

Secure Trust Bank PLC

Board Policy on Diversity

This Board Diversity Policy should be read in conjunction with the wider Equality and Diversity Policy of Secure Trust Bank PLC (“STB”) which applies to all employees. This policy applies only in relation to the Board of STB.

STB is committed to providing equal opportunities.

The Board of STB has adopted this Board policy on diversity, including gender, race, ethnicity, age, disability, religious belief, sexual orientation, marital status, gender reassignment and pregnancy (together “Diversity”).

Appointments to the Board will be made on merit, against objective criteria and with due regard for the benefits of Diversity on the Board. Appointments to the Board will be made having regard to the balance of knowledge, skills, Diversity and experience of the Board at the time of the appointment and having regard to long-term planning in relation to Board composition.

Each member of the Board of STB and the Board collectively shall have sufficient knowledge and skills, together with an appropriate mix of background and experience. This includes long-term and recent experience of the UK financial services sector.

The Board of STB aspires to reflect society as a whole, but at this stage the Group Board does not believe that it would be appropriate to set targets or quotas.

The Board appointment process and composition of the Board is overseen by the Nomination Committee which shall review the effectiveness of this policy periodically and make recommendations to the Board in relation to any proposed changes.

Approved by: The Board March 2018

Date reviewed: June 2022.