

Purpose and scope

This Policy sets out easyJet plc's approach to diversity and inclusion in relation to its Board of Directors. It applies to the Board and sits alongside easyJet's wider people, inclusion and conduct policies.

The Board believes that a diverse and inclusive membership, bringing together a broad range of skills, experience, backgrounds, perspectives and cognitive and personal strengths, supports effective challenge, sound decision-making and the long-term success of easyJet.

Board composition, appointments and succession

The Nomination Committee will keep the structure, size and composition of the Board and its Committees under review, having regard to easyJet's strategy, the skills and experience required now and in the future, succession planning, tenure and diversity.

Appointments to the Board will be made through formal, rigorous and transparent procedures, based on merit and objective criteria and with due regard to the benefits of diversity. External search firms engaged in connection with Board appointments will be expected to support the objectives of this Policy and to provide diverse candidate lists.

Diversity will be considered in its broadest sense, including gender, ethnicity, age, disability, sexual orientation, gender identity, social and professional background, skills, experience, cognitive and personal strengths, and diversity of thought.

The Nomination Committee will also oversee the development of a diverse pipeline for succession to the Board and senior management.

Objectives

The Board seeks to maintain:

- at least 40% female representation on the Board;
- at least one woman in the role of Chair, Chief Executive Officer, Chief Financial Officer or Senior Independent Director; and
- at least one director from an ethnic minority background.

The Board recognises that periods of change in its composition may result in these objectives not being met temporarily. Its long-term intention is to maintain these levels as a minimum.

Review and reporting

The Nomination Committee will review the effectiveness of this Policy annually and recommend any changes to the Board for approval.

The Company will report annually in its Annual Report and Accounts on the implementation of this Policy, progress against its objectives and the approach taken to Board appointments and succession planning during the year.

Approved by the Board on 23 September 2026