

Secure Trust Bank PLC

Board Policy on Diversity

Policy Statement

The STB Board is committed to promoting diversity, equity and inclusion in the boardroom and throughout the STB Group. The Board believes that promoting a culture that is diverse, inclusive and equitable creates a supportive, enjoyable and healthy working environment for our colleagues. It also enables STB to make the most of the different backgrounds, experience and perspectives of our colleagues and best supports our customers to achieve their ambitions.

The STB Board is supportive of this culture and believes that a diverse Board brings a broad range of perspectives, insights and challenge which drives effective decision making and enables us to better respond to our stakeholder's needs.

Appointments to the Board will be subject to a formal, rigorous and transparent procedure. Appointments and succession plans will be based on merit and objective criteria, recognising the benefits that diversity, in its widest interpretation, brings to the Board including in relation to gender, ethnicity, age, sexual orientation, disability, neurodiversity, socio-economic, educational and professional background and geographic provenance.

When reviewing the Board composition, conducting searches for Board candidates, and making recommendations to the Board on appointments, the Nomination Committee will have due consideration of the benefits of diversity including, but not limited to, the factors outlined above, in order to enable the Board to discharge its duties and responsibilities effectively.

As part of the annual performance review of the effectiveness of the Board, Board Committees and individual Directors, the Nomination Committee will consider the balance of skills, experience, independence, knowledge and the diversity representation of the Board, how the Board works together as a unit, and other factors relevant to its effectiveness.

Ambitions

The Board of STB aspires to reflect society as a whole, this includes but is not limited to, ethnicity and gender. The Board aspires to obtain or maintain, as appropriate, the targets set out in the UK Listing Rules (LR6.6.6 (9)) as follows:

- At least 40% of the individuals on its Board of directors are women;
- At least one of the following senior positions on its board of directors is held by a woman:
 - the Chair
 - SID
 - CEO; or
 - CFO.
- At least one individual on its Board of directors is from an ethnic minority background.

Monitoring and reporting

The Nomination Committee is responsible for ensuring that the Board has the right balance of skills, experience, independence, knowledge and diversity representation and, in accordance with its terms of reference, shall report annually on the implementation of the Board Diversity Policy.

Date reviewed: December 2024.