

Notice of Annual General Meeting

12 May 2021

This document is important and requires your immediate attention

If you are in any doubt about its contents or the action you should take, you are recommended to seek your own personal financial advice from your stockbroker, bank manager, solicitor, accountant or other independent adviser authorised under the Financial Services and Markets Act 2000. If you have recently sold or transferred all of your shares in Secure Trust Bank PLC, please forward this document, together with the accompanying documents, as soon as possible to the purchaser or transferee, or to the person who arranged the sale or transfer so they can pass these documents to the person who now holds the shares.

Letter from the Chairman



7 April 2021

One Arleston Way
Shirley, Solihull
B90 4LH

Dear Shareholder

Annual General Meeting

I am writing to provide you with information about the 2021 Annual General Meeting ("AGM") of Secure Trust Bank PLC ("STB").

The AGM will be held on Wednesday, 12 May 2021 at One Arleston Way, Shirley, Solihull, B90 4LH at 10.00 a.m.

In line with the Government's guidance regarding social distancing and prohibition of public gatherings due to COVID-19, the arrangement and format for this year's AGM will follow a similar format to the 2020 AGM in order to protect the health and wellbeing of shareholders, employees and the wider community. Accordingly, STB will make arrangements such that the legal requirements to hold the AGM will be satisfied through the attendance of a minimum number of people. It is with regret that I therefore discourage you from attending the AGM in person this year. I very much look forward to welcoming you in person once it is safe for all to do so.

STB will continue to closely monitor the impact of COVID-19, including the latest Government guidance and restrictions and how this may affect the arrangements for the AGM. If it becomes necessary or appropriate to revise the current arrangements for the AGM, further information will be made available on our investors' website www.securetrustbank.com/investors, by RIS announcement and by any other means legally required at that time.

I am enclosing a Notice of AGM, which provides information about the resolutions to be proposed at the AGM and a separate Form of Proxy. All the resolutions will be voted on by a poll based on proxy votes received in advance of the meeting. This is a more transparent method of voting as shareholder votes are counted according to the number of shares held. Given the circumstances of the 2021 AGM, we would encourage you to submit a proxy vote in advance of the meeting and, given the restrictions on attendance, appoint the chairman of the meeting as your proxy rather than a named person who may not be permitted to the meeting. The STB Board is mindful that the AGM is usually a key event for shareholders to ask the Board questions, as such the Board is keen to maintain engagement with you. We encourage you to submit questions to the Board by email to companysecretariat@securetrustbank.co.uk by 28 April 2021. Responses to questions relating to the business being dealt with at the meeting will either be sent individually or published on the investor information section of our website www.securetrustbank.com/investors by 3 May 2021, a week before the proxy submission deadline to allow you time to read the response and make an informed decision when voting.

As soon as practicable following the AGM, the results of the voting and the numbers of proxy votes cast for and against and the number of votes actively withheld in respect of each of the resolutions will be placed on STB's website at www.securetrustbank.com/investors/news-announcements/corporate-news.

The Report and Accounts in respect of the financial year ended 31 December 2020 ("Report and Accounts") are available on STB's website at www.securetrustbank.com and a copy of the Report and Accounts is also enclosed with this document.

What to do next

Information about how to appoint a proxy on your behalf is on pages 7 to 9 of this document. Completed Forms of Proxy, together with the power of attorney or other authority (if any) under which it is signed or a notarially certified copy of such power of attorney or other authority, must be lodged with Company's Registrar, Link Group, PXS 1, Central Square, 29 Wellington Street, Leeds, LS1 4DL by no later than 10.00 a.m. on 10 May 2021 (or, in the event of any adjournment, on the date which is 48 hours before the time of the adjourned Annual General Meeting). All Forms of Proxy must be signed and returned to Link Group, PXS 1, Central Square, 29 Wellington Street, Leeds, LS1 4DL. All Forms of Proxy from the same member must be returned together in the same envelope. Further information about voting, including via CREST, is set out in the notes on pages 7 to 10 of this document.

Explanatory Notes

Explanatory notes on each of the resolutions to be considered at the AGM are set out on pages 11 to 14 of this document.

Recommendation

The Directors are satisfied that all the resolutions to be considered at the AGM are in the best interests of STB and shareholders as a whole. Accordingly, the Directors unanimously recommend that you vote in favour of the resolutions, as they intend to do in respect of their own beneficial shareholdings in STB.

The Board recommends the election and re-election of all the Directors nominated in resolutions 3-9 because each Director either seeking election or re-election demonstrates or continues to demonstrate the skills, judgement and character which, in combination with extensive relevant commercial experience, make each individual a valuable director of STB. Biographical information for all Directors is shown in Appendix 1 to this document, and also on pages 64 to 66 of the Report and Accounts.

The Board also recommends that shareholders approve operating a ratio of 2:1 variable to non-variable pay for Executive Directors and other Remuneration Code Staff in resolution 12 so that it brings remuneration packages in line with the EU Capital Requirements Directive ("CRD V"). See Note 12 in the Explanatory Notes for more information.

The Board would like to thank you for your patience and understanding in these uncertain times.

Yours sincerely

Lord Forsyth

Chairman

Notice of Annual General Meeting

Your attention is drawn to the notes on pages 11 to 14 of this document explaining the resolutions.

NOTICE IS HEREBY GIVEN that the sixty-sixth Annual General Meeting of Secure Trust Bank PLC (the "Company") will be held at One Arlestone Way, Shirley, Solihull, B90 4LH on Wednesday, 12 May 2021 at 10.00 a.m. for the following purposes:

Ordinary business

Ordinary resolutions

To consider and, if thought fit, pass the following resolutions which will be proposed as ordinary resolutions:

1. To receive and adopt the Report and Accounts (being the Directors' Report, the strategic report, the financial statements for the year ended 31 December 2020 and the auditor's report on the financial statements).
2. To declare a final dividend in respect of the year ended 31 December 2020 which the Directors propose should be 44 pence per ordinary share, payable on 21 May 2021 to shareholders on the Register of Members at the close of business on 23 April 2021.
3. To re-elect Lord Forsyth as a Director who retires in accordance with the UK Corporate Governance Code and offers himself for re-election.
4. To re-elect Mr David McCreadie as a Director who retires in accordance with the UK Corporate Governance Code and offers himself for re-election.
5. To re-elect Mrs Ann Berresford as a Director who retires in accordance with the UK Corporate Governance Code and offers herself for re-election.
6. To re-elect Mr Paul Myers as a Director who retires in accordance with the UK Corporate Governance Code and offers himself for re-election.
7. To re-elect Baroness Neville-Rolfe as a Director who retires in accordance with the UK Corporate Governance Code and offers herself for re-election.
8. To re-elect Mrs Victoria Stewart as a Director who retires in accordance with the UK Corporate Governance Code and offers herself for re-election.
9. To elect Mrs Rachel Lawrence as a Director in accordance with the UK Corporate Governance Code and the Articles of Association.
10. To re-appoint Deloitte LLP as the Company's auditor to hold office until the conclusion of the next Annual General Meeting of the Company.
11. To authorise the Directors to fix the remuneration of Deloitte LLP as auditor.

Special business

Ordinary resolutions

To consider and, if thought fit, pass the following resolutions which will be proposed as ordinary resolutions:

12. THAT the Company and its subsidiaries be authorised to apply a ratio in relation to the fixed and variable components of remuneration for individuals whom the Company has determined to be Remuneration Code staff (as such term is defined in the dual-regulated firms Remuneration Code published by the Financial Conduct Authority, as amended from time to time) such that the variable component of total remuneration for such an individual does not exceed 200 per cent of the fixed component of the total remuneration for that individual.
13. To receive and approve the Directors' Remuneration Report for the year ended 31 December 2020.
14. THAT for the purposes of section 551 of the Companies Act 2006 (the "Act") the Directors are generally and unconditionally authorised to exercise all the powers of the Company to allot:
 - a. shares in the Company or grant rights to subscribe for or convert any security into shares in the Company (together, "relevant securities") up to an aggregate nominal amount of £2,484,488.
 - b. relevant securities comprising equity securities (as defined in section 560 of the Act) up to an aggregate nominal amount of £4,968,976 (this amount to be reduced by the aggregate nominal amount of any relevant securities issued under paragraph (a) of this resolution) in connection with an offer by way of a rights issue to:
 - (1) ordinary shareholders in proportion (as nearly as may be) to their existing holdings; and
 - (2) holders of other equity securities as required by the rights of those securities or, subject to such rights, as the Directors otherwise consider necessary

and so that the Directors may impose any limits or restrictions and make any arrangements which they consider necessary or appropriate to deal with treasury shares, fractional entitlements or securities represented by depositary receipts, record dates, legal or practical problems in or arising under the laws of any territory or the requirements of any regulatory body or stock exchange or any other matter and the authority conferred by this resolution shall expire at the conclusion of the next Annual General Meeting or 15 months from the date this resolution is passed, if earlier, but may be previously revoked or varied from time to time by the Company in general meeting and so that the Company may before such expiry, revocation or variation make an offer or agreement which would or might require relevant securities to be allotted after such expiry, revocation or variation and the Directors may allot relevant securities in pursuance of such offer or agreement as if such authority had not expired or been revoked or varied.

15. THAT for the purposes of section 551 of the Act in addition to any authority granted pursuant to resolution 14 (if passed) the Directors are generally and unconditionally authorised to exercise all the powers of the Company to allot shares in the Company or grant rights to subscribe for or to convert any security into shares in the Company at such conversion prices (or such maximum and minimum conversion price methodologies) as may be decided by the Directors from time to time up to an aggregate nominal amount of £2,484,488 in relation to any issue by the Company of Additional Tier 1 Securities ("AT1 Securities") that automatically convert into or are exchanged for ordinary shares in the Company in prescribed circumstances where the Directors consider that such an issue of AT1 Securities would be desirable including in connection with, or for the purposes of, complying with or maintaining compliance with the regulatory capital requirements or targets applicable to the Company from time to time and so that the Directors may impose any limits or restrictions and make any arrangements which they consider necessary or appropriate to deal with record dates, fractional entitlements or securities represented by depositary receipts, legal or practical problems in or arising under the laws of any territory or requirements of any regulatory body or stock exchange or any other matter and the authority conferred by this resolution shall expire at the conclusion of the next Annual General Meeting or 15 months from the date this resolution is passed, if earlier, but may be previously revoked or varied from time to time by the Company in general meeting and so that the Company may before such expiry, revocation or variation make an offer or agreement which would or might require shares in the Company to be allotted or rights to subscribe for or to convert any security into shares to be granted after such expiry, revocation or variation and the Directors may allot shares or grant such rights in pursuance of any such offer or agreement as if such authority had not expired or been revoked or varied.

Notice of Annual General Meeting

Special resolutions

To consider and, if thought fit, pass the following resolutions which will be proposed as special resolutions:

16. Subject to and conditionally upon the passing of resolution 14 THAT the Directors are given the power pursuant to section 570 of the Act to:

- a. allot equity securities (as defined in section 560(1) of the Act) for cash under the authority given by resolution 14 as if section 561(1) of the Act did not apply to any such allotment; and/or
- b. sell equity securities (as defined in section 560(1) of the Act) for cash if, immediately before such sale, such shares are held as treasury shares (within the meaning of section 724(5) of the Act) as if section 561(1) of the Act did not apply to such sale;

provided that such powers shall be limited to:

- (1) the allotment or sale of equity securities in connection with a rights issue, open offer or other pre-emptive offer (but in the case of an allotment pursuant to the authority conferred by paragraph (b) of resolution 14, such powers shall be limited to the allotment of equity securities in connection with a rights issue only) in favour of holders of ordinary shares and any other persons who are entitled to participate in such issue or offer or sale where the equity securities offered to each such holder and other person are proportionate (as nearly as may be) to the respective numbers of ordinary shares held or deemed to be held by them on the record date applicable to such issue or offer, but subject to such exclusions or other arrangements as the Directors may deem fit to deal with fractional entitlements, legal or practical problems arising under the laws of any overseas territory, the requirements of any regulatory body or stock exchange or by virtue of shares being represented by depository receipts or by virtue of any other matter whatever; and
- (2) the allotment or sale of equity securities otherwise than pursuant to sub-paragraph (1) up to an aggregate maximum nominal amount of £372,673.

The power granted by this resolution shall expire 15 months from the date this resolution is passed or, if earlier, the conclusion of the Company's next Annual General Meeting but may be previously revoked or varied from time to time by special resolution but so that the Company may before such expiry, revocation or variation make an offer or agreement which would or might require equity securities to be allotted or relevant shares to be sold after such expiry, revocation or variation and the Directors may allot equity securities and sell relevant shares in pursuance of such offer or agreement as if such power had not expired or been revoked or varied.

17. Subject to and conditionally upon the passing of resolution 14 THAT the Directors are given the power pursuant to section 570 of the Act in addition to any authority granted under resolution 16 to:

- a. allot equity securities (as defined in section 560(1) of the Act) for cash under the authority given by resolution 13 as if section 561(1) of the Act did not apply to any such allotment; and/or
- b. sell equity securities (as defined in section 560(1) of the Act) for cash if, immediately before such sale, such shares are held as treasury shares (within the meaning of section 724(5) of the Act) as if section 561(1) of the Act did not apply to such sale

provided that such powers shall:

- (1) be limited to the allotment of equity securities and/or sale of treasury shares up to a nominal amount of £2,484,488; and
- (2) be used only for the purposes of financing (or refinancing, if the authority is to be used within six months after the original transaction) a transaction which the Directors determine to be an acquisition or other capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group before 29 March 2021 (being the latest practicable date before publication of this Notice).

The power granted by this resolution shall expire 15 months from the date this resolution is passed or, if earlier, the conclusion of the Company's next Annual General Meeting but may be previously revoked or varied from time to time by special resolution but so that the Company may before such expiry, revocation or variation make an offer or agreement which would or might require equity securities to be allotted or relevant shares to be sold after such expiry, revocation or variation and the Directors may allot equity securities and sell relevant shares in pursuance of such offer or agreement as if such power had not expired or been revoked or varied.

18. Subject to and conditional upon the passing of resolution 15 THAT the Directors are given the power pursuant to section 570 of the Act in addition to any authority granted under resolutions 16 and 17 to allot equity securities (as defined in section 560(1) of the Act) for cash under the authority granted by resolution 15 up to an aggregate maximum nominal amount of £2,484,488 in relation to the issue of AT1 Securities as if section 561(1) of the Act did not apply to any such allotment.

The power granted by this resolution shall expire 15 months from the date this resolution is passed or, if earlier, at the conclusion of the Company's next Annual General Meeting but may be previously revoked or varied from time to time by the Company by special resolution but so that the Company may before such expiry, revocation or variation make an offer or agreement which would or might require equity securities to be allotted after such expiry, revocation or variation and the Directors may allot equity securities in pursuance of such offer or agreement as if such power had not expired or been revoked or varied.

19. THAT the Company is generally and unconditionally authorised for the purposes of section 701 of the Act to make market purchases (as defined in section 693(4) of the Act) of ordinary shares of 40p each in the capital of the Company ("ordinary shares") provided that:
- a. the maximum number of ordinary shares authorised to be purchased shall be 1,863,366 (being approximately 10% of the issued share capital of the Company as at 29 March 2021) (being the latest practicable date before publication of this Notice);
 - b. the minimum price (exclusive of expenses) which may be paid for an ordinary share shall be 40p;
 - c. the maximum price (exclusive of expenses) which may be paid for each ordinary share is the higher of (1) an amount equal to 5 per cent above the average of the middle market quotations for an ordinary share as derived from the London Stock Exchange Daily Official List for the five business days immediately preceding the date on which the ordinary share is contracted to be purchased and (2) an amount equal to the higher of the price of the last independent trade of an ordinary share and the highest current independent bid for an ordinary share on the trading venues where the purchase is carried out;
 - d. this authority shall expire on the earlier of 15 months from the date this resolution is passed and the conclusion of the Annual General Meeting of the Company to be held in 2022 unless such authority is renewed, varied or revoked prior to such time; and
 - e. the Company may enter into contracts to purchase ordinary shares under this authority prior to the expiry of such authority, which contracts will or may be executed wholly or partly after the expiry of such authority and may make purchases of ordinary shares pursuant to any such contracts.
20. THAT the Directors are authorised to call a general meeting of the Company, other than an Annual General Meeting, on not less than 14 clear days' notice.

By order of the Board

M Stevens
Secretary

Registered Office
One Arleston Way
Shirley
Solihull
B90 4LH

7 April 2021

Notes of Annual General Meeting

NOTES

1. Members are entitled to appoint a proxy to exercise all or any of their rights to attend and to speak and vote on their behalf at the Annual General Meeting and any adjournment(s) of the Annual General Meeting. **Given the circumstances of the 2021 AGM, we would encourage you to submit a proxy vote in advance of the meeting and, given the restrictions on attendance, appoint the chairman of the meeting as your proxy rather than a named person who may not be permitted to the meeting.** A shareholder may, however, appoint more than one proxy in relation to the Annual General Meeting provided that each proxy is appointed to exercise the rights attached to a different share or shares held by that shareholder. To appoint more than one proxy, please contact the Company's Registrar, Link Group:

- by post at Link Group, PXS 1, Central Square, 29 Wellington Street, Leeds LS1 4DL ;
- electronically at www.signalshares.com;
- by telephone on 0371 664 0391. Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. They are open between 09:00-17:30, Monday to Friday excluding public holidays in England and Wales ; or
- by email via enquiries@linkgroup.co.uk. You will need your investor code located on your share certificate or tax voucher.

It will need to be stated clearly on each proxy form the number of shares in relation to which the chairman of the meeting is appointed as proxy. Failure to specify the number of shares to which each proxy appointment relates or specifying a number in excess of those held by the shareholder will result in the proxy appointment being invalid. A proxy form which may be used to make such appointment and give proxy instructions accompanies this document. If you do not have a proxy form and believe that you should have one, or if you require additional forms, please contact the Company's Registrar, Link Group.

Secure Trust Bank PLC is committed to reducing paper and improving efficiency in its shareholder communications. From 2022 we will no longer be sending paper proxy forms to shareholders unless specifically asked to do so. We will provide advice on how to request a paper proxy form at the appropriate time.

2. To be valid any proxy form must be received:
 - by post or (during normal business hours only) by hand to Link Group, Central Square, 29 Wellington Street, Leeds LS1 4DL;
 - electronically at www.signalshares.com; or
 - in the case of shareholders holding their shares through CREST, by utilising the CREST electronic proxy appointment service in accordance with the procedures set out in paragraphs 8 to 11 below,

by no later than 10.00 a.m. on 10 May 2021 (or, in the event of any adjournment, on the date which is 48 hours before the time of the adjourned Annual General Meeting).

3. In the case of joint holders, where more than one of the joint holders purports to appoint a proxy, only the appointment submitted by the most senior holder will be accepted. Seniority is determined by the order in which the names of the joint holders appear in the Company's Register of Members in respect of the joint holding (the first-named being the most senior).
4. If you submit more than one valid proxy appointment, the appointment received last before the latest time for the receipt of proxies will take precedence.
5. In the case of a member which is a company, the proxy form must be executed under its common seal or signed on its behalf by an officer of the company or an attorney for the company.
6. Any power of attorney or any other authority under which the proxy form is signed (or a duly certified copy of such power or authority) must be included with the proxy form.
7. The return of a completed proxy form, other such instrument or any CREST Proxy Instruction (as described in paragraphs 8 to 11 below) will not prevent a member attending the Annual General Meeting and voting in person if they wish to do so. **We would remind shareholders, however, that given the circumstances of the 2021 AGM, you are discouraged from attending the AGM in person.**
8. CREST members who wish to appoint a proxy or proxies through the CREST electronic proxy appointment service may do so by using the procedures described in the CREST Manual. CREST personal members or other CREST sponsored members, and those CREST members who have appointed a service provider(s), should refer to their CREST sponsor or voting service provider(s), who will be able to take the appropriate action on their behalf.

9. In order for a proxy appointment or instruction made using the CREST service to be valid, the appropriate CREST message (a "CREST Proxy Instruction") must be properly authenticated in accordance with Euroclear UK & Ireland Limited's specifications, and must contain the information required for such instruction, as described in the CREST Manual (available via www.euroclear.com/en/about/our-rules.html). The message, regardless of whether it constitutes the appointment of a proxy or is an amendment to the instruction given to a previously appointed proxy must, in order to be valid, be transmitted so as to be received by the issuer's agent, Link Group, (ID RA10) by 10.00 a.m. on 10 June 2021. For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Application Host) from which the issuer's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST. After this time any change of instructions to proxies appointed through CREST should be communicated to the appointee through other means.
10. CREST members and, where applicable, their CREST sponsors, or voting service providers should note that Euroclear UK & Ireland Limited does not make available special procedures in CREST for any particular message. Normal system timings and limitations will, therefore, apply in relation to the input of CREST Proxy Instructions. It is the responsibility of the CREST member concerned to take (or, if the CREST member is a CREST personal member, or sponsored member, or has appointed a voting service provider, to procure that his CREST sponsor or voting service provider(s) take(s) such action as shall be necessary to ensure that a message is transmitted by means of the CREST system by any particular time. In this connection, CREST members and, where applicable, their CREST sponsors or voting system providers are referred to the CREST Manual concerning practical limitations of the CREST system and timings.
11. The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001.
12. A vote withheld is not a vote in law, which means that the vote will not be counted in the calculation of votes for or against the resolution. If you either select the "Discretionary" option or if no voting indication is given, your proxy will vote or abstain from voting at their discretion. Your proxy will vote (or abstain from voting) as they decide in relation to any other matter which is put before the meeting.
13. Shareholders may change proxy instructions by submitting a new proxy appointment using the methods set out above. Note that the cut-off time for receipt of proxy appointments also apply in relation to amended instructions; any amended proxy appointment received after the relevant cut-off time will be disregarded. Where you have appointed a proxy using the hard-copy proxy form and would like to change the instructions using another hard-copy proxy form, please contact the Company's Registrar, Link Group, by one of the methods outlined above.
14. A shareholder may change a proxy instruction but to do so you will need to inform the Company in writing by either:
 - Sending a signed hard-copy notice clearly stating your intention to revoke your proxy appointment to Link Group, PXS1, Central Square, 29 Wellington Street, Leeds, LS1 4DL. In the case of a shareholder which is a company, the revocation notice must be executed under its common seal or signed on its behalf by an officer of the company or an attorney for the company. Any power of attorney or any other authority under which the revocation notice is signed (or a duly certified copy of such power or authority) must be included with the revocation notice.
 - Sending an email to enquiries@linkgroup.co.uk. You will need your investor code which is located on your share certificate or tax voucher.

In either case, the revocation notice must be received by the Registrar no later than 10.00 a.m. on 10 May 2021. If you attempt to revoke your proxy appointment but the revocation is received after the time specified, your original proxy appointment will remain valid unless you attend the meeting and vote in person. Appointment of a proxy does not preclude you from attending the meeting and voting in person. If you have appointed a proxy and attend the meeting in person, your proxy appointment will automatically be terminated. Given the circumstances of the 2021 AGM, we would encourage you to appoint the chairman of the meeting as your proxy given that **you are discouraged from attending the AGM in person.**
15. Any corporation which is a member can appoint one or more corporate representatives who may exercise on its behalf all of its powers as a member provided that such corporation does not do so in relation to the same shares and that no more than one corporate representative exercises powers over the same shares.
16. Any person to whom this document is sent who is a person nominated under section 146 of the Act to enjoy information rights (a "Nominated Person") may, under an agreement between them and the shareholder by whom they were nominated, have a right to be appointed (or to have someone else appointed) as a proxy for the Annual General Meeting. If a Nominated Person has no such proxy appointment right or does not wish to exercise it, they may, under any such agreement, have a right to give instructions to the shareholder as to the exercise of voting rights.

Notes of Annual General Meeting

17. The statement of the rights of shareholders in relation to the appointment of proxies in paragraphs 1 to 7 and paragraph 12 to 14 above does not apply to Nominated Persons. The rights described in these paragraphs can only be exercised by shareholders of the Company.
18. To be entitled to attend and vote at the Annual General Meeting (and for the purpose of the determination by the Company of the votes they may cast), shareholders must be registered in the Register of Members of the Company by close of business on 10 May 2021 (or, in the event of any adjournment, on the date which is 48 hours before the time of the adjourned Annual General Meeting). Changes to the Register of Members after the relevant deadline will be disregarded in determining the right to attend and vote at the Annual General Meeting.
19. Shareholders should note that it is possible that, pursuant to requests made by shareholders of the Company under section 527 of the Act, the Company may be required to publish on a website a statement setting out any matter relating to:
 - (i) the audit of the Company's accounts (including the auditor's report and the conduct of the audit) that are to be laid before the meeting; or
 - (ii) any circumstance connected with an auditor of the Company ceasing to hold office since the previous meeting at which annual accounts and reports were laid in accordance with section 437 of the Act. The Company may not require the shareholders requesting any such website publication to pay its expenses in complying with section 527 or 528 of the Act. Where the Company is required to place a statement on a website under section 527 of the Act, it must forward the statement to the Company's auditor not later than the time when it makes the statement available on the website.

The business which may be dealt with at the meeting includes any statement that the Company has been required under section 527 of the Act to publish on a website.

The request:

- may be in hard copy form or in electronic form (see note 24 below);
 - either set out the statement in full or, if supporting a statement sent by another shareholder, clearly identify the statement which is being supported;
 - must be authenticated by the person or persons making it (see note 24 below); and
 - be received by the Company by 5 May 2021 which is at least one week before the meeting.
20. As at 29 March 2021, the latest practicable date before publication of this Notice, the Company's issued share capital comprised 18,633,662 ordinary shares of 40p each. Each ordinary share carries the right to one vote at a general meeting of the Company and, therefore, the total number of voting rights in the Company as at 29 March 2021 is 18,633,662. A copy of this document and further information about the Annual General Meeting, including the information required by section 311A of the Act, can be found at the Company's website at www.securetrustbank.com.
 21. You may not use any electronic address provided either in this Notice or any related documents to communicate with the Company for any purpose other than those expressly stated. Shareholders who have general queries about the meeting should use the following means of communication (no other methods of communication will be accepted):
 - contacting the Company Secretary by email at CompanySecretariat@securetrustbank.co.uk.
 22. Any member attending the Annual General Meeting has the right to ask questions. We would remind shareholders, however, that given the circumstances of the 2021 AGM, **you are discouraged from attending the AGM in person**. The Company has to answer any questions raised by members at the meeting which relate to the business being dealt with at the meeting unless:
 - to do so would interfere unduly with the preparation for the meeting or involve the disclosure of confidential information,
 - the answer has already been given on a website in the form of an answer to a question, or
 - it is undesirable in the interests of the Company or the good order of the meeting to answer the question.

The Board will answer any shareholder questions relating to the business being dealt with at the meeting by email in advance of the meeting. Any such questions should be sent by email to CompanySecretariat@securetrustbank.co.uk by 28 April 2021. Answers will be either communicated directly or published on the investor information section of the website by 3 May 2021, one week ahead of the proxy voting deadline. This will allow you time to read the response and make an informed decision when voting.

23. Documents available for inspection.

The following documents will be available for inspection at an agreed time at the registered office of the Company at One Arleston Way, Shirley, Solihull, B90 4LH. Please email CompanySecretariat@securetrustbank.co.uk to book an appointment to view these documents during usual business hours on any weekday (excluding public holidays):

- a copy of this document,
- a copy of the Company's articles of association,
- copies of the service contracts or letters of appointment of the Directors of the Company, and
- the Report and Accounts.

24. Submission of hard copy and electronic requests and authentication requirements. Where a shareholder or shareholders wish to request the Company to publish audit concerns (see note 19), such request be must be made by either sending:

- A hard copy request which is signed by you, states your full name and address to C/O Company Secretary, Secure Trust Bank, One Arleston Way, Shirley, Solihull B90 4LH
- A request which states your full name and address, to companysecretariat@securetrustbank.co.uk. Please state "AGM" in the subject line of the email.

Explanatory Notes to the Notice of Annual General Meeting

The Notice of the Annual General Meeting of the Company to be held on Wednesday, 12 May 2021 is set out on pages 3 to 6 of this document. The following notes provide an explanation of the resolutions to be put to shareholders.

Resolutions 1 to 15 are ordinary resolutions. These resolutions will be passed if more than 50% of the votes cast for or against are in favour.

Resolution 1 – Presenting the Accounts

1. The Directors are required by the Act to present to the shareholders of the Company at a general meeting the reports of the Directors and auditor and the audited accounts of the Company for the year ended 31 December 2020. The reports of the Directors and the audited accounts have been approved by the Directors and the report of the auditor has been approved by the auditor and a copy of each of these documents may be found in the Report and Accounts.

Resolution 2 – Declaration of Dividend

2. In accordance with the Articles of Association of the Company and the Companies Act 2006 the Directors are proposing a final dividend in respect of the year ended 31 December 2020. The Directors propose that this should be 44 pence per ordinary share. The dividend, if approved by shareholders, would be payable on 21 May 2021 to shareholders on the Register of Members at the close of business on 23 April 2021.

Resolutions 3 to 8 – Re-election of Directors

- 3–8. In accordance with the UK Corporate Governance Code, all of the Directors are seeking re-election as a Director. Biographical information for the relevant Directors is shown on pages 64 to 66 of the Report and Accounts and Appendix 1 of this document. Details of why the Board believe that the relevant Directors should be re-elected are included in the Governance Report in the Report and Accounts and in the letter from the Chairman in this document. David McCreadie was appointed Chief Executive Officer for STB with effect from 5 January 2021.

Resolution 9 – Appointment of Director

9. Biographical information for the relevant Director is shown on pages 64 to 66 of the Report and Accounts and Appendix 1 of this document. Details of why the Board believe that the relevant Director should be appointed is included in the Governance Report in the Report and Accounts and in the letter from the Chairman in this document. Mrs Rachel Lawrence was appointed as a Director on 23 September 2020 and this is the first time she will have submitted herself to shareholders for election as a Director.

Resolutions 10 and 11 – Re-Appointment of auditor and authority for the Directors to determine their remuneration

10. The Act requires that an auditor is appointed at each General Meeting at which accounts are laid to hold office until the next such meeting. The resolution seeks shareholder approval for the re-appointment of Deloitte LLP. The Audit Committee keeps under review the independence and objectivity of the external auditor, further information on which can be found in the Audit Committee report in the Report and Accounts. After considering relevant information, the Audit Committee recommends to the Board that Deloitte LLP be re-appointed.
11. Resolution 11 proposes that the Directors be authorised to determine the level of the auditor's remuneration.

Resolution 12 – Ratio between fixed and variable pay

12. The amended EU Capital Requirements Directive ("CRD V"), as implemented in the UK by the Prudential Regulation Authority and Financial Conduct Authority, took effect from 31 December 2020. As a result of the new requirements introduced under CRD V, a restriction will apply on the ratio between the fixed and variable components of total remuneration for all Remuneration Code staff with effect for the Company's current financial year (ending 31 December 2021).

The default application of the new requirement is that maximum variable pay would be limited to 100 per cent of fixed pay for all Remuneration Code staff. STB is able (in accordance with the Remuneration Code) to increase this limit to 200 per cent, subject to approval by shareholders.

This item therefore seeks shareholder approval to enable the Company to have the ability to increase the ratio of variable pay relative to fixed pay to up to 200 per cent.

The maximum ratio allowed by CRD V of 2:1 between variable and fixed pay already accords with the terms of the Directors' Remuneration Policy ("Policy") approved by our shareholders at the 2020 AGM. Under our current Policy, the maximum annual bonus for Executive Directors can be 100% of base salary in any year and the maximum annual LTIP award in any year can be an award over shares worth 100% of base salary (as at the date of award). Accordingly, our current Policy effectively has a 2:1 ratio built in (100% salary bonus plus 100% salary LTIP as variable pay, as against 100% base salary as fixed pay).

However, CRD V requires that as a technical matter, STB must obtain specific approval from its shareholders to operate a 2:1 ratio of variable to non-variable pay for CRD V purposes, and so an appropriate resolution to this effect must be brought forward for shareholders' approval at the 2021 AGM.

On the basis of current guidance in February 2021, it is estimated that as well as the two Executive Directors, a further 13 individuals could be affected by the requirement that variable pay should not exceed 100 per cent of their fixed pay. The functional roles of those individuals include Divisional Managing Directors and senior Group executives including the Chief Operating Officer, Chief Risk Officer and the Group HR Director.

The Company does not expect the passing of this resolution to have any effect on the Company's ability to maintain a sound capital base.

In order for this item to become effective, the resolution must be approved by at least 66 per cent of the shareholders who vote on the resolution (in person or by proxy), provided shareholders representing not less than 50 per cent of the total voting rights are represented at the meeting (in person or by proxy). If shareholders representing less than 50 per cent of the total voting rights are represented at the meeting (in person or by proxy), then the resolution must be approved by not less than 75 per cent of the shareholders who vote on the resolution (in person or by proxy). Any Remuneration Code staff with an interest in the proposed higher ratio and who hold shares in the Company (either directly or indirectly through a nominee or other arrangement) will not be allowed to vote on this resolution.

Resolution 13

13. The Act requires the Company to seek an advisory shareholder vote on the Directors' Remuneration Report on an annual basis. Resolution 13 deals with this. This is an advisory vote only and therefore no entitlement to remuneration is conditional on this resolution being passed. The Directors' Remuneration Report consists of two elements; an annual statement, which is shown on pages 83 to 84 of the Report and Accounts, and an annual report on remuneration, which starts at page 85 of the Report and Accounts and concludes on page 97 (together the "Directors' Remuneration Report"). The report contains information on the remuneration the Directors each received in the year under review.

Resolution 14 – Authority to the Directors to allot shares

14. The Act provides that the Directors may only allot shares if authorised by shareholders to do so. Resolution 14 will, if passed, authorise the Directors to allot shares and to grant rights to subscribe for or convert securities into shares. The Company sought and received this authority at the 2020 Annual General Meeting. The Directors are seeking to renew this authority with shareholders to retain the flexibility contemplated in this resolution in a manner consistent with other Main Market companies.

Paragraph (a) of the resolution will enable the Directors to allot and issue new shares in whatever manner (subject to pre-emption rights) they see fit, up to £2,484,488 (equal to approximately one-third of the issued ordinary share capital of the Company as at 29 March 2021, the latest practicable date prior to the publication of this Notice).

Paragraph (b) will give the Directors additional authority to allot relevant securities in connection with a rights issue up to an aggregate nominal amount of £4,968,976 (less any ordinary shares issued under paragraph (a) of this resolution). This amount (before any reduction) represents approximately two thirds of the issued ordinary share capital of the Company as at 29 March 2021, the latest practicable date before the publication of this Notice and is considered routine by the Investment Association.

The authority will expire at the earlier of the date that is 15 months after the date of the passing of the resolution and the conclusion of the next Annual General Meeting of the Company.

Passing resolution 14 will ensure that the Directors continue to have the flexibility to act in the best interests of shareholders when opportunities arise by issuing new shares. There are no current plans to issue new shares except in connection with employee share schemes.

As at 29 March 2021, the latest practicable date prior to the publication of this document, the Company had 18,633,662 ordinary shares of 40 pence each in issue. The Company held no treasury shares as at that date.

Resolution 15 – Authority to the Directors to allot shares in relation to the issue of AT1 Securities

15. Under the EU Capital Requirements Regulation ("CRR"), the Company must maintain a minimum amount of Tier 1 capital, which is defined as a percentage of its risk weighted assets. Part of that Tier 1 capital may be held in the form of AT1 Securities. To qualify as Tier 1 capital, the terms of any AT1 Securities issued must satisfy certain conditions under the CRR which are designed to increase the stability of the issuer in adverse financial circumstances. This includes a requirement that the AT1 Securities automatically convert into or be exchanged for ordinary shares in the Company in certain prescribed circumstances, such as the Company's Tier 1 ratios falling below a specified level.

The effect of resolution 15 is to give the Directors the authority to allot shares in the Company or grant rights to subscribe for, or to convert any security into, shares in the Company in connection with the issue of AT1 Securities up to an aggregate nominal amount of £2,484,488 (equal to approximately one third of the issued ordinary share capital of the Company as at 29 March 2021, the latest practicable date prior to the publication of this Notice).

Explanatory Notes to the Notice of Annual General Meeting

This authority is not contemplated by the guidance issued by the Investment Association and is in addition to the authority proposed in resolution 14, which is the usual authority sought on an annual basis in line with guidance issued by the Investment Association. The authority sought in resolution 15 will be utilised as considered desirable to comply with or maintain compliance with regulatory capital requirements or targets applicable to the Company from time to time.

The authority will remain in force until the end of the Annual General Meeting in 2022 or 15 months after the date the resolution is passed, whichever is earlier.

The Directors believe it is in the best interests of the Company to have the flexibility to issue AT1 Securities from time to time. Before deciding to use the authority sought in resolution 15, the Directors would take into account a number of factors including the specific regulatory requirements at the time, the Company's overall capital structure and the regulatory and market assessment of appropriate capital ratios as well as market conditions at the time and demand for the issue of AT1 Securities. However, the request for authority in resolution 15 should not be taken as an indication that the Company will or will not issue any or any given amount of AT1 Securities.

Resolutions 16 to 20 are special resolutions. These resolutions will be passed if not less than 75% of the votes cast for or against are in favour.

Resolutions 16 and 17 – Partial Disapplication of Statutory Pre-emption Rights

16–17. The Act requires that where shares are issued or treasury shares are sold for cash they must first be offered to the existing shareholders in proportion to their existing holdings on a pre-emptive basis in accordance with a particular procedure.

The Directors believe that this would be too restrictive to enable the Company to take advantage of opportunities which may arise. The Directors are therefore seeking authority (with resolutions 16 and 17) to be able to issue shares or sell treasury shares for cash in certain circumstances without complying with the statutory pre-emption procedure.

The Pre-Emption Group's Statement of Principles, supports the annual disapplication of pre-emption rights in respect of allotments of shares and other equity securities and sales of treasury shares for cash representing no more than 5 per cent of issued ordinary share capital (exclusive of treasury shares), without restriction as to the use of proceeds of those allotments.

Accordingly, resolution 16 allows the Directors to allot shares and sell treasury shares for cash (i) in connection with a rights issue, open offer or other pre-emptive issue or sale or (ii) in connection with a non-pre-emptive issue or sale for cash which is limited to securities of an aggregate nominal value of £372,673, equivalent to 5 per cent of the total issued ordinary share capital of the Company excluding treasury shares as at 29 March 2021, without first having to offer them to existing shareholders in proportion to their holdings.

The Pre-Emption Group's Statement of Principles also supports the annual disapplication of pre-emption rights in respect of allotments of shares and sales of treasury shares for cash representing no more than an additional 5 per cent of issued ordinary share capital (exclusive of treasury shares), to be used only in connection with an acquisition or specified capital investment.

Accordingly, and in line with the template resolutions published by the Pre-Emption Group, the purpose of resolution 17 is to authorise the Directors to allot new shares pursuant to the allotment authority given by resolution 14, or sell treasury shares, for cash up to a further nominal amount of £372,673, equivalent to 5 per cent of the total issued ordinary share capital of the Company as at 29 March 2021, excluding treasury shares, only in connection with an acquisition or specified capital investment which is announced contemporaneously with the allotment, or which has taken place in the preceding six-month period and is disclosed in the announcement of the issue.

The Board intends to adhere to the provisions in the Pre-Emption Group's Statement of Principles and not to allot shares or other equity securities or sell treasury shares for cash on a non-pre-emptive basis pursuant to the authority in resolutions 16 and 17 in excess of an amount equal to 7.5 per cent of the total issued ordinary share capital of the Company (excluding treasury shares) within a rolling three-year period, other than with prior consultation with shareholders or in connection with an acquisition or specified capital investment which is announced contemporaneously with the allotment or which has taken place in the preceding six-month period and is disclosed in the announcement of the allotment.

The authority will expire at the earlier of the date that is 15 months after the date of the passing of the resolution and the conclusion of the next Annual General Meeting of the Company.

Resolution 18 – Disapplication of Statutory Pre-emption Rights in relation to an issue of AT1 Securities

18. The effect of resolution 18 is to give the Directors authority to allot equity securities pursuant to any proposal to issue AT1 Securities, without first offering them to existing shareholders in proportion to their holdings.

This will allow the Company to manage its capital in the most efficient and economic way for the benefit of shareholders. If passed, resolution 18 will authorise the Directors to allot shares and grant rights to subscribe for or to convert any security into shares in the Company on a non-pre-emptive basis in whatever manner they see fit in connection with an issue of AT1 Securities up to an aggregate nominal amount of £2,484,488 (equal to approximately one third of the issued ordinary share capital of the Company as at 29 March 2021, the latest practicable date prior to the publication of this Notice).

The authority sought in resolution 18 will be utilised as considered desirable to comply with or maintain compliance with regulatory capital requirements or targets applicable to the Company.

The authority will remain in force until the end of the Annual General Meeting in 2022 or 15 months after the date the resolution is passed, whichever is earlier.

Resolution 19 – Purchase of Own Shares by the Company

19. If passed, this resolution will grant the Company authority for a period of up to 15 months after the date of passing of the resolution to buy its own shares in the market. The resolution limits the number of shares that may be purchased to approximately 10% of the Company's issued share capital. The price per ordinary share that the Company may pay is set at a minimum amount (excluding expenses) of 40 pence per ordinary share and a maximum amount (excluding expenses) which is the higher of (1) an amount equal to 5% above the average of the closing middle market price of the ordinary shares (as derived from the London Stock Exchange Daily Official List) for the 5 business days immediately preceding the date on which the share is contracted to be purchased and (2) an amount equal to the higher of the price of the last independent trade of an ordinary share and the highest current independent bid for an ordinary share on the trading venues where the purchase is carried out.

The Directors' present intention is that shares purchased pursuant to this authority will be cancelled immediately on purchase. Alternatively, the shares may be held in treasury, sold for cash or (provided Listing Rule requirements are met) transferred for the purposes of or pursuant to an employees' share scheme. The effect of any cancellation will be to reduce the number of shares in issue. For most purposes, while held in treasury, shares are treated as if they have been cancelled (for example, they carry no voting rights and do not rank for dividends). The Directors will only make purchases under this authority if they believe that the effect of such purchases (where such shares are purchased for cancellation) would result in increased earnings per share and would be in the interests of the shareholders generally.

The authority will expire at the earlier of the date that is 15 months after the date of the passing of the resolution and the conclusion of the next Annual General Meeting of the Company.

Resolution 20 – Approving the Notice Period for General Meetings

20. In order to maintain its ability to call general meetings (other than an Annual General Meeting) on 14 clear days' notice, the Company must offer all shareholders the ability to appoint a proxy electronically (via the website of the Company or its Registrar) and must obtain the approval of its shareholders by means of a special resolution passed each year. Resolution 20 seeks such approval.

It is intended that a similar resolution will be proposed at future Annual General Meetings. It is not the Company's intention to utilise this authority in the ordinary course of business and only in exceptional circumstances where flexibility regarding the calling of general meetings is required.

Appendix 1

Biographies of Directors

All Directors are submitting themselves for election or re-election at the Annual General Meeting.

The Rt Hon Lord Forsyth of Drumlean PC Kt **Non-Executive Chairman**

Appointed to the Board on 1 March 2014 as an Independent Non-Executive Director and appointed Chairman of the Company on 19 October 2016. Chair of the Nomination Committee and member of the Remuneration Committee.

Skills and experience

Lord Forsyth is a former Chairman of Hyperion Insurance Group, and former Deputy Chairman of JP Morgan UK and Evercore Partners International. He was appointed to the Privy Council in 1995, knighted in 1997, and joined the House of Lords in 1999. He was a member of the House of Commons for 14 years and served in Government for 10 years, latterly as a Cabinet Minister.

Long term contributions and reason for election:

His background in the public and private sectors has given Lord Forsyth a broad experience of matters relevant to the business of the Group including strategy, governance, operations, marketing, risk and human capital. His experience enables him to provide valuable insights at committee meetings and to chair the Board effectively.

Other appointments include:

Lord Forsyth is a director of J&J Denholm Limited and Denholm Logistics Group Limited and Chairman of the House of Lords Economic Affairs Committee.

Mr David McCreadie **Chief Executive Officer**

Appointed to the Board on 17 December 2019 and appointed as Chief Executive Officer, subject to regulatory approval, on 5 January 2021.

Skills and experience

David McCreadie has many years of banking experience and is a Fellow of the Chartered Banking Institute. He spent 22 years at The Royal Bank of Scotland (RBS) holding roles in Branch Banking, Consumer Finance and several Group central functions. From 2004 to 2008 David was appointed the CEO of Kroger Personal Finance, a joint venture between RBS and Kroger Co, based in Cincinnati, USA. David joined Tesco Personal Finance in 2008 and was a member of the executive team that built Tesco Bank. David was an Executive Director and Managing Director of Tesco Bank, with a responsibility for the banking and insurance businesses, from 2015 to 2019.

Long term contributions and reason for election:

His executive career and wealth of experience in banking, risk management, governance, consumer facing businesses and retailing provide David with the skills needed to manage the day to day of the business of STB. His strong leadership and strategic expertise enable him to lead the Group in a sustainable way and create shareholder value.

Mrs Rachel Lawrence**Chief Financial Officer**

Appointed to the Board on 23 September 2020.

Skills and experience

Rachel has considerable experience in financial services gained from a career spanning more than 20 years. She has held senior finance roles in Metro Bank, where she was part of the original team that set up the bank, and Shawbrook where she was part of the successful Initial Public Offering. Prior to joining STB, Rachel was CFO at AIB Group (UK) plc. She brings a wealth of banking experience focussed on high growth start up organisation and wider financial services experience gained in asset management, life, pensions and general insurance. She is a qualified chartered management accountant.

Long term contributions and reason for election:

Rachel's considerable experience in finance and banking which proves invaluable in her role as Chief Financial Officer. She has a deep understanding of the Group's businesses and strategy and has a strong track record of creating shareholder value.

Ann Berresford ACA**Senior Independent Director**

Appointed to the Board on 22 November 2016, appointed Chairman of the Audit Committee on 23 September 2017. Member of the Risk and Nomination Committees. Ann was appointed as the Senior Independent Director following the close of the Annual General Meeting on 24 June 2020.

Skills and experience

Ann Berresford is a Chartered Accountant with a background in the financial services and energy sectors. She has held positions at Bath Building Society, the Pensions Regulator, Hyperion Insurance Group, Triodos Renewables plc, the Pension Protection Fund, Bank of Ireland Group, Clyde Petroleum plc and Grant Thornton.

Long term contributions and reason for election:

Her career has given Ann experience in mortgages, pensions, operations, accounting, finance and risk. Her previous experience in the renewable sectors gives her a long term outlook. The insights she has gained from her career mean that she is a strong Senior Independent Director and an excellent addition to the Board and committees she serves. Her financial background makes her an excellent Chairman of the Audit Committee.

Other appointments include:

Ann is the Senior Independent Director and Chairman of the Remuneration Committee of Albion Venture Capital Trust PLC.

Appendix 1

Victoria Stewart

Independent Non-Executive Director

Appointed to the Board on 22 November 2016. Appointed Chairman of the Remuneration Committee on 21 July 2017 and. A member of the Nomination Committee. Victoria was appointed to the Audit Committee on 1 January 2020.

Skills and experience

Victoria Stewart has over 25 years' experience in the financial services sector and was for many years a fund manager and investor in UK small companies. Victoria has knowledge of corporate structures and capital markets with particular experience in smaller companies listed on the Main Market and the Alternative Investment Market. She has held a number of positions at Royal London Group and Chiswell Associates (formerly Cantrade Investment Management Limited and now part of Sarasin & Partners).

Long term contributions and reason for election:

Her background has given Victoria vast experience in remuneration, governance, corporate strategy, investor relations, accounting, finance and risk. Her investor relations experience provides her with valuable insight from a shareholder perspective which the Board benefits from. Her experience in remuneration and governance make her a suitable choice for the Chairman of the Remuneration Committee and member of the Nomination Committee.

Other appointments include:

Member of the ICAEW Corporate Governance Committee and investment Committee. Victoria is a Non-Executive Director of Artmis Alpha Trust plc and JP Morgan Claverhouse investment Trust plc.

Paul Myers ACIB

Independent Non-Executive Director

Appointed to the Board on 28 November 2018. Member of the Nomination and Remuneration Committees. Appointed Chairman of the Risk Committee with effect from 31 March 2020.

Skills and experience

Paul Myers has many years of banking experience, gained initially in Barclays where he spent 24 years in a variety of retail banking roles. He was part of the small team that founded and built Aldermore Bank, where he served as Chief Operating Officer, Corporate Development Director and on the board as an executive director. Paul is an Associate of the Chartered Institute of Bankers. Paul was until February 2019 the chief executive officer and an executive director of GKBK Limited, which is a new banking venture.

Long term contributions and reason for election:

Paul had a wide range of responsibilities at Aldermore, including IT, operations, transformation, marketing and digital as well as building and developing the retail and SME savings operations. His insight into banking and particularly, IT and operations provides a unique viewpoint that compliments the Board and Committees well. His broad experience positions him well as Chairman of the Risk Committee.

Baroness Lucy Neville-Rolfe DBE CMG**Independent Non-Executive Director**

Appointed to the Board on 28 November 2018. Member of the Audit, Nomination and Remuneration Committees. Lucy is the Non-Executive Director designated for workforce engagement and Chairman of the Employee Council.

Skills and experience

Baroness (Lucy) Neville Rolfe DBE CMG has had a distinguished career in business and in public service. She became a member of the House of Lords in 2013 and was a minister in the Business and Culture Departments and in HM Treasury from 2014-2017. In the period 2010-14 she was a Non-Executive Director of ITV plc, of Metro AG, of 2 Sisters Food Group, of PwC's Advisory Board and Chairman of EuroCommerce in Brussels. Earlier in her career she was a civil servant in No 10 Downing St and the director of the Deregulation Unit in the Cabinet Office. Lucy was an executive at Tesco plc for 15 years including serving for over six years on the main board.

Long term contributions and reason for election:

Her experience in customer facing businesses and financial services, communications, corporate strategy and M&A, economic issues, regulation and governance experience enable her to provide valuable input and challenge at Board and committee members. Her work in communications works particularly well in her role with the wider workforce.

Other appointments include:

Lucy is currently a non-executive director of Capita plc and of Health Data Research UK. She is also a director and Trustee of Thomson Reuters Founders Share Company Limited. Lucy is the Chairman of the UK-ASEAN Business Council and Chairman of Crown Agents.

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