

Board Diversity and Inclusion Policy

The Directors of Capital & Counties Properties PLC believe that, throughout the Company, diversity of experience and perspective can lead to improved decision making. The merits of diversity are recognised both in this Board Diversity and Inclusion Policy and in the Group Equal Opportunities and Diversity policy.

When considering the nomination of new Directors, the Nomination Committee of the Board will evaluate the balance of skills, knowledge and experience on the Board to establish the particular skills, experience and aptitudes desirable for that appointment. Such evaluations will pay particular attention to the merits of diversity, including diversity of gender, race, age and background.

Over the next two to three years, in the normal course of succession management, the Board intends that its composition will become more reflective of the diversity across the business, particularly in respect of gender. Whilst no targets have been set in making appointments Capco will only use executive search firms that are signatories to the Voluntary Code of Conduct for Executive Search Firms, and will require diverse candidate shortlists.

The composition of the Board will be kept under review to ensure that the best balance of skills and experience is maintained.

The effectiveness of this policy will be monitored by the Nomination Committee.

H.E. Staunton
March 2021