

SPECTRIS PLC

BOARD DIVERSITY POLICY

The Board is committed to further promoting diversity and inclusiveness of all kinds throughout the Group, regardless of geography, nationality, country of origin or cultural background. The Board agrees that diversity, which should be construed in its broadest sense and includes gender and ethnic diversity, is an important factor in Board effectiveness.

The Group is a supportive participant of the Hampton-Alexander Review and is committed to maintaining a diverse Board and Executive Committee composition and will continue to focus on improving diversity and inclusion within the senior management population and throughout the Group.

Approved by the Board: December 2021