

BLOOMSBURY PUBLISHING PLC

BOARD DIVERSITY POLICY

PURPOSE

This Board Diversity Policy (the **Policy**) sets out the approach to diversity on the Board of Directors of Bloomsbury Publishing Plc (the **Board**).

POLICY

The Board recognises the benefits which diversity on the Board, in senior management positions and throughout the Group can bring in supporting the achievement of the Group's strategic priorities and promoting the Group's long-term success.

In respect of its own composition, the Board believes that membership of the Board should include a diverse mixture of skills, professional and industry backgrounds, gender and ethnicity, on the basis that a diverse Board with a range of views, perspectives, opinions and experiences will enhance the effectiveness of Board discussions, drive good decision-making and better support the leadership team in achieving the Company's strategic priorities.

OPERATION

New appointments to the Board will be made on merit, taking account of the specific skills, experience, independence and knowledge of each individual director in light of the needs of the Board from time to time. Diversity will be taken into consideration when evaluating the skills, knowledge and experience required to fill each Board vacancy and ensure a rounded Board.

The Nominations Committee (the Committee) reviews and assesses Board composition on behalf of the Board, seeking to balance its skills, experience, knowledge and independence, taking into account the composition which will be best positioned to advance the Group's strategy. In reviewing Board composition, and in identifying suitable candidates for appointment to the Board, the Committee will consider candidates on merit, and with due regard for the benefits of diversity, including but not limited to gender and ethnicity, on the Board.

When searches for an appointment to the Board are conducted by an external search firm, they will be required to produce a list of diverse and qualified potential candidates for consideration.

The Board supports the recommendations of the FTSE Women Leaders Review (previously the Hampton-Alexander Review) to have at least 40% female Board members and the Parker Review target to have at least one Board member from a minority ethnic background. When considering new appointments to the Board, in addition to the consideration of diversity of skills, experience and backgrounds, the Committee will continue to have regard to such recommendations, while recognising that periods of change in Board composition may result in temporary periods where these are not met.

Information on the composition of the Board with regard to gender and ethnic diversity, and progress against such objectives as the Company may set in respect of diversity from time to time will be disclosed in the Company's Annual Report and Accounts.

The Committee will keep this Policy and its effectiveness under review and will recommend to the Board any revisions to the Policy which it deems appropriate from time to time.

Approved by the Board on 22 May 2024