

## Persimmon Plc Group Training Methodology 2025

### 1. Introduction

This statement summarises the reporting methodology for Persimmon Plc's Training KPIs for the financial reporting year 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 that are considered material and relevant. This methodology is in line with Persimmon's annual reporting of training interventions.

The KPI is measured by the number of interventions, which include colleagues and specific outreach personnel undertaking training programmes as part of their 'skills enhancement'. Training focuses on skills above and beyond the basic job role skills, enabling full potential to be reached or key skills to be obtained.

### 2. Reporting approach

The methodology used to identify the appropriate training interventions is based on activities that support the development of skills and competency of our people above and beyond what is required for business and the usual activities of the job role.

Reports are provided via our Access Learner management system and monitoring activities carried out by the Persimmon Group Training function.

### 3. Scope and reporting boundary

Persimmon Plc is the holding company for the Persimmon Group of companies. It operates from 29 regional offices throughout the UK. The Group trades under the brand names Persimmon Homes, Charles Church and Westbury Partnerships across England, Wales and Scotland.

Persimmon Plc also operates Space4 (time frame) Brickworks & Tileworks manufacturing sites. Throughout the first half of 2025, the activities of Persimmon Direct (groundworks contractors) ceased. The internet business FibreNest was sold on 5th August 2025.

Training interventions and programmes for staff in these businesses are categorised as:

- 'introductory' training, which typically covers basic courses required for the business to operate in compliance and for colleagues to understand required Persimmon ways of working.
- 'competent' level training, which enables colleagues to fulfil their core skills and builds their capabilities to ensure they have the required skills and competence to be confident in their role and ensure effective delivery of their responsibilities.
- 'excellence' training programmes, which are focused on providing opportunities for skills development and progression, fulfilling our people's potential. This ensures a continuous pipeline of talent in the business and improved business performance.

The KPI scope of interventions focuses on the excellence programmes.

Excellence status is defined by an assessment of training needs by role across the business. As part of the continued development of our training programmes, an analysis of training needs by role is carried out, and the requirements for staff to attain the levels of introductory, competency, and excellence are defined. These are reviewed with key stakeholders and

subject matter experts and signed off by the Head of Training and the functional Group Director.

The definition of excellence will vary by role, and what may be deemed competence for one role may be considered excellence for another.

An intervention is defined as an individual commencing or completing a programme of learning/development which meets the criteria of the individual excellence programme and enhances their knowledge beyond the basic requirements of knowledge, skills, or understanding required for the day-to-day responsibilities of their role.

#### **4. Excluded activities**

Any training that may be required by legislation, regulation, or deemed as business as usual for a job role.

Any individual activities recorded as an intervention in previous years, e.g. a Site Manager commencing an NVQ programme in 2024, would not be included in 2025 reporting even though some of the training activity would be completed within that year.

#### **5. Data collation and methodology**

All training data is collated by the Group Training function. This is stored predominantly on our Access Learner Management system, managed by Group Training administrators. Training provided by external providers is evidenced by invoices, certification, or attendance registers and uploaded to the LMS system.

These interventions are based on the commitment of Persimmon to the development of their staff and the provision of opportunities for staff to develop and excel both within their role and in their careers. For the purpose of reporting, the intervention is logged when the candidate commences or completes the programme which meets the criteria of the individual excellence programme. For certain training programmes a minimum number of prior modules must have been completed before the intervention is classed as excellence.