



## **Group Policy: Board Diversity, Equity and Inclusion**

### Purpose and Scope

Our purpose is to create innovative and sustainable solutions for the benefit of customers and society. Alongside our financial objectives, we have made a public commitment to reach net zero by 2050 and have set some ambitious environmental and social objectives through our Vision 2030 targets. Our strategy will see us become a truly global specialised chemical company, driven by attractive end markets.

The Board believes that a truly diverse and inclusive organisation is fundamental to the delivery of our purpose, so much so that diversity, equity & inclusion and holistic people development is one of the five pillars of our refreshed strategy launched in 2022. The diversity of our people – be it in terms of gender, ethnicity, education, experience, skills and knowledge, cognitive strengths, or any other measure – when coupled with a common ambition – produces better decision-making and outcomes

The Board also acknowledges the importance of diversity in the boardroom as a key driver of board effectiveness. This Policy outlines our commitment to promoting diversity within the Board and its Committees, complementing the Synthomer Values, and its Code of Conduct.

### Board Composition and Nomination Process

The Board is responsible for overseeing the implementation of this Policy, and ensuring that Board composition reflects diversity, equity and inclusion.

In accordance with its terms of reference, our Nomination Committee reviews the structure, size and composition of the Board, and leads the process for appointments, ensuring plans are in place for orderly succession to both the Board and senior management positions.

In considering the current and future composition of the Board, the Nomination Committee will consider, amongst other things, the skills, experience, and diversity of the Board. The Nomination Committee will actively seek out candidates from diverse backgrounds and under-represented groups to ensure that the Board represents a broad spectrum of knowledge, experiences and perspectives.

### Policy objectives

In conjunction with the Nomination Committee, the Board will:

- ▶ Foster a diverse and inclusive boardroom culture, where all directors feel valued, respected, and empowered to contribute their unique perspectives and talents.
- ▶ Continue its journey towards greater diversity on the Board, at a minimum setting a target of at least 40% female representation on the Board, with at least one woman in a senior Board position, and at least one director from a minority ethnic group on the Board.
- ▶ Oversee the development of a diverse pipeline for succession to the Board and its Committees.
- ▶ Support and monitor Synthomer's activities to increase the percentage of senior management roles held by women and other under-represented groups across the Group, in line with our published targets.
- ▶ Ensure all Board appointments are subject to a formal, rigorous, and transparent process, such that no unlawful discrimination occurs at any stage during the selection process on any grounds (including gender, age, race, religion, or sexual orientation);



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- ▶ Ensure all Board candidates are considered on merit and against objective criteria, with due regard for the benefits of diversity on the Board.
- ▶ When engaging an external search firm to help recruit Board candidates, only engage firms that understand and embrace Synthomer's approach to diversity, equity and inclusion.

Synthomer's Annual Report will contain details of the progress being made towards achieving our objectives on diversity, equity and inclusion.

A handwritten signature in black ink, appearing to read "Peter Hill", with a small horizontal line underneath.

**Peter Hill**  
**Chair**  
Synthomer plc  
March 2025