

Board Diversity, Equity and Inclusion Policy

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1. Top level commitment

The Board believes that diversity and inclusion are fundamental to the Company's long-term success. A Board comprising individuals with a broad range of skills, experience, backgrounds and perspectives supports effective decision-making and contributes to the Company's commercial success and long-term competitiveness.

The Board recognises that diversity extends beyond gender and ethnicity and includes, amongst other characteristics, age, disability, sexual orientation, gender identity, socio-economic background, nationality, educational and professional background, cognitive diversity, tenure, skills, perspectives and lived experience.

The Board is committed to fostering an inclusive environment in which all directors can contribute fully, challenge constructively, and have their views heard and considered in Board deliberations.

Appointments to the Board and its committees are made on merit against objective criteria, taking account of the skills, experience, independence, knowledge and diversity required for the Board to operate effectively and deliver the Company's strategy.

This Policy should be read alongside Rightmove's Equality Policy and Code of Conduct.

2. Reporting and disclosure

The Board's achievement against the following targets is disclosed in the annual financial report in accordance with the UK Listing Rules and any applicable FCA requirements relating to diversity disclosures:

- 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 Board also reports on the genders and ethnic backgrounds of executive management (the first layer of management below Board level) in compliance with the UK listing rules and reports on the genders and ethnic backgrounds of all employees in the annual financial report. Rightmove voluntarily participates in the Parker Review FTSE 350 diversity survey.

The Board supports achieving and maintaining a diverse Board and leadership team and will seek to exceed regulatory and market expectations where appropriate, while ensuring appointments continue to be made on merit against objective criteria.

The annual Board effectiveness review should include consideration of Board composition, inclusiveness of Board discussions, diversity of perspectives and the extent to which all directors are able to contribute effectively.

Diversity disclosures will be accurate, transparent and, wherever possible, based on voluntary self-identification.

3. Role of the Nomination Committee

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;
- Monitor the diversity of succession pipelines for the Board, Executive Committee and key leadership roles to support diversity over the longer term;
- Engage executive search firms that demonstrate a credible commitment to diversity and inclusion, including adherence to relevant industry codes and best practice standards.
- Expect candidate longlists to reflect a broad range of backgrounds and experiences;
- Endeavour to 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.

4. Senior leadership responsibilities

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 Chief People Officer provides regular updates to the Board and Chair on diversity and inclusion and on progress against any targets.

5. Review

This Policy shall be reviewed annually by the Nomination Committee and approved by the Board.

Policy owner: Company Secretary

Approved by the Board on **22 September 2026**

