

## Simplyhealth Board Diversity Policy

At Simplyhealth, our purpose is to improve access to healthcare for all in the UK because no one should go without the healthcare support they need.

We believe that we will only be successful in achieving our purpose by having people with passion and commitment from a broad range of ethnicity, social, educational and professional backgrounds, religion, gender, sexual orientation, age, or disability, as well as diversity of thought. The output of this being cognitive diversity, where the Board is made up of people who think differently, can offer unique perspectives, have different approaches, ideas and skill sets, and is therefore better equipped to solve problems, challenge and determine strategy. People matter at Simplyhealth and we want to foster an inclusive culture where our diverse colleagues represent the customers and communities we serve, feel a sense of belonging, and are empowered to deliver their best work.

Our Board has a clear accountability for cultivating this culture of Diversity & Inclusion, alongside all other areas of our business. Diversity and inclusion at Board level is a critical factor in maintaining competitive advantage through good decision making and challenge.

Board appointments will be made on merit, assessing candidates against objective criteria and through using professional search companies with robust D&I selection processes. Our policy is to ensure that there is broad experience and diversity on the Board without compromising on the calibre of directors. Diversity embraces different perspectives and backgrounds as outlined above, and also includes diversity of personality and work styles.

The Governance and Nominations Committee is responsible for ensuring that the Board has the right balance of experience and capability and will regularly review the composition of the Board in addition to succession plans. Appointments to the Board will be made in the context of complementing and expanding the skills, knowledge and experience of the Board as a whole, while aspiring to represent the communities and customers we serve.

The Governance and Nominations Committee will review the Board Diversity Policy annually and put forward any recommended changes to the Board.

The Board Diversity Policy applies to the Board of Simplyhealth Group Limited and Simplyhealth Access.

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