

Rightmove Board Diversity, Equity, and Inclusion Policy

Commitment to diversity, equity, and inclusion

This Policy sets out Rightmove's (the Company) top level commitment to diversity, equity, and inclusion. Rightmove plc's Board believes that diversity, equity, and inclusion are fundamental to the Company's long-term success and that greater diversity delivers competitive advantages.

A diverse and inclusive Board, comprising directors with a range of skills, knowledge, experiences, backgrounds, genders, ages, ethnicities, and other protected and non-protected characteristics and who possess different perspectives, insights and viewpoints promotes good decision making and delivers commercial advantages in the long term. Board and Board committee appointments are made on merit against a set of objective criteria in the context of the skills, experience, independence, knowledge, and diversity that the Board requires to be effective. This Policy should be read alongside Rightmove's Equality Policy and Code of Conduct.

How we report on diversity and inclusion

The following targets are in place and are reported in the annual report for the Rightmove Board (*in compliance with the FCA's Listing Rule 9.8.6(9)*):

- At least one director from an ethnic minority background;
- At least 40% directors to be women; and
- At least one senior position to be held by a woman – Chair, CEO, CFO, or Senior Independent Director.

The above targets are minimum requirements only and the Board will actively seek to exceed these targets wherever possible.

Rightmove also reports on the gender balance and ethnic background of executive management (the first layer of management below Board level) in compliance with UK Corporate Governance Code and on the genders and ethnic backgrounds of all employees in the annual financial report.

The Board also submits diversity data in relation to the Board and senior management to the Parker Review: FTSE 350 Ethnic Diversity survey on an annual, voluntary basis.

The Nomination Committee is responsible for ensuring that the Board has the right balance of skills, experience, knowledge, and diversity. To ensure that the Board is inclusive, the Nomination Committee will:

- Regularly review Board composition, succession planning, talent development and the broader aspects of diversity;
- Work with candidate firms who ensure that a diverse talent pool of candidates is reached and who have signed up to the voluntary code of conduct on gender and ethnic diversity and best practice;
- Ensure that Non-Executive Director (NED) and Chair 'long lists' and 'short lists' contain at least 50% women;
- Ensure that candidate lists for Board appointments include individuals from a diverse range of backgrounds and that all candidates with the requisite skills and experience are considered; and
- Consider candidates for appointment as NEDs who have little or no previous FTSE Board experience.

Senior leadership's role in diversity and inclusion

The senior leadership team is responsible for role modelling a diverse, inclusive, and respectful culture where all colleagues are valued, fairly rewarded, and expected to play their part in building an equitable and diverse workplace.

The senior leadership team will:

- Ensure that there are appropriate action plans, and diversity performance measurement systems and processes in place;
- Ensure that the organisation is collecting and monitoring data relating to its workforce to enable it to understand diversity at Rightmove; and
- Ensure that the Director of People provides regular updates to the Board and Chair on diversity and inclusion and on progress against any targets.

Policy approved by the Board on: 3 August 2023

Policy owner: Company Secretary