

Who are you *voting* for?

There are 11 candidates you can vote for at this year's AGM. Take a look below to find out a bit more about them, including the skills and experience they'll bring to Nationwide's Board. To make your vote count, go to nationwide.co.uk/agmvote



Tracey Graham

Independent non-executive director

Senior Independent Director from July 2023

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.

Current external appointments

- Non-executive director of Close Brothers Group plc
- Non-executive and Senior independent director of DiscoverIE plc
- Non-executive director of LINK Scheme Limited where she is Chair of the LINK Consumer Council
- Non-executive and Senior independent director of Ibstock plc (She will step down from this role in April 2023)

Who are you *voting* for?



Sally Orton

Independent non-executive director

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 is currently Group Chief Financial Officer at GAM Holdings AG (listed on the SIX Swiss Exchange), where her remit includes 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. She started her career at KPMG in Australia, moving to London in 1997 to join the Banking and Capital Markets industry groups of PwC and then EY.

Current external appointments

- Group Chief Financial Officer of GAM Holdings AG
- Trustee of Charity of the Worshipful Company of Chartered Accountants in England and Wales



Debbie Crosbie

Chief Executive Officer

Date of appointment: 2 June 2022

Skills and experience

Debbie Crosbie joined Nationwide as CEO in June 2022. She has over 25 years of experience in financial services leadership. She 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. Prior to TSB, she had extensive experience of leading turnaround strategies and, while Acting CEO of Clydesdale Bank, led preparations for its successful demerger and subsequent Initial Public Offering. She has overseen the execution of several major transformation projects.

Current external appointments

- Non-executive director of SSE plc
- Member of the PRA's Practitioner Panel



Albert Hitchcock

Independent non-executive director

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.

Current external appointments

- Non-executive director of Pureprofile Ltd



Alan Keir

Independent non-executive director

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 on the Board of HSBC Bank plc as a non-executive director between 2018 and 2021.

Current external appointments

- Chair of the Sumitomo Mitsui Banking Corporation Bank International plc
- Non-executive director of Majid Al Futtaim



Debbie Klein

Independent non-executive director

Date of appointment: 1 March 2021

Skills and experience

Debbie Klein has extensive experience in commercial brand and marketing roles. She is Group Chief Marketing, Corporate Affairs and People Officer at Sky, where her remit includes responsibility for overall brand and marketing development, as well as leading corporate communications, public affairs, internal communications, and human resources. She is also responsible for Sky's corporate social responsibility (CSR) programme, leading Sky's challenge to meet its 2030 net zero goals approved by the Science Based Targets Initiative. 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.

Current external appointments

- Group Chief Marketing, Corporate Affairs and People Officer at Sky
- Non-executive director of Xyon Health Inc



Kevin Parry OBE

Society Chairman

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, risk management, and 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 has served as 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.

Current external appointments

- Chairman of Royal London Mutual Insurance Society Limited
- Non-executive director and Chairman of the Audit and Risk Committee of Daily Mail and General Trust plc

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Tamara Rajah MBE

Independent non-executive director

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, she 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.

Current external appointments

- Chief Business and Science Officer and MD Wellness Futures of Holland and Barrett Limited
- Non-executive director of Dot London Domains Limited
- Non-executive director of London & Partners Ventures Limited



Chris Rhodes

Chief Financial Officer

Date of appointment: 20 April 2009

Skills and experience

Chris Rhodes was appointed Chief Financial Officer in October 2019. 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.

Current external appointments

- Director of Silverstone Securitisation Holdings Limited
- Director of Arkose Funding Limited



Gillian Riley

Independent non-executive director

Date of appointment: 1 April 2022

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 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.

Current external appointments

- Non-executive director and Chair of Roynat Capital Incorporation
- Non-executive director of St Michael's Hospital Foundation in Canada



Phil Rivett

Independent non-executive director

Date of appointment: 1 September 2019

Skills and experience

Phil Rivett is a chartered accountant with over forty 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.

Current external appointments

- Non-executive director of Standard Chartered plc