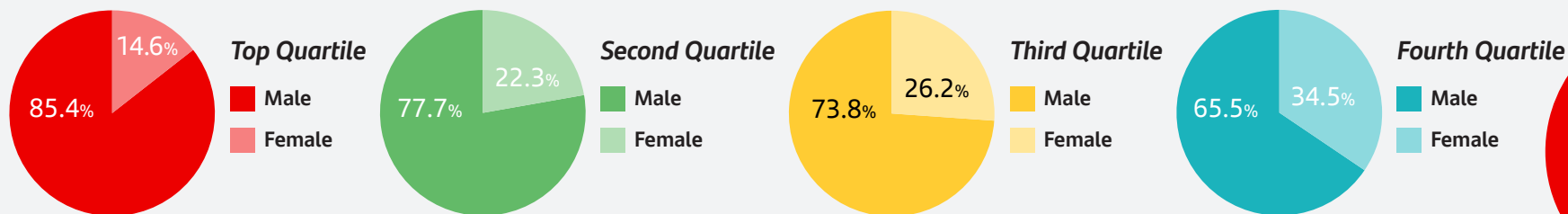


Santander UK Technology

Santander UK Technology is the software and service provider for the Santander UK banking group. As Santander's technology arm, we are their software and infrastructure specialists, developing software and digital applications and cloud solutions helping to give Santander's customers a great banking experience.

Santander UK Technology is committed to the principle of equal opportunities and equal treatment for all employees. We aim to create a thriving workplace where every colleague has a voice and is recognised for their unique contribution.

This is our third annual gender pay gap report.



The gender pay gap shows the difference in average pay between women and men. This is different to equal pay i.e. women and men receiving the same pay for the same role. The gender pay gap takes into account all roles at all levels of the organisation, rather than comparing pay received by women and men performing the same roles.

As a technology organisation operating within the finance sector, Santander UK Technology is affected by a traditionally male dominated population but is operating at above industry sector national average levels and is striving to achieve gender balance within the organisation.

We are committed to creating a diverse and inclusive workplace, and to achieve this we embrace and are aligned to the actions to improve gender diversity by Santander UK.

11.1%

The **mean** average gender pay gap in Santander UK Technology.

9.5%

The **median** average gender pay gap in Santander UK Technology.

16.0%

The **mean** average gender bonus gap in Santander UK Technology.

16.1%

The **median** average gender bonus gap in Santander UK Technology.

The proportion of eligible male and female employees who received a bonus was **89.8% (male)** and **92.4% (female)**.

Carlos Selonke
Chief Information Technology Officer

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.