

Objective	<p>Our objective is simple – to develop a diverse and inclusive culture where colleagues are engaged, empowered, work together and live our values.</p> <ul style="list-style-type: none">• We are committed to hiring and retaining the very best and to do so, we must draw from the broadest pool of applicants. Our commitment to an inclusive culture where people treat each other with dignity and are able to bring their whole selves to work is key to allowing our staff to realise their potential.• Our commitment is to develop a diverse and inclusive culture where colleagues are engaged, empowered, work together and live our values. We believe building an inclusive culture is everyone's responsibility and want to create an environment where colleagues respect intersectionality and celebrate diversity so that everyone can be their authentic selves. <p>To support this the Board Diversity Policy ('the Policy') sets out our approach to diversity on the Board of Directors of Hargreaves Lansdown plc ('the plc Board'), Hargreaves Lansdown Asset Management Limited ("HLAM") and Hargreaves Lansdown Fund Management Limited ("HLFM"), together (the "Boards"). We recognise that representation matters.</p>
Who the policy applies to	<p>This Policy applies to the Boards, unless otherwise indicated. It does not apply to employees of the Group who are covered by the Group's Inclusion & Diversity Commitment. External targets apply to the plc Board and HLAM Board only at this point.</p>
Principles	<p>The plc Board is committed to maintaining high standards of corporate governance. We regard the composition and the effectiveness of the plc Board as a crucial element of our corporate governance.</p> <p>The tone is set from the top and as such the plc Board's approach to inclusion and diversity is key to the wider Group. Therefore, when assessing new appointments to our Boards, we carefully review the combined skills and experience of the existing Board members to determine the characteristics needed when recruiting any new director. Each member of the Boards must have the skills, experience and character that will enable them to contribute both individually, and as part of the team, to the effectiveness of the relevant Board and the success of the organisation. We believe that diversity amongst Board members at all levels is of great value but that diversity is a far wider subject than gender alone encompassing issues such as mental health and neurodiversity, and we remain committed to inclusion in all its forms. We recognise that this is a complex, nuanced and sensitive space and as such commit to evolving our approach over time and staying curious.</p> <p>We are committed to demonstrating corporate governance best practice aligning with targets set out in the Listing Rulesⁱ and recommendations from key reviews such as FTSE Women Leaders and Parker Review including its expansion into senior management. As such we are committed to the Board of Hargreaves Lansdown plc having and maintaining:</p> <ul style="list-style-type: none">• at least 40% of Board positions held by women;• at least one of the senior Board positions held by a womanⁱⁱ; and• at least one director from an ethnic minority backgroundⁱⁱⁱ. <p>whilst recognising that during periods of transition on the plc Board, this balance may not, temporarily, be maintained.</p> <p>We are also committed to the Board of HLAM having and maintaining the same targets in so far as they apply to it, i.e., at least 40% of Board positions held by women; and at least one director from an ethnic minority background.</p> <p>All appointments to the Boards are made on merit against a set of objective criteria, in the context of the skills, experience, independence and knowledge which each of the Boards, as a whole, require to be effective.</p>
Roles and responsibilities	<p>The Nomination & Governance Committee is responsible for ensuring the Boards have the right balance of skills, experience and knowledge.</p>

Process	<p>The Nomination & Governance Committee will:</p> <ul style="list-style-type: none"> regularly review the Boards' composition, succession planning, talent development and the broader aspects of diversity; work with executive search firms who have signed up to the Voluntary Code of Conduct for Executive Search Firms on diversity and best practice and that aligns with our values and approach to diversity in determining suitable candidates for appointment to the Boards. Should the Committee receive a candidate list from an executive search firm that is not suitably diverse, without sufficient reason, it will be able to reject the list and ask the search firm to resubmit a more diverse list. identify suitable candidates for appointment to the Boards against an objective criteria with regard to the benefits of diversity on the Boards and taking into consideration the skills, experience, independence and knowledge, to advance the Group's strategy for the benefit of all its stakeholders; and report annually, in the corporate governance section of the Annual Report, on the implementation of the Board Diversity Policy and the process used in relation to plc Board appointments. <p>In addition the Nomination & Governance Committee will discuss and agree annually all measurable objectives for achieving diversity on the Boards and recommend them to the plc Board for approval.</p>
Review arrangements	<p>The Nomination & Governance Committee will review the Policy annually, including an assessment of the effectiveness of the Policy and any developments in best practice. The Committee will discuss any revisions that may be required and recommend any such revisions to the plc Board for approval.</p>
Approved by the Hargreaves Lansdown plc Board 28 June 2024.	

ⁱ Currently LR 9.8.6R(9) and LR 14.3.33R(1)

ⁱⁱ Where senior board positions are defined as: Chair, Chief Executive Officer (CEO), Senior Independent Director (SID) or Chief Financial Officer (CFO). This is not applicable to the Board of HLAM.

ⁱⁱⁱ Where ethnic minority background is defined by reference to categories recommended by the Office for National Statistics (ONS) excluding those listed, by the ONS, as coming from a White ethnic background.