



VIRGIN MONEY UK PLC
(Company or Virgin Money)

LEI: 213800ZK9VGCYYR6O495

20 December 2023

Virgin Money appoints Lucinda Charles-Jones as Non-Executive Director and Remuneration Committee Chair elect

The Company announces the appointment of Lucinda Charles-Jones as an independent Non-Executive Director of the Company with effect from 22 January 2024. Once a transition and handover period are completed, Lucinda will replace Darren Pope as Chair of the Remuneration Committee with effect from 1 March 2024 subject to final regulatory approval.

Lucinda's biography is set out below. Lucinda is currently a non-executive director and chair of the remuneration committee at The Rank Group plc. She is also a non-executive director on the board of trustees for Business in the Community (BITC) and chair of the BITC remuneration committee.

As announced by the Company on 4 May 2023, Darren Pope will remain on the Board as a Non-Executive Director.

David Bennett, Board Chair, said: "I am delighted to welcome Lucinda Charles-Jones to the Board. Lucinda's breadth of executive-level experience in human resources and remuneration will bring valuable insights to the Virgin Money Board and to her role as Remuneration Committee Chair." He added, "I would like to thank Darren for his chairmanship of the Remuneration Committee since 2020 and I am pleased that the Board will continue to benefit from his skills and experience."

Lucinda Charles-Jones said: "I am very pleased to be joining the Virgin Money Board and look forward to working with my fellow Directors and the management team as Virgin Money progresses its ambition to create the UK's best digital bank."

Lucinda will also become a member of the Audit Committee, the Governance and Nomination Committee, the Risk Committee and of the Remuneration Committee pending her becoming Chair and will join the Board of Clydesdale Bank PLC all effective from 22 January 2024.

Other than the directorships disclosed above, there are no matters requiring disclosure under Listing Rule 9.6.13R.

Biographical information

Lucinda has more than 25 years' executive-level experience in human resources roles. She was Chief People & Corporate Responsibility Officer at AXA UK and Ireland, part of the AXA SA Group from 2015 to 2022 where her role included responsibility for developing the environmental and social aspects of the corporate responsibility strategy, and Group HR Director for Towergate Partnership Co Ltd from 2011 to 2014. Prior to this, Lucinda was Group Global HR Director for Hays Plc and has also previously held human resources roles at RAC PLC, Consumer Division and Vivendi SA. She is currently Non-Executive Director and Chair of the Remuneration Committee at The Rank Group plc and Non-Executive Director on the board of trustees for Business in the Community where she is also Chair of the Remuneration Committee.

Virgin Money UK PLC is registered in England and Wales (company number: 09595911) and as a foreign company in Australia (ARBN 609 948 281) and has its registered office at Jubilee House, Gosforth, Newcastle upon Tyne, NE3 4PL

Announcement authorised for release by Lorna McMillan, Group Company Secretary.

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