

# IG GROUP HOLDINGS PLC

## BOARD DIVERSITY AND INCLUSION POLICY

### Purpose

The Board knows that having a diverse and inclusive culture is key for the success of the Company; and that contributions from an inclusive and diverse membership will result in optimal board dynamics and decision-making. This has been reflected in our Policy, which applies to the Board and its Committees. A separate policy governs the approach to diversity and inclusion throughout the organisation, including senior management roles.

### Role of the Board

We recognise that having a Board membership that reflects diversity in the broadest sense is critical for delivering IG's diversity and inclusion targets. For us, that includes a balance of skills, experience and knowledge, tenure, independence, and other demographic diversities that provides the Board with a range of insight, a broad strategic perspective, and the challenge needed to support inclusive, effective decision-making.

Subject to the availability of sufficiently high calibre candidates aligned with our culture and purpose, the Board intends to comprise of at least:

1. 40% women by the end of calendar year 2024;
2. One of the senior Board positions to be held by a woman (the Chair, Chief Executive, Chief Financial Officer or Senior Independent Director); and
3. One Director to continue to be from a minority ethnic background.

The Board is committed to achieving the optimal blend and balance of diversity possible. It is acknowledged that: (i) the Board does not currently achieve the 40% target of women on the Board; (ii) during periods of Board change (for example, Director rotation, appointment or resignation) there may be times when it is not possible to maintain the above balance; and (iii) given the size of the Board one role change can result in a significant percentage shift. However, the Board is committed to achieving and maintaining the above balance.

The Board will:

1. Lead every day by role modelling inclusion best practices, behaviours and language in all undertakings;
2. Embrace different perspectives and dynamics that result from having a diverse range of skills, knowledge and experience on the Board;
3. Value the input of every Director;
4. Apply an inclusion lens to its decision-making;
5. Review and monitor the implementation and progress against the Group-wide Diversity and Inclusion ("D&I") Strategy, oversee D&I initiatives across the

Company and receive, at least annually, reports on progress against agreed IG diversity and inclusion goals;

6. Ensure that appointments and succession plans are based on merit and objective criteria, in the context of skills, experience, independence and knowledge, which the Board requires to be effective as a collective including diversity; and
7. Oversee Management's activities to deliver the strategy to increase the proportion of women in senior leadership roles from minority ethnic backgrounds, disabled colleagues and other under-represented groups, in support of the FTSE Women Leaders Review, the Parker Review and best practice guidance.

### **Role of the Nomination Committee**

The Chair of the Nomination Committee (the "Committee") champions the Board's diversity and inclusion strategy.

The Committee will:

1. Evaluate and monitor the structure, size and composition of the Board and its Committees and ensure that they have the appropriate balance of skills, knowledge, experience, tenure, independence and diversity characteristics;
2. Lead on succession planning for appointments to the Board;
3. Oversee talent development and the succession pipeline for senior management roles in the organisation;
4. Proactively work with the Chief People Officer and external executive search partners that understand IG's values and approach to diversity and inclusion in determining suitable candidates for proposed Board appointments;
5. Make recommendations to the Board for new appointments based on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a well-rounded Board and the benefits that diversity brings to the overall Board composition; and
6. Outline the process it has used in relation to Board appointments in the Company's Annual Report and Accounts and provide an update on the progress against achieving the objectives set out in this Policy.

### **Review of the Policy**

The Nomination Committee shall review this Policy annually and make recommendations for any changes it considers appropriate to the Board for approval.