

Informa PLC

Board Policy on Inclusion and Diversity

9 December 2025

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Introduction

As the Board of Directors of Informa, we all recognise and give full regard to the benefits of the diversity and inclusion of our colleagues in the business and when searching for candidates for Board appointments, recognising the benefits that different skills, experience, background and diversity bring to the Group.

Regarding gender and ethnic diversity on UK boards, we support the recommendations of the Hampton-Alexander Review and the Parker Review respectively and are mindful of the reporting requirements of the UK Listing Rules.

Policy

In consideration of the above and in line with the Group's Global Diversity & Inclusion Policy, the Informa PLC Board Policy on Inclusion and Diversity is:

1. All Board and Committee appointments will continue to be made on merit, against objective selection criteria, with due regard given to the benefits of diversity.
2. Any Board and Committee appointment process will include diverse candidates, particularly those from different ethnic and social backgrounds.
3. The Board will ensure diversity and inclusion are regular topics in meetings.
4. The Board will annually review the gender balance of the Board and senior management as required by the UK Listing Rules.
5. The Nomination Committee will regularly review the structure, size and composition of the Board to ensure that it has an appropriate balance of skills, experience, independence and knowledge to effectively oversee and support the Company's Executive Management.
6. The Board and its Committees will only work with providers that have adopted the voluntary Code of Conduct for executive search firms.

Approval

This Board Policy on Inclusion and Diversity was approved on 9 December 2025.

John Rishton

Chair of the Board, Informa plc
Nomination Committee Chair