

## Board Diversity Policy

BLME Holdings plc and its subsidiaries (“the Group”) is committed to promoting a culture of diversity and inclusion amongst our employed staff including the Board and any contract staff. The Group aims to create a working environment where all are treated with dignity & respect, ensuring that all employees are offered equal opportunities throughout their career. The Group also has a policy to recruit staff with a diversity of skills, experience, background, race, gender and other characteristics to ensure that we maximise all available talent. The Group ensures employees are not discriminated against, directly or indirectly, on the basis of age, ethnic or national origin, religion or beliefs, sexual orientation, gender, marital status or disability. This commitment applies equally to members of the Board.

The Group strongly supports the principle of Boardroom diversity, of which gender is one aspect and recognises and values the benefits of having a diverse Board. The Group believes that diversity promotes the inclusion of different perspectives and ideas and ensures that we have the opportunity to benefit from all available talent. The Group considers that increasing diversity of thought and approach at Board level is essential for improving its effectiveness and makes for better corporate governance.

The Group’s policy is that all Board appointments are made based on merit as well as complementing and expanding the skills, knowledge and experience of the Board as a whole. The Nominations and Remuneration Committee (“NRCo”) reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Group has not adopted specific diversity targets related to Board composition. New appointments are made based on objective selection criteria highlighting the specific skills and experience needed to ensure a rounded Board and the diversity benefits each candidate can bring to overall Board composition in the context of the skills, experience, independence and knowledge

NRCo oversees the annual review of Board effectiveness. As part of the performance evaluation of the effectiveness of the Board, Board committees and individual Directors, the Committee will consider the balance of skills, experience, independence, knowledge and diversity representation on the Board.

NRCo will review this policy on an annual basis.