

## **PRIMARY HEALTH PROPERTIES PLC**

### **Board diversity and inclusion policy**

#### Introduction

Primary Health Properties PLC (“**PHP**”) believes that a company’s culture should promote equal opportunity, integrity and openness, value diversity and be responsive to the views of shareholders and wider stakeholders. PHP therefore supports the principles of the Hampton-Alexander and Parker reports on gender and ethnic diversity and will work to achieve a diverse Board and workforce.

#### Board appointments

Members of the Board and its committees should collectively possess a diverse range of skills, expertise, domain knowledge, ethnic and societal backgrounds and cognitive and personal strengths. These are important ingredients for the effective operation of the Board and oversight of the Group.

The Board will always seek to appoint the best qualified candidate, but between two candidates of equal merit the Board will, in recognition of the policy, give preference to any gender or background disproportionately under-represented on the Board. In order to help achieve these aspirations PHP endeavours to only use the services of executive search firms who have signed up to the Voluntary Code of Conduct on gender diversity. Executive search firms will also be required to ensure non-UK nationals, women and candidates from historically under-represented ethnic groups are represented in the pool of candidates for all Board positions.

In recognition of the value of diversity, the Board will seek to ensure that over time no less than 30% of the Board and of each of its Committees is comprised of female members plus historically underrepresented ethnic groups, subject to the overall requirement to have a Board with an appropriate combination of skills, experience and knowledge.

#### Other appointments

As the Group provides modern primary care properties for GP practices serving diverse communities across the United Kingdom and Ireland, diversity of thought and background is essential and will remain one of the key criteria by which candidates are selected for the Board, senior management positions and throughout the Group.

Recruitment to the Board and throughout the Group will be conducted on the basis of merit against objective criteria that avoids discrimination on the grounds of age, disability, gender, socio-economic background, race, colour, nationality, ethnic origin, religion or belief, or sexual orientation.

The Board Diversity Policy was approved by the Board in December 2021, and will be reviewed on an annual basis to assess how the policy has been implemented and progress on achieving the objectives.