectiveness evaluation;
- encourage development of internal high-calibre people to help develop a pipeline of potential Executive Directors;
- consider a wide pool of candidates for appointment as Non-Executive Directors, including those with little or no listed company board experience;
- ensure a significant portion of the long list for Non-Executive Director positions are women and candidates from a minority ethnic background;
- consider candidates against objective criteria and with regard to the benefits of Board diversity; and
- only engage executive search firms who have signed up to the voluntary Code of Conduct on gender and ethnic diversity and best practice.

Genus will continue to make all Board appointments based on individual merit. However, the Board aspires to have at least 40% female members, including at least one of the Chair, Chief Executive, Chief Financial Officer or Senior Independent Director, and at least one member from a minority ethnic background on the Board.