

Board Inclusion policy

Purpose and scope

Mitie's approach to business is underpinned by an acknowledgement and advocacy for the importance of Equality, Diversity and Inclusion for fair treatment and equal opportunities for all. We are committed to creating a culture of inclusion and belonging where different perspectives, experiences, and identities are valued and leveraged.

This Board Inclusion policy (the "Policy") is an extension of Mitie's group wide Equality, Diversity and Inclusion Policy (MG(Pol)011) and is applicable to our **Board of Directors** regardless of their age, race, ethnicity, gender, sexual orientation, disability, religion, or any other aspect of their identity.

Policy Objectives

We believe that an inclusive and diverse Board enhances our organisational performance, innovation, and social impact.

The Board recognises the importance of its membership reflecting diversity in its broadest sense and the Nomination Committee regularly reviews the composition of the Board and its Committees. Board appointments are made on merit by assessing candidates against measurable objective criteria.

The Board, through the Nomination Committee, are committed to:

- Ensuring its membership reflects a combination of demographics, skills, experience, race, age, gender, sexual orientation, disability, educational, professional and socio-economic backgrounds which provides a range of perspectives, insights and challenges needed to support sound decision making and reflects the diverse workforce at Mitie;
- With regard to gender diversity, the Board maintains a balance so that, as a minimum, 40% of the Board Directors are women provided that this remains consistent with the skills and diversity requirements when seeking a new appointment to the Board. It is acknowledged that there may be periods of time where this balance falls below 40% during the search and recruitment process for new Board Directors;
- Ensuring at least one of the Chair, Chief Executive, Chief Financial Officer or Senior Independent Director is a woman, provided that this remains consistent with the skills and diversity requirements when seeking a new appointment to the Board. It is acknowledged that there may be periods of time where Mitie falls below this level during the search and recruitment process for new Board Directors;
- With regard to ethnicity, ensuring there is at least one Board Director from a racially diverse background (that is one of the ethnic background categories recommended by the UK Office for National Statistics, other than a White ethnic group), provided that this remains consistent with the skills and diversity requirements when seeking a new appointment to the Board. It is acknowledged that there may be periods of time where Mitie falls below this level during the search and recruitment process for new Board Directors;

- Supporting and monitoring against the progress of our Equality, Diversity and Inclusion Strategy and goals;
- Broadening their perspectives and learning in Equality, Diversity and Inclusion by participating in Mitie Inclusion events, and share their learnings and insights with Board members.

As vacancies arise, the Board will seek to address diversity gaps in its membership whilst ensuring it recruits talented Board members who have the appropriate mix of skills, capabilities and market knowledge to ensure the Board is effective.

Responsibilities

- The Nomination Committee, on behalf of the Board, will be responsible for the implementation and delivery of this Policy;
- The Nomination Committee will keep the Policy under review to ensure its effectiveness and alignment with best practice and the requirements of the UK Corporate Governance Code and any other relevant legislation; and

The Nomination Committee will recommend any revisions to the Policy to the Board for approval annually.