

BOARD DIVERSITY & INCLUSION POLICY

The Board Diversity and Inclusion Policy (the “Policy”) sets out Santander UK Group Holdings plc and Santander UK plc’s (together “Santander UK”) approach to diversity and provides a high-level indication of the Board’s approach to inclusion and diversity. The ‘Place to Be Yourself’ applies to diversity and inclusion in respect of employees of Santander UK or its subsidiaries. To ensure effective governance and oversight arrangements are in place, the Board is responsible for the oversight of the Santander UK Diversity & Inclusion strategy and ensuring it remains appropriate and effective.

Santander UK’s success is integrally linked to the diverse composition of our people and the promotion of an inclusive culture. The basis of this premise applies to our Boards as much as it does to any other area of our business.

The Santander UK Board Nomination & Governance Committee (“the Committee”) regularly reviews and assesses Board composition on behalf of the Board and recommends appointments of new Directors. The Committee also oversees the evaluation of the performance of the Board and Board Committees. As part of this evaluation, the Committee considers the balance of skills, experience, independence and knowledge of the Board and its diverse composition. The Committee reports annually, in the corporate governance section of Santander UK’s Annual Report, setting out whether we have met our Board diversity targets.

Board appointments are made on merit by assessing candidates against measurable objective criteria. We recognise that a diverse and inclusive Board should result in a broad strategic perspective. Therefore, we strive to maintain a Board in which a diverse range of skills, knowledge and experiences are combined in an environment which values the input of every director and due regard will be given to this when identifying and selecting candidates for Board appointments. We want a Board that reflects diversity in the broadest sense to embrace different perspectives and dynamics such as gender, race, age, disability and socio-economic background. We believe that such an environment is vital in ensuring we achieve our goals as a business.

The Board aims to achieve a gender balance of at least 40% male and female; at least one senior Board position (Chair, CEO, CFO or Senior Independent Director) to be female and at least one member from a non-White minority ethnic background¹ by 2028.

It is recognised that periods of change in Board composition may result in temporary periods when this balance is not achieved.

The Board is committed to zero tolerance of harassment and bullying, driving inclusion and increasing diversity overall. Santander UK is taking a progressive approach to promoting diversity, equity and inclusion and actively considers diversity when attracting and securing talented individuals to help us deliver our objectives, particularly at the most senior management and leadership levels. It is vital for us to nurture high-potential and high-performing candidates in less senior management roles, to ensure progression occurs and to deliver good customer outcomes. In this regard, the Board is committed to increasing the pipeline of diverse talent within the organisation.

December 2024

¹ As referenced in categories recommended by the Office for National Statistics (ONS)