

SANTANDER UK GROUP HOLDINGS plc

and SANTANDER UK plc

(individually “the Company” and collectively “SANTANDER UK”)

CHIEF EXECUTIVE OFFICER (“CEO”)

Purpose of the Role

The CEO’s role is to run the business in accordance with the authority limits delegated to him from the Board.

Key Accountabilities

In particular, the CEO is responsible for:

- Developing and delivering the Company’s strategy and financial results within the agreed policies and procedures to meet the legal and regulatory obligations of the Company and striving consistently to optimise resources and achieve financial and operating objectives.
- Ensuring the appropriate management of day-to-day business affairs: the CEO is assisted in discharging this responsibility by the Executive Committee, Senior Management Committee and other Committees established under his authority.
- Reporting regularly to the Board, providing timely, relevant and accurate information about the organisation to enable the Board to discharge its own responsibilities.
- Informing and consulting the Chair on all matters of significance to the Board so that the Chair (and the Board) can each properly discharge their respective roles.
- Ensuring that a corporate culture promoting ethical practices and social responsibility is fostered and that the policies and corporate values approved by the Board are effectively communicated throughout the organisation so that its corporate culture, values and ethics are aligned with its strategic objectives.
- Making recommendations to the Board on the Company’s strategic direction, significant operational changes and major capital expenditure for consideration and decision by the Board (to the extent that those matters are outside the parameters of the CEO’s delegated authority).
- Clearly apportioning responsibilities among senior management and overseeing the establishment and maintenance of appropriate risk management systems and controls. The CEO is assisted in discharging this responsibility by the Executive Risk Control Committee, established under his authority.
- Ensuring an effective management team and an active plan for the performance evaluation, development and succession of that team.
- Maintaining a positive and ethical work environment to attract and retain talent at all levels.
- Serving as chief spokesperson for the Company, ensuring that its stakeholders are clearly and properly informed of the Company’s business performance and corporate stance on relevant issues.
- Supporting the Chair and Company Secretary in relation to all aspects of corporate governance.

The CEO has discretion, and is entitled, to delegate the authority inherent in his role (not in its entirety) to his direct reports (and other nominees, at his discretion, as he sees fit). The principal document which sets out this onward delegation is the Executive Governance as approved by

the CEO from time to time and subject to annual review by the Board. Any such delegation should be recorded in writing to demonstrate a clear audit trail and must be exercised in accordance with and subject to the Board's agreed Risk Appetite.