

Nomination Committee Report



Committee purpose

The Nomination Committee (the Committee) leads the process for appointments, ensure succession plans that reflect diversity are in place for the Board and senior management positions.

Committee meetings and membership

Details of the Committee members who served during the year ended 30 June 2024 can be found below. During the year, the Committee comprised the Chair and two independent Non-executive Directors:

Members	Attended/ eligible to attend
Vijay Thakrar (Chair)	4/4
Stephen Beechey	4/4
Karen McInerney	4/4

Dear Shareholders,

I am pleased to present the Committee's report on its work for the year ended 30 June 2024, 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 Committee's terms of reference can be found at 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 four 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 roles. 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 several of our next generation leaders attended, and direct interaction with senior management at our divisions and in our head office.

The Committee also undertook a Board evaluation and a skills review and the key themes arising from this are summarised in our Corporate Governance Report (Principles 7 and 8 on page 66).

Diversity

We recognise the importance of diversity and seek to reflect our communities and 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 discuss this with our management teams in all divisions to encourage as diverse a workforce as possible. 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 Sustainability Report on pages 23 and 25.

Board re-appointments

All Directors will be seeking re-election in compliance with the new QCA Code as part of our transitional governance arrangements. The Directors' biographies are referenced on pages 58 to 59 of our Governance Report and in the Notice of AGM on page 153. The Board recommends the re-election of the Directors and information on their skills and experience can be found on pages 58 and 59.

Vijay Thakrar
Chair of the Nomination Committee

3 September 2024



Our focus has been on resilience plans, Board and leadership composition and the skills required for the future.

Vijay Thakrar

Chair of the Nomination Committee

Main activities of the Committee during the financial year

- Reviewed resilience plans, including diversity for the Board and senior executive roles
- Considered the requirements of the new QCA Code applicable for future years
- Training and development for emerging leaders
- Senior Management engagement
- Board evaluation and composition