

Funding Circle Holdings plc

Board Diversity Policy

Purpose

The Board Diversity Policy outlines the approach to diversity and inclusion with respect to the Board of Directors (“the **Board**”) of Funding Circle Holdings plc (“the **Company**”), the Global Leadership Team and their direct reports. The Board considers that diversity and inclusion are essential components for Board effectiveness and business competitive advantage. The Board acknowledges that diversity and inclusion encompass a broad range of factors, such as gender, ethnicity, physical abilities, sexual orientation, education and socio-economic background, nationality, country, or cultural background, together with diversity of skills, background, knowledge and experience. We strive to be as diverse as the SME customer base we serve.

Objectives

The Board, supported by the Nomination Committee, aims to:

- in line with the FCA’s Listing Rules:
 - make all reasonable efforts to work towards reaching, or alternatively provide an explanation on the progress of achieving, such target of at least 40% female representation on the Board, in line with the Listing Rules;
 - make all reasonable efforts to meet and maintain, or alternatively provide an explanation on the progress of achieving, such target that at least one of the senior board positions (Chair, Chief Executive Officer (CEO), Chief Financial Officer (CFO) or Senior Independent Director (SID)) should be a woman, in line with the Listing Rules;
 - meet and maintain the Parker Review target to have one or more Directors from a minority ethnic background;
- continue to remain a signatory to the Women in Finance Charter and continue to make progress in increasing the representation of senior females to our agreed internal target of 40%;
- encourage and monitor the development of internal high calibre employees, including considering all aspects of diversity and inclusion, by actively facilitating measures to support the internal talent pipeline for succession at both Board and senior management level; and

- seek only to engage, in its search for Board candidates, with executive search firms that are signatories to the Voluntary Code of Conduct for Executive Search Firms and in its search, support best practice by considering candidates on the basis of merit, having full regard to the advantages of diversity on the Board.

The Nomination Committee shall review annually the Company's progress made against these policy objectives and report to the Board on the outcome of its review. The Nomination Committee shall also make recommendations to the Board where necessary to achieve these objectives.

Key elements of this policy will be disclosed further in the Annual Report.

Approved and adopted by the Board on 20 February 2024.