



**Reporting criteria for selected ESG performance metrics
for the year ended 31st December 2024**

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1. Introduction

This document outlines Taylor Wimpey Plc (“Taylor Wimpey”)’s criteria and supporting methodologies that have been adopted to prepare the following selected ESG performance metrics for the year ended 31st December 2024:

- Annual Injury Incidence Rate (per 100,000 employees and contractors)
- Female representation in GMT and direct reports (%)
- Ethnic representation in GMT and direct reports (%)
- Number of homes built using timber frame

Scope of reporting

The selected ESG performance metrics relate to Taylor Wimpey’s operations in the UK. Operations in Spain and our joint ventures are excluded from all four metrics. Further detail on the exact scope and boundary of each metric is set out in the corresponding sections below.

Our capital allocation policy does not include any planned M&A activity. However, for completeness, any entities that are acquired during the financial year would be incorporated into reporting on the selected ESG performance metrics in the next full reporting period in accordance with the scope and boundary criteria set out in this document, unless otherwise indicated in our reporting. Any disposed businesses would be included up to the date of completion of the disposal.

Baseline and recalculation policy

Restatements are considered necessary if there is a change to an individual ESG performance metric covered by this methodology of greater than 5%. Restatements may be needed as a result of:

- a) Structural change: Where we experience a structural change (i.e. merger, divestment, acquisition) to the scope of our reporting in future periods, we will recalculate the baseline (for data associated with targets) and other data as required, so that we can monitor our performance on a consistent basis.
- b) Methodology change: Changes in calculation methodology or improvements in the accuracy of activity data or other inputs which result in a significant impact on the data.
- c) Corrections: Discovery of significant errors, or a number of cumulative errors, that are collectively significant.

2. Annual Injury Incidence Rate (per 100,000 employees and contractors)

Scope of reporting

The Annual Injury Incidence Rate (AIIR) is an important metric that shows the number of reportable injuries and incidents per 100,000 employees and contractors over a 12-month period. The metric includes reportable injuries and incidents, as reported to the HSE, defined below.

The AIIR reported metric reflects the safety performance of both directly employed Taylor Wimpey employees and contractors working on Taylor Wimpey sites, across the 22 UK regional Business Units, Head Office, Taylor Wimpey Logistics and Taylor Wimpey Manufacturing.

Reporting period

The reporting period for AIIR is aligned with our financial year (1st January 2024 to 31st December 2024). The data reported is collected monthly and consolidated at the year end to be reported in the Annual Report and Accounts.

Definition

- Injury or incident: A reportable injury is any injury or incident which meets the HSE criteria set out in *The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013*: <https://www.hse.gov.uk/riddor/types-of-reportable-incidents.htm>

Methodology

Number of Annual Injuries & Incidents

All injury and incidents are reported through an internal reporting tool. On operational sites, the site manager is responsible for following relevant health and safety procedures and recording details of any injuries or incidents. The data is collated and reviewed on a monthly basis by the Taylor Wimpey Health, Safety and Environmental (HSE) team. Adjustments are made where necessary to ensure consistency and accuracy of injuries and incidents adhering to the definitions above. This monthly data is shared with the Operational Management Team, which includes Group and Functional Leadership for ongoing management review.

Number of employees and contractors

The method for collecting the number of employees and contractors used in the denominator of this calculation is described below:

- Directly employed staff – the total number of directly employed staff is obtained from the central HR system on a monthly basis. The number of employees is on an FTE basis inclusive of any employees who may be on long term leave.
- Contractors – Given the large and variable number of contractors working on our sites across the year, to gather the total number of contractors, we use site sign-in forms to collect and compile the number of contractor staff that have signed in at our sites. The collection and compiling of sign-in form data is undertaken by independent Site HSE Advisors who carry out unannounced site inspections during each month across every site, which includes reviewing the site sign-in forms to understand the number of people on site. The HSE Advisor counts the number of contractors that have signed in on-site in the preceding week and calculates an average number of contractors on-site for that month using the counted weeks data. This data is captured and collated by our Site HSE Advisors across every site and then passed on to the Taylor Wimpey HSE team. In addition, to allow for delivery drivers or other temporary visitors to site that may not sign-in, an adjustment is made to add 20 heads per Business Unit to the number of contractors (440 heads added in total, representing 3% of total employees and contractors).

The total number of employees and contractors as calculated above on a monthly basis is then averaged across the 12 months of the year for the annual AIIR calculation.

Calculation

$$\text{Annual Injury and Incident Rate} = \frac{\text{Number of Annual Injuries \& Incidents}}{\text{Number of employees and contractors}} \times 100,000$$

3. Ethnic & Female representation in GMT and direct reports (%)

Scope of reporting

These important Diversity and Inclusion metrics demonstrate the proportion of the Group Management Team (GMT) and their direct reports that meet the criteria set out below.

The GMT consists of the Chief Executive Officer, Group Finance Director, five Divisional Chairs, the Group Human Resources Director, and Group General Counsel and Company Secretary. Their direct reports are senior leaders within one reporting level of the GMT and report directly to them under the Group Organisational Chart, recorded in Success Factors, the Human Resources cloud based system.

There are some direct reports, such as Personal Assistant's, that are excluded from the calculation. This is to align with the statutory reporting definitions as part of the Hampton Alexander review and the Parker review.

Reporting period

The disclosed Ethnic and Female Representation in the GMT and Direct Reports reported in the Annual Report and Accounts is as at 31 December 2024, and represents the number of individuals employed by Taylor Wimpey at that point in time meeting the criterion. The data is collected and monitored on an as required basis, reported at regular GMT meetings and two Nomination Committee meetings during the annual period.

Definitions

- Female Representation: This figure represents the total number of staff who identify as female, on the GMT or their direct reports who have opted to disclose their gender as female. This is given as a percentage of the total employees who fall into the scope of this metric.
- Ethnic Representation: This figure represents the total number of employees from ethnic minorities on the GMT or their direct reports who have opted to disclose their ethnicity as a category that is not White (or White British). This is given as a percentage of the total employees who fall into the scope of this metric.

Methodology

As part of the job application process, candidates are asked for their gender and ethnicity where they are given the following options to choose from:

- Gender: Prefer to Self-Describe, Prefer Not to Say, Male, Female, Non-Binary, Gender Fluid and Agender.
- Ethnicity: Prefer Not to Say, Other Ethnic Group, White or White British, Mixed or Multiple Ethnic Groups, Black or Black British, Asian or Asian British, Prefer to Self-Describe and Unknown.

These are now mandatory fields for an application to be processed and considered. If the candidate is successful, they will be onboarded by HR which includes the transfer of the applicant's personal details entered during the application process into Success Factors. Once the applicant has commenced their employment they are granted access to Success Factors. If an employee wishes to change or update any of their personal details, they can do so on Success Factors.

Before the transition of our HR system to Success Factors in July 2024, the gender and ethnicity fields were not mandatory. Therefore for those employees employed before July 2024 where no selection was made we will not hold their gender or ethnic information from their application. These employees are able to make their gender and ethnic selection on a voluntary basis in Success Factors. Where no data is held for these employees, they will be recorded as 'not disclosed'.

Each month-end, the Head Office HR team runs a centralised employee headcount report from Success Factors. The data obtained provides the headcount (not full time equivalent) of employees. This includes any employees currently serving a period of absence, such as employees on sick leave or parental leave. No adjustment is made for part time working hours or different contractual positions.

Calculation

$$\text{Female Representation in GMT \& Direct Reports \%} = \frac{\text{Total Females in GMT \& Direct Reports}}{\text{Total GMT Members \& Direct Reports}} \times 100$$

$$\text{Ethnic Representation in GMT \& Direct Reports \%} = \frac{\text{Total Ethnic Minorities in GMT \& Direct Reports}}{\text{Total GMT Members \& Direct Reports}} \times 100$$

The numerator shown in the calculations above is for those employees that have made a positive disclosure as defined above – where no disclosure has been made or the employee has selected ‘Prefer not to say’ then these heads have been excluded from the numerator in the calculation (but remains in the denominator).

4. Number of homes built using timber frame

Scope of reporting

This important metric demonstrates the number of homes legally completed that were built using timber frame construction methodology, as defined below, across the 22 UK regional Business Units.

Reporting period

The reporting period is aligned with our financial year (1st January 2024 to 31st December 2024). The data reported is collected on a quarterly basis and consolidated at the year end to be reported in the Annual Report and Accounts.

Definitions

- Timber Frame construction methodology: Timber Frame construction can be defined as a building method where the internal skin and structural components of a home are constructed using timber rather than traditional aerated blocks. This approach involves using timber for the internal leaf of the cavity construction as well as any structural or load-bearing walls. The timber frame serves as the primary structural support, with the load being transferred through the frame down into the foundations.

Methodology

This data is collected and reported on a quarterly basis from the Business Units to Head Office. Production, Technical, and Finance teams work collaboratively to collect, review and report this non-financial information.

Our Business Units in Scotland predominantly use timber frame construction, while Business Units in England are in varying stages of timber frame adoption. Some of our sites use a mix of construction types, but an individual plot cannot be a mixture of construction methods.

For those Business Units that exclusively use one construction methodology, the relevant number of completed plots constructed using timber frame methodology is collected as all legal completions in the period. For those Business Units that use both construction methodologies, completion data is cross-referenced with plot schedules that demonstrate what construction methodology has been used for each plot, and the technical team collate the number of plots that have been completed that were built using timber frame construction methodology in the period. This data is reviewed for completeness and accuracy, and where necessary any adjustments are made.

Each quarter, the Head Office Finance team collects the reported data, removes any timber frame completions from JVs and consolidates to produce the annual metric.