

Origin Enterprises plc

Board Diversity Policy

Purpose

The Board Diversity Policy (the “Policy”) sets out the approach and commitment to diversity on the Board of Directors (the “Board”) of Origin Enterprises plc (“Origin”).

Scope of the Policy

The Policy applies to the Board. Origin’s commitment to diversity in relation to employees is addressed separately at Group-wide level in the Diversity, Inclusion and Equal Opportunities Policy ‘*You Make Our Difference*’.

Policy Statement

Origin recognises the importance and value of diversity in all its forms and the Board’s role in setting tone from the top by promoting a culture of diversity and inclusion across the organisation. We understand that diversity contributes to maximising the collective potential of our people, bringing value to an organisation. Diversity includes and leverages on the differences in skills, geographical and industry experience, nationality, gender, ethnicity, age, education and personal strengths and cognitive behaviour. Diversity at Board level is an important element to achieving our objectives in a sustainable, responsible way and as a means of maintaining a competitive advantage.

All Board appointments are made on merit and objective criteria, in the context of the skills, experience, expertise and background which the Board as a whole requires to be effective, and with due regard for the benefits of diversity.

Monitoring and Objectives

The Nomination and Corporate Governance Committee (the “Committee”) reviews and assesses the structure, size, composition, skills and overall balance of the Board. Recommendations for new appointments are made by the Committee to the Board taking into account the requirements of the business, with due regard to the diversity representation on the Board, considering all aspects of diversity, including those described above.

In terms of gender diversity, the Board is committed to maintaining a minimum of 33% female representation on the Board and, over time, to achieve greater gender balance taking into account developing best practice and regulatory requirements. The Board recognises that periods of change in Board composition may result in temporary periods when this balance is not achieved.

In engaging in recruitment processes for new appointments, the Committee will work with third-party recruitment agencies who understand Origin’s values and approach to diversity and give due consideration to those values in the identification of suitable candidates.

Reporting

The Committee will report annually in the Origin Annual Report on the Board’s approach to diversity, the process it has used in relation to Board appointments and the implementation of the Policy. The report will also include a summary of the Policy.

Review of the Policy

The Committee will review the Policy annually, or as appropriate, and recommend any revisions to the Board for approval.

This Policy was revised and adopted by the Board on 29 June 2023.