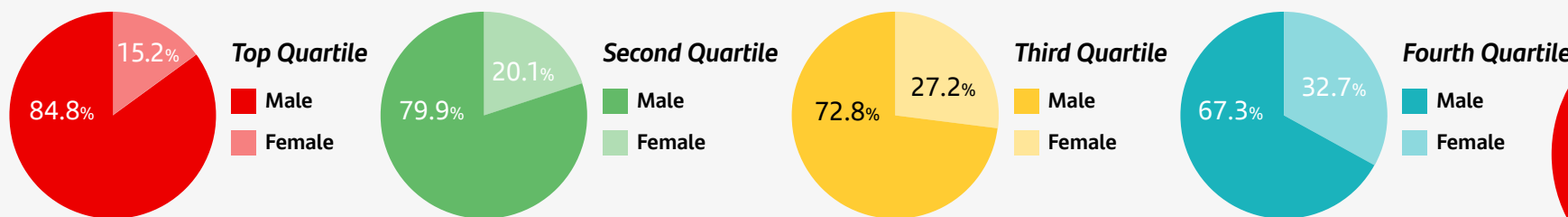


Santander UK Technology

Santander UK Technology is the software and service provider for the Santander UK banking group. As Santander's technology arm, we are 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 fourth annual gender pay gap report.



The proportion of eligible male and female employees who received a bonus was **84.2% (male)** and **91.3% (female)**.

10.0%
The **mean** average gender pay gap in Santander UK Technology.

9.5%
The **median** average gender pay gap in Santander UK Technology.

8.6%
The **mean** average gender bonus gap in Santander UK Technology.

5.9%
The **median** average gender bonus gap in Santander UK Technology.

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 striving to achieve gender balance throughout the organisation against a traditionally male-dominated background population.

We share the goal of a genuinely diverse and inclusive workplace which is set out in the Santander UK plc gender pay gap report, and are aligned to the comprehensive action plan set out in that report to achieve this.

Iain Plunkett
Chief Operating Officer, Santander UK
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.