

Reckitt Benckiser Group plc - Board Diversity and Inclusion Policy

Reckitt understands the importance and value of diversity, and the Board's role in driving inclusion and diversity across the Company. We are committed to creating and sustaining a culture that reflects the diverse communities we serve and provides equal opportunity and support for all to utilise their experiences and skills to contribute to the business.

We believe a key driver in delivering our diversity commitments is through the Board and its sub-committees. The Chair leads the Board diversity agenda and sets measurable objectives with the aim of continuously improving diversity which ultimately leads to better debate and decisions. This Board Diversity and Inclusion Policy sets out the Company's approach to achieving and sustaining a diverse and inclusive Board of Directors at Reckitt Benckiser Group plc.

1. Policy Objectives and Monitoring

The Board and Nomination Committee leads the Board diversity agenda with the aim of continuously improving diversity and inclusion across the Company.

The Nomination Committee regularly reviews and assesses the Board's structure, size and composition, including the balance of skills, gender, experience, tenure, ethnicity, perspectives, independence, knowledge, professional and social background, personal and cognitive strengths and diversity between Directors and recommends to the Board any changes deemed necessary.

In making its recommendations to the Board, the Committee has due regard to the UK Corporate Governance Code, FCA Policy on Diversity and Inclusion on Company Boards and Executive Management, the Parker Review and the FTSE Women Leaders Review (formerly Hampton-Alexander Review) and aspires to comprise:

- at least 40% women on the Board;
- at least one of the senior Board positions (Chair, Chief Executive, Chief Financial Officer or Senior Independent Director) is a woman; and
- at least one director from a non-white minority ethnic background;

it being acknowledged that in periods of Board change, there may be times when this balance is not maintained.

2. Policy Review

The Nomination Committee will review the Policy annually, or as appropriate, to reflect best practice and to ensure that it continues to be fit for purpose. The Nomination Committee will discuss proposed changes to the Policy and will recommend any such changes to the Board for consideration and approval.

3. Reporting

The Nomination Committee will report annually, in the Company's annual report, on the process it has used in relation to Board appointments and will include a summary of the Policy and any progress that has been made towards achieving objectives set.

Approved by the Board on 20 November 2024