



part of the Trifast plc Group



Our people



Our planet



Our principles

# Board Diversity Policy

2025 - V.1

# Board Diversity Policy

## Purpose

The purpose of this Board Diversity Policy is to ensure that the Board of Directors of Trifast plc (the “Board”) has a diverse and inclusive membership and has the skills, expertise and experience to guide the business and strategy of Trifast plc for the benefit of its shareholders, having regard to the interests of all its stakeholders.

This Board Diversity Policy sits alongside Trifast plc’s Code of Conduct and global Equality, Diversity and Inclusion Policy which applies to all employees and subsidiaries in the Group.

## Board commitment

The Board believes that:

- It is critical that membership of the Board includes a diverse mixture of skills, professional and industry backgrounds, geographical experience and expertise, gender, tenure, age, ethnicity, educational and professional background and other relevant personal attributes
- A diverse Board with a range of views, insights, perspectives and opinions will improve its decision-making and be of benefit to Trifast plc’s shareholders and other stakeholders
- A diverse and inclusive culture is cultivated through clear tone from the top, with the Board championing diversity and inclusion



# Board Diversity Policy

## Objectives

1. The Board will ensure that it is made up of an appropriate mix of skills, experience and knowledge required to effectively oversee and support the management of the Group
2. The Board has set a target to meet the objectives of the Hampton Alexander Review and the Listing Rules, in that at least 40% of our Board members shall be women whilst recognising that periods of changes in Board composition may result in periods when this balance is not achieved
3. In addition, the Board shall have as its objective that at least one of the four senior board positions (Chair, Chief Executive Officer (CEO), Chief Financial Officer (CFO) or Senior Independent Director (SID) shall be a woman, as per the Listing Rules objective
4. The Board has set a target to meet the objectives of the Parker Review and the Listing Rules for at least one Board member to be from an ethnic minority background excluding white ethnic groups (as set out in categories used by the Office for National Statistics)
5. The Board will consider candidates for appointment as Non-Executive Directors from a wider pool including those with little or no previous FTSE Board experience
6. The Board will work with external recruitment consultants to provide support for Board appointments and will ensure that Non-Executive Director 'long lists' include both women and candidates from an ethnic minority background excluding white ethnic groups
7. The Board (in conjunction with the Nomination Committee and the Responsible Business Committee) will support and monitor Group activities to increase the percentage of senior management roles held by women and other under-represented groups across the Group. Activities may include, but not be limited to, the hiring of diverse external senior managers and internal promotion activity but also continued emphasis on diverse pipeline, graduate and apprentice recruitment to support this objective long term to ensure the Group and its management reflects the communities we serve

# Board Diversity Policy

## Monitoring and Reporting

The Nominations Committee is responsible for ensuring that the Board has the right balance of skills, experience and knowledge and shall:

- Regularly review Board composition, succession planning and the broader aspects of diversity to identify when new board appointments may be needed
- Identify and evaluate suitable candidates for appointments to the Board against objective criteria having regard to:
  - The benefits of diversity in promoting the success of Trifast plc for the benefit of its stakeholders
  - The skills, experience, background, independence and expertise of current members of the Board and the types of skills required to maximise overall board effectiveness and diversity; and
  - Ensuring that a diverse pool of candidates is identified and considered and that appointments increase diversity over time
- Have regard to diversity, along with other factors, such as the Board's composition and how effectively members work together to achieve objectives, in the annual review of Board effectiveness

- Report in the Annual Report on the implementation of the Board Diversity Policy; and
- Review the Board Diversity Policy regularly and recommend any revisions to the Board

The Responsible Business Committee is tasked, amongst other things, to promote equity, diversity and inclusion throughout the Group, and oversee the development and implementation of the Equity, Diversity and Inclusion (EDI) Policy to achieve the same

