



Pursuant to the announcement on 5 January 2021 regarding the appointment of Mr David McCreadie as Chief Executive Officer, subject to regulatory approval, of Secure Trust Bank (the “Company”), the Company confirms that the following remuneration will be paid to Mr McCreadie, in accordance with the approved Directors’ Remuneration Policy (“DRP”):

- Mr McCreadie will receive a Basic Salary £650,000 per annum;
- Mr McCreadie will be eligible to receive a bonus of up to 100% of base salary, subject to the deferral requirements as set out in the DRP. The first year assessed for any bonus payment will be the 2021 financial year with any consequential bonus, as determined by the Remuneration Committee, being payable in April 2022;
- Mr McCreadie will be eligible to receive an award of up to 100% of base salary under the Long Term Incentive Plan. The first award will be granted in respect of 2021-2023 financial period and is undetermined at the date of publication;
- Mr McCreadie will receive a taxable cash allowance in lieu of pension of £32,500 per annum;
- Mr McCreadie will receive no further forms of benefits in kind outside of the standard benefits policies.

This information was published on 15 January 2021.