

BOARD DIVERSITY POLICY STATEMENT 2021-22

As set out in our Equal Opportunities Policy, the Bank values and believes that a truly diverse workforce is key to maximising business effectiveness. Therefore, we aim to select, recruit, develop and promote first class people, and encourage the use of their wide range of skills, experiences and perspectives in the furtherance of our business.

This holds equally for our Board of Directors.

To be effective, a board needs to include individuals with a mix of skills and experience that are up to date and cover the major business areas in order to make informed decisions and provide effective oversight of the risks.

Furthermore, more diverse management bodies¹ can help to improve decision-making regarding strategies and risk-taking by incorporating a broader range of views, opinions, experiences, perceptions, values and backgrounds. A more diverse management body and inclusive environment reduces the phenomena of 'group think' and 'herd behaviour' and promotes creativity and innovation, both of which help us to enhance our client service. The issue of diversity is not limited to gender; it also concerns the age, professional and educational background, and geographical provenance of the members of the management body. All those factors are important aspects to achieving a balanced composition of the management body.

GIB UK's policy is to ensure that the above aspects of diversity are systematically and thoroughly taken into account in determining its management body. Specifically this includes:

- Attraction of diverse talent in our recruiting practices;
- Retention of diverse talent through our succession planning;
- Developing our diverse talent through learning and development opportunities.

Furthermore, GIB UK will give particular regard to ensuring that diverse views, opinions and ways of thinking are encouraged as part of the ongoing operation and discussions of the management body, thereby supporting constructive debate and challenge on the range of issues facing the firm.

GIB UK's target is that its management body should have gender diversity at all times.

The Board, with support from the Nomination and Remuneration Committee, will be responsible for ensuring adherence to the policy.

This statement is prepared by the Board Secretariat. It is reviewed, and approved by the Board, on an annual basis.

Approved by Board of Directors – 23 June 2021

¹ Comprising Non-Executive and Executive Directors.