



## Wickes Group plc Gender and Ethnicity Balance Methodology Statement 2025

### Context

For 2025, Wickes set two targets to increase the balance of females in proportion to the number of males within the entire colleague population and to improve ethnicity representation within the entire colleague population. These targets are the focus of the activity in our inclusion and diversity programme, which forms part of the People pillar of Wickes' Responsible Business Strategy - Built to Last. These targets were also linked to the Executive Annual Bonus for 2025.

### Definitions

For the purposes of these targets, the roles and measures are defined as follows:

- Gender: Male and Female
- Ethnicity: Underrepresented ethnic minorities (all ethnicities except White and Unknown)

### Process

1. The HR System (HRe) provides a data feed for all employed colleagues of Wickes Building Supplies Ltd into the Company's Qlik database and the data is then downloaded into a Google sheet to calculate performance.
2. The data is downloaded at the start of each month with an effective date of the end of the previous calendar month. The % is calculated as at the last day of the month. The 2025 result was downloaded on 2nd January 2026 and is effective as of 31st December 2025.
3. The data includes the employee population of the entire Wickes Building Supplies Ltd only, except for the non-Executive board members.
4. Calculate females as a % of total colleagues within that population.
5. Calculate the UEM as a % of total colleagues within that population.

### Notes

- The gender and ethnicity recorded in our systems reflect the employee's self-identified gender and ethnicity, in line with our existing processes.
- Only 100% owned subsidiaries are included in this calculation - 0.5% of the colleague population employed by Gas Fast Ltd is not included.