

**NOMINATION COMMITTEE
(the 'Committee')**

Terms of Reference

Version adopted 5 December 2024

1. Constitution

The Board of directors of the Company (the 'Board') has established a committee of the Board known as the Nomination Committee (the 'Committee') to ensure that appointments to the Board are subject to a formal, rigorous and transparent procedure; an effective succession plan for the Board and senior management is maintained; appointments and succession plans are based on merit and objective criteria; and diversity, inclusion and equal opportunity are promoted.

2. Membership

- 2.1. The Committee shall comprise at least three directors. A majority of the members of the Committee shall be independent non-executive directors.
- 2.2. Appointments to the Committee are made by the Board on the recommendation of the Committee and shall be for a period of up to three years, which may be extended for up to two additional three-year periods, provided the director still meets the criteria for membership of the Committee.
- 2.3. Only members of the Committee have the right to attend Committee meetings, however, executive directors will be invited to attend as active participants in any discussions or decisions. Other individuals may be invited to attend for all or part of any meeting, as and when appropriate and necessary.
- 2.4. The Board shall appoint the Committee chair, who should either be the Chair of the Board or an independent non-executive director. In the absence of the Committee chair at any meeting, the remaining members present shall elect one of themselves to chair the meeting from those qualifying under these terms of reference to be appointed to that position by the Board. The Chair of the Board shall not chair the Committee when it is dealing with the matter of the Chair of the Board's succession.

3. Secretary

The company secretary, or their nominee, shall act as secretary of the Committee and will ensure that the Committee receives information and papers in a timely manner to enable full and proper consideration to be given to the issues.

4. Quorum

The quorum necessary for the transaction of business shall be two members.

5. Frequency of meetings

5.1 The Committee shall meet at least twice a year and otherwise as required.

6. Notice of meetings

6.1. Meetings shall be called by the secretary of the Committee at the request of the chair of the Committee or any of its members.

6.2. Unless otherwise agreed, notice of meeting confirming the time, date and venue and accompanied by an agenda of matters to be discussed and any supporting papers, shall be sent to each member of the Committee, and any other person requested to attend if appropriate, at least five days before the date of the meeting.

7. Minutes of meetings

7.1. The secretary shall minute the proceedings and resolutions of all Committee meetings including recording the names of those present and in attendance.

7.2. Draft minutes of the Committee meetings shall be circulated promptly to all members of the Committee. Once approved, the minutes should be circulated to other members of the Board unless, exceptionally, it would be inappropriate to do so.

8. Engagement with shareholders

The Committee chair should attend the annual general meeting of the Company to answer any shareholder questions on the Committee's activities. In addition, the Committee chair should seek engagement with shareholders on significant matters related to the Committee's areas of responsibility.

9. Duties

9.1. The Committee should carry out the duties below for the Company and the Group as a whole, as appropriate:

9.1.1. regularly review the structure, size and composition (including the skills, knowledge, experience and diversity) of the Board, having regard to the length of service of the Board as a whole, and make recommendations to the Board with regard to any changes;

- 9.1.2. ensure plans are in place for orderly succession planning for Board directors and other senior management positions, and oversee the development of a diverse pipeline for succession, taking into account the challenges and opportunities facing the Company and the skills and expertise needed on the Board in the future;
- 9.1.3. keep under review the leadership needs of the Company, both executive and non-executive, with a view to ensuring the continued ability of the Group to compete effectively in the market in which it operates;
- 9.1.4. keep up to date and fully informed about strategic issues and commercial changes affecting the Company and the markets in which the Group operates;
- 9.1.5. be responsible for leading the process to identify and nominate for the approval of the Board, candidates to fill Board vacancies as and when they arise;
- 9.1.6. before any appointment is made by the Board, evaluate the balance of skills, knowledge, experience, and diversity on the Board and, in the light of this evaluation, prepare or approve a description of the role and capabilities required for a particular appointment and the time commitment expected. In identifying suitable candidates, the committee shall:
 - (a) use open advertising and/or the services of external advisers to facilitate the search;
 - (b) consider candidates from a wide range of backgrounds;
 - (c) consider candidates on merit and against objective criteria and with due regard for the benefits of diversity on the Board and taking care that appointees have enough time available to devote to the position.
- 9.1.7. prior to the appointment of a director, other significant time commitments should be disclosed, and any additional future commitments should not be undertaken without prior approval of the Board. The proposed appointee should be required to disclose any other business interests that may result in a conflict of interest with the Company. These must be authorised by the Board prior to appointment and any future business interests that could result in a conflict of interest must not be undertaken without the prior authorisation of the Board;
- 9.1.8. ensure that on appointment to the Board, non-executive directors receive a formal letter of appointment setting out clearly what is expected of them in terms of time commitment, committee service and involvement outside of Board meetings;

- 9.1.9. consider the results of the Board performance review process that relate to the composition of the board, succession planning and how effectively members work together to achieve objectives;
 - 9.1.10. review annually the time required from non-executive directors. Performance reviews should be used to assess whether the non-executive directors are spending enough time to fulfil their duties and continue to contribute effectively; and
 - 9.1.11. work and liaise as necessary with all other Board committees, ensuring the interaction between committees and with the Board is reviewed regularly.
- 9.2. The Committee shall also make recommendations to the Board concerning:
- 9.2.1. any changes needed to the succession planning process if its periodic assessment indicates the desired outcomes have not been achieved;
 - 9.2.2. suitable candidates as new directors and succession for existing directors;
 - 9.2.3. membership of the audit and remuneration committees, and any other Board committees as appropriate, in consultation with the chair of those committees;
 - 9.2.4. the re-appointment of non-executive directors at the conclusion of their specified term of office, having given due regard to their performance and ability to continue to contribute to the Board in the light of the knowledge, skills and experience required;
 - 9.2.5. the re-election by shareholders of any director under the annual re-election provisions of the UK Corporate Governance Code or the retirement by rotation provisions in the Company's articles of association, having due regard to their performance and ability, and why their contribution is important to the Company's long-term sustainable success in the light of the skills, experience and knowledge required, taking into account the length of service of individual directors, the Chair and the Board as a whole;
 - 9.2.6. any matters relating to the continuation in office of any director at any time, including the suspension or termination of service of an executive director as an employee of the Company, subject to the provisions of law and their service contract; and
 - 9.2.7. the appointment of any director to executive or other office.

10. Reporting responsibilities

- 10.1. The Committee chair shall report to the Board after each meeting on the nature and content of its discussion, recommendations and action to be taken.
- 10.2. The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed, and adequate time should be made available for Board discussion when necessary.
- 10.3. The Committee shall provide a report to be included in the Company's annual report describing the Committee's work, including:
- the process used in relation to appointments to the Board, its approach to succession planning and how both support the development of a diverse pipeline;
 - if external search consultants have been engaged, their name and whether they have any other connection with the Company or individual directors;
 - how the Board performance review has been conducted, the nature and extent of an external evaluator's contact with the Board and individual directors, the outcomes and actions taken, and how it has or will influence Board composition;
 - a description of the Board's policy on diversity and inclusion, any measurable objectives and linkage to the Company's strategy, how it has been implemented and progress on achieving the objectives; and
 - the gender balance of those in the senior management team and their direct reports.

11. Other matters

- 11.1. The Committee is authorised by the Board to investigate any activity within its terms of reference and to seek any information it requires from any employee of the Company.
- 11.2. The Committee shall have access to sufficient resources to enable it to carry out its duties, including access to the company secretary for advice and assistance where required.
- 11.3. The Committee shall be provided with appropriate and timely training, both in the form of an induction programme for new members and on an ongoing basis for all members.
- 11.4. The Committee is authorised by the Board to obtain, at the Company's expense, outside legal or other professional advice on any matters within its terms of reference.

- 11.5. The Committee shall give due consideration to applicable laws and regulations, the provisions of the UK Corporate Governance Code and associated guidance, the requirements of the FCA's Listing, Prospectus and Disclosure Guidance and Transparency Rules and any other applicable rules, as appropriate.
- 11.6. The Committee shall arrange for a periodic review of its own performance and, at least annually, review its constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the Board for approval.