

# Who are you voting for?

There are 11 candidates you can vote for at this year's AGM. This leaflet tells you more about them, including the skills and experience they will bring to Nationwide's Board. To make your vote count, go to [nationwide.co.uk/agmvote](https://nationwide.co.uk/agmvote)

## **Debbie Crosbie**

Chief Executive Officer

Date of appointment: 2 June 2022



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### **Skills and experience**

Debbie Crosbie joined Nationwide as CEO in June 2022. She has over 25 years of experience in financial services leadership. Debbie was previously CEO at TSB where she led its successful turnaround by delivering a strategy to transform customer experience, made the bank more competitive, improved its reputation and increased colleague engagement – delivering the three-year growth strategy a year early.

Debbie has extensive experience of leading turnaround strategies and, while Acting CEO of Clydesdale Bank, led preparations for its successful demerger and subsequent Initial Public Offering.

Debbie has overseen the execution of several major transformation projects.

## Tracey Graham

Senior Independent Director from 20 July 2023

Chair of the Remuneration Committee and member of the Board Risk Committee and Nomination and Governance Committee

Date of appointment: 28 September 2022



### Skills and experience

Tracey Graham is an experienced non-executive director having served on several listed companies and mutual boards across a range of sectors, including financial services.

She has extensive experience as a remuneration committee chair and as a senior independent director.

She was Chief Executive Officer of Talaris Limited, an international cash management business. Before that she held a number of senior roles in De La Rue plc, HSBC and at AXA Insurance.

## Albert Hitchcock

Independent non-executive director

Member of the Remuneration Committee and Board Risk Committee

Date of appointment: 2 December 2018



### Skills and experience

Albert Hitchcock is a leader in information technology with over 30 years in the technology industry. His experience is of huge value to the Society as we continue our ambitious transformation programme to meet the expectations of our members today and in the future.

He was previously a technology advisor to the Board of the Royal Bank of Scotland plc and has held executive positions as a Group Chief Information Officer at Vodafone plc and Nortel Networks. He was previously Chief Technology and Operations Officer of Pearson plc.

## Alan Keir

### Independent non-executive director

Chair of the Board Risk Committee and member of the Audit Committee and Nomination and Governance Committee

Date of appointment: 1 March 2022



### Skills and experience

Alan Keir is an experienced banker who began his non-executive career when he retired as a Group Managing Director and CEO of EMEA at HSBC in 2016, where he had been leading the operations in 30 countries, including the UK home market. He has extensive experience in a full range of banking activity, including retail branches and investment banking.

His expertise in the retail and commercial banking sector, and his proven track record of delivering a successful commercial banking strategy whilst redefining the culture and values of a large organisation, assists the Board in setting and delivering strategic performance. He was previously a non-executive director of HSBC Bank plc between 2018 and 2021.

## Debbie Klein

### Independent non-executive director

Member of the Remuneration Committee

Date of appointment: 1 March 2021



### Skills and experience

Debbie Klein has extensive experience in commercial brand and marketing roles. Until mid-2023, she was Group Chief Marketing, Corporate Affairs and People Officer at Sky. As part of her role, she was responsible for Sky's corporate social responsibility (CSR) programme, leading Sky's challenge to meet its 2030 net-zero goals. Her expertise in sustainability and CSR matters assists in building Nationwide's future Environmental, Social and Corporate Governance (ESG) agenda.

She was previously Chief Executive Europe and Asia Pacific at The Engine Group, an integrated marketing services business, and held various leadership roles in her 20 years at the firm. Earlier in her career she worked in Strategy and Insight at Saatchi & Saatchi and Nielsen.

## Sally Orton

**Independent non-executive director**

Member of the Audit Committee

Date of appointment: 1 June 2023



### Skills and experience

Sally Orton is a dual-qualified chartered accountant in Australia and the UK, with a career spanning 30 years in financial services and professional services, bringing to the Board expertise in audit, regulation and finance. She was previously Group Chief Financial Officer at GAM Holdings AG (listed on the SIX Swiss Exchange), where her remit included responsibility for all financial matters in the Group, including reporting, tax, treasury, capital management and related regulatory matters.

Prior to joining GAM, she held CFO roles at LCH Ltd (part of the London Stock Exchange Group) and Howden Broking Group and also held senior roles at Man Group plc.

Having started her career at KPMG in Australia, she moved to London in 1997 to join the Banking and Capital Markets industry groups of PwC and then EY.

## Kevin Parry OBE

**Society Chairman**

Chair of the Nomination and Governance Committee

Date of appointment: Society Chairman – 1 February 2022

Independent non-executive director – 23 May 2016



### Skills and experience

Kevin Parry is a chartered accountant and brings to the Board expertise in audit, regulation and governance, risk management, finance and corporate finance. As a former Chairman of the Homes and Communities Agency, his perspective on housing is a valuable asset to the Society.

He has a wealth of experience across a broad range of organisations. He was Chairman of Intermediate Capital Group plc and Senior Independent Director of Standard Life Aberdeen plc as well as having been the Chief Financial Officer of Schroders plc and the Chief Executive Officer of Management Consulting Group plc. In addition, he is a former trustee and Chairman of the Royal National Children's Springboard Foundation.

## **Tamara Rajah MBE**

**Independent non-executive director**

Board Employee Voice Representative

Date of appointment: 1 September 2020



### **Skills and experience**

Tamara Rajah has extensive experience in entrepreneurial ventures and technology and ran an award-winning, venture capital backed global consumer healthcare platform. She has published widely on high growth entrepreneurship and was formerly a non-executive director of the ScaleUp Institute Limited and Entrepreneur First Operations Limited.

Prior to launching her own company, Tamara was one of the youngest partners at strategy firm McKinsey where she spent a decade in the healthcare practice and led McKinsey's knowledge and client work on entrepreneurship and technology clusters in life sciences, digital and technology.

She brings to the Board vast experience of digital transformation, entrepreneurship and innovation.

## **Chris Rhodes**

**Chief Financial Officer**

Date of appointment: 20 April 2009



### **Skills and experience**

Chris Rhodes was appointed Chief Financial Officer in October 2019, having been a Board member since 2009. He is a chartered accountant with over 30 years' experience in retail and commercial banking, holding senior leadership roles across finance, treasury, operations, retail distribution and risk management.

His previous positions include Group Finance Director of Alliance and Leicester Group, Board Director at Visa Europe and Deputy Managing Director for Girobank. He has been a Director of the Lending Standards Board and a Trustee of National Numeracy.

His broad background means he has a deep understanding of the Society and the mutual business model, and he is ideally placed to oversee the long-term financial stability of the Society, ensuring the Society continues to invest for the future on behalf of its members.

## Gillian Riley

**Independent non-executive director**

Member of the Board Risk Committee  
and Remuneration Committee

Date of appointment: 1 April 2022

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### **Skills and experience**

Gillian Riley is a senior banker with an accomplished track record in consumer and commercial banking at Bank of Nova Scotia, which is Canada's third largest bank.

Since 2018, she has been President and CEO of its subsidiary, Tangerine Bank, which she evolved from being a digital deposits bank to an everyday digital bank that is profitable and has a full suite of banking solutions and which consistently wins awards for its client satisfaction.

She also previously founded The Scotiabank Women Initiative to strengthen equality and support for women entrepreneurs.

She is a champion for diversity and community values, contributing in areas such as health, youth issues and gender equality.

## Phil Rivett

**Independent non-executive director**

Chair of the Audit Committee and member of the Board Risk  
Committee and Nomination and Governance Committee

Date of appointment: 1 September 2019

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### **Skills and experience**

Phil Rivett is a chartered accountant with over 40 years' experience of professional accountancy and audit, with a focus on banks and insurance companies.

He has a wealth of experience advising major financial services providers in the UK and on a global basis; he has held various senior positions at PricewaterhouseCoopers LLP and was Chair of its Global Financial Services Group prior to retiring from the firm.

He has an exceptional leadership track record, advocating a collaborative and inclusive approach.