

## 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. This Policy applies to the Board only as diversity in relation to employees is covered by the Equal Opportunities Policy.

### 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. Diversity includes, and makes good use of, differences in knowledge and understanding of relevant diverse geographies, peoples and their backgrounds including race, disability, gender, personality and work-style. Appointments to the Board should be made on merit, in the context of complimenting and expanding the skills, knowledge and experience 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 reviewing Board composition, the Nomination Committee will consider the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

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 diversity on the Board.

As part of the annual performance evaluation of the effectiveness of the Board, committees and individual directors, the Nomination Committee will consider the balance of skills, experience, independence and knowledge of the CMC Group on the Board, and the diversity representation of 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 will report 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 will include a reference to this Policy.

### 4. Review of this Policy

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.