

# BOARD DIVERSITY

POLICY

May 2024





**Life Science REIT PLC**  
**BOARD DIVERSITY POLICY**

Approved by the Board on 23<sup>rd</sup> May 2024

## **1 OUR PROMISE**

This policy sets out the approach to diversity in respect of the Board of Directors of Life Science REIT plc and the Board's Committees. This policy has been created with reference to the Parker Review, the Hampton-Alexander Review, applicable Listing Rules ('LRs'), Disclosure Guidance and Transparency Rules ('DTRs') and the FCA's PS22/3 Policy Statement.

The Board recognises the value and benefit of measures of diversity. The Board believes that a diverse Board with a range of views and insights will improve the effectiveness of its decision making and be of benefit to the Company's shareholders and stakeholders alike. The principles of diversity and inclusion are core principles to which the Board refers to in all aspects of its work.

## **2 OUR PURPOSE**

### **Objectives**

The Board fully supports the introduction of LRs regarding diversity and inclusion targets, and related amendments to the corporate governance rules within its DTRs.

As an externally managed investment company and in the absence of a CEO and CFO, to aid in meeting the new diversity and inclusion targets, the Board considers the following positions to be senior positions:

- Chair
- Senior Independent Director ('SID')
- Chair of Sustainability Committee
- Chair of Audit and Risk Committee

To the extent possible, the Board will implement the recommendations of the Hampton-Alexander review, the Parker Review, and the FCA's Policy Statement CP 22/23.

The Board considers all measures of diversity when evaluating the Board's composition and when reviewing the effectiveness of the Board's decision making. In order to achieve and maintain diversity, the Board will also consider the following targets:

- maintain at least a balance of 40% female Directors; and
- the position of the Chair of the Board or a senior position will be occupied by a woman.

### **Implementation**

The Board looks to achieve recommended representation in gender and ethnic diversity, to increase the proportion of senior leadership roles held by women, people from ethnic minority backgrounds and other under- represented groups in support of the Hampton-Alexander Review and Parker review recommendations and the new LRs and DTRs . These objectives will run in parallel with the overriding objective of appointing the best candidate for the role.

### **3 OUR PRINCIPLES**

#### **Monitoring and reporting**

The Board will keep its composition under continual review to ensure that there is the right balance of skills, experience, knowledge and diversity. The monitoring, review process and effectiveness will be overseen by the Nomination Committee.

### **4 SIGNATURES**

A handwritten signature in black ink, appearing to read 'C Boyle', written in a cursive style.

Claire Boyle (Chair, Life Science REIT Plc)

A handwritten signature in black ink, appearing to read 'S Farnsworth', written in a cursive style.

Simon Farnsworth (Managing director, Ironstone Asset Management Ltd)