

## CMC MARKETS PLC BOARD DIVERSITY POLICY

### 1. Introduction

In accordance with the Principles and Provisions relating to Composition, Succession and Evaluation of the UK Corporate Governance Code, July 2018, the Board Diversity Policy ("Policy") sets out the approach to diversity on the Board of CMC Markets plc only.

### 2. Board Diversity Policy Statement

CMC Markets plc recognises the benefits of having a diverse senior management team and sees increasing diversity at senior levels as an essential element in maintaining an effective Board. Our policy is to ensure that there is broad experience and diversity on the Board of CMC Markets plc. We consider diversity to include age, ethnicity, disability, gender, sexual orientation and socio-economic and geographic backgrounds. Appointments to the Board are made on merit, in the context of complimenting and expanding the skills, knowledge, experience, judgement and approach of the Board as a whole.

The Nomination Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. The Nomination Committee also oversees the conduct of the annual review of board effectiveness.

In order to maintain an appropriate range and balance of skills, experience and background on the Board, the Nomination Committee considers the benefits of all aspects of diversity including, but not limited to, those described above.

In identifying suitable candidates for appointment to the Board, the Nomination Committee will consider candidates against objective criteria with due regard for the benefits of the herein mentioned attributes and diversity on the Board.

As part of the annual performance evaluation of the effectiveness of the Board, committees and individual directors, the Nomination Committee considers the balance of skills, experience, independence and knowledge of the CMC Group on the Board, and the diversity representation on the Board.

### 3. Controls

The Nomination Committee is responsible for the implementation of this Policy and for monitoring progress towards the achievement of its objectives. The Nomination Committee reports annually, in the Corporate Governance section of the Annual Report and Accounts, on the process it has used in relation to Board appointments. The report includes a reference to this Policy.

### 4. Review of this Policy

The Nomination Committee reviews this policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee discusses any revisions that may be required, and recommends any such revisions to the Board for consideration and approval.